



ZHANG, Haiyan

Counsel

Professional Experience

Ms. Zhang Haiyan is a consultant based in JunHe's Guangzhou office. Prior to joining JunHe, she served as an in-house counsel at a renowned real estate enterprise. In 2010, she transitioned to full-time legal practice and became the managing and founding partner of a leading law firm in Guangdong.

Ms. Zhang provides legal services in complex commercial dispute resolution and corporate compliance. Her main areas of expertise include:

Real Estate and Construction Engineering: Ms. Zhang began her legal practice in the real estate sector in 2005. She provides comprehensive non-contentious legal support for large-scale development projects (commercial, office and residential) as well as for projects involving the establishment of five-star hotels, undertaken by leading real estate enterprises, state-owned enterprises, public institutions and cultural enterprises. Her work includes assisting clients with land acquisition for industrial projects, conducting due diligence, developing business negotiation strategies to preempt disputes and drafting transaction documents. Ms. Zhang has extensive litigation experience in resolving disputes related to construction engineering (quality, delays and settlements, etc.), agent construction termination and clearance, demolition compensation, housing sales, advertising infringement, commercial leasing and property management.

Cross-border Employment Compliance (Labor Law): Ms. Zhang is the legal counsel for several well-known domestic and cross-border companies. She assists clients with employment-related legal matters, and her work includes establishing labor and employment compliance systems and handling non-compete restrictions, equity incentives, employment relationship transfers, staff optimization, employee placement and labor dispute resolution. She understands her clients' needs and provides effective solutions. Building upon her domestic labor law practice, Ms. Zhang has serviced leading cross-border enterprises involved in the Belt and Road initiative and has advised on domestic and overseas employment arrangements and corporate compliance matters. She provides personalized services for establishing cross-border employment models and frameworks, effectively mitigating employment risks for international companies.

Insurance and Finance: Ms. Zhang has nearly a decade of experience in the insurance industry, having served as the retained legal counsel and panel lawyer for major property insurance companies. Her expertise spans dispute resolution for core insurance products including property, engineering, marine hulls, surety bonds, employer's liability, litigation preservation liability, accident, health and public liability. Ms. Zhang handles disputes covering policy interpretation, claims amount disagreements, application of exclusion clauses and subrogation recovery. She manages complex and challenging cases involving cross-jurisdictional issues, new business models (e.g., photovoltaic and environmental protection), multiple parties and intricate factual determinations. Notably, Ms. Zhang won a landmark case, the first of its kind to apply Article 62 of the Insurance Law and Article 9 of the Judicial Interpretation IV of the Insurance Law, which combined two major legal complexities. The unique case successfully overcame limitations such as the inability to pursue subrogation against 'members of the policyholder' and resolved intricate legal issues including the impossibility of recovery among affiliated companies and the insured's prior waiver of recovery rights in insurance subrogation cases. Ms. Zhang has been recognized as a recommended lawyer for the insurance industry in the GRCD China Annual Industry Lawyer Guide (2025) and she has received the Insurance Law – Outstanding Achievement Award from both the Guangdong Lawyers Association and the Guangzhou Lawyers Association.

Social Appointments

Legal Advisor to the Guangzhou Municipal Committee of the Chinese People's Political Consultative Conference

Professional Association Appointments

Delegate to the 10th Lawyers' Congress of Guangzhou Lawyers Association.

Deputy Director of the Labor Law Professional Committee of the 10th Guangzhou Lawyers Association.

Member of the Insurance Law Professional Committee of the 12th Guangdong Lawyers Association.

Education

Bachelor of Laws, Henan University.

Professional Associations

Member of the All-China Bar Association and the Guangzhou Bar Association.

Language Skills

Mandarin and English

Tel: +86 20 2805 9062

Fax: +86 20 2805 9099

E-mail: zhanghaiyan@junhe.com

Practice Areas:

Dispute Resolution

Corporate and M&A

Real Estate and Construction