



shoosmiths

“ The best thing about working for Shoosmiths is the people. The people on both sides - the clients and the people I work with. It is a tremendous diversity for me. It is a huge stimulus. It keeps me alive, keeps me awake at night sometimes but that is part of the enjoyment of my job. I see and enjoy tremendously working with the diversity of people that we have within our ranks but even more so the surprises when I go to meet new clients or existing clients and how that marriage of convenience sometimes becomes much more of an opportunity for everybody. It is an understanding and a very positive optimistic outlook that we have at Shoosmiths and is one that I would push forward for anyone. Become engaged and that is really what makes the difference.

### Our team

Shoosmiths offers a very collegiate business approach to its clients but also a very supportive familial system within the ranks of people who work for the business. It is tremendously helpful to feel that kind of warmth within a business but also have a steely approach when needed. Having that versatility is something that you very seldom find because organisations don't have the time or energy to put resource in supporting that element of the business. It is a people business and we are a service industry. We need to understand and deliver on that. I feel very comfortable that during the time I have been with Shoosmiths it has been consistent and has, in fact, developed exponentially. The people who we attract to the business work, grow and offer that to outside people which makes it a very

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attractive environment and one that is very seldom duplicated. I think people try to replicate it but it has not been possible, in my experience, to deliver consistently at the level that we manage to achieve within Shoosmiths.

### What we look for

We are an organisation that listens, as well as directs. That is important for you to understand. We want you to tell us how you want your career to progress. That's an awful lot of autonomy we will put on your shoulders because we want to help you to get to where you want to be. We know what our aspirations are in the organisation but that depends on the independence and the ability of the individuals that work with us, so if you talk to us, and we will listen, we will make sure that the opportunities that you need are delivered.

### Future for the department

Teams are lead and driven by all individuals within the organisation. It is not a hierarchy. Everyone can contribute and they are expected to deliver leadership at all sorts of levels as well as commitment and loyalty. I think you will find that when you join Shoosmiths you will have an opportunity to show your own method and that is very much welcomed.”

**Sean Burke**  
Head of commercial property