

Meet the team

Amanda Brown

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Meet the team - Amanda Brown



What do you do at Outset and how do you support our clients?

I am an employment lawyer (although a client recently described me as a counsellor). I advise on contentious and non-contentious matters and have a particular interest in equality and diversity issues. My role involves being a good listener, gathering the facts, identifying relevant commercial factors and evaluating different approaches and potential outcomes. I work in partnership with my clients to identify a pragmatic approach that reflects their business' culture and their commercial objectives.



Give us a brief timeline of your career so far

Having done a degree in modern languages before then studying law, I started my career as a commercial litigation lawyer in Leeds, gaining a lot of valuable experience working with a partner who was also District Judge.

The transition to employment law came about as the firm I was working in at the time was looking for a junior lawyer to support two partners in setting up a dedicated employment team. I was fortunate enough to be in the right place at the right time and the rest, as they say, is history!

A few years after qualifying I joined Mills & Reeve working in their Norwich and Cambridge offices. I relocated to the West Country in 2010, joining Nicholas Moore Specialist Employment Lawyers (NMSEL), and was delighted to become part of the Outset team 3 years ago, following Outset's acquisition of NMSEL.

I have occasionally been able to combine my love of languages with employment law, but my German and Spanish is a little rusty these days!

What has been your biggest challenge in your role?

Giving evidence on behalf of a Respondent in an Employment Tribunal. As a lawyer, you don't expect to find yourself on the other side of the fence as a witness, however the experience was invaluable and has assisted me both in empathising with witnesses and preparing them for giving evidence.

What do you enjoy most about your job?

Learning about a client's business and working in partnership with them to develop effective strategies for managing situations which are often highly emotive.

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What do you think sets Outset apart?

What sets Outset apart is the collegiate nature of the business and the innovation that underpins the way we work with our clients. The combination of legal and consultancy support across a broad range of expertise means Outset can provide flexible and cost effective services and products, based on a genuine understanding of a client's business and their specific requirements.

When you were young, what did you want to be when you grew up?

A physiotherapist – never say never!

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What do you wish someone had told you when you started out? Or what piece of advice were you given early on that has stuck with you?

The best piece of advice I was given early on in my career was from a highly respected judge who reassured me that, no matter how experienced you are, there is always more to learn.



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What do you enjoy doing when you are not working?

I enjoy cooking for family and friends and long walks with our Jack Russell and Spaniel – one day I may even be able to tire the Spaniel out! I'm lucky enough to live in the West Country and love exploring Dartmoor and Exmoor with my family – I'm saying nothing about the fact that those trips routinely include a pub lunch.

I also love watching films, which was a bonus when it came to the film category in lockdown pub quizzes.

Who inspires you most and why?

There are a few contenders for this, but the people who have undoubtedly inspired me most recently have been my colleagues. I am fortunate to work in a dynamic business where everyone is valued for the key role they play. The last few months have seen us pulling together to support each other and our clients in ways we could never have envisaged last year. No matter how busy everyone has been and no matter what my colleagues have been grappling with both professionally and personally, the Outset team has enthusiastically risen to the challenges arising from the pandemic, whether that was adapting to remote working, debating the finer points of the job retention scheme or enjoying a zoom pub quiz!



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What piece of advice would you give someone in business?

Promote inclusivity and diversity as that will lead to greater innovation and creativity, as well as better decision making; all of which feed into a business' success.

And finally... What is one thing you've learnt during lockdown?

To hone my juggling skills!

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Scan the QR code below to save
Amanda's contact details

