

Meet the Outset team

Chloe Pereira

Senior Employment
Lawyer

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Meet the Outset team – Chloe Pereira

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Describe your role and how you support our clients (in no more than 100 words)

Confidante, adviser, problem solver. Everyone knows lawyers can tell you the law, but my clients like working with me because I take the time to understand their business. There's the correct, legal answer to a question, and then there's the commercial, creative solution. I'll never tell a client that something isn't possible, it's just about finding a way to achieve their aim. That doesn't mean flouting the law, it just means using the whole breadth of it to help you get where you want to go.

2

Give us a brief timeline of your career so far

I wanted to be a lawyer for as long as I can remember (sad, I know). I completed a joint law & sociology degree but didn't want to launch straight into more studies. I started working in income protection insurance, assessing claims, and really enjoyed it. The law was always calling though, I decided to study for the New York Bar and after a lot of hard work qualified as a New York lawyer in 2007.

I had planned to move to NY but life plans changed so I found a job at Bird & Bird in the employment team. It was a great role and I was lucky enough to be supported in taking my transfer studies. I worked as a paralegal in the employment team for 2 years and qualified as a UK solicitor in 2009. I moved out of London so went to a regional firm, then went back to London again before deciding I really did prefer being out of the City.

After 13 years working in employment law it still never bores me, and there is always something new to learn.

3

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?

At school, that week's work experience we had to do – I wrote to every local solicitors firm and one in a neighbouring town took me on. The managing partner, Mr Jones, told me to always do what I enjoyed. He told me not to worry about taking law at A Level, save it for later, do what I enjoyed and I'd learn everything I needed to know later on. He was 100% right. And in a weird serendipity the lawyer who I learned most from as a trainee was also a Mr Jones.

I'm a big believer in doing what makes you happy.

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What has been your biggest challenge in your role

Is it trite to say COVID-19? I'm sick of the word unprecedented, but it has genuinely been an experience like no other. Employment law is an area which changes relatively frequently at the best of times, but this crisis has taken things to another level. Supporting clients facing critical business challenges whilst trying to keep up with the constantly changing rules, guidance and regulations at the same time as living through this crisis on a personal level, has been the biggest professional challenge I think (hope) I'll ever face.

5

What do you enjoy most about your job?

That every day is different and I get to help people. I'm not saving lives, but work is a massive part of most of our lives so helping employers and employees through their problems can be really rewarding.

6

What do you think sets Outset apart?

Its people, hands down. We have some incredibly skilled, clever, experienced and accomplished people who are brilliant at their jobs, but the best thing is how nice they are. The people in Outset care about their clients and about each other. It really does make a difference when you work with people you look forward to seeing and talking to every day.

7

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

Well as far as I remember, a lawyer, but my mum tells me when I was very young I wanted to be a writer. That makes sense, as I do love to write and drafting is one of my favourite parts of my job. I also had a long childhood dilemma about being a vet – I loved animals but couldn't stand the sight of blood.

8

What do you enjoy doing when you are not working?

Spending time with my 4 dogs, playing piano, drawing, and escape rooming. All the usual suspects too – who doesn't like to veg in front of the TV sometimes or go on holiday somewhere nice?

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Who inspires you most and why?

It might sound corny, but my parents. They each went through challenges growing up, with their parents leaving an authoritarian regime to seek a better life for their families in the UK. They met each other in the UK and decide to stay here to raise a family so my sister and I have dual nationality. My parents made a lot of sacrifices for us, and although they're not together now they still get on so we can all spend time together as a family which is something I am so grateful for. I learned hard work, kindness, fairness and how to speak Portuguese from them – they're the best people.

10

What piece of advice would you give someone in business?

Listen to Malcolm Gladwell's Revisionist History podcast – it was recommended to me by our MD, Sean Gorman, and it's the best thing I've heard.

And lastly...

What is one thing you've learnt during lockdown?

There's no need to compare your situation to someone else's – we each have different experiences and no one's situation and reaction to it is more or less valid than the next person.

Also, eat what you want and worry about it later (sorry, that's 2 things but they're both really important).



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your phone camera to
download and save
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