

# Meet the Outset team

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**Daniel Smith**  
Employment Lawyer

**outset.**

[outsetuk.com](http://outsetuk.com)



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

First and foremost, I am a Lawyer; but the role requires me to wear many hats. Frequently, I find myself in the role of advocate, consultant, strategist, counsellor, confidante and (often) friend.

At its most basic, the role requires me to provide employment law and HR best practice advice to our clients. At its most complicated, the role requires me to think commercially, strategically and creatively to help our clients achieve their ultimate aim whilst managing risk; in other words, to see all of the puzzle pieces and how they fit together before the box has been opened.

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## Give us a brief timeline of your career so far

My first taste of the law came whilst studying law at college. Thereafter, it was all that I wanted to do. I went on to study law at the University of Warwick before undertaking the Bar Professional Training Course at the University of the West of England.

My first legal role was with a firm in Bristol, where I dealt mainly with personal injury claims. I moved to the Employment Team and concluded that I had found my passion (it sounds cheesy, I know: but it's true). After a few years I moved to another Bristol-based law firm where I dealt exclusively in litigation. Immediately prior to joining Outset I was employed as an Employment Tribunal Advocate, defending clients who were facing claims in employment tribunals nationally.

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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?

What I wish someone had told me: “find your own path; what is right for someone else might not be right for you.”

As a junior lawyer, there is a lot of pressure on doing things the “right” (traditional) way. Don't buy in to it. Some of the most talented lawyers that I have worked with have been unconventional; in every sense of the word!

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## What has been your biggest challenge in your role

COVID-19 is up there. I wouldn't hesitate to say that it has presented the biggest challenge that employment lawyers have faced in a decade, and maybe more.

However, for me the challenges presented by COVID-19 also became personal. My first child was born 8 weeks ago and everything has been a little upside down since then! Trying to find a work/life balance with a new-born during a pandemic is ..... definitely a challenge, but one that I relish.

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## What do you enjoy most about your job?

I love my job. It enables me to positively affect people's lives and livelihoods. I'm not looking to change the world (yet), but if I can positively impact someone's life on a day to day basis then I'm more than happy with that.

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## What do you think sets Outset apart?

Two clear winners: the people and the vision. Both are inspiring.

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

A vicar, although I'm not particularly religious. Go figure.

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## What do you enjoy doing when you are not working?

Spending time with family and friends, although there hasn't been too much of that going on recently! I'm really looking forward to the time when I can safely introduce my daughter to her grandparents and to my friends.

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## Who inspires you most and why?

There are plenty of inspiring people out there (just have a look around at the moment – inspiration everywhere), but honestly anyone who sets their sights on something and achieves their goal is inspiring in my view.

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## What piece of advice would you give someone in business?

Surround yourself with the right people. People are everything when it comes to your business.

## And lastly...

### What is one thing you've learnt during lockdown?

That having a child during a pandemic, where the Government advice is to stay at home and not see anyone outside of your household, is tough!



## Daniel Smith

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