

BDBF 12th anniversary

“We prize intelligence and clear thinking; yes, being tough and tenacious when called for but always producing high quality work and being empathetic.” – Gareth Brahams on being a pioneer in the employment law world

BDBF is celebrating its 12th anniversary today, 1 November 2024.

We sat down with Managing Partner [Gareth Brahams](#) to reflect on this milestone and discuss what differentiates the firm from other players in the market, along with other memorable office highlights from over a decade of legal service.

1. What was the impetus for founding your own firm 12 years ago?

The single biggest driver was the search for autonomy. I have some firm views about how a law firm should be structured and run, what its vision and values should be, and I was itching to put them into practice.

2. What sets BDBF apart from other firms?

In market terms, we are the only firm that puts acting for individuals in high value disputes and negotiations at the core of its practice. In terms of the experience of working here, our commitment to employee participation in the profits and engagement with the firm is, I think, unique.

3. What market changes do you anticipate in the years ahead?

More of the same and more of what drove me to set up BDBF. The drivers in full-service law firms become ever harder each year

to square with the needs of employment lawyers. Whether that relates to chargeable targets, profitability targets, the type of work we do or conflicts, the pressures in other areas of law are often pulling in the exact opposite direction of what works for employment lawyers.

4. Describe the office culture at BDBF.

I would say our hallmarks are having the highest levels of integrity about the work we do across the board – we always do what is best for the client, even if it is not best for us. We are a firm full of people with vitality who can adapt to the ever-changing landscape of our field. We are collaborative – it is about the collective over the individual. And finally, transparency. Whether it is with clients or ourselves, the default is always to share information, not to shield people from it.

5. Does this environment benefit client work?

100% – who does not want lawyers with vitality and professionalism?

6. When you look back on the growth of the office, is there a personal highlight that comes to mind?

Our 10th anniversary party at the Oxo Tower was up there pretty high – it was special to be surrounded by so many people who have supported us and are completely on our side. That, alongside for me, winning the Osipov case in the Court of Appeal are the standout moments.