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Natalie Puce, Partner

### **What do you like about working at BLM?**

The main reason I like working at BLM is the people. I find all those I work with to be professional, knowledgeable and technically very capable whilst being approachable and having a good sense of humour.

BLM also respects the work/life balance which is very important to me. There is never pressure to be seen to be working late, long hours and late nights are not expected.

### **What should someone expect whilst working at BLM?**

Good quality and varied work, the support of colleagues who are on hand to provide assistance and guidance as required whilst having opportunities to develop as an individual.

### **How do you know what is expected of you?**

Annual targets are set in terms of recordable hours and bills which set out the financial goals for the year.

In addition there are annual appraisals where goals are set for personal development which are reviewed throughout the year so that you can track performance.

### **What personal opportunities have you had?**

I was fortunate enough to be part of a team of 6 chosen to take part in a challenge for charity which involved white water rafting, cycling and trekking coast to coast in Costa Rica which was a definite highlight for me in my career so far at BLM. On top of that our team, the Pelican Briefs, came first in the challenge and also raised the most out of all the teams taking part which was donated to BLM's chosen charity at that time, the Princes Trust.

### **Are you able to voice your opinion and have it heard?**

BLM encourages individuals to voice their opinions. We have recently introduced the Giraffe Awards which recognises and rewards ideas to improve, enhance and inspire at BLM

**What are the qualities BLM looks for in its people?**

Individuals who are enthusiastic, motivated and hard-working, who are confident in dealing with clients and who are commercially aware. Those that are good team players but equally capable when working alone.

**How are you supported in work?**

There is a clear supervision structure and so there is always someone to turn to for advice. The admin staff are very willing to assist, not to mention the numerous other departments which support the lawyers on a day to day basis from IT to marketing to finance.

**Having worked in or experienced other law firms, what makes BLM stand out?**

For me it's the people.