

# EIP



## International Women's Day 2020: Emma Winter

Litigation Practice Manager Emma Winter on her role at EIP and what International Women's Day means to her.

### **Describe your role at EIP**

I am currently the Litigation Practice Manager at EIP where I manage a team of paralegals in the UK office and two paralegals in the German office. I also bridge the gap between the partners and associates/trainees in the Legal Team of the UK office.

My primary responsibilities include coordinating my team's workload; dealing with any HR issues that may arise amongst my team or the rest of Legal Team; being involved in the recruitment process by screening CVs and liaising with the partners on potential candidates and carrying out interviews. I also support the partners by managing the administrative side of the Legal Team – tasks can range from organising inductions for new starters; providing training on applications; facilitating thoughts of the Legal team in the partner meetings.

Before I was promoted to Litigation Practice Manager, I started my EIP career as a Litigation Paralegal, and then became the Litigation Paralegal Manager. As the team increased, I was approached by the partners in the Legal Team to become the Litigation Practice Manager with a view of taking some of the administrative tasks off the partners' shoulders.

### **What are your main challenges?**

The main challenge would be keeping the whole Legal Team happy as much as possible – there are balances that need to be reached regarding workload or holiday requests or opinions on how things should be run.

**International Women's Day is about celebrating social, economic and political achievements of women. Which personal achievement are you most proud of?**

Being promoted to Litigation Practice Manager – as being dyslexic and finding exams a struggle, I didn't go to university. I left college and went straight into working at a local law firm. It was there at 23 that I then got my first litigation paralegal job in London. From there I worked my way up through different law firms in London and managed to build up my knowledge.

**How has dyslexia affected your working life?**

Day to day this has not affected my working life too much. I sometimes find writing emails difficult, but this has meant that my emails are generally short and to the point, which perhaps is not a bad thing! I also struggle with a short-term memory which is common in people who have dyslexia but again I manage this, for example if I am going into a meeting, I just make sure I take a notepad with me. Overall I have been lucky enough to pick up my knowledge by learning my profession on the job.

**The common perception of the legal industry is that it's male-dominated. What has been your experience in the firms you have worked?**

I would say, when I first started as a litigation paralegal in London, this was true amongst the fee earners with the support staff mainly being female. But I have seen a shift over my career and now there are many more female fee earners which I am pleased about.

**The 2020 International Women's Day campaign theme is #EachforEqual. What is your interpretation of that?**

That it doesn't matter whether you are a man or a woman, everybody has the right to do the same job for the same pay.