

MacRoberts fully embraces hybrid working model

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Leading Scottish commercial law firm MacRoberts has fully embraced a hybrid working model, rather than a mandated full return to the office, as it reaps the benefits of continued investment in technology, improved staff productivity and enhanced client experience.

This decision follows feedback received from the firm's people during the pandemic, which indicated that a hybrid of office and home working is strongly preferred, as well as the noted benefits to clients of lawyers having the flexibility to choose where and how they work.

Decisions around which days employees work in the office and remotely are being taken by individual line managers, in regular consultation with their teams, with the expectation that staff will work two or three days in the office and two or three days remotely each week. This approach, endorsed by the firm's Management Board, aligns with the firm's values of commitment, excellence, integrity, innovation, teamwork and respect.

The firm's adoption of a hybrid working structure follows its move in May 2021 to new office premises in Edinburgh, at 10 George Street, which have been designed with a focus on agile working and collaboration between people and clients. In Glasgow, the firm has open plan offices in the Capella building on York Street, which are conducive to the hybrid working model. The firm plans to continue to develop its office environments to promote and encourage an atmosphere of discussion, in-person contact and interaction, connecting people within the business and enable meaningful collaboration with clients.

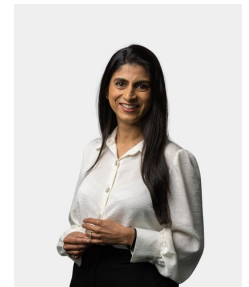
Neil Kennedy, Managing Partner, said: "As we look to the future, I am convinced that agility, flexibility and choice for our people and our clients will bring long-term benefits to quality of service and the promotion of a genuine work/life balance – both of which we have seen over the last year, and which are critical to modern, progressive law firms."

Rupa Mooker, Director of People & Development, said: "The change within the legal profession over the last two years is vast, and continuous change is inevitable, particularly in the way individuals view their relationship with their career and profession. Empowering and enabling our people to work where, when and how they want has brought tremendous benefits both to our firm and to our clients and we are committed to continuing this philosophy."

Laura Wilson, Director of Marketing & Business Development, said: "Embracing the hybrid working model, with a strong focus on collaboration and in-person interaction, has generated a great team spirit across the business, which in turn has significantly enhanced the client experience."

Graham Thoms, Chief Information Officer, said: "Our continued investment in technology over the last few years, coupled with our rigorous processes to ensure quality management, business continuity and information security, enabled us to move from in-office working to remote working almost overnight at the start of the pandemic, and allows us to continue in a hybrid working model, enabling our people to deliver first-class legal expertise seamlessly, whether in the office or working remotely."

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