

LSN Research into Top 100 UK Law Firm Directors



- IT Directors
- Finance Directors
- HR Directors

IT Directors

The following research into Top 100 UK Law firm IT Directors has been conducted to support a number of editorial and statistical pieces which have been written for legalsupportnetwork.co.uk.

This research also includes both law firm Finance Directors and law firm HR Directors, the results of which are available as separate downloads at legalsupportnetwork.co.uk/top100

Why do this research now?

There has been increased interest surrounding the role of directors in the operational/management side of law firms recently, mainly because of the introduction of changes to the legal sector made by the Legal Services Act.

The role of the law firm director is especially under the spotlight against the background of the introduction of Alternative Business Structures (ABSs) in 2011, which will enable law firms to explore new ways of organising their businesses to be more cost-effective and permit different kinds of lawyers and non-lawyers to work together, as well as allowing for external investment.

The Results

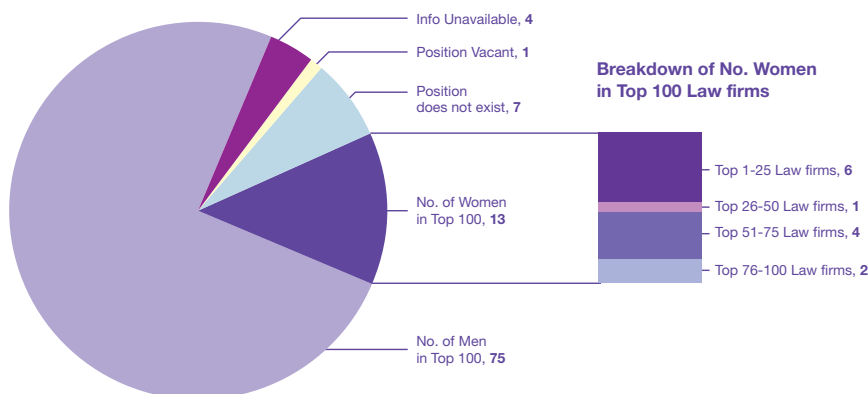
The results have enabled us to look at three core areas, Mobility, Gender and Job Titles.

Any charts provided will illustrate the overall picture as well as a breakdown of the Top 100 law firms i.e. Top 1 – 25 law firms, Top 26 – 50 law firms, Top 51 – 75 law firms & Top 76 – 100 law firms.

- 1) Mobility** – Looks into the mobility of IT Directors and the background/type of firm of individuals prior to joining their current employer. i.e. have they arrived from another law firm, other professional services firm or non-law firm.
- 2) Gender** - Looks at the gender ratio of male and female IT Directors
- 3) Job Titles** – Looks at the variations in Job Titles used.

A detailed methodology on how the research was conducted is available online at legalsupportnetwork.co.uk/top100

Chart Illustrates Top 100 Law Firm IT Director Research (Participation and gender split)



“IT is still a man’s world, but not necessarily deliberately so (and certainly not where I work), but I think there is a wide raft of social issues behind that gender gap that cannot be resolved simply by different recruitment policies or positive discrimination.”

Iain Hepburn,
IT Director – Clarke Willmott LLP

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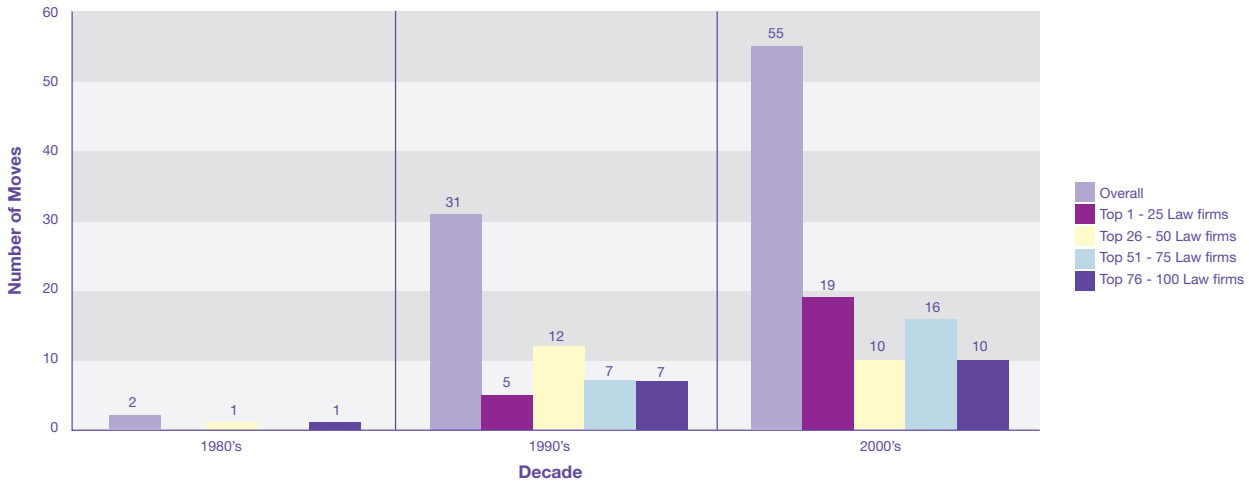


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Chart Illustrates Mobility of IT Directors in Top 100 Law Firms across the decades



"I am not surprised by the relative length of time in post for the IT function [eight years, on average]. A combination of significantly less understanding amongst law firm management of the IT function, the rapid change (in which the IT head is inextricably involved, almost constantly) and the perception – probably reality – that most firms’ systems are heavily dependent on the person who designed and established them."

Tim Salmon, Chief Operating Officer - McGrigors

Chart Illustrates Average Length of Service for IT Directors in Top 100 Law Firms



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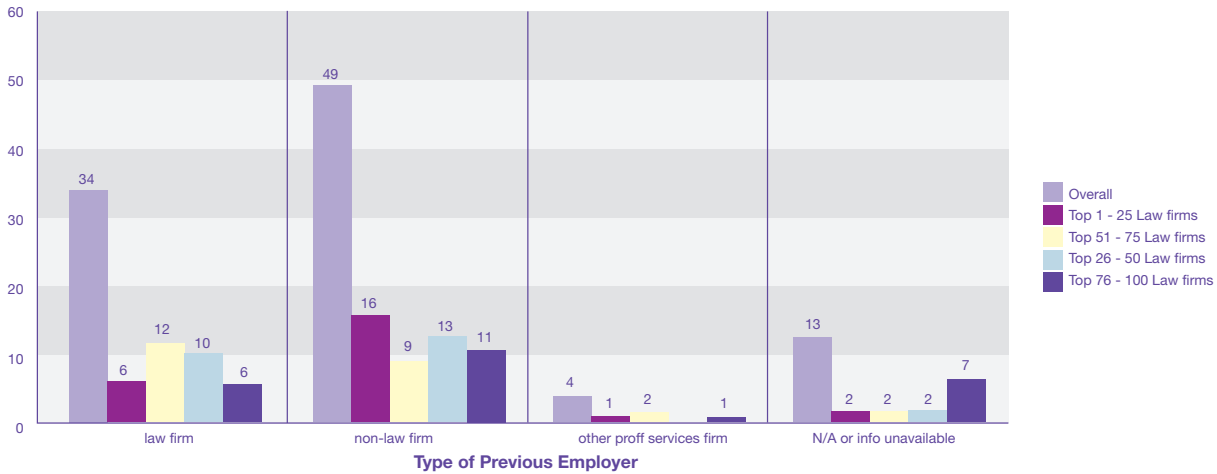


IT Directors

Finance Directors

HR Directors

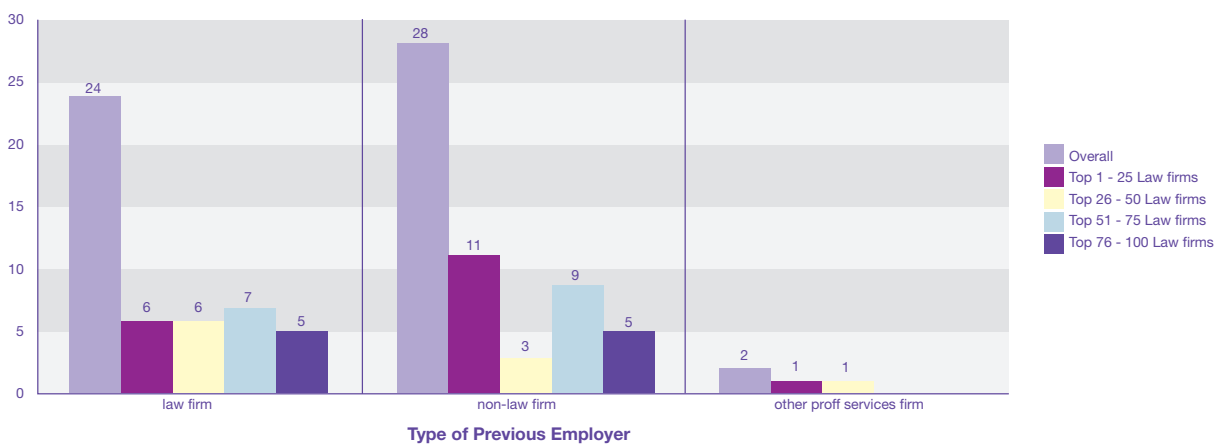
Chart Illustrates Type of Previous Employer of IT Directors in Top 100 Law Firms



“When still junior in management, I had a director who insisted on any candidate having law firm experience, and it took some time for me to get him to see that we could balance that with talent (bring knowledge and skills) from outside legal.”

Iain Hepburn, IT Director – Clarke Willmott LLP

Chart Illustrates Types of Previous Employer of IT Directors in Top 100 Law Firms (Represent moves during the period 2000 - Present)



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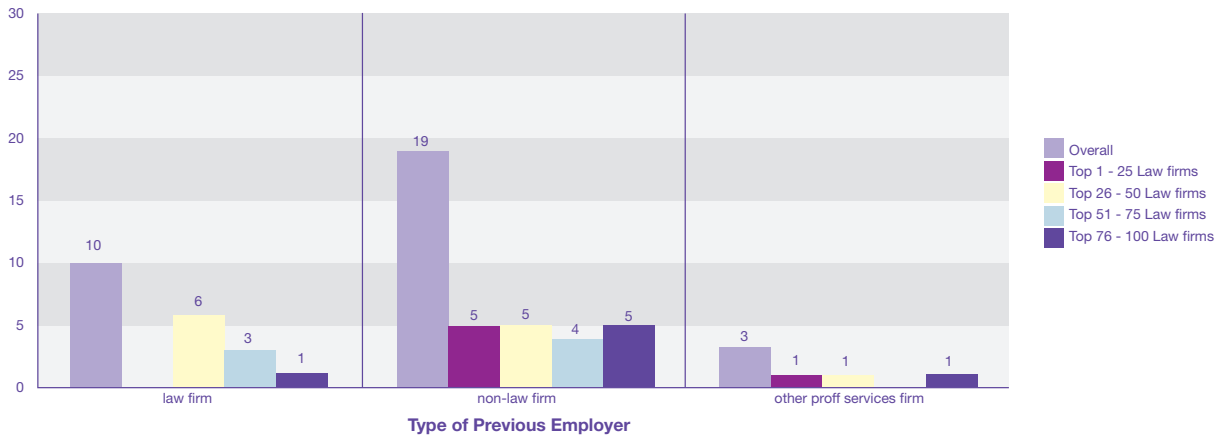


IT Directors

Finance Directors

HR Directors

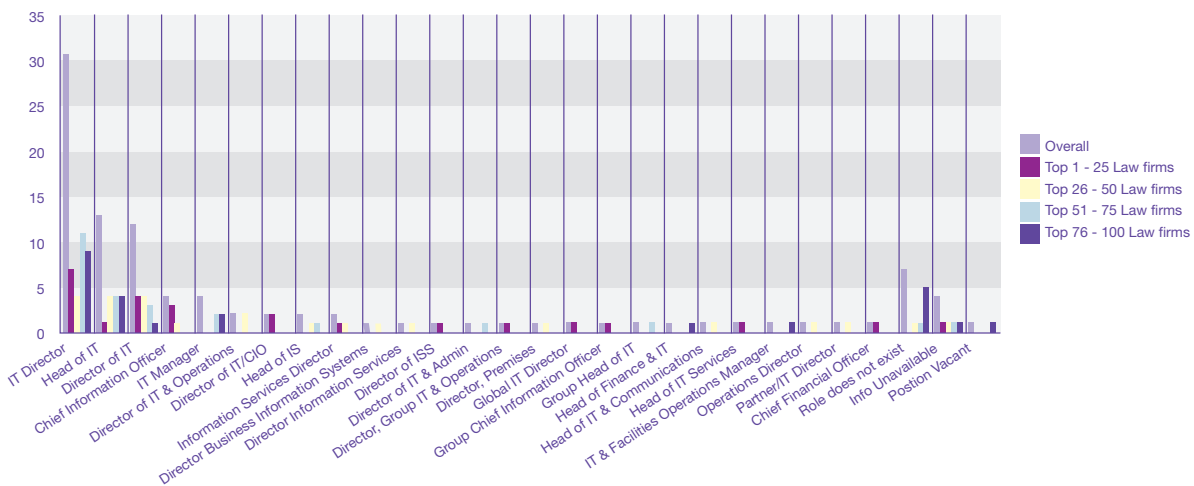
Chart Illustrates Types of Previous Employer of IT Directors in Top 100 Law Firms (Represent moves during the period 1990 - 1999)



“As I come from a consulting organisation where there is less hierarchy and importance placed on titles, I would reinforce the above by trying to get past the title and determine whether the finance/IT/HR directors for the firm are viewed by fee-earners as having a more administrative role or seen as strategic in nature.”

Chris Ryan, Senior Director - Hildebrandt

Chart Illustrates Breakdown of Job Titles for Top 100 Law Firm IT Directors/Heads



LSN Research into Top 100 UK Law Firm Directors

top
100
law firm
directors

IT Directors

Finance Directors

HR Directors

Rank	Firm	Turnover £m (2008)*	Name	Gender	Title	Since	Previous Employer
1	Clifford Chance	1329.0	Paul Greenwood	M	Chief Information Officer	2000	McKinsey & Co
2	Linklaters	1293.0	Sue Hall	F	Director of ISS	2008	Baker & McKenzie
3	Freshfields Bruckhaus Deringer	1178.0	Paul Dornick	M	Chief Information Officer	2009	Zurich Financial Services
4	Allen & Overy	1016.0	Jason Haines	M	Director of IT/CIO	2007	PwC
5	Slaughter & May	479.6	Info Unavailable				
6	Lovells	479.0	Ian McFiggins	M	Director of IT	2002	Accenture
7	DLA Piper (UK)		Daniel Pollick	M	Chief Information Officer	1994	Shell UK
8	Herbert Smith	421.8	George Kalorkoti	M	Group Chief Information Officer	2003	Info not available
9	Eversheds	390.0	Paul Caris	M	IT Director	2009	Taylor Wimpey
10	Ashurst	323.0	Bruna Pellicci	F	IT Director	2007	Nabarros
11	Norton Rose	297.0	Jeff Roberts	M	Director of IT	2000	Cosmos Tour Operator
12	Simmons & Simmons	289.2	Abby Evans	F	IT Director	2002	Withers
13	CMS Cameron McKenna	235.5	Donna Gildea	F	Head of IT	2003	Accenture
14	SJ Berwin LLP	215.0	Simon Kosminsky	M	IT Director	2000	Denton Wilde Sapte
15	Pinsent Masons	213.0	Colin Smith	M	Director of IT	1991	Warwick Systems
16	Addleshaw Goddard	195.4	Martin Gaskin	M	Chief Financial Officer	2002	HBOS
17	Berwin Leighton Paisner	186.0	Janet Day	F	IT Director	1996	PROPS
18	Taylor Wessing	185.3	Tim Hyman	M	IT Director	2004	Harbottle & Lewis
19	Denton Wilde Sapte	164.4	Neil Pamment	M	Director of IT	2005	SSL International
20	Clyde & Co	157.0	Barry Crittenden	M	Information Services Director	2003	Euler Trade Indemnity
21	Irwin Mitchell	145.0	Richard Hodgkinson	M	Director - Group IT & Operations	1995	nPower
22	Bird & Bird	143.7	Karen Jacks	F	Head of IT Services	2000	JBA International
23	Salans	143.0	Marcel Herrn	M	Global IT Director	2000	AIG
24	Nabarro	142.4	Andrew Rowell	M	Director of IT	2007	Brodies
25	Hammonds	132.0	Russell Firth	M	IT Director	1995	AMCO
26	Wragge & Co	125.6	Nigel Blackwood	M	Director Business Information Systems	1989	Nokia Data
27	Beachcroft	114.0	Jeffrey Ng	M	Director of IT & Operations	1995	Marsh
28	Macfarlanes	110.0	Maurice Millen	M	Head of IT	1999	Davies Arnold Cooper
29	Shoosmiths	103.4	David Bason	M	Information Services Director	2005	Axon
30	Osborne Clarke	95.3	Role does not exist				
31	Olswang	92.9	Clive Knott	M	IT Director	1995	Simmons & Simmons
32	Withers	88.8	Peter Gibbons	M	Operations Director	1997	Nabarro Nathanson
33	Field Fisher Waterhouse	88.0	Paul Heywood	M	IT Director	2007	Allen & Overy
34	Halliwells	87.0	Denie Rowe	M	Partner/IT Director	2005	DLA Piper
35	Stephenson Harwood	85.3	Info Unavailable				
36	Barlow Lyde & Gilbert	81.7	Brian Powell	M	IT Director	1998	Norton Rose
37	Travers Smith	81.0	Ann Cant	F	Head of IT	1997	Alsop Wilkinson
38	Holman Fenwick Willan	77.6	David Birch	M	Head of IT & Communications	1993	Hillier Parker
39	Trowers & Hamlin	77.6	John Cooper	M	Director of Information Services	1998	Frere Cholmeley Bischoff
40	Dundas & Wilson	74.8	Richard Elson	M	Chief Information Officer	2007	Shearman & Sterling
41	Hill Dickinson	73.1	Keith Feeny	M	Director of IT & Operations	1995	JM Computing
42	Charles Russell	70.7	Lee Hanley	M	Director of IT	2008	Reed Smith Richards Butler
43	Burges Salmon	68.2	Bob Llewelin	M	Director, Premises	1992	Her Majesty's Armed Forces
44	LG	67.5	Jason Petrucci	M	IT Director	2007	White & Case
45	McGrigors	64.5	Mike McGlinchey	M	Head of IT	1991	Horizon Explorations
46	Ince & Co	64.3	Frank White	M	Director of IT	1991	First Employer
47	Mills & Reeve	62.5	Graeme Low	M	Head of IS	2002	HLB Kidsons
48	MacLay Murray & Spens	61.1	Crawford Hawley-Groat	M	Director of IT	2002	Steedman Ramage
49	Dickinson Dees	60.0	Simon Earnshaw	M	Director of IT	2002	Northumbrian Water
50	Cobbetts	59.4	Kevin Goozman	M	Head of IT	2005	Ecotec Research and Consulting
51	Watson Farley & Williams	59.0	Richard Latham	M	IT Manager	1997	Allied Domecq
52	Reynolds Porter Chamberlain	57.9	Julie Berry	F	IT Director	1991	Brecher & Co
53	DWF	55.2	Phil Whitehead	M	IT Director	2004	Hugh James
54	Clarke Willmott	53.2	Iain Hepburn	M	IT Director	2004	Innovacom
55	Berrymans Lace Mawer	51.9	Frances Evans	F	Head of IT	1998	DLA
56	Kennedys	51.5	Ian Lauwerijs	M	Director of IT	2005	Consultant
57	Pannone	50.8	David Griffiths	M	IT Director	2001	Weightmans Solicitors
58	Blake Laphorn	50.7	Vivien Eaden	F	IT Director	2001	Barclays Asset Finance
59	Weightmans	49.8	Stuart Whittle	M	Head of Information Systems	1993	First Employer
60	Bond Pearce	48.0	David Coates	M	IT Director	2001	Axa
61	Walker Morris	48.0	Dominic Hayes	M	IT Director	1992	Addleshaw Booth
62	Speechly Bircham	47.2	Robert Cohen	M	Head of IT	2001	Gencoit
63	Mishcon de Reya	47.1	Nick Taylor-Delahoy	M	Director of IT	2008	Penningtons
64	HBJ Gateley Wareing	45.2	Dorothy Scarlett	F	IT Manager	1996	Commercial Collection Services
65	Howard Kennedy	44.0	Matthew Sutton	M	Head of IT	1997	Eastern Kayam OCM Limited
66	Shepherd & Wedderburn	42.6	Gary Alman	M	IT Director	2005	Norton Rose
67	Bevan Brittan	41.7	Clive Scott-Green	M	Director of IT & Admin	2002	LAN Management
68	TLT Solicitors	41.0	Role does not exist				
69	Davies Arnold Cooper	37.3	David Hamilton	M	IT Director	2009	Freshfields Bruckhaus Deringer
70	Farrer & Co	37.1	Niel Davison	M	Head of IT	2008	Reynolds Porter Chamberlain
71	Brodies	37.0	Damien Behan	M	IT Director	2007	Bird & Bird
72	Hugh James	37.0	John Howells	M	IT Director	2001	Siemens
73	Thomas Eggar	35.6	Neil Renfrew	M	Group Head of IT	2008	Tikit
74	Bircham Dyson Bell	35.5	John Le Huquet	M	Director of IT	2005	CB Richard Ellis
75	Dickson Minto	35.0	Info Unavailable				
76	Browne Jacobson	34.8	Peter Birley	M	Director of IT	2005	Eversheds
77	Manches	34.4	Derek Brookes	M	IT Director	1993	
78	Freeth Cartwright	33.5	Info Unavailable				
79	Russell Jones & Walker	33.0	Adam Tulk	M	IT Director	2001	Pannone
80	Morgan Cole	32.1	Jeff Wright	M	IT Director	1992	First Employer
81	Brabners Chaffie Street	31.0	Alan Green	M	IT Director	2006	Ricksons Solicitors
82	Lewis Silkin	29.4	Jan Durant	F	IT Director	1998	Kingsley Napley
83	Penningtons Solicitors	28.4	Role does not exist				
84	Ward Hadaway	28.4	Role does not exist				
85	Fladgate	27.1	Chris Stedman	M	Head of IT	1999	Data Monitor
86	Ashfords	24.8	Mike West	M	Head of Information Technology	2006	WS Atkins
87	Geldards	24.5	Position Vacant				
88	DMH Stallard Solicitors	24.0	Graham Lawrence	M	Head of IT	1997	Mazars
89	Russell-Cooke	23.8	Role does not exist				
90	Forsters	23.6	Douglas van Zijl	M	Head of Finance & IT	1992	Livingstone International Freight
91	Fasken Martineau	23.2	Role does not exist				
92	Thring Townsend Lee & Pemberton	22.7	Chris Harding	M	IT & Facilities Operations Manager	2008	@UKPLC
93	Wedlake Bel	22.3	Linda Webster	F	Head of IT	1989	Perth & Kinross District Council
94	Watson Burton	22.1	Jonathan Smith	M	IT Manager	2004	Archers Law
95	Finers Stephens Innocent	22.0	Nick Boardland	M	IT Manager	2001	MEPC
96	Howes Percival	21.9	Gavin Merrington	M	IT Director	1995	Pickersings Lifts
97	Burness	21.8	Ian Ferguson	M	IT Director	2000	McGrigors
98	Anderson Strathern	21.5	Role does not exist				
99	Gordons	21.2	Stephen Fleming	M	IT Director	2001	insurancevillage
100	Turcan Connell	21.2	Peter Quinn	M	IT Director	2004	Manpower

* Based on The Lawyer UK 200 Annual Report 2008

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