



BOWMANS

Tamara Dini

Co-Head of Competition

Q *Where did your journey begin and how did you end up where you are today?*

A I started as a candidate attorney at Bowmans in 1999. There were far fewer senior women in law firms at that time, but I was fortunate to begin my career with two exceptional lawyers (Robert Legh and Derek Lötter), both of whom were great mentors and supported my development over the years. I always felt that they had confidence in me and I never felt that I had to try harder as a woman in the team.

Q *Were there any women who helped you on your journey?*

A Inge Bernaerts was a senior competition lawyer with whom I worked for some time in Brussels. She is a talented lawyer, who did excellent work and was often the smartest person in the room, in my view, in what was then still a male-dominated industry. She was as strong as she needed to be, but was always professional, kind and saw the humour in things. She took an interest in training me and exposed me to great work.

Q *What is the most valuable thing you have learnt from another woman?*

A My grandmother was an incredible woman and I was fortunate to have had her play an important role in my life. She was consistently optimistic and believed that there are always ways to achieve whatever you want to achieve if you are prepared to work hard. When I face challenges, I think about how she found ways to overcome obstacles and move forward positively.

Q *What advice would you give to other women thinking of entering the M&A industry?*

A It will be demanding and stressful, but there is no reason to be deterred as a woman. It is important to have support from others, in the form of mentors and peers, with whom you can have very honest conversations about your career.

Q *What qualities would you say are essential for a woman to thrive in the M&A industry?*

A I would say that for women or men, it is essential to be: resilient - not everything goes as planned, and it is important to carry on, even when things are difficult; confident - it is important to trust your judgement; and empathetic - recognising that we are all learning and (usually) doing our best, allows team members to thrive, feel trusted, and work together successfully. This is never a one-man or one-woman show. 

