

Noble & Scheidecker - legal eagles flying high

✍ Margaret Ferns

📷 Steve Eastwood

Along with property transactions, business services has also been doing a lot of recruiting; indeed almost every month in our people page we announce the appointment of some new partner or other to head up a new branch of activity or support the growth of existing activities.



Gary Cywie



Marielle Stevenot

Noble & Scheidecker is ranked as one of Luxembourg's top 10 law firms according to the leading legal directory worldwide. It was set up (under its current format) in 2004 and its areas of expertise are: corporate finance including commercial, banking and financial law, technologies and IP law (including telecom and electronic commerce), employment and social security law (indeed it won the HR One Best Labour Law Firm award in 2007), and dispute resolution and litigation in these areas. In a recent interview, Marie-Béatrice Noble (partner and co-founder) was joined by Marielle Stevenot (partner) and the Firm's newest partner Gary Cywie to discuss

just what it is that is keeping the business services sector so busy.

Solutions oriented

Noble began by talking about the Firm's philosophy. "We are very much focused on problem solving," she said. "At present our biggest practice is corporate finance, but employment law and technologies and IP, law have been developing rapidly too. We are already well known in these areas in Luxembourg - we were one of the first to set up a department specialising in IP, IT and communications law - but there is still a lot more potential to be developed."

Technology booming

Cywie explained, "Technology is booming in Luxembourg; there are many government incentives in the areas of intellectual property as well as a new tax regime. Add to that the PSF (financial sector professionals) legislation (which was modified recently), not to mention e-commerce and e-services under the new VAT package, and there is a lot of demand for legal knowledge in this area. So the technology sector, which has been emerging, will continue to grow as we continue to attract new players looking for a gateway into Europe. In fact, Luxembourg already houses many outsourcing players that are providing

services from Luxembourg to other jurisdictions."

Continued growth in investment funds

"Of course," added Noble, "our investment funds activity continues to grow as Luxembourg has achieved critical mass over the years and is increasingly seen as a centre of expertise." She said that the Firm has not seen any impact following the US sub prime mortgage crisis which hit the markets in August last year, adding that in fact, at times of financial crises, legal expertise is often even more in demand. "Clients need to focus on their core business so they need firms like us who understand



Marie-Béatrice Noble

the increasing complexity of regulation and the interconnectivity of the different parts of the market."

Outstanding HR approach

In order to stay on top of this ever increasing complexity, Noble & Scheidecker has developed an HR approach that really stands out. Not only was it awarded the HR One Best Labour Law Firm award last year, but its own internal HR policies are, as Marielle Stevenot put it, "Key in a market like today's." She explained further. "Traditionally in law firms it was all about work, work, work. However, we have tried to make flexibility and well being as important, as

well as equal opportunities. In fact we are still working with the Ministry for Equal Opportunities to find more ways in which we can improve."

So far, Noble & Scheidecker has introduced the possibility of teleworking, extra holidays, rest days and concierge services. "We have tried to ease the work/life balance of our people," said Stevenot. "We carry our regular surveys to measure the effectiveness of the steps we have taken and the most recent has shown a real improvement. We were also pleased to learn that we have established a reputation for caring for our people and this really helps us in recruiting (and keeping) the best." www.mnks.com



Merci

Danke

Thank you

Grazie

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