

I'm In! *This is my story*



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'I came to faith in my teenage years and have found my relationship with Jesus to be my defining influence in everything I do'

Timothy Pitt
Partner

Q: Can you tell us a little bit about your background

A: I was born in Edinburgh and am the youngest of four children. My family moved to Fife and I attended Dunfermline High School (a local comprehensive, but the oldest school in Scotland, founded in 1068). I was a keen sportsperson and also keen on acting. I studied Law at Aberdeen University in which one of my honours subjects was Traditional Chinese Legal Thought, where I was hugely helped by reading the George MacDonald Fraser comedy novel, 'Flash and the Dragon'! I am Christian and am (almost) obsessed with cycling, riding l'Etape du Tour de France four times now.

I married my wife, Elspeth, in 1993 and we have two boys aged 12 and 14. I prioritise being a hands-on dad, loving how similar and different they both are, with one more into sports and the other who has more of a creative mind.

I spent nearly 15 years in the Territorial Army, reaching the rank of Major in the Royal Corps of Signals. I spent a couple of years working as a lawyer in Jakarta, Indonesia – but my wife got the best out of it, as she served with the Gurkhas as Regimental Medical Officer and went on exercise in the jungle during that time!

I was the first purely Scots lawyer recruited by Penelope Warne for the Aberdeen office and had both an amazing legal education and, frankly, the best of times as a junior lawyer in the oil and gas industry with her. I helped establish our Edinburgh office, switching more to renewable energy.

Q: What does diversity and inclusion mean to you?

A: Diversity and Inclusion means that we all encourage and support each other regardless of our individual backgrounds, so that we can find common ground to provide complete and excellent legal advice. This commitment to diversity and inclusion should go beyond the confines of the firm, to ensure that students from all backgrounds are able to access the legal industry. To honour this commitment, I have mentored a Muslim student and have encouraged him on his journey to attend university.

Q: How have you managed challenges on your journey?

A: In the work that we do, it is essential to balance effectively commitments in order to avoid conflict as well as to establish healthy boundaries between your home life and work. There is no room for slack and you have to accept that the world does go on without you. To manage these challenges I have found that my relationship with Jesus continues to be my defining influence, and it is my faith that provides me with the support and the guidance that I need. The Christian Network is an example of the wonderful initiatives and groups all over the Firm and helps us bring 'who we are' into 'what we do' so that we and our work are better for it.

Q: How do you feel you are perceived by society and how would you like to be perceived?

A: I feel that I am perceived as an enabler, encourager and team player, and I would like to be perceived as a pragmatic leader who is happy to be the lead for the benefit of the team dynamic. The Royal Military Academy at Sandhurst motto says it all: 'Serve to Lead.'

Q: Do you feel you have people you can look up to at CMS?

A: Yes, many! In particular, I look up to Penelope Warne (motivating, encouraging, inspirational and a friend), Stephen Millar (visionary leader who seeks to make time for us all) and Douglas Hunter (supportive, pragmatic and honest). I also look up to the likes of Senior Associate Becky McGladigan (amazingly supportive and technically brilliant) and Consultant Derek Cameron (wise, pragmatic and non-judgemental). Not strictly CMS, but I have learned a lot from another CMS Bursary student I have mentored - Emilija Lazarevic (positive attitude, seizes opportunities and a sense of humility).

Q: Do you believe CMS is a diverse and inclusive firm, and how could it improve?

A: Yes, we are diverse and inclusive, and we can improve by focusing more on the delivery of the message that we are a great professional law firm that puts excellence first.

