

Tom Lyas

Head of Resourcing



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Tom leads our Resourcing function and is a member of the firm's senior HR team. With over 20 years experience, his remit is broad and covers the firm's talent & resourcing strategy, selection methodologies, employer brand development, onboarding and integration processes. In short, Tom is responsible for ensuring the firm attracts, selects and retains the very best, most diverse talent the market has to offer.

In addition to the legal profession, Tom's experience includes time within Retail, Leisure and Real Estate. Tom is a member of the firm's D&I Committee, co-chairing the firm's social mobility sub-committee. Tom has been instrumental in Browne Jacobson's positive impact on social mobility within the legal profession and beyond. He is the architect of the firm's multi-award winning FAIRE programme, and has overseen the firm's rise to the No.1 ranking within The Social Mobility Foundation's Employer Index. His passion and enthusiasm for driving social mobility is truly infectious and undertakes regular speaker engagements on the topic within schools, Universities, Government and local authority departments as well as private sector corporate clients, with the aim of inspiring everyone to 'do more' when it comes to removing access barriers to careers.