

**TAMMY BEIRA**

Talent Partner  
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**Overview**

Tammy Beira is currently the Talent Partner at Bowmans. She is responsible for aligning the Firm's HR function with its talent and business objectives, and works closely with the Management Board, Heads of Department and Practice Group Heads across the Firm's 4 jurisdictions and 6 offices in executing Bowman's Talent strategy.

Tammy is also responsible for the Knowledge function at the Firm and works closely with the Knowledge team to develop and implement firm-wide, as well as practice-specific knowledge and learning strategies and initiatives, aimed at increased efficiencies, enhanced learning, reduced risk and improved client service.

Tammy is actively involved in driving legal process improvement and innovation at the Firm and continuously explores opportunities to introduce design thinking and process improvement methodologies and technology enabled solutions to drive efficiencies and to enhance client value add offerings. The team has recently rolled out an artificial intelligence tool that facilitates more efficient contract review (Kira); document automation and a number of collaboration and legal project management tools.

Tammy is passionate about people and is committed to the mentoring and coaching of junior professionals at Bowmans.

She serves on both the Management Board and Remuneration Committee of Bowmans.

Tammy joined Bowmans in 1998 as an articled clerk and became a partner in the Mergers & Acquisitions Practice Group in 2005, specializing in public and private M&A. She has a B.Com and LLB degree from the University of the Witwatersrand and is an admitted attorney, notary and conveyancer.