

Pensions lawyer turned professional trustee; a new chapter



By Mandy Kaur-Sadler, Associate Director of 2020 Trustee Services Limited

After 15 years as a successful lawyer, I have embarked on a new career as an independent trustee. I have gone from being one piece of the jigsaw, to having to put the jigsaw together. It's a totally different way of working and, so far, I'm loving it!

The early years

Like many similar-minded and ambitious students, I saw myself as a corporate or human rights lawyer - working on big cases, making a difference, perhaps even rewriting history!

Whilst at school, I took evening classes in law to further these ambitions. After that, I followed what was a fairly typical legal path – the evening classes became A-levels, followed by a degree, and then a post-graduate course.

Then came two years as a trainee solicitor where I found (embarrassingly) I actually enjoyed tax. However, there were no vacancies in tax but there were openings in pensions. Of all the specialisms, I never thought I would end up in pensions – who does? Many of us somehow just fall into it, and then become rather glad we did.

Time for change

Having enjoyed a successful 15-years in the legal world, I decided it was time to review my career path. I wanted further interaction with clients, and a more hands-on role. Having worked alongside

pension trustees for years there was no question that this was the avenue I wanted to explore. Next came the quandary of how to make the all important change and where to go. The answer came in the form of 2020 Trustees.

I am lucky to be part of a dynamic organisation that instils a culture of positive energy, rigorous analysis and fairness. 2020 Trustees is a truly collaborative environment where we work as a team, pooling our expertise and knowledge, to deliver the best solutions for our clients.

A new chapter

Working as a trustee I have found the biggest difference is going from being one of several experts advising the pension scheme to suddenly finding myself at the top of the pyramid and pulling all these expert threads together. I have to see the bigger picture, not just one small part of it, and in many ways, this has taken me out of my comfort zone.

Taking on the role of a trustee is a significant responsibility. The decisions that trustees make hugely influence member outcomes. However, I am thoroughly enjoying the challenge. I like being in the driving seat where I proactively manage all the other parties, balance conflicting objectives and make strategic decisions.

As the role of professional trustees continues to develop, it is an exciting time to have made the switch and I'm looking forward to the challenges ahead.