

## Transcript: Legal Analyst Podcast

**Sorcha Montgomery:** My name is Sorcha Montgomery and I'm working as a legal analyst in the DPC. I joined the DPC through the HEO Legal Analyst competition in January 2024, coming from previous civil service and legal research background.

**Julia Drennan:** My name is Julia Drennan, I'm an assistant principal in the DPC and I initially joined in September 2021 in the legal analyst role.

**Sorcha Montgomery:** From the very beginning, in my role as an analyst I was given very impactful and meaningful legal research tasks. I came from previous roles in legal research in the civil service and the DPC differed in that there was a large focus on EU law and you could really see the impact of your work and in the work that went out from the DPC. Also you were working on matters that involved very large tech companies or working with other EU regulators, so you could really see how you were contributing to the protection of fundamental rights, not just of Irish citizens but also citizens across the European Union.

**Julia Drennan:** When I first started in the legal analyst role, I was given responsibilities immediately and given some really interesting files to work on, that were both domestic and cross-border inquiry files. I knew that I had work that was going to have an impact both in Ireland and across Europe for data subjects and citizens across Europe. So that was really exciting to know that the reach of your work could go so far.

**Sorcha Montgomery:** Day-to-day as an legal analyst and the DPC, I carry out legal research on EU law and also Irish law and not only on data protection, although mostly on data protection, but also looking at wider EU and Irish law and considering how existing legal rules and principles might apply to the novel area of data protection.

**Julia Drennan:** The DPC is a really great place to work. There's a really great atmosphere and it's very collegiate and everyone is very highly motivated. Not only that, but you are working on really high level legal files, you're working on cases that are going to have an impact across the EU and sometimes even across the world. I know files that my colleagues have worked on have made headlines in the New York Times and The Guardian and it's been really thrilling to know that kind of work. There's great cross collaboration between different

teams with loads of different teams and loads of different skill sets so you're not just working on the same thing the whole time. You get technical expertise, legal expertise, policy expertise. You know it's there for you if you want to avail of it.

**Sorcha Montgomery:** As well as the very interesting and meaningful, the work environment in the DPC is also amazing and we have blended working and flexi leave policies and which really helps with work life balance. Everybody is very friendly and approachable from the very beginning, not just within your unit, but also across the DPC. There is an amazing social committee so I've attended drinks receptions and we also have a summer BBQ coming up. I've also joined the Equality, Diversity and Inclusion Committee and the DPC will be joining colleagues from across the civil service at the pride parade at the end of June. There are also a lot of learning and development opportunities and their monthly legal updates and training sessions on Irish law or legal research methods.

**Julia Drennan:** I know colleagues who have undertaken cyber security, training legal training, and those are all there and supported by the DPC if you want to avail of them.

**Sorcha Montgomery:** It's very evident that there are a lot of opportunities for growth within the DPC and there's a lot of focus on further education and training and I've received a lot of encouragement from my team and from management. It's also very clear throughout the DPC how people have progressed in their careers and that there are a lot of opportunities and a lot of encouragement for you to grow and develop to reach those opportunities as well.

**Julia Drennan:** So I joined DPC in the legal analyst role and I since got promoted to Assistant Principal so there are loads of opportunities to progress in the DPC and it's really supported and encouraged by management and your colleagues as well. I got the Assistant Principal role through open competition, an open AP competition. So that's one way that you can seek promotion there are also loads of internal competitions, as well, that are open to existing employees of the DPC. They pop up all the time and it's really encouraged that if this is what you want you'll get all the support and assistance that you can get to make the best of those opportunities.

**Sorcha Montgomery:** I think the HEO legal analyst would suit anyone with an interest in EU law and seeing EU law and action and also anyone who wishes to have an excellent work life balance and further opportunities for training and education. I think if you really want to contribute to an organization that's doing cutting edge work, if you want to work in a really great environment with great perks like flexi time and hybrid working then do consider applying for the legal alliance job and the best of luck with it.