



ÍÑIGO RODRÍGUEZ-SASTRE AND JOSÉ VICENTE MOROTE

FIVE YEARS OF ANDERSEN



Video



Podcast

Iberian Lawyer's video interview with José Vicente Morote and Íñigo Rodríguez-Sastre the two managing partners of the law firm that opened its doors in Spain in 2017

by Iliaria Iaquina

It has been five years since 2017, when the law firm founded in the US in 2002 under the name WTAS by 23 partners of the former Arthur Andersen landed in Spain with a team of 160 professionals with over 30 years of experience in the Spanish legal market. Since then, the law firm has initiated an important expansion process in the country and now counts more than 300 staff.

In the last five years, the law firm has tripled its budget and experienced a 76.5% growth in turnover, rising from 18.39 million in 2017 to 32.46 million at the end of 2021. Last year's growth was 22.4%, up from 26.51m in 2020, placing the law firm in the Top 20 law firms by turnover in Spain ([here the article](#)).

The year-end targets remain ambitious: the law firm is aiming for a budget of 42 million euros, which represents an increase of 50% compared to 2021 and a 30% growth in turnover. The first six months of the year support these forecasts, with a turnover 50% higher than in the same period of the previous year.

In these same five years, the firm has hired 150 people, almost doubling the headcount (a growth of 81%), and has expanded its regional presence developing all its practices in each office (Madrid, Valencia, Seville, Barcelona and Lisbon).

Looking at 2022, the firm has started the year by integrating the Lisbon office into Andersen's structure in Spain, thus opting for an integrated model in a single legal entity in which the partnership is shared, and the law firms CHR Legal (Barcelona) and Sanz & Soler Mann (Valencia).

Furthermore, at the end of July the law firm had already secured ten important lateral hires (see dedicated box). In total, from the beginning of the year Andersen has added close to 100 professionals to the team, with an increase of 36% in the team compared to the previous year.

Andersen's strategic plan in Iberia has the clear objective in 2022 to continue the expansion process, mainly strengthening the offices of Barcelona and Lisbon. For the future, the firm has an ambitious project, in which it will continue to grow organically and inorganically, based on a team that shares the same values and business model.

In the last five years the law firm has recorded unprecedented growth results, what is the secret of this success?

José Vicente Morote (JVM): In these five years we have

“OUR STRATEGIC PLAN IS BASED ON THE THREE PILLARS OF EXPANSION: PROFESSIONALS, CLIENTS AND TECHNOLOGY”

JOSÉ VICENTE MOROTE



tripled the size of the law firm, from a budget of 13 million in 2017 to more than 30 million at the end of the last financial year. The basis of this growth is none other than the team. Our professionals continue to grow and we have incorporated new law firms and individual talents that have enabled us to increase the business volume and, furthermore, the specialisation of our teams. This has led us to expand our client portfolio and to sophisticate our service, allowing us to keep on growing.

What are the law firm's targets for 2022?

Íñigo Rodríguez-Sastre (IRS): We are recording a growth year, both in terms of people, business and culture. We started the year with a target turnover of 36 million, but based on the performance of the law firm in the third quarter, we can say that we will reach 42 million, which represents a growth of about 30%. We are considering possible new locations. Our aim is to continue growing, improving our practices, focusing on strategic sectors so as to develop our capabilities and preserve the excellent working environment. We are completely satisfied with the evolution of the law firm, the involvement and commitment of all the professionals and the trust among the teams, which allows us to improve the service quality.

“WE ARE COMMITTED TO THE BALANCE BETWEEN EXTERNAL AND INTERNAL TALENT”

ÍÑIGO RODRÍGUEZ-SASTRE



And beyond that? What are the law firm's medium-term targets?

(JVM): Our strategic plan is based on the three pillars of expansion: professionals, clients and technology, with the objective of becoming one of the top ten Iberian law firms in the short-medium term.

As regards the team growth, you have started the year with the integration of some law firms. Will you continue to grow organically in the coming years? With what specific objectives? Do you believe that the integration of smaller law firms is the way forward for the growth of law firms in Spain?

(ÍRS): Our roadmap is to continue growing and we will do so both organically and inorganically. We believe that the incorporation of smaller law firms or teams in

a specific practice area provides us with specialisation and knowledge in certain territories, such as Barcelona, Valencia or Seville, where our strategy is to have specialised teams that know well the local market and, at the same time, understand the practice of a global law firm. This fits perfectly with our professionals' career development plan. For example, this year, four professionals have been promoted to equity partners, which shows that the firm is also committed to growth from the inside. We are committed to the balance between external and internal talent, which makes us a very agile and versatile firm.

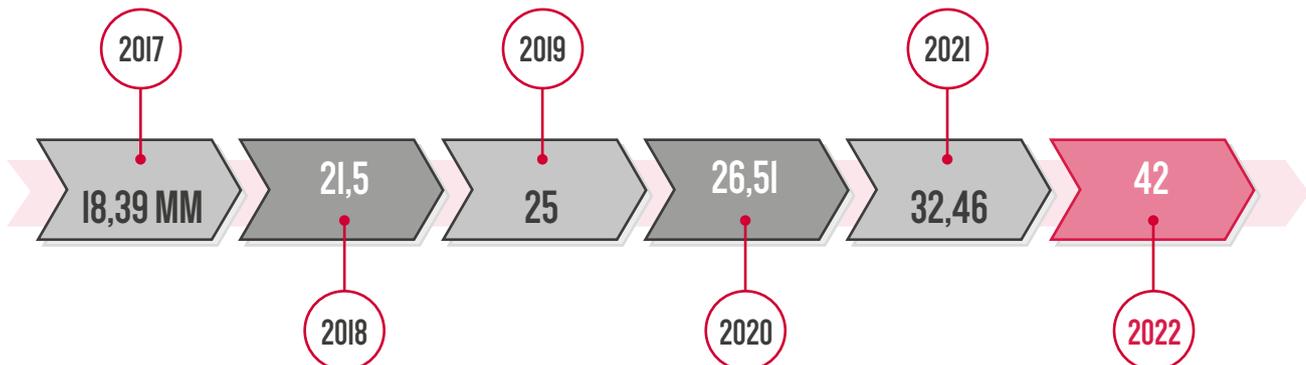
Are there practice areas and sectors to be strengthened in the short and medium term?

(JVM): We are strongly committed to strengthening the energy sector, in which we have a highly specialised integrated practice with professionals dedicated to every aspect of the sector: M&A, financing, regulatory, contracts, etc. We want to continue to grow in this area. We have also promoted and will continue to promote the area of environment and circular economy. We will further develop the area of digital business, tokenisation and Metaverse. We will remain focused on agri-food and culture, sectors in which the law firm has strong capabilities and in which we will continue to grow. A clear and ongoing bet in the short term is on M&A, which we have reinforced with five new partners this year, and insolvency, to respond to the economic cycle we will face in the short term. We are also going to give a boost to the capital markets area. Undoubtedly, many challenges. In addition, we will continue to promote the traditional areas of the firm.

In its international model, all Andersen firms maintain the legal entity in each jurisdiction. But in

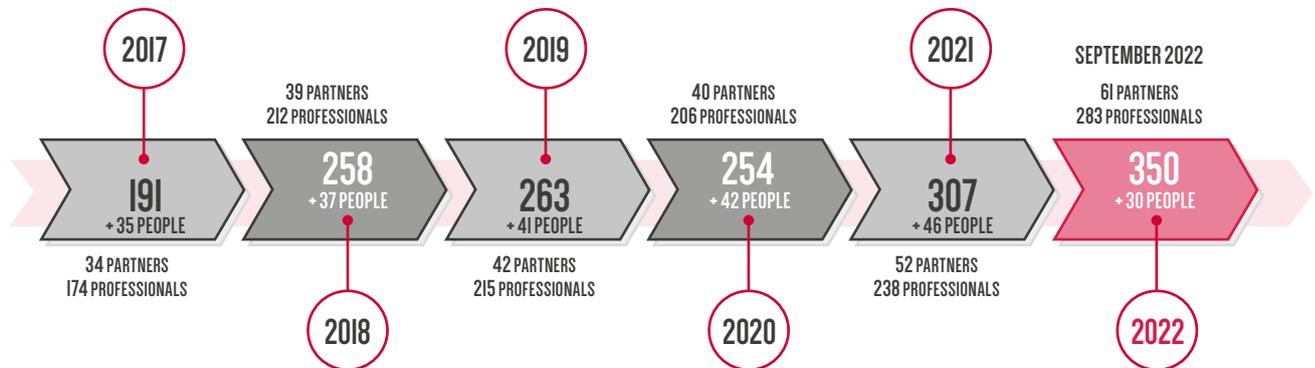
REVENUES

TIMELINE



PEOPLE

TIMELINE



OFFICES INTEGRATION

TIMELINE



“BOTH SPAIN AND PORTUGAL ARE KEY MARKETS FOR ANDERSEN”

JOSÉ VICENTE MOROTE

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January you integrated the Lisbon office into the Andersen structure in Spain. Why?

(ÍRS): Andersen is an international law firm that operates as a single law firm, although legally it is

configured with specific legal entities in each country. In the case of Spain and Portugal, we understand that these two countries often converge in the business development of companies and are even examined in parallel when entering Europe.

How have these first months been? Has it been a good decision?

(JVM): Definitely yes, we have been working with our Portuguese partners and friends for several years, so we are continuing on the same path, facilitating integration enormously. The results have been excellent. Our Portuguese partners are outstanding professionals and we are contributing our vision, our financial capacity, our know-how in the growth process that is being replicated in Portugal, all of this to position Andersen in the top five law firms in Portugal in the medium term.



JOSÉ VICENTE MOROTE, ÍÑIGO RODRÍGUEZ-SASTRE

“OUR BIGGEST CHALLENGE IS UNDOUBTEDLY THE CULTURE AND THE PEOPLE”

ÍÑIGO RODRÍGUEZ-SASTRE

MANAGEMENT ANDERSEN IBERIA

Managing partners

José Vicente Morote e Íñigo Rodríguez-Sastre

General meeting of partners

All the partners

Board of directors

José Vicente Morote
Íñigo Rodríguez-Sastre
Ignacio Aparicio
Ivo Portabales
Joaquín Ureña
Javier Mata
Benjamín Prieto

Office head

Madrid | Javier Mata
Valencia | Benjamín Prieto
Barcelona | José María Cusi
Sevilla | José Manuel Pumar
Lisboa | José Mota Soares

Head of practice

Corporate Law | Ignacio Aparicio e Ivo Portabales
Litigation | Benjamín Prieto
Fiscal | Vicente Sanz and María Olleros
Public and Regulatory Law | José Vicente Morote
Labour | Victoria Caldevilla
Legaltech | Carlos Rodríguez Sau
Real Estate | César Morales
Cultura | Patricia Motilla

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What are the advantages for clients and what feedback have you received from them?

(ÍRS): Before the integration, we already had many shared clients and all of them welcomed the news with satisfaction, as this means working in two countries with the highest level of cohesion and knowing that the firm not only responds with the same quality standards and commitments, but also that being the same company, the responsibility and cross market knowledge is higher.

Many Spanish lawyers fulfil important international functions. What role does the Spanish office play in Andersen's journey? Is the Iberian one a priority market for the law firm at the international level?

(JVM): Andersen is undergoing a major international expansion process and Spain is perfectly aligned with it. Thus, our growth in recent years makes us an example for other countries and places us in all decision-making and management bodies at European and global level. The managing partners are members of the Global

LATERAL HIRE 2022



Antonio Cañadas
MGA - Madrid
[\(here the news\)](#)



Pablo Doñate
Litigation - Madrid



Javier Laclea
Real Estate - Madrid
[\(here the news\)](#)



Javier Martín-Merino
Public and Regulatory Law - Madrid
[\(here the news\)](#)



Carmen Mozún
Energy - Madrid
[\(here the news\)](#)

JANUARY 2022

FEBRUARY 2022

MARCH 2022

MAY 2022



Victor Horcajuelo
Public and Regulatory Law - Madrid
[\(here the news\)](#)



Germán Martínez
Labour - Madrid
[\(here the news\)](#)



Juan Ignacio Alonso Dregi
Corporate Law - Barcelona
[\(here the news\)](#)



Óscar Arredondo
Litigation - Barcelona
[\(here the news\)](#)



Carmen March
Corporate Law - Valencia
[\(here the news\)](#)

MAY 2022

JUNE 2022

JULY 2022

Board - José Vicente Morote - and of the European Board - Iñigo Rodríguez-Sastre - and other partners are on different management and representative bodies, carrying out very important responsibilities within the organisation.

Both Spain and Portugal are key markets for Andersen, due to their economic position and the international flow of companies with business all over the world, as well as the links with Latin America and the gateway to Europe.

Tenth and last question. So far we have talked about results and targets for the short and medium term, what about the long term? What will be the biggest challenge for Andersen Iberia?

(ÍRS): Our biggest challenge is undoubtedly the culture and the people. The aim is to develop a project of people who are committed, who feel part of it and who are completely involved, so that we can pass on a better firm than the one we started with and one that will last for generations to come. For this reason, we are extremely transparent, collegial and our partnership is open and participative. 🇪🇺

INTERNATIONAL POSITIONING

Management



Member of the Global board: José Vicente Morote
Member of the European board: Iñigo Rodríguez-Sastre
European Legal Coordinator: José Vicente Morote

European Practice Coordinators



Corporate/MGA: Ignacio Aparicio
MGA: Javier Bustillo
Banking and Financial Regulatory: Miguel Prado
Public Law: Carlos Minguez
Litigation & Arbitration: Elena Sevilla
Media: Patricia Motilla

Global Practice Leaders



Corporate/MGA: Ignacio Aparicio
Agriculture: José Miguel Soriano
Banking & Finance: Miguel Prado
Media: Patricia Motilla