

DÁNIEL GERA

**MANAGING PARTNER, SCHÖNHERR
HETÉNYI ATTORNEYS AT LAW**



He also likes traveling and exploring new cultures and loves skiing in the winter. Gera also likes wines and often attends wine-tasting events, where he enjoys exploring various types of wines from all over the world.

HOW HAS THE LEGAL PROFESSION CHANGED SINCE YOU QUALIFIED, AND WHICH WAS YOUR BIGGEST CHALLENGE?

The legal profession is constantly changing. The volume of legislation has increased significantly in the last 20 years, and this upturn shows no sign of stopping. The time of the all-knowing lawyer is coming to an end. I think future attorneys

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will need to find specific niches or areas of expertise to focus on. My focus and beloved legal area has always been employment law, but as the managing partner of a law firm, I need to understand current legal trends, specific services and market segments to help our firm and my colleagues become industry leaders in their respective fields.

Of course, financial and economic crises have largely influenced and still influence our work. Law firms are expected to provide more services for less as companies try to reduce costs. At the same time, I feel that clients appreciate business-minded lawyers more, and such at-tornies can always provide added value. Our focus, therefore, always lies in providing tailor-made advice which is concise and straight to the point.

Some time ago, the biggest challenge seemed to be the COVID-19 pandemic, which marked an undeniable paradigm shift for the legal sector. At the same time, this shift brought great opportunities as the demand for accessible employment law assistance heightened. This has been exploited quite well, and we at Schoenherr were able to build upon it.

HOW DO YOU EXPECT DIGITIZATION AND ARTIFICIAL INTELLIGENCE TO AFFECT THE LEGAL PROFESSION?

Artificial intelligence is shaping our world, and it brings lawyers new opportunities. On the one hand, we analyze

BACKGROUND INFO

Dániel Gera heads the labor and employment practice group at Schoenherr Hetényi Attorneys at Law and recently became the managing partner. He has nearly 20 years of experience advising international and domestic clients in employment law in all relevant aspects, corporate law, M&A transactions and personal data protection.

He graduated as a doctor of law from Eötvös Loránd University (Elte) in 2004. He started his professional career in a Big Four-associated law firm and later joined a French international law firm, where he was a member of the corporate and M&A team. He joined Schoenherr in 2015 as a senior attorney.

Away from work, Gera enjoys having a good time with his wife and two children. He is an enthusiastic tennis fan, playing regularly for fun and sometimes in competitions.

Name of law firm	Schönherr Hetényi Ügyvédi Iroda
Top local executive	Dániel Gera
In charge of position since	2023
Name of associate non-Hungarian law firm or cooperation network	Schönherr Rechtsanwälte GmbH
Year of Hungarian law firm's establishment	2008
HQ in Hungary	1133 Budapest, Váci út 76.
Website	www.schoenherr.eu

the legal issues that arise with the use of AI, dealing with the direct AI regulation and the indirect, through liability. For example, the risk classification of the AI software used or the contractual relationship between the user and the AI manufacturer. On the other hand, we (and it is especially true for our innovative team at Schoenherr) are always looking to improve our own services and are trying to do so by using AI solutions. For example, lawyers are using machine learning software for document analysis. This helps them to analyze contracts and other legal documents efficiently and quickly. AI is also being used to automate and standardize contract drafting. This needs to be done carefully, though, and always in compliance with data privacy and attorney secrecy rules.

TECHNOLOGY ASIDE, WHAT WILL BE THE NEXT SIGNIFICANT LEGAL TREND TO SHAPE THE MARKET HERE?

As I see, in Hungary, the current emphasis is on digital automation. Also, many law firms have developed environmental, social

and governance policies and practices, which is essential for the future, and clients also demand it. Regarding giving back to the community amid global crises, I believe that law firms will remain committed to pro bono work and continue CSR activities despite rising costs.

GIVEN THAT HUNGARY HAS A VERY TIGHT LABOR MARKET IN ALMOST ALL FIELDS, ARE YOU CONCERNED ABOUT FINDING ENOUGH SUITABLY QUALIFIED JUNIOR LAWYERS?

Recently, we have received rather good CVs, and I believe that we have an excellent professional team in our office, so I am not concerned about finding enough suitably qualified lawyers. This is also because we put great emphasis on educating colleagues and also on general employer branding. We deliver university lectures, participate in student events, and have had an internship program for many years now. We will continue these activities to attract talents and engage the best future lawyers.

