

# Ms. Narine Beglaryan

Partner

Concern Dialog Law Firm



Fight for justice and win for the fight

## EDITOR'S NOTE

**N**arine Beglaryan is currently a partner with Concern Dialog Law Firm. She joined the firm in September 2013. She specializes in Civil Law, Banking Law, Contract Law, and Corporate Law as well as in court representation of administrative and civil cases. At present, she specializes in the spheres of Combat against Money Laundering and Financing of Terrorism. Prior to joining Concern Dialog Law Firm, she worked at Armentel CJSC as a legal representative of the department of legal support to the business and at BTA Bank CJSC as the chief lawyer of the legal office of the bank. Narine Beglaryan graduated from the Moscow New Juridical Institute and is qualified as a Certified Specialist in Civil Law. Narine has been the Attorney of the Chamber of Advocates of RA since 2012.

## COMPANY'S BRIEF

**C**oncern Dialog Law Firm a Yerevan-based full-service law firm with a focus on Business law established in 1998. The firm provides services in litigation, representation, and legal advising. Since its establishment, the firm offers services both to individuals and corporate clients. The firm has 60 employees, 16 of which are licensed, attorneys. Concern Dialog providing services in all areas of Armenian laws, with more profound expertise in specific areas. The firm is well known for representation in complex litigation cases (this includes representation not only in Civil-law matters, but also Constitutional and Human rights-related cases, complex criminal cases, and administrative disputes), international arbitration. Furthermore, it provides comprehensive services and has long-standing experience in legal counseling with regards to M&A, Mining and Energy projects, Real Estate, Employment law, as well as services to the Financial sector.

### **Q: How did you choose the legal career, and what was the motivation behind it?**

A: My primary motivation was to choose a career that would allow me to practice what I love to, i.e. enjoy the process of working. I still believe that the work should be a source of joy. I guess I made the right choice because by being in the profession for over 15 years, the feeling is that my occupation suits me more than any other career choice might. The things that still attract me in the legal career are the diversity of issues subject to solving and the possibility of working with people by serving to protect human rights and freedoms. Indeed, the most exciting part of the job is assisting with the solutions to complicated issues and the most rewarding part is fighting for justice and winning for the fight.

### **Q: As a female leader, what has been the most significant barrier in your career?**

A: It is a rather complicated question. I have never thought that any failure in my life or career was because of me being a woman, or, at least, I have never acted as it was because of that, i.e., never acting like a victim. Any obstacle, barrier, fiasco,

or hardship in my life I reflect as an issue subject to a solution without a link to my gender. Therefore, I overcome those hardships without using or referring to my gender as an excuse or cause. We may say that it is a matter of my attitude.

However, I need to highlight that it is incredibly challenging for the woman to get her occupation as an advocate (attorney). In my view, it is primarily a natural continuation of the attitude and complexes we have today in our society. Needless to say that we have positive tendencies in recent years. Nonetheless, there is a lot to be accomplished yet for reaching full equality of gender in the profession.

### **Q: How did you get to the Partner position at Concern Dialog law firm?**

A: I joined Concern Dialog law firm back in September 2013 as a Senior Associate. I sent my CV to Concern Dialog in the Spring of 2013 and was invited to job interview. In that time the company was small and despite there were two candidates considered for the position only one received the offer to join the company. And that was not me. However, around

6-months passed since my interview, the Managing Partner of Concern Dialog Mr. Sedrak Asatryan called me and convinced to join Concern Dialog's team.

Indeed, I do not think I became the Partner only because of me being diligent on performing my job which I certainly did and continue to do in bone fide, timely and dedicated manner. I believe, the key is my abilities and capacities both personal and professional which have allowed me to get promoted and be in the firm.

**Q: What are the competitive practices that Concern Dialog creates in Armenia and what's your contribution to that?**

A: Concern Dialog is a unique law firm in Armenia amongst other reasons also because of its governance and internal management policies both formal and informal, its size and history, experience and a great team.

The firm is fully employee-owned (that is, all the partners are also employees, and there are no external participants in the management or revenue sharing). At the same time, the partners have an active role in the company day-to-day and long term strategic management. So the firm is not governed by the General Director only, with partners being listed nominally. On the other hand, despite the size, to the best of my knowledge, we are the largest law firm in Armenia, we still manage to provide tailor-made services to practically all the clients, paying particular attention to the client satisfaction and quality of the services.

It is worth mentioning that Concern Dialog is a law firm with broadly using digital technologies with a very high-level approach to the matter.

**Q: What was the most important case that you have accomplished during your career?**

A: My primary practice areas are Corporate Law, Data protection and Banking and Finance. Because of the matter with which I have to deal, my practice is highly privileged and confidential. Although, as an attorney, I am engaged in dispute resolution and litigation (area or practice which is technically public / non-confidential), I still prefer not to publicise the cases of my clients or highlight my participation. Higher confidentiality is, by the way, a principle adopted company-wide. Also, I try to treat all my clients equally, I value them all, and all their cases are essential to me. It is also worth mentioning that I believe my role is to provide legal services and assists the client, and the client's case should not be a source of my PR. Concern Dialog's team goes to the public when the client requests it. Publicity related to the case is part of the services provided by the firm.

My professional approach is that the transactional and consultancy support is also of high importance. There are a lot of successfully closed important transaction including due diligence, drafting, and

executing investment document (in mining, banking, telecom, construction, etc).

**Q: What was your strategy for overcoming challenges during the pandemic, and how did it impact Concern Dialog operations?**

A: Not only COVID-19 but also the war had their impact on the firm's activities. Some of the critical team members draughted after registering as a volunteer, while the others were assisting during the war in organisational matters. We don't think this is something to be advertised, as we did what we did for the homeland, rather than for advertisement purposes, so won't give further details here.

The most severe shock was the passaway of Mr. Sedrak Asatryan, Vo-founder and Managing Partner of Concern Dialog law firm, who managed the firm since 2003. Mr. Asatryan passed away on 9 April 2021 due to COVID-19.

We believe that we have managed to overcome the past crises and are trying to prepare ourselves to the extent possible, by increasing our antifragility for the potential coming ones. We will continue to grow the company with the memory of our beloved mentor Mr. Asatryan in our hearts and for the development of Armenia.

**Q: What do you think about the investment climate in Armenia?**

It is hardly any ground to call Armenia's investment climate attractive for both Armenian and foreign investors for the past several years. The investors like a predictable environment which is not the case for Armenia, unfortunately.

The following may be named as an example of negative factors for the investment climate in Armenia (the list is not exhaustive): drafting or adoptions of laws under which fundamental human rights and freedom are limited or formalise the intervention of governmental authorities to the judiciary system; multiple instances of proven interference in the activities of judiciary, without further proper investigation in those cases; the adoption of the Law of Armenia on Levying of the Property of Illegal origin and a package of laws related to it; as well as "re-starting" the practice of arresting the businessmen of the tax-related crimes, a thing which we would not recall in the preceding 8-10 years, Article 205 of the Criminal Code of Armenia.

Meantime, it should be mentioned that the legislation in Armenia, in general, is very liberal and developed.

**Q: How do you balance work and life responsibilities?**

A: I do understand how important the work-life balance is. Meanwhile, one cannot be a lawyer and an attorney, only part of its lifetime called a job, i.e. the best ones of us never switch off being a lawyer at 6 pm and switch it on at 9 am 5 times a week. Being a lawyer is a way of thinking and being and feeling. Thus, no matter how boring it may seem for

others, the work-life balance in the case of an attorney (in-house counsels certainly have more chance to follow their plans than the attorneys are) is all about planning and controlling, and also being ready to change the plan any time when the urgent cases require their involvement. The secret is to treat both work and life responsibilities as equal duties and manage to fulfill them both and not sacrifice any of them for the other. Also, it is essential to enjoy both and try to have fun while doing your job and living your life.

**Q: What was your personal feeling after you received the title of the Best Speaker of the National Phase? In general, how do you manage your emotions?**

A: I received the titles of the Best Speaker of the National Phase of Philip C. Jessup International Law Moot Court Competition in 2003 or 2004. As you may see, it was so long time ago that it is hard to recall, especially memories of personal feelings. It ceased to have any personal importance since graduation from the university and become just part of my curriculum vita.

**Q: What would be your strategy to make the world a better place to live?**

A: Today, the vast issue is that everybody is talking endlessly, but only a few are listening. I believe humankind needs to commence, or if you believe we ever had such an ability, restart to listening. The next is we need to accept all types and kinds of diversities amongst ourselves, mainly we need to respect each other's opinion and not treat others as fools in case of counter opinions. We need to learn not to hate and cease to use hate speech while addressing controversial opinions. We need to be educated not by just knowing by heart some data from school or university books. We need to be educated emotionally, including collecting and analysing data ourselves and thinking in our way. All this, I believe, will help to make the world a better place to live.

**Q: What advice would you give to the next generation of female leaders entering a male-dominated profession and to the AmCham community in general?**

A: If you ever want to be a woman in leading, not allowing yourself to be or thinking that you are secondary to other sex, serve for purposes, if you are a lawyer, work for the protection of rights and freedom. Respect yourself as a person and love the profession, and find yourself in the profession. You have a voice and do not be afraid to speak up and to be loud. Be brave, intelligent, optimistic, and strong and altogether be the believer of your destiny and path. It will help to overcome all obstacles in your way to success! No one knows you better than you do and no one wants better for you than you do, hence be the creator of your destiny!