


**Curriculum Vitae / Application  
for KCAB International Mediators**

**PERSONAL INFORMATION**

\* By completing this application form, you agree to KCAB using any of your personal information that you may have provided in this application for the purpose of assessment of panel listing, background and reference checks, future appointments in any mediations handled by KCAB, and listing your curriculum vitae on KCAB's website, in accordance with Korean Data Protection Act.

Name:	Rachael Bicknell		
Current Position:	Founder & Senior Mediator		
Nationality:	British	Country of Residence:	Scotland

**EDUCATION**

\*Please state in reverse chronological order

Period:	Name of Institution, <i>degree</i> :	Location:
October 2021	Royal Institute of Chartered Surveyors Accredited Mediator	Online with trainers and coaches from UK and South Africa,
March 2021	Mediating the Litigated Case at Pepperdine Caruso School of Law	USA

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October 2020	Accredited civil and commercial mediator: ADR ODR International	UK
June 2020	Certified online mediator with Mediate.com	USA
February 2020	CEDR Accredited Negotiator	UK
October 2019	Negotiation and Leadership: Program on Negotiation at Harvard Law School	USA
May 2015	Accredited mediator: Core Solutions	UK
2005	University of Edinburgh Diploma in Legal Practice	UK
2003	University of Edinburgh Bachelor of Law (Hons) 2:1	UK

**PROFESSIONAL CAREER**

\*Please state in reverse chronological order

Period:	Name of Company, <i>division, position/title:</i>	Location:
October 2019 to date	Founder, Director and Senior Mediator at Squaring Circles	UK
April 2014 to 31 July 2019	Associate, Senior Associate and Managing Associate at Addleshaw Goddard	UK
September 2005 to April 2014	Trainee Solicitor, Solicitor, Senior Solicitor and Associate at Burness Paull	UK

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**AREAS of EXPERTISE**

\*Please check **only up to 5** of your top expertise on the right column of the table.

<b>Marine</b>	Shipping and Components		<b>Trade</b>	Sale of Goods		
	Marine Transportation			International Sales Agency/Distributor		
	Marine Insurance			Others (Trade)		
	Others (Marine)		<b>M&amp;A·Joint Investment</b>	M&A		
Leasing		Joint Investment				
Sales		Others (M&A·Joint Investment)				
<b>Real Estate</b>	Development		<b>Finance</b>	Insurance		
	Others (Real Estate)	X		Securities		
	Construction	X		Banking		
	Civil Engineering	X		Equipment Leasing		
Architectural Design		Credit Card				
Landscaping		Others (Finance)				
<b>Construction</b>	Industrial Facility (Plant)			<b>Intellectual Property</b>	Industrial Right	
	Construction Supervision				Copyright	
	Environment				Domain	
	Energy	X	Others (Intellectual Property)			
	Others (Construction)		<b>IT</b>	Software		
<b>Entertainment</b>	Entertainment			Hardware		
	Sports			Others (IT)		
	Broadcasting, Advertisement		<b>Others</b>	Commercial Transaction	X	
	Others (Entertainment)			Technology		
<b>Labor</b>	Employment			Medical		
	Others (Labor)			Others		

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### **MEDIATION EXPERIENCE**

#### **• Mediation Style:**

Rachael's experience of managing and negotiating a broad range of disputes, from those which have a strong emotional impact, to those where the parties are more commercially driven, enables her to appropriately adapt her mediation style to the needs of the parties, and provide legal or commercial challenge when necessary. Rachael is empathetic, engaging, inquisitive and tenacious. She works hard to put the parties at ease, to help them better understand each other, to see things differently, and to become invested in creatively exploring a way forward.

#### **• Mediation Institutions Enlisted as a Mediator:**

Certified Mediator, International Mediation Institute (IMI): January 2023

ADGM Arbitration Centre Panel of Mediators in Abu Dhabi: January 2023

RICS President's Panel for mediation: October 2022

Certified Mediator, Singapore International Mediation Institute (SIMI): October 2022

Law Society of Scotland: April 2022

Scottish Land Commission mediation panel: January 2021

Civil Mediation Council

Scottish Mediation

#### **• Others (related experience with international mediation):**

Rachael has mediated disputes with parties from Scotland, England, Ireland, the USA, Germany, Greece, Hungary, Italy, Lithuania, Portugal, Tunisia, and Turkey.

### **PUBLICATIONS**

Rachael has had the following articles published in the Journal of the Law Society of Scotland:

- [Peace dividend: mediation for insolvency disputes](#)
- [Whether or not there's a will, there's a way](#)
- [Farming: fertile ground for mediation](#)
- [ADR: get one jump ahead](#)
- [ODR: the next leap forward](#)

Rachael had this article published on Mediate.com:

- [What Kaizen and Sir David can teach mediators about the Green Pledge](#)

And this article published in the ADR ODR International (AOI) Journal:

- [The summer of mediation: Scotland must not fall behind](#)

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In the last 3 years Rachael has been interviewed by the Young Mediators Group in the UK, featured in a sector magazine for DWF LLP, participated in podcasts for Fox & Partners in London, Shoosmiths LLP and Jamieson Law (UK and Ireland).

In the last three years Rachael has been invited to speak about mediation at the following events:

1. Grampian & Area Insolvency Practitioners Group “Insolvency is not the end...we’ll see you in mediation!” (29 November 2023)
2. Scottish Land & Estates Land Managers Training Day “The role of mediation in helping rural Scotland thrive” (29 March 2023)
3. University of Edinburgh Business School “Mediation for leadership, business strategy and change management” (1 December 2022)
4. Estate Research “Whether or not there’s a will, there’s a way” (12 October 2022)
5. Institute of Chartered Accountants of Scotland (ICAS) Insolvency & Restructuring Conference 2022 (13 – 14 September 2022)
6. The Law Society of Scotland “Conversations on Progression - Careers in ADR” (15 August 2022)
7. The Law Society of Scotland Conference on Trusts, Wills and Executory Disputes – “Death is not the end...we’ll see you in mediation!” (25 May 2022)
8. Law Society of Scotland inaugural Construction Law Conference – “Top ten tips for preparing for multi-party mediation” (19 May 2022)
9. CIArb Scottish Branch inaugural “Lunch and Learn” series – “Adapting the mediation process: one size doesn’t fit all” (26 April 2022)
10. Scottish Young Lawyers Association (SYLA) event – “Spotlight on...mediation” (25 May 2021)
11. Professional Negligence Lawyers Association Annual (Virtual) Conference – “Mediation for Professional Negligence Disputes” (March 2021)
12. Panel speaker at the Scottish Mediation virtual conference “Mediate 2020” (16 November 2020)
13. RICS Scotland Regional (Virtual) Conference (12 November 2020)
14. Commercial Law Network Annual (Virtual) Conference – “Mediation and the modern litigator” (6 October 2020)
15. Law Society of Scotland Virtual “Law and Technology Conference 2020” – breakout session on mediation and online dispute resolution (22 September 2020)

She has also delivered in-house training to around 30 law firms and in-house legal teams.

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### **MISCELLANEOUS**

#### **\*Languages, Certificates, Awards (Recognition), etc.**

Rachael is one of 60 commercial mediators in the UK ranked in Chambers and Partners (2024) and is also recognised as a Leading UK Mediator in Legal 500 (2024). She has mediated over 85 commercial, civil and organisational disputes since 2020 and now mediates around 25 high value cases each year. In the last 18 months she has mediated disputes with a combined value of c.£45 million, and with an average dispute value in excess of £1 million.

Rachael consistently receives excellent client feedback and has been described as “hugely skilful”, “impressive”, “incredible” and “the best mediator I’ve come across in a long time”. She is renowned for her calm, assured and personable manner, her thorough preparation, and her ability to grasp complex technical issues and to quickly understand multiple issues and competing interests. Rachael is also praised for her tenacity and resilience in helping the parties to come to a resolution, and her ability not to give up, even when the parties remain some considerable distance apart.

Rachael is the founder of Squaring Circles, winner of the UK wide National Mediation Awards 2020 Newcomer of the Year. Before becoming a full-time mediator, for 12 years she practised as a dispute resolution solicitor at two of the UK’s most successful premium law firms, representing negotiating parties in mediations and solicitor to solicitor negotiations of commercial disputes ranging in value from tens of thousands to multimillion pound claims.

Reflecting her former practice as a solicitor, Rachael is routinely instructed in a broad range of commercial disputes. She handles disputes involving corporates, insurers, private, public and third sector clients. She also taught negotiation skills on the Online LLM in Dispute Resolution at the University of Aberdeen, a UK top-10 law school from 2020 to 2023.

#### **Directory feedback**

Chambers & Partners, 2024

*“Extremely pragmatic, clever and open to adapting to situations.”*

*“Rachael has an understated style where she listens to what the parties want. She’s very adaptable in mediations and takes the time in advance to talk to the clients so when you start you’ve already covered some ground.”*

*“Sensible, calm and looks to get a great result.”*

*“Rachael is very pleasant to deal with and develops a good grasp of the issues without losing herself in the details.”*

Legal 500, 2024

*“Personable but direct. She is tenacious in ensuring that parties carefully consider and face up to the risks that they face in litigation and does not let them off the hook when it comes to answering difficult questions.”*

Legal 500, 2023

*“Well prepared, organised, conciliatory and has excellent communication skills – all traits of a very effective mediator.”*