

Gillian CARMICHAEL LEMAIRE

<https://www.carmichael-lemaire.com>

November 2025



OVERVIEW

Gillian Carmichael Lemaire is a bilingual (English/French) mediator and arbitrator working in the UK and internationally through her own firm, Carmichael Lemaire Ltd. Gillian has spent most of her career in international arbitration and mediation, including partner roles in international law firms in Paris. She founded her own practice in 2014 and is currently based in Scotland. Gillian is a former solicitor (now a Fellow of the Law Society of Scotland), an Honorary Member of the Paris Bar (after 30 years as a practising member), and serves as Chair of the Board of the Scottish Arbitration Centre.

CAREER

March 2025	Chair of the Board - Scottish Arbitration Centre.
2014 to date	Founder of own firm in Paris in 2014; Carmichael Lemaire Ltd founded in London in 2016.
2010 – 2014	Managing Partner - Hafez, Paris.
2007 – 2010	Senior Counsel - Dewey & LeBoeuf, Paris.
1999 – 2007	Associate, then Partner - Dechert, Paris.
1993 – 1999	Manager - Archibald Andersen, Paris.
1988 – 1993	Solicitor - McGrigor Donald, Glasgow.
1986 – 1988	Solicitor - Cabinet Sefrioui, Paris.
1983 – 1985	Trainee - Digby Brown & Co, Glasgow.

EDUCATION AND QUALIFICATIONS

2025	Honorary Member of the Paris Bar.
2024	Fellow of the Law Society of Scotland.
2023	Registered Mediator with the Civil Mediation Council (England & Wales) and Scottish Mediation.
2021	CEDR Accredited Mediator.
2020	ICSID/CEDR/Energy Charter Investor State Mediation Programme.
2020	Certified Specialist in Cyber Security – Law Society of Scotland (renewed 2024).
2020	United Nations Institute for Training and Research certification in the Law of Treaties.
2017	Certificate of Competency in Mediation, Negotiation and Skills as a Professional (Core Solutions, Scotland).
2014	Accredited for mediation by the Paris Bar.
2013	Accredited for mediation by the Institute for Expertise, Arbitration and Mediation (Paris).
2008	Fellow of the Chartered Institute of Arbitrators.

- 1994 Avocate à la cour (Hauts de Seine Bar, then Paris Bar).
- 1984 Solicitor (Scotland).
- 1983 Postgraduate Diploma in Legal Practice, University of Strathclyde, Scotland.
- 1982 LL.B. (Bachelor of Laws), University of Strathclyde, Scotland.

EXPERIENCE AND EXAMPLES OF WORK

Gillian started out as a litigator in Scotland, mainly representing parties in personal injury and professional negligence cases. She then moved to Paris to work in the arbitration field and gained significant disputes experience in the construction & infrastructure, environment & energy, and commercial & corporate sectors, as well as in interpersonal matters. She also has strong transactional experience from both private practice and a long-term secondment to an international environmental services corporation. She has worked on disputes worldwide, with a particular focus on France, Scotland, England, the Middle East and Africa.

Gillian was one of the first members of the Paris Bar to become accredited for mediation under their inaugural training scheme in 2013. She has since obtained further accreditations for civil and commercial, investor-State and community mediation. She is a Registered Mediator with the Civil Mediation Council (England & Wales) and Scottish Mediation and a volunteer community mediator with Smile Mediation (Resolve UK). She works both as mediation counsel and as mediator. As Chair of the Board of the Scottish Arbitration Centre, she was instrumental in introducing the Centre's Mediation Rules in 2025.

Gillian's experience as an arbitrator is essential in many of her mediations where the parties may be contemplating arbitration or are already involved in an arbitration.

Gillian is committed to raising awareness of the benefits of mediation as a key process for addressing many environmental and climate-related disputes. She is a signatory to the Mediators' Green Pledge (World Mediators Alliance on Climate Change).

Selected examples of recent work include:

- Lead co-mediator in numerous community mediations.
- Mediator in a commercial dispute between US and European parties (insurance sector).
- Mediator in a commercial dispute between UK parties and a European State.
- ICC-appointed mediator in a commercial dispute between US and French parties (transport sector).
- Mediator in a complex, long-standing dispute between an individual and a public authority further to a Public Inquiry into the whistleblowing and organizational culture of the authority.
- Mediator in several civil disputes involving rights of way.
- Mediator in several civil disputes involving environmental nuisance.
- Mediator in a dispute between French and US parties regarding integration of software into an office system (product liability).

- Mediation counsel to a NYSE-listed chemical manufacturer in relation to an environmental dispute in Europe.
- Mediation counsel in a series of real estate/construction disputes.

SELECTED AFFILIATIONS AND MEMBERSHIPS

Mediation:

- Registered Mediator with the Civil Mediation Council (England and Wales).
- Registered Mediator with Scottish Mediation.
- CEDR – member.
- Volunteer community mediator, Smile Mediation (Resolve UK).

Arbitration:

- Chair of the Board of Directors of the Scottish Arbitration Centre.
- Member of the Advisory Council to the Board of Directors of ArbitralWomen.
- Past Vice Chair of the London Branch Committee of the Chartered Institute of Arbitrators (2022-2023).
- Visiting lecturer in international arbitration, University of Aberdeen Law School.

Other memberships:

- UK Environmental Law Association.
- Franco-British Lawyers Society.
- Society of Construction Law.

PRO BONO

Gillian has worked on numerous pro bono projects over the last 35 years. She is currently a volunteer community mediator for Smile Mediation/Resolve UK.

RECENT MEDIATION-RELATED TALKS AND PUBLICATIONS

- Training session on mediation for a delegation of Nigerian judges at the Scottish Arbitration Centre, 30 October 2025.
- Moderator on a panel addressing *Dispute Resolution in the Energy Sector* organised by the Scottish Arbitration Centre, Aberdeen, 19 June 2025.
- Annual lecture to the Scottish Branch of the Chartered Institute of Arbitrators, *Rewind – Listen – Fast Forward – 40 Years in Dispute Resolution*, Edinburgh, 24 April 2025.
- Training session on mediation for a delegation of Nigerian judges at the Scottish Arbitration Centre, 20 August 2024.
- Speaker on mediation on a panel addressing *Dispute Resolution – The Crucial Role of the Contract Drafter* at the Law Society of Scotland In-House Annual Conference 2024, 18 June 2024.
- *11th ICC Mediation Roundtable: The Future of Mediation*, ICC Dispute Resolution Bulletin | 2024 Issue 1, p.164.

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- Co-moderator at the Mediation Roundtable (19th ICC International Mediation Competition) on *The Future of Mediation*, Paris, 9 February 2024.
- Speaker on mediation at the Energy Arbitration in the Middle East and Africa Conference, London, 27 June 2023, on *The African Energy Mix – comparing and contrasting dispute techniques in African regions and energy sectors*.
- Webinar for ODR Africa Network, 29 September 2022, on *ODR in Construction Disputes*.
- GAR Live: Energy Disputes conference, Edinburgh, 22 September 2022, moderator of panel on *Disputes arising from energy transition*.
- Guest blog on the invitation of Professor Derek Auchie on the role of lawyers in mediation, https://lnkd.in/dr_vHSiC, January 2022, *The dream team or too many cooks?*