

JESSICA BUCHSBAUM

Jessica Buchsbaum has extensive experience, serving as Bilzin Sumberg's Chief Legal Talent Officer since 2002. Her responsibilities include the development and implementation of firm-wide recruiting strategies and initiatives such as behavioral based interviewing programs and competitive compensation and benefits packages. Additionally, Jessica leads the Firm's Summer Associate Recruiting Program, including identifying and securing opportunities for summer associates to shadow attorneys, and developing training programs such as seminars and mock transactions.

Jessica also creates and implements Bilzin Sumberg's professional development strategies and initiatives for the firm's associates, designing them to improve associate satisfaction, performance and retention through the identification of basic skills necessary for success; development of meaningful training programs; establishment of mentoring initiatives that encourage integration of associates and ongoing feedback and guidance; and regular evaluations of projects. This includes collaborating on the design and implementation to The Academy - a holistic and immersive first year associate training program designed to ease the transition from law school to law firm and inculcate firm culture. Jessica was also responsible for designing and implementing an integrated competency approach to associate performance evaluation and compensation, professional development training and recruitment. Jessica is regularly involved in the selection of partner retreat topics, consultants and venues.

She also works closely with the Firm's Culture Committee on its Diversity Initiative. Her responsibilities include participating in outreach events to minority law student associations, hosting and preparing networking events for minority lawyers and speaking to at-risk high schools, focusing on the benefits of professional development and practicing law. Additionally, she is responsible for Bilzin Sumberg's participation in the NALP/Street Law Diversity Program since 2009.

Over the past few years, Jessica has become a key member of the team responsible for designing and implementing Bilzin Sumberg's wellness program to increase wellness, balance, and physical and mental health. Bilzin Sumberg is proud of its comprehensive and industry recognized wellness program.

NALP Involvement Committees & Work Groups

- 2023/24 – Member Program Enhancement Advisory Group, Member
- 2022/23 – Future of the Legal Workplace Advisory Group, Member
- 2021/22 - Annual Education Conference Planning Committee, Chair
- 2020/21 - Well-Being in the Recruiting Process Task Force, Chair
- 2019/20 - 2023 Strategic Planning Advisory Group, Co-Chair
- 2018/19 - Nominating Committee, Vice Chair
- 2016/17 - Nominating Committee, Team Member
- 2016/17 - Transforming Talent Acquisition Work Group, Member
- 2016/17 - Recruiting Section, Vice Chair
- 2015/16 - Annual Education Conference Planning Committee, Member
- 2011/12 - Recruiting Section, Vice Chair
- 2011 - PDI Conference Planning, Team Member
- 2009/10 - Southeast Regional Coordinator, Conference Planning Team

Education

Florida State University,
B.A., 2000

Memberships & Affiliations

**National Association for
Law Placement (NALP)**

**South Florida Association
for Law Placement**

(SFALP), Past-President

United Way, Employee
Campaign Co-chair &
Young Leader

Feeding South Florida,
Volunteer

YMCA South Florida, Host
Committee

Recognition

**2021 NALP Service
Excellence Award
Recipient**

Publications & Presentations

- Co-Presenter, "FUN to FIRM: Growing into A Role That Firm Leadership Recognizes and Respects," 2023 NALP Annual Education Conference
- Co-Presenter, "The I Said/They Said Guide to Getting Buy-In," 2021 NALP Annual Education Conference
- Moderator, "NALP's Town Hall on Student Well-Being in the Recruiting Process," November 9, 2020
- Co-Presenter, "Wellness: Why the Legal Industry Needs to Pay Attention," 2019 NALP Annual Education Conference
- Co-Author, "Great Leadership for NALP Starts with You," NALP Bulletin, November 2018
- Author, "Reflections on the NALP/Streetlaw Legal Diversity Pipeline Program: Looking Backward to Move Diversity Forward," NALP Bulletin, August 2017
- Co-Presenter, "Springing Into Action: Using Action Learning to Develop and Train Firm Leaders," 2017 NALP Annual Education Conference
- Co-Presenter, Newcomer's Welcome & Orientation, 2016 NALP Annual Education Conference
- Author, "Get In on the Action: Utilizing Action Learning in Professional Development," NALP Bulletin, August 2015
- Author, "When You Need Your Cats to Herd the Rest of the Cats: A Case Study on Developing Leading Lawyers," PD Quarterly, August 2015
- Author, "New Year, New Resolutions, New Role," NALP Bulletin, February 2014
- Author, "Why Can't We Be Friends?: Building Understanding and Love Between Marketing & Recruiting," NALP Bulletin, December 2012
- Author, "Two Innovative Plenaries & Comprehensive Educational Programming Make the 2011 PDI a "Must Attend," NALP Bulletin, October 01, 2011
- Author, "Paring Down Summer Events: Trim Fat, Not Muscle," NALP Bulletin, March 2009