

Norman Chen

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Statement of Interest for NALP: I am excited to express my interest in serving on the NALP Nominating Committee. With 10 years of experience in recruiting, primarily in legal recruiting, I have a diverse skill set and experience to contribute to the nominating committee. I first became involved with NALP by attending the Newer Professional Forum in Houston back in 2015, which then continued my involvement with my selection as a speaker for the AEC in 2025. I am enthusiastic to continue my connection to NALP by supporting NALP's election and nominating processing as this will help me better understand how NALP works behind the scenes.

WORK EXPERIENCE

K&L Gates, LLP

Principal Recruiting Manager – IP & EIR

Chicago, IL

April 2023 – Present

- Led all hiring and recruiting for the Intellectual Property group firmwide by advising stakeholders on short and long-term hiring plans and serving as the primary recruiter manager across several practice groups.
- Designed and implemented the recruitment process and criteria for Patent Technical Specialist and Patent Agent roles, resulting in over 100% team growth by successfully hiring 18 candidates within the first year.
- Analyzed data to advise hiring committee members and stakeholders on available pipeline talent to adjust hiring needs.

Modivcare, Inc.

Director of Campus Recruiting

Chicago, IL

September 2022 – January 2023

Keyrus EPM Americas, LLC

Recruiting Manager

Chicago, IL

February 2020 – September 2022

- Served as the first dedicated recruiter hires at Keyrus and scaled the company post-acquisition by 200% with over 75 hires across 2 years, specifically working with Data Science/Data Analysis/Cloud Data/Anaplan roles within the Americas region (Latin America (Brazil/Columbia) and the United States).
- Identified and partnered with diversity recruiting organizations such as Collaboration One and Girls Who Code to promote experienced diversity hiring in tech and consulting, improving Keyrus' diversity metrics by 40%.
- Partnered closely with hiring managers to assess business needs, gather requirements, and develop recruitment strategies, including adjusting compensation bands, evaluating interview processes, and utilizing agency recruiters.

Skadden, Arps, Slate, Meagher & Flom, LLP

Attorney Recruiting and Development Coordinator

Chicago, IL

August 2016 – February 2020

- Managed the Chicago office on-campus interview and callback process for over 1,000 applicants and 350 on-campus interviewees across 15 campuses, 4 resume drops, and 5 job fairs for an average of 80 offers.
- Analyzed recruiting data to provide analysis on how to increase diverse hiring. This resulted in a 50% more diverse class despite decreased offers from 2016 to 2017. The growth was steady in 2018 and 2019.
- Collaborated with DEI to improve and manage the Chicago office's 1L Scholar Diversity Pipeline recruitment process.
- Coordinated and planned the 14-week Summer Associate program with a total operating budget of \$300,000 for an average of 25 Summer associates with over 20 social and training events.
- Designed and administered a new attorney onboarding training program (ACE) for incoming associates with over 24 courses, 12 assignments, and social, wellness, and service events.
- Led a team of five recruiters and recruiting coordinators.

PriceWaterhouseCoopers, LLP (PwC)

Talent Acquisition Associate

Chicago, IL

October 2015 – August 2016

ThoughtWorks, Inc.

Technical Sourcer (contract)

Chicago, IL

May 2015 – June 2015

Boston Consulting Group, Inc. (BCG)

Recruiting Assistant (contract)

Chicago, IL

August 2014 – May 2015

ADDITIONAL INFORMATION

Skills: Proficient in multiple Applicant Tracking Systems (Brassring, Greenhouse, Avature, Micron Lawcruit, TeamTailor, ADP, Workday, and Yello) and Sourcing Tools (LinkedIn Recruiter, Entelo, Outreach.io, Leopard) Typing Speed of 120 wpm (600 characters total) with 98% accuracy.

Interest: Travel, visited 28 Countries and 34 States. Chicago Food, an avid supporter of Chicago's restaurant scene

EDUCATION

University of Illinois at Chicago (UIC) | B.A. Dual Degree in Economics and English