

Ashley R. Gardner

I am honored to be a Nominating Committee nominee. Reflecting on my first NALP conference in Spring 2012 as a senior at NYU, I recall how it opened my eyes to the profession of legal recruiting, particularly after my internship at Sullivan & Cromwell's recruiting department. This experience allowed me to witness firsthand the organization and execution of their summer program, and the conference itself introduced me to pivotal recruiting models and best practices that I continue to apply today.

That inaugural conference was not only a gateway to learning, but also a networking hub where I met future colleagues and trusted advisors. The sense of community and camaraderie within NALP, and its extension through various Sections and Working Groups, is truly remarkable. The connections fostered among members are crucial for ongoing collaboration in our industry. Whether at conferences, via Zoom, or simple phone calls—and even through times of uncertainty—NALP's leadership consistently steers us forward.

I am eager to contribute to NALP as a member of the Nominating Committee, upholding the principles upon which NALP was established. Having had the opportunity of serving NALP as a Regional Representative and as a Conference Planning Coordinator, I strive to promote NALP as both a resource and platform for others within the industry. I frequently engage with my local city group to broadcast opportunities for collaboration and leadership, and would develop that role further as a Nominating Committee member. Leveraging my extensive network across law firms, law schools, and agencies, and with experience on both the West and East Coasts, as well as a firmwide reach at my current firm, I bring a unique perspective to the Committee. It would be a privilege to serve and support NALP in this distinguished capacity.

Thank you for your consideration!

WORK EXPERIENCE

O'Melveny & Myers LLP, San Francisco

Senior Manager, Law Student Recruiting

January 2025 - present

- Strategize and lead firmwide law student recruiting efforts

Attorney Recruiting & Development Manager

November 2018 – December 2024

- Led summer, lateral attorney recruitment efforts. Worked closely with the managing partners on execution of recruitment, diversity, and development initiatives. Organized firmwide summer programs.
- Facilitated annual review process and mentorship programs

Sullivan & Cromwell LLP, New York and Palo Alto

Legal Recruiting and Diversity Manager

January 2017 - November 2018

- Led all recruitment efforts for Columbia Law School, including sponsorships; coordinated diversity-focused recruiting efforts.
- Worked closely with practice group managing partners and the Chief Legal Talent Officer to recruit top-tier lateral candidates based on needs for the New York, Europe, Asia and Australia offices to ensure seamless integration.
- Led survey response efforts for external surveys (Chambers, Vault, The American Lawyer).

Business Development Coordinator & Assistant Manager

June 2014 - December 2016

- Worked with the Executive Director to oversee firm's management, annual partner and director meetings.
- Produced materials for practice partners to present at firm's management meetings; drafted press releases.
- Assisted with forming Cybersecurity group, hosted conference for over 200 CEOs and GCs, and prepared pitches.

Legal Recruiting Assistant & Coordinator

June 2012 - May 2014

- Assisted with judicial clerk hiring; tracked law school student sponsorships' ROI and coordinated lawyer participation; prepared utilization reports for associate development partners to ensure staffing needs were met.
- Led recruitment efforts of first year law students and helped create online applicant appointment system.
- Assisted in biannual review process, including preparation of materials for all corporate partners.

EDUCATION

New York University, B.A. in Politics and Business Studies, New York, NY

May 2012

PROFESSIONAL MEMBERSHIPS & ACTIVITIES

- Bay Area Legal Recruiting Association (BALRA); New York City Recruiting Association (NYCRA)
- NALP: Regional Representative (2022-2024); Conference Planning Coordinator (2024-2025); AI Working Group (2024-present); NPF Faculty (Seattle 2025); Focus Groupie Contributor (2025)