

# ASHLEY GRINCHIS

## 2025 NALP West/Rocky Mountain Regional Representative Nominee



(415) 268-6437



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### ORGANIZATIONS

#### NATIONAL ASSOCIATION OF LAW PLACEMENT

Member, 2010 – Present

AEC Conferences Attended,  
2011 – 2014,  
2017 – 2024

Legal Recruiting Summits  
Attended,  
2018, 2021–2024

NALP Member Webinar:  
Gaining Perspective -  
Managing Up, Down and  
Sideways Panelist, 2024

#### BAY AREA LEGAL RECRUITMENT ASSOCIATION

Member, 2010 – Present

President, 2018  
Past President, 2019  
President Elect, 2017  
Treasurer, 2014  
Past Treasurer, 2015

### EDUCATION

B.S., PSYCHOLOGY,  
EQUINE SCIENCE  
MINOR, 2009

California Polytechnic State  
University, San Luis Obispo

Specialization – Event  
Planning; Human Resources

### STATEMENT OF INTEREST

As a dedicated member of NALP for the past fifteen years, I have greatly benefited from the resources, networking opportunities, and professional development that this esteemed organization provides. It is now my desire to give back to NALP and contribute to its continued success by serving in this leadership role. Throughout my tenure with NALP, I have witnessed firsthand the positive impact that our organization has on the legal recruitment and career services community. My long-standing involvement has equipped me with a deep understanding of the challenges and opportunities that our members face. I am committed to leveraging this experience to support and advance the interests of our region. The law school recruiting timeline and landscape are constantly evolving, presenting both challenges and opportunities for our members. As Regional Representative, I will prioritize fostering a collaborative environment where members can share information, best practices, and innovative solutions. By facilitating open communication and community-building initiatives, I aim to ensure that our region remains at the forefront of these changes. I am inspired by the accomplishments of this year's representatives and am eager to build upon their efforts.

### EXPERIENCE

#### MORRISON & FOERSTER LLP

*Associate Director, Campus Recruiting + Engagement, 2024 – Present*  
*Senior Manager, Campus Recruiting + Engagement, 2022 – 2024*  
*Attorney Recruiting Manager, 2019 – Present*  
*Bay Area Law School Recruiting Manager, 2017 – 2019*  
*Law School Recruiter, 2015 – 2017*

- Oversees all law school recruiting objectives and processes for our U.S. and Tokyo offices.
- Identifies and implements operational improvements and enhancements to law school recruiting processes and the firmwide summer program, including the on-campus marketing, hiring criteria, onboarding, orientation and training to promote greater firmwide consistency and administrative efficiencies at local office and firmwide levels.
- Provides regular reports and analysis of law school hiring statistics to Firmwide leadership; makes projections and recommendations based on analysis.
- Provides leadership to and collaborates closely with local office attorney recruiting teams, to solicit ideas, to hear and respond to issues, and to ensure consistent application of processes across offices.

#### SEDGWICK LLP

*Firmwide Human Resources Manager, 2013 – 2014*  
*Firmwide Human Resources Generalist, 2012 – 2013*  
*Human Resources & Recruiting Coordinator, 2012 – 2011*  
*Human Resources Assistant, 2009 – 2011*

- Sourced and hired legal staff: guided hiring decisions, conducted interviews, negotiated offers, and initiated onboarding process.
- Led annual performance review process for attorneys and staff. Counseled and trained managers on performance management.
- Ensured policies and procedures were administered in accordance with applicable state and federal laws. Wrote and updated policies for the associate, staff and partner handbooks.