

## **Valerie Hawley**

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### **STATEMENT OF INTEREST & BIOGRAPHICAL SKETCH**

With my background and training in legal recruiting the past four years, I am eager to contribute my skills and insights as your West/Rocky Mountain Regional Representative to further NALP's mission of advancing legal career services and recruitment.

As a dedicated member of the Lawyer Talent Acquisition team at Davis Wright Tremaine LLP (DWT), I play a large role in managing experience attorney and law student recruitment efforts and enhancing the candidate experience. My career is marked by a commitment to building strong relationships within the legal community, enhancing recruitment processes, and promoting diversity and inclusion. Throughout my career, I have successfully coordinated high-volume recruitment initiatives, implemented process improvements, and collaborated effectively with diverse stakeholders to align with organizational goals.

Prior to joining the legal recruiting community, I spent many years in education and customer service, where I developed a strong foundation of communication skills, adaptability, attention to detail, problem-solving abilities, and teamwork. My professional journey is complemented by involvement in the Seattle Area Legal Recruiting Administrators (SALRA), where I continue to expand my network and contribute to our profession.

As a NALP Regional Representative, I am particularly looking forward to engaging with NALP members, share best practices, and support initiatives that drive professional development and innovation in legal recruitment. I am committed to leveraging my experience and passion for the legal profession to contribute positively to the NALP community. Thank you for your consideration and I look forward to the possibility of contributing to NALP's continued success and growth.

### **RELEVANT PROFESSIONAL EXPERIENCE**

#### **Davis Wright Tremaine LLP | Seattle, WA**

Lawyer Talent Acquisition Specialist | December 2024 – Present

Lawyer Talent Acquisition Coordinator | January 2023 – December 2024

Lawyer Talent Acquisition Assistant | September 2021 – January 2023

#### **Educational Opportunity Center | Clarkston, WA**

Learning Assistance Program Assistant, Emergency Substitute Teacher | March 2018 – September 2020

#### **DSW Shoes | Spokane, WA**

Interim Assistant Manager | May 2016 – August 2016

Sales Associate | March 2012 – May 2016

#### **Crumb & Munding, P.S. | Spokane, WA**

Secretary | October 2012 – January 2013

### **PROFESSIONAL AFFILIATIONS**

**National Association for Law Placement (NALP)** | September 2021 – Present

Member, NALP Member Values Focus Group | January 2025

Member, NALP Recruiting Technology Workgroup | January 2025

**Seattle Area Legal Recruiting Administrators (SALRA)** | September 2021 – Present

### **EDUCATION**

#### **University of Phoenix**

M.S., Industrial and Organizational Psychology | May 2016

#### **Seattle University**

B.A., Psychology | December 2011