

# Nicole Sandoz Llorenz – Latham & Watkins LLP

## Statement of Interest and Biography for NALP Mid-Atlantic Regional Representative

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Since 2013, my involvement with NALP has been one of the most enriching experiences of my professional career. NALP uniquely addresses the recruitment, hiring, professional development, and diversity needs of legal career professionals. As a Regional Representative, I would aim to serve as a regional ambassador and provide valuable communications that enhance members' work without overwhelming their inboxes. I would personally welcome each new member to the Mid-Atlantic Region, offering to connect and share information about the organization and ways to get involved. I would also maintain an "open door" policy for all members of the region, ensuring accessibility and support. I am eager to leverage my skills and experience to support and enhance the NALP mission in this capacity.

NALP, its membership and platform, has enabled me to serve our professional community in numerous ways. Last year, I served as Vice-Chair of the Lawyer PD Section, focusing on introducing coaching programs through member roundtables and articles in the NALP Bulletin+. I was also a member of the PDI Planning Committee in 2024 and the Recruiting Summit Planning Committee in 2022. Additionally, NALP played a crucial role in my career transitions, first from lawyer to law school career services, and later from law school student services to law firm recruiting and attorney career services. My personal experience with the power of NALP networking and programming will serve as my platform to support the members of the Mid-Atlantic Region and serve on Regional Leadership Council.

### **PROFESSIONAL EXPERIENCE**

**Latham & Watkins LLP**, Washington, DC

*Manager, Attorney Career Services*, September 2022 – Present

*Manager, Attorney Recruiting – Diversity, Inclusion & Belonging*, May 2021 – September 2022

**Georgetown University Law Center, Office of the Dean of Students**, Washington, DC

*Director of Student Life*, February 2016 – May 2021

**Cornell Law School, Office of Career Services**, Ithaca, NY

*Director of Career Services*, May 2013 – January 2016

**Davis Wright Tremaine LLP**, Los Angeles, CA

**Paul, Hastings, Janofsky & Walker LLP**, Los Angeles, CA

*Associate*, October 2008 – May 2013

### **NALP SPEAKING & WRITING ENGAGEMENTS**

*Empowering First Year Associates: Career Coaching as a Tool to Facilitate Growth & Success*

*"In Defense of the Middle," AEC 2024*

*"The Lateral Roadmap: Navigating Success of Our Firms," AEC 2024*

*"Navigating the Arc – Performance Coaching for the First Year Lawyer," AEC, 2023.*

*"Forefront of Change: Innovation in Early Career Legal Recruiting," AEC, 2022.*

*"Hitting the Ground Running: Enhancing Equity and Impact for CSO Initiatives," AEC, 2021.*

*"Well-Being in the Recruiting Process," Webinar, 2020.*

### **NALP LEADERSHIP**

PDI Planning Committee 2024

Vice Chair ("Coaching"), Lawyer Professional Development Section 2023-Present

Recruiting Summit Planning Committee 2022-2023

Vice Chair, Diversity, Equity and Inclusion Section 2021-22

Member, Well-Being in the Recruiting Process Task Force 2020-21

### **EDUCATION**

**Cornell Law School**, Juris Doctor, May 2008

**Amherst College**, Bachelor of Arts, *magna cum laude*, May 2003

### **PROFESSIONAL MEMBERSHIPS AND LEADERSHIP**

NALSAP (Mentorship Chair and Conference Planning Committee 2019-2021), The Links, Incorporated (Corresponding Secretary of Potomac (VA) Chapter 2020-present), California Bar Member (2008)