

# TOP 60 WOMEN IN THE IBERIAN LEGAL SECTOR



Despite the unusual nature of this year, Iberian Lawyer did not want to fail to recognise, at least from these pages, the important work carried out by top women lawyers in the Iberian Peninsula, whether from law firms, as companies' in-house staff or, for the first time, from relevant associations or organisations. Our list presents, in this 2020 edition, 60 women from Spain and Portugal whose work inspires others while promoting the role of women in the legal sector and in our society in general. This year, moreover, we are exceptionally increasing the number to 60. Here is our special tribute to them, InspiraLaw.



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## ALEXANDRA REIS

*Phillip Morris International/Tabaqueira*

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Alexandra Reis is senior counsel at Tabaqueira. With 25 years of experience, Alexandra is a specialist in Commercial, Competition, and Labour law, among others. Previously, Alexandra served as Legal counsel for PGA Portugal Airlines for over six years. Her work experience also includes law firms; for two years, Reis worked as a lawyer in the firm Macedo Vitorino & Associados. She is recognised for her exceptional ability to navigate the complex laws and regulations affecting tobacco companies but is also recognised for her ability to innovate with the future in mind. She has received several awards in the Compliance area and was recognised by Iberian Lawyer 2019 Gold Awards as the In-house Counsel of the Year in Consumer Goods & Manufacturing category.

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## ALEXANDRA VALENTE

*SRS Advogados*

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Alexandra is a Financial partner at SRS Advogados since 2009. She has more than 20 years of experience, in which her advice on Mergers and Acquisitions, Corporate Finance and Private Equity transactions stands out. Among others, Valente has advised on major Financial activities, such as privatisations and public offerings, large M&A and asset and Project Finance transactions, advising banks and other investors. Prior to joining SRS, Valente was a partner at Simmons & Simmons. She is known for her constructive ability to bring together reliable solutions. She has been distinguished with specialised awards in Capital Markets and was a finalist in the Iberian Lawyer 2019 InspiraLaw initiative. She is also listed in prestigious international directories.

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## ALICIA MUÑOZ LOMBARDY

*Banco Santander*

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She is the director of Governance, Regulation and Privacy and deputy secretary of the Board of Santander Spain. She is an expert in the Banking sector and has worked for more than 20 years in the Legal department of Grupo Santander, which she joined in 1995 to head the Legal research area. She subsequently joined the Legal department of Global Banking and Markets and in 2008 was appointed head of the Real Estate Legal department. Legal department. During her time at Santander she made important changes in the functioning of the group's Legal departments, such as the development of sustainability policies and the creation of all the templates and documents used with suppliers and providers. The main international directories highlight her among the best general counsel in the country.



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## ANA BUITRAGO

*Amazon*



She is Amazon Spain's head of Legal and, according to some of the most prestigious directories, one of the best in-house lawyers in Spain. She joined the American giant almost nine years ago. During this time, she has defined existing policies and strategies, simplified internal processes and implemented Amazon's pan-European marketing guidelines, mainly in the fields of marketing and pricing. Before that, she spent almost ten years as global general counsel at Iberdrola, where she was responsible for the company's worldwide Legal affairs. In 2019 she was chosen as one of the 50 most outstanding women lawyers in Spain and Portugal in InspiraLaw by Iberian Lawyer and she was awarded in-house counsel of the year in the Retail & E-commerce category of Iberian Lawyer 2019 Gold Awards.

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## ANA LOIS

*Roca Junyent*



She is a lawyer in the field of Procedural law and Arbitration. She is experienced in advising companies and public bodies on various Competition and E.U. law issues. She is regularly involved in the assessment of potentially restrictive practices, in the handling of sanctioning cases before the Competition authorities, as well as in Merger operations and State Aid procedures. Ana has also participated in the lodging of appeals before the General Court of the E.U., as well as in procedures regarding access to documents of E.U. institutions. She is a Law graduate with a diploma in International Legal Studies from the Universidad Pontificia Comillas and holds a double Master's degree in Law and Bilingual Business Law from IE Law School. Since 2019, she is a member of Women in a Legal World (WLW).

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## ANA RODRÍGUEZ CANTARERO

*PwC Tax & Legal*



She is a Corporate Tax partner in the TMT department and head of the Energy area at PwC Tax & Legal Services, with over 20 years' experience. Rodríguez Cantarero is an expert in the design and implementation of Corporate Tax structures, Corporate Restructuring, as well as in planning and design studies of different business models for multinationals in various industries in the Telecommunications, Technology and Energy sectors in the United States and Europe. Besides, she has led inspection procedures for multinationals in the sector and has developed projects on Total Tax Contribution and Economic, Social and Fiscal Impact, as well as consultancy projects on R&D Tax deduction. She belongs to the Academic Council of the Master's Degree in European Union Law at the Universidad Carlos III de Madrid.



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## ÁNGELA LÓPEZ MOLINA

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*DS Ovslaw*

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Managing partner of the Madrid office of DS Ovslaw and head of the firm's international department in Spain, she was appointed global secretary-general of the D.S. Group, a position she has held since January 2019 and in which she is responsible for Business Development and coordination of all D.S. offices worldwide. Before joining DS Ovslaw in 2018, López was international Legal director of Grupo San José for six years and has worked in firms such as Garrigues, Clyde & Co. or Lupicinio, in Spain and China. Ángela is an expert in negotiation of international agreements and Corporate law. She regularly provides advice on all kind of issues related to big Infrastructure projects worldwide and Corporate international investment. In 2017 she was recognised in the Forty under 40 awards by Iberian Lawyer.

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## AURORA SANZ

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*Grant Thornton*

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Sanz is the head partner of Grant Thornton's Barcelona office Labour practice and one of the leaders of Women Pulse, a leadership program launched by the firm and the consulting firm Ais Group, which aims to help companies bring women's talent to senior management. She adapts to companies of any size and sector through a diagnostic phase by Grant Thornton in which the company's situation is reviewed with salary gap audits, policies and equality plans. In 2019 she was chosen as one of the 50 most outstanding women lawyers in Spain and Portugal by Iberian Lawyer, as part of its InspiraLaw initiative. The area she leads received 21 nominations at Iberian Lawyer's past Labour Awards, where all the nominees were women.

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## BARBARA GODINHO CORREIA

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*PLMJ*

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Godinho Correia is a Corporate M&A partner at PLMJ. She has over 20 years of experience in Corporate M&A and Private Equity. She is known for her work on the most important Corporate deals taking place in Portugal in recent years, including major Mergers and Acquisitions and Privatisation operations. As a mentor, Barbara always sets an example, with an extraordinary ability to organise and motivate large multidisciplinary teams. Always open and accessible, she is known for creating a truly collaborative atmosphere in her team. Barbara is the mother of two children, and work-family balance is one of her main concerns. She leads a results-based team and encourages them to manage themselves, including their schedules. She is also listed in international directories.



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## BEATRIZ MARTÍNEZ-FALERO

*Mahou San Miguel*

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She heads the group's Legal department and is a member of the Board of Directors of the group she has been working at for more than 12 years. The legal team she leads stands out as a true business driver, overseeing transactions of great importance to the company and its growth, which is known to be "a very effective and highly qualified business unit led by a very respected and talented general counsel who has consistently reached the highest standards." Throughout her career, she has been recognised among the top general counsel in the country by the most prestigious legal directories and has received numerous awards from different legal circles.

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## BLANCA ESCRIBANO

*EY Abogados*

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She is the Digital Law head partner since 2018. Escribano has more than 20 years of professional experience, especially in the fields of Technology, Audiovisual and Telecommunications, advising on Technology issues, Internet, content and data. She joined E.Y. Abogados from CMS Albiñana & Suárez de Lezo, where she managed the Digital and Data department, and currently focuses on providing legal advice on Digital Transformation and Protection and Monetisation of Intangible Assets processes. She has been recognised as an expert in her field by the main international directories, and she is the vice-president of the International Bar Association, of the Communications Committee and a member of the Academic Committee of the European Union Law Master's degree at the Universidad Carlos III de Madrid.

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## CARLA DE ABREU LOPES

*Samsung Electronics Portugal*

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Carla joined Samsung Electronics Portugal as Legal counsel manager in 2012. These eight years of hard work have been recognised by her colleagues with the company's "Best Support Award." Before becoming Legal counsel manager, she worked for a decade at Garrigues as a lawyer. At Samsung, Carla developed templates for client and supplier contracts and implemented internal policies to ensure compliance with applicable law. Lopes advised on the sale of Samsung's printing division to H.P. (2017). In addition, she has written several articles in Competition law publications. Carla graduated in Law from the University of Coimbra and holds an LL.M. in European Community Law from the University of Leiden (The Netherlands). She is listed in some prestigious international directories.



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## CARMEN BURGOS

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*Linklaters*

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She is a Commercial partner, with a strong focus on consumer sectors and has worked in numerous Venture Capital and M&A transactions in general, as well as in Joint Ventures, advising both Spanish and international clients. Burgos also has extensive experience in matters related to Technology, Media, Telecommunications and Intellectual Property, and leads this practice in the Linklaters Madrid office. She has advised companies such as JP Morgan, UBS, Denso, TicketMaster, Disney, KPMG, L.G., Teva, Viacom, Goldman Sachs, Fortis, Lloyds, Morgan Stanley, Barclays, Euro6000, Swift, HSBC, Continental, BT, Astrazeneca, Bain, Amadeus, among others. Since 2013 she has been highlighted as a TMT specialist by prestigious international directories. In addition to Spanish and English, Carmen frequently advises in French and has good knowledge of Portuguese and German.

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## CATARINA BELIM

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*Belim*

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Catarina Belim is the founder and director of Belim, a Portuguese Tax law firm, with a special focus on VAT and customs issues. Belim actively participates in international organisations such as AIJA - International Association of Young Lawyers Tax Law Commission, VAT - International VAT Association and GLCA - Global Legal Customs Association and has been recognised by her international contacts as the person to turn to if a client needs support in the Portuguese market. Catarina Belim was recognised as a Female Tax Leader in Portugal (2019), Tax Controversy Leader (recognised since the 2016 edition) and Indirect Tax Leader (recommended since the 2012 edition). She was short-listed for the Iberian Lawyer Forty under 40 awards in the Tax category, and she is listed in some important international directories.

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## CECILIA ÁLVAREZ

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*Facebook*

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Since 2019 she has been the head of Privacy for Europe, the Middle East and Africa (EMEA) at Facebook, a position she held one year after the General Data Protection Regulations (GDPR) came into force. Before joining the technology giant, she was the head of Privacy for the pharmaceutical company Pfizer in Europe. Before moving to the business sector, she spent more than 17 years at Uría Menéndez as of counsel in charge of the Data Protection, E-Commerce and Information Technology (ICT) departments. Álvarez is president of the APEP (Spanish Privacy Professional Association), a member of CEDPO (Confederation of European Data Protection Organisations), as well as a member of the Royal Academy of Jurisprudence and Legislation (ICT). Cecilia has written numerous publications on Data Protection and regularly teaches in different Master's degrees and seminars. Cecilia was already awarded in 2019 InspiraLaw.

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## CLARA CERDÁN

*FerroAtlántica Group*

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Head of Legal and secretary of the Board of the Ferroatlantic Group, Ferroglobe. Throughout her career, Cerdán has worked in different companies and firms such as Benetton España, AudiHispana, Lloyds TSB Bank, Garrigues, DAC Beachcroft or Sacyr. Passionate about the legal world, she believes that the success of any company depends on strong human relationships with people. The solid technical knowledge acquired during her time at Garrigues and subsequent experience in the private world has given her the ability to work on issues from a global perspective. She is also co-founder and vice-president of WLW (*Women in a Legal World*), where she directs the Mentoring program. In 2019 she was chosen among the 50 most outstanding women lawyers in Spain and Portugal by Iberian Lawyer, within InspiraLaw and was recognised in the Projects & Infrastructure Gold Awards, as Lawyer of the Year in 2016, among other recognitions.

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## CONSTANZA VERGARA

*Pérez-Llorca*

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She is Corporate director and partner of the firm. Constanza joined the firm in 1997 as an M&A lawyer. She has been a partner since 2009. She is currently in charge of the Human Resources, Communication, Marketing and Business Development departments. Vergara has a degree in Law and a diploma in Business Studies (E-1) from the Universidad Pontificia de Comillas, ICADE; she also studied the *Diplôme d'Études Supérieures Spécialisées - Juriste d'Affaires* at the Université René Descartes, Paris V and the Advanced Management Program Madrid at I.E. She teaches at various institutions and universities, such as the International Bar Association (IBA), the Universidad Pontificia de Comillas (ICADE), the Universidad de Navarra and the Instituto de Empresa (I.E.). Her working languages are Spanish, English, French and Italian. She also speaks Finnish and German.

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## DELIA RODRÍGUEZ

*Vestalia Asociados*

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She is the founding managing partner of Vestalia Asociados, a legal boutique formed by a team of expert lawyers in Family law, as well as its adjacent areas, distributed among its offices in Madrid, Alcobendas, Guadalajara, Malaga, A Coruña and Palma de Mallorca. At the same time, she practices as a public defender, is a member of the Spanish Association of Family Lawyers (AEAFA), and was the creator of the section of Initiation and Professional Development of the Madrid Bar (2014-2018), which she presided for a stage. She is a founding member of the Plataforma Familia y Derecho (Family and Law Platform), a nationwide initiative that brings together more than a hundred lawyers specialising in Family law. Besides, Rodríguez is the driving force behind the innovative legal project "BBrainers" (2018) and the legal market talent event "Legal Millennials" in collaboration with Todojuristas.com.



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## DIANA KRAFT

*Amadeus*



As general counsel of Amadeus, Kraft is the Legal officer for most of Amadeus' global subsidiaries network, which comprises 170 group companies (in 86 countries), including Corporate Governance and the Executive Committee's initiative to improve Corporate supervision. She's been linked to Amadeus since 2001, holding several in-house counsel positions until she became general counsel, Global Airline Distribution and Travel Channels in 2018. She is also a member of SVP's General Board and Corporate secretary. She manages a team of 40 lawyers worldwide and a budget of €10 million. She is a certified coach and mentor, and in 2019 she was chosen among the 50 most outstanding women lawyers in Spain and Portugal by Iberian Lawyer, within InspiraLaw.

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## FEDRA VALENCIA

*Cuatrecasas*



She is an Insolvency partner at Cuatrecasas Madrid office and a recognised expert in the legal management of Insolvency proceedings and legal advice on Corporate and Financial Restructuring operations. She has participated in numerous Insolvency proceedings, including the most relevant ones at a national level, defending the interests of both debtors and creditors, and in Debt Refinancing operations (both judicial and extrajudicial) and Corporate Restructuring agreements. She is also an expert in the field of Management Liability. She combines her professional work with her teaching facet and is a lecturer in Insolvency Law in the Master's Degree in Access to the Legal Profession at the Universidad Pontificia de Comillas.

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## GLORIA SÁNCHEZ

*Banco Santander*



Since 2017, she has held the position of the group's vice president and head of Legal area transformation at Banco Santander and is considered a reference in this area in the market. Since she joined the area, Santander's Legal department has carried out several very useful implementations for the team, focused on improving document management and automation and document analysis, among others. One example was the creation of a GDPR (Personal Data Protection) chatbot in collaboration with Santander Global Technologies. Before joining Banco Santander in 2008, Sánchez worked as an associate at Clifford Chance, and as a lawyer at AGM Abogados. Sánchez combines her work with her teaching, and is currently an associate professor in the Legal Tech Master's degree at I.E. Law School.



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## INÊS ALBUQUERQUE E CASTRO

*FCB Advogados*

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She joined FCB Advogados in 2015 as Labour area associate coordinator. In 2017, she became a partner. Her more than 20 years of experience in the Labour and Social Security area and her practical approach allow her to be a true ally of clients and a mentor for new generations of lawyers. Albuquerque e Castro advises the legal departments and/or the H.R. departments of several domestic and international companies from different sectors on a regular basis and was involved in the preparation, drafting and publication of the 2003 Labour Code. She also regularly attends, as a speaker, conferences, seminars and workshops in the area of Labour and Social Security law. She has been recognised as a Rising Star and is listed in some directories. She regularly participates in conferences and seminars on Labour law.

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## ISABEL CHARRAZ

*Citibank Europe*

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Isabel Charraz joined Citibank's Legal and Compliance department in 2003. Since July 2009, she is the Legal counsel for Portugal & Greece, Cyprus & Malta in Citibank Europe. With 17 years in the Banking world and earning the respect of her peers, Isabel plays an essential role as one of Portugal's leading counsel. She has been praised for her work in the company's Compliance and anti-money laundering activities, in addition to all the responsibilities that her position entails. She is listed in some prestigious international directories. She has a Law degree along with postgraduate studies in Banking and Securities Law from the University of Lisbon as well as in Capital Markets, Banking and Insurance from the University of Coimbra Law

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## ISABEL FERNANDES

*Grupo Visabeira*

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Isabel Fernandes has led the Legal team of Grupo Visabeira since 2006 and has been recognised on several occasions. She manages a complex group of companies in different markets. Between 2002 and 2006, Isabel assumed the role of correspondent for the International Bureau of Fiscal Documentation (IBFD). She stands out for her expertise in Corporate law, Corporate Governance and Restructuring, as well as in Contractual matters. She has significant international experience in Legal and Tax matters. Fernandes was a member of the jury for the Iberian Lawyer Forty under 40 awards in 2017 and won, together with her team, the Corporate Portuguese team award at the 2018 Iberian Lawyer Gold Awards. She was also a finalist in the 2016, 2018 and 2019 Gold Awards and a finalist in 2019 InspiraLaw.



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## ISABEL RODRÍGUEZ

*King Wood & Mallesons*

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Partner and head of the KWM Funding team in Spain. Rodríguez specialises in Structuring and establishing both domestic and international Investment Funds, including among others: Private Equity, Venture Capital, Real Estate, Mezzanine and Funds of Funds. She regularly advises Private Equity managers, financial institutions, pension funds and insurance companies, public institutions and institutional investors. She stands out for her commercial vision and her great negotiating skills. Author of relevant publications within the Venture Capital sector, Isabel is a regular speaker at numerous events in the sector, both nationally and internationally. She has been recognised by some of the main international directories, and in 2019 she was chosen as one of the 50 most outstanding women lawyers in Spain and Portugal by Iberian Lawyer, within InspiraLAW.

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## ISABELA PÉREZ

*Coca Cola European Partners*

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Isabela Pérez was named last February Legal vice president of Coca-Cola European Partners' (CCEP) global business strategy and corporate functions. Until her appointment, she was Legal vice president of CCEP Iberia's business unit, where she led the Legal department for this region, and worked with the integration and development strategy team. As a lawyer experienced in Mergers & Acquisitions, integration processes and Corporate Governance, she defines herself as an "innovative lawyer". Pérez is also president of the Board of Directors of Andbank Wealth Management since 2018 and a member of the Board of renewable energy company Holaluz since last January. She is a State lawyer, and between 2010 and 2013 she was the head of this body in Catalonia. Isabela was elected as an InspiraLAW woman in 2019 edition.

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## LARA REIS

*Haitong Bank*

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Lara is the global head of Compliance of Haitong Bank. She combines a 15-year experience as a Transactional lawyer in magic circle law firms and renowned Portuguese firms (Clifford Chance and VdA) with a strong Legal, Compliance and Governance track record as a managing director in an investment bank with an international footprint. At Haitong Bank, she manages a team of 15 Compliance officers across the bank's geographies (Lisbon, London, Madrid, Warsaw and São Paulo) and is also the Data Protection officer for the bank's group. She holds an expert-level ICA Diploma in Governance, Risk & Compliance by the International Compliance Association. She is also a solicitor in England and Wales.



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## LEONOR PISARRA

*Novartis Farma - Produtos Farmacêuticos*



Leonor Pisarra is the chief Legal officer of Novartis and country manager for Compliance since September 2011. Previously, she worked for more than a decade at VdA as a lawyer. With a recognised career in the pharmaceutical industry, her areas of expertise are Corporate law, Privacy law, Legal Advice, Intellectual Property and Legal Assistance. She is a strong business development professional with a degree in Law from the University of Lisbon School of Law. Under Pissarra's leadership, Novartis' Legal team has been successful in protecting the Intellectual Property of all the company's products that are close to their patent expiration dates. She was a finalist in the Iberian Lawyer 2016 Gold Awards and is listed in some prestigious international directories.

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## MAGDA COCCO

*VdA*



Magda Cocco is a partner of VdA and head of the Media and Information Technology practice group, as well as the head of the firm's Aerospace area. She has participated in many of the most important agreements in Portugal in this sector. Cocco is in charge of the firm's Privacy, Data Protection and Cybersecurity practice and has advised companies from all industries on various Compliance issues. She has also participated in several conferences and seminars and has published numerous articles in national and international specialised publications. In 2007, she received the Forty under 40 award from Iberian Lawyer for the best young lawyers in the Iberian Peninsula and in 2019, she was an InspiraLaw woman. She is a member of the Portuguese Bar Association and the Portuguese Association for Communications Development.

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## MAGDA VIÇOSO

*Morais Leitão*



Magda Viçoso has been a partner at *Morais Leitão* since 2018, where she currently works with the M&A and Capital Markets team. She has a vast experience recognised by several international directories, having advised national and international Public and Private Capital offers, takeover bids, M&A, Partnerships and Privatisations. She also excels in Corporate Governance and Compliance for listed companies. She worked with CTT - Correios de Portugal, S.A. from 2015 to 2018. Within CTT, she was head of the legal team focused on Corporate support. Before this, Viçoso worked at PLMJ Sociedade de Advogados from 2001 to 2014, making partner in 2012 and coordinating the Capital Markets team. Magda has collaborated with Iberian Lawyer and was a finalist in 2019 InspiraLaw and the 2016 Gold Awards.



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## MARGARIDA ROSADO DA FONSECA

*CS Asociados*

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Margarida heads the Competition and E.U. law area at de Campos Ferreira, Sá Carneiro & Asociados. She was recognised as a specialist lawyer in this area by her peers when she was only 33 years old. Until last year, and since 2017, she has been of counsel and head of the Competition and EU area at DLA Piper. She is co-author of the book “Competition Authority’s decisional practice in Merger control” (2009) and first Law graduate director of Mergers at the Competition Authority (not an Economics graduate), where she coordinated a team of 11 jurists and economists and dealt with complex Merger cases in the context of Privatisations. She is author and co-author of many books and articles on Competition and is listed in some prestigious international directories.

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## MARÍA ECHEVERRÍA-TORRES

*Nokia*

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Head of Legal & Compliance Europe West at Nokia. Echeverría has spent much of her career advising high-tech and telecommunications companies on Legal, Governance and Compliance issues. She began her career in private practice as a lawyer in the Intellectual Property department of Uría Menéndez. She joined Nokia in 2010, where she leads a team of legal professionals based in different jurisdictions which are responsible for providing Legal and Compliance support to business operations. She acts as an adviser to the senior management team on Legal, Compliance and Regulatory issues. She is a member of the Association of Corporate Counsel (Europe), and Women in Compliance. In 2019 she was chosen as one of the 50 most outstanding women lawyers in Spain and Portugal by Iberian Lawyer, within InspiraLaw.

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## MARÍA EUGENIA GAY

*ICAB and Gay-Rosell & Solano*

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María Eugenia is a partner at Gay-Rosell & Solano, dean of the Barcelona Bar Association (ICAB), vice-president of the General Council of Spanish Lawyers (CGAE), president of the International Relations Committee of the General Council of Spanish Lawyers and president of the Mediation Committee of the Federation des Barreaux d’Europe (FBE), member of the Catalan Association of Democratic Lawyers and member of the Catalan Association of Specialists in Succession Law. Gay is a specialist in Civil Procedural law and has extensive experience in managing complex conflicts in the field of Family law, especially in Matrimonial, as well as in Inheritance, Civil Liability, Registry law, Associations, Foundations and Professional Associations. She has been involved in Litigation in all areas of her speciality in the field of Justice.



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## MARÍA GUINOT BARONA

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*Deloitte Legal*

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She is the Regulatory and Compliance head partner at Deloitte Legal. She is an expert in advising on regulated areas of economic activity and has extensive Consultative, Contentious and Transactional experience in the fields of Energy, Telecommunications, Infrastructure, Financial Institutions and the Public Sector. Through this specialisation, she has acquired a wide knowledge of the Regulated Markets, as well as of the needs of the agents operating in them. Prior to joining Deloitte Legal, she was a Public Law and Regulated Sectors partner at CMS Albiñana & Suárez de Lezo, and previously she was head of Regulation and Regulatory Compliance at Sareb. Throughout her career, she has been recognised by the main international directories in Public Law and Projects & Energy and has been awarded with different distinctions in the sector.

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## MARÍA JESÚS GONZÁLEZ-ESPEJO

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*Institute for Legal Innovation*

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Recognised as a European expert in Innovation, Digital Transformation and Legal Tech, her passion is to improve Justice and its organisations through the correct use of technology. She is currently the managing partner of the Institute for Legal Innovation, which promotes innovation in the legal sector, and which she founded in 2016. In addition, since 2012, she directs *Emprendelaw*, from where she advises professional services companies - law firms and consultancies - in strategy, marketing, communication, H.R. and knowledge management. She dedicated the first years of her career to the legal profession and has practised at firms such as Clifford Chance and Gómez-Acebo & Pombo. She is the author of several books and is a regular contributor to the media and teaches at universities such as Universidad Antonio de Nebrija, ICADE, Centro de Estudios Garrigues, among others.

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## MARÍA PILAR GARCÍA GUIJARRO

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*Watson Farley & Williams*

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She is a Commercial/M&A area partner and heads the firm in Spain. She has more than 20 years of experience in the Energy and Infrastructure sector in Europe, Latin America and the Middle East, with a special focus on solar and wind assets. She specialises in Corporate and Commercial advice including Structuring, Development, Project Acquisition, portfolios and platforms and Private Equity transactions, as well as Project Agreements (such as PPA, EPC and O&M) and Joint Ventures. She also has extensive experience in Structured Finance, as well as Restructuring and Refinancing processes. The main international directories highlight her as an expert lawyer in Energy who stands out as a “superb negotiator” being “a very commercial lawyer who adapts to the needs of her client.” María Pilar repeats within *InspiraLaw*, since she was also recognised in this same initiative in 2019.



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## MARÍA TOMILLO

*Simmons & Simmons*

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As a Simmons & Simmons partner since 2019, she has led the Financial Services Regulation practice at its Madrid office in recent years, focusing her practice on advising both Spanish and foreign financial institutions on adapting to new Regulatory requirements. She began her career at Allfunds Bank and, after several years at Deloitte, joined Simmons & Simmons in 2012. She is a specialist in Financial Market Regulation and has extensive experience in Regulatory law matters related to entities in the Financial sector, particularly in Collective Investment, Securities Market, Investment and Banking services. Prior to joining Simmons & Simmons, Tomillo was part of the Financial Regulation team of one of the Big Four.

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## MARIANA CALDEIRA SARÁVIA

*SRS Advogados*

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Mariana is a partner of the Employment and Social Security department of SRS Advogados and heads the Projects Unit. With 20 years' experience, she has managed some of the most relevant Corporate Restructuring in recent years in Portugal. She has extensive experience in defining flexible contractual models for the recruitment and appointment of human resources, the (re) organisation of working time and Restructuring processes, and in particular in the context of collective dismissals. Mariana has advised entities such as Galp, Navigator, Sacyr, Danone, TUI, Hotelbeds, Renault, Iveco, Ageas. She frequently gives free advice on Employment issues to entities or causes supported by SRS. Recently she has been advising Amnesty International, StoneSoup, and the Jesuit Refugee Service. She is listed in some prestigious international directories.

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## MARLEN ESTÉVEZ

*Roca Junyent*

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She is a partner of the firm (equity partner since February) and head of the Arbitration department, as well as secretary of the Latin American law section. In addition to her extensive experience in Dispute Resolution, Estévez has broad expertise in the field of Sports Law (she has advised several football clubs) as well as in Entertainment and Recreational Activities. She currently chairs the Women in the Legal World (WLW) association, a non-profit organisation made up of influential legal professionals, which seeks to promote female leadership. She has received recognitions such as the 2017 Forty under 40 awards by Iberian Lawyer; she has been appointed secretary of the Ibero-American law section of the Royal Academy of Spanish Jurisprudence and Legislation of the Madrid Bar; and she is one of the Spanish representatives before the General Council of European Lawyers.



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## MARTA DELGADO

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*Jones Day*

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She co-leads the Antitrust practice and leads the Intellectual Property practice in the Madrid office. Recognised by the major directories as a leading lawyer in the sector, for 20 years she has advised a wide range of industries on all aspects of Antitrust law, including Merger notification, cartels, abuse of dominant position, Distribution Agreements, Licensing, State Aid and Unfair Competition. She also represents clients in matters relating to copyright, patents and trademarks, as well as plant variety rights. She is a member of the Jones Day's Diversity, Inclusion and Development Committee. Currently, Marta is vice president and secretary of the Board of PWN Global, a non-profit association of professional women operating in 29 cities around the world.

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## MÓNICA CARNEIRO PACHECO

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*CMS Rui Pena & Arnaut*

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Mónica Carneiro Pacheco is the head partner of the Energy and Climate Change department and a member of the Board of Directors of CMS Rui Pena & Arnaut. She is a true reference in terms of Energy, Renewable Energies, Climate Change and Public Law. This is due not only to her hard and valuable work, but also because she truly understands what it takes to help manage an international law firm, and is committed to helping the firm prosper in the market. Monica Carneiro Pacheco was a Member of the Parliament for the Ministry of Public Works, Transport and Communications (1994-1995) and has taught at the Universidade Clásica de Lisboa Law School. She is listed in some prestigious international directories.

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## MONTSE BALAGUÉ

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*SBC Abogados*

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Montse Balagué, a Law graduate with a Master's degree in Civil Law by ESADE and ex-Garrigues, is a partner at SBC Abogados, a firm specialised in Transport. Balagué has more than ten years of experience in Transport, Civil & Commercial and Procedural law. She is also a graduate in Commercial Contracts from the UOC and in Corporate Law from ESADE. Her professional career includes advising on various cases of special complexity and media impact in the Transport sector in its various aspects. In particular, she successfully defended before the European Court of Justice the case of the taxis against American company Uber during its landing in Barcelona. She also participated in the reduction of the working hours of the air traffic controllers, among others.



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## NATALIA MARTOS

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*Legal Army*

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CEO and founder of Legal Army, the first Spanish “new law”, which advocates for another way of dealing with the legal business. She is an expert in New Technologies, Data Privacy and Intellectual Property, and is also president of the Madrid Tech City Association, and during 2018 and 2019, she co-chaired the Madrid Chapter of the IAPP (International Association of Privacy Professionals - Washington DC). Before taking the leap and founding her ALSP (alternative legal services provider) she spent more than 12 years as an in-house lawyer in companies such as Tuenti or Grupo Prisa, and then led the Technology, Innovation and Privacy law practice in leading firms such as Andersen Tax & Legal and Pérez-Llorca. Martos has been awarded by Iberian Lawyer best Technology Lawyer in 2018, 2019 and 2020.

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## NOEMÍ BRITO

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*Ceca Magán Abogados*

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Partner and co-head of the Technology, Innovation and Digital Economy area at Ceca Magán Abogados, Brito joined the firm after the integration of her office Legistel at the end of 2018, reinforcing a key area that has not stopped growing, offering legal services linked to the latest trends, Data Protection and disruptive technologies such as Blockchain or Artificial Intelligence. Noemí stands out for her specialisation in Digital Law, with a Master’s Degree in Telecommunications and Information Technology Law from the Universidad Carlos III de Madrid. She has more than 18 years of experience in legal advice to national and multinational companies. She holds the CDPP (Certified Data Privacy Professional) certification from ISMS Forum, as is as well a certified Data Protection Officer (DPD/DPO).

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## PATRICIA AFONSO FONSECA

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*Novo Bank*

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Patricia is an in-house lawyer at Novo Banco, with experience in Capital Markets transactions (equity and debt), Derivatives, Securities and Banking. She also maintains contact with the Banking and Finance regulatory and supervisory authorities. Before working as an in-house lawyer, she worked at international law firms (Linklaters LLP, Corporate Finance) in Corporate law, Mergers & Acquisitions, Private Equity, Corporate Governance and Corporate Restructuring. She is praised for her team management skills. She was recognised in Iberian Lawyer’s 2019 InspiraLaw and 2017 Forty under 40, and won the In-house Counsel of the Year Banking & Finance distinction in 2019 Gold Awards.



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## PATRICIA VIDAL

*Uría Menéndez*

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She joined the firm in 1996 and has been a partner since 2015. Her professional practice focuses on Spanish and E.U. Competition law and European Union law. Vidal has extensive experience in national and international cartel proceedings in a wide range of sectors, before the Spanish and E.U. Competition authorities, and regularly participates in concentration operations for the analysis of agreements and strategic alliances, State Aid and Infringement proceedings for abusive behaviour. She advises companies in a wide variety of sectors, mainly Insurance, motor vehicles, Telecommunications, Audiovisual, Food, Industrial and Construction products, Transport, Consumer Products, Pharma and Energy. Prestigious international directories highlight her as one of the most outstanding specialists in Spain for the Competition practice.

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## PILAR MENOR

*DLA Piper*

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Senior partner at DLA Piper. After eight years leading the firm in Spain, since May 1 she has been leading the firm's International Labour practice. Recognised among the 50 best lawyers in Spain and Portugal by Iberian Lawyer, Menor is also a member of the Council on Diversity and Inclusion; president of the EMEA Diversity and Inclusion Group; vice-president of LAW (Leadership Alliance for Women); and founding partner of the Spanish Labour Forum as well as a member of its Executive Committee. Menor combines her work with her teaching, as a lecturer at the Garrigues European Studies Centre and at the Universidad Pontificia de Comillas, (ICADE). She is recognised by the main international directories as an expert in Labour law.

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## RAQUEL GALINHA ROQUE

*CRS Advogados*

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Raquel was one of the founding partners of CRS Advogados in 2005. She has more than a decade of experience in Litigation, with an emphasis in Economic and Commercial Litigation, namely Corporate, Insolvency, Administrative and Tax Litigation. Raquel's activity has been developed with different sized commercial and civil companies, always keeping up with the different needs of each client. She represents the Portuguese Young Lawyers Association at the Lisbon Regional Council of the Portuguese Bar Association since 2014 and previously worked at other firms as PMBGR. She was a nominee for Iberian Lawyer Forty under 40 in the category of Insolvency in 2019.



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## REYES BELLVER

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*Bellver Sports Law Boutique*

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Founder and director of Bellver Sports, a legal boutique specialised in legal advice and consultancy in the world of football in Spain, which is based on three key points: law, women and football. She started her career at Ernst & Young, but since 2010 she has been devoted to Sports law and especially to international football from her firm. She is a founding partner and current president of the Madrid Sports Law Association; coordinator in Spain of the International WISLaw Association (Women in Sports Law); and is certified by FIFA in its FIFA Female Leadership Development programme, being the only Spanish woman to do so. Committed to gender equality and diversity in football, she has been awarded the 2017 Miki Roqué Award - Peace through Sport.

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## RITA SAMORENO GOMES

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*PLMJ*

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Rita is a partner at PLMJ, with over 20 years of experience in Dispute Resolution. She leads the firm's Banking and Financial Litigation area. She joined the firm in 1997. She specialises in Banking and Financial Litigation and represents international clients in very complex Litigation and Dispute Resolution cases. She works closely with leading international law firms such as Clifford Chance, Freshfields Bruckhaus Deringer and Taylor Wessing. She has been a member of the Board since September 2018 and is the only woman on the PLMJ Board of Directors and a role model for her colleagues and younger lawyers. Rita is a mentor for the Professional Women's Network mentoring program. She is listed in some prestigious international directories.

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## ROSA VIDAL

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*Broseta*

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Managing partner of the firm, head of the Public law area and State lawyer on leave of absence. Iberian Lawyer chose her last year as one of the 50 most influential lawyers in Spain, in its first edition of the "50 Lawyers of the Year" ranking. In 2019 she was also chosen among the 50 most outstanding women lawyers in Spain and Portugal within InspiraLaw. She has been secretary of the Board of Directors of the Port Authority of Castellón and substitute secretary of the Regional Economic-Administrative Court of Valencia, member of the Provincial Jury of Forced Expropriation of Soria and Castellón, deputy head of the Regional Legal Service of the Tax Administration State Agency in Valencia and president of the Board of Directors and general director of RTVV, among others.



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## ROSA ZARZA

*Garrigues*

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Head partner of the Labour department and member of the worldwide Management Committee. At the age of 33, she was appointed partner, and in 2011 she took over the department. She specialises in Labour and Social Security law, mainly in strategic aspects in the field of Labour law, and has led the most important and complex processes of Labour Restructuring, Collective Dismissals, modification, harmonisation and homogenisation of working conditions, processes of contract suspension, agreement releases, protocols and company policies. She also has a recognised teaching career in various business schools, and has been recognised by Iberian Lawyer among its Top 50 most influential women in the legal sector in Spain and Portugal in 2018 InspiraLaw.

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## SILVIA BAUZÁ

*Allen & Overy*

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Labour partner at Allen & Overy in Madrid with more than 20 years of experience. She specialises in advising on individual and collective Labour conflicts (employment Regulation procedures, Collective Agreements and substantial modifications of working conditions), legal proceedings and Occupational Risk Prevention (health and safety). She has participated in the first collective dismissal procedure carried out by a public company, as well as in numerous collective dismissals in companies in Regulated sectors and multinationals in different sectors. In addition, Bauzá has experience advising on the Labour aspects of M&A operations. She has developed her career in prestigious firms such as Gómez-Acebo & Pombo, Hogan Lovells and Garrigues, and is recognised as a reference in her field by several international directories.

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## SOFIA GOMES DA COSTA

*PLMJ*

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Sofia, after co-leading the International Projects practice, has recently accepted the challenge of being the co-head partner of PLMJ Real Estate team. With over 20 years of experience in the Real Estate sector, Sofia focuses, particularly on cross-border transactions, Structured Finance and large property portfolio transactions. She is one of the few lawyers in Portugal with experience in the Structuring of Islamic investments governed by Sharia law. Sofia was the lead lawyer in the transaction of Blackstone's RioTejo portfolio (which included several shopping centres with over 210,000 m2 of gross leasable area, with 542 Portuguese and international tenants) for over €900 million. This was the largest Real Estate operation in the sector in Portugal in recent years and was led by a woman. She is listed in some prestigious international directories.



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## SUSANA AFONSO

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*CMS Rui Pena & Arnaut*

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Susana is a partner and head of the Employment and Pension Funds department and a member of the Board of Directors of CMS Rui Pena & Arnaut. With more than 20 years of experience, one can say, without a doubt, that she is a reference lawyer when it comes to complex and never seen before matters. Susana leads the Immigration practice at CMS Portugal. Within this area, Susana has been active in the recruitment of European and non-European foreign citizens in the processes of obtaining visas and citizenship, among others. In recent years she has participated and coordinated some of the most important Restructuring processes in the country. She is listed in some prestigious international directories. She stands out for her exceptional knowledge and technique handling and her great responsibility offering her advice.

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## TAMARA WEGMANN

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*Heritage B*

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Head of Legal of the German group Teka Group (belonging to the Heritage B holding) since less than a year ago, with an international presence in more than 30 countries, Tamara defines herself as “a lawyer with experience in both international law firms and multinational companies.” Wegmann has extensive international experience as Corporate Legal and Compliance director in NH Hotel Group, advising on Corporate, Commercial Contracts and M&A for Europe, LatAm and China, Compliance and Data Protection matters, among others. During her 13 years at NH Hotel Group, she participated in its expansion plan by negotiating leasing, management and hotel franchise agreements at an international level, which have contributed to the organic growth of the group by doubling the number of hotels and its international presence.

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## TERESA MÍNQUEZ

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*Porsche*

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She is the Legal director & Compliance officer of Porsche Ibérica, where she assumes general responsibility for all Legal and Compliance issues related to the business of Porsche entities in Spain and Portugal. She has also taken on the role of Data Protection officer for the group entities in Iberia. She represents the ACC (Association of Corporate Counsel) in Spain and is a member of the legal Committee of the Word Compliance Association. She has developed part of her professional career as a senior associate in the Commercial department of CMS Albiñana & Suárez de Lezo, where she won important awards. Since 2004, she is qualified as a solicitor in England and Wales. She has written numerous articles and given lectures on legal issues. Mínguez was awarded the in-house counsel of the year in the Fashion & Luxury category of Iberian Lawyer 2019 Gold Awards.



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## VANESSA FERNÁNDEZ

GA\_P



A partner in the Criminal law department and coordinator of the Corporate Compliance area, Fernández is a member of the Money Laundering Prevention Committee of the General Council of Spanish Lawyers and a permanent advisor to the Internal Control Bodies of various entities and teaches courses on the Money Laundering Prevention and Terrorism Financing. International directories highlight her as an expert in the Corporate Crime area. She is a member of the Madrid Bar Association (ICAM) and teaches Criminal Law at the Universidad San Pablo CEU and the Universidad Autónoma de Madrid. She is co-author of the book "Factbook: Directors and Management Liability". She is recognised as a White-Collar crime expert in international directories and awards.

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## VERÓNICA ROMANÍ SANCHO

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Head partner of the Energy group, she specialises in Asset, Project and Infrastructure Finance, Corporate Finance and Syndicated Loans; Refinancing and Restructuring and Acquisition and Project Finance. She has a degree in Law from the Universidad Complutense de Madrid and a Master's degree in Stock Exchange and Financial Markets from the Institute of Stock Exchange Studies (Instituto de Estudios Bursátiles), as well as an advanced course in Energy Law from the Instituto de Empresa. Romani has extensive experience in advising on transactions related to the Energy market. She has been a member of the Madrid Bar Association since 1999 and has been recognised by the main international directories as an expert in the areas of Banking & Finance, Energy & Natural Resources and Project Finance.

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## YANIRE BRAÑA

MET Community



President and founder of MET (standing for Women, Business and Technology) Community, an international network of entrepreneurs from different countries and sectors, whose aim is to promote and support sustainable, responsible and innovative female entrepreneurship, through training, accompaniment and networking, which Braña directs from Washington D.C. With a degree in Law from the Universidad de Deusto, an MBA from I.E., a Master's degree in International Relations and diplomas from the London Business School and Harvard Business School, Braña, who was born in Bilbao, has more than 20 years' experience in developing projects for the transformation of organisations and individuals, working for organisations such as Accenture, Booz Allen, the Inter-American Development Bank and the World Bank, among others. 