



IBERIAN LAWYER

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MAG N.112
March 2022

THE MOST INTERNATIONAL OLMEDA NATIVE

Miriam González, partner at Cohen & Gresser, discusses her career, Inspiring Girls and #ThisLittlegirlisme

EQUALITY OF WOMEN IN LAW FIRMS

In the month of International Women's Day, we spoke to some law firms in Spain to find out about their initiatives to promote female talent

LAW FIRM PROFILE PORTUGAL

We interview Paula Gomes Freire, who took over as managing partner at VdA in February. A new era of leadership

STAND UP FOR YOUR RIGHT?

Iberian Lawyer asks whether Portugal is ready for legalised recreational use of cannabis



INSPIRALAW

These are the 50 women in the legal sector in the Iberian Peninsula who have distinguished themselves, becoming a source of inspiration for all

TOP 50 WOMEN IN THE IBERIAN LEGAL SECTOR

InspiraLaw, in its sixth edition this year, once again shines the spotlight on female in-house and private practitioners. These women have distinguished themselves in a number of ways.

One of the hardest decisions the editorial team at Iberian Lawyer has faced in recent times, was to select the list of InspiraLaw winners. We received hundreds of submissions. We are truly grateful to everyone that took the time to send us their nominations. The criteria ranged from selecting women in prominent leadership roles, both inhouse and private practice, those that had genuinely inspired colleagues and clients, and more importantly perhaps, women that had made an impact at their respective entities, by spearheading initiatives aimed at disrupting the apple cart. We have never been prouder of our selection, but in our eyes, all the women that were nominated are winners. Regarding the now infamous InspiraLaw 50, we start by taking a closer look at the world of private practice. The obvious place to commence perhaps, would be to highlight those women that have risen to the top at their respective law firms. From Spain, we wish to highlight Rosa Espin, Co-CEO at Ambar, Coral Yañez, Co-Head at Bird & Bird, Pilar Menor, who was managing partner at DLA Piper for eight years and is now global co-chair of Employment, María Pilar García Guijarro, managing partner at Watson Farley & Williams and Nieves Briz Puertas, managing partner at Dentons Barcelona. This is a special group, not forgetting from Portugal, Inês Sequeira Mendes and Paula Gomes Freire, both leading Abreu and VdA respectively. We should also include Raquel Flórez Escobar, Co-Head of LatAm at Freshfields and Marlen Estévez Sanz, partner and member

of the board at Roca Junyent, perhaps a leader for the future. Rocío Reyero Folgado is the most senior of this prestigious group, having been managing partner for Tax and Law at EY Spain and having gone one step further to EY Europe West Tax Leader.

The remaining private practitioners that make up the 50, are all there for a number of reasons. The only firm to have representation on both sides of the Iberian peninsula was Eversheds. María Hernández stood out for being re-elected as a member of the Committee of Women Leaders of the Americas and Inês Albuquerque e Castro played a key role during the challenging Covid period. Her Labour team impressed colleagues and clients for Portugal, Angola and Mozambique. A special mention ought to go to Maria Antónia Torres, who is the Deals Tax lead partner and Diversity leader at PwC.

Longevity is another factor taken into consideration. Rosa Zarza has been a partner at Garrigues for over 30 years, Teresa Paz-Ares a partner at Uría Menéndez for 20 years and Adriana de Buerba, partner at Perez-Llorca for 15 years. Jimena Urretavizcaya was the first female partner to be appointed at Allen & Overy Spain, after spending her entire career at the firm, where she joined as a trainee in 2002. Likewise Yolanda Azanza has been in it for the long haul, a partner at Clifford Chance since 1996. Elsewhere, Sara Blanco de Morais at CMS Portugal, was nominated by the Financial Times as one of the most innovative lawyers in Europe. Patricia Liñán also stands out for her contribution to the "ECIJA by women work group," promoting the active exploration of gender differences in a safe and positive environment. Ana Pinelas Pinto has been at Miranda her entire career, becoming the youngest partner in the firm's history at the tender age of 30. Marta Afonso, partner at Linkaters, is one of the most reputed Employment practice lawyers in Portugal, recognised by all the leading directories and receiving countless awards. The same can be said of Magda Viçoso from Morais Leitão, but in this instance due to her work in M&A. Raquel Azevedo is one of the youngest partners at PLMJ, nominated due to her reputation as a mentor at the firm. We received a number of nominations for Maria Tomillo who heads the Financial Services & Markets Regulation practice in the Madrid office at Simmons & Simmons. Last but by no means least from the private practice world, and the lawyer that received the most nominations, was Carla Neves Matias, partner at SRS Advogados. She was described in the submissions as outstanding and respectful of the ethical code that guides the profession.

Moving to the inhouse world, we are spoilt for choice, with an incredible list of women leading the legal teams at the biggest entities in Iberia. We should start with Banco Santander, who were the only company to receive two entries out of the 50. Alicia Muñoz Lomardía, is head of Governance & Climate Change, Regulatory and Privacy affairs and Lola Conde as COO. Making up the other representations from the Banking sector were Lara

Reis, Managing Director and Chief Compliance Officer from Haitong and Patricia Fonseca, head of legal at Novobanco.

Cristina Castro Vela, head of Real Estate and the Commercial Legal Department at AENA, was described as an "example of commitment and dedication to her job."

Claudia Ramajo Sanz was described as, "demonstrating courage and resilience," when she became the lead country lawyer for American Express for Spain in 2016, just a few months after joining the business. TMT companies made up a proportion of the list, with Mafalda Mascarenhas, General Counsel at IBM, Carla de Abreu Lopes, Legal Counsel Manager from Samsung Electronics Portugal and Isabel Flores, director of the Telefónica Group's Corporate Taxation department. Stephanie Sa Silva leads a large team at TAP, and was commended for "flying through the heart of the storm", during the biggest crisis the aviation industry has ever faced due to COVID-19. Also from the transport world we included Julia A. García Navarro, General Counsel of Transfesa Group. From the Logistics sector, praise was given to Mariana Canto e Castro, head Counsel & Social Impact Strategy manager at Randstad Portugal. The remaining outstanding women representing the Portuguese market included Ruth Breitenfeld, Leonor Pisarra and Dorothee Choussy Serzedelo, Isabel Fernandes and Leonor Sampaio Santos.

A number of nominations highlighted Cristina Hernández from BAT and the innovative work she has been carrying out for the company. This leaves us with this list of "super six" from Spain, who all received over three nominations each: Ana Bayó Busta, Ana Prado, Clara Cerdán Molina, María José López, Beatriz Martínez-Falero and Teresa Mínguez.

Iberian Lawyer has been humbled once again by this outstanding group of women. Congratulations to all the winners!

"DIVERSITY & INCLUSION"

Ana Fernández Poderós is partner in charge of Diversity and Inclusion at KPMG Spain and also partner of the International Women's Forum in Spain (IWF). She joined KPMG in 1990 and was promoted to partner in 2002. Throughout her professional career she has developed extensive experience in audits of large corporations in different sectors, managing international teams, with a special focus on companies in the Energy sector. She has also participated in numerous internal projects at national and international level related to people development, audit methodology and quality control, a function for which she was national manager between 2003 and 2009. Ana is a lecturer on the ICADE Master's Degree in Auditing, a member of the Diversity Committee of KPMG Spain since 2015 and holds a degree in Economics and Business Administration from the University of Malaga. 



LIST 50 INSPIRA LAW WOMEN LAWYERS - IBERIAN LAWYER



INÊS SEQUEIRA MENDES

Managing Partner

Abreu Advogados



CRISTINA CASTRO VELA

Head of Real Estate and Commercial Legal Department

AENA S.M.E. S.A.



JIMENA URRETAVIZCAYA

Partner

Allen & Overy



ROSA ESPIN

Co CEO

Ambar



CLAUDIA RAMAJO SANZ

Vice President & Senior Counsel

American Express España



ALICIA MUÑOZ LOMBARDÍA

Head of Governance & Climate Change, Regulatory and Privacy affairs. Deputy Secretary Board

Banco Santander



LOLA CONDE

COO

Banco Santander



CRISTINA HERNÁNDEZ

In house Lawyer

BAT



ANA BAYÓ BUSTA

Chief Legal & Compliance Officer

Bayer Iberia



CORAL YAÑEZ

Partner & Co-Head

Bird & Bird



RUTH BREITENFELD

Vice-president
CEPSA Portugal



YOLANDA AZANZA

Partner
Clifford Chance



SARA BLANCO DE MORAIS

Partner
CMS Portugal



ANA PRADO

General Counsel
DAIMLER (Mercedes Benz)



NIEVES BRIZ

Partner
Dentons



PILAR MENOR

Global Co-Chair of the Employment group,
Senior Partner and Head of Employment in Spain
DLA Piper



LARA REIS

Managing Director – Chief Compliance Officer
DPO HAITONG BANK



PATRICIA LIÑÁN

Partner
ECIJA



MARÍA HERNÁNDEZ

Partner
Eversheds Sutherland



**INÊS ALBUQUERQUE
E CASTRO**

Partner
Eversheds Sutherland FCB (Portugal)



ROCÍO REYERO

Global ITTS Deputy Leader
EY Abogados



CLARA CERDÁN MOLINA

General counsel
Ferroglobe



RAQUEL FLOREZ ESCOBAR

Partner
Freshfields



ROSA ZARZA

Partner
Garrigues



ISABEL FERNANDES

General Legal Counsel
Grupo Visabeira S.A.



MAFALDA MASCARENHAS

General Counsel

IBM



LEONOR SAMPAIO SANTOS

Legal Counsel

José de Mello



ANA PINELAS PINTO

Partner

Miranda & Associados



DOROTHÉE CHOUSSY SERZEDELO

Legal Counsel

L'Oréal Portugal



MARÍA JOSÉ LÓPEZ

Legal Director

LaLiga



MARTA AFONSO

Partner
Linklaters



BEATRIZ MARTÍNEZ-FALERO

Director of Legal Advice and Board Secretary
Mahou San Miguel



MAGDA VIÇOSO

Partner
Morais Leitão



LEONOR PISARRA

Country Chief Legal Officer
Novartis Portugal



PATRICIA FONSECA

Head of legal
NOVOBANCO.



ADRIANA DE BUERBA

Partner
Pérez-Llorca



RAQUEL AZEVEDO

Partner
PLMJ



TERESA MÍNGUEZ

General Counsel
Porsche Iberica



MARIA ANTÓNIA TORRES

PwC Partner Deals Tax Business Leader,
Diversity & Inclusion and Net Zero 2030
PwC



MARIANA CANTO E CASTRO

Human Resources Director,
Head Counsel & Social Impact Strategy Manager
Randstad Portugal



MARLEN ESTÉVEZ SANZ

Partner and member of the board

Roca Junyent



CARLA DE ABREU LOPES

Legal Counsel Manager

Samsung Electronics Portugal



MARIA TOMILLO

Partner

Simmons & Simmons



CARLA NEVES MATIAS

Partner

SRS Advogados



STEPHANIE SA SILVA

General Counsel

TAP



ISABEL RODRÍGUEZ GARCÍA

Partner
King & Wood Mallesons



JULIA A. GARCÍA NAVARRO

General Counsel of Transfesa Group, Secretary of the Board, Permanent member of the executive committee, Head of Risk and Insurance, Member of the compliance and data privacy committee, Lead of regulatory affairs, Lead of RSC program "Transfesa Logistics, S.A. Group"



TERESA PAZ-ARES

Partner
Uria Menendez



PAULA GOMES FREIRE

Managing Partner
VdA



MARÍA PILAR GARCÍA GUIJARRO

Managing Partner
Watson Farley & Williams