

## FAMILY FIRST

May begins with the end of the state of emergency in Portugal and the beginning of the de-escalation in Spain. In this scenario, we focus on Family Law with children as main actors with Vestalia Asociados

## LAW FIRMS' VITALS

We check the firms' vitals through the expert vision of different legal communication agencies and some prestigious law firms in-house communication managers

## TOP 50 IBERIAN LAWYER RISING STARS

We pay our particular tribute to talent in the Iberian market legal sector. They represent the best guarantee for the future of the legal profession

## PRIVATE EQUITY: PORTUGAL IS STILL SHINING

Mafalda Almeida Carvalho, partner at CCSL Advogados, tell us that, although the next few months will be challenging, Portugal is now better prepared to face the crisis



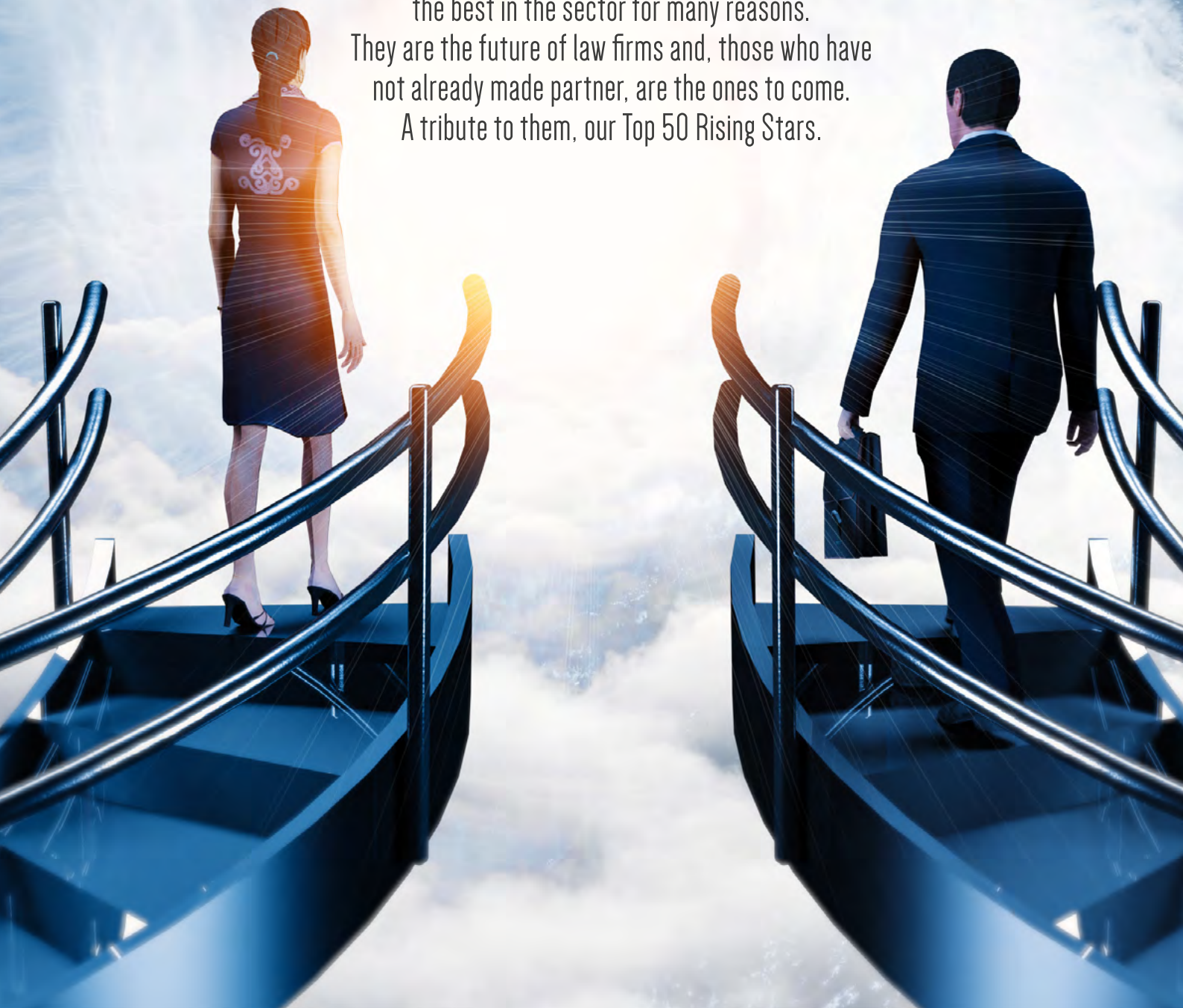
Assisted by Portuguese and Spanish leaders of each law area, we seek the North of Business Law, diagnosing the health of some of the most relevant practices

# IN THE EYE OF THE STORM



# THE FUTURE IS IN GOOD HANDS

The aim of this article is to highlight the legal market young talent in the Iberian Peninsula, as well as to serve as a connecting element for them. Not all are obviously here, but those who are here are among the best in the sector for many reasons. They are the future of law firms and, those who have not already made partner, are the ones to come. A tribute to them, our Top 50 Rising Stars.





In order to elaborate this *Top 50 Iberian Lawyer Rising Stars* list with the most outstanding lawyers up to 35 years old from the private sector in Spain and Portugal, a selection of firms having more than 50 lawyers was consulted. 88% of the candidates were chosen from there, and the remaining 12% were selected after being recognized for their trajectory and reputation by professional groups such as the Association of Young Lawyers (AJA) and the Women in a Legal World (WLW) network. Despite the fact that the study and research work for this article began at the end of February, when nobody anticipated the impact that the coronavirus would have on the Iberian Peninsula, some consulting law firms have declined to participate due to this situation, others have not responded and others have stated that it was impossible for them to select a certain number of lawyers, due to the excellence of their entire pool. The criteria taken into account have been the expertise in their respective practice areas and their respective evolution in their firm since their arrival. Their business development activities, reputation among colleagues, academic activity and training, languages, participation in relevant matters, international directories, skills, time and progress in the firm, their Corporate Social Responsibility actions, pro bono hours, etc. have also been taken into account.



**ANDRÉ  
MODESTO PINHEIRO**

33 years old

Finance senior associate  
**Abreu Advogados**

André has already a noteworthy international career and is recognised by clients and peers as a name to be noted in the Banking and Finance law area. André has singly

managed and successfully closed significant deals but is also described as a team player and someone who likes to involve young lawyers and trainees in his transactions. Aside from his professional career, his main point is contribution to society. André previously worked at Garrigues Lisbon and Madrid offices. During 2018, André worked in the Banking and Finance department of Reed Smith, London office, as an international associate. With almost ten years of experience, André has been involved in some of the more relevant transactions occurred in the Portuguese market in the last years. Married and with a baby on the way, his work-life balance passes through some participation in community projects, such as dinners for homeless organized by the association "Serve the City."



**ANDREIA  
GABRIEL PEREIRA**

34 years old

Tax senior associate  
**Morais Leitão**

Andreia acted as one of the leading counsels on a massive tax Litigation regarding wind farms and dams' Taxation that unfolded in dozens of cases, reaching verdicts that led to a revolutionary new paradigm in that

field. She is known within the firm and among clients as a responsive, highly resourceful and creative Tax lawyer, always trying to meet and fulfil the clients' needs and aims with innovative and solution-oriented approaches, cutting through the excessive legalese. She is author and co-author of several articles on different Tax subjects. She also regularly participates as speaker in Tax seminars, conferences and lectures within her practice area. She is one of the firm's lawyers with the most experience on Tax Dispute Resolution, in and out of court, as well as on domestic and international Tax consulting, in particular taxes and charges applied to the Energy sector, Real Estate Taxation and VAT. Andreia manages several pro bono cases, especially those involving individuals subject to Litigation before Tax authorities.



## ALBERTO AMENEIRO ESTÉBANEZ

35 years old

*Transfer Pricing senior manager*  
**EY**

Alberto has a solid background in Transfer Pricing field in the execution of large-scale projects involving multiple jurisdictions. He has worked in both law firms and Big

Four, which has allowed him to develop skills related to adaptation and how to face new and interesting challenges. Alberto brings a practical approach to problem-solving, offering commercially and technically accurate solutions that are tailored to operational and business needs. He has participated in large projects for multinationals in a wide range of industries, including Oil & Gas, Finance and Insurance, Infrastructure, telecommunications, food and beverage, and retail. Last but not least, his communication, negotiation and interpersonal skills complement his technical and management skills.



## ÁLVARO ALARCON DÁVALOS

32 years old

*Litigation senior associate*  
**Deloitte Legal**

In 2011, he joined Deloitte Legal's Litigation and Arbitration department. In 2016, as a result of his professional performance, the firm promoted him to senior associate

one year earlier than expected. He is currently a senior associate and in addition to working closely with his partners on any unique matters assigned to him, he is responsible for coordinating and leading the firm's 15-people Litigation and Banking team. In the Civil field, he has extensive experience in providing pre-trial advice to national and international clients, as well as in the exercise and defence of all types of Arbitration and legal proceedings, handled before the Civil and Civil&Commercial jurisdiction. In the field of Criminal law, his advice to clients, both individuals and large and medium-sized companies, stands out, especially in matters related to Economic and Corporate Criminal Law, both in the purely procedural aspect and in matters of Corporate Criminal liability.

## CARLA FERREIRA MACHADO

35 years old

Public Law senior associate  
**PLMJ**



Carla has ten years' experience and she is very well known both in the academic and professional community (being considered as a rising star in this field), having extensive experience in Public Procurement. Carla has been a Public Law lecturer at the University of Coimbra for several years, and lectures in several post-graduate courses concerning Public Law in general, and Public Procurement in particular. She is also often invited to participate in highly specialised conferences, and responsible for several scientific publications on Public Law (books and articles), particularly on Public Procurement and administrative modernization. Carla is currently involved in some very important projects for prestigious companies and, on the other hand, provides, through PLMJ, pro bono assistance to Associação Acreditar (Association of parents and friends of children with cancer). She has also volunteered in Croatia to help disadvantaged children and the elderly.

## CARLOS OCHOA

34 years old

Commercial partner  
**Broseta**



Promoted to partner at the age of 32, Carlos has more than 12 years leading relevant issues in the fields of Banking & Finance, M&A, Capital Markets and, more recently, Venture Capital. He is also secretary and deputy Secretary of several companies and a member of the management and monitoring committee of the Pre-Market Environment of Spanish Stock Exchange and Markets (BME). Among the most notable initiatives in the firm's business development, Carlos Ochoa leads the Venture Capital area of Broseta and has been one of the main promoters of the Commercial development program for large accounts *Client Focus Program*. He coordinated the opening of Broseta's office in Lisbon, leading a mixed team of 20 professionals from Spain and Portugal. He directs the *Broseta vs COVID-19* initiative, formed by firm's partners from all areas. He collaborates in pro bono initiatives and is a regular speaker and lecturer, as well as the author of numerous articles specialising in economic and sectorial media.

## CARMEN FERNÁNDEZ-LADREDA OBEGERO

32 years old

Finance, Projects & Restructuring  
senior associate  
**DLA Piper**



Carmen graduated in Law and Business Management and Administration from the Universidad Pontificia de Comillas ICAI-ICADE. She joined DLA Piper in 2011 as a junior associate in the Finance, Projects & Restructuring department. After almost nine years in the firm, she is currently a senior associate and has participated in the most relevant Refinancing, Restructuring and Financing operations (Project, Corporate, as well as Acquisition Financing) in the sector such as the Debt Restructuring of Grupo Alfonso Gallardo, the Financing of Grupo NH or more recently in the Financing of the Acquisition of Grupo Pachá. In the academic field, she carries out support work in the Master's programmes in which DLA Piper participates (ICADE, ISDE). Carmen also actively collaborates in pro bono projects and has recently joined the firm's pro bono committee in Madrid.



## CEYHUN NECATI PEHLIVAN

33 years old

*IP & TMT managing associate*  
**Linklaters**



Apart from having an extraordinary CV, he speaks five languages perfectly (Spanish, French, English, Turkish and Dutch), which demonstrates the truly international, multicultural and multilingual character of Ceyhun. Since his arrival in the firm, he has been a key player in the development of the Intellectual Property, Technology, Media and Telecoms and Data Protection departments of the Madrid office. He is an IE associate professor, member of the Lawyer Selection Committee, VP of IAAP in Spain, has led the largest security breach in Mexico's history and was selected by Iberian Lawyer as one of the Spanish Top 10 lawyers in the field of Cybersecurity.

## DAVID INGLE

34 years old

*Litigation, Arbitration and Dispute Resolution senior associate*  
**Allen & Overy**



David Ingle is a senior associate in the firm's Spanish Litigation and Arbitration practice and is the focal point of the firm's international client relationships in the Arbitration field. He joined Allen & Overy in Madrid in 2014. He leads, coordinates and integrates the teams in the matters he works on. He was in a Forty under 40 winning team for the best Arbitration team awarded by Iberian Lawyer. The Litigation and Arbitration department has grown in turnover by 47% in the last four years and accounts for one-third of A&O's turnover in Spain. Allen & Overy's International Arbitration team has one of the largest Litigation and Arbitration practices in Spain, as well as in any Spanish-speaking country. He was a key part of the team for the first investor-friendly award in an ICSID International Arbitration under the Energy Charter Treaty (ECT). To date, he has already won seven awards.

## DELIA M. RODRÍGUEZ

35 years old

*Founder and managing partner*  
**Vestalia Asociados**



She leads as managing partner law firm Vestalia Asociados, an office formed by six expert lawyers in Family Law. At the same time, she works as a public defender, through which she continues to transmit the 'Vestalia Formula' based on specialization, closeness and direct contact with the client, trying to help those who do not have economic resources. Among her projects, she created the Initiation and Professional Development section of the Madrid Bar Association (2014-2018), which she co-chaired. Since the beginning of her professional career, she has been involved in teaching. She has also participated as an expert on Family Law in colloquiums organized by the European Parliament and radio programs in different radio stations, as well as programs and news programs commenting on current events. She was also promoter of the innovative legal project "BBrainers" (2018).

**DIEGO  
POL***35 years old**Compliance partner*  
**Dentons**

Diego is the head partner of the Compliance area in Spain and has an outstanding and differential academic and professional career, which he has made compatible with important pro bono projects, besides being the Diversity & Inclusion head partner in our country. It is worth noting that in 2019, Diego was appointed co-responsible for Europe Compliance, due to his international vision, leadership and teamwork skills. As part of the firm's European leadership, Diego participates in the definition of the firm's strategy. Diego stands out for his technical skills as well as his dedication to the client. According to testimonies in prestigious directories, his clients assure that he is passionate about his work and very dedicated, while they value his international experience that allows him to solve problems not only locally, but also globally. Diego is an associate professor at ESADE and ISDE and is involved in numerous publications and lectures.

**FRANCISCO  
SAINZ-TRÁPAGA***35 years old**Banking managing associate*  
**Linklaters**

Francisco has been and still is a key part of the important evolution that Linklaters Banking department has gone through. In fact, he is recognized as one of the select rising stars of the Spanish legal Banking sector by the prestigious Chambers ranking and as a next-generation lawyer by the Legal 500 directory. Francisco is a member of the Innovation and Efficiency committee of the Madrid office, a mixed working group whose objective is to analyze and implement different solutions in order to improve the efficiency of the firm's teams which, in the end, revert to the benefit of the client by receiving better and more competitive advice. He is also one of the most active members of the Diversity & People committee. Francisco is extremely good at complex transactions with great attention to detail and a commercial and practical approach.

**GLORIA  
RAICH***35 years old**Labour associate*  
**Ramón y Cajal Abogados**

Gloria joined the firm from Uría Menéndez and is currently an associate in the Barcelona office Labour department. In addition to her technical quality, she has an outstanding ability to accompany clients in the adoption of complex decisions and the strategic definition of negotiations in collective proceedings. She is involved in the day-to-day running of the clients, with a practical approach adapted to the particularities of the clients and their needs. Her advice includes both Operational, Financial and Labour aspects. She has practical experience with clients in the industrial, service and retail sectors. Her commitment to the firm led to being elected to be part of the firm's Corporate Social Responsibility committee. She has promoted the adoption and implementation of a diversity policy, a harassment prevention protocol and work-family balance policy.

## GONZALO FERNÁNDEZ CONTRERAS

33 years old

Corporate/M&A senior associate  
**King & Wood Mallesons**



Gonzalo is one of the leading lawyers in the King & Wood Mallesons' M&A team in Spain. Since joining the firm in 2015, Gonzalo has participated in some of the firm's most outstanding transactions. Gonzalo has also been involved in the Venture Capital sector, where he has collaborated, in addition to numerous primary transactions, in some of the most important secondary transactions in Spain, including advising Portobello Capital on the sale of its Fund II portfolio to a new fund whose majority investor is the US firm HarbourVest (€450 million); advising Glendower Capital on the acquisition of the last two companies in the portfolio of Proa Capital Fund I; and on the sale of the entire portfolio of its Alantra Private Equity Fund II to a fund led by Partners Group. Gonzalo has collaborated with Wolters Kluwer's Business Yearbook (2016 and 2018).

## GUILLERMO DONADEU

33 years old

Corporate/M&A senior associate  
**CMS Albiñana & Suárez de Lezo**



After five years in the firm and a profile very focused on business development, Guillermo has become a key member of the Corporate team in Barcelona. He has extensive experience in the negotiation of national and international M&A transactions, in advising different clients in Corporate conflicts including Insurance companies in the underwriting of W&I policies. In the pro bono field, he is secretary of the Provincial Council of the Spanish Cancer Association (AECC). He teaches in the Master of Business Law (Start-Ups and Investment Rounds) and in the School of Legal Practice (Purchase and Sale of Companies, Structural Modifications and Start-Ups) of the Barcelona Bar Association. Guillermo is fluent in Spanish, Catalan and English.

## GUILLERMO RODRIGUEZ FERNANDEZ

34 years old

Financial & Tax director  
**KPMG Abogados**



Guillermo stands out for his rapid progress in the firm, having reached the category of director with seven years of experience, of which half a year was assigned to the Philadelphia office of KPMG Abogados. He is widely recognized in the market in his areas of practice, all related to Financial sector Taxation and within the same in issues such as, asset Finance and M&A operations in the Financial sector. His professional experience includes participation in many of the most relevant M&A transactions in the Financial sector in recent years, structuring more than 30 tax-equity transactions, as well as structured Financing or Tax component Financing, both domestic and cross-border. His high technical knowledge and commercial capacity is remarkable, which together allow him to quickly adapt to the client's needs and generate business opportunities.



**ISABEL  
MOYA***34 years old**Labour partner*  
**Pérez-Llorca**

Isabel Moya is a lawyer committed not only to her work through the advice she provides on renowned operations, but also to her colleagues, contributing her knowledge and experience to the development of young lawyers, and to society, through different pro bono activities. Isabel advises on all areas of Labour relations, having participated in some of the most important transactions in the Spanish market in recent years. In addition, her career at Pérez-Llorca is characterized by her intense collaboration with all the other firm's practices, especially with the Corporate area or with Criminal Economic and Investigations. Isabel is a professor at different Spanish institutions and gives conferences and seminars to students of foreign companies. Isabel also collaborates in pro bono activities by providing free legal advice, such as through her support to the Padre Garralda Foundation or the "Know your Laws" programme of the Madrid Lawyers' Social Responsibility Centre.

**ISABEL  
SOUSA CASTRO***33 years old**Corporate, Civil and Labour  
lawyer*  
**BAS Sociedade de Advogados**

Isabel is an important and valuable lawyer for negotiation with trade unions, monitoring, negotiation and management of several workers' strikes. She has provided support in the follow-up of Employment matters. She graduated in Law from Faculdade de Direito da Universidade de Lisboa, in 2009, holding a Master's degree in Forensic law by the Faculdade de Direito da Universidade Católica Portuguesa. She joined the Portuguese Bar Association in 2013. Other post-graduation courses include Business Societies and Courts (under the new Code of Civil Procedure), from the Faculty of Law of the University of Coimbra - Institute of Business and Labour Law, from Faculdade de Direito da Universidade de Lisboa – Instituto de Direito do Trabalho. She also holds postgraduate studies in Air Law, and M&A and Corporate Litigation, both from University of Lisbon, School of Law.

**IRENE  
REYO SERRANO***34 years old**Corporate & International Tax  
senior associate*  
**Deloitte Legal**

She is a senior associate and was promoted to this category one year earlier than expected. She participates very actively in the selection processes and in the training and development of the firm's people. She was recognized by the firm's managing partner at the 2019 Board Meeting for her commitment to corporate values: excellence, commitment, diversity, integrity and generosity. She is an expert in Tax advice on both foreign investment and foreign investment in Spain, as well as recurrent advice on direct and indirect Taxation (Compliance). She also advises on design and implementation of International Tax planning and policy measures and reorganisations of business groups. She conducts Tax procedures, large companies Tax reviews (IBEX 35) and others of smaller size, belonging to different sectors.

## JAVIER MARTÍNEZ DÍAZ

32 years old

*Litigation & Arbitration senior associate*

**King & Wood Mallesons**



Javier is a senior associate at King & Wood Mallesons, a firm he joined in 2018 after six years at Gómez Acebo & Pombo. He is a member of the Madrid and New York Bars and has an LL.M. from the University of California at Berkeley (he was awarded the Best Oral Advocate Prize for his performance in court) and a double degree in Law and Political Science from ICADE, where he was a faculty delegate and delivered the graduation speech. He brings a valuable global approach to the issues in which he participates thanks to his professional qualification in Civil and Common law jurisdictions. He is distinguished by his commitment to teaching and by his intense outreach work. He also actively participates in pro bono cases and in the professional development of young lawyers. He regularly collaborates with universities (he currently teaches at the Universidad Autónoma de Madrid and ICADE). Javier actively participates in Bar Association activities.

## JAVIER REYES

29 years old

*Labour senior lawyer*

**Ceca Magán Abogados**



Javier has a high level of technical knowledge and in particular has demonstrated an extraordinary ability to resolve complex issues and develop strategic approaches with agility. He has led Collective Bargaining projects in multinationals with absolute autonomy and deployed legal solutions at the negotiating tables that have made important agreements possible. It is worth highlighting Javier's high level of knowledge of the Labour process, his ability to manage his team in the Labour area and the extraordinary results he offers to his clients, to whom he quickly builds up loyalty.

## JESÚS MARTÍN BOTELLA

34 years old

*Entrepreneurship & Innovation partner - ECIJA*

*Legal director - Hawkers*



Martín Botella made partner at ECIJA in less than four years, coming from Cremades&Calvo Sotelo. Jesús advises companies such as Orange, Hawkers, Muving, Homeaway, FuboTV, Nfon Technologies, among others, on Telecommunications and Digital law. He is also head legal advisor of the company Hawkers since 2017, where he has recently led the process of establishing a WFOE in China. Additionally, Jesús teaches classes and seminars in Innovation and Entrepreneurship centres such as Google's Campus in Madrid and ULAB Alicante. He is co-author of the publication "Memento Derecho de las Nuevas Tecnologías." Jesús Martín has a professional career of more than ten years of experience in advising national and international companies on New Technologies, specifically Intellectual Property, internet, e-commerce and Telecommunications. Since the beginning of his professional career, Jesús has collaborated with startups, accelerators and Venture Capital funds, offering transversal advice based on his mastery of the market innovation environments.





## JOANA FUZETA DA PONTE

25 years old

Associate (various areas)  
**Macedo Vitorino & Associados**

Joana has stood out in many collective agreement negotiations in several areas of activity, such as Transports, Infrastructures, and Health care. Having assisted firm's

partner Guilherme Machado Dray in most of his work with a great sense of responsibility, she is well-known amongst the firm's clients as someone whose work never lacks in rigour and efficiency. Joana has been involved in multiple collective agreement negotiations, such as the new railroad workers collective agreement, and the negotiation with the Labour unions protesting in the dangerous goods' freight drivers' general strike in 2019. Joana also participates in several pro bono cases whenever she gets a chance. Joana was a key element helping Macedo Vitorino & Associados winning as the 2019 Law Firm with more pro bono successful cases. She graduated in Law from the University of Lisbon and holds a Master's degree in Forensic Legal Sciences from the University of Lisbon. She currently attends advanced postgraduate studies in Personal Data Protection law, organized by the University of Lisbon.

## JOÃO MARQUES MENDES

34 years old

Public & Regulatory Law senior associate  
**CMS Rui Pena & Arnaut**

He has a very active role at CMS within the Energy and Natural Resources department, supervising and developing junior lawyers, helping to build and implement modern legal strategies and innovative legal solutions. He has a critical spirit and is capable of inspiring the younger generation of lawyers. At an early stage, he stood out due to his knowledge and domain regarding legal techniques, personal skills, negotiation capacity, communication and business skills. With 11 years of experience, João Marques Mendes has been developing his work mainly in Public Law and Energy & Natural Resources, providing legal assistance in Regulatory, Projects, Transactional and Dispute Resolution matters to several national and international clients. According to his firm, he represents the next generation of partners. João is committed to the community and actively participates in pro bono work within the law firm. He is also a member and head of legal of Portugal XXI, a *think tank* composed of personalities from Portuguese society.



## JOSÉ MILLÁN TRASHORRAS

32 years old

*Financial Regulation senior manager*

**KPMG Abogados**



José stands out for his leadership, constituting a reference for the team both for his proactivity, ethics and professionalism, spreading his enthusiasm and passion for law and practice. He has participated in various publications and co-authorships, in addition to collaborating as a professor in the Master's degree of Banking Law at CUNEF. He is identified by clients as an exceptional lawyer with a great vision and understanding of their needs. He participates in the most complex operations with a greater technical component due to his excellent analytical and interpretative capacity and his search for solutions. In addition, he participates in different volunteer initiatives such as with the *Soñar Despierto* foundation. For all these reasons, he was included in the firm's "Emerging Leaders" program, both as a participant and a mentor.

## JOSÉ SÁNCHEZ DE LEÓN

31 years olds

*Litigation & Arbitration senior associate*

**Eversheds Sutherland**



José is the perfect candidate for the rising stars category because, according to his firm, he has proven leadership qualities that set him apart from other lawyers. He is personally honest, prudent, empathetic and helpful. Professionally, he is serious and meticulous, tenacious and very creative in his ideas and solutions. For this reason, all of the firm's teams have great confidence in him and in the work he carries out. In his more than eight years of career (six of which he has spent in the firm), he has built up a great reputation among clients and colleagues in Spain and abroad. His area of greatest specialization is Commercial and International Arbitration, representing clients before the main courts in Spain and abroad (especially Latin America) in Arbitrations related to sectors such as Infrastructure, Energy, Oil & Gas and Investment. He regularly collaborates with magazines and newspapers.

## JUAN GONZALO OSPINA

33 years old

*Founder and Criminal expert*

**Ospina Abogados**



His successes are noteworthy, especially after achieving in 2019 a successful cassation appeal before the Supreme Court. Thanks to the more than 90 success stories achieved by Ospina in 2019, he has been recognized by Forbes as the 'great promise of Criminal law'. His firm, Ospina Abogados, has been awarded as the best Economic Criminal law firm in Spain with the Iberian Lawyer 40 under Forty Award in the White-Collar Crime category. He complements his years of dedication to the service of the law with other activities as a university professor, columnist and assiduous collaborator in television and radio programs. Regarding his institutional activity, Ospina was the founder of the Association of Young Lawyers in Movement in 2013 and president of AJA between 2013 and 2017. Since 2018, Juan Gonzalo is the fifth member of the Madrid Bar Association Governing Board, being the youngest lawyer in the history of the Association to be sworn in.





**LAURA  
LOZANO**

32 years old

International Arbitration associate  
**Freshfields Bruckhaus Deringer  
LLP**

She was recently appointed as an advisor to the Global Council of ICDR Y&I (International Centre for Dispute Resolution Young & International). Currently, she works for the Dispute

Resolution department of Freshfields Bruckhaus Deringer in Madrid, where she acts as a lawyer in Commercial and Investment Arbitrations before different institutions such as the International Chamber of Commerce (ICC) and the International Centre for Settlement of Investment Disputes (ICSID). Previously, she worked in the International Arbitration departments of Baker Botts (London) and Dechert (Paris); and in law boutique González-Bueno, in Madrid, where she helped establish and create the International Arbitration team. She is the editor of the ICCA (International Council for Commercial Arbitration) youth blog, has been author of several publications on Arbitration in specialized industry magazines and has participated as a panelist and moderator in several national and international conferences on Arbitration. During her LL.M. in Dispute Resolution at Pepperdine University, she acted as a mediator before the Small Claims Courts of Los Angeles County.



**LAURA  
VICENTE**

30 years old

Tax senior lawyer  
**Ceca Magán Abogados**

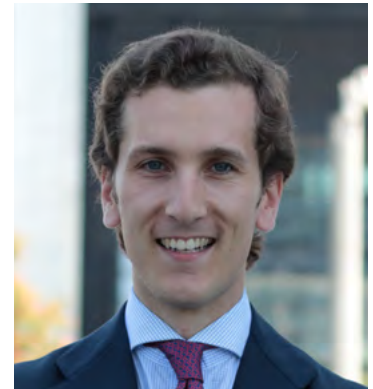
Her rigour and technical quality are top-notch, in addition to a great capacity for analysis and synthesis in Tax matters. She shows a great concern for acquiring legal training

not only in the Tax field but also in the multidisciplinary field of Business law. Laura joined the firm in 2016, starting up this firm's area from the beginning, quickly assuming more responsibilities, leading a team of 3 people at present, and getting very involved in activities focused on training younger lawyers. Her key business development task is after-sales, something she gets through customer loyalty.

**LIBRADO  
LORIENTE MANZANARES**

31 years old

Dispute Resolution manager  
**ECIJA**



As a lawyer specialized in the Procedural and Commercial area, he combines an extensive experience in Contractual management and Conflict Resolution. Librado began his career as a trainee at ECIJA and in just six years has positioned himself as manager of the Dispute Resolution area and as the firm's deputy manager. Among the experience gained by Librado in his professional practice, it is worth mentioning the handling of Civil and Administrative proceedings, in matters related to the defence of the Right to Honour, Privacy and Image, Industrial and Intellectual Property, as well as proceedings for the infringement of brand rights and Unfair Competition for both national and international clients. He is a regular contributor to publications in the legal field.

## LISA VENTURA LOPES

34 years old

Real Estate senior associate  
**Vieira de Almeida**



Lisa has a Law degree from the University of Lisbon Faculty of Law and post-graduate studies in Notarial Law and Land Registry from the University of Coimbra Law School, and Tourism Law from University of Lisbon School of Law. She speaks Portuguese, English and Spanish. Lisa has a strong focus on the client, strong negotiation skills and deep market knowledge. She can combine different working methodologies and strategies to achieve the best results for the client, going the extra mile to secure their success. She has an important role in the Real Estate team, inspiring and mentoring younger lawyers while managing complex Real Estate transactions and working on tailor-made solutions for each client. Lisa has an extraordinary knowledge of the Real Estate business and for that reason, she can present the best solutions for each client.

## LUIS MANUEL LOZANO

35 years old

Corporate/M&A counsel  
**Latham & Watkins**



Luis Manuel is highly experienced in M&A and Private Equity transactions, sales and disposals of debt portfolios, Joint Ventures, and strategic alliances with a special focus on the Banking industry, Infrastructure assets and Distressed Transactions. Clients praise him for his negotiation skills and problem-solving abilities. He is very committed to L&W's pro bono practice and regularly assists foundations and NGOs on Corporate and Contractual matters. He is a Transactional professional with a legal and Financial background, strong analytical, quantitative and interpersonal skills and deep experience in M&A, ECM, DCM, finance, restructuring and Distressed Transactions.

## MAFALDA ALMEIDA CARVALHO

35 years old

Founding partner  
**CCSL Advogados**



Mafalda allies an outstanding technical knowledge focused on providing the best solution for client's problems with remarkable leadership and mentoring skills. Mafalda's expertise includes large scale operations (both local and cross-border transactions) in these areas including legal and Regulatory aspects relating to Corporate transactions, Financial services, non-performing loans, Private Equity, Venture Capital, Investment funds, Insurance and Financing operations. Mafalda leads the firm's Corporate and Finance department and combines the expertise of both areas. She also worked at Uría Menéndez – Proença de Carvalho in Lisbon for over 11 years, with a secondment experience at Davis Polk & Wardwell in London as a foreign associate. Mafalda is a founding partner of CCSL Advogados since 2019 with José Calejo Guerra, João Diogo Stoffel and João Lemos Portugal. As a solution-oriented lawyer, Mafalda is highlighted by clients and peers for her technical expertise and pragmatic way of seeing things. CCSL is involved in several pro bono initiatives where Mafalda is personally involved. She speaks Portuguese, English and Spanish.





## MARGARIDA TORRES GAMA

35 years old

Managing associate  
**Moraís Leitão**

Margarida is a senior member of the Corporate, M&A and Capital Markets department and since 2019, co-head of the firm's Insurance, Reinsurance and Pension Fund Cross-Practice team.

Margarida is also a member of the firm's German desk. Margarida has a particular expertise in the Insurance sector, having a diversified track record of assistance to Insurance companies, Insurance intermediaries and other players in the Insurance and Insurance intermediation markets in M&A transactions, Insurance contract law, Insurance distribution (including bancassurance), Regulatory matters and Insurtech. Margarida is an all-round Corporate lawyer who has been involved in some of the most relevant high profile transactions that took place in the Portuguese market over the last ten years, from Mergers, Acquisitions and Joint Ventures (acting both for Portuguese and foreign clients, mainly in the Banking, Insurance, food and retail sectors), to offerings concerning Equity and Debt Securities and other forms of Corporate Financing for high-profile Portuguese companies.

## MARÍA ROYO

33 years old

Founding partner  
**Ebiroy Abogadas**

She has more than ten years of professional experience as a lawyer with very deep technical knowledge, which combined with her experience as a director of industrial relations of a large multinational, gives her a very practical, flexible and strategic vision when it comes to solving problems and understanding their customers' needs. She is especially strong in senior management, Restructuring, Litigation and negotiation. On 20 January 2020, she co-founded Ebiroy Abogadas, but before that she spent four years at Uría Menéndez, five years as an in-house lawyer at Globalvia and Gestamp Renewable Industries and two years as a partner at law firm Ayuela Jiménez, nominated for best legal start-up at the Expansión Jurídico 2019 awards. She has participated in numerous CSR and pro bono actions, including participation in the WLW Talks, Rock & Law and as a solidarity teacher in various associations (Juan XXIII Roncalli foundation, Professor Uría Foundation). She is also a founding member of ASNALA (National Association of Labour Lawyers) youth club.




**MARIANA  
PAIVA**

33 years old

*Employment & Labour senior  
associate*

**PLMJ**

Mariana is a senior associate in PLMJ's Employment and Labour practice. She has eight years of experience in legal practice and

focuses on Employment and Labour law and Social Security matters. She regularly advises several Portuguese and multinational companies, covering various sectors such as retail, Finance, electricity, the media and airlines. She also has significant experience in Employment disputes and is regularly involved in Restructuring processes. She provides day-to-day assistance with Employment matters and prepares disciplinary proceedings and cases of dismissal based on just cause, and with collective dismissals and redundancies. Despite her young age, Mariana is a brilliant and skilled lawyer, who is comfortable taking the lead in any matter regardless of its complexity and level of responsibility. She shows great flexibility in addressing complicated issues and finds innovative solutions. Mariana works on pro bono cases, providing legal services to non-profit organizations supporting social solidarity, and she also provides legal services to PLMJ's support staff. She speaks Portuguese, English and Spanish.


**MARTA  
GONZÁLEZ-ARAÑA**

33 years old

*B&F and Debt Capital Markets senior  
associate*

**CMS Albiñana & Suárez de Lezo**

Marta has extensive experience in complex Financial transactions, which allows her to design practical solutions that meet the needs of

the clients. After eight years in the firm she has been able to develop important skills in business development issues. Furthermore, her experience as an in-house lawyer working for a financial institution dedicated to projects in developing countries in the Netherlands, has allowed her to have a very enriching vision of the needs of both national and international clients and of the functioning of financial institutions in Europe. She currently leads operations and advice in the Banking and Financial Regulatory and Transactional fields, collaborating with all the partners of the firm with complete autonomy in the handling of matters. She has proven to be the reference in Madrid for colleagues in other CMS offices due to her ability to communicate, collaborate, manage teams and successfully carry out projects in an international context.

**MÓNICA  
DE SAN ROMÁN**

34 years old

*Banking & Finance senior  
associate*

**Pérez-Llorca**



Mónica de San Román is a lawyer with more than 12 years of experience in prestigious firms. At Pérez-Llorca she generously combines her time working for top-level clients in the International Financial sector with the internal training of the youngest lawyers she mentors to ensure their performance and development both professionally and personally within the firm. Monica advises national and foreign clients, listed and unlisted companies. In addition, she has participated in important Financing, Restructuring, Debt Acquisition and Asset Finance operations. Monica teaches the Banking and Finance sessions of the TESEO Internal Training Program and actively participates in knowledge management projects, being responsible for the Banking and Finance documents within the firm. Likewise, Monica is one of the people in charge of watching over the professional growth of the other lawyers in the area, as well as their integration and well-being within the firm. She combines these tasks with pro bono work.

**MORAD  
MAANAN TIEB***29 years old**Commercial director*  
**Carles Cuesta Abogados**

After working at Roca Junyent and Clifford Chance, in only two years, he became the youngest department manager at Carles Cuesta Abogados, leading the Commercial team at only 29 years of age and combining his professional activity with teaching. He is a professor in the Master of Access to the Law Profession and Business Law at the University CEU-San Pablo and at the University of Navarra and a professor in the Corporate Master's degree at ISDE Law & Business School. He speaks Spanish, Arabic, English and Amazigh and co-directs, along with one of the partners, the Carles Cuestas's Middle Eastern desk. In 2019, he led a team composed of lawyers from different departments advising Indiemagic, S.L. (owned by "El Mago Pop"), on the acquisition of the historic Victoria Theatre in Barcelona. Morad Maanan provides pro-bono legal advice to various non-profit entities and is also a volunteer. In addition, he also develops social initiatives in service to the community.

**PABLO  
GONZÁLEZ DE ZÁRATE***34 years old**Competition law associate*  
**Ramón y Cajal Abogados**

Throughout 2019, Pablo led the advice on various issues of great technical complexity and media relevance. Due to his outstanding commercial skills, in 2019, he was entrusted with the responsibility of leading the international development of his area, having achieved the incorporation of two new clients to date. In 2020 he has been appointed an associate of the firm. Since 2013 he has published more than 15 doctrinal articles in specialized media. He teaches at the Universidad Carlos III, among other institutions. He is working on a doctoral thesis project, under the supervision of Professor Luis Velasco, on Merger Control Operations. He was number one in his class in the LL.M. in EU Competition Law and Intellectual Property from the University of Liège (Belgium). He provides legal advice to Spain Pro Bono Foundation in relation to ALTODÓ's complaint to the CNMC.

**PALOMA  
DÍAZ LORENTE***31 years old**Head of Family law and Family wealth management*  
**Urraza, Mendieta & Asociados**

Paloma has an outstanding transversal knowledge of the legal areas that affect Family estates. She stands out for her leadership in the defence of young lawyers, as well as social equality between men and women. She has been practising law for over eight years and specializes in Family Law and the management of Family assets. She is also part of the Civil Service Shift. Previously, she worked in other national and international law firms (including Clifford Chance and Allen & Overy) and founded her own strategic communication company. He studied Law and Journalism at the Universidad San Pablo-CEU and has a Master's degree in Business Consulting from IE. She combines her professional work with lectures in institutions. Her pro bono activity is noteworthy, particularly her work for more than six years in AJA Madrid defending young lawyers' interests. Paloma is a member of the Madrid Bar Equality Commission.





## PEDRO ANTUNES

35 years old

Labour head partner

**CCA**

Pedro has a great ability to attract clients in the Portuguese market and abroad. Currently, he is one of the main contacts with referrals from Spain, China, Brazil and occasionally Colombia, UK and USA. Last year, he worked on

highly-complex Restructuring processes, divided into several Business areas: Private Equity, Expansion Capital and Real Estate. Among other high technical complexity subjects, he is currently coordinating several TUPE procedures for companies following Brexit, together with Allen & Overy. He also advises several start-ups, particularly on planning ESOs (Employee Stock Options). Pedro has played an important role in monitoring industry transformations and, therefore, in the Labour market associated with industry 4.0, to the point of being the Labour lawyer chosen by Uber to solve its problems. Due to the COVID-19 pandemic situation, he is dealing with several layoff cases and advising several clients on Employment and Social Security matters. He created the Cyberspace Defence Association, and he also does pro bono work with several collectives.



## PEDRO FONTES

33 years old

Life Sciences senior associate

**Vieira de Almeida**

According to his firm, Pedro is a rising star, as he is one of the most inspiring lawyers of his generation. His commitment to developing the Life Sciences practice, in-depth legal knowledge and enthusiasm are impressive. He

is also deeply involved in internal initiatives such as VdA Academia's Spring School. He represents VdA in moot courts as a judge and is an internal ambassador of VdA's Innovation hub (Forum Innovation). Pedro is also an inspiration to junior lawyers that he coaches and mentors during their careers. He also stands out for his business drive and ability to present innovative legal solutions for the most complex legal challenges. Pedro has a Law degree from the University of Lisbon, School of Law with post-graduate studies in Public Contracts Law, University of Lisbon, School of Law and Public Procurement, CEDIPRE, University of Coimbra, along with studies at European Pharma Law Academy, Cambridge. He speaks Portuguese, English, Spanish.

**RAFAEL  
DURÁN FRÍAS***33 years old**Commercial senior associate*  
**Pinsent Masons**

Rafael has been a member of Pinsent Masons' Spanish Commercial team since it was launched in Madrid three years ago. Rafael had been working with this team since his previous firm (Ramón y Cajal Abogados) and was a member chosen by the four head partners of the team to accompany them in the opening of the new firm in Spain. Rafael has extensive experience in Mergers and Acquisitions, Corporate Transactions and Corporate Restructuring, as well as general Corporate advice. He has also frequently advised on Corporate Contracting. He has experience in various sectors such as Real Estate, Energy, Pharma, Infrastructure and Financial services. Rafael is an active member of the strategy and business development committee of Pinsent Masons' Corporate team in Madrid and works actively to identify opportunities in the sectors in which he specialises. He has written and collaborated in articles on Commercial and M&A-related issues. Rafael is a member of the Spain Pro Bono Foundation.

**RISTEARD  
DE PAOR***34 years old**International Arbitration partner*  
**Dentons**

Risteard de Paor is a partner and heads the International Litigation Resolution practice in Dentons' Madrid office. He is qualified to practice both Civil and Common law, and his practice focuses on International Arbitration and Dispute Resolution and Public International law. Prior to joining Dentons, he worked for several years in the International Arbitration department of White & Case LLP in Paris. According to the firm, Risteard has founded the world's first International Arbitration practice with a particular focus on international environmental disputes (actions related to large renewable Energy projects, construction, environmental damage, and climate change). He has worked on several of the highest-level International Arbitrations of the last decade. He also actively develops a pro bono practice. He specializes in climate change matters and has published and lectured on Environmental Litigation in journals and at several international conferences.

**ROCÍO  
GARCÍA GARCÍA***33 years old**Corporate senior associate*  
**DLA Piper**

Rocío joined DLA Piper in 2017 from Cuatrecasas, and after a nine-month stay at BBVA between Madrid and the United States, she was promoted to senior associate in 2018 at the age of 30, being the youngest lawyer in that position at DLA Piper's Madrid office. She has extensive experience in advising on private M&A operations (mid-market, especially operations with investment funds), M&A in Distress situations, in Bankruptcy matters and Financial Regulatory operations. She also leads DLA Piper's international "Accelerate" program in Madrid, focusing on Start-Ups and Venture Capital. Rocío teaches Commercial, Corporate and Business Law at the Universidad Carlos III de Madrid. She is also the coordinator of the pro-diversity group IRIS in the Madrid office and actively participates in pro bono projects. On the other hand, Rocío is the Madrid office associates' representative in DLA Piper's International Associates Committee.



## TIAGO GERALDO

34 years old

*Criminal, Misdemeanour & Compliance  
senior associate*

### Morais Leitão

Tiago is a senior associate at the Criminal, Misdemeanour and Compliance department of Moraes Leitão. He is well-known and respected

by his peers (inside and outside the firm) as a very skilful lawyer within his practice areas, combining a strong technical knowledge along with client management and BD-related soft skills. Tiago has almost 12 years of experience in high-profile handling cases in the fields of Fraud, White-collar and Regulatory Litigation. Besides strengthening ties with important clients of the firm, Tiago acts as the contact person and leading counsel in numerous cases of those clients, actively leading work teams with younger colleagues who recognize him as someone with whom they may learn and grow professionally. Tiago is co-head of Moraes Leitão's Innovative committee. He accepts several pro bono cases every year. He also teaches Criminal Law as a guest teacher at the University of Lisbon, School of Law. Tiago is a member of the Centre for Investigating Criminal Law and Sciences and co-founder of the Criminal Law and Sciences Institute.



## TIAGO ROSADO

32 years old

*Public Law senior associate*

### Vieira de Almeida

We highlight Tiago's innovative thinking on the search for solutions to complex legal problems. He presents innovative answers to the most challenging legal matters and for that reason, he was recognised as one of the most innovative

lawyers of his generation at VdA. Tiago is also praised for his technical know-how, management skills and creativity. Tiago Rosado has an important role on the Public law team, but also in other practice areas with who he collaborates closely, like Banking & Finance, inspiring younger lawyers and being a trusted advisor to partners. Tiago has a Law degree from the University of Lisbon, School of Law and a Master's degree in Administrative Law and Public Procurement from the Portuguese Catholic University, School of Law (Lisbon), along with post-graduate studies in Public-Private Partnership, IDEFF FDL.





## TOMÁS ALMEIDA RIBEIRO

32 years old

*Corporate, M&A and Private Equity  
senior associate*

**PLMJ**

Tomás is a senior associate in the Corporate, M&A and Private Equity practices. With around 11 years' experience, he has worked mainly

on Mergers and Acquisitions, Corporate Restructuring, Venture Capital regulatory issues, Corporate disputes and privatizations. According to his firm, his clients come from various industries and sectors, including Real Estate, shopping centres, tourism, shipbuilding, repair and maintenance, sports companies and agribusiness. Before joining PLMJ, Tomás was a lawyer at the Lisbon office of a leading Iberian law firm. He was also an adviser to the Minister of State and of Regional Development of the 19th Constitutional Government of Portugal. Although young, Tomás has acquired considerable experience and in-depth knowledge of the Portuguese market, particularly in the Private Equity sector, and he frequently takes a leading role in assisting important players in the Portuguese market. He has been praised by both clients and peers for his dedication and ability to cope with complex technical matters and to find innovative solutions.



## VÍCTOR ARTOLA RECOLONS

31 years old

*Corporate/M&A senior associate*

**Ontier**

Víctor is a lawyer who combines a wide and varied technical background (Law Degree, PhD preparation, MBA from IE Business School, executive courses at Oxford and LSE), a huge working capacity,

an important teaching activity (among others, professor at IE University) and an extraordinary client orientation that has allowed him, despite his youth, to lead projects of enormous legal complexity and great importance for both clients and the market in general. Furthermore, his innate qualities for leading teams have made him a reference point and an example to follow for younger lawyers. 