



WALRAA

2018

Board of Directors Election

Statements of Interest

1. **Name:** Stephanie Aladj
2. **Current Employer:** Gibson, Dunn & Crutcher LLP
3. **Current Title:** Recruiting Manager



4. **Professional Experience:**

- Gibson, Dunn & Crutcher LLP – Washington, D.C.:
 - Recruiting Manager (July 2016 – present)
 - Recruiting Coordinator (May 2013 – July 2016)
 - Recruiting Assistant (August 2012 – May 2013)
 - Administrative Assistant (September 2010 – May 2012)
- WALRAA Involvement:
 - Member (August 2012 – present)
 - Board of Directors (2017)
 - Mentoring & Networking Program – Mentor and/or Mentee (2013, 2015, 2016, 2017)
 - 2015 Professionalism Conference – Planning Committee Co-Chair
 - 2014 Educational Conference – Speaker Committee Volunteer

5. **What do you hope to contribute to the Board of Directors? What is your interest and motivation for serving on the Board?**

I continue to feel like WALRAA provides very valuable professional development to its members. Over the past five-plus years, I have benefited greatly from my membership and involvement. While I've helped oversee and plan conferences, served as a mentee and mentor, and established many meaningful relationships through WALRAA, I found serving on the WALRAA Board of Directors in 2017 to be a particularly rewarding experience.

I'm interested in continuing to be one of the leaders of the organization. I want to continue to help develop innovative programming and professional development opportunities for our members. I think doing so is very important for our continued growth as professionals in this ever changing legal recruiting field.

I'd welcome the opportunity to remain on the Board in 2018 and appreciate your time and consideration!

6. **Do you have the support of your employer to apply for this position? Yes.**

1. Name: Ashley-Marie (Blakely) Julian
2. Current Employer: Wilmer Cutler Pickering Hale and Dorr LLP
3. Current Title: Legal Personnel & Development Coordinator
4. Professional Experience:



- Wilmer Cutler Pickering Hale and Dorr LLP
 - Legal Personnel & Development Coordinator (October 2016 – present)
 - In this role I support Attorney Training, Recruiting, and Diversity & Inclusion initiatives
- White & Case – New York
 - Associate (October 2013 – October 2016)
- WALRAA Involvement
 - Member (October 2016-present)
 - 2017 Mentoring & Networking Committee Member
 - 2017 Mentoring & Networking Program—Mentee
 - 2017 Diversity Committee Member
 - 2018 Educational Conference Volunteer

5. What do you hope to contribute to the Board of Directors? What is your interest and motivation for serving on the Board?

Having recently transitioned into recruiting after practicing law in New York for three years, I would bring a unique perspective based on my experience as both a young lawyer and previous summer associate. In my current role at my firm I support the recruiting, diversity and training functions which have sharpened my multi-tasking, budgeting, and event planning skills. I am eager to apply these skills if selected to serve on the Board. I look forward to contributing ideas and creating fun, informative, and innovative programming for the members of the organization.

This past year I've benefited greatly from the programs I've helped to plan as a committee member with the Diversity and Mentoring & Networking Committees including the Personal Branding for Legal Career Success event for law students. I've also had the opportunity to build relationships with my colleagues at local schools and peer firms. I hope to become even more involved by serving on the 2018 WALRAA Board of Directors.

6. Do you have the support of your employer to apply for this position? Yes

1. **Name:** Sue Chapman
2. **Current Employer:** White & Case LLP
3. **Current Title:** Attorney Recruiting & Professional Development Manager



4. **Professional Experience:**

- White & Case LLP – Washington, DC
Attorney Recruiting & Professional Development Manager, April 1997 – Present
- Swidler Berlin Shereff Friedman LLP, Washington, DC
Recruiting Administrator, December 1995 – April 1997
- Skadden, Arps, Slate, Meagher & Flom LLP, Washington, DC
Assistant Legal Hiring Administrator, June 1992 – December 1995
- Crowell & Moring LLP, Washington, DC
Recruiting Secretary, August 1991 – June 1992

WALAA Involvement:

- Member (April 1997 – Present)
- Mentoring & Networking Program – Mentor (2012, 2013)
- 2005 Mini-Conference Planning Committee

5. **What do you hope to contribute to the Board of Directors? What is your interest and motivation for serving on the Board?**

I am excited and honored to be nominated for the WALRAA Board of Directors. The Board will continue to face challenges such as finding informative topics that are of interest to the entire group, professional development, and to encourage mentoring relationships among mentors. I look forward to helping come up with creative solutions to these challenges. Having been a WALRAA member for many years, I would like to give back to the organization by serving on the Board. As a Board member, I would have the time to commit to being a motivated and enthusiastic member. Given my experience, I am able to offer history of the organization, industry knowledge, and commitment to WALRAA. In my current position, I am involved in many areas related to legal recruiting, professional development, attorney training, women's initiatives, and diversity initiatives, which I believe would be beneficial to WALRAA.

I look forward to having the opportunity to further develop relationships with employer members as well as school members, through our meetings, social events, and educational programming. I am excited about the possibility of being involved with innovative programming and continuing best practices in our industry.

Thank you for your consideration.

6. **Do you have the support of your employer to apply for this position? Yes**

1. **Name:** Jose Luis Davila Gonzalez
2. **Current Employer:** Georgetown University Law Center
3. **Current Title:** Assistant Director
4. **Professional Experience:**



2005 – Present GEORGETOWN UNIVERSITY LAW CENTER, OFFICE OF CAREER STRATEGY, Washington, D.C.

Assistant Director, International Programs, Office Management & Special Projects: Develop and administer all departmental budgets in excess of \$1,000,000; Oversee the administrative component of the Entry Into Practice program for recent graduates, a \$1,000,000 program. Assist with all international initiatives created and run by OCS. Assist the Director of Alumni Counseling and International Programs with running the private-sector piece of the International Internship Program (IIP). Lead the Professional Development Coaching Program (PDCP) for students to build on their strengths and tackle their challenges through personal coaching sessions.

2003 – 2005 POPULATION SERVICES INTERNATIONAL (PSI), Washington, D.C.

Procurement and Logistics Officer

2002-2003 Procurement and Logistics Analyst

2000 – 2001 FIRMSEEK, INC., Washington, D.C.

Internship as Latin American accounts assistant

1999 – 2000 ADVANTAGE HEALTHPLAN, INC., Washington, D.C.

Liaison to the Latino Community

1992 – 1997 WARNER LAMBERT MÉXICO, México City, México

Senior Wholesale Representative: Responsible for volume sales to 40 major clients in Mexico City.

University of Maryland, College Park, Maryland

- Bachelor of Arts in Psychology

Georgetown University – McDonough School of Business, ESADE Business School (Madrid), Fundacao Getulio Vargas (Rio de Janeiro)

- Executive MBA

Georgetown School of Continuing Studies

- Certificate in Leadership Coaching

My experience with WALRAA and NALP:

- WALRAA, Member

- NALP, Member

5. What do you hope to contribute to the Board of Directors? What is your interest and motivation for serving on the Board?

I am honored to be nominated for the WALRAA Board of Directors. I have been a member of WALRAA for several years, but have not yet had the opportunity to participate in an active role. Serving on the Board would allow me to contribute my experience and insight as an associate within the legal community for 12 years. Recently, I completed my Leadership Coaching Certificate from Georgetown University and started an initiative at Georgetown Law to coach students in the domains of Leadership. Additionally, as a facilitator in the Lawyers in Balance Team, I run a group with another former attorney, Law professor and currently the chaplain of the Law Center to teach techniques in meditation and mindfulness to law students. These two new roles give me the motivation to build new opportunities for the Board to explore Leadership Coaching and Mindfulness opportunities. I believe that legal field is in need of deeper reflection and personal development because of its high stress demands. I am excited for the possibility to contribute in these areas.

Lastly, my experience at Georgetown Law would be an asset to WALRAA and its members. Originally from Mexico City, I believe my diverse background, charisma, professional and personal skills will be a valuable addition to the board.

I look forward to working with accomplished leaders and colleagues to create an organization where students and attorneys find a place to grow, develop, and ultimately make the best of their careers in the legal field and beyond.

6. Do you have the support of your employer to apply for this position? Yes

1. **Name:** Sarah deLozier
2. **Current Employer:** Wiley Rein LLP
3. **Current Title:** Legal Talent Manager



4. **Professional Experience:**

- Wiley Rein LLP, Washington, DC
 - Legal Talent Manager (March 2017 – Present)
 - Legal Talent Coordinator (September 2015 – February 2017)
 - Legal Personnel Coordinator (March 2015 – August 2015)
 - Legal Personnel Specialist (March 2014 – February 2015)
 - Attorney Recruiting & Professional Development Assistant (August 2011 – February 2014)
- WALRAA Involvement
 - Co-Chair, Mentoring & Networking Committee (2017)
 - Member, Mentoring & Networking Committee (2015 – 2016)
 - Member (2012 – Present)

5. **What do you hope to contribute to the Board of Directors? What is your interest and motivation for serving on the Board?**

I appreciate the nomination to WALRAA's 2017 Board of Directors and am excited about the opportunity to cultivate new relationships and participate in the execution of the organization's strategic plan. Having grown up in my firm in a unique role that extends across recruiting, professional development, and human resources, I believe that I have a wide range of skills and experiences to bring to the Board. Additionally, having served on the Mentoring & Networking Committee for three years – currently as Co-Chair and previously as a member – I have heard from many WALRAA members from both law firms and law schools about what they are hoping to get out of the organization, which I believe is helpful insight for the Board. My Co-Chair role has also given me a strong foundation of leadership experience within WALRAA that I am eager to build on as a member of the Board. If elected, I will work diligently and enthusiastically to advance the organization's mission and to ensure that all members feel included and empowered.

I am extremely grateful for the invaluable leadership and professional development opportunities that WALRAA has afforded me over the years, and I hope to be able to give back to the organization as a member of the Board. Thank you for your time and consideration!

6. **Do you have the support of your employer to apply for this position? Yes**

1. **Name:** Arielle Dubin
2. **Current Employer:** Gibson, Dunn & Crutcher LLP
3. **Current Title:** Recruiting Coordinator
4. **Professional Experience:**

Gibson, Dunn & Crutcher LLP

- Recruiting Coordinator (September 2017 – Present)

Vinson & Elkins LLP

- Talent Management Assistant (November 2016 – August 2017)

Sidley Austin LLP

- Recruiting Assistant (May 2014 – September 2014)

WALRAA Involvement:

- Mentoring & Networking Program – Mentee (2017)



5. What do you hope to contribute to the Board of Directors? What is your interest and motivation for serving on the Board?

I am honored to be nominated to the WALRAA Board of Directors and am eager to make a meaningful contribution to our community. My membership in WALRAA has been tremendously rewarding, in large part because of how welcome I have felt as a new member. Right from the start, WALRAA programming offered me the support and knowledge I needed to feel confident and skilled in my role, and WALRAA members helped me to feel welcome, integrated and supported. I am genuinely grateful for the personal and professional relationships I have cultivated through my membership, and I am motivated to help others do the same.

As a board member, I would be committed to collaborating with my team to create and implement innovative professional development programs that benefit all members. I appreciate the importance of offering opportunities where all members feel engaged, included and valued, and I'd especially like to be a voice for our newer members. I also hope to utilize the relationships I've built with law school career services staff to create programs that help us to appreciate our shared mission and build even stronger professional and personal connections between employers and schools. We have a lot to learn from one another, and I'd be thrilled to help create both social and professional programming to make that possible.

Thank you for your consideration!

6. Do you have the support of your employer to apply for this position? Yes.

1. **Name:** Drana Ghorbani

2. **Current Employer:** Skadden, Arps, Slate, Meagher & Flom LLP

3. **Current Title:** Attorney Recruiting & Professional Personnel Supervisor

4. **Professional Experience:**

Skadden, Arps, Slate, Meagher & Flom LLP, Washington, D.C.

- Attorney Recruiting & Professional Personnel Supervisor | Current
- Senior Attorney Recruiting & Development Coordinator | 9/2015 – 4/2017
- Attorney Recruiting & Development Coordinator | 10/2013 – 9/2015

Dow Lohnes PLLC (Cooley LLP), Washington, D.C.

- Professional Recruitment & Development Specialist | 5/2011 – 10/2013
- Professional Recruitment & Development Intern | Spring 2011

WALRAA: Member since 2011. Educational Conference Committee 2016. Mentoring & Networking Committee, Co-Chair 2017.

NALP: Member since 2014.



5. **What do you hope to contribute to the Board of Directors? What is your interest and motivation for serving on the Board?**

I am excited to have been nominated for the Board of Directors. WALRAA has been an invaluable resource for my professional and personal development and I appreciate the opportunity to be involved in a new capacity.

I believe my work experience and involvement on WALRAA committees have provided me with the skills needed to serve on the Board. I am a big believer in team work and collaboration which is my motivation to serve on the Board. My goal would be to preserve and enhance WALRAA's collaboration between all roles on both the law firm and law school side. By continuing to work together, I believe we can have valuable programing and participation within our chapter.

I believe WALRAA has been an instrumental support to me, as I am confident that it has been for all members. I feel fortunate to have gained so much from WALRAA and hope to give back. Thank you for your consideration.

6. **Do you have the support of your employer to apply for this position? Yes.**

1. Name: **Julia Glickman**
2. Current Employer: **Perkins Coie LLP**
3. Current Title: **Attorney Recruiting Manager**
4. Professional Experience:



Perkins Coie LLP (Washington, DC)

Attorney Recruiting Manager (2017 - Present)

Attorney Recruiting & HR Administrator (2015 - 2017)

Sullivan & Cromwell LLP (New York, NY)

Senior Coordinator - Legal Personnel (2014 - 2014)

Coordinator - Legal Personnel (2012 - 2013)

Specialist - Legal Personnel (2009 - 2012)

Troutman Sanders LLP (New York, NY)

Recruiting Coordinator (2008 - 2009)

Dechert LLP (New York, NY)

Legal Assistant (2005 - 2008)

5. What do you hope to contribute to the Board of Directors? What is your interest and motivation for serving on the Board?

I'm excited and grateful to be nominated for the WALRAA Board of Directors! I joined WALRAA shortly after moving to DC in 2014 from New York, where I was an active NYCRA member. I most recently co-chaired the Vendor/Sponsor Sub-Committee for the 2016 Educational Conference. Through the opportunities presented to me at WALRAA, I have been able to enhance my professional network, learn about a new market, and cultivate relationships - it has played an instrumental role in integrating me into the DC legal community.

I would like to give back to an organization that has had a profound impact on me, professionally and personally. First, I would work to support the strategic plan by increasing and diversifying the substantive programming for all professional levels – to ensure that our more experienced members stay engaged. Additionally, I would encourage and promote more social gatherings outside of the monthly WALRAA meetings, as I believe fostering relationships is key to our success as an organization. As a law firm member, I believe we can improve our relationships with our law school members – I would like to see us unite and work together. Lastly, I believe we should create a Community Service Committee, to provide our members with opportunities to give back to the communities in which we work and live.

Having worked in both the DC and NY legal markets, I believe that I bring a unique perspective to the organization and hope to be able to implement some of my ideas in the near future. Thank you in advance for your consideration.

6. Do you have the support of your employer to apply for this position? **Yes**

- 1. Name:** Patrice Hayden
- 2. Current Employer:** Hogan Lovells US LLP
- 3. Current Title:** Director of Associate Recruitment



4. Professional Experience:

Hogan Lovells US LLP

- Director of Associate Recruitment (October 2017–to present)

University of Virginia School of Law

- Senior Director of Law Firm Recruiting (July 2015–September 2017)
- Director of Law Firm Recruiting (October 2010-June 2015)

Bryan Cave LLP

- Associate (2002-2010)
- Summer Program Chair (Summer 2010)
- Recruiting Committee (2006-2010)
- African-American Lawyers Affinity Group (2008-2010)

WALRAA Experience

- Board Member (2017)
- Member (2015-present)

NALP Experience

- Conference Planning Committee (2016-2017)
- Nominating Committee Member (2015-2016)
- Mid-Atlantic Regional Representative (2013-2015)

5. What do you hope to contribute to the Board of Directors? What is your interest and motivation for serving on the Board?

I am excited to be nominated for the 2018 WALRAA Board of Directors. Even before I joined WALRAA, I was impressed by the programming and support this organization provides its members. WALRAA Board members bring commitment, thoughtfulness and energy to program development and fostering member relationships. If elected to the Board, I will continue that legacy and work to develop and implement initiatives that nurture and expand our relationships, while aiding members' professional growth.

In addition to my service on the WALRAA Board this year, I have served on the boards of two non-profit organizations and held several committee roles for NALP. Through these experiences, I have developed programming, financial management, business and leadership skills, which I can bring to the operational and programming needs of WALRAA.

I am honored by the nomination and thank you for your consideration.

6. Do you have the support of your employer to apply for this position? Yes.

1. **Name:** Hazel Joseph
2. **Current Employer:** Shearman & Sterling LLP
3. **Current Title:** DC Manager, Human Resources & Recruiting
4. **Professional Experience:** I have worked in human resources and the legal recruiting industry for 8 years. Prior to the legal industry, I worked in television production for the National Basketball Association (NBA).



My experience with WALRAA:

2017 WALRAA Board Member

2014 Co-Chair for the Diversity Committee

Diversity Committee member since 2010

Member since 2009

5. What do you hope to contribute to the Board of Directors? What is your interest and motivation for serving on the Board?

I am excited for the opportunity to potentially serve as a member of the Board of Directors. I am grateful for the experience that I have gained as a recent WALRAA Board member and as a former Co-Chair of the Diversity Committee. If elected, I would bring that experience along with my unique background in both human resources and legal recruiting to the position.

As a former college athlete, I understand the importance of working together as a team to accomplish goals. I will apply the same teamwork mentality to getting new initiatives and ideas up and running. I have long believed in the mission of the WALRAA organization and would be honored to serve on the Board. Thank you for your consideration.

6. Do you have the support of your employer to apply for this position? Yes.

1. Name: Caroline Waters
2. Current Employer: Cooley LLP
3. Current Title: Senior Legal Talent Coordinator

4. Professional Experience:

Cooley LLP, Washington, DC

Senior Legal Talent Coordinator (July 2017 – Present)

Norton Rose Fulbright US LLP, Washington, DC

Legal Recruiting Coordinator (May 2014 – July 2017)

Hogan Lovells US LLP, Washington, DC

Associate Recruitment Assistant (October 2012 – May 2014)

WALRAA Involvement

- Member (October 2012 – Present)
- Co-Chair, Programming Committee (2016-2017)
- Member, Diversity Committee (2013 – 2014)

5. What do you hope to contribute to the Board of Directors? What is your interest and motivation for serving on the Board?

I am thrilled to have been nominated for the 2018 WALRAA Board of Directors. Over the past five years, WALRAA has played an important and invaluable role in my professional career. Not only has it provided valuable professional development programs that have helped foster my career growth, but it has also given me the opportunity to establish new and meaningful relationships, both personally and professionally, with colleagues within our industry. My experience has proven that we have so much to offer to and learn from each other and I hope to have the opportunity to engage further in all that WALRAA has to offer to its members. I have immensely enjoyed my experiences as a member as well as serving as co-chair of the Programming Committee this year and my involvement on the Diversity Committee in the past. I would be honored to continue my involvement in WALRAA by serving on the next board to contribute to the continued success of such an outstanding city group.

If given the opportunity to serve on the board, I would bring a high level of energy and an eagerness to work hard to give back to our membership the same level of value I have received throughout the years. By continuing to offer unparalleled professional development programming, in addition to opportunities for members to be involved and build meaningful relationships within our membership and industry, I look forward to expanding my involvement and helping in the continued success of this organization.

I look forward to another fun and successful year for WALRAA. Thank you for your consideration!

6. Do you have the support of your employer to apply for this position? Yes.

