



Inspirallaw: 50 role models

Leading law firms, heading legal institutions, overseeing the legal departments of some of the most important Spanish and Portuguese companies. They are driving projects aimed at fostering the development and evolution of the legal profession in the Iberian Peninsula, with a keen focus on the female aspect of the law. *Iberian Lawyer* profiles fifty women who have most inspired the sector in the past year

by ilaria iaquinta

Women and law. Legal professions are becoming increasingly feminine. And this is not only because by now one in two lawyers is a woman. But also, indeed especially, because the sector is witnessing a growing presence of women professionals in managing law firms as well as at the top of legal institutions; in organizing corporate legal departments, as well as in corporate governance; in launching projects aimed at growing the legal culture of the country and in commitment to promoting an innovative way of conceiving legal professions.

To tell you about some of the professionals who in the past year have managed to represent this universe, *Iberian Lawyer* has chosen 50 names and therefore fifty stories. However, what follows is not a ranking. What we describe is not a competition. In this list are profiles of 50 women who with their example can be considered role models by the legal and professional community in a broad sense.

There are lawyers who for the first time have risen to the top of legal institutions, such as **Ana Buitrago**, who became vice president of the ICAM Cortina Foundation and responsible for the social area of ICAM, or **Teresa Minguez Diaz**, the new Board Member of the Madrid Law Bar Association. There are professionals who lead law firms like **Cristina Camarero Espinosa** or **Coral Yáñez**. Not to mention professionals who excel in their respective fields of activity like **Yolanda Azanza** or **Verónica Romaní Sancho**. Legal practitioners who have engaged in new initiatives for the development of professional culture, such as **Rosa Zarza Jimeno**, or for diversity and inclusivity like **Pilar Menor** or **Araceli Saenz De Navarrete Crespo**. And still, the innovators, open to navigating organizational and service offering changes like **Rosa Espín**.

The same can be said for representatives of the in-house world. There are female lawyers who manage to stand out for the significant roles they have held in companies for more or less time, such as **Ana Gómez Ruiz** or **Begoña García-Rozado**. Professionals who

have managed to carve out a space within traditionally male-dominated sectors, such as banking, including **Alicia Muñoz Lombardía**, **Patricia Afonso Fonseca**, or **Silvia Madrid**. There are in-house lawyers who have brought innovation within the company, in terms of developing a culture of legality or reorganizing and streamlining the legal area, such as **Teresa Parada Cano-Lasso**.

In the following list, we describe them (in alphabetical order), recalling the highlights that have concerned them in recent times and which, in our opinion, make them a model that many colleagues can look up to for inspiration and imagine the profession in a new, open, and inclusive way. There is still a long way to go. We are aware of that. But these professionals seem to us to be the ones who have already started to raise the pace.





PATRÍCIA AFONSO FONSECA

The head of legal at Novo Banco stands as an inspiring figure for women in law. With a robust background in equity and debt markets, she manages cross-border transactions. Her adeptness in navigating complex regulatory landscapes demonstrates her potential to inspire aspiring female lawyers in the field.



INÊS ALBUQUERQUE E CASTRO

She has been a partner in Eversheds Sutherland since 2017. With over two decades in employment and social security law, she champions women in the legal arena. She navigates complex issues and tirelessly advocates for women's rights in labour matters, embodying the essence of an inspiring lawyer.



EVA ARGILÉS

The general counsel of Applus+ orchestrates legal strategies spanning over 60 jurisdictions, facilitating the multinational's global operations. Her dedication goes beyond the company and embrace the corporate counsel profession through her key role within the Association of Corporate Counsel. With her Career and commitment to diversity, she epitomizes inspiration for female lawyers.



YOLANDA AZANZA

In July last year she joined Pérez-Llorca as a partner, strengthening the firm's Capital Markets practice. With her stellar reputation and 27 years of expertise. Renowned for her adept handling of cross-border transactions and trusted client relationships, Azanza's international accolades and dedication to gender equality make her an inspiring figure in law for women.



RAQUEL AZEVEDO

The partner in Banking, Finance, and Capital Markets at PLMJ boasts over 15 years of expertise. Specializing in capital market transactions, corporate governance, and investment funds, she's an example of empowerment for women in law.



SILVIA BAUZA

The partner and head of practice for Employment and Benefits at Allen & Overy is recognized as a top-tier practitioner. Under her leadership the department tripled its revenues. She is a beacon of inspiration for women in law, garnering accolades solidifying her status as one of Spain's top legal minds.



ANA BAYÓ BUSTA

She is the chief legal patents & compliance officer at Bayer Pharmaceuticals Iberia. With a focus on intellectual property, her journey spans a decade across prestigious law firms and companies. Bayó Busta's advocacy extends beyond legal realms, championing women's rights in executive and legal spheres.



ANA BUITRAGO

The senior advisor at PwC Tax & Legal and vice president of the ICAM Cortina Foundation and responsible for the social area of ICAM is a powerhouse in legal innovation and corporate governance, thanks to her stellar career spanning leadership roles. She advocates for gender diversity mentoring women to shatter glass ceilings.



CRISTINA CAMARERO ESPINOSA

Ontier Spain' MP embodies the epitome of a pioneering legal figure for women. With over two decades of experience, her journey within the law firm, ascending from a litigation and arbitration expert to the helm of leadership, underscores her dedication and expertise. Her tenure not only signifies a triumph of meritocracy but also symbolizes a beacon of inspiration for aspiring female lawyers.



ELENA CARRETERO ESTEBAN

She is the Ethic & Compliance Officer and DPO at Engie España. She is considered a remarkable leader, spearheading an ambitious Compliance program, changing prevailing market practices, and developing innovative actions to promote a clear culture of fight against corruption. As a force for change, she embodies the qualities that make her an inspiring lawyer.



INMACULADA CASTELLÓ

As a partner and co-head of Pinsent Masons España, her ascent within the firm has been remarkable. With over two decades of expertise in corporate law, she leads complex transactions. Her dedication extends beyond legal prowess; she actively participates in initiatives to foster a more equitable workplace within the legal profession.



CLARA CERDÁN MOLINA

The chief legal officer of Solarig Global Servicies with an impressive educational history and a brilliant career, is a beacon of inspiration for women in law. Co-founding Women in a Legal World, she dedicates to fostering female empowerment and breaking barriers, embodying the ethos "Learn by teaching. Lead as an inspiration".



MARÍA COBIÁN

As the head of the legal department and secretary of the Board of Directors at Grupo Lactalis, she navigates the complex regulatory landscape. Under her leadership, the legal team has digitally transformed their operations, ensuring seamless communication and access to critical information.



ALEXANDRA COURELA

She has been developing her career at Abreu Advogados, where she is today a partner and head of practice. Her impact extends beyond legal realms due to her pivotal role in shaping the firm's Pro-Bono, Sustainability, and ESG initiatives. One of her biggest challenges in this field was structuring the Pro-Bono and Sustainability department, which she co-heads.



JOANA DE SÁ

The partner and head of labour department at PRA Raposo Sá Miranda Associados embodies the essence of an inspiring lawyer for women. With a dynamic approach, she engages in humanitarian rights and ESG practices while helping major companies in tackling gender inequality.



ROSA ESPÍN

As the co-managing partner and co-founding partner of Ambar, she epitomizes a model of female leadership seamlessly intertwined with innovation - an amalgamation that paves the way for success. In 2023, the Spanish ALSP (Alternative Legal Service Provider) expanded its horizons by inaugurating an office in Lisbon.



MARLEN ESTÉVEZ SANZ

She is a partner and head of the Litigation, Arbitration and Mediation department, as well as a member of the Board of Directors of RocaJunyent. She combines her role with the presidency of Women in a Legal World (association that she also founded) and of the Madrid Court of Mediation (CMEM). With global recognition as one of Spain's top legal minds, she champions innovation and leadership.



ISABEL FERNANDES

The General Legal Counsel at Grupo Visabeira holds a high reputation as a corporate leader, steering the conglomerate's legal affairs since 2006. She has a wealth of international experience spanning Macau, Mozambique, and The Netherlands. Furthermore, she is fully committed to diversity and inclusion.



ANA FERNÁNDEZ PODERÓS

She is born and raised (professionally speaking) in KPMG España, where she became a partner in 2002. With a career spanning over three decades, she has developed extensive experience in auditing large corporations in different sectors, managing international teams.



CARMEN FLORES HERNÁNDEZ

The partner and manager of the commercial and corporate law department at Ejaso emerges as an inspiring lawyer for women. Her pivotal role in many transactions underscores her leadership, illuminating her as a pioneer in navigating complexities, contributing to the law firm's success, and paving the way for aspiring female lawyers in the field.



NATÁLIA GALVÃO VEIGA REBELO

The Country legal manager at IKEA Portugal has played a significant role in numerous D&I projects, actively disseminating the company's commendable practices. Notably, she promoted the company's work-life balance measures and impactful supply chain initiatives, underscoring their relevance and significance in today's market.



MARÍA PILAR GARCÍA GUIJARRO

She has been leading Watson Farley & Williams in Spain for 13 years as managing partner. She has more than 25 years of experience in M&A and Private Equity transactions. Praised as a top-tier energy lawyer her expertise in structuring deals and navigating complex corporate landscapes makes her an exemplar for aspiring women lawyers.



BEGOÑA GARCÍA-ROZADO

The Global head of tax at Iberdrola is considered one of the most influential, renowned, and trusted professionals thanks to her outstanding career. Over the last 12 months she has been involved in many initiatives enhancing the visibility and inclusion of women in the business world and in the tax and legal field.



MARÍA GIL CARCEDO DE MORALES

The Head of Legal Litigation at Cepsa embodies excellence, dedication, and leadership. Renowned for her advocacy in Diversity and Inclusion, she spearheads initiatives fostering equal opportunities and integration, notably championing projects at Cepsa Social Value Awards.



PAULA GOMES FREIRE

The managing partner of VdA boasts a remarkable legal career. Her leadership within the law firm and in the Banking & Finance sector mark her as an inspiring figure. Notably, she's been instrumental in the Portuguese banking sector's resurgence and the implementation of vital directives.



ANA GÓMEZ HERNÁNDEZ

The partner and labor lawyer at Ceca Magan is very well-known in the Spanish labour law market. Specialising in collective bargaining and social security, she features over a hundred successful proceedings for her clients. She is also President of ASNALA and of the Labor Law Section of the Madrid Bar Association (ICAM).



ANA GÓMEZ RUIZ

She is the Deputy Secretary of the Board of Directors and Director and Group Corporate of Amadeus IT Group. With a stellar academic background and extensive international experience, she represents an inspiring model. Furthermore, she is fully committed to breaking gender barriers in the legal sector.



MARÍA GONZÁLEZ GORDON

Since July 2023 she is the new co-managing partner of CMS Albiñana & Suárez De Lezo, together with César Albiñana. A stalwart in industrial and intellectual property, she steers the firm's digital business realm globally. As a pivotal figure in a network of 250 partners, González champions women in law, embodying resilience and leadership.



ANA LÓPEZ MUIÑA

She leads EY Abogados' environmental practice. With a strategic mindset, her profound legal acumen and extensive experience make her an inspiring advocate for women in law, navigating complex negotiations with assertiveness and positivity. Her mastery of legal intricacies and adept team management showcase her commitment to advancing women in the legal profession.



SILVIA MADRID

The head of legal & compliance Iberia at Unicredit is also the sole female Executive Committee member of the bank. Her career is a beacon of inspiration for women in law. Committed on corporate social responsibility and diversity she promotes female advancement in finance, holding key roles in women associations.



MÓNICA MARTÍN DE VIDALES GODINO

She is the co-manager of Garrigues' Corporate/Commercial Department since 2013. She stands as a titan in Spanish M&A law. With a stellar track record in negotiating multi-million-euro deals, she champions gender equality in law. Recognized by the market, her expertise and leadership inspire women pursuing legal careers.



BEATRIZ MARTÍNEZ-FALERO GARCÍA

She heads the legal department at Mahou San Miguel and is the secretary of the board of directors of the company. She has a robust background spanning business strategy, corporate governance and compliance. Her expertise in M&A negotiations and cultural change heralds her as an inspiring lawyer for women.



PILAR MENOR

The senior partner at DLA Piper is a standout employment lawyer and global leader within the law firm. Passionate about diversity and inclusion, she empowers women in law and emphasize health and wellbeing in the workplace. Her journey is an inspiration for aspiring female lawyers worldwide.



TERESA MINGUEZ DIAZ

She is the General Counsel and Compliance & Integrity Officer at Porsche Ibérica and Board Member of the Madrid Law Bar Association, epitomizes the quintessential modern lawyer. With over 15 years at CMS Albiñana & Suárez de Lezo, her expertise spans corporate governance, compliance, and innovation. Minguez's pioneering spirit and dedication make her a beacon for aspiring women in law.



PATRICIA MIRANDA VILLAR

She is a seasoned legal director with over two decades of managerial expertise, thus embodying resilience and knowhow. Currently she is head of legal at Ouigo España, but she has navigated diverse legal landscapes. Indeed, she has a robust background spanning telecommunications, technology, and intelligent infrastructures, she also champions the cause of women in law.



ALICIA MUÑOZ LOMBARDÍA

The Deputy Secretary and Head of Governance, Regulatory Affairs & Privacy at Banco Santander, stands as a beacon for aspiring women in law. With two decades of dedicated service to Santander, she spearheads legal functions across various sectors, emphasizing ESG policies. Her commitment to pro bono work underscores her advocacy for societal change, making her an inspiring force in the legal arena for women.



MARIANA NORTON DOS REIS

Partner at Cuatrecasas Portugal, she is an influential legal figure, excelling in cross-border M&A transactions across diverse sectors. As founder of the Women in Business program of the law firm, she passionately advocates for gender diversity, solidifying her role as a leader in the legal arena.



TERESA PARADA CANO-LASSO

The legal advisor manager at Heineken España blends innovative methodologies like legal design and design thinking to align legal processes with business objectives. Beyond her corporate role, she champions women's leadership in law through the technology committee of Women in a Legal World. Leading the "Rethink Legal" project to drive industry-wide innovation.



LEONOR PISSARRA

The Chief Legal Officer at Novartis Farma Portugal brings a wealth of experience in pharmaceutical law. Her transition from private practice to in-house leadership underscores her strategic talent. Furthermore, her commitment to fostering a dynamic legal team, coupled with her dedication to upholding ethical standards, positions her as an inspiring figure.



DIANA RIVERA

As the co-founder and coordinator of the Women in Business program at Cuatrecasas, the partner in the Corporate and M&A practice actively fosters an environment of empowerment and mentorship for women in the legal profession. Her international experience, coupled with leadership roles, positions her as an inspiring figure advocating for gender diversity and excellence in the legal field.



ISABEL RODRÍGUEZ GARCÍA

The partner heading the Investment Funds team at King & Wood Mallesons has over 25 years of experience spanning private equity, venture capital, and infrastructure investment funds. Besides being a symbol of women's representation, serving on various influential boards and committees, she is the secretary of the BoD of the International Women's Forum.



ELISABET ROJANO-VENDRELL

Since 2020 she is the head of Legal Spain and Latin America at the pharmaceutical group Menarini. Last October she also became ACC Europe Country Representative in Spain. Through educational programs, networking events, and advocacy initiatives, she fosters a supportive community for legal professionals, particularly emphasizing the empowerment of women within the legal sphere.



VERÓNICA ROMANÍ SANCHO

The head of the Energy team at Gómez-Acebo & Pombo is a widely recognised lawyer active in project finance, banking & finance, energy & natural resources. She stands as a beacon of excellence in law, particularly for women. Her solid expertise makes her a formidable example to follow for women pursuing legal careers.



ARACELI SAENZ DE NAVARRETE CRESPO

The EY EMEA International Tax & Transactional Services partner has over two decades of expertise. She navigates the intricate realms of corporate income tax, due diligence, and structuring. A guide, Araceli champions women's visibility in law, embodying a commitment to growth, global thinking, integrity, and teamwork, making her an inspiring force for aspiring female lawyers in the financial services arena.



ANDREA VIALE

The global head of legal affairs at Idealist exemplifies the essence of a pioneering lawyer. With over 14 years of experience in corporate law across Spain and the UK, Viale's leadership in managing a multinational legal team is commendable. Her role in steering Idealista's legal department through complex multi-jurisdictional challenges showcases her as an inspiring leader.



ROSA MARÍA VIDAL MONFERRER

With a rich background in Administrative, Urban, and Environmental Law, she's the managing partner at Broseta Abogados, steering it since 2016. Recognized internationally, she's a trailblazer, combining legal prowess with leadership. Her commitment to sustainability, extensive teaching, and social initiatives make her an inspiring figure in law, breaking barriers for women in the legal arena.



CORAL YÁÑEZ

The managing partner and regulatory & administrative head at Bird & Bird's Madrid office boasts over two decades of experience. Renowned for her extensive expertise in litigating against Spanish public authorities, she embodies a successful woman.



ROSA ZARZA JIMENO

Garrigues' new senior partner, is the first woman to claim this role, leading over 180 lawyers in the Labor and Employment Department. Beyond legal prowess, she champions sustainability as the head of Sustainable Garrigues, displaying a commitment to ESG principles. Her legal work coupled with her involvement in complex corporate processes, marks her as an inspirational figure for women in law.



AURORA SANZ TOMÁS

The partner and member of the Board of Directors at Grant Thornton boasts an illustrious 25-years long career spanning top-tier firms, focused on Labour and Employment Law. Her dedication to fostering diverse teams is underscored by her belief in the value they bring. Through training in gender equality, salary gap audits, and managerial coaching, she has contributed to transformative change in many companies.



TERESA ZUECO

The managing partner of Squire Patton Boggs in Madrid epitomizes excellence in law. Leading the corporate M&A and Private Equity department, she is one of the most recognised dealmakers in the Spanish market. Her multifaceted prowess inspires women in law.

