

# DEBBIE ROWE

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## **TALENT ACQUISITION + DEVELOPMENT EXPERIENCE**

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### **DLA Piper LLP (US), Miami, FL**

*Legal Talent Acquisition Manager, April 2022 – Present*

- Manage full recruiting cycle for lateral candidates in litigation, AI & Data analytics, and eDiscovery practice groups.
- Work closely with firm management, partners, practice group director and search firms on U.S./Mexico hiring.
- Lead federal judicial clerk hiring program initiatives, build pipeline and implement marketing strategies in various markets.
- Chair litigation Team of Teams Associate Program focusing on lateral hire process improvement and integration.
- Strategically revamp associate interview program, identify associate skill gaps, develop interview plan to ascertain characteristics for long-term firm success.
- Support and champion firmwide Advanced Workforce Strategy to align talent with practice group and sub-group needs.
- Co-manage firmwide summer associate program for litigation practice group consisting of thirty-seven 1L's and 2L's.
- Collaborate with summer associate support team of partners and associates and assist with planning of firmwide Americas Conference and Summer Associate Academy.
- Oversee summer associate events, workflow, networking, performance reviews and offers.
- Partner with law schools on recruiting, student and alum programs, and develop and implement professional track attorney program in various U.S. markets.
- Collaborate with marketing, talent and development, and other teams on pipeline initiatives, sponsorships, knowledge sharing, program creation, best practices implementation, and recruiting activities.

## **HIGHER EDUCATION EXPERIENCE**

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### **University of Miami School of Law, Career Development Office, Coral Gables, FL**

*Associate Director; Director of Domestic LL.M. Career & Professional Development Programs, May 2012 – March 2022*

- Assisted students and alumni with career planning and coaching for public interest, government, and private organizations.
- Reviewed application materials, conducted mock interviews and job search strategy sessions.
- Worked with JD/MBA, Tax, Estate Planning and Real Property LL.M. students on career strategies.
- Collaborated with Talent and Development team; led UM new-hire one day orientation program for Medical, Marine and Gables campuses which resulted in welcoming 150+ permanent employees each week for a full year.
- Created and delivered career and professional development programming for students and alum.
- Managed student and graduate disability recruiting for federal Workforce Recruitment Program.
- Actively recruited new employers and assisted with on-campus recruiting, resume referral and job postings.
- Handled requests for diverse candidates and guided students on diversity applications.
- Expanded LL.M. recruiting, Tax Talks Speaker Program to include accounting, investment firms, and banks.
- Collaborated with main campus career services and raised student participation in recruiting events to over 200%.
- Organized, executed and managed budget for Annual Informational & Networking Career Fair, tripling employer participation. Worked with internal departments and outside vendors.
- Used Symplicity platform to track and report graduate placement data for submission to ABA, U.S. News and NALP.
- Managed law student Mock Interview Program with year over year participation increase.
- Trained new Advisors and work-studies on job database, student advising and resources.
- Implemented and ran student business card program; worked with vendors and internal departments.
- Created and managed department social media.

*Student Development Director, Student Services, January 2012 – May 2012*

- Counseled students on all aspects of law school life and academia, including academic standing, emphasizing emotional and professional well-being and integration.

### **Florida International University College of Law, Miami, FL**

*Director, Career Development Office, April 2009 – January 2012*

- Managed career services office for over 600 day and evening students.
- Devised annual budget and spearheaded strategic plan.
- Created, implemented and presented weekly educational and professional programs, tripling student participation.
- Developed and implemented all student and employer resources and policies.
- Maintained relationships with local and national law firms, corporations and government organizations.
- Doubled employer participation by second year for on-campus interviewing and resume forwarding programs.
- Compiled, prepared and maintained all statistical information on employment for NALP, U.S. News and ABA.
- Managed Florida Bar Foundation Fellowship Program and Florida Supreme Court Fellows Program.
- Developed content for bi-weekly student e-newsletter on career development, current postings and professionalism.
- Managed all logistics and scheduled 70+ employer organizations for 2011 SE Minority Job Fair (SEMJF).
- Developed and coordinated workshop for Council on Legal Education Opportunity (CLEO) and PLSI participants.

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## LEGAL EXPERIENCE

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*Attorney*, 2001 – 2014: Worked with various firms, in-house and government organizations, providing legal advice, analysis and results in complex commercial, employment, health and family law matters.

## TEACHING EXPERIENCE

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**Florida Memorial University**, Miami, FL

*Adjunct Professor*, August 2006 – May 2011

- Lectured and evaluated non-traditional students in Business Law I & II, Organizational Behavior & Management, and Business Ethics & Society.

## BUSINESS EXPERIENCE

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**Ryder System, Inc., Ryder Integrated Logistics, Financial Planning**, Miami, FL

*Staff Financial Analyst*, March 1997 – July 1998

- Prepared Business Plan and forecasting model for domestic field operations.
- Analyzed monthly operating results, prepared and presented various financial summaries and cost analyses.

**Bank of America, N.A., (formerly NationsBank)**, Miami, FL

*Assistant Vice President, Banking Center Manager*, August 1993 – March 1997

- Prepared associate individual development plans, quarterly plans, and annual performance evaluations.
- Attended career fairs and assisted in recruiting talent for banking operations and sales teams.
- Generated sales leads through community outreach and increased product and loan sales by 200%.
- Elevated customer relationships and developed business partners.
- Prepared and presented reports of branch performance assessments and business development activities.
- Supervised and coached team on professionalism, sales techniques, service, and audit compliance.

## EDUCATION, CERTIFICATIONS & BAR MEMBERSHIP

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**University of Florida Levin College of Law**, Gainesville, FL

Juris Doctor, 2001

**University of Miami**, Coral Gables, FL

Enrollment Management in Higher Education Certificate, 2015

Master of Business Administration, 1996

Bachelor of Business Administration, International Finance and Marketing, 1993

Certified Professional Coach

TESOL Certificate, 2019

QPR Suicide Prevention Gatekeeper Program Certificate, 2017

Admitted to: Florida Bar; U.S. District Court, Southern District of Florida.

## PROFESSIONAL MEMBERSHIPS & ACTIVITIES

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*Career Coach/Mentor*, Way Finder, LLC and Breakthrough Miami; *Member*, Professional Association of Resume Writers & Career Coaches; *Secretary* (2025-2026), *Treasurer* (2022-2023), *Director* (2023-2024), South Florida Association for Law Placement (SFALP); *Teacher Volunteer*, *Financial Literacy and Entrepreneurial Skills*, Junior Achievement; *Big Sister Mentor*, Big Brother Big Sister Program; *Volunteer*, VITAS Healthcare (Hospice); *Member*, NALP-Association for Legal Career Professionals; *Co-Leader*, Girl Scout of SE Florida, Troop 10232.