

Nicole E. De Leon

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Introduction

Nicole is a member of the CH& Land Use group. She works with real estate developers to efficiently shepherd projects through the land use entitlement process. Nicole provides insight and guidance regarding how to interpret local codes and State statutes to assist with project due diligence and the permitting process. In the event a project permit or other land use decision is appealed, she applies these same skills in administrative hearings and court litigation to resolve disputes in her clients' favor. Property owners rely on Nicole's expertise and strategic counsel to secure approvals for developments, including residential, commercial, mixed-use, industrial, assisted living, hospitals, schools, and religious facilities.

Nicole seeks creative, out-of-the-box solutions to overcome obstacles that confront her clients. Her ability to focus on the details of a development project without losing sight of the big picture, coupled with her sharp legal analysis and interpersonal skills, make an effective combination to achieve success for her clients.

Education

- University of California, Berkeley (B.A., with honors, 2007)
- Seattle University School of Law (J.D., cum laude, 2014)
 - *Seattle University Law Review*
 - Seattle University School of Law Dean's Scholarship
 - King County Bar Association's Diversity Fellowship

Admissions

- Washington

Honors & Recognition

- Ranked in Washington State by *Chambers USA* in the area of Real Estate: Zoning/Land Use since 2022
- Recognized in Washington State by *Chambers USA* as an "Up and Coming" in the area of Real Estate: Zoning/Land Use, 2022
- Listed in *The Best Lawyers in America*® on the Ones to Watch List in Land Use and Zoning Law since 2021

- Named on the Washington Rising Stars list by *Super Lawyers® Magazine*
- *Future Leader*, Chambers Diversity & Inclusion Awards: North America 2021

Professional & Community Involvement

- National Association of Industrial and Office Properties (NAIOP), Government Affairs Committee Co-Chair
 - Developing Leaders Committee, Past Member
- Washington State Bar Association, Environmental & Land Use Law Section, 2021 Mid-Year Seminar Co-Chair
- Urban Land Institute (ULI)
- Seattle Metropolitan Chamber of Commerce
- King County Bar Association
- CH& Diversity Team
- CH& 2013 Summer Associate

Publications/Speaking Engagements

- Speaker, "Big Deals for the South End," NAIOP Meeting, Seattle, WA (March 16, 2022)
- Speaker, "Permitting Strategies in the Northwest: Permitting 101," The Seminar Group Webcast (December 1, 2021)
- Panelist, "Recruitment, Retention, & Relationships," NAIOP Diversity, Equity & Inclusion Webinar (February 25, 2021)