

Sophia Bell Lavin, SHRM-SCP

slavin@cairncross.com

direct: 206.254.4420

fax: 206.587.2308

Introduction

Sophia has been with CH& since 2000 and has a deep understanding of what it takes to be a successful and contributing member of the firm. Working closely with Ana-Maria, the firm's Managing Partner, Sophia particularly enjoys strategizing about the best way to accomplish the firm's goals, while ensuring that each team member's particular interests and abilities are leveraged. Together with a talented and dedicated Executive Team, Sophia makes sure that the business of law is attended to while the firm's values and culture are thoughtfully upheld.

Education

- B.A. in English (with a Film Studies minor), Oberlin College, Oberlin, OH, 1996
- SHRM-SCP Certified
- SPHR Certified through the Human Resources Certification Institute

Professional & Community Involvement

- Association of Legal Administrators, Puget Sound Chapter
- Seattle Area Legal Recruiting Administrators
- Society for Human Resource Management
- CH& Diversity Team

Publications/Speaking Engagements

- "The Insider's Guide to Law Firm Recruiting," Speaker, May 6, 2015 Center for Professional & Leadership Development, University of Washington School of Law
- "Ergonomic Triggers," Panelist, June 2012 PSALA Combined Human Resources and Facilities Sections
- "Conflict Resolutions Skills," Speaker, September 2010 PSALA Human Resources Section
- "Running Effective Meetings," Speaker, April 2010 PSALA Board Retreat

Cairncross & Hempelmann

524 Second Avenue, Suite 500

Seattle, WA 98104

(206) 587-0700

www.cairncross.com