



Education

Osgoode Hall Law School (2000) LLB
 McGill University (1996) Bachelor of
 Social Work

Bar Admissions

Ontario (2002)

Contact

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Natalie Zinman

NATALIE ZINMAN

is the Director of Legal Recruitment and Development at Lenczner Slaght.

Natalie is responsible for managing the Firm's recruitment and professional development initiatives to nurture the professional growth and development of its legal talent. Her role focuses on the talent lifecycle of our students and associates. Her role will include recruitment, career coaching and mentoring, professional learning, performance management, and retention. Natalie is also involved in managing the Firm's diversity and inclusion initiatives.

Collaborating with the Firm's management committee, partners and business teams, Natalie leverages her background to integrate talent growth and development into the Firm's broader strategic goals and objectives to support long term growth.

Natalie has developed expertise identifying and recruiting top talent through law school recruitment processes and at the lateral associate level. Natalie directs the Firm's liaison activities with law schools, law students and law student organizations.

Natalie's expertise is recognized in the talent management community. She is often called upon to share her experience and advice with students at law schools and other forums, appearing on panels focusing on recruitment, interviewing, resilience and diversity and inclusion. Natalie is an active member of the National Association for Law Placement (NALP) and is co-chair of the NALP's Summer and Articling Working Group. Natalie has completed Mental Health First Aid Training.

Prior to joining the Lenczner Slaght, Natalie worked in the Toronto office of an international law firm for almost twenty years, practicing as an employment litigator for almost a decade before transitioning into a talent management role.

SELECT PUBLICATIONS AND PRESENTATIONS

- **Preparing for Cross-Country Recruits** – Natalie Zinman was invited to speak at the University of Calgary, Faculty of Law's program titled "Preparing for Cross-Country Recruits".

- **Different Strokes for Different Folks - Offering Flexible Career Paths** – Natalie Zinman was invited to speak at the 2021 NALP Canadian Winter Meeting. Natalie shared her expert insights on the panel "*Different Strokes for Different Folks - Offering Flexible Career Paths*".
- **Pragmatic steps for young lawyers and practices to better balance personal and family needs with a growing practice** – Natalie Zinman spoke at Canadian Lawyer's Young Lawyers Summit. Natalie shared her expert insights on the panel "*Pragmatic steps for young lawyers and practices to better balance personal and family needs with a growing practice*".
- **Why Should We Hire You? Perfecting the Art of Persuasion on Interviewing.** – Natalie Zinman co-presented at the 2015 NALP Annual Education Conference in Chicago on the topic, "Why Should We Hire You? Perfecting the Art of Persuasion in Interviewing."
- **Proposed amendments to the Personal Information Protection and Electronic Documents Act: relief is on the way for M&A transactions** – Natalie Zinman co-authored the Lexology article Proposed amendments to the Personal Information Protection and Electronic Documents Act: relief is on the way for M&A transactions.

SELECT NEWS ARTICLES

- **Internship Strengthens Knowledge of Immigration Law** – Our Director of Legal Recruitment & Development, Natalie Zinman, was interviewed for Schulich School of Law's recent article featuring one of our 2022 Access to Advocacy Internship recipients.
- **Today's law firm recruiting takes massive stakeholder co-operation** – In The Lawyer's Daily's recent article, our Director of Legal Recruitment & Development, Natalie Zinman, and the former Co-Chair of our Student Program comment on the changes to summer student recruitment as a result of COVID-19.
- **Lenczner Slaght Welcomes Natalie Zinman** – Natalie will help us continue to attract, recruit, and retain top legal talent by managing the firm's recruitment, professional development, and diversity and inclusion initiatives
- **The Bay Street Job Market Holds Steady** – Natalie Zinman was interviewed in the PrecendentJD article "The Bay Street Job Market Holds Steady."
- **From Summer to Articling** – Natalie Zinman was interviewed in the Lexpert article "From Summer to Articling."
- **Firm Recruiters Share Tips for Landing Your First Law Job** – Natalie Zinman was quoted in the PrecendentJD article "Firm Recruiters Share Tips for Landing Your First Law Job."
- **Confronting the Mental Health Stigma in the Legal Profession** – In the Lexpert article "Confronting the Mental Health Stigma in the Legal Profession", Natalie discusses the challenges that employees face when it comes to achieving a work/life balance.
- **Landing the big one** – Natalie Zinman was quoted in the Canadian Lawyer article "Landing the big one" about what students can do to get experience on bigger cases.

PROFESSIONAL ACTIVITIES

- The Advocates' Society
- The Canadian Bar Association
- The Ontario Bar Association
- National Association for Law Placement (NALP)
- Professional Development Consortium (PDC)