



# **The Spanish M&A market and key players**

January - October 2021

## **Agenda**

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# M&A TEASER

Newsletter



Harmon

M&A Teaser is a weekly **newsletter** focused on providing information on **M&A activity in the Iberian Peninsula**.

Every week, we research and summarize news, trends, transactions, job moves and anything else of interest that happens in the industry. We have used the data we have researched to compile this report.

M&A Teaser was born with the idea of **creating a community** in the Iberian market, in which everyone is informed, updated and aware of all the movements both in Spain and Portugal.

We are **independent** and aim to position ourselves as one of the best information providers in the Iberian M&A industry.

You can read us every week – sign up:

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Harmon is a **strategic consulting firm** that advises organizations on interpreting their environment and connecting with their stakeholders through **non-market strategies**.

In the **financial communications practice**, we advise the various stakeholders within the financial and investment community as well as companies working on transactions.

We offer a wide range of strategic communications services related to **transactions** (public and private M&A, IPOs, restructurings) and **ongoing financial communications and investor relations** support (quarterly results, profile raising & positioning, communications support for portfolio companies).

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## 01. The Spanish M&A market – 9M 2021

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Following a tough 2020, in which Spain's economy was one of the hardest hit by the pandemic across Europe, Spain started its economic recovery in 2021 with a booming M&A market and a promising outlook.

Increasing competition in other European countries, Brexit and its consequences, continuing Covid-19 restrictions and slow vaccination progress in other countries have been pushing funds and financial/legal advisors to look for new frontier markets. High liquidity across the world and the significant amount of dry powder buyout firms seek to employ have generated lots of interest from international private equity firms in the Iberian market, both from European and US players. This has led to both 9M 2021 deal volumes and values in Spain clearly surpassing 9M 2019 and 9M 2020 levels.

From a sector point of view, the highest deal values were achieved in energy, mining & utilities, whilst the high interest in the region's renewables sector has been a key driver of activity. More than 50 deals took place in the Industrials & chemicals sector, making it the most targeted one.

What's more, political stability, low cost of talent and tax breaks are other factors which have been attracting international investors' interest to the Iberian Peninsula. The region has become an interesting market for many players to open their own local offices or hire dedicated teams. It is therefore not surprising that, during the first nine months of the year, investors and advisors have been beefing up their teams and more than ten international firms have arrived to Spain and Portugal. Local players have also been hiring aggressively to prepare for what is proving to become a record-breaking year for the entire M&A market.

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## 02. Funds – Executive Summary\*

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Between January and October 2021, M&A Teaser and Harmon have been tracking the most important moves within investment funds in Iberia (VC, PE, Debt, Infra & Real Estate). According to our data, there are close to 30 new players in the Iberian Peninsula competing in different verticals, including 4 local firms focused on Private Equity.

Almost 15 international funds have either opened an office in the Iberian Peninsula or hired a senior adviser to help them with deal sourcing & origination in the region. The large majority of these players came to play within the debt market, like Pricoa Private Capital, who opened an office in February and have already closed a landmark transaction with Atlético Madrid.

Oakley Capital has been one of the international funds who has set its eyes on the Spanish and Portuguese PE industry. Only a month after having hired Valero Domingo as a partner, they closed the acquisition of Primavera BSS and have already completed other VC investments in the region.

International Venture Capital, Real Estate and Infrastructure funds are trying to seize opportunities in the Iberian Peninsula, and a total of 7 funds dedicated to these sectors have decided to open branches in Spain.

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## 03. Financial Advisors – Executive Summary\*

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Between January and October 2021, M&A Teaser and Harmon have been tracking the most important moves within Corporate Finance/M&A Advisory in the Iberian Peninsula. According to our data, 5 international players have launched new corporate finance teams in Madrid, including well-known firms such as Jefferies and Stifel.

The firms that have hired the most in the region are, in particular, Alvarez & Marsal, Alantra, Evercore, Bestinver and Beka Finance. Two of the most noticed hires included BEKA Finance hiring two former managing directors from BNP Paribas, Arturo García-Tizón and Diego Aguinaga, to re-launch their M&A department.

Given the positive environment for non-banking finance, Mid-Market players are increasingly focusing on advisory for private lending & distressed investment. Norgestion, Arcano, Clearwater, V4, Arthur D. Little and international firms such as Crédit Agricole and A&M have been building teams to capitalize on these trends.

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## 04. Legal Advisors – Executive Summary\*

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The market for senior talent within legal advisory firms in the Iberian Peninsula has been particularly competitive. There have been tectonic shifts all around and many partners have been moving bringing with them entire teams.

According to our analysis, the most active practice in Iberia has been Banking & Finance. From international firms such as Linklaters and A&O to local boutiques including Ontier & Fieldfisher Jausas, more than 10 law firms have hired partners dedicated to this practice to participate in the wave of banking consolidation and NPL divestment in the region.

Following the trend of NPLs after the end of moratoriums, local boutiques have been focusing on building their restructuring & insolvency practices. Six local firms have either promoted a practice leader internally or hired externally for their teams.

Overall, we have noticed increasing activity of several local boutiques that have been investing heavily in building their teams. The most active firms YTD have been Ontier, Ecija and Fieldfisher Jausas who hired close to 20 partners across the Iberian Peninsula.

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## 05. Outlook

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The strong recovery of the Spanish and Portuguese economies coupled with Covid-19 losing more and more protagonism, gives reason for optimism that we will see a few great months with a lot of activity for everyone in the market.

Given the political prioritization of the national integrated energy and climate plan and projects involving digitalization, the renewables and optical fiber sector will continue growing and attract lots of (international) investor interest.

There is growing concern among analysts about a global slowdown in economic growth, caused by rising energy costs and distortions in some supply chains, inflation as well as uncertainty about China's real estate sector. To fight inflation, central banks could begin to tighten monetary policy, withdrawing stimulus and even raising interest rates. A more uncertain economic growth and interest rate outlook will make valuations and financing more difficult.

In light of the current cost of hiring & retention, technology will play a bigger role in the industry and Iberia could start catching up with more developed markets such as the UK and US.

In the event that the cycle turns, we could see an increase in uncertainty in the PE sector, due to the high valuations being paid. That would also have an impact on the advisor market, especially on those firms that have grown aggressively.

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## 06. Appendix: Job moves

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# 01. Funds

## January

- Starwood Capital has launched a dedicated office in Spain, and appoints Ignacio Sagüés, former Head of Divestments of Real Estate Assets and Portfolios at AXA Investment Managers, Director General in Spain to lead the office.
- Two former-Sherpa Capital professionals, Lars Becker and Iñigo Urbon (in charge of Portugal) have founded Henko Partners, and are joined by an ex-Sherpa VP and Associate.
- Bestinver has hired two employees from parent company Acciona for its Infra funds (including the former CEO of Acciona Servicios).
- Siemprelara has hired a Director from Barclays IB in Madrid to lead the company's Alternatives business.
- Javier Ortigosa has been appointed Director of Bain Capital and "Country Head of Italy" in Madrid.
- Javier Elosua Glez has been promoted to Director at Moira Capital Partners.
- Roundshield has appointed Ignacio Lliso Arenillas as Director.
- David Iriso leaves Stoneweg to become CIO of All Iron Gestion
- Eulalia Nieto Ellis leaves Alantra DCM to join Frux Capital Investments S.L. as a Director.
- Giovanni C. Zingone has joined CarVal Inversores de Haya as PM.
- Black Toro founder Ramón Betolaza has joined US fund BP Energy Partners.
- Borja Prado has acquired 51% of Peninsula Holding SARL after having conducted various share purchases from his two financial partners.

## February

- The Fernández Fermoselle family has founded the Naropa Family Office, whose board is composed of the four siblings

Marcos, Ángel, Cristina and Alfonso.

- Oquendo has hired Rocío Goenechea Sicre, Leticia Bueno Cano and Ricardo Junco as partners.
- Nexxus Iberia has hired Inés Bone as CFO (ex-Aura REE).
- Beatriz Menéndez-Valdés (ex-Head of Hotel Consultancy - Spain and Portugal at Christie & Co) has joined Navis Capital.
- Kanope Impact has appointed Brune Ribadeau Dumas Head of PE.
- aProperties has appointed Óscar Vall new managing director of the company's Madrid office.
- Ramón Arocena returns to Advent to join the Madrid-based team as a director.
- Joan Roure Parera has left Charme partners to join Scopely.
- Cristina Badenes, partner at Meridia Capital, has been appointed new president of Leven 20 Spain.
- Acon has hired Marta de Oca Cirera directly from Tikehau London.
- Jose Antonio Ortiz has resigned as Head of Corporate Advisory at Beka Finance to become VP of Pricoa Private Capital.
- White Summit Capital has made several changes to the team:
  - Massimo Tambosco has been appointed MD.
  - They lost one of their first associates to Augusta & Co.
  - Cristina Sanchez-Praena Ferrer, ex-Vector 4, has been hired.
  - Nicolás Espinós has been hired from Citi.
  - Pablo Ponce Mendiola, ex-Faraday, has been hired as an analyst.
- Athena Equity Partners has hired João Maria Morgado, ex-Deloitte PLAS, as Principal.



# 01. Funds

- Portobello has hired two new VPs, one from Permira Madrid and the other from Carlyle Special Situations London.
- Alfredo Álvarez-Pickman has founded VestBio Capital after several years at Key Capital Management
- DIF has hired Cristina Sanchez Raymundo, ex-IG, as Director in Madrid.
- Movhera, has appointed Filipe Santos as CFO.
- Healthcare Activos has hired Glòria Jordà to lead the commercial and compliance department.
- Diego San José will leave Blackstone according to several media outlets.
- Stronghold AM has appointed Ignacio Secades as CFO.
- Sherpa Capital has hired José María Retana Manzano-Monís as investment director.
- Matrix Renewables has hired a legal manager from Abengoa and Iñigo Asensio as MD of M&A.

## March

- H.I.G. Capital has hired Ignacio Blasco as Managing Director of WhiteHorse. Ignacio Blasco will be based in Madrid.
- Cerberus has announced that Maurice Kelly will leave the company to join Savills IM.
- All Iron Socimi has appointed David Iriso as new co-CEO and head of investments.
- Portobello has appointed Luis Manuel Soto Montero as head of its Luxembourg branch.
- Antonio de la Hoz Arespacochaga will become COO of Portobello Capital.
- Drago Capital MD Francisco Silvela has left the fund.
- Eduardo Quintana has teamed up with former Aguirre manager Emilio Langle to launch Quinlan Asset Management.
- Arcano Partners has announced that Javier Mallo will join the Institutional Sales team led by Pedro Hamparzoomian.
- Gesconsult has hired Álvaro González Ruiz-Jarabo as partner in charge of the company's Private Equity business.
- Tikehau loses a VP in its Madrid office, who returns to Portugal to the Crest Capital Partners fund.
- Carlos Basté Palaudarias is to join Stoneweg as MD in Spain.
- DIF Capital Partners in Madrid has hired a new director from ING.
- Suma Capital has hired Griselda Garde Monferrer as head of legal advisory.
- Flashpoint Ventures has appointed Stephen Polakoff as partner and GC in Barcelona.
- All Iron Ventures has made its current co-CEOs, Diego Recondo and Hugo Fernandez-Mardomingo, partners.
- Scannel Properties has hired Javier Inchauspe, a former Merlin executive.
- Advent France Biotechnology has arrived to Spain and has appointed Alejo Chorny as director and responsible of business activities in Spain.
- Portobello Capital has hired two new managers: Antonio Rodríguez-Pina, from The Carlyle Group, and Joan Llansó Caldentey, from Permira.
- Stoneshield Investment Funds has hired a Manager for distressed corporate savings debt and a former KPMG RE analyst.
- Viriato Capital has been founded by a former McKinsey & Company and a former Bain/Raisin Country Manager
- Drago Capital has appointed Alfonso Mato García-Ansorena as CEO and President of the company, replacing Mayte Medina.
- Mago Equity has hired a VP from Duff & Phelps to launch their first fund.



# 01. Funds

## April

- Ship2B Ventures has hired Marc Sabas in London and Jaime de Antonio from Q-Impact.
- Gabriel Santa Eulalia has left Corpfina to join Peninsula Capital as a partner.
- One of the partners at C2 Capital Partners (formerly Critical Capital) has left the firm to launch Artic Ventures.
- Five Elms Capital has been setting up an execution team in Iberia and has hired 2 people in Portugal and one person in Madrid.
- Galp has appointed Renato Braz as head of its VC arm.
- Conexo Ventures (GED) has hired Daniel Cárdenes Estellés as analyst (Ex-VP at Casavo).
- Stoneweg has appointed Miguel Casas as director of Stoneweg Hospitality.
- Cardumen Capital has grown its team by 50% with the entry of several analysts and interns.
- All Iron Ventures has appointed Robert A. Nowak as Director. Robert has spent more than 10 years at different VC funds in Europe.
- Columbus Ventures has appointed Beatriz Galbis Fuster as Head of Legal after 10 years at Cuatrecasas and Garrigues.
- Javier Vital Martín has been appointed Director of the Timon family office.
- Nortia Capital has appointed Marc Caus as Director of the family office's Alternatives business.
- Kibo Ventures has hired two investment managers, Jose Gaytan, ex-CS, and Pol Fañanas.
- Drago Capital has hired Germán Lopez-Madrid as Investment Manager from HIG Capital's Madrid office.
- Kapita has hired Darío Villena as Investment Director.

## May

- Banca March has appointed Juan Manuel Soto as president of its private equity arm March Private Equity.
- Alantra Private Equity has appointed Javier Pijoan and Chema Fernández as Operating Partners, specializing in Sales and Marketing, and Digital Transformation, respectively.
- Orienta Capital has hired Hendrik Hammer Esteban for its investment team.
- Miura has hired Paz Velasco Parera as Legal Director from KPMG Abogados.
- Squiracle Capital has hired Daniel Navas Kuiper as CFO in Barcelona.
- Bestinver's Infra fund has hired Nicolás Robles Monsalve as VP (ex- Citi & DIF).
- Tikehau has hired David Martín, ex- ProA, as head of Spain and Portugal.
- Nuclio Venture Builder has opened their Madrid office.
- Deva Capital has hired Adriana Muñoz Eyriès as Legal Counsel.
- TresMares Capital has hired José Ignacio Dengra as Director for their debt team.
- Pricoa Private Capital has announced their new office in Madrid.
- Gescobro (Cerberus) has hired three executives from Altamira and Anticipa, Luis Cebrián, Gergo Haluska and Begoña Moren, to set up a secured buyout and asset management team.
- Dazia Capital has hired several professionals from Eneas Private equity and Haya Real Estate in March and April.
- Stoneweg has hired 12 people for its office in Madrid in H1 2021.
- Viriato Capital, a search fund, has already a team of 7.
- Atitlan Grupo has recruited a new head of ESG, a director for renewables, and an investment Associate.



# 01. Funds

- Cristian Abelló, founding partner of Firmum, has left the company to focus on his duties at Quarza and as board member at Torreal.
- Álvaro Sevillano, founder of CoreCapital Finanzas, has left the firm. For the time being, Francisco Pardo has taken over his role.
- Patrizia has strengthened its Spanish team with the appointment of three new professionals:
  - Gustavo Martinez will join as transaction manager for Spain and Portugal.
  - The company has reinforced its Asset Management area with Rita Torres and Rodrigo Mac-Crohon.
- Oakley Capital has hired Valero Domingo, ex-Charme Capital, as partner to grow the company's business in Spain
- Sássola Partners has hired Álvaro Martín Bueno (ex-Deloitte) as managing director.
- Javier Hernández Mañueco, known for having been one of the founders of Inversis, has set up MFO Global Investment Advisors.
- Search fund Namencis Capital has hired a CFO and head of HR.
- Activum SG has hired Begoña Anchuelo Sánchez as CFO after 4 years at Via Celere.
- AGR AM, the subsidiary that is in charge of all of Ardian's renewable assets, appointed Pío Mortera Nales as head of M&A and corporate development.
- Mar Castellà Fontes has joined Sandman Capital Partners after 3 years at Nauta.
- Andrés Bosch Alamar has founded Roma Ventures after almost 5 years at Arcano Bluebull.
- Sherpa Capital has hired a Portfolio Manager from PwC and an Associate from HEC Paris.
- Alcentra is preparing for distressed opportunities in Spain and has hired Pablo Blanco Juarez as Senior Adviser in Spain.
- Inveready has hired Beltrán Mora-Figueroa, who led the M&A and capital markets team at Barclays, as a partner.
- Alberto Gómez Gómez (ex-Oliver Wyman) now works for the Asian fund Creador from Spain.
- Juan Antequera has been hired by Albatros Capital to lead all RE investments.
- Miriam Forte has left Hudson Advisers and will now be in charge of Corporate Credit Recovery at Novo Banco Portugal.
- Panoramix Ventures is launching a VC MultiCorporate Series A fund in Spain. The founders are Jorge Martinez-Arroyo and Pedro Ceia.
- Arcano has appointed Pedro Afán de Ribera as new Portfolio Manager of the Private Debt area.
- Mazabi has announced three new additions to its management team: Enrique Oliete, Cristina Segura and Marina González.
- Actinver Inversiones y Valores, now registered with the Spanish National Securities Market Commission (CNMV), has hired David Angulo Rubio.
- Savills Investment Management has appointed Maurice Kelly as Head of Transactions for Spain and Portugal (ex-Cerberus).
- Brookfield has hired a new junior for its Madrid office.
- Suma Capital has hired Corffin's Principal.

## June

- Morten Duwe, ex MD at Link Mobility, is setting up a buy & build project called Plenius together with a Swedish investor.



# 01. Funds

- Pablo Gómez-Almansa Plaza has joined RIVOLI Asset Management as Head of Acquisitions.
- Luis Paulo has founded POINT Capital Partners SCR S PE/VC fund.

## July

- Bridgepoint has hired the Spaniard Ángeles García-Poveda for its IPO.
- Oaktree has signed a veteran hotelier to acquire hotels in Spain.
- Tikehau has hired David Martín, ex-ProA Capital, as executive director for PE.
- Javier Cuellar has been appointed general manager for Iberia (Spain and Portugal) of the Klépierre group.
- Gestamp executive, Francisco Riberas, has hired Philippe Muñoz from Santander bank to lead the company's investments.
- Mabel Capital has hired Juan Portilla Sebastián de Erice as MD of Real Estate.
- Miguel Arias will join K Fund as a partner.
- 7R Ventures has hired Ricardo de la Torre González as Manager and Álvaro Díez Ruiz-Oriol as Senior Manager.
- Laura Sánchez-Quiñones Campuzano has joined IDC ventures from the Capital Markets team at MS.
- Cunext Group has hired Emilio Magnasco to set up Amaren Industrial.
- Edward Kliphuis has joined Sofinnova Partners.
- Irene Pfeiffer has joined Temprano Capital.
- Isabel Jiménez will be head of asset management and responsible for increasing the value generation of the real estate portfolios promoted by the Elix real estate investment trust company (socimi).
- Ten Brinke has hired Patricia Primo de Rivera as investment manager in Spain.
- Investment firm Ares has appointed Mark Affolter as a representative on the highest governing body of Atlético HoldCo.

- Alantra Private Debt has hired Carlos Pulido as VP in Madrid.
- Corpfin Capital has hired Alvaro Arizcun as new Principal.

## August

- Alfonso de León-Sotelo will be the new head of investments at Statkraft Iberia.
- Gonzalo Gutiérrez de Mesa has resigned from his position as CEO of Finsolutia to found Nona Capital.
- Begoña Aguilera Navajas is the new head of IR at Sherpa Capital.
- Enerparc AG has been expanding its Madrid office with several hires in the last weeks (one hire from Matrix and one from Solaria).
- Nobis Capital, a Spanish "Searchfund", has been founded by an ex-BCG and an ex-Bain & Co professional.

## September

- Beka Finance has hired José Corral Vallespín, who had been Chief Risk Officer at Banco Santander for 13 years. He will be the CEO to set up debt funds with which to enter corporate finance for some 2.3bn euros.
- Enrique Marazuela, head of Private Banking Investments at BBVA Spain until last July, has joined MdF Family Partners as a member of the firm's investment advisory board.
- Greenoak has appointed Javier Zarrabeitia as a new director for its listed vehicles Gore Spain Holdings Socimi I and Greenoak Spain Holdings Socimi II.
- Matilde Horta e Costa joins Arcano Partners as head of private equity secondaries for Europe.
- Íñigo Laucirica has left Barclays to become the new Associate covering the Southern European market (Spain, Italy and Portugal) at Samaipata.



# 01. Funds

- Inés Macedo has joined Armilar VC after 8 years at BCG.
- DWS today announced the appointment of Manuel Ibáñez as the new Head of Real Estate for Spain and Portugal. Based in Madrid, Ibáñez joined DWS in 2013 and has nearly fifteen years of experience in the real estate sector.
- Juan López Santamaría and Joaquín Reuelta have become Partners at Kibo and Jordi Vidal has been promoted to Principal. Juan has done a great job working alongside brilliant founders in Devo, Defined Crowd and in some exits such as Blueliv, Billin or Captio. Joaquin has been instrumental for the growth of companies such as Paack and Gamelearn and a key driver for the Promofarma exit, the most fashionable investment firm in the world.
- The investment firm that will be the most talked about in Madrid in the coming months is called Welcome Asset Management. It is the new independent asset manager set up by the former Credit Suisse bankers who resigned during the summer, led by Ignacio Laviña and Javier Alonso.
- Proaltus Capital AM has been included in the official registry of the Spanish National Securities Market Commission (CNMV).
- Former Sareb president Jaime Echegoyen is to join SME fund TWC, specialized in the financing of Spanish SMEs.
- Vitruvian Partners might be opening an office in Madrid. A few weeks ago, they hired a Portobello VP.
- Tresmares continues its aggressive expansion strategy and hires a Director from Nomura.
- Sherpa Capital continues hiring and has just incorporated an ex-PwC FIG associate. Queka and Corpfin have also hired new associates in the last weeks.
- Faraday Venture Partners has appointed Jaime Biel Turón as a new Partner.
- Bluefield Partners, a UK-based investment advisor, and Arcano Capital have launched an Italian "special situation" co-investment vehicle focused on Italian operational solar assets.
- Adolfo Favieres, until a few days ago head of US fund manager Barings for Spain and Portugal, will launch Neberu Capital real estate fund before the end of the year.
- Vía Célere has added Tim Mooney, currently an executive at Värde Partners, to its board of directors to replace Héctor Serrat, who will leave the investment firm in November.
- David Núñez joins Espiga Capital as MD after 8 years in the US.
- Rahco Partners is a new PE fund created by two partners in Barcelona (one of them is Ivan Alonso, a true M&A veteran).
- Edgar Company (Ex-Barclays & Pamplona Capital) has set up a search fund in Madrid called Surca Capital.
- Another searchfund has been set up a few months ago in Madrid: Aqua Capital Partners.
- Alvaro Gonzalez San Pedro has been appointed head of platform at VC Samaipata.
- Iván Feito has rejoined Axon Partners as Principal after 4 years at Prosegur
- The CTG Madrid office has hired Fernando Ojer Sanz as Head of M&A.

## October

- Guido Demarco has been hired as new director and head of legal assets at Stonward Litigation Funding.
- Alvaro Castellanos, former VP of Rothschild Madrid, has joined what appears to be a fund/Searchfund called Alambique together with Jacobo Escario (Ex-Arta Capital).
- Juan Cambeses has left Baring PE to join Moira Capital as a Director.



# 01. Funds

- Aurelio Gutierrez Perez has been hired from Cubico Sustianable Investments to be the head of Repsol Renovables.
- Beka Finance is strengthening its real estate asset management team with the addition of Juan Criado as director of product development for Beka Real Estate. In this position, Criado will be responsible for product origination, investment structures and the design of investment policies for the different real estate vehicles.
- Guillermo Maldonado Ureña has joined Think Bigger Capital as Director after 8 months at Queka Real Partners.
- Alejandro Cadenas Gonzalez has been appointed Associate VP, European Telco & Mobility at IDC, the VC fund.
- Alma Mundi Ventures has appointed Eric Slesinger as Principal & Head of Investments for Madrid.
- Miguel Cavero Mitjans has left Telefónica after almost 10 years to become ED of ACE by Tikehau Madrid.
- Martin Gonzalez Caride, CFA, is the new M&A partner at Nuclio Venture Builder.
- Alfonso de Gregorio and Lola Jaquotot, two of Spain's most renowned fund managers, are leaving Trea Asset Management, to be replaced by Federico Battaners.
- The family office of Josep Font Fabregó, the former owner of 50% of distribution group Bon Preu, has just registered Turtle Capital with the Spanish National Securities Market Commission (CNMV) to operate in Venture Capital.
- Asterion hired Francisco Clemente Sánchez as Operating Partner following the termination of his non-compete clause.
- Bigban Private Investors has renewed its board of directors and added six new members to the team. Tom Horsey, Manuel Julià, Borja de Gabriel, Amparo Ribera, Nick Kempe and Raúl Mir will join the management team as members.
- Banco Santander continues to complete its team at RetailCo, the subsidiary created to optimize the management of the bank's branches, and has hired Sara Carracedo and José María Revuelta, formerly at aRetail and Catella, respectively.
- Azora has just announced the hire of Fernando Pérez-Hickman, former CEO of Banco Sabadell, to lead the firm's expansion in the US.
- Daniel Gálvez has joined Alantra as partner and head of real estate asset management. He has advised on and closed deals worth €2.96 billion.
- Pioneer Point Partners LLP has hired Miguel Sánchez Praena and Iñigo Sánchez Junco to join Altano Energy as MDs, with the objective of building the best renewable energy platform in Iberia backed by Pioneer.
- Roebuck Asset Management announced the appointment of Victor Gregori as Managing Partner of its new Madrid office.
- Panagram Capital has hired Javier Jarabo Sancho as Executive Partner.
- AIP Management has set up an office in Madrid with the hire of Alfonso Andrés and Alfonso Lorenzi, both ex-Vestas.
- Lucas Wessling has joined the Goodgrower fund after a few years as an Associate at Hanover Investors Management.
- Pedro Andrade has left Houlihan Lokey's RX team to join Ares's debt fund.
- Francisco Olea Comas joins the PSG fund as VP and only employee in Madrid.
- Charme Capital has hired Asier Sanz Mitchell as Manager (ex-Endurance Partners) and Juan Casla Aguilar as Associate (ex-MS).
- Aurea Álvarez has joined Ardian's infra team after 2 years at InfraRed CP.



# 01. Funds

- Arnau Anglerill, an associate with five years' experience at AZ Capital, has launched a searchfund to buy a company valued at a maximum of 50 million euros and has hired 3 juniors to help him with sourcing.
- José Luis Blázquez has stepped down as CEO of Beka Values.
- Beka Finance has hired Santiago Vivas (Crédit Agricole) to relaunch its private banking business.



# 02. Financial Advisors

## January

- Barclays is planning to return to the banking business in Spain and is looking to hire talent to relaunch its private banking business.
- KPMG is boosting its real estate practice by hiring Juan Velayos as external advisor and having launched a team of 51 professionals.
- FTI Consulting Spain has hired Miguel Ángel Díez from PwC.
- You are Capital has a new partner in Barcelona, who has a lot of experience in APAC-mining.
- MS has 130 new MDs. Antonio Madrid is the only Spaniard that has been promoted to MD.
- Marcos Colomer will lead Sabadell's UK corporate banking unit, replacing Carlos Franqués, who moves to represent the bank in Dubai.
- Credit Suisse has hired Javier Cañizares from SocGen as Director in Madrid.
- Online bank N26 has appointed Marta Echarri as general manager for Spain and Portugal.
- Colliers International has appointed Alberto Diaz as Managing Director of Capital Markets.
- Brainsre has compiled an overview of job moves in the real estate sector:
  - Inbest has appointed Delia Izquierdo as a new board member.
  - Habitat Inmobiliara has appointed Alberto Lanza Suárez as new Director of Systems and IT.
  - La Finca has reinforced its management structure with the appointment of Jesús García Tello.
  - VGP has appointed Dirk Mittermüller as Chief Commercial Officer.
  - Santander Private Banking Real Estate Advisory (SPBREA) has appointed Raúl Pou as new president.
- Mapfre has appointed Alfredo Muñoz Pérez as new General Director of Real Estate.
- Valliance Real Estate has hired Aurelio García as a senior consultant.
- Rafel Saurí has been appointed as new managing director of Advancing.
- Urbanitae has appointed Iñigo Torroba as new Director of Real Estate.
- David Brush, Javier Zarrabetitia, and Fernando Lacadena have left Merlin Properties. As a replacement, Fernando Ferrero will become head of offices; Fernando Lacadena's duties will be taken over by the Corporate General Management and Finance Department, and David Brush's duties will be transferred to Ismael Clemente, CEO of Merlin Properties.
- Bankinter has hired Pablo Martinez Mayo as Director of Structured Finance Credit Risk & International Finance.
- Banco Pichincha is putting together an IB team from scratch and has hired a syndicated finance director and a junior.
- Haitong Spain has a new MD - Head of Structured Finance Spain (ex-Teras Capital and ING).
- Bestinver has hired Alberto Rodriguez Artacho to lead the M&A practice. Alberto has more than 20 years of experience in corporate finance, 18 years at Barclays Investment Bank where he led the Corporate Finance M&A team.
- EY has strengthened its Rx team with Jorge Doval and Alejandro Velasco, until now associate directors at KPMG, who join as new partners.
- RPE consulting firm has hired Vanessa Gevers as head of Capital Markets with the aim of strengthening the group's business in Spain.



## 02. Financial Advisors

- CaixaBank loses a VP to Dubai where he will join a new boutique (this is the third professional to leave Madrid for Dubai).
- Alberto Segurado has resigned from his position as Head of Financial Advisory. Financial Services & QRM to work at the Spanish National Securities Market Commission (CNMV).
- Bank of New York Mellon SA/NV has opened a new branch in Spain. Mariano Giralt will take on the role of branch manager and Ana Arias will be the deputy manager of the new office in Madrid.
- Bestinver is executing on its expansion plan with seven new hires to strengthen its capital markets area led by Mark Giacomazzi, both traditional Equities and Debt Advisory and M&A.

### February

- Oriol Barrachina has been appointed as the new president of Cushman&Wakefield Design&Build Spain.
- Colliers has expanded its team in the Valencia office with the addition of Sara Garvi.
- Crédit Agricole has created a new division within its investment banking practice in Spain. For the debt advisory practice, it has hired José Tomás González de Canales de Rotsh.
- Clearwater International has hired its new Director of Real Estate Financing in Madrid from Stoneweg.
- Norgestion has hired Rafael Salido as head of Rx and Debt Advisory.
- V4 Financial (formerly Altium) has hired Jorge Burgaleta to set up a debt advisory team.
- Monsanto Capital (Oaklinks in Portugal) has hired Pedro Pinheiro as Partner.
- Santander CIB has created a new team dedicated to strengthening its digital solution offering. Joao Simao will be the global head of digital solutions and will report to Darren Jones, head of Santander CIB in the UK and global head of Banking Corporate Finance.
- KPMG has appointed Juan Martín Chicón as new TS partner for the Madrid office, he will also be responsible for Innovation.
- Gilmar has set up a Capital Markets department for large transactions, made up of a highly specialized team.
- JLL has hired Marta Zulueta, a former C&W executive, as head of the office rental business in Spain.
- Former Blackstone executive Alejandro Sancho has founded Zittus Management together with Joaquín Ros.
- Beka Finance has appointed Tania Sanchez Vaquerizo as CFO.
- BNP has appointed Brazil's Antonio Nogueira as Head of Private Capital - Spain and Latin America (ex-Patria).
- KPMG has hired Pablo Perez Guerrero as CF manager.
- A&M has hired an analyst and associate from Deloitte.
- JP Morgan has made changes to its top management in Spain with the appointment of Andres Herranz as new head of Investment Banking for Iberia.
- One to One has hired Santiago Novoa García as Partner (ex-Abanca).
- Bondo Advisers has hired a partner and two analysts in the last few weeks.
- Alantra has promote Ángel Manotas to MD, after more than 13 years at the firm.
- RSM has appointed Horst Hölderl as head of the Valencia office.
- BofA has appointed Alejandro Brancós as MD in Madrid.
- Pablo Diaz has become CFO of Bestinver.



## 02. Financial Advisors

- A group of UBS M&A FIG MDs had left the team following Andrea Orcel's departure:
  - Andrea Orcel will be the new CEO of Unicredit.
  - Guy Stevens has been hired by Deloitte as Partner in FIG CF.
  - Luis García-Royo Díaz has joined Santander in a specialized debt team.
  - Javier Echavarri (not at FIG but left around the same time) joined the fund of the Ex-CEO of OHL Americas Road Fund.
- Deloitte's partners have decided that Héctor Flórez, currently head of the consulting business, will become the firm's president.
- WindCorp Translink has hired Tran-Minh Thai as French Partner in Barcelona after more than 4 years as Director leading the Accuracy Barcelona office, in addition to having boosted the M&A, fundraising and Rx operations in Spain.
- A&M has relaunched its NPLs leg Global de Portfolio Advisory Business and has hired Nahuel Callieri from Deloitte.
- Deloitte has lost senior manager Iván Asensio to Quiron Salud as Director of Operations and Finance.
- Morison ACPM and BMS (Board Management Services) have signed an agreement to create an Executive Consulting Division focused on Corporate Restructuring.
- Natixis has hired Saori Hosokawa as Director of Financing for RE & Hospitality.
- SocGen has lost a LevFin director to Avatel.
- Javier Ibanez Carrasco, one of the Partners at KPMG Rx, has left the team after 20 years.
- Beka Finance has hired Jesús Vicente Asenjo to launch Beka Real Estate.
- Juanjo Cano will take over the presidency of KPMG in Spain as of October 1 and will replace Hilario Albarracín.
- Nomura is reportedly hunting for talent for its M&A team in EMEA due to interest from Japanese corporates.
- FTI will increasingly focus on M&A and expects to double its team.
- The M&A teams of KPMG, Deloitte, Alantra and Arcano do not stop recruiting talent, in the last few weeks they have hired more than 10 people.
- Alvarez & Marsal continues its aggressive growth strategy in Madrid: 1 year ago, they hired a large part of the EY Rx team in Madrid, a few weeks ago a large part of the Deloitte PLAS team in the UK and now they have hired a Director/Partner duo to set up a TAS team in Madrid (also from a B4).
- Closa Investment Management has hired Jorge Lluch as senior adviser (very experienced in the aerospace industry).
- Sanguino has strengthened its Corporate Finance department with two new hires: Manuel Fernández Maza and Paolo Bua.
- You are Capital has opened an office in Milan, already employs 30 people in Spain and expects to close 20 transactions by 2021.

### March

- The president of PwC in Spain will not have to resign in 2022.
- Colliers has set up a team to advise on renewables transactions.
- Bondo Advisers continues to grow the team and signed Jesús Mera Casado as Managing Partner.
- Unicredit has appointed Abel Enguita as MD for FIG in Madrid.
- Alantra has hired one of the bankers from its competitor Arcano Partners, Andrés Ribón, who joins as head of banking within Corporate Finance.
- Sofia Mendes will be the sole head of the FIG area at Arcano Partners.



# 02. Financial Advisors

- LKS Next has reinforced its Corporate & Finance team with Jon Erdozia as the new Head of Business Development for this area.
- Savills AN has added Logistics and High Street Retail to its Board of Directors and has appointed Antonio Montero as Managing Director and Head of Logistics, and David Barragán as Managing Director and Head of High Street Retail.
- Altamar Advisory has hired an experienced veteran who spent more than 25 years in IB to be co-CEO & Managing Partner (18 years at DB).
- Pantalica Partners, a private restructuring advisory firm in Brazil, is interested in partnerships in Portugal and Spain.
- Aitor Cayero has been appointed new Partner of IMAP Albia Capital.
- BEKA has hired a large part of BNP Paribas' investment banking team to re-launch its M&A department. Arturo García-Tizón and Diego Aguinaga, managing directors at BNP Paribas, will join a new subsidiary of Beka Finance along with Javier Gil, Pablo Pérez Alba and Alejandro Delrue.
- KPMG International has selected Francisco Uría to lead the global Banking and Capital Markets team, comprising some 30,000 professionals with a presence in 146 countries.
- Global strategy consultancy L.E.K. Consulting has opened an office in Madrid. The team on the ground will be led by experienced partners and consultants Jacqueline Thompson and Carmen Morales García.

## April

- Banco BiG joins forces with LKS Next to grow in investment banking in the Basque Country.
- There have been several moves at CaixaBank:
  - Daniel Martin Haas has been appointed head of LevFin at CaixaBank (15 years at Bankia).
  - Antonio San Segundo has been appointed MD of origination after 12 years at Bankia.
- Luis de Gregorio Cudós has left PwC to be appointed Corporate CFO of Atrys.
- Ana-Maria Vidaurre who was head of Madrid at Rubicon Capital Advisers has been hired as Head of Global M&A Energy Transition – Renewables at Cepsa.
- Evercore had hired Juan Pedro Pérez Cózar to lead the Madrid office, as well as Gorka Irigoyen and José María Beltrán, all joining from Rothschild & Co Madrid.
- You are Capital continues to grow and has hired Sara Bartolome as Executing Partner in Madrid.
- A&M has hired Pepe Corral as the firm's new senior advisor. Until now, Pepe was executive vice president and chief risk officer of Santander in Spain.
- KPMG has hired Juan Garat, Cristina Treceño and Jaime de la Herrán for the Real Estate M&A and Valuations team.
- Gesvalt has appointed Diego Vilaró as head of advisory. He used to be in charge of valuations.
- Seabird Capital has hired Jose Frederick San Román Marshall as a partner in Madrid.
- Banco Sabadell has appointed Javier Esteban as head of ECM.
- Miguel Morales has resigned from his role as Head of the Project Finance Energy team for Continental Europe & Andean Region at Banco Santander to join Cepsa.



## 02. Financial Advisors

- Colliers has launched a data center project advisory division in conjunction with Quark.
- Harmon, the new strategic communications consultancy, has hired Anna Steudel (Ex Kreab Madrid, Ex Kekst CNC Frankfurt, London, New York) to lead strategic communications for financial transactions (M&A, IPOs).
- KPMG M&A/Corporate Finance has been recruiting heavily for the generalist and Infra/Renewables teams.
- Cellnex has hired Axel Majer who was the Global Head of TMT at EY based in Madrid.
- AGR-AM, the Ardian platform that manages renewable assets, has already hired almost 10 professionals in just a few weeks.
- Alessio Ruggeri has been promoted to head of M&A Energy LatAm at Santander CIB.
- AvaLanding has hired Vanessa Ferrari as Head of M&A after 2 years at Engel & Völkers Spain.
- CBRE launched a new strategic consulting area focused on real estate issues. The new division is led by Carlos González Castelló and is made up of thirty employees.
- Víctor Pacheco, who was in charge of RE in Altamira Portugal until 2019, has joined Auric Partners in Madrid as a director.
- Luis Romanos is now in charge of Finance & M&A at Reolum and becomes Non-Executive Partner of AGERE.
- Greenvolt the renewables subsidiary of Altri has set up an M&A team from scratch with professionals from Deloitte, Haitong and C2 Capital Partners.
- Citi has announced the appointment of Ignacio Gutiérrez-Orrantia as head of banking, capital markets and advisory for EMEA.
- Mediobanca has hired Andrés Molina as MD and global co-head of Infrastructure and Transport.
- Iñigo Gutiérrez, former executive of Inditex and Catella partner in Spain, has launched SGP Real Estate.

### May

- Altamira has appointed Bárbara Galbis as director of real estate development.
- Santander and Peel Hunt have formalized a collaboration agreement that will bring together the expertise and financial expertise of the two groups.
- Crowe Spain has opened a new office in Madrid.
- Banco Sabadell has appointed Gerard Pallàs, EMBA as Head of Corporates & Acquisitions Structured Finance EMEA.
- Renta4 has hired Pietro Cereza as a director for its investment banking team in Madrid (Ex-Alantra).
- Citi has hired David Ibañez from DB as MD for its Tech & Comms advisory team in EMEA.
- Finsolutia has appointed Joao Luis Boa as Executive Director - Iberian Head of Advisory & Transactions.
- More competition for the lower mid-market segment, now German boutique Sancovia Corporate Finance has hired Jaime Fernández Pinilla (ex-Auren Corporate Finance) as director and head of its new office in Madrid.
- Global Capital Finance has opened an office in Madrid and Luis Villar Pérez will be in charge of originating financing in renewables.
- Bondo Advisors has hired Fernando Gárate as managing partner, a very interesting move given his experience in technology and the boom in transactions of this type.



# 02. Financial Advisors

## June

- Credit Suisse has lost one of its key men for its business in Europe. Armando Rubio-Alvarez, who heads FIG's EMEA franchise, has left to lead Jefferies in Europe.
- More competition in the market? Emilio Recoder has left HIG to become Stifel's new MD in Spain. They already have an office!
- GBS continues to expand in Latam, this time they have signed the former head of Brookfield in Brazil to compete in the largest M&A market on the continent.
- The move of Andres Ribon and several people from Arcano's FIG team to Alantra created lots of buzz a few months ago. But it gets even more interesting, because Arcano hired Juan Venegas one of Alantra's MDs for its FIG team.
- StormHarbour has hired Martim Vasconcellos e Sa as MD (ex-SocGen Representative in Portugal).
- Jorge Garcia Garcia has left Bankia and is now Principal of structured finance at Novo Banco Madrid.
- Fluidra's former MD in China, Guillermo de Miguel, has joined the One to One Corporate Finance network in Barcelona.
- A&M continues to grow heavily in Iberia: exactly 1 year ago, it took over EY's Rx team, and then took over part of Deloitte's NPLs team at European level. These include former partner Cristina Almeida, with 20 years of experience, and Ignacio Basagoiti, former director in the same Financial Advisory team. A&M has made these hires to launch a new Transaction Advisory Group.
- Catella has appointed José María Revuelta as the new head of the retail department.
- Cushman&Wakefield has hired Pere Morcillo, until now head of JLL's logistics and industrials practice, to lead the logistics division.
- Lincoln International has hired a new MD and a new Director.
- Santander's NPLs team has hired a Senior Manager from KPMG.
- Thomas Teixeira da Mota will lead CBRE's agribusiness practice in Southern Europe, taking on the role of Senior Director for Portugal, Spain and Italy.
- Ainhoa Landa has stepped down as head of DCM at Caixabank and becomes MD in charge of TMT, Commodities & Services.
- Russian bank VTB has hired Oliver Weichold as ED in its IB to handle corporate and RE client relationships
- Boutique Finenza has hired veteran Alfredo Redondo as MD.
- Bestinver has hired Carles Iborra to handle the relationship with family offices for all M&A/CF matters.
- Factory 14 has been scaling up its M&A/Finance team in Spain and has hired 7 people in the last few weeks.

## July

- Pablo García Merino, who was part of the M&A team at Hotelbeds, has joined Auren as MD in Madrid.
- Citigroup has appointed Pedro López-Quesada as president of its Iberian subsidiary following the promotion of Ignacio Gutiérrez-Orrantia to head the EMEA region in May. Álvaro Revuelta and Jorge Ramos will become correspondents.
- CBRE has appointed Maite Bargues as the new head of the Alicante office.
- David Rodríguez has taken over from Jordi Schoenenberger as head of Deloitte's tourism practice, following the latter's departure to become the new CEO of Viajes El Corte Inglés once it has integrated Logitravel through a takeover merger.



## 02. Financial Advisors

- Copernicus has opened an office in France.
- BancaMarch is setting up an ECM team in Madrid.
- Natalia Carrasco Hernández has been hired from Arthur D. Little as VP of Structured Finance - Real Estate, Infra/TMT & Fund Finance at Santander CIB.
- Santander CIB's technology team has hired Jaime Rubio Marañón as VP.
- Miguel Loureiro, a well-known figure within the M&A world, has moved from the M&A team at EY to the strategy team.
- ING has hired their new Head of Corporate Finance from GBS: Rodrigo Fernández Castaneda.
- Crédit Agricole has hired Georg Orssich as head of Spain, after 31 years at Santander.
- Álvaro Pires is the new managing partner at Bain & Company for the PE vertical.
- Cristina Baschwitz, former MD at Credit Suisse IB, has been hired by Applus+ as head of Corporate Development, after a 6-month non-compete period.
- Silvia Moreno has joined Lener to head the Financial Advisory area in the south zone and will lead the expansion of the firm, together with Marta Morales.
- V4 Financial Partners have announced the incorporation of Jorge Burgaleta, an expert in structuring project finance transactions, acquisitions and debt refinancings.
- Aon has strengthened its Iberia M&A and Transaction Solutions insurance team with three new high-profile hires: Cristina Chaparro (PwC), Patricia Arribas (Clifford Chance) and Alba López Juan (Garrigues).
- José Miguel Gómez Rivas has returned to A&M after spending only 1 year at BCG TURN as AD.
- Rothschild has formed its new broker-dealer in Spain to compete in the private banking sector. The team will be operational in September and is confident of counting eight advisors within a few months.
  - Inmaculada Ranera, managing director of

Christie & Co Spain and Portugal, will leave the firm after 21 years.

- BNP has been aggressively hiring in the last 2 months heating up the market a lot and leaving several Spanish Boutiques and banks without Associates/Analysts.
- Evercore is another of the Elite Boutiques that we expect to hear a lot of news from in the coming months. After hiring several rain makers from Rothschild, they are now starting to put together a Junior team with almost 6 hires in the last weeks (DB, BBVA, BofA).

### August

- One of the European banks that is aiming to relaunch its investment banking strategy is Santander, according to Expansión. The bank is creating an aggressive strategy for its investment banking business, with the United States as a priority growth market.
- Deloitte has promoted 24 professionals this year as new partners of the firm in Spain, bringing its partnership to 322 partners. These promotions have taken place in all business lines: Consulting, incorporated nine new partners; Risk Advisory six; Financial Advisory four; and Deloitte Legal two. BPS, Audit and Regulation, respectively, have each added one partner.
- Santiago Camarero has been appointed head of Investor Relations at Amrest after almost 20 years at Bankia.
- José Gonzaga Rosa has returned to PKF as senior adviser (he was Partner for almost 5 years).

### September

- Lincoln International has made public the hire of Jaime Prat as director for the Madrid office.



## 02. Financial Advisors

- JLL has launched a valuation service for real estate companies, both in Spain and Southern Europe. This service is the first to be offered in EMEA and is led by Salvador Pastor, JLL's Head of Capital Markets.
- Alantra has appointed Xavier Pujol as partner and general secretary of the group.
- Deloitte Portugal has elected 10 new partners: Alexandre Miguel Andrade, Aline Moreira de Almeida, Bruno Silva Batista, Diogo Brígido Fernando, Hugo Manuel Menicha, Joana Nunes dos Reis, Luís Marques Santos, Luís Miguel Costa, Nuno Miguel Carvalho and Paulo José Guilhoto.
- GVC Gaesco has added to its board, among others, Blanca Rivilla, former director of Ahorro Corporación, and Albert Alsina, who heads private equity firm Mediterrania.
- Altamira doValue has hired another former Banco Sabadell executive, Luis Eguileta, who will be the new Director of Transformation and Organization to lead innovation in the Spanish servicer industry.
- Iñigo González has left as MD at Lincoln International. Antonio Noguera, Headhunter at Robert Walters, had advised the American bank on his hiring and that of Jaime Prat.
- Haitong has hired Federico Sala Santamaria as MD of ECM & Debt Advisory in Madrid.
- You Are Capital has hired Agustin Feroldi as new Madrid Director after 6 years at renewables firm Alten.
- Ricardo Gil, former manager at Lener, has been hired as head of M&A at Tinsa.
- Elisa Estaca Gutiérrez-Argumosa will head Real Estate in Bancamarch's M&A department.
- Suncapital has appointed Eileem Esteban Concepción as new deputy head. The specialist in corporate financial planning and management, who already acted as director of REOs and operations controller for the company, now becomes part of the Management Committee
- Prologis has appointed Francisco Javier Martín Sánchez as the company's director of capital deployment in Spain. According to Cadena de Suministro and confirmed by Brainsre.news, he has held this position since the beginning of September.
- Telefónica has approved a new organizational restructuring with the incorporation of a Strategy and Development Department. It will encompass competencies in strategy, M&A and digitalization. At the head of the department will be Mark Evans, until now head of O2 UK, who will remain on the company's Executive Committee.
- El Confidencial wrote about Jefferies entering Madrid (the firm already has an office in front of the Beatriz building).
- BNP Paribas has incorporated Kim Tudor as Deputy Head Global Banking in Spain. He will also form part of the BNP Paribas Corporate and Investment Banking Business Committee.
- JB Capital has brought back Alfredo Hernández-Redondo to strengthen its M&A department.
- Andbank has strengthened its corporate finance practice with the incorporation of the investment banking team of Degroof Petercam España, an entity that was acquired by Andbank in February 2021.
- Mazars has hired Gabriel Saucó, a former Banco Santander executive, as the new head of the restructuring area of the Financial Advisory division.
- Hipoges has opened a new office in Barcelona and will add 16 new professionals to the firm's global team of 800 people spread across Portugal, Italy, Greece and other Spanish cities.
- JPMorgan has hired Ignacio Llano as head of luxury real estate.



## 02. Financial Advisors

- Alantra has strengthened its investment banking committee in Spain by adding Jesús Bernardo, Manuel Fernández, Jorge Roa, José Martín Avanzini, César Ciriza, Andrés Ribón, and José Luis Pindado.
- Urbanitae has appointed Ex-KPMG Jesús Lorigo senior director of real estate. He will strengthen the platform's real estate team, whose objective for 2022 is to exceed €100m in financed assets.
- BDO has appointed four new partners in Spain including Pablo Simón as partner in Debt & Restructuring.
- Enrique Aznar has left BofA to join Perez & Cia as head of corporate development and strategy.
- Israel Fernandez who was MD and Head of FIG Coverage at DB Madrid is changing to Credit Suisse as co-head of FIG EMEA. He will lead the unit alongside Julien Lamm.
- SpeedOut continues to grow and, with the decision to consolidate its advisory services to family offices, hires Rafael Aguado, who until now held the position of Investment Director at Grupo Zriser, as partner.
- The selection of EY as BBVA's new auditor last July has led to internal changes, which the US firm Álvarez & Marsal has taken advantage of to hire a team of 15 consultants (including partners), according to El Confidencial.
- Gesvalt has officially announced the hire of Deigo Vilaro.
- Francisco Alvarez, CFA, CAd has been hired as Partner in Closa after 20 years at BBVA (the last 5 as Senior Executive Director - CIB).
- Mónica Cayuela Ferrero (ex-Senior Manager Deloitte) has been appointed CFO of Ignis Energía.
- Andreu Sala Robert has been hired by Sabadell CIB as Head of "Structured and Leveraged Finance (EMEA Corporates & Acquisitions)".
- Gonzalo Fernández Anchuelo leaves the Deloitte FIG team to join the Telefonica M&A team
- Borja Varela Benzo has left Colliers to join Grupo LAR as Investment Manager
- Alfonso Beltrán joins Baker Tilly as Head of M&A in Madrid

### October

- Citigroup is forming a team of dealmakers across Europe to focus on the energy transition. Marie-Christine Olive and Philip ten Bosch have been named co-heads of the natural resources and clean energy transition group at Citigroup EMEA, according to an internal memo seen by Financial News.
- Saranac has opened their European headquarters in Madrid and has appointed Maria Porta as CEO. She used to be a senior executive at UBS and Barclays. Blanca Hernandez, founder of Magallanes Value fund, has joined the board.
- Following the departure of Inmaculada Ranera from Christie & Co, the international consultancy specializing in the hotel sector has announced the appointment of Edgar Ollé as general manager of Spain and Portugal, who has joined the team from the Barcelona office.
- Factory 41 continues to grow aggressively, having hired 45 people in less than 1 year, many from strong teams in B4 and IBs.
- Unavets has hired Jaime Sainz Sainz de Baranda for its M&A team after 6 years in Deloitte's transaction team.
- Diego Gamazo has left Sigrun Partners after 9 years to become head of Multifamily at JLL.
- GS has appointed Julia Reig as ED in its Madrid offices.



## 02. Financial Advisors

- Translink Corporate Finance has hired Oscar Gari from Houlihan Lokey as Associate Partner to lead the firm's Debt area.
- Cofial & The Vector Company have merged to become Implica. With relevance in the Levante market, it will have a team of more than 20 professionals across the offices of Valencia, Madrid, and Murcia, and has successfully closed more than 70 transactions in the last five years.
- PwC has launched a Scale Up area to boost exponential growth companies. The area is led by Alberto Tornero, partner at PwC.
- Natixis Corporate & Investment Banking has signed cooperation agreements with LBBW in Germany and Tyndall Group in Chile to win joint M&A advisory mandates and enhance the ability of the three firms to support their clients' international business development.
- Javier Rexach Vega has left Alantra to become the special situations partner at GBS.
- Daniel Machuca Reyes has left Santander CIB after 15 years to become Head of Project Finance at Sonnedix.
- CaixaBank has hired Peter Tsvetkov as Director of Equity Sales after almost 10 years at CTT.
- Grant Thornton loses its healthcare team in Spain, the consulting firm will no longer have this vertical in the country and loses about ten people. The entire team will move to a new consulting firm, Crowe, where they will continue with projects that were already under development at Grant Thornton, giving them continuity, as well as starting new ones.
- Pablo Ferrándiz Tecedor has joined Alantra CPA as a director after 6 years in the KPMG FIG team.
- You are Capital expects to accelerate its activity in Q4 and close the year with 25 brokered deals, twice as many as in 2020 - the firm's first full fiscal year, founder and CEO Jean-François Alandry said. In Madrid, You are Capital has moved to a new office in Almagro 44.
- Grant Thornton and real estate marketing company Centro Comercial Inmobiliario (CCI) Real Estate are joining forces to create a new real estate marketing platform. The new platform's aim is to analyze the asset portfolios of owners and managers and make them available to real estate investment funds and other private investors.
- Catella has hired José María González as associate director of Valuation & Advisory at Knight Frank's Spanish subsidiary.
- CaixaBank promotes Carlos Elguero Campana to director of real estate generation and structuring. In addition to this position, his duties will also include coverage of financial sponsors.
- KPMG has appointed Noelle Cajigas as partner in charge of the Deal Advisory area within its management committee, an area that until now was headed by the new president of KPMG Spain, Juan José Cano.
- KPMG has appointed Pablo Bernad as partner in charge of Markets. Bernad will keep his current position of head of 'Consulting Corporates'.
- A&M has hired 10 professionals and expects to end the year with another eight new hires.
- Auren is strengthening its service offering with the launch of a new business area specialized in advising startups and the entrepreneurial ecosystem.



## 02. Financial Advisors

- FTI Consulting Spain has hired Marta Castro as director for its energy area. Castro joins FTI Consulting after 10 years at KPMG.
- IMAP Albia Capital has hired Javier Zarraonandia as Director in Bilbao.
- Daniel Ahijado has joined Windocorp-Translink as Director after 4 years at PwC.
- Credit Suisse has hired Salena Lee (ex-Macquarie Group) as VP Real estate in Madrid.
- Álvaro Sicilia has joined the DCM origination team at Barclays as VP after nearly a decade at BNP.
- Álvaro Larraz, ex-Alantra, has joined the new portfolio team at GBS as VP.
- Juan Barrera Perez has been appointed Global Head Energy & Utilities CIB at Banco Sabadell.
- Javier Galdós Quevedo has left LKS to become the new head of Vinci Energias España.
- Lazard has hired 24 “rainmakers” this year.
- Carlos Solé has been appointed as the new partner in charge of KPMG Spain's Energy and Natural Resources practice, replacing Alberto Martín Rivals.
- Luis Dominguez, CFA, is the new M&A manager at Grant Thornton after 3 years at PERE Round Hill.
- GBS has reportedly hired a part of the Alantra CPA portfolio team. Iñigo Martín Alesanco, Gonzalo Barnuevo Díaz del Río, Iñigo Martín Alesanco and Javier Rexach will be partners of the team in Madrid.
- Iñigo Repáraz Grávalos has been hired as Director at Altamar CAM Partners after almost 10 years at Deloitte.
- A&M continues to hire people from the Deloitte TAS team, this time they have hired Cristobal Rodríguez Esteve as Director.
- Wafaa Ermilate, Head of Infrastructure and Energy Iberia at ING Madrid, has been appointed to lead the group's hydrogen strategy.
- The FROB has a new auditor. The Spanish resolution authority has chosen PKF Attest, which will be in charge of overseeing its accounts for the next three years, as well as those of the National Resolution Fund, managed by the FROB itself.



# 03. Legal Advisors

## January

- KPMG Abogados has announced the appointment of three new partners: Borja Carvajal, Pilar Galán, and Julián García-Charraza.
- Toda & Nel-lo has strengthened its Commercial and International Business with José María Beneyto as senior advisor.
- Pérez-Llorca has announced the appointment of Ana Cremades, Laura Ruiz, Mónica de San Román, Natalia Olmos and Jaime de Blas as new partners of the firm.
- Andersen Global has announced the integration of Curado, Nogueira & Asociados.
- SPS has strengthened its Real Estate area with Raquel Moreira Gomes as senior associate (ex-Cuatrecasas).
- Ashurst has appointed the managing partner of its Spanish office, Jorge Vázquez, as a new member of its global executive committee.
- Uría Menéndez has promoted 7 new partners: Isabel Aguilar Alonso, Ignacio Álvarez Couso, Tomás Arranz, Luis Jiménez López, André Pestana Nascimento, María Vidal-Pardo del Río, and José Félix Zaldívar de la Rica.
- Linklaters has chosen one of its lawyers in Spain, Ben Crosse, to head the global banking team.
- Íñigo Gómez-Jordana has resigned from his position as senior partner at DLA Piper to embark on his own project launching the law firm Alarde. He has started hiring talent from Deoleo-NH-Roca Junyent and Simpson Thacher & Bartlett, Fernanda Matoses and Marta Batalla.
- El Corte Inglés has hired its new corporate legal director from Pérez-Llorca: Rafael Díaz will be in charge of M&A.

- International law firm López-Ibor Mayor y Asociados has reinforced its team with José María Moutas de las Alas Pumariño as a new partner.

## February

- BDO has strengthened its insolvency practice with the incorporation of Agustí Bou, lawyer and partner of Fieldfisher Jausas.
- Allen & Overy has closed its Barcelona office.
- Eversheds Sutherland has hired Ignacio Balañá, who joins the Madrid office as a partner within Corporate.
- Araoz & Rueda has appointed Guillermo Bueno as Commercial/M&A partner.
- Ecija has hired Borja Díaz-Guerra as a corporate partner.
- Garrigues has strengthened its corporate department with a new partner, Leticia Comin.
- Ontier has significantly strengthened its banking and finance department with the incorporation of Álvaro Barro (ex-Watson Farley & Williams).
- Andersen has hired Javier Cubillo as new M&A partner in the Madrid office.
- Kepler-Karst has announced the appointment of Rodrigo Olivares-Caminal as Counsel.
- Delvy Law & Finance has appointed Simón Pérez, until now head of the firm's finance practice, as partner.
- Alex Plana will leave AGM Legal to join Accross Legal as a VC/M&A Partner.
- Javier Gomez, Partner at Perez Llorca, will leave to NY as Resident Partner to replace Iván Delgado who will return to Madrid.



# 03. Legal Advisors

- MAIO Legal has hired César Álvarez as a partner to strengthen the Energy and Real Estate areas. César will bring with him two more lawyers.
- Jorge Perujo Fariña has joined Ontier as new Head of M&A, after 5 years in Chile where he opened a local office.
- IBIDEM Abogados, based in Elche, have incorporated Paula Muñiz as a partner to strengthen their Commercial and Insolvency practice and continue with their expansion plan in Madrid.
- Unespa has hired Lázaro Cuesta as new head of legal advice and regulatory projects.

## March

- BDO has strengthened its Legal-Bankruptcy practice in Barcelona with the incorporation of a team of professionals led by Agustí Bou, lawyer and partner at Fieldfisher Jausas until February 2021. In addition, BDO is joined by Elisa Escolà, Laia Folguera and four more professionals who will join the restructuring team.
- Fieldfisher Jausas has incorporated Tomás Nart as managing partner of the insolvency practice in Barcelona, following the departure of Agustín Bou and his team in January.
- Tirso Gracia and María José Martínez, former partners at Ventura Garcés, have launched Galibier Legal, the second spin-off of Ventura Garcés.
- Lawyou has hired Jaime de Rivera Lamo de Espinosa to strengthen its Insolvency and Intellectual Property practice.
- Ecija has arrived to Argentina accompanied by Elzen Abogados.
- Eva Ceca, Ignacio Cerrato, Marta Lalaguna, Irene Miró and Emilio Moyano are the new counsels of CMS Albiñana & Suárez de Lezo.
- The firms López-Ibor and De Pasqual & Marzo (DPM Abogados) have formed a strategic alliance.
- ECIJA has announced that Librado Oriente and Juan Eugenio Tordesillas will join the firm as partners in Madrid.
- Óscar Calderón has been appointed new president of legal services at Hispajuris, replacing Javier López y García de la Serrana.
- The former president of the Spanish National Securities Market Commission (CNMV), Sebastián Albella, has asked the government for permission to join Latham & Watkins as 'of counsel'.
- Attolón has hired Gala Pons as partner to strengthen the Corporate and M&A practice.
- Ilsa has hired Olga Polo, who joins from Cintra and previously worked at Siemens, Inditex and Dragados (ACS), among others.
- Marimón Abogados has promoted Esther Domínguez, head of the Litigation department of the Barcelona office, and Olga Forner, head of the Insolvency department, to partner.
- Dentons has hired Fermín Garbayo, former Energy partner at Gómez-Acebo & Pombo.
- Nuno Ferreira Lousa will be responsible for Linklaters' ten offices in continental Europe, with the exception of the offices in Germany and London.
- Deloitte Legal has hired Carlos Bofill, from Ayming, for its European funds team.
- Gransolar has hired Victoria Estrada from T-Solar as Senior Legal Counsel M&A.



# 03. Legal Advisors

- Fieldfisher Jausas has announced the addition of Cristina Asencio as a partner, who will lead the restructuring and insolvency practice.
- Bird & Bird has expanded its corporate practice and energy and utilities sector group with a new partner, Alfonso Bayona.
- After 20 years, Pedro Raposo has stepped down as managing partner and assumes the position of chairman of PRA, while partner Miguel Miranda becomes managing partner.
- Simmons & Simmons' Madrid office has strengthened its M&A expertise with Ignacio Domínguez, who joins the firm's Corporate & Commercial practice from Latham & Watkins.

## April

- Andersen's managing partner in Spain, José Vicente Morote, has been appointed as a new member of Andersen's Global Board.
- Pedro de Rojas, one of Linklaters' partners, has been hired by Latham & Watkins.
- Linklaters has appointed Francisco Sainz-Trápaga as new partner in Madrid. The law firm has also promoted Bárbara González and José María López to 'counsel' status.
- MAIO Legal has opened an office in Zaragoza by taking over eight professionals from Echávarri & Asociados, who came from the local firm Lacasa Abogados.
- Attolón has hired Andrés Martínez-Zurita as a partner for the Corporate and Venture Capital practice.
- Allen & Overy has appointed Vanessa Cuellas as new partner in the Madrid office as one of a total of 30 promotions in its global team.
- Alejandro Alonso Dregi is a new partner in the corporate practice of Ceca Magan.
- Ventura Garcés Abogados has opened its own office in Madrid, led by Víctor de Cambra.
- Fieldfisher JAUSAS has hired Jacobo Otero as a partner, who will lead the Banking and Finance department in the Madrid office.
- Cuatrecasas now has seven partners in Spain and Portugal and reports revenues of 315m euros.
- Grupo Inmoglaciariar has appointed María Eugenia Aldama Garaizábal as Legal Director.
- Hogan Lovells has appointed José María Balañá as EMEA managing partner. He also becomes a member of the global executive committee.
- CMS Albiñana & Suárez de Lezo's partners' meeting has re-elected César Albiñana as sole managing partner until 2025.
- Perez-Llorca has increased its headcount by almost 15% during the Covid year, and has now expanded its business development team by hiring two new people.

## May

- Ashurst has appointed Irian Martínez as banking law partner in Madrid.
- The Valencian Infertility Institute (IVI) has hired Juan Piquer as new head of this area at Uría Menéndez.
- Juan Ignacio Alonso will join Ceca Magán Abogados as a partner in the commercial law practice (ex-Dentons).



# 03. Legal Advisors

- Cremades & Calvo-Sotelo has signed Carlos González Soria as a partner. Carlos was general secretary and deputy secretary of the board of directors of Indra from 1996 until the end of 2020.
- Borja Ruiz-Mateos Albarracín has joined López-Ibor Abogados to head the insolvency practice.
- Repsol has hired Alejandro Linares as legal advisor for its Renewables business (ex-Sunco Capital).
- Clifford Chance has appointed Luis Alonso as head of the firm's Corporate/M&A practice in Spain, replacing Javier García de Enterría.
- Andersen has approved the promotion of four new partners in Spain, Rocío Gil, Isabel Martínez Moriel, Jaime Aguilar, and Elena Sevilla.
- Pernod Ricard has announced the appointment of María Leis Mayán as the company's new head of legal for its subsidiaries in Spain, Andorra and Portugal.
- Pérez-Lorca has announced that Fernando Cerdá, until now a partner at Cuatrecasas, will join the law firm's Barcelona office.
- Vaciero law firm has appointed Lourdes Barriuso as new head of the company's real estate practice in Madrid.
- Mazars has incorporated Cristina Porres to head the Investment and Private Banking department.
- DIKEI Abogados has incorporated Gonzalo Fernández de Valderrama as a partner, together with his team from DA Abogados, where he was a partner as well, to lead and strengthen the Banking and Financial Law practice.
- Martínez-Echevarría & Rivera Abogados has hired Oscar Murillo Sanz from ONTIER as partner of the Commercial, Corporate and M&A practice in Madrid. In addition, Diego del Cuadro is named new partner after many years at Garayar Abogados.
- CMS Albiñana & Suárez de Lezo has hired Javier Colino Sánchez-Ventura as a partner for its Real Estate practice.
- BBVA has hired Víctor Moreno Rodríguez as new senior legal counsel for Corporate and Investment Banking.
- Leonardo Neri and Javier Valdecantos are the new managing partners of Montero Aramburu.
- Alberto Frassetto and Pablo García-Nieto take over as HSF's EMEA and Spanish corporate directors.
- Argali Abogados has hired Jose Serra as partner in charge of the Real Estate and Urban Planning Department.
- Andersen in Spain has set up a new team specializing in Technology Law, led by Carlos Rodríguez Sau, who joins as a partner.
- Uría Menéndez is preparing to hire José Miguel Martínez Gimeno, currently head of the Legal Department of the Spanish National Securities Market Commission (CNMV).
- PLMJ has appointed Teresa Madeira Afonso as new Corporate M&A partner.

## June

- GA&P has hired Vanessa Armas from Jones Day to strengthen the energy and infrastructure practices.
- ECIJA has appointed Carlos Rivadulla as TMT director of the Madrid office. ECIJA has 30 partners and 111 professionals worldwide.
- Andrés Campaña is the new partner of Broseta and specializes in Energy Law.
- Ex-Bankia Miguel Crespo joins Toda & Nel-lo as managing partner and legal coordinator of the firm's Madrid practice areas.



# 03. Legal Advisors

- Pablo Muelas, former GA&P partner, will join Hogan Lovells as a partner in the Corporate and Financial Insurance practice in Madrid as head of Insurance and Reinsurance.
- Wyndham Hotels & Resorts has appointed Spanish lawyer Catia Gelabert Ludvigsen as its legal counsel developer for EMEA.
- Banco Sabadell has hired finance lawyer Jesús Berges Gracia from EY Abogados.
- Carlos de la Pedraja has joined Ontier as global corporate director.
- Diego de Egea, Ana Bohórquez, and Pablo Rodríguez Abelenda join US law firm Squire Patton Boggs to expand its financial services group.
- BME Group has appointed lawyer Gloria Martínez-Picazo as Investor Ombudsman for the Madrid, Barcelona, Bilbao and Valencia Stock Exchanges.
- Fieldfisher Jausas has hired Ana Úbeda as partner to strengthen its Commercial and M&A practice in the Barcelona office.
- Lener has hired Marta Morales, former partner at Deloitte Legal, to head the Seville office and reinforce the firm's activities in the South of Spain, continuing with its strategic expansion plan.
- Hogan Lovells has appointed José Luis Vázquez as new managing partner of the Madrid office.
- Spencer West law firm has been formally registered in the Spanish Mercantile Registry and has started its legal activity, with Eusebio Pujol Amat as its sole director.
- Javier Colino joins CMS as Corporate Real Estate partner.
- Andersen has reached an agreement with DA Lawyers to take over the company in line with its expansion plan in Spain, where the company employs more than 75 professionals led by 16 partners.
- MA Abogados has hired José Luis Meseguer as a partner to strengthen its Corporate practice.
- Ontier has hired Esteban Cuyás to strengthen its Banking & Finance practice in Madrid. He joins from King & Wood Mallesons. Almudena Rodríguez has been named Ontier's new Global Head of Clients & Markets.

## July

- ECIJA vice-president, Pablo Jiménez de Parga, has been appointed secretary of the Board of Directors of Grupo Prisa.
- Roca Junyent has appointed Litigation, Arbitration and Mediation partner Marlen Estévez to its Board of Directors.
- Baker McKenzie has promoted 67 new global partners. In Spain, the firm appointed Cristina Ríos and Manuel Alonso as new partners in the Corporate and Tax practices, respectively.
- Linklaters will have a permanent presence in Mexico, strengthening its expertise in Latin America and appointing Spanish managing partner Alberto García Linera as head of Linklaters Mexico.
- Penningtons Manches Cooper is expanding its Madrid office with the appointment of its first senior specialist in banking and finance law: José Millán Martín will join as a partner.
- Jose Luis Luna joins Ontier as the head of the Insolvency and Restructuring practice.
- Gómez-Acebo & Pombo have hired Ana Martínez-Pina, former vice-president of the Spanish National Securities Market Commission (CNMV), to lead the financial regulatory team.
- Jorge Serrote will join SLCM's M&A, banking and finance and private equity areas. He comes from DLA Piper.
- Ibidem Abogados is expanding internationally with the opening of its first office abroad in Milan. Massimiliano Caforio joins the firm as head of the new office in Italy.



# 03. Legal Advisors

- Ontier is committed to continuing its expansion in the North of Spain, appointing Carlos Ranera, former general business manager, as the firm's new director in northern Spain.
- Allen & Overy strengthens its Banking and Finance practice with former Uría lawyer Borja Contreras. His incorporation will strengthen a department in which, a few weeks ago, partner Vanessa Cuellas was promoted. The department now has five partners, two counsels and 25 associates.
- Teresa Zueco has left DLA for Squire Patton Boggs to become the firm's new managing partner in Spain, as El Confidencial has been able to confirm from legal sources. Along with Zueco, her team at DLA, composed of seven professionals (six lawyers), is leaving with her.
- Across Legal has hired Sarah Schwartz, a lawyer specialized in legal and strategy for M&A and private equity transactions, for its Madrid office.

## September

- Gericó Associates has hired Diana Jennen from Cuatrecasas as Head of communications for Spain & LatAm, and has announced that it will cease to operate in Spain under the name Gericó, Muro & Asociados.
- Uría Menéndez partner José Félix Zaldívar de la Rica has been appointed as the new head of the firm's New York office. He has more than 10 years of experience advising on M&A and finance transactions, mainly in the energy, infrastructure and real estate sector.
- Linklaters Spain has hired Stacey Zverev as managing associate in the firm's International Capital Markets practice.
- Ceca Magán Abogados has hired José Carlos González, who joins as a partner in the Commercial practice of the Madrid office and will also head the Insolvency practice.
- Dentons has hired Israel de Diego as new Corporate and M&A partner.
- KPMG Abogados has hired Andrés Iñigo to boost M&A in the Levante region.
- Deloitte Legal strengthens its Restructuring and Insolvency team with the incorporation of Cruz Amado as head of this practice from KPMG.

## October

- Broseta, the law firm led by Rosa Vidal, has incorporated Gonzalo Navarro as a corporate partner who is joined by four professionals from his team at Grant Thornton.
- PwC Tax & Legal has just added Ana Torres and Manuela Serrano to strengthen its M&A, private equity, insolvency and restructuring practices.
- RocaJunyent has hired José Luis Pita da Veiga as a new partner in the banking and finance practice for the Madrid office.
- Morison ACPM, one of the fastest growing professional services firms in Spain in the last year, has acquired Madrid-based law firm Vergara Dauden y Gómez Espinosa de los Monteros.
- Cremades & Calvo-Sotelo announced the appointment of Carlos González as managing partner of the firm. The lawyer joined the firm last February as a partner in the commercial, corporate, and M&A law practice.
- The Globalia owners have hired Pablo Ferre, the right-hand man of the businessman linked to the PSOE, to prevent the airline from falling into the hands of the State if the merger doesn't go through.



# 03. Legal Advisors

- RocaJunyent has hired Jaime Tarrero Martos, whose entry reinforces the capital market, M&A, corporate and banking practice of the firm in Madrid.
- Henrique Martins Gomes is Costa Pinto's new board member, joining the firm at the beginning of October. Martins Gomes will contribute to increase Costa Pinto's expertise in the areas of compliance and regulation from a procedural perspective.
- TELLES has hired Rui Ferreira de Almeida as an associate for its Energy and Natural Resources, Environment and Climate Change practices.
- Vaciero has appointed Marino Zapatero as new managing director to drive the firm's global growth and development strategy.
- The law firm founded and led by Javier Cremades has confirmed that it has appointed Carlos González Soria as new managing partner of the firm's Madrid office, according to Iberian Lawyer.
- Carlos Pérez Ha has left ECIJA for Fieldfisher JAUSAS and is joined by his team of seven, who will work in the offices of Barcelona and Madrid.
- Baker McKenzie is strengthening its insolvency practice with the hire of José Luis Yus as partner who will be responsible for the practice in the Madrid office.
- RRBS has appointed Julio Ichaso as managing partner of the insolvency and refinancing practice; in particular, to launch and lead the practice.
- SLCM has strengthened its Litigation, Real Estate, Public Law, Mergers & Acquisitions and Corporate Law practices hiring four lawyers: Leonor Sarmiento Fontes, Filipa Teixeira Diniz, Beatriz Paredes, and Paulo Simões Ramos.
- Linklaters has strengthened its Real Estate practice, led by partner Adolfo Guerrero, with Laura Gómez Barea, who joins from Allen & Overy.
- Multi-practice law firm Prime Legal Abogados has been launched in Barcelona with the aim of offering specialized professional services in practically all areas of law.
- KPMG Abogados has hired Noemí Brito for the firm's Corporate practice to lead its new area of Legal Operations Transformation Services.
- Autumn has brought intense job movement to the legal sector. Since September, headhunters have been experiencing unprecedented activity that differs, however, from previous years due to a peculiarity: firms are turning to headhunters to recruit junior lawyers with two or three years of experience. What drives the high demand for these profiles? Experts point to a growing turnover, caused, among other reasons, by the changing priorities of younger people (long hours and high salaries vs flexibility and the possibility of working from home).
- Henrique Martins Gomes has joined Costa Pinto as Of Counsel. The lawyer was hired to increase "Costa Pinto's response capacity in the areas of compliance and regulation from a procedural perspective".
- Federico Frühbeck has left Vinson & Elkins with two other colleagues to join Gibson, Dunn & Crutcher as partner in charge of private equity in Europe.
- Alberto Alonso Ureba has joined Ecija to strengthen the firm's commercial practice. Ureba, led by Hugo Écija, has also hired Antonio Roncero as of counsel as well as a team of six people.



# 03. Legal Advisors

- Banco Santander has hired Luis Suárez de Lezo Landecho, who joins from Pinsent Masons, as senior legal analyst of Santander Asset Management.
- ZADAL Abogados y Asesores Tributarios, a boutique specialized in Tax Law and Wealth Management, is starting a new phase by ending its alliance with the law firm Écija and relaunching its firm with a new strategic plan for the coming years.
- Ceca Magán Abogados has hired Jesús Carrasco as a partner for its Litigation and Arbitration practice. Carrasco joins from Broseta.
- Eversheds Sutherland FCB has reinforced its team with the hire of António Pedro Pereira as counsel. The lawyer will focus his activity on the company's presence and activity in Angola, especially in the tax area.
- EY Abogados has hired Áticus Ocaña, vice-president of Aspac, as insolvency partner.
- Ricardo Plasencia, until now at DLA Piper, will lead the financial regulatory practice of CMS Albiñana & Suárez de Lezo.
- Managing partner of Watson Farley, María Pilar García Guijarro, claimed that the firm can repeat the results of 2020, when it grew by 25%, but reaffirms the firm's sectorial approach, avoiding 'generalist temptations'.
- CMS Albiñana & Suárez de Lezo has strengthened its Markets and Financial Services department with the incorporation of Ricardo Plasencia, who joins from DLA Piper, as partner to lead the Financial Regulation area.
- Ecija has officially announced the incorporation of Alberto Alonso Ureba as partner, Antonio Roncero as counsel, and six other professionals, from Ramón & Cajal Abogados.



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