DAVIES



Frances Mahil
Chief Legal Talent Officer

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"One of the key drivers to our continued success is identifying, attracting and retaining top legal talent. This starts with crafting and implementing a comprehensive talent management model to develop future generations of leadership and promoting a more transparent and agile firm culture."

As Chief Legal Talent Officer, Frances leads the strategic direction of our long-term talent management and pipeline initiatives in Toronto. This includes managing every aspect of the talent life cycle for legal professionals, from overseeing internal recruitment teams to performance reviews and active career management, mentoring and coaching. Frances is committed to increasing team dynamics by fostering a culture of equal opportunity allocation that supports the career progression and professional growth of our lawyers in their path toward partnership.

Frances is Chair of our Toronto Student Committee and a key member of our Talent Management, Lawyer Evaluation, Mentoring & Career Development and Student Hire-back committees and the firm's Diversity & Inclusion Council.

Education

University of Toronto, MA
University of Toronto, BA (Hons)

Professional Affiliations

Association of Legal Administrators
National Association for Law Placement
Toronto Law Office Management Association