

Finance Lead – Pricing

PeopleSoft Job Code / Title: 8138 / Global Finance Lead
Department / Subdepartment: Global Finance / Revenue & Financial Analysis
Organizational Relationship: Reports to Level 5 or higher
FLSA Status: Exempt
UCM Level: Level 4
Last Updated: October 13, 2026

Department Overview

The Global Finance department provides comprehensive financial management and strategic support across our global operations. The department ensures the financial health and sustainability of the firm, enabling us to deliver exceptional legal services to our clients worldwide.

Role Overview

The Finance Lead - Pricing provides financial, analytical, and business support to drive success towards the firm's goals and objectives. The lead develops strategic and tactical pricing initiatives by working both internally and cross-functionally with key legal practice areas and industries to achieve profitable growth for the firm.

Essential Duties and Key Responsibilities

"Essential duties" are those that an individual must be able to perform with or without reasonable accommodation.

1. Provides sophisticated pricing expertise and advisory service to lawyers and other business functions through quantitative (i.e. profitability analysis) and qualitative (i.e. negotiation tactics) support
2. Leads pricing response for the pursuit of new opportunities with lawyers by developing competitive, innovative, and profitable fee proposals that align to firm's strategic and financial goals
3. Conducts pricing-focused practice group, industry, and market analysis to share with leadership team in order to drive optimal decision-making
4. Develops internal pricing database and external go-to-market templates for key product areas that allow for more efficient and effective fee responses on engagement opportunities
5. Monitors and reviews client performance against economic targets in order to identify opportunities to initiate pricing support
6. Collaborates cross-functionally with business services teams to enhance service delivery
7. Assists with evaluating, testing, and implementing technology solutions and workflow enhancements that improve pricing operations and team capabilities
8. Assists with the onboarding process of newly hired lateral lawyers by performing billable rate reviews and conducting pricing orientation sessions
9. Mentors a team of Pricing Analysts, including workload management, work process enhancement, coaching, training, and performance development
10. Promotes effective work practices, works as a team member, and shows respect for co-workers

Knowledge, Skills & Abilities

- Well-developed and professional interpersonal skills (e.g., active listening), including excellent written and verbal communication; ability to interact with people at all organizational levels

- Well-developed knowledge of market research resources, financial reporting and modeling, and project management skills
- Ability to take initiative and work both independently and in a team environment with a customer-service focus
- Advanced attention to detail and quality assurance skills, including analytical skills needed for comprehending and communicating financial data and performing detailed analyses
- Organizational skills needed to manage time well, prioritize effectively, and handle multiple deadlines
- Expert knowledge of PC applications, including MS Office
- Ability to handle confidential and sensitive information with the appropriate discretion

Position Specifications

Typical Experience

- Typical years of relevant experience: a minimum of five years' analytical experience in finance or related professional services environment
- Typical years of cumulative experience: a minimum of six years
- Previous experience in a customer-focused position preferred

Education

- Bachelor's degree or equivalent in economics, finance, business administration or related field required
- Advanced degree preferred

Working Conditions and Physical Demands

- Frequently move (e.g., walk) around the office
- Spend extensive time using a computer, including use of a PC keyboard and mouse or similar data input devices
- Travel may be required
- All Latham & Watkins positions are in a typical indoor office environment

The statements contained in this position description are not necessarily all-inclusive; additional duties may be assigned, and requirements may vary from time to time, and from location to location.