Finance Manager – Practice Management

PeopleSoft Job Code / Title: 8142 / Global Finance Manager
Department / Subdepartment: Global Finance / Revenue & Financial Analysis
Organizational Relationship: Reports to Level 6 or above
FLSA Status: Exempt
UCM Level: Level 5
Last Updated: April 14, 2026

Department / Subdepartment 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 Manager – Practice Management serves as a strategic financial adviser to the firm's leadership teams, including department, practice, and industry groups. In this role, the Finance Manager is responsible for supporting the relevant firm practice groups to design, measure, and realize their strategic priorities through the lens of financial insights and analysis. This role is an internally facing advisory position centered on translating data and financial insight into actionable strategy. The Finance Manager delivers regular and ad hoc financial analysis to firm leadership, develops expertise across multiple practice areas, supports pricing and project management efforts, and drives cross-functional collaboration with other business functions.

Essential Duties and Key Responsibilities

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

1. Partners with firm leadership teams to assess current performance and trends, benchmark against historical and forward-looking goals, and co-develop strategic business plans to achieve those goals
2. Acts as a trusted strategic adviser to senior partners by having a deep and comprehensive understanding of the financial and strategic aspects of the firm as well as the broader market and industry
3. Facilitates clear, concise internal communications and delivers financial and strategic information to senior decision-makers through presentations, written reports, and informal advisory conversations
4. Independently and in collaboration with others develops and refines financial models, reporting, and analytics—both monthly and ad hoc—leveraging firm data stores and analytic tools to identify performance trends, surface emerging issues, and deliver data-driven recommendations
5. Analyzes client performance data to identify growth opportunities and deepen key client relationships
6. Evaluates strategic initiatives by directing research on competition, markets, geographies, and areas of law, and frames findings in a way that enables leadership to act
7. Monitors progress against economic targets and goals, proactively initiating follow-up and course-correction conversations with practice group leadership as needed

8. Collaborates cross-functionally with global finance teams, business development, legal talent, knowledge management, innovation attorneys, PR/marketing, and other professional staff verticals to provide holistic, coordinated support to firm leaders
9. Completes projects and tasks on various issues as they arise; maintains flexibility and composure as business requirements evolve
10. Promotes effective work practices, works as a team member, and shows respect for co-workers

Knowledge, Skills & Abilities

- Strong business acumen with the ability to connect financial data to broader strategic objectives and articulate the "so what" behind the numbers
- Strategic thinking ability, with a track record of providing forward-looking insight rather than purely backward-looking reporting
- Demonstrated curiosity and a growth mindset — a continuous learner who proactively seeks to understand the business and improve processes
- Exceptional and professional interpersonal skills (e.g., active listening), including superior written and verbal communication skills; ability to interact with people at all organizational levels
- Ability to take initiative and work both independently and in a team environment with a customer-service focus
- Ability to undertake large, long-term projects, develop alternative methods to complete them, and implement solutions
- Advanced leadership and project management skills (i.e., organizing, planning, problem-solving, and decision-making) necessary for effective management
- Advanced analytical capability, including complex financial modeling, scenario analysis, and large data-set management in Microsoft Excel, along with proficiency in Microsoft PowerPoint, Business Objects, Power BI and related reporting and visualization tools; able to perform detailed analyses independently.
- Ability to handle confidential and sensitive information with the appropriate discretion

Position Specifications

Typical Experience

- Typical years of relevant experience: a minimum of seven years' experience in finance or related professional services, prior experience running revenue-related programs preferred
- Typical years of cumulative experience: a minimum of seven years
- A minimum of two years' leading projects and other initiatives preferred

Education

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

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.