

Manager of Legal Engineering

PeopleSoft Job Code / Title:	TBD / Mgr of Legal Engineering
Department / Subdepartment:	Technology & Information Services / Legal Innovation
Organizational Relationship:	Reports to the Director of Artificial Intelligence - Legal Innovation
FLSA Status:	Exempt
UCM Level:	6
Last Updated:	February 26, 2026

Role Overview

The Manager of Legal Engineering leads implementation of the firm's strategy for optimizing AI systems and workflows that support litigation practice. The role reports to the Director of Artificial Intelligence – Legal Innovation and works in close partnership with other members of the AI & Legal Innovation team to advance the firm's AI capabilities across litigation practice groups. The Manager is responsible for leading a team of legal engineers and knowledge engineers focused on developing, refining, and deploying AI-powered solutions for litigation workflows, including document review, legal research, brief drafting, deposition preparation, and case strategy development. The role oversees prompt engineering, workflow design, quality assurance, and continuous improvement of AI outputs to ensure accuracy, consistency, and alignment with attorney expectations. As a core member of the Legal Innovation team, the Manager collaborates closely with Innovation Attorneys, technology colleagues, knowledge teams, practice group leadership, and other stakeholders to ensure AI solutions are tailored to real-world litigation needs. The role actively contributes to a shared knowledge ecosystem within the department, fostering information exchange, coordinated planning, and collective advancement of innovation priorities.

Essential Duties and Key Responsibilities

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

1. Leads and develops a team of legal engineers and knowledge engineers responsible for optimizing AI systems for litigation workflows, providing strategic direction, performance oversight, coaching, and professional development.
2. Establishes and oversees prompt engineering standards, workflow templates, and quality assurance protocols for AI-powered litigation tools, ensuring consistent, high-quality outputs across document review, legal research, and brief drafting workflows.
3. Implements the strategic vision for AI-enabled litigation workflows, fulfilling multi-year roadmaps for AI optimization initiatives aligned with firm strategy, practice group priorities, and attorney needs.
4. Oversees translation of litigation practice requirements into AI workflow specifications, prompt libraries, and knowledge repositories, ensuring AI outputs align with attorney expectations and legal best practices.
5. Provides strategic input on AI workflow priorities, resource allocation, and optimization efforts, balancing practice group needs, technical feasibility, quality standards, and long-term strategic value.
6. Establishes and monitors KPIs, quality metrics, and attorney satisfaction measures for AI-powered litigation workflows, using data-driven insights to guide optimization, iteration, and scaling decisions.

7. Directs research and development efforts to identify opportunities for AI enhancement in litigation workflows, staying current with advances in large language models, prompt engineering techniques, and legal AI applications.
8. Oversees pilot programs and proof-of-concept initiatives for new AI workflows and optimization techniques, setting evaluation standards, defining success criteria, and governing deployment decisions.
9. Partners closely with Technology & Information Services colleagues and litigation practice groups to ensure coordinated development, testing, and deployment of AI workflows.
10. Develops and leads comprehensive training and adoption strategies for AI-powered litigation tools, ensuring attorneys and staff understand best practices for effective AI utilization in their work.
11. Collaborates with AI platform vendors and internal technology teams to provide feedback on system performance, identify enhancement opportunities, and influence product development to better serve litigation workflows.
12. Collaborates closely with the Director of Artificial Intelligence – Legal Innovation on AI strategy, ensuring alignment between workflow optimization initiatives and broader AI innovation objectives.
13. Contributes actively as a senior member of the Legal Innovation team, fostering cross-functional knowledge sharing and coordinated planning across litigation AI initiatives.
14. Provides regular strategic updates on AI workflow performance, optimization progress, quality metrics, and roadmap direction to firm leadership and relevant governance bodies.
15. Represents the firm externally at conferences, panels, and industry forums focused on legal AI and litigation innovation, strengthening market presence and cultivating strategic relationships.
16. Promotes effective work practices, work as a team member, and show respect for co-workers

Knowledge, Skills & Abilities

- Deep expertise in AI systems and prompt engineering, with the ability to optimize large language model outputs for accuracy, consistency, and alignment with legal practice standards.
- Strong understanding of litigation practice, including discovery, motion practice, trial preparation, and appellate workflows, with the ability to translate practice requirements into AI workflow specifications.
- Advanced knowledge engineering capabilities, including developing prompt libraries, workflow templates, knowledge repositories, and quality assurance frameworks for AI-powered litigation tools.
- Demonstrated ability to design and implement scalable governance frameworks that support disciplined development, testing, and deployment of AI workflows for litigation practice.
- Proven leadership experience managing and developing high-performing professionals, including coaching, performance oversight, delegation, and succession planning.
- Exceptional executive communication skills, with the ability to influence and align senior stakeholders, attorneys, technology leaders, and administrative leadership around strategic priorities.
- Ability to manage complex, long-term, cross-functional initiatives while balancing competing demands, resource constraints, and evolving strategic objectives.
- Strong stakeholder management and organizational awareness, with the ability to navigate matrixed environments and build alignment across litigation practice groups, technology teams, and knowledge management.
- Experience leading training and adoption strategies for AI tools, ensuring attorneys and staff achieve proficiency and sustained engagement with new technologies.

- Demonstrated ability to define and oversee quality metrics, accuracy measures, and attorney satisfaction frameworks, using data-driven analysis to drive continuous improvement of AI outputs.
- Technical aptitude with AI systems and familiarity with concepts such as retrieval-augmented generation, context window management, and fine-tuning approaches.
- Proficiency in enterprise applications, including Microsoft Word, PowerPoint, Excel, and Visio.
- Sound judgment, discretion, and risk awareness, with the ability to escalate appropriately and advise leadership in complex organizational contexts

Position Specifications

Typical Experience

- Minimum of eight years' experience in legal technology, knowledge management, or legal practice, with demonstrated experience in AI systems or workflow optimization required.
- Previous management experience required.

Education

- Bachelor's degree or equivalent required, preferably in Law, Computer Science, Information Systems, or a related field.
- J.D. 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.