

40 UNDER 40

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a survey celebrating the next generation of
top investigations specialists.

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Selecting the final 40 was by no means easy. In January, we were inundated with strong applications from specialists under the age of 40 from all over the world, including Brazil, India, China, Russia and Australia. Those seeking to enter the 40 had to detail their experience in investigations and provide references from colleagues and clients attesting to the quality of their work, and to provide reasons why these individuals are worthy of the recognition.

To select the 40, we considered a range of factors, including the applicant's experience, the quality of their references and the jurisdiction they work in. Our final 40 have worked on major recent cases, including investigations into Airbus, Mobile TeleSystems and Barclays-Qatar. Colleagues and in-house lawyers provided references eulogising their work.

There were, however, several highly impressive investigations specialists who did not make the cut. Many have CVs most practitioners could only dream of at their age, and leaving them out was tough.

Here, we showcase our final 40 investigations practitioners and demonstrate why they are deserving of this recognition.

We present a diverse group: the individuals practise across 13 jurisdictions and work for 40 different employers, including law firms, consultancies and major companies. There are 21 men and 19 women in our final 40.

In the survey, they discuss their biggest cases and who has inspired them. Their current colleagues relay funny anecdotes, including about one nominee who ate a live octopus during a witness interview and another who is nicknamed "the chairman" by enforcement authorities. Finally, others who have worked with them, including former colleagues and clients, give an insight into the qualities these 40 high-flyers possess that made them worthy of inclusion.



Erin Brown Jones

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LATHAM & WATKINS
Partner
Washington, DC

A SIGNIFICANT CASE I'VE WORKED ON:

My work on a large, long-running matter stemming from the Mueller investigation will always stand out as a career highlight. Not only was it a unique, once-in-a-career investigation, but we also worked incredibly hard and were able to secure a great result for the client.

Like many white-collar practitioners, I've had the opportunity to work on a number of high-profile matters during my career. However, the Special Counsel's Office matter was its own beast at the centre of a political, legal and media firestorm. As a result, not only were we analysing the facts underlying our own investigation, but we also were conducting real-time monitoring and analysis of what felt like non-stop news and litigation that could be relevant to our matter. Beyond the sensitivity of the investigation, the legal questions were complex and novel – which required us to work hard and think creatively. And the factual underpinnings were fascinating – literally “ripped from the headlines”.

The matter will also always be memorable because I joined the Latham case team the day I returned from maternity leave with my first child and I was able to jump right in.



Erin earned the trust of several clients early in her career, and these clients continue to specifically seek out her services for complex and high-risk investigation matters (when they're not trying to hire her away). As one example, when she was just a junior associate, a client entrusted Erin to lead on-site work in eastern Europe as part of a comprehensive anti-corruption risk assessment. That client continued to turn to Erin over the following years to lead major investigative matters in Europe, Asia and the Middle East. A few years ago, Erin was scheduled to return from vacation in South Africa, when the client uncovered potential corruption issues in Asia, on a matter that Erin wasn't even working on. The client again trusted Erin to get up to speed, get in region and uncover the facts efficiently and effectively. After a quick pit stop at Latham's Singapore office to pick up a business suit (inter-officed from DC) and the interview materials, Erin was at the client site. While on the ground, Erin was able to secure a key admission from a witness, which was critical to the investigation – and further entrenched Erin as a trusted and dearly loved adviser to her client.

ALICE FISHER
PARTNER
LATHAM & WATKINS

AN IMPORTANT PERSON IN MY CAREER:

I'm fortunate to have a huge network of people who've supported me throughout my career. One of my greatest champions is Alice Fisher, who brings her incredible experience in both private practice and government service to her role on Latham's executive committee. She's made conscious efforts to secure opportunities for me to learn and grow – from throwing me out in the field as a (very) junior associate, to finding first-chair, government-facing experiences, to asking clients to give me leadership opportunities that both she and they knew I could handle. I would not have developed the skills, experiences and confidence I have today without the intentional efforts of a network of colleagues, especially Alice.

Not only has Alice opened doors for me, but she has inspired me to run through them. The passion and excitement she has for her clients and her job, and the skill with which she manages legal and human challenges, is infectious and inspiring. I've learned (and continue to learn) so much from her, from effective advocacy to authentic business development to leadership – I could go on and on. She's someone I admire who has made an indelible impact on how I practise law.



Erin is an extremely talented lawyer who consistently impresses me with her substantive expertise, ability to communicate effectively with senior business stakeholders and genuine enthusiasm for the work. Because of her deep experience, not only does Erin have a nuanced understanding of white-collar challenges in countless jurisdictions worldwide, but she also truly understands how business operates. This makes her an incredibly effective investigator, and it also allows her to provide balanced, actionable legal advice. Erin also manages her teams efficiently, and she consistently meets client deadlines and expectations. Her strategic, efficient and experienced approach, infectious positive attitude and practical business acumen make it clear she's one to watch in the years to come.

VIC MILLER

CHIEF COMPLIANCE OFFICER
HONEYWELL INTERNATIONAL