

**JAMES L. BANKS, Jr.** is a highly skilled and seasoned leader, educator, and advisor, with extensive expertise in law, leadership, and organizational management. With over 25 years in the legal industry, he has honed his skills and developed a reputation as an effective leader and problem solver. James' career includes a proven track-record of forging strong relationships and working effectively at all organizational levels. He specializes in legal ethics, public sector governance, and fostering collaboration for organizational growth and excellence across diverse sectors.

James is known as a focused leader who is highly sought after as a seasoned expert. He believes that one of his greatest strengths is his ability to implement creative solutions to difficult problems in various contexts, including complex legal issues in litigation, challenging budgetary matters in local government, and strategic issues in academia. Throughout his career, James has built strong relationships within organizations, collaborating effectively as a leader within teams, and demonstrating exceptional decision-making skills.

Previously as General Counsel at the Society for Human Resource Management (SHRM), James successfully revitalized and streamlined the organization's legal operations. He supervised the legal department, overseeing the work of outside counsel, and providing crucial legal advice on major business transactions. James has also been instrumental in driving organizational growth through strategic acquisitions, implementing a co-sourced legal services model, and integrating risk management practices within the legal department.

Prior to his role at SHRM, James served as the City Attorney for the City of Alexandria, VA, where he advised and represented the Mayor, City Council, City Manager, and multiple departments on legal matters. During his time as a Partner at Seyfarth Shaw LLP and McGuireWoods LLP, he held a remarkable track record of success, handling hundreds of trials and securing multiple summary judgment dismissals. James holds extensive knowledge of the public sector, having served on the city council and as vice-mayor for the City of Richmond, Virginia has a deep understanding of legal ethics, gained through years of service in the Virginia State Bar Disciplinary system. James has also demonstrated his expertise in appellate advocacy, achieving favorable outcomes in various cases before the Virginia Supreme Court.

James' leadership style greatly draws on his military background as a former military officer, he believes in empowering the entire team, building consensus, and making tough decisions to advance the collective goals. Recognized for being a servant leader with a strong sense of personal loyalty to his team that is characterized by sacrificial service, integrity, and a dedication to promoting fairness and effectiveness in justice systems.

Beyond his professional roles, James engages in multiple board positions and non-profit organizations. His dedication to community service shines through his involvement with esteemed entities like the Virginia State Bar, Virginia Law Foundation, and more. Accompanied by a Juris Doctor degree, James' professional background is adorned with accolades for his noteworthy contributions to the legal profession and local community. His remarkable career trajectory and unwavering commitment to excellence continue to leave a lasting impression in the legal realm and beyond.