

Juan Conde, Esq.

Privacy | AI

(415) 967-8461 | juanconde@protonmail.com

www.juanconde.net

CAREER HIGHLIGHTS

- 14+ years of legal experience advising technology companies on privacy and data protection.
- Led a cross-border boutique law-firm as the Founder & Principal Partner, managing a team of 6 attorneys.
- Licensed to practice in California and Mexico; Masters in Law (LL.M), UC Berkeley; J.D., Anahuac University Mexico.
- Awarded as a top privacy professional by Leaders League, 3 years in a row.

SKILLS

- Proven ability to perform in fast-paced environments.
- Superior cross-functional communication skills.
- Thorough understanding of key legal issues in technology.
- Ability to succeed in multi-stakeholder environments.
- Proven leadership and management skills.
- Experience developing/executing global privacy central strategies.

PROFESSIONAL EXPERIENCE

Meta, Product Risk, Program Manager.

Menlo Park, CA

2024 - Present

- Implemented a company-wide guidance to ensure consistent risk assessment for AI products, streamlining and supervising the completion of 100 reviews per month.
- Coordinated a cross-functional team of legal, integrity, security and policy experts advising product teams on how to mitigate risks related to AI products, effectively leading 100+ multi risk reviews, including strategic reviews to launch a new AI social app.
- Driven initiatives to advise company leadership in the development, amendment and enhancement of company's strategic positions in the AI space by coordinating and completing several leadership AI central risk escalations.
- Guided software engineering teams in developing and implementing technical guardrails and mitigations to ensure compliance for AI models. Mitigations included guardrails in 7+ risk domains such as privacy and data governance.

Novus Concilium, Founding and Principal Partner

Mexico City

2010 - 2024

Strategic Leadership and Management.

- Directed the operations of the law firm, ensuring cross-functional and multi-project delivery to 60+ companies, in industries such as ad tech, e-commerce, saas, and other internet companies.
- Managed a team of 6 attorneys, supporting them to complete and deliver 1000+ data protection and intellectual property documents such as policies, opinions, reviews, assessments, agreements, handbooks and programs and 300+ software licensing agreements, including end user licensing agreements, value added reseller agreements and software distributor agreements.
- Led the strategic planning and business development of the law firm, spearheading the firm's client acquisition efforts and strategies resulting in hundreds of thousands of dollars in revenue.

Legal advice

- Advised 60+ technology companies in the areas of privacy, software licensing and technology governance.
- Guided C-level executives in developing centralized privacy compliance strategies in industries such as fintech, healthtech, gaming, adtech, AR/VR, ecommerce, open finance, legaltech, media, telecommunications, among others, empowering them to launch global digital products, in 20+ countries including the U.S. and countries around Europe and the Americas.
- Led efforts to ensure 100% compliance with GDPR, and other privacy and consumer protection laws throughout the Americas.
- Supervised data protection audits to certify compliance with international best practices including ISO norms (ISO 270001), enhancing product's cybersecurity by 40%.
- Implemented cross-border privacy and data protection frameworks, reducing time spent in local risk analysis by almost 70%.

- Coordinated 30+ people working on cross-functional teams to include privacy and compliance by design into software infrastructure, having an active participation in product design from a compliance perspective.
- Collaborated on the elaboration of privacy risk assessments for multinational corporations with operations in 20+ countries.

Thought Leadership and Policy Advocacy.

- Published a book introducing novel thoughts on technology law as a call to action for other lawyers, to find innovative ways to apply centuries old legal concepts to novel digital technologies.
- Led advocacy efforts before governmental agencies and media outlets to promote innovative and adequate legislation and regulations of tech to ensure adequate compliance without stifling innovation.

Notaria 214 CDMX, Head of Interns

Mexico City, 2008 - 2010

- Managed a team of 12 legal interns.
- Successfully supervised the draft and execution of 1000+ legal documents.

EDUCATION

- **UC, Berkeley, School of Law**, LL.M (Master of Laws), *Berkeley, California*.
- **Universidad Anáhuac, México, Faculty of Law**, LL.B (Bachelor of Laws - foreign J.D. equivalent), *Mexico City*.

HONORS / AWARDS

- Top Privacy Profesional by Leaders League, 2021, 2022 and 2023.
- The most disruptive lawyers in Mexico by Foro Jurídico in 2019,
- Permanent residency (Green Card) to the U.S. for my exceptional abilities in law, technology and regulation. EB2-National Interest Waiver recipient.

SELECTED MEDIA AND PUBLICATIONS

- **Podcasts:** [“AI Unplugged. Legal Insights, Governance & Regulation” with Juan Conde](#), Entrepreneurial Thinkers, 2024
- **Lectures:**
 - “AI Law and Regulation: A global majority perspective”, Stanford Law School, 2025.
 - “AI Governance and Regulation Principles”, Lawgic, 2024.
 - “Why Does AI Transparency Matters?”, Mexican Bar Association, Attorney College and Hogan Lovells Mexico, 2022.
- **Authored Books:**
 - [“Tecnojuristas \(Technolawyers\): The XXI Century Lawyer’s manifesto”](#), VLex/Derecho Global, 2021.
- **Articles and Chapters:**
 - [“Responsible algorithmic principles”](#), MITSloan Management Review, March 2023.
 - “The New Traditional Order”, [From crisis to digital transformation: Legal Industry in 2020 – An Iberoamerican Vision](#), LawIt, 2020.
 - [“Digital Intimacy Law in Mexico”](#), Foro Juridico, 2016
- **Panels:**
 - [“Social Media: Regulate or not?”](#), Center for Complex Sciences, UNAM, 2021.
 - [“Advising Startups & Small Businesses During Covid-19”](#), SF Bar Association. 2020.
 - “Privacy in Latam - Understanding your privacy risk exposure”. TrustArc Privacy Summit, 2017.