

# Bond Schoeneck Deputy Manager On Rochester Office Plans

*By Sarah Martinson | Jan 12, 2022, 3:40 PM EST*

Bond Schoeneck & King PLLC litigation attorney Jennifer Schwartzott, who has practiced law for 20 years, added another leadership role to her resume Jan. 1, when she became deputy managing member of the firm's Rochester, New York, office.

Schwartzott told Law360 Pulse on Tuesday that her leadership experience dates to when she was class president and captain of multiple sports teams in high school. More recently, she has served as a leader on her firm's associate, diversity, and women's initiative committees. The seasoned litigator said that in her new role, she looks most forward to ensuring everyone in the Rochester office, including nonattorneys like staff and paralegals, have their voices heard and needs met.

"As an attorney in the office who isn't involved in leadership, there isn't that much you can do to help the administrative professionals," she said. "This position allows me to kind of assist on multiple different levels for all the different groups of people in our office."

Schwartzott, a graduate of the University of Maryland's Francis King Carey School of Law, started her legal career at [Miles & Stockbridge PC](#), where she worked for nine years before going on to [Osborn Reed & Burke LLP](#) in 2010 and then arriving at Bond Schoeneck in 2018.

She is taking over the deputy office manager position from her colleague Cressida Dixon, who stepped down after being appointed last year as Monroe County

public administrator, a time-consuming job in addition to her legal practice, Schwartzott said.

Here, Schwartzott talks with Law360 Pulse about plans for the Rochester office and offers advice for women attorneys who aspire to be firm leaders. This interview has been edited for length and clarity.

### **Why did you want to take this new position?**

For a couple of reasons. Most importantly, I thought that I could do a good job and serve our people well. I have a good relationship with everyone here in our office, and I thought that would lend itself well to the job. I also am a big team person. So being part of leading the team, so to speak, here in Rochester ... and kind of being one of the lead representatives of our office within that larger organization.

And then, because I believe in private practice and law firms, we need more women in leadership roles. That's something that our firm is trying to accomplish, as many firms across the country are ... but it seemed extra important to me, I suppose, to take it on for that reason.

### **What are the plans for the Rochester office?**

We want to continue to service our [existing] clients as best we can [and] find opportunities for new clients. I think we're always on the lookout for smart growth. For example, we had an attorney who did bankruptcy work [and] retired last year. So kind of being mindful about what other groups and what types of attorneys would be beneficial to have for our existing and potential clients.

Then, just being a good corporate citizen here in Rochester, in the larger Monroe County community, and being supportive of charitable entities and all the different groups that are trying to do well and make positive changes in this community.

## **What do you think is going to be the most challenging part about this new role?**

I think the time management. It's a huge time commitment, and I have a busy practice. So, making sure that I find the time in the day to get it all done is probably the biggest challenge.

## **What are going to be some of your new responsibilities in this role?**

I will be a liaison to the management and compensation committees in the firm in a way that I haven't been before. I meet weekly with our office manager and find out all the different things that she's working on in the office ... and then, [executing] the things that grow out of those meetings.

An additional responsibility is kind of championing for our more junior attorneys, making sure that their plate is full of work, making sure they're having the professional development opportunities that they want, and are growing and learning in the way that is helpful to them as well as helpful for the firm.

## **What advice do you have for women in the legal profession who want to take on leadership positions?**

They should seek out the opportunities to get to know the leaders of the firm and show an interest in being involved in whatever way they can, depending on their age and stage in their practice.

A first-year associate isn't probably going to strike up a relationship with a managing partner of a large firm necessarily, but ... being part of a group within the firm and making sure you're taking advantage of those opportunities, if and when they exist for you, and showing that you are committed to the firm and interested in being part of a large team, I think, is a good ... initial step.

--Editing by Orlando Lorenzo.