



# Maria Elena Kvalen

## Partner

Maria Elena Kvalen has more than ten years of experience as a labor law attorney. Maria is particularly experienced when it comes to assisting employers with handling of cases concerning termination of employment, downsizing and change processes.

Her experience also includes assisting employers on maritime employment law matters and she has assisted several shipping companies with downsizing. Maria litigates cases frequently and is also regularly engaged as a speaker and teacher.

Amongst others, she has been teaching labor law subjects at the Norwegian School of Economics (NHH) and the Norwegian University of Science and Technology (NTNU).

Maria holds the honorary posts as board member of the football clubs AaFK and AaFK Fortuna.

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### Expertise areas

Employment law

Forensic services

Compliance and Risk  
management

Business and human rights

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*“Maria Elena Kvalen is a highly professional lawyer who always gets back to us even though we are late and the request has a short deadline. She is always timely and reliant.”*

*- Client, Legal 500 2024*

### Work experience

2021–

● SANDS Advokatfirma DA  
Partner

2009–2021

● SANDS Advokatfirma DA  
Senior Lawyer | Senior Associate | Associate

### Education

2009

- **University of Bergen**  
Master of Laws

#### Awards

- 2024
- **Legal 500**  
Recommended lawyer in the category "Employment"

#### Memberships / Posts

- 2019–
- **AaFK Fortuna**  
Chairman of the board
- 2018–
- **Board positions: Aalesunds Fotballklubb**  
Board member
- 2018–
- **Ålesund Fotball AS**  
Board member
- 2018–
- **AaFK Sponsorservice AS**  
Board member