



Maria Elena Kvalen

Partner

Maria Elena Kvalen is partner at SANDS and has more than ten years of experience as a labor law attorney. Kvalen 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. Kvalen 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).

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

✉ mek@sands.no

☎ +47 70 10 75 55

Expertise areas

Arbeidsrett

Interne undersøkelser

Compliance und
Risikomanagement

Wirtschaft und Menschenrechte

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

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