



# 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

Arbeitsrecht

Interne Untersuchungen

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

### 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