

PAUL G. FIGUEROA

Phone: (505) 318-6246

Email: paulguevara@hotmail.com

PROFESSIONAL EXPERIENCE

U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT (USAID)

General Counsel, USAID/Guatemala Mission

2014-present

- Serve as the in-house general counsel to USAID's Guatemala office, which invests and manages over \$150 million annually in economic growth, health, education and governance programs.
- Spend 50 percent of my time on contracting matters and related legal issues to ensure competitions comply with the Federal Acquisition Regulations (FAR) and minimize the risks of protests. I also advise the Mission on contractual issues that arise during performance and implementation of our programs, including contract modifications, terminations for convenience or cause and contract related litigation.
- Train staff on government contract laws, including procurement rules and processes, procurement integrity and main legal principles of the FAR.
- Lead creation and implementation of innovative tools, including a flexible legal instrument with local governments that leverage community resources--the first of its kind in Guatemala--to fund community prioritized projects that increases return on investment, reach higher number of beneficiaries and empower community governance that lead to sustainability.
- Coordinate task forces on revising and writing Mission's operational policies on flexible work hours, employees' travel and training, diversity recruitment, delegations of authorities, and partner due diligence to streamline Mission's processes, cut costs, decentralize decision-making and improve morale.
- Developed plan for the Mission to create a more inclusive, diverse and happy work environment, and coordinated specialized training on diversity recruitment and training of EEO champions.

Chair, System Council Group on Intellectual Property for the Consortium on Global Agricultural

International Research (CGIAR)

2012-present

- Based in Montpellier, France, the CGIAR is an agricultural research consortium of research centers—supported by a \$1 billion yearly from governments, private foundations and multilateral organizations—that funds cutting-edge agricultural research and dissemination of research findings to improve food security across the developing world.
- Nominated and selected by over 30 international donors (USAID, the World Bank, Bill and Belinda Gates Foundation and the European Union) to chair an expert advisory group on intellectual property (IP) to provide leadership on best practices on patenting, commercialization and licensing of the centers' IP assets to maximize impact and raise revenue.
- Organize yearly recommendations based on a review of the centers' contracts that restricted access to research funded IP to ensure compliance with the donors' requirements. Implementation of our recommendations has led to dramatic changes in the centers' use of IP to maximize impact, raise revenue and reach more farmers by partnerships with the private sector and has improved compliance with the donors' IP parameters and international IP laws.

Attorney-Advisor, USAID Office of General Counsel

2009-2014

Bureaus of Economic Growth, Education and Environment; Latin America; Food Security

- Served as lead attorney on the creation and set up of the office of the Global Development Lab to lead the agency on innovation through science, technology, innovation and partnership.
- Developed the legal framework for the creation of the Development Innovation Accelerator, a set of new

tools for the Agency to leverage private financial and intellectual resources while still complying with the FAR.

- Provided all legal services on the bureaus' legal and policy issues, including interpretation of federal laws and agency regulations and address contractual, labor, immigration, and ethics laws.
- Negotiated agreements with public international organizations, private partners and donor countries, and debt-for-nature swap agreements with recipient countries, including joint grant agreement with the CGIAR for contributions of \$ 1 billion annually.
- Trained over 2,000 USAID employees across the world on government ethics and government contracting.

DELOITTE CONSULTING LLP

2008

Manager, Customs and Trade Group

- Proposed, developed and implemented legal and corporate structures to minimize foreign companies' legal exposure to trade litigation in the U.S.
- Advised multinational corporations on how to re-structure supply chains and import/export processes to limit Customs duty liability.
- Managed, motivated and mentored group of ten consultants to reach their professional potential.

GRUNFELD, DESIDERIO, LEBOWITZ, SILVERMAN & KLESTADT LLP

2001-2008

International Trade Analyst (2001-2002), Associate (2002-2006), Senior Associate (2006-2008)

- Represented foreign and domestic exporters and importers, including companies such as The Limited, Victoria's Secret, Kenneth Cole, and Salvatore Ferragamo on import/export issues.
- Served as lead attorney in re-structuring sales operations including a review and revision of the contracts at key points of the clients' supply chain.
- Served as the lead attorney on appeals of trade remedy cases before the U.S. Court of International Trade, managed junior associates, wrote briefs and presented oral arguments. Won over 90% of appeals.
- Advised manufacturing companies on how to re-structure operations, including supply chain, manufacturing, and location of corporate structure to minimize Customs duty liability.
- Represented foreign companies in trade remedy cases, specifically antidumping, countervailing duties, and safeguards before the U.S. Department of Commerce and U.S. International Trade Commission.

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| ACADEMIC APPOINTMENTS |
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AMERICAN UNIVERSITY WASHINGTON COLLEGE OF LAW (WCL)

2009-2012

Adjunct Professor of International Trade and Customs Law

- Developed and taught course on trade remedies sought by domestic producers injured by imported products to second and third year law students who took Introduction to International Trade Law class;
- Invited trade practitioners from government agencies and private sector to discuss their experiences with the students;
- Conducted mock trade disputes for the students to present arguments on behalf of petitions or respondents;
- Connected trade practitioners with law students who wanted to practice international trade law.

EDUCATION

American University Washington College of Law

J.D. 2001

Senior Staff, American University Law Review; Board Member, Latino/a Law Students Association

Beloit College

B.A. 1995

Double major: Economics and International Relations; scholarship recipient

AWARDS

USAID

- Superior Honor Award (nominee awaiting final decision), 2017 (“for diversity and inclusion efforts for persistently advocating for diversity in hiring and creating a mentorship program to ensure that new attorneys feel supported professionally and included”)
- Group On-the-Spot Award, 2016 (“for the exceptional and sustained leadership, insight, perseverance, teamwork and technical expertise in achieving the signature of the first Government to Government Agreement in Guatemala”)
- Superior Honor Award, 2014 (“for outstanding creativity and teamwork in establishing the Development Innovation Accelerator, a new tool for the Agency to co-create and co-invest in development with universities, corporations, foundations and non-governmental organizations”)
- Meritorious Honor Award, 2013 (“in recognition of his invaluable legal advice and exemplary service relating to the execution of USAID’s Multilateral Development Bank environmental responsibilities”)
- Group Certificate of Appreciation, 2013 (“for outstanding leadership to the agency in designing and implementing new ways of promoting innovation and doing development differently”)

Funniest Fed Competition Finalist, 2012

PROFESSIONAL AFFILIATIONS AND VOLUNTEER ACTIVITIES

- District of Columbia Bar Association, Member (2002-present)
- Hispanic National Bar Association, Member (2013-present)
- Liberty’s Promise, motivational speaker (2010-2014)
- Latina/o Alumni Association of WCL, co-founder, mentor, motivational speaker (2009-2014)
- Council on Legal Education Opportunity, guest presenter (2007-2011)
- U.S. Court of International Trade and Court of Appeals for the Federal Circuit Bars, Member (2002-2009)

PERSONAL

- Active partner and parent
- Fluent in written and spoken Spanish (native); conversational French
- Stand-up comedy, photography, tennis and travel