Pérez-Llorca



Mauricio Montealegre León

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Practices and Sectors

- Labor

Profile

Mauricio is a professional with extensive experience in corporate labor law. Since 2008, he has focused on providing comprehensive labor advice to both local and international companies from a corporate perspective, covering everything from drafting contracts to resolving labor disputes. He has the ability to design innovative strategies related to corporate integrations and mergers, compensation planning, negotiations with senior management, directing and executing voluntary retirement plans, and managing labor audits and due diligence processes.

Mauricio is an expert in analysis of labor effects derived from business operations, disciplinary processes, assistance in workplace harassment cases, training, policies, and regulations applicable to companies.

Studies:

- Specialization in Labor Law, Pontificia Universidad Javeriana.
- Law Degree, Pontificia Universidad Javeriana.

He speaks Spanish and English.

Experience

Mauricio began his career as an independent advisor on corporate matters and later worked as a legal counsel at the Legal Office of Universidad Javeriana in Cali. He subsequently joined prominent national and international law firms, where he developed solid experience in corporate labor law and employment litigation. In 2018, he joined Pérez-Llorca and was appointed partner in 2025.

Throughout his career, he has advised clients such as CAF in legal defense matters concerning the territorial application of Colombian labor law; Nexans Colombia on corporate labor structure and business unit analysis; and Cofco International and McCain in employment litigation and labor relations management. He has also provided legal counsel to audiovisual companies like TIS Productions and Dynamo Productions on film and television projects, and advised companies such as

Sony Music, Indupalma, IGT, and Lulo Bank on labor matters relevant to the entertainment, agribusiness, tech, and financial industries. His technical expertise, practical approach, and sector knowledge make him a recognized figure in corporate labor law in Colombia.

Academic and Publishing Collaborations

- Member of the Board of Directors, Colegio de Abogados Javerianos del Valle del Cauca since 2021.
- Member of the Colombian Labor Lawyers Association.
- Member of the International Bar Association (IBA).
- Member of the Legal Committee of ACRIP Colombia since 2023.

Recognitions

- Chambers Latin America 2027, Labour & Employment.
- Leading Associate, The Legal 500 2025, Labour & Employment.
- Highly Recommended, Leaders League 2025, Labour and Employment.