

# ASHLEY M. GJOVIK, J.D.

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## SUMMARY

Expert project and program manager with over ten years of experience leading large, global projects. Passionate and influential public interest advocate with five years of policy and government experience, two years of legal clinic experience, and a certificate in regulatory compliance. Juris Doctor with academic research and publication experience on human rights, public policy, and international law. Adept at managing complex projects and large teams; researching, writing, and presenting about complex and novel topics; and collaborating with diverse stakeholders on high-stakes objectives.

## EDUCATION

<b>Juris Doctor (Doctor of Law)</b>	<b>Santa Clara University</b>	2018–2022
<ul style="list-style-type: none"><li>Relevant Electives: Labor Law (A), Administrative Law (A-), &amp; Human Rights (A), Transitional Justice (A), Restorative Justice (B+), Employment Discrimination (P), Professional Responsibility (A-), Public Health (A)</li><li>Dean's List; Emery Merit Scholar; CALI &amp; Witkin Book (top grade in the class) Awards: Public Health Law, The Legislative Process &amp; Statutory Analysis, Real Property Law</li></ul>		
<b>Certificate in Public International Law</b>	<b>Santa Clara University</b>	2018–2022
<ul style="list-style-type: none"><li>Graduated <i>with Honors</i></li></ul>		
<b>Study Abroad: Transitional Justice</b>	<b>University of Oxford</b>	2021–2021
<b>Bachelor of Science, Liberal Arts &amp; Sciences</b>	<b>Portland State University</b>	2007–2012
<ul style="list-style-type: none"><li>Minors in Literature &amp; Writing; Dean's List &amp; Sigma Tau Delta International English Honors Society</li></ul>		

## TRAINING & CERTIFICATIONS

<b>Certificate in Regulatory Compliance</b>	<b>UPenn (Coursera)</b>	2023
<b>Certificate in Cybersecurity Foundations for Risk Mgmt</b>	<b>USG (Coursera)</b>	2023
<b>Project Management Professional (PMP)</b>	<b>PMI</b>	2013–Current
<b>Foundation Certificate in IT Service Management</b>	<b>ITIL</b>	2013

## EMPLOYMENT & CONSULTING EXPERIENCE

<b>Expert Consultant, Program Management</b>	<b>Private Law Firm, remote/California</b>	6/2022 – 7/2022
Expert consultant providing research, reporting, and advising related to program management and risk management on a consumer rights and fraudulent business practices class-action lawsuit.		
<b>Human Rights Researcher &amp; Writer</b>	<b>GreatFire, France/remote</b>	5/2022 – 10/2022
Researcher issues focused on digital platforms, censorship, and freedom of expression. Produced analysis, reports, and visual presentations. Conducted in-depth studies and investigations. Conducted legal analysis and comparative studies of the legal framework in authoritarian regimes and how it relates to business practices in these countries. Presented dashboard at AccessNow's RightsCon in 2022.		
<b>Human Rights Legal Case Worker</b>	<b>Asylum Seeker Res. Centre, Australia/remote</b>	8/2021 – 12/2021
Caseworker assisting the Human Rights Law Program by providing advice and assistance to people seeking asylum at all stages of the refugee determination process. Prepared protection visa applications, statutory declarations, Freedom of Information requests, case summaries and chronologies, legal submissions. Legal research including country of origin information, human rights reports, and relevant case law.		
<b>Senior Engineering Program Manager</b>	<b>Apple Inc, Sunnyvale, California</b>	1/2017 – 9/2021
Managed cross-functional communication, process improvements, product planning, employee satisfaction and engagement initiatives, and inclusion and diversity programs. Frequently brought in as a "fixer" for various large, cross-functional programs with complex, systemic issues. Chief of staff for two executives. Led user studies, surveys, focus groups, and informal mediation & dispute resolution. Project lead for a new company-wide voting and civic engagement project in 2019-2020.		
<b>Legal Researcher, Human Rights</b>	<b>Law Foundation of Silicon Valley, remote</b>	8/2020 – 12/2020
Researched conditions at the Santa Clara County jails (3,000+ inmate capacity) during the COVID-19 pandemic. Summarized reports in the news, from government agencies, and interviews with inmates. Resolved or highlighted discrepancies, synthesized information, and provided targeted follow-up action items.		

<b>Legal Intern, Software &amp; AI Ethics</b>	<b>Apple Inc</b> , Sunnyvale, California	5/2019 – 8/2019
The main project was organizing and leading discussions with internal, cross-functional Artificial Intelligence engineering leaders around the topics of AI ethics and social responsibility. Synthesized research and discussion findings and distilled best practices for ongoing policy discussions with Legal, Government Affairs, Engineering, and other internal groups.		
<b>Engineering Program Manager</b>	<b>Apple Inc</b> , Cupertino, California	4/2016 – 1/2017
New iPhone, iPad, & Mac product introduction, led overall software issue management and executive communication, including analysis and resolution of major bugs. Presented to senior executives daily, often requiring same-day turn-around on investigations of emerging issues.		
<b>Engineering Project Manager</b>	<b>Apple Inc</b> , Cupertino, California	2/2015 – 3/2016
Managed iOS & watchOS operating system builds, including internal releases for testing and development, and external releases to global iPhone, iPad, and Apple Watch customers. In addition to the standard engineering workflows, also tracked and sent communications to the global internal software engineering audience about internal legal and policy requirements and deadlines. Responsible for projects >\$100M.		
<b>Digital Software Release Manager</b>	<b>Nike Inc.</b> , Beaverton, Oregon	6/2014 – 2/2015
Responsible for digital software releases (Nike+, Nike.com, & apps). Software release manager for external websites (Nike+, Nike.com), mobile applications (various), cross-platform "NikeFuel" data, and wearable technology (FuelBand). The primary focus was on the Sport teams working on NikeFuel, FuelBand, and Nike+ products. Directly accountable for planning, risk management, communication, issue resolution, and general oversight of software releases		
<b>Software Release Manager</b>	<b>Nike Inc.</b> , Beaverton, Oregon	3/2013 – 6/2014
Directly responsible for all "major releases" to Nike's global supply chain. Release manager and war room coordinator for Nike's SAP supply chain software deployments. Led global project teams with thousands of members, cross-functional deployment with tens of thousands of dependencies, and production downtime schedules with high-stakes legal and financial requirements for a successful and on-time ramp-up. Responsible for projects >\$30M.		
<b>Human Resources Project Manager</b>	<b>Nike Inc.</b> , Beaverton, Oregon	11/2012 – 5/2013
Project Manager of Global Human Resources' transition and termination of support during the divestiture of Cole Haan to the Apax Partners equity firm (\$570M). Regularly dealt with highly sensitive and highly confidential information. Awarded a prestigious Nike HR Maxim Award: "0.2 Nike is a Company" for project leadership.		
<b>IT Project &amp; Portfolio Manager</b>	<b>Portland State University</b> , Portland OR	12/2011 – 12/2012
Project & portfolio manager reporting directly to the CIO of a large public research university with 26,000 students, 6,000 employees, and seven constituent colleges. Managed high-visibility, cross-functional projects with budgets ranging from \$50k-\$1M. Launched an institution-wide project portfolio management process to streamline, evaluate, and strategically prioritize project requests according to value, impact on resources, risk, cost, and alignment with institutional initiatives. Coordinated the stakeholder approval process for all high-profile enterprise project requests. Wrote a new Acceptable Use Policy for the university's website, which was published in 2014. I oversaw the annual IT security and compliance audit in 2012.		
<b>Human Resources Specialist</b>	<b>North Clackamas School District #12</b> , Oregon	2008 – 2009
<b>Government &amp; Community Relations</b>	<b>North Clackamas School District #12</b> , Oregon	2008 – 2008
<b>Finance &amp; Accounting Clerk</b>	<b>North Clackamas School District #12</b> , Oregon	2007 – 2008

## ASSOCIATIONS & COMMITTEES

### **International Bar Association**

Whistleblowing Officer, Anti-Corruption Compliance Subcommittee (2023-2024)

*Committee Member: Anti-Corruption; Business Crimes; Human Rights; Environmental Health & Safety*

### **American Bar Association**

*Committee Member: International Privacy and Digital Rights; Anti-Corruption; Human Rights; NLRA; OSHA*

### **American Civil Liberties Union (ACLU)**

Volunteer, New York, Capital Region Chapter (2023-Current); Volunteer, No New SF Jail, Chapter Leader, California, San Francisco Chapter (2020-2021); DEI Director, California, Santa Clara Law Club (2021-2022)

### **Santa Clara University**

Community Outreach Chair, SCU Environmental Law Society (2021-2022); Teacher's Asst., Admin Law (2020)