



## Rafael García-Valdecasas La

### Torre

Senior associate

Madrid

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**Human Capital Services**  
**Corporate Governance and Corporate Responsibility**

**Financial Institutions**

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### Experience

Rafael García-Valdecasas La Torre is a senior associate in the Human Capital Services practice area.

He has extensive experience, from the legal and tax perspectives, in the design and implementation of compensation policies in both listed and unlisted entities. He specializes in particular in the analysis and design of compensation policies in entities which are subject to specific legislation with respect to remuneration (credit institutions, investment firms, specialized credit institutions, collective investment scheme management companies, etc.).

Rafael provides advice on an ongoing basis to boards of directors on compliance with regulatory requirements in relation to compensation and the design of directors' compensation policies.

In addition, he provides recurring advisory services relating to the management of international employee assignments.

Rafael is a member of the Madrid Bar Association.

### Academic background

Degree in Law and Associate's degree in Business Studies from Universidad Francisco de Vitoria (under the Excellens bilingual program)

Degree in Business Administration and Management from Universidad Francisco de Vitoria (under the Excellens bilingual program)

Master's Degree in Human and Professional Leadership from Universidad Francisco de Vitoria

Master's Degree in Business Law from Centro de Estudios de Garrigues in collaboration with Harvard Law School

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