



# Réna Kermasha

**Senior Director, Professional  
Resources**

Montréal

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## **Bar Admission**

Québec 2003

## **Law School**

McGill University

Réna Kermasha is Senior Director, Professional Resources for the Québec Region. With over ten years of experience in this role at the firm, she is responsible for all programs relating to Québec Region associates in our Montréal and Québec City offices, including career development, mentoring, compensation, performance reviews and talent management. She is also Chair of the Québec Region Professional Resources Committee and, as lead of the Professional Resources team for the Québec Region, works closely with the firm's leadership team to oversee the talent management strategy taking the firm's legal professionals from the start of their career until income partnership.

Réna also leads the firm's national Centre of Expertise on Compensation, and is responsible for overseeing the compensation strategy for associates across the firm as well as supporting firm leaders in all compensation processes for associates, income partners, counsel and career lawyers.

Personally motivated to advance diversity in the legal profession, Réna has been a representative of the firm in *Projet Justicia* and *Projet Panorama* of the Barreau du Québec, contributing to the development of various resources aimed at supporting the advancement of women as well as visible minorities in the legal profession.

Ms. Kermasha was called to the Québec bar in 2003 after completing her articles with another national law firm where she spent several years thereafter practicing in commercial and civil litigation until 2010. Prior to joining McCarthy Tétrault, she acted as General Counsel in a privately-held Canadian company with activities in the aviation industry.

She obtained a Bachelor of Arts (B.A.) in Anthropology, with First Class Honours, from McGill University in 1998 as well as a Bachelor of Civil Law (B.C.L.) and a Bachelor of Common Law (LL.B.), with Distinction, in 2002, also from McGill University. Réna earned a Workplace Mental Health Leadership Certificate from Queen's University in 2016. Furthermore, she is a certified facilitator for both the DiSC and SuccessFinder psychometric profile assessments.

