

## ZRVP's Senior Team Grows with Seven New Lawyers



**The 2025 promotion round has expanded the senior team to 37 lawyers, 15 of whom have coordination roles for the firm's litigation and consultancy teams. The Litigation Department has also recently welcomed two senior lawyers, Lucia Alexe and Cristian Neagu, both bringing substantial experience in civil and commercial disputes, administrative litigation, and public procurement.**

*Zamfirescu Racoti Vasile & Partners (ZRVP)* announces new promotions within its Consultancy and Dispute Resolution practice groups, effective March 2025. The decision followed the conclusion of the annual evaluation process, which considered professional contribution to the firm's success, involvement in key projects, and positive client feedback.

Of the five promotions, three were to middle management positions. *Alexandra Nania* (Consultancy), *Lavinia Ludovic* (Consultancy), and *Andrei Ghița* (Litigation) have been promoted to Managing Associates. This role grants them project leadership responsibilities in their areas of expertise, along with expanded administrative duties. Two other lawyers from the Litigation department, *Luana Popa* and *Andrada Cristea*, have advanced to the role of Senior Associate.

*Lucia Alexe* (Senior Associate) and *Cristian Neagu* (Senior Associate), experienced litigators, recently joined the firm's dispute resolution team—an area of practice that has led international legal rankings in litigation and arbitration for 18 years.

“ZRVP's success over the past three decades has been primarily built around the idea of a ‘school of lawyers.’ Our professional philosophy is rooted in legal excellence and precision, practiced by each partner and passed on to every new generation. What defines a ZRVP lawyer is the relentless pursuit of the legal solution that best serves the client's needs. That is the key quality we seek in every team member and the foundation of our annual promotions,” said **Cosmin Vasile**, *Managing Partner at ZRVP*.

The team also welcome their newest colleagues to the ZRVP Consultancy team: Lorena Baruch, Alexandra Racz, and Andrei Popovici, who bring additional strength to our corporate, real estate, labor, and energy practices.

### **ALEXANDRA NANIA, Managing Associate**

Alexandra Nania has built a solid practice in data protection and cybersecurity, advising clients on all GDPR and cybersecurity-related matters. Her expertise includes reviewing privacy policies, defining contractual partners' roles in data processing operations, securing international data transfers, and employee monitoring, while drawing

on regulatory enforcement trends and guidance. She also supports organizations in applying and interpreting official guidance issued by European data protection authorities.

She helps organizations regularly evaluate internal compliance and resilience processes, ensuring they meet current standards and are prepared for potential cyber incidents. Alexandra also advises on proactive risk prevention and remediation strategies, contributing to robust data protection frameworks and business continuity.

Beyond privacy and cybersecurity, Alexandra is also active in M&A, corporate law, and governance, advising clients during transactions, supporting due diligence, protecting intellectual property rights, and securing interests in interactions with public authorities and private entities.

### **LAVINIA LUDOVIC, Managing Associate**

With over 14 years of experience, Lavinia Ludovic focuses on real estate, corporate law, and mergers & acquisitions.

She advises leading Romanian and international players in the real estate market across the full lifecycle of projects—from acquisition and permitting to development, operation, and sale. Her work spans office, logistics, and mixed-use developments (including office, residential, hotel, and retail). She has also successfully completed leasing contracts for renowned companies in diverse industries in Romania.

### **ANDREI GHIȚĂ, Managing Associate**

With more than 10 years of experience, Andrei Ghiță specializes in dispute resolution, particularly in restructuring and insolvency, administrative and tax litigation, and the energy sector.

He has advised banks and international financial institutions in matters involving non-performing loans, restructuring, and financial reorganization, as well as issues related to loan guarantee facilities for SMEs.

### **LUANA POPA, Senior Associate**

Luana Popa is part of the Litigation Department and has successfully represented prominent Romanian and international companies, as well as individuals, in both court and pre-litigation phases, with a focus on amicable dispute resolution.

She handles a wide range of civil and commercial disputes, including real estate, commercial law, insolvency, and enforcement proceedings. Luana is also involved in the firm's arbitration projects.

### **ANDRADA CRISTEA, Senior Associate**

Andrada Cristea focuses on civil and commercial litigation, insolvency, and enforcement.

She has significant experience representing major Romanian banks in proceedings involving the National Consumer Protection Authority (ANPC) and other administrative litigation. She has also represented both individuals and companies in the insolvency proceedings of a real estate development firm.

Her recent work includes a complex debt recovery case for a major bank, involving various civil and enforcement steps, while also defending the bank in related administrative claims and dissolution proceedings initiated by the debtor.

**LUCIA – MARINA ALEXE, Senior Associate**

Lucia-Marina Alexe has over nine years of experience in commercial and administrative-tax litigation.

She has handled complex commercial disputes, including cases involving contractual performance (payment obligations, delivery delays, penalty clauses, and terminations) and enforcement procedures.

She also advises in disputes involving administrative acts issued by the Ministry of Investments and European Projects (MIPE) and the National Authority for Regulation in Mining, Oil, and Geological Storage of CO<sub>2</sub> (ANRMPSG). Her current focus includes tax litigation (VAT, income, and corporate tax), zoning and urban planning disputes, and business-to-business conflicts.

**CRISTIAN NEAGU, Senior Associate**

Cristian Neagu has strong expertise in public procurement, commercial litigation, administrative and tax disputes, and employment-related conflicts, especially in sectors such as energy, oil & gas, banking, retail, telecom, and transportation.

He advises and represents clients in complex disputes arising from public procurement procedures—especially those involving transport infrastructure (electric buses, minibuses, trams), public lighting networks, and construction projects. His work includes post-award disputes, contract execution issues, performance documentation, and challenges against regulatory authorities in banking, telecom, and consumer protection, as well as tax-related disputes.

Cristian is also experienced in commercial arbitration, particularly in construction and infrastructure-related cases.

**LORENA BARUCH, Associate**

Lorena Maria Baruch is part of the Advisory team, working across commercial law, labor law, and energy. She advises on transactions and ensures compliance with both national and international regulations. Her expertise also includes cybersecurity and data protection.

She brings a solid understanding of digital risks and provides guidance on GDPR compliance and cyber incident response. Outside of her legal practice, she has been involved in volunteer initiatives promoting legal education and professional development among young legal professionals.

**ALEXANDRA RACZ, Associate**

Alexandra Racz is a labor law specialist who provides legal counsel on all aspects of employment relations in both public and private sectors. Her work includes drafting and reviewing individual and collective labor contracts, developing internal regulations and organizational policies, and advising on disciplinary procedures, restructuring, and terminations.

She supports both employers and employees in preventing and resolving conflicts, with a focus on identifying legal risks and crafting compliant solutions. She is involved in initiatives that promote workplace fairness, employee rights, and the prevention of harassment and discrimination.

**ANDREI POPOVICI, Associate**

With a background in business, Andrei Popovici brings a practical, business-oriented approach to legal advisory

work. His dual experience in consultancy and litigation allows him to assess legal risks and identify effective, client-friendly solutions.

His areas of focus include energy & natural resources, real estate, and public procurement. He advises major renewable energy investors on acquiring photovoltaic parks and securing funding through programs such as the NRRP (National Recovery and Resilience Plan) and the Modernization Fund.

#### About Zamfirescu Racoti Vasile & Partners

Zamfirescu Racoti Vasile & Partners (ZRVP) is recognized as one of the leading law firms in Romania, providing legal assistance services in the areas of litigation and arbitration, as well as business law, insolvency, criminal law and tax consultancy.

ZRVP has a team of 68 lawyers, including 17 partners: Calin-Andrei Zamfirescu, Ioana Racoti and Stan Tîrnoveanu (founding partners), Cosmin Vasile (managing partner), Anca Danilescu (senior partner), Elena Iacob, Alina Tugearu, Monica Strîmbei, Catalin Micu, Andrei Dumitrescu, Mihai Bajenaru, Cosmin Cojocaru, Marina Crenguța Florea, Ovidiu Șerban, Violeta Saranciuc and Alexandru Iorgulescu (partners), and Robert Oancea (of counsel).