

Santiago Martinez

Partner

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Overview

With over 15 years of experience in labor law, Santiago Martínez is a partner and currently leads the Audit Unit, in addition to co-directing the Collective Labor and Litigation Units. Throughout his career, he has managed legal portfolios for companies across various sectors of the economy, advising on strategic labor issues, representing clients in judicial and administrative proceedings, and leading teams in matters before the Ministry of Labor.

Santiago stands out for his experience in handling business crises and designing strategies for resolving high-complexity labor conflicts, making him a key advisor for organizations facing critical labor scenarios.

In the academic field, he has served as a tenured professor in undergraduate and postgraduate programs at institutions such as Universidad de los Andes, Pontificia Universidad Javeriana, Universidad Pontificia Bolivariana (Medellín), and Universidad del Norte (Barranquilla), helping to train new generations of labor lawyers.

He has also been an active member of the labor law committees of ANDI and ACRIP, contributing to the analysis and development of labor policy in the business sector.

Recognition

- Named, The Best Lawyers in Colombia™, 2021-2025
- Named, Labour and Employment, *Chambers Latin America*, 2025
- Named, Recommended Lawyer, *Legal 500*, 2013-2015
- Named, Associate to Watch, 2015, *Chambers Latin America*
- LACCA Approved, Labour, *Latin America Corporate Counsel Association*, 2020-2021
- Reconocido, The Best Lawyers in Colombia™, 2021-2025
- Reconocido, Derecho Laboral, *Chambers Latin America*, 2025
- Abogado recomendado, *Legal 500*, 2013-2015
- Associate to Watch, 2015, *Chambers Latin America*
- Aprobado por LACCA, Trabajo, *Latin America Corporate Counsel Association*, 2020-2021

Education

Specialist in Labor Law, Pontificia Universidad Javeriana, Colombia, 2012

Law Degree, Pontificia Universidad Javeriana, Colombia, 2010

Especialización, Pontificia Universidad Javeriana, Colombia, 2012

Abogado, Pontificia Universidad Javeriana, Colombia, 2010

Bar Admissions

Colombia

Languages

Spanish

English

Publications & Press

Littler Attorneys in Brazil, Colombia, Mexico, Portugal, Puerto Rico and Spain Recognized in 2025 Best Lawyers™ Editions

Press Release

November 14, 2024

Littler Recognized in 2025 Chambers Latin America Guide

Press Release

August 22, 2024

Littler Attorneys Named in 2024 Best Lawyers™ for Colombia, Portugal, Puerto Rico and Spain

Press Release

November 16, 2023

Littler Ranked in Chambers Latin America Guide 2023

Press Release

August 26, 2022

Littler Attorneys in Three Countries Named to 2022 Best Lawyers™ Lists

Press Release

December 6, 2021

Guiding the Return to Office

Latin Lawyer

October 4, 2021

Littler Attorneys in Four Countries Named to 2021 Best Lawyers™ List

Press Release

November 20, 2020

Littler Ranks in The Legal 500 Latin America 2017 and Chambers and Partners Latin America 2018 Guides

Press Release

September 22, 2017

Littler Global Guide - Colombia - Q2 2017

Littler Global Guide Quarterly

July 11, 2017

Events & Speaking Engagements

Teletrabajo y regreso a la nueva normalidad: Estrategias para la prevención de riesgos

April 20, 2021

Reestructuración de costos basado en la terminación de contratos de trabajo / Planes de retiro

May 28, 2020

5ta Conferencia Anual en Colombia

Bogotá, DC

September 6, 2019

V Conferencia Anual en Perú

September 5, 2019

4a Conferencia Anual en Colombia

Bogotá, DC

September 26, 2018

Third Annual Conference in Colombia

Bogotá, DC

November 10, 2017

Tercera Conferencia Anual en Colombia

Bogotá, DC

November 10, 2017

Latin America Conference

Miami, FL

October 28, 2016

Segunda Conferencia Anual en Colombia

Bogotá, DC

October 19, 2016

Second Annual Colombia Conference

Bogotá, DC

October 19, 2016

Littler Global Peru Conference

September 23, 2015

Littler Global Colombia Conference

Bogotá, DC

September 10, 2015

Key Factors of the Labor Legislation in Colombia

Boleita, Caracas, A

July 15, 2015