

Claudia Wallman

Senior Legal Counsel at Spotify

Nick Perkins, Senior Associate at Ashurst, sat down with **Claudia Wallman**, Senior Legal Counsel at Spotify, to discuss Claudia's career and International Women's Day.

NICK PERKINS: Tell us about your role, and how your career led you here?

CLAUDIA WALLMAN: I work as Senior Legal Counsel in the Licensing and BD team at Spotify, where I help with label and publishing licensing across APAC and other partnership deals. I started my career at Allens just over 20 years ago in the wonderful IP team there before heading overseas to do a masters at Stockholm University. I didn't plan to stay very long, but (a bit by chance) ended up working in the IP and media team at Mannheimer Swartling, one of Scandinavia's big law firms. During my first year in Stockholm (which was during the Pirate Bay days), two of my colleagues moved to a small music tech start-up called Spotify – I went to one of their early pre-launch events and came home with a beta version of the client. Five years later I also joined their in-house team, first working in the Stockholm office and then relocating to Sydney.

PERKINS: What's the best work-related advice you've ever received?

WALLMAN: That people will remember you not for what you do, but how you do it. Regardless of how hard we work or what amazing things we may achieve, it's the way we interact with other people and contribute to their work and their lives that's so important.

PERKINS: What does International Women's Day mean to you?

WALLMAN: To me it's a celebration of the incredible power of women as well as a reminder that we still have a fair way to go. I'm fortunate to work in the AU/NZ business at Spotify where the female leadership is exemplary – we have (and have had) some amazing women leaders and a culture where diversity and inclusion is at the heart of everything we do. IWD is an opportunity to



recognise and celebrate how lucky I am to be part of that.

PERKINS: The 2021 International Women's Day campaign theme is #ChooseToChallenge. What does this mean to you and how would you suggest this is implemented in our readers' work and personal lives?

WALLMAN: I think #ChooseToChallenge is a great initiative as it calls for us all to make a real and conscious commitment to empowering women everywhere. Creating a culture where we can all stand up to all types of bias and inequality is crucial if we want to create a more inclusive platform for all women. Make sure to do unconscious bias training and put it to work! This year as part of

#ChooseToChallenge, Spotify created a hub called EQUAL which aims to amplify women's voices on the service globally. I've had the Women of AU & NZ playlist on repeat for the past few weeks.

PERKINS: Who is one woman in the industry whom you really admire, and why?

WALLMAN: I don't think I could single out anyone in particular, but along the way there have been many women who have inspired me in very different ways. Whether they have been a shining example of female leadership, or a constant champion for change in the industry, or have simply offered an encouraging word when things got tough, I am grateful to all of them.