

Alumni Spotlight — Jocelyn Young

Associate Vice President – North American Legal, Hikma Pharmaceuticals

Tell us about your role at Hikma. What do you enjoy most about the work you do, and what sparked your interest in working there?

Currently I am Associate Vice President / Associate General Counsel, North America. Hikma is a multinational pharmaceutical company with a portfolio of generic, specialty, and branded pharmaceutical products. In my role, I oversee all transactional and contract matters for the U.S. and Canada, including business development, contract manufacturing, M&A, sourcing and operations, and commercial / sales and marketing contracts. I started at Hikma in 2019 as Corporate Counsel focusing primarily on U.S. business development matters after working on various Hikma matters for the firm.

I spent many years in the business world prior to becoming an attorney, so the transition to an in-house role came naturally for me. I enjoy the collaborative nature of working with internal business partners. I also love the fact that no two days are ever the same: continually learning new areas of substantive law and anticipating legal issues as much as possible keeps me energized and engaged.

What are some skills you gained from your time at the firm that benefited you the most for an in-house role?

Precision in drafting agreements. Working on a daily basis with high-performing partners at the firm taught me the importance of clear and unambiguous drafting. Now, as in-house counsel, I see firsthand how poor drafting often leads to disputes and failed business goals. I specifically look for strong drafting skills when hiring outside counsel and particularly appreciate those firms whose transactional attorneys balance both substantive and technical skills with business practicalities.

Did you always want to work as a lawyer? What drew you to practicing law?

I came to the practice of law later in life, after working for more than fifteen years in the IT and pharma market research industries. It was during my time working at AstraZeneca that I decided to attend law school. I admired the attorneys with whom I worked on transactions for their sharp, analytical minds and ability to identify issues quickly and concisely. I decided to give law school a try and gave myself an out: if I was miserable after a year of law school, I would walk away. Fortunately, I found myself enjoying the rigors of law school — and the rest is history.

The firm's 2026 class of entry-level associates has arrived! Reflecting on your own early days of practice, what piece of advice do you wish you had received? Any additional advice or insights you'd like to share with our newest colleagues as they begin their practice?

One of my early mentors counseled me to take advantage of the first year of being an associate, that it was a one-time opportunity to build foundations, network, and learn from others. I would give that same advice to others beginning their practice of law; indeed, you don't get that time back, and the time you invest in building those foundations will serve you well in the long run.

How do you maintain long-term, meaningful connections, especially with those you don't interact with regularly?

I candidly have found networking more challenging after moving to an in-house role. It requires intentionally seeking out opportunities for connection — whether at events, CLE sessions, or through regular lunch or coffee chats when possible. I also value the relationships I have built through my non-profit board and volunteer work. Maintaining all of these connections in a meaningful way, alongside the demands of work and family, is certainly challenging but remains an important aspect of community for me.

What are your favorite ways to spend time outside of work? What are you most looking forward to this fall?

My husband Raju and I happily are parents to an active fourteen-month-old boy, Matthias. He has become the new center of our lives and keeps us on our toes daily. Every object he encounters must be thrown, shaken, and destroyed if possible! On most weekends these days, you can find us exploring new playgrounds, libraries, and walking trails along with our rescue dog Zenny. We thoroughly enjoy watching Matthias's refreshing sense of curiosity and look forward to experiencing life through his eyes as he grows.

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