



## Joshua M. Troy

### Director, Talent Management

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Josh Troy serves as the firm's Director of Talent Management and is responsible for managing and supporting the firm's talent needs. This includes responsibility for helping build a high-performance culture through focused training and development, retention of talented and diverse attorneys and professional staff, and integration of the firm's overall strategic goals and objectives. In addition, Josh is responsible for the assessment of organizational needs and the design and evaluation of programs that facilitate the professional development and continuous learning of the firm's attorneys and professional staff. This includes the development and management of firm leadership programs, attorney and business development programs, mentoring programs, staff development programs, IT projects, and other talent initiatives, including additional resources and content for associates and emerging leaders. Josh also participates in special projects for the Firm Chair, the Executive Committee, and the Chief Operating Officer.

Josh brings over 15 years of law firm experience in professional development and recruiting, as well as practicing as a litigation associate early on in his career. Prior to joining the firm, Josh was Director of Attorney Professional Development in the New York City office of an Am Law 100 firm, where he engaged with attorneys across all seniority levels, practice areas, and offices to ensure their professional and personal success. Josh was also co-founder of the firm's parents' affinity group, advisor to the firm's women's affinity group, and member of the firm's well-being committee.

Josh is a speaker at various conferences and webinars for the Professional Development Consortium (PDC) and National Association for Law Placement (NALP). He also is a Leadership Council on Legal Diversity (LCLD) Law School Mentor.

### Education

New York University School of Law J.D. (2007)

Brown University B.A., Political Science (2003) *magna cum laude*, *Pi Sigma Alpha*

### Professional & Community Activities

Professional Development Consortium (PDC), Board of Directors  
Member (2021-Present)  
Vice Chair (2023-Present)

Law360, Legal Industry Editorial Advisory Board, Member (2016-2019)

## Insights

### Events

Pipeline Power: Connecting Summer Programs to Long-Term Talent Strategy

April 15, 2026

### Events

Bossing Like a Parent: Proven Management Skills We Can Learn from Parenting Research and Experience

July 10, 2025

### Events

Benefits, Policies, and Procedures: The Spectrum of Support Firms Can Provide to Working Parents

April 10, 2025

### News Releases

131 Kilpatrick Attorneys Recognized in 2025 Edition of Best Lawyers: Ones to Watch in America®

August 16, 2024

### Events

New Job, Title, or Boss - Lessons Learned from Good and Bad Decisions during “New” Times

July 12, 2024