

CMS appoints Andrzej Pośniak and Horea Popescu as Managing Directors for Central and Eastern Europe



CMS is pleased to announce that Andrzej Pośniak and Horea Popescu have been appointed as CMS's Managing Directors for Central and Eastern Europe (CEE), responsible for managing and developing CMS operations across the region. Andrzej and Horea begin their four-year term with effect from 1 April 2026, succeeding Dóra Petrányi who has managed CMS's CEE operations since 2016 and has been appointed Head of the firm's global Technology, Media, IP and Competition (TMIC) practice from 1 April 2026.

Stephen Millar, *CMS Managing Partner at CMS UK*, comments: "Andrzej and Horea have more than 45 years of combined experience and are excellently placed to lead our CEE offices into their next chapter. CMS is the largest law firm in the CEE region, and we are confident Andrzej and Horea will continue to build on this strong platform to further bolster our reputation as the leading law firm in CEE. I'd also like to thank Dora for her significant contribution to the success of our CEE practice over the last 10 years."

Andrzej joined CMS in 2003 and has been Office Managing Partner at CMS Poland since May 2019. Horea joined CMS in 2004 and has been Office Managing Partner at CMS Romania since November 2020. Both Andrzej and Horea will continue in these respective roles, in addition to taking on their new Managing Director responsibilities.

Andrzej Pośniak comments: "CMS has established strong foundations across CEE, which are built on a commitment to our people, fostering a collaborative and inclusive culture where talent thrives. Placing clients at the heart of our strategy, we are focused on shaping the firm's long-term growth and driving technological transformation to ensure CMS remains the law firm of choice throughout the region."

Horea Popescu comments: "CMS in CEE has had an impressive growth story over this last decade and we look forward to continuing this trajectory. By investing in our teams, nurturing strong client relationships, and upholding the values that define CMS, we are well-positioned to meet the evolving needs of our clients and the markets we serve. CEE is an important growth region in Europe, and we look forward to the opportunities ahead."

CMS is the only law firm to be top-ranked in the Chambers & Partners Global Legal Guide in every CEE category, year-after-year. In 2025, CMS was also recognised with three award wins at the Chambers Europe Awards, including being named Europe Law Firm of the Year and CEE Firm of the Year, recognising CMS's top tier offering across the CEE region.