

## Job Description

<b>Job Title:</b>	<b>Associate</b>
<b>Department:</b>	<b>Commercial IT</b>
<b>Reports To:</b>	<b>Commercial IT Partners</b>

### The Firm

[www.bristows.com](http://www.bristows.com)

We are Bristows, the world's leading specialist law firm for clients that innovate.

We are a London headquartered hub for litigation, transactions and advice throughout the world. We help clients grow in life sciences, technology and other dynamic sectors. We provide advice on all their legal matters and are proud to be different.

At Bristows, we have always been at the forefront of change. From patenting the first electrical telegraph to launching the UK's genome sequencing project, we have been helping clients who create and embrace new technologies and ideas.

We focus on dynamic, IP-rich sectors and have the expertise to solve a broad range of litigation, transactional, and advisory challenges. We have a true cross-disciplinary practice encompassing our renowned IP, competition, regulatory, corporate and commercial, dispute resolution, IT and data protection teams. The strength of each individual practice complements the others to provide a fully integrated and comprehensive service.

We are an eclectic mix of inquisitive thinkers who are fascinated by the law surrounding our clients' sector. Many of us have science and technology backgrounds or have worked in the industry. We live and breathe our clients' business and can talk the same language. It means we are on the same wavelength and understand what makes our clients' business tick.

Many of our clients are international and our work with them crosses different jurisdictions. We have remained fiercely independent since we first began in 1837 and are able to maintain a network of leading lawyers and specialists around the world. This means we are free to partner with the best people in any jurisdiction for each client need and build the right team of lawyers in the right locations.

Bristows is a unique place to work, quite unlike most law firms. The firm's fee-earners are not given billing targets, which has a significant impact on the atmosphere of the firm, fostering a supportive, human environment where the focus is on quality rather than quantity. The firm is genuinely encouraging and supportive of its lawyers and support staff.

Bristows offers:

- a close knit and relaxed environment with an emphasis on responsibility and client contact but with the benefit of active partner support and involvement;
- good quality interesting work and flexibility to develop your own niche;
- a sensible work life balance with no billing targets; and
- the possibility of career progression.

### The Commercial IT Group

The Commercial IT team is part of Bristows' internationally renowned IT practice and sits within the wider Commercial IP / IT / DP department. We focus on deals where IT is at the heart of the transaction and act for clients whose businesses centre on technology, life sciences, financial services, government, brands and media.

While the team works closely with lawyers in other parts of the firm, the vast majority of the work is stand-alone transactional or advisory work, as opposed to corporate support, with lawyers in the Commercial IT team taking the lead and having control of the transaction.

Following a period of expansion there are now four partners dedicated to this area: Chris Holder, Toby Crick, Adrian Sim and Vik Khurana.

The work of the Commercial IT team covers acting for users and providers in relation to:

- technology contracts – software development and licensing, systems supply and integration, hardware supply and maintenance arrangements;
- IT outsourcing – IT infrastructure, application development and support, networks & communications;
- business process outsourcing – projects such as finance and accounting, logistics and HRO and all aspects of offshoring;
- digital transformation – projects involving cloud computing, AI & machine learning, robotic process automation, blockchain, fintech, adtech and healthtech; and
- commercial work – general procurement, supply, distribution and joint ventures, including procurement in the public sector.

Commercial IT clients include Capgemini, SAP, De Beers, The Guardian, Christie's, Lloyd's Market Association, Genomics England, Johnson & Johnson, Smith + Nephew, OVO Energy and central government departments.

## The Right Candidate

We are looking for a mid-level associate to join the Commercial IT team, one who will specialise in IT and outsourcing work as well as other types of technology-based transactions and matters the team undertakes.

The candidate should have:

- a strong academic background;
- around 3-5 years' solid experience of commercial IT transactions and outsourcing deals; and
- an interest in the issues and trends affecting the wider IT and technology sector.

Candidates should be accustomed to assuming a high level of responsibility on transactions. They should be able to demonstrate an enthusiasm for business development and the wider aspects of the role of an associate, such as knowledge management and, depending on level of seniority, the delegation to and management and mentoring of junior lawyers.

First rate, substantial legal skills and experience are essential, as is an enthusiasm for getting involved in our clients' sectors. The candidates should be ambitious and self-motivated yet able to fit naturally into the distinctively collaborative, mutually supportive and friendly culture that exists at Bristows.

The candidates should have excellent interpersonal skills as the position will involve client contact and participation in business development activities, often in collaboration with lawyers in other teams at Bristows.

We are looking for lawyers who:-

- are natural, down-to-earth, confident, at ease with people;
- are good team players, enjoy their work but do not take themselves too seriously;
- are articulate in writing and orally;
- can analyse complex factual and legal situations with a determination to get to the "bottom of things" and come up with sensible commercial solutions, own the drafting and negotiate the deal; and
- can develop strong relationships with clients.

This is an exciting opportunity to help the Commercial IT practice in a unique firm with a prestigious platform of skills and clients; a firm that is performing well with a clear vision of where it is headed and the type of firm it wishes to be: a firm that is committed to delivering excellent client service and being financially successful (but not obsessed with profit targets), whilst also providing an enjoyable and civilised working environment for all.

## Equality & Diversity

At Bristows we are committed to championing equality, diversity and inclusion for all, and we are a proud signatory of the Law Society's Diversity and Inclusion Charter. As a firm, and as individuals, we do all we can to treat people fairly and with mutual respect. This commitment enriches our work and our working lives and has played a key part in our success over the years. It is our policy to provide equal opportunities for all employees and job applicants in relation to recruitment, selection, pay, training, working conditions and promotion opportunities regardless of age, disability, gender, gender affirmation, marital or civil partnership status, pregnancy, race, religion or belief and sexual orientation. For more information about EDI policies and practices at the firm, please visit: [www.bristows.com/careers/diversity/](http://www.bristows.com/careers/diversity/).