

# Bristows

## The firm

Bristows is a market leading law firm with a global client base across our core sectors of Life Sciences and technology.

Despite being smaller in terms of overall size than our major magic circle competitors, the firm has maintained its position by the exceptional quality of our lawyers and the strength and depth of our scientific and legal expertise. We have an all equity partnership that has remained stable over many years.

To apply, please email your CV to [recruitment@bristows.com](mailto:recruitment@bristows.com)

**Please note:** We are not accepting applications from uninstructed recruitment agencies. If an agency wishes to submit a CV, they should contact [Morwenna Scholes](#), Head of HR.

## Associate

### Patent litigation

#### The roles and candidate specification

We have space for 2-3 Associates, ideally at circa 2-5 years' PQE. An academic background in life sciences or technology would be very welcome although this is not essential if candidates can demonstrate a keen interest in, and aptitude for, technical matters. We are happy to consider candidates qualified in other jurisdictions, especially those from a common law background and will also welcome applicants from in-house positions.

First rate legal ability, excellent interpersonal skills and relevant experience are essential. We look for lawyers who are articulate, who write well and who can analyse complex factual and legal situations with a determination to "get to the bottom of things" in order to come up with sensible commercial solutions.

Candidates should be ambitious and self-motivated and yet able to fit into the collaborative culture that exists at the firm.

#### The Patent Litigation team

We currently have 11 partners, circa 25 associates, 4 trainees and a support team of paralegals. While many of our fee earners have PhDs and/or strong backgrounds in life sciences or hi-tech, we equally value the work done by our law graduate litigators at Associate and Partner level so a scientific background is not a necessity. The team is responsible for almost one third of cases at the Patent Court so you will be guaranteed the very best quality, most interesting and challenging work in this field.

Our teams are very much "partner led" so you can expect a high level of support and to learn from a range of partners with varying styles. At the same time, we are keen to stretch people who have the appetite for it, so responsibility will readily be given and we do this according to ability rather than levels of PQE. Team size varies depending on the circumstances but, on a large case, would typically be circa 4-5 including a Partner and Trainee – we are able to staff cases in such a way that no one should be under too much pressure and the work is spread around. The partners meet monthly to review activity levels in the team and to ensure that the associates are receiving a good mix of work; no-one should be overloaded and no-one should be at a loose end.



## The clients and the work - what will you do?

Our client base ranges from major global names such as Teva, Novartis, Samsung and Philips to smaller start-ups. You can expect to work on a full range of patent litigation work including FRAND, mechanical, biotech and licensing disputes. Naturally, your own area of expertise and specialism will govern your caseload but we are keen to help our fee earners develop a broad skill set and handle a mixed caseload if this is what they want. Our financial and management model allows us to put someone on a case because they are interested in it even if there is not always a need for additional resource.

There are regular secondment opportunities both to clients and overseas law firms and you can expect to work closely with other teams, for example competition and regulatory.

Business development is encouraged at all levels of seniority with budget made available. An example is the annual Young EPLAW Congress which includes mock trials, courses, and networking opportunities.

## Training & career progression

We have a clear published competency framework which details the expectations of all our legal staff from Trainees through to Partners. This forms the basis of the annual Development Review and also guides the Senior Associate promotions process which typically takes place at 6 years' PQE. The Patent Litigation team has not brought in a lateral partner in over 20 years so the focus is very much on developing home grown talent.

We aim to have a coaching culture with regular informal feedback to supplement the formal appraisal process. Mentoring schemes are available for fee earners while members of the HR team are able to provide personal coaching and guidance in non-legal and personal management skills.

Numerous opportunities exist for legal and non-legal training opportunities both within the firm and also externally and our Learning & Development team are on hand to advise on any additional needs or interests. Personal and professional development is much valued at all levels so we have a generous budget which enables us to meet most ad hoc requests for additional training. Many of the team have obtained their Higher Rights Certificate.

## Our values & culture

With fewer than 300 staff and partners in total and one UK location, we are able to maintain a friendly atmosphere where everyone is able to get to know each other and many policies and practices can operate on a trust basis.

We are based in modern offices at Blackfriars and very much value face to face collaboration and the social element of working relationships. However, as we emerge from the Covid-19 pandemic, we have introduced a Remote Working Policy which encourages staff to work at home up to 50% of the time – we don't monitor attendance but simply ask that everyone spends on average across the year more time in the office than out of it. We provide a comprehensive home working set up including lap top, additional monitors, mouse, keyboard, headphone, chair etc as required plus a cash allowance to buy additional equipment such as a desk to ensure a safe and comfortable home working environment.

Our firm values, which we very much “live”, are Ambition, Bravery, Curiosity and Friendliness. These underpin all that we do across both our client work and our internal strategic decision making. We are signatories to the Mindful Business Charter and take our commitment to staff welfare and work life balance very seriously – for example, partners will go the extra mile themselves to ensure that Associates are not disturbed while on Annual Leave.

None of our lawyers have billing targets which means we can focus on doing the best for our clients while also having the time and capacity to assist each other in a genuinely collaborative working culture. No one is competing for hours and everyone knows they can enjoy downtime when it arrives.

As we return to post Covid-19 activities our reputation as a fun firm that likes to get together will come to the fore again - there are numerous opportunities to socialise including monthly drinks, two firm wide parties each year and frequent team ‘get togethers’. One of our teams even has a ski trip!

We have an active, partner-led Diversity & Inclusion group which runs awareness raising and educational initiatives in addition to ensuring that our policies and procedures remain inclusive. Our Charities Committee is equally busy and puts on a range of events from sporting to baking to our Christmas Craft Shop, all in aid of our Charity of the Year.

Our Wellbeing Programme is championed at partner level and is structured around the pillars of Physical, Mental, Financial and Community wellbeing with an annual programme of events, educational activities and support.

## Reward & benefits

Our salary and bonus structure reflects our lack of billing targets and collaborative culture – we set salary bands for most levels of PQE and any bonus is paid as a simple percentage bonus across the whole firm. We have a flexible benefits package that is kept under regular review and is designed with the wellbeing of our staff and their families at its heart.

## Diversity & inclusion

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 [see here](#).

For more information on our [firm values, see here](#).