

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 competitors, the firm has maintained its position by the exceptional quality of our lawyers and the depth of legal expertise available to clients. We have an all equity partnership that has remained stable over many years.

Associate Patent Litigation

The Department

Bristows is the market leader and has a very busy patent litigation practice across the life sciences and technology sectors.

The firm has maintained its position at the forefront of patent litigation by the exceptional quality of its lawyers and the strength and depth of science backgrounds in the team.

The role

The Intellectual Property group at Bristows is looking for patent litigators with a background in life science and/or Technology.

Successful candidates would join an exceptional team with a wide array of technical and legal backgrounds able to take on diverse and complex subject-matter.

Candidates will be considered from 3 to 5 years PQE.

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 the sectors mentioned in the attached briefs. 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.



Key characteristics

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 IP 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.

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.

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 externally. Bristows runs an extensive in house soft skills training programme and there are a variety of external training resources available to support the continued professional development of our fee earners. 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.

Our values & culture

With around 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. We have introduced a Remote Working Policy which enables staff to work in an agile way: 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.

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.

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.

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](#).