

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 strength and depth of our scientific and legal expertise. We have an all equity partnership that has remained stable over many years.

Associate

Competition – 12 Month Fixed Term Contract

Bristows' Competition team

Our competition lawyers have both an in-depth knowledge of advisory and transactional competition law across the board as well as extensive experience of litigation. Matching the focus of the firm as a whole, we also have a strong sector focus, with the majority of our work relating to tech or life sciences matters. That combination sets us apart. It enables us to take a truly integrated approach to cases – strategic and substantive considerations are considered together from the outset.

We advise our clients on the full spectrum of competition law issues, from commercial agreements (often relating to intellectual property or IP rich companies), to mergers and other transactions, as well as on abuse of dominance issues and antitrust investigations. In recent years we have handled both CMA and European Commission antitrust investigations and have represented vendors and acquirers involved in mergers in the UK and beyond, often taking a coordination role in multi-jurisdictional transactions.

We also have a fully-integrated competition litigation/dispute resolution practice. The team cut its litigation teeth through a succession of ground-breaking cases over the past 25 years where competition law issues have arisen in the context of technology or the enforcement of IP rights. We now represent clients in standalone and follow-on actions before the High Court and the Competition Appeal Tribunal, up to the highest levels of appeal, as well as taking on a role in relation to standard essential patent and FRAND disputes.

Our team of competition lawyers, many with dual EU/UK qualifications, work together seamlessly across the London and Brussels offices.

The role and candidate specification

We are looking for a mid-level to senior lawyer to join the competition team, initially on a 12 month fixed contract, but with potential for this to be extended for the right candidate. The candidate should be UK and/or EU qualified, have broad-based competition law experience, with a minimum of 5 years' post-qualification experience. Litigation experience and/or experience in our key sectors would be an advantage, but are not essential.

We would consider candidates working a four day week.

Whilst primarily a London-based role, this is an opportunity that may suit a Brussels based lawyer with flexibility to travel frequently to London.



Training & career progression

We have a clear published competency framework which details the expectations of all our legal staff from Trainees through to Partners.

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.

Our values & culture

With around 300 staff and partners in total and one UK location (plus our Brussels office), 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 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 – 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.

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 identity, marital or civil partnership status, pregnancy, race, religion or belief, sex, sexual orientation and trans status. For more information about D&I policies and practices at the firm, please [see here](#).

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