

# 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 some of 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.

## Solicitor Apprenticeship

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### Job Description

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, apprentices and support staff.

During the first four years of the apprenticeship, you will be based in our London office and work with lawyers from a number of our different practices including Commercial IP/ IT, Data, Cyber & Libel, Patent Litigation, Corporate, Tax, Employment and Competition. This will provide you with a good breadth of transactional, advisory and litigation experience. There may also be an opportunity to complete a client secondment.

For the final two years you will join the trainee solicitor rotation and will be able to experience additional practice areas or return to one you previously enjoyed and may want to qualify in.

Throughout your apprenticeship you will develop a number of legal skills including research, drafting, client interaction, document and transaction/case management and commercial awareness. This will be combined with support from the firm and the University of Law in completing a law degree and passing the Solicitor Qualifying Exams (SQE), comprising of SQE1: Functioning Knowledge Tests and SQE2: Standardised Practical Legal Skills Assessments.

We do not have minimum grade criteria, however strong academics are desired. Candidates with 3 A-Levels at grade ABB or above and 5 GCSEs at grade A\* - C or equivalent are recommended. This apprenticeship is not targeted at those with undergraduate degrees.

Your starting salary will be £23,000 and you will be entitled to the firm's comprehensive benefits package. Your course and tuition fees will also be paid for.



## The Recruitment Process

The first stage of the process will require you to complete an application form. This is an opportunity to tell us a bit about yourself and what makes you stand out.

At the second stage you will be invited to pre-record video answers to a number of different interview questions. You will have a set time limit to prepare and answer the set questions.

If you successfully progress through the first two stages you will be invited to an assessment centre day. This will take place in person at our offices and will require you to take part in a group exercise and complete a couple of interviews.

The final stage of the process is an Insight Experience which will enable you to gain first-hand experience of working at Bristows. You will be given the opportunity to sit in various legal departments, attend meetings and assist associates. You will also complete a written assessment that mirrors the legal work you would likely complete as an apprentice in your first few months.

## 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 laptop, additional monitors, mouse, keyboard and headset, 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 other staff members are not disturbed unnecessarily while on Annual Leave.

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.

## 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](#).