

# Bristows

## The firm

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

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.

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## Mid to Senior Associate

### Tax

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#### The team

The Tax team at Bristows forms part of the Corporate Tax and Employment (CTE) team. We sit amongst our corporate and employment colleagues and are valued for the expertise and the practical, user-friendly advice that is integrated into the work the whole team undertakes.

We also form part of a wider 'transactional' team which encompasses the Commercial IT and IP team and the Real Estate team.

We are seeking to recruit a mid to senior level tax associate to support the team and wider department's strategic goals: in particular, focusing on acting for companies with significant interests in IP and technology, especially but not exclusively in the Life Sciences and Technology sectors, and capitalising on the firm's market-leading strengths in these areas. The corporate work for these types of clients falls predominantly into the categories of "mid-market" M&A and venture capital financings, some listed public company financing work, joint ventures and reorganisations. Areas of work for the tax team include:

- M&A
- Share Incentives
- Joint Ventures
- Investment reliefs eg EIS/VCT
- Financings
- Reorganisations
- VAT advisory work
- Real Estate transaction tax support
- IT and IP contracts/licences (including consideration of withholding tax and double tax treaties)
- Setting up in the UK
- Bond issues
- Employment tax
- Tax litigation

## The Role

The position involves a high level of responsibility and would suit a candidate who has a broad range of experience in tax and has been used to a fair degree of autonomy.

A strong grounding in corporate tax matters is required and due to the generalist nature of the firm's tax practice, the candidate must be prepared to embrace new areas and be confident of their own technical abilities.

Being able to analyse complex factual legal situations and articulate them clearly to clients and colleagues is a key skill. We are committed to delivering excellent client service to all clients of the firm.

An enthusiasm for business development (particularly in relation to the sectors in which Bristows specialises) and the wider aspects of the role of an associate is also important, such as knowledge management and delegation to, and management and mentoring of, trainees and other junior team members when required.

In line with the Bristows' values and culture, the role demands close collaboration with colleagues across the firm so the candidate should demonstrate excellent team working skills and be friendly and approachable.

It is unlikely to be suitable for a candidate with less than 4 years' experience.

## 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 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. The tax team, in particular, prioritises training and development with weekly knowledge meetings and various opportunities to join training courses offered by groups that members of the team are part of (e.g. CIOT, IFA and Inn Group).

## 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 value face to face collaboration and the social element of working relationships. Our remote Working Policy 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 - typically three days a week for a full time employee. We provide a comprehensive home working set up including laptop, 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. 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.

The Tax team partners, Miranda and Julia, have both worked flexibly during their time at Bristows, enabling them to balance their working lives with their family commitments

## 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](#).