
Associate

Department: Real Estate

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 high standing in the market 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 year.

The team

The Real Estate team undertakes a full range of commercial work for owners and occupiers of business space as well as clients investing in, developing or financing real estate. We focus on building long term relationships with our clients and, by gaining a thorough understanding of their needs strive to offer them innovative and commercially tailored advice and support.

Our work encompasses advice on everything from buying, selling, financing, leasing and managing real estate. We regularly advise on corporate headquarter deals, portfolio management and reorganisations and commercial leasing issues. We also work with many international companies and lawyers on the real estate aspects of inward investment and UK business start-ups. In addition to our standalone real estate work, we regularly support the firm's wider transactional group in connection with corporate restructuring, acquisitions and disposals.

Our clients range from multinational businesses and global brands, institutions with heritage properties through to technology companies and start up enterprises taking their first commercial space. Many of our clients have come to us as a result of the firm's sector focus but we have significant numbers of standalone clients from many industry sectors including pure real estate and retail. Our team is ranked in Legal 500 for its work for corporate occupiers and in Chambers for its real estate practice

Key responsibilities

We are looking for a 2-3 PQE commercial real estate lawyer who, with appropriate supervision, will be capable of handling their own caseload, encompassing the full range of the Real Estate team's work but able to work as part of a broader team as appropriate.

Candidates should be able to demonstrate a genuine interest in the sector, an enthusiasm for business development and be keen to embrace the wider aspects of the role of an associate.

This is an exciting opportunity to help the Real Estate practice in a unique firm with a prestigious platform of skills and clients. A firm that is committed to delivering excellent client service and providing an enjoyable and inclusive working environment for all.

Training & career progression

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 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.

Reward & benefits

Our salary and bonus structure reflects our lack of billing targets and collaborative culture 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 D&I policies and practices at the firm, please [see here](#).

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