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## Associate

### Department: Commercial IP

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#### 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 with the exceptional quality of our lawyers, the strength of our scientific and legal expertise and our unique firm culture driven by our core values.

The Commercial IP team is part of Bristows' internationally renowned IP practice and sits within the wider Commercial IP / IT / DCL group. We have one of the largest groups of intellectual property lawyers in the UK that specialises in advising on and negotiating standalone intellectual property transactions. Clients seek our support on a wide range of commercial arrangements involving the creation, development and commercialisation of their most valuable assets - their inventions, ideas, technologies, brands, designs, software and content.

We work with a wide variety of clients, ranging from start-ups and SMEs to household names and global multinationals to academic institutions, charities and government bodies. Our clients come from every business sector including life sciences, IT, electronics, telecommunications, industrial, chemical, education, charities, publishing, digital media, branding and consumer products.

We advise on many different types of transactions that involve the creation, development and commercialisation of intellectual property, the majority of which are cross-border. The matters we advise on include anything from high value research collaboration and licensing deals, the licensing and merchandising of brands, through to the intellectual property aspects of corporate or joint venture transactions. Many of our lawyers have extensive technical qualifications and industry experience.

#### The role

We are recruiting a junior associate (2-4 PQE) who will primarily support one of our key strategic sectors, life sciences. Candidates should have experience of the pharmaceutical/biotech/life sciences sector, with experience of advising on transactions in such sectors, including R&D agreements, licensing and partnering arrangements, manufacturing, supply and distributions agreements, as well as supporting corporate transactions from a Commercial IP perspective. A relevant scientific/technical undergraduate or post-graduate degree and experience of working in-house (for example, on secondment) would be desirable also.

#### 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 do not monitor attendance but simply ask that everyone spends on average across the year more time in the office than out of it.

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.

### **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 can provide personal coaching and guidance in non-legal and personal management skills.

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.

### **Reward & benefits**

Our salary and bonus structure reflects our absence 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.

### **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.

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.

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](#).