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## Senior Associate

**Department:** Employment

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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 firm's employment practice helps businesses navigate the complexities of modern employment law. We offer comprehensive support on all aspects of employment law, including advisory, transactional, and litigation work.

In a dynamic, globalised employment market it's our international, cross-jurisdictional HR expertise that really sets us apart. Businesses and organisations value our advice and support in developing international HR policies and delivering global transformation projects. We also help in drafting and enforcing post-termination restrictions and confidentiality obligations across borders, and resolving the people issues arising from international corporate transactions and outsourcing arrangements. We have a growing immigration practice supporting clients with global mobility. Our market-leading strengths in IP and technology make us the ideal employment partner in these fields, for people leaders in multinationals, fast-growing companies and other organisations.

### Key responsibilities

We are looking for a Senior Associate (7 PQE+) to join the Employment team and be involved in advising a broad range of commercial clients, ranging from IT start-ups and university spin-outs to established pharma and global Blue Chip companies). The team advises on all aspects of employment law, including Tribunal and High Court litigation. The primary focus is on non-contentious employment and HR matters, both domestic and international, including:

- General employee relations advice
- Employment contracts and bonus arrangements
- Senior executive appointments and terminations
- People issues arising from corporate transactions and outsourcing arrangements
- Reorganisations and redundancies
- International HR projects
- International assignments
- HR investigations
- HR training
- Global mobility and immigration.

## 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 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 - typically three days a week for a full time employee.

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 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](#).