

Associate / Senior Associate

Department: Data Protection & Cyber

The firm

Bristows is a market leading law firm with a global client base across the life sciences and technology sectors. The firm has maintained its high standing in the market with the strength of our legal expertise and our unique firm culture driven by our core values.

With one of the biggest and most well-known data protection and cyber teams in Europe, we are the go-to firm for pragmatic, expert-informed advice related to these issues. Our clients rely on us for guidance on a huge range of issues, with our recommendations always rooted in pragmatism and what will actually work for their business. We also advise on data breaches, with a track record of assisting clients with many of the world's largest data breaches. The team also assist with the immediate response and containment of a security incident, notifying authorities, as well the longer-term impact, including any follow-on litigation.

Our work is nearly always international, and we are constantly working with our network of overseas data protection counsel to provide a truly global perspective on the law.

The role

We are looking an Associate or Senior Associate (5–8 PQE) to join our data protection team. The successful candidates will be assisting clients predominately in the technology and life science sector from start-ups to global tech giants.

We are looking for candidates with a broad range of experience across various aspects of data protection law and practice, including issues of transparency and consent, data processing and data transfer arrangements, anonymisation and contentious individual rights requests. Candidates should have experience of giving clients pragmatic risk based advice in relation to the adoption of new technologies. We are also looking for candidates who have worked on complex regulatory investigations as well as data breach incidents. Candidates should also be able to advise clients on various aspects of the e-Privacy rules.

Previous sector experience and knowledge of the Online Safety Act (OSA), Digital Services Act (DSA) and Network and Information Systems Directive 2 (NIS2) would be beneficial.

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 ask that everyone spends more time in the office than out of it, typically three days a week for full time staff.

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. 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.

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.

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](#).