

Associate or Senior Associate

Department: Commercial IT

The firm

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

The Commercial IT team is part of Bristows' top-ranked technology sector practice and sits within the wider Commercial IP / IT / Data Protection department.

The team – led by three partners, [Toby Crick](#), [Adrian Sim](#) and [Vik Khurana](#) – focuses on deals where technology is at the heart of the transaction, regulatory advisory for creators and users of digital products, and product counsel for cutting-edge tech and AI firms. We act for clients whose businesses centre on our key sector focuses of technology, life sciences and brands, as well as clients in financial services, energy, automotive, advertising, retail, sports and media.

While the team works closely with lawyers in other parts of the firm, the vast majority of the work is standalone transactional or advisory work, as opposed to corporate support, with lawyers in the Commercial IT team taking the lead and having control of the transaction or project.

The work of the Commercial IT team covers:

- Outsourcing – advising customers and suppliers on complex, high value outsourcing transactions covering IT infrastructure, application development and support, networks & communications, and business process outsourcing such as finance and accounting, logistics and HRO and all aspects of offshoring;
- Digital Transformation – complex, leading-edge projects covering the latest trends in cloud computing, automation, blockchain and DLT, open source, cyber security, fintech, adtech and digital health;
- Artificial Intelligence – our AI work includes product counsel to some of the world's largest AI labs on high-impact model launches, negotiating bespoke deals to build and configure specific models, and running governance and risk management programmes (including on the EU AI Act) for sophisticated users of AI;
- Digital Regulation – we advise tech businesses and customers of digital products and services on how the new wave of EU (and also UK and global) regulations apply to them and the governance frameworks, regulatory audits and contract playbooks they need to comply, including Cyber Resilience Act, Product Liability Directive, NIS 2, DMCC, Data Act and DORA.
- Telecoms – ranging from advising alt-nets on complex network infrastructure projects to mobile companies and “over the top” providers of communications solutions; and
- Commercial work – general procurement, supply, licensing, distribution and joint ventures.

The role

We are looking to recruit a mid-level associate (4-6PQE) or a senior associate (7 PQE +) with specialist commercial IT experience. Candidates should be able to demonstrate a genuine interest in the sector, an

enthusiasm for business development and be able to embrace the wider aspects of a fee earning role at Bristows.

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.

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.

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.

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 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](#).