

Associate

Department: Commercial, Technology & Copyright Disputes

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.

We're looking for an Associate to join our Commercial, Technology & Copyright Disputes team. We act for market-leading clients at the forefront of innovation and change in their industries offering commercial and legal expertise along with providing a friendly and personable service. The team work closely with legal departments across the firm supporting our key sectors of Life Sciences and Technology.

This is an exciting opportunity to help the CTCD practice in a unique firm with a prestigious platform of skills and clients; a firm that is performing well with a clear vision of where it is headed and the type of firm it wishes to be: a firm that is committed to delivering excellent client service and being financially successful (but not obsessed with profit targets).

Associates within the group are involved in matters dealing with commercial litigation, arbitration and mediation covering the areas below:

Key responsibilities:

- Commercial disputes;
- IT outsourcing and project disputes;
- IP license disputes;
- Contractual copyright disputes;
- Confidentiality disputes;
- Digital media disputes;
- Financial services disputes;
- Corporate disputes;

Skills & experience

- A natural, down-to earth, confident individual;
- A good team player and someone who enjoys their work;
- Someone who can analyse complex factual and legal situations with a determination to get to the "bottom of things" and come up with sensible commercial solutions, own the drafting and negotiate the deal;

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- An individual who can develop strong relationships with clients

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](#).

