
Senior Associate

Department: Commercial Disputes

The firm

Bristows is a market leading law firm with a global client base across the life sciences and technology sectors. We have maintained our enviable reputation through the strength of our legal expertise and our unique firm culture driven by our core values. We are top-ranked in Legal 500 2026 and Chambers 2026 for IT/telecoms/outsourcing/TMT and Life Sciences. We won TMT Team of the Year at the Chambers UK Awards in November 2025.

The team

Our **Commercial Disputes** team acts for market-leading clients at the forefront of innovation and change. We specialise in handling their complex commercial and contract disputes, which often involve challenging technical subject matter. We are a friendly, dedicated team with deep sector expertise in life sciences and technology, often working alongside our market-leading IP, advisory and transactional teams to deliver exceptional service to our clients.

Lawyers within the group typically work on matters covering the following key areas:

- IT outsourcing and project disputes.
- IP licence (e.g. software licence, patent licence) disputes.
- Contractual copyright disputes.
- All other forms of contract disputes for clients in the technology and life sciences sectors, including issues relating to research and development, manufacturing, disruption to the supply chain, pricing, quality and compliance as well as matters arising out of corporate transactions.
- Confidentiality/trade secrets disputes.

We represent clients in High Court litigation (as well as appeals), in arbitration proceedings across the full range of institutional rules and in the various alternative dispute resolution methods, such as mediation, adjudication and expert determination.

Given our global client base many of our disputes have a multi-jurisdictional element.

The role

We are looking for a highly-motivated Senior Associate to join our talented and growing Commercial Disputes team. The right candidate will have a genuine interest in working with clients in our central sectors of life sciences and technology and will be a dedicated disputes lawyer with demonstrable experience of working on disputes in some or all of our key areas above. They should also have hands-on experience of litigation in the High Court and/or arbitration as well as mediation.

Required key skills:

- Top-notch legal skills. Able to analyse complex factual and legal situations with a determination to get to the “bottom of things”.
- Communicates effectively, with clients and colleagues, both in writing and orally to convey key legal concepts.
- Able to generate solutions and options that make sense in the context of a client’s business and commercial goals.
- Experience and confidence in taking responsibility for and proactively managing cases, delegating to and managing a team of junior associates, trainees and/or paralegals where needed.
- Works collaboratively with colleagues and clients to create an enjoyable working environment.
- Committed to taking an active role in business development to further grow the practice.
- Has a desire to ‘get involved’ and embrace our special culture.

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. Typically, this means associates will be spending 3 days a week working in the office.

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 all work hard but no one is competing for hours.

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 in mind.

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](#).