

Associate (1-3 PQE)

Department: Corporate

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.

We offer a wealth of expertise in corporate transactions to a diverse and innovative client base. Regular clients include AstraZeneca, CityFibre, Diageo, Francis Crick Institute, Oxford Science Enterprises and WPP. Our experienced lawyers are able to leverage the firm's full-service offering in key areas such as tax, employment, UK and EU competition/anti-trust, regulatory, real estate, IT, AI, data protection and IP.

On cross-border transactions, we draw on a network of specialist lawyers from independent law firms around the world in order to provide a seamless service. A key differentiator of Bristows' network as compared with that of "global brand" firms is our ability to choose the best firms for any particular transaction rather than being tied to one firm or office in each jurisdiction.

The role

As part of the continued growth of our Corporate practice, we are recruiting an experienced Associate (1-3 PQE) who has impressive credentials and experience in private M&A and equity financings. The role would also involve a broader spectrum of corporate work (including joint ventures and reorganisations) for the firm's life sciences and technology clients, which include cutting edge growth companies, multinationals and prestigious research institutes / leading universities.

First rate technical legal skills and quality experience are essential, including experience of leading and managing transactions involving lawyers from multiple disciplines / jurisdictions. Candidates should have an interest in the life sciences and/or technology sectors (though prior experience in these areas is not required). Candidates should be ambitious and self-motivated yet able to fit naturally into the distinctively collaborative, mutually supportive and friendly culture that exists at Bristows.

Candidates should be able to demonstrate an enthusiasm for business development and the wider aspects of the role of an Associate, such as knowledge management and delegating to and supervising more junior lawyers. Long term prospects for progression are excellent and we are looking for a candidate who wishes to pursue a long term career at the firm. Candidates should have excellent interpersonal skills as the position will involve substantial client contact and participation in business development activities, often in collaboration with lawyers from other teams 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 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 and simply ask that everyone spends a least 3 days a week 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 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 very much valued at all levels.

Reward & benefits

Our salary and bonus structure reflects our absence of billing targets and collaborative culture and the annual bonus (which is linked to the firm’s overall performance) is paid as a fixed percentage of salary to all employees of the 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](#).