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Associate

Department: IP Litigation

The firm

Bristows is a market leading law firm with a global client base across the life sciences and technology sectors as well as in consumer goods and luxury goods. 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.

The IP Litigation team is consistently top ranked all areas of IP. The team has exceptional litigation experience in the UK as well as cross-border disputes and has acted in some of the leading cases that developed trade mark, patent, designs and copyright law.

The successful candidate will work as part of partner-led teams on a broad range of contentious intellectual property matters, with a particular focus on trade marks, copyright and designs. The role may also include opportunities to work on patent disputes for interested candidates.

At 3–4 PQE, the associate will be expected to assume a high level of responsibility for the day-to-day progression of matters, while working closely with partners and other members of the team.

Candidates must have experience across a mixture of intellectual property disputes. Strong experience in trade marks, copyright, database rights and designs is required, while previous patent litigation experience would be welcomed but is not essential given the role.

Key responsibilities

- Advising clients on contentious trade mark, copyright and design matters, including infringement, validity, ownership, passing off and related commercial disputes.
- Being pro-active by taking responsibility for the day-to-day management of matters, including coordinating workstreams, monitoring deadlines and maintaining clear communication with the wider case team.
- Strong UK litigation skills- good understanding of the CPR.
- Drafting and reviewing correspondence, witness evidence, instructions to counsel and other key litigation documents.
- Conducting legal and factual analysis, identifying the principal issues in a matter and presenting clear, commercially focused recommendations.
- Managing disclosure, evidence-gathering and other procedural aspects of litigation, working with clients, counsel, experts and external providers as appropriate.
- Preparing for hearings, trials, mediations and other forms of dispute resolution.
- Developing strong working relationships with clients and acting as a trusted day-to-day point of contact on matters.
- Supervising, delegating work to and supporting the development of trainees and more junior lawyers within the team.

- Contributing to the team's knowledge management activities and keeping colleagues informed of relevant legal and market developments.
- Supporting business development initiatives, including preparing articles and briefings, contributing to pitches and participating in client and industry events.
- Working collaboratively with colleagues across the firm where matters involve commercial, competition, regulatory or other related issues.

Skills & experience

- Qualified solicitor with c.3–4 years' PQE.
- Strong experience in intellectual property disputes, particularly trademarks, copyright and/or designs.
- Patent litigation experience welcome, but not essential.
- Excellent drafting, analytical and case management skills.
- Ability to manage matters with appropriate supervision and take ownership of day-to-day workstreams.
- Strong client relationship and communication skills.
- Commercially minded with the ability to deliver practical advice.
- Experience working collaboratively within a team environment.
- Enthusiastic about business development and profile-raising activities.
- Ability to supervise, mentor and support junior lawyers and trainees.
- Self-motivated, proactive and keen to contribute to a positive team 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 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.

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