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Associate / Trade Mark Attorney

Department: Brands, Design & Copyright | 0–5 PQE

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 through the exceptional quality of our lawyers, the strength of our scientific and legal expertise and our unique culture, driven by our core values.

The team

The Brands, Design & Copyright team supports clients throughout the brand journey, including trade mark and design portfolio management, advertising and marketing, and IP enforcement. The team brings together solicitors, trade mark attorneys and dedicated trade mark paralegals, working seamlessly for some of the world's leading brands across all sectors.

We are looking for a qualified solicitor or trade mark attorney at 0–5 PQE to support a broad mix of contentious and non-contentious trade mark and design work. The role offers exposure to portfolio management, Registry proceedings and practical brand enforcement, with responsibility increasing in line with experience.

Key responsibilities

- Trade mark and design portfolio management, including clearance, filing, prosecution, maintenance and strategic advice.
- Management and conduct of contentious Registry actions before the UKIPO and EUIPO, and coordination of overseas actions.
- Supporting brand and IP enforcement matters, including investigating suspected infringement, preparing cease and desist correspondence, advising on enforcement strategy, negotiating resolutions and coordinating action across relevant jurisdictions and online platforms.
- Negotiating and drafting co-existence, settlement and other agreements relating to trademarks and designs.
- Working closely with clients to provide clear, practical and commercially focused advice.
- Contributing to knowledge sharing, business development and the wider life of the team.
- Supporting and, where appropriate to level, supervising trade mark paralegals and more junior colleagues.

Skills & experience

- Qualified solicitor or registered trade mark attorney, with up to 5 years' post-qualification experience.
- Experience of, or demonstrable exposure to, trade mark portfolio management and contentious and non-contentious Registry matters.
- Experience of IP enforcement work, ideally involving trade mark, design or wider brand protection matters. This may include infringement analysis, cease and desist correspondence, online enforcement, settlement negotiations or coordination of multi-jurisdictional action.
- A genuine interest in brands, designs and intellectual property more broadly.
- High levels of accuracy, attention to detail and organisation.
- Clear written and verbal communication skills, with the ability to give practical and commercial advice.
- A personable, collaborative approach and enthusiasm for working as part of a close-knit team.

Our values & culture

With around 300 staff and partners in total and one main UK location, we are able to maintain a friendly atmosphere where people get to know each other and many policies and practices operate on a trust basis.

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We are based in modern offices at Blackfriars and 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 ask that everyone spends more time in the office than out of it, typically three days a week for full-time staff.

Our values are Ambition, Bravery, Curiosity and Friendliness. We are signatories to the Mindful Business Charter and take our commitment to staff welfare and work-life balance seriously. Our lawyers do not have billing targets, enabling them to focus on delivering excellent work while supporting one another in a genuinely collaborative culture.

Training & career progression

We aim to foster a coaching culture, with regular informal feedback alongside the formal appraisal process. Mentoring is available for fee earners, and personal and professional development is supported through a generous training budget.

Reward & benefits

Our salary and bonus structure reflects our collaborative culture and absence of billing targets. We offer a flexible benefits package that is kept under regular review and designed with the wellbeing of our staff and their families in mind.

Diversity & inclusion

Bristows is committed to championing equality, diversity and inclusion. We are a signatory of the Law Society's Diversity and Inclusion Charter and seek to treat everyone fairly and with mutual respect. We provide equal opportunities in recruitment, selection, pay, training, working conditions and promotion, regardless of age, disability, gender, gender affirmation, marital or civil partnership status, pregnancy, race, religion or belief, or sexual orientation.