



About Carpmaels & Ransford

We are a leading European intellectual property firm, acting for many of the world's most innovative and successful companies, particularly in the healthcare space.

We were awarded Patent Prosecution Firm of the Year at the 2023 Managing IP EMEA Awards and were also awarded Patent Contentious Firm of the Year and Impact Case of the Year at the 2022 Awards. We are consistently ranked as a top-tier firm by industry directories.

At Carpmaels you will work on cutting-edge technologies and landmark cases alongside leading practitioners in the industry. We are supportive and collaborative both at work and in the many sports, clubs and social activities we get involved in outside the office. We value a healthy work/life balance and are supportive of agile working, while also striving to maintain our much-loved collegiate and friendly culture.

We are committed to creating a workplace where everyone feels valued and supported. We embrace diversity and ensure that equality and inclusivity inform every part of our people strategy. From ensuring fair and barrier-free recruitment processes, to supporting the career development of everyone at the firm, we endeavour to create an open and approachable way of working, where people feel able to be themselves.



The Biotech team

The Biotech team supports some of the world's leading biotechnology companies across the full spectrum of biotechnologies from diagnostics to therapeutics including platform and manufacturing technologies. We're chosen by industry leaders for our deep sector expertise and unrivalled track record.

Our work is commercially focussed, and most is contentious in nature. We are regularly instructed in multi-party oppositions, appeals and litigation support.



Improving lives by working together to support innovation

Team structure

Whilst we have sector-based teams, we do not work in silos. For specific projects, you are likely to work side-by-side with a small number of colleagues. In your role, you will have the opportunity to work alongside leaders in their chosen field, who will be happy to share their expertise and support you in your career. You may also collaborate across wider teams and services.

With our friendly and meritocratic culture, value will be placed on the quality of your work and contribution to the firm. We are respectful of each other's time and work together as a team to meet client deadlines.

As a key member of the team, you will be supported in your career development at every stage. You will have a dedicated review partner who is committed to guiding and supporting you as you grow and advance in your career.

Who we are looking for

We have ongoing opportunities for exceptional part-qualified or qualified patent attorneys to join our Biotech team. We embrace diversity and would like to hear from talented and passionate individuals from a wide range of backgrounds.

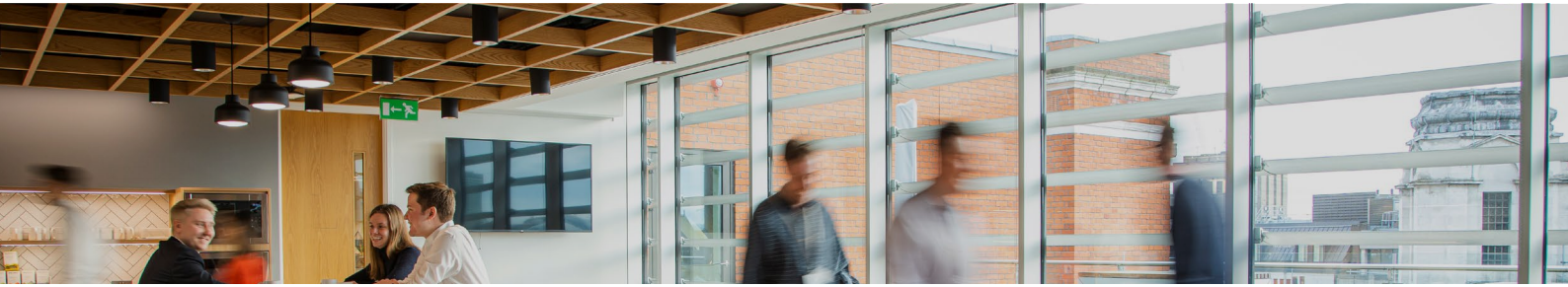
You enjoy thinking strategically and working collaboratively and are passionate about using your technical excellence to deliver a first-class service to our clients.

Suitable candidates will ideally have

- Part or full qualification in the UK and EQE exams.
- Experience of and willingness to work in a broad spectrum of biotechnology work.
- Experience of drafting, filing and prosecuting EPO and PCT applications.
- Experience of filing and prosecution of EPO applications involving biotechnological subject matter, including a familiarity with sequence listings and deposit requirements.
- An excellent academic background ideally with an emphasis on biochemistry, immunology, molecular biology, or genetic engineering.
- An appreciation of how IP and regulatory data protection impact the life cycle of a product.
- An excellent command of both written and spoken English.
- Strong interpersonal skills.
- Excellent time management and organisational skills.
- An innate interest in the world of business as well as the IP profession.
- A passion and aptitude for problem-solving.
- A keen eye for detail.
- An interest in coaching, guiding and mentoring trainees as appropriate.

Successful candidates will benefit from

- A variety of stimulating and challenging work in cutting edge biotechnologies, including EPO opposition and appeal work.
- A significant amount of opposition and appeal work for major biotechnology companies.
- Involvement in cases that shape the law before the Technical Boards of Appeal, the Enlarged Board of Appeal, and/or the Court of Justice of the European Union.
- A collaborative and sociable team-based working environment, with a healthy approach to work/life balance.
- A meritocratic and autonomous culture, where you will be responsible for your own case-load and work for multiple partners and senior associates.
- Exceptional training for UK and EQE qualifications and beyond.
- The opportunity to work across multiple practice groups, subject to project requirements and area of expertise.
- An excellent remuneration and benefits package.
- A range of sports, clubs and charity initiatives sponsored by the firm.



Recruitment process

Applicants can expect a welcoming and two-way process. We are keen to explore your technical expertise and background and are interested in hearing about your career aspirations. There will be plenty of opportunities during the process to ask questions about the opportunity and to discover more about life at the firm.

Typically, there will be two to three stages consisting of the following:

- Informal introductory conversation with a partner or senior associate from the Biotech team, either in person or virtually.
- A role-specific written exercise, allowing you to demonstrate your technical ability.
- Formal interview with a number of our Biotech partners.

Your journey at Carpmaels

At Carpmaels you will be given multiple opportunities to build your expertise by working with different people across the firm and for different clients.

Whether you join us as a technical assistant or as a new associate, you will receive continuous training and development, equipping you with the relevant skills to develop and providing opportunities to grow. Progress is based on merit and by demonstrating exceptional performance, you should expect to advance at a steady rate and to realise your full potential.

Our senior associates are highly respected and valued colleagues. They work autonomously and play an important role in business development and the mentoring of junior team members. Comparable to salaried partners in other firms, senior associates are key to our success.

Life at Carpmaels

Our values

We have spent time together distilling our culture into core values which encapsulate how we work as a firm:

- Fulfilment: We are a dynamic community of enthusiasts, supporting each other to reach our full potential.
- Individuals: Each of us appreciates the outstanding talents and unique character of every one of us.
- Collaboration: Our success is built upon a kaleidoscope of talent tailored to client needs.
- Originality: We build creatively on a foundation of excellence to ensure we stay ahead.
- Ownership: Nobody shies away from their responsibilities; we have the humility to recognise our own limitations and the confidence that they can be overcome together.



CARPMAELS & RANSFORD

Equality, Diversity & Inclusion

We are proud to have dedicated groups which champion diversity and inclusion topics across the firm, including LGBTQ+, Race & Ethnicity, Gender Balance and Wellbeing, all of which are supported by our Diversity & Inclusion Task Group. We host regular events, including a Diversity Day, where we come together as a firm to discuss and share ideas around equality, diversity and inclusion.

We also work with several external organisations such as [IP Inclusive](#), [Stonewall](#) and Business in the Community via the [Race at Work Charter](#). Through these partnerships, we are putting the right steps in place to make sure that all our people feel supported and empowered to be themselves.

We are committed to providing and sustaining a happy and healthy working environment for all our people. In 2021 we announced our first cohort of Mental Health First Aiders who have been trained to recognise and support colleagues with mental health struggles. We also have an employee assistance programme to help employees with personal and professional issues, alongside private healthcare covering both physical and mental wellbeing.

Recruitment is a key area where we are taking steps to reduce bias and create a level playing field for our trainee and summer intern applicants. We have introduced elements of blind screening, removed the assessment of CVs and cover letters as part of the graduate application process and introduced standardised application questions. We have also adjusted our interview questions to ensure fairness to neurodiverse candidates.

In partnership with [Rare Recruitment](#), we have implemented contextualised recruitment into our graduate recruitment process, allowing us to view, at a glance, not just the achievements of candidates, but the context in which those achievements were gained. In addition, through partnerships with [Sanctuary Graduates](#), [Generating Genius](#), and [10,000 Black Interns](#) we are increasing the diversity in our work experience and internship programmes. We recently launched a new careers site and additional resources to support applicants, including the [Discover IP](#) podcast.

Corporate social responsibility

Our CSR programme is centred around supporting our local community and managing our environmental impact. We are continuously improving our operations to reduce our environmental footprint, from improving our procurement policies to engaging in the Midtown Bee Project. Everyone at Carpmaels is given one day's paid leave each year to participate in our CSR programme and pursue volunteering opportunities of their choosing.

We are enthusiastic supporters of our local community through partnerships with the [Social Mobility Foundation](#) (SMF) and [Holborn Community Association](#) (HCA). SMF is a charity dedicated to improving social mobility for high-achieving young people from low-income backgrounds, and we have partnered with them for several years providing mentors for the e-mentoring programme and running annual work placements.

HCA is dedicated to creating a thriving and inclusive local community in Holborn through the creation of spaces and opportunities for individuals to build their skills, confidence, and overall well-being. We participate in the HCA After School STEM and Arts Clubs which aim to help children apply their scientific understanding and creative thinking through STEM activities and art projects.

This year we are also raising funds for [Centrepoin](#)t, a charity dedicated to supporting young homeless people.

Career insight



Joanna Rowley

Associate

Having qualified as a European and Chartered UK patent attorney at another private practice in London, I was looking for a new challenge. I was particularly drawn to Carpmaels by its reputation as one of the leading patent firms and their expertise in contentious matters.

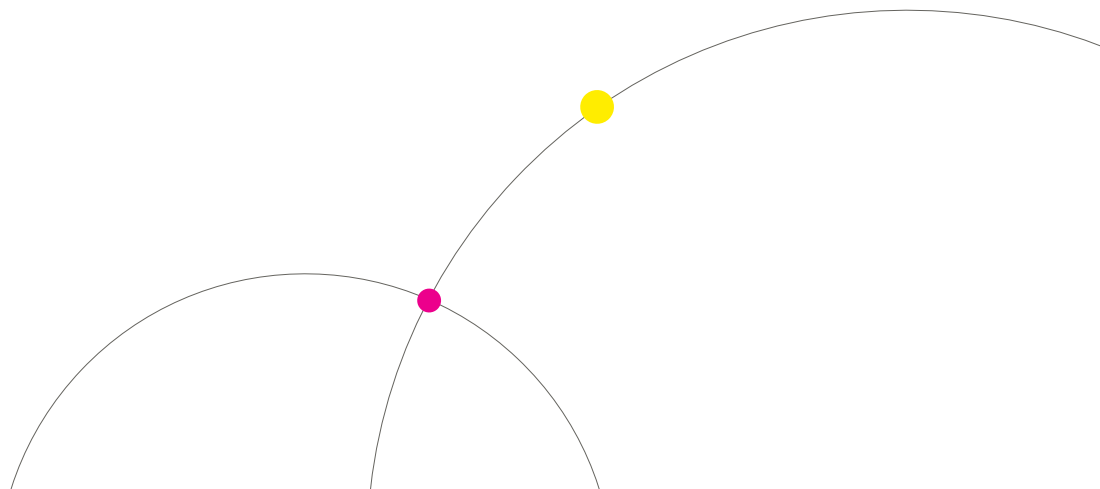
From day one at Carpmaels, I've been involved in a wide variety of projects for exciting, innovative clients. The firm really invests in training their attorneys, even after qualification, and the partners have gone out of their way to make sure I'm getting experience of all the different types of work I'm interested in.

What has surprised me most about Carpmaels is how friendly and approachable everyone is. Despite being a large firm full of hardworking people, there's a very welcoming culture. Everyone is encouraged to voice their opinions and join in with discussions and debates, whether they're a new trainee or an experienced attorney.

One thing I particularly enjoy about Carpmaels is that I get to work with lots of different people within my team. This is quite unusual in the profession and means I'm able to draw from everyone's different styles and experiences. It also means I felt like part of the team very quickly, despite having started at the firm during a national lockdown!

There's an internal forum where everyone shares questions and ideas, such as developments in case law, and when you don't know the answer to a question there is a whole community of people willing to help out. Now that we're able to work in the office again, the lively in-person meetings have returned and it's even easier to see the Carpmaels' 'hive mind' in action.

The firm's busy social calendar is also back in full swing, with a society/club to suit everyone.



Career insight



Alex Wilson
Associate

I started my career at another private practice firm in the UK and moved to Carpmaels shortly after qualifying as a UK and European patent attorney.

I was excited to join Carpmaels because of the firm's reputation for handling high-profile, contentious cases for a range of top clients.

When I started, I was immediately made to feel very welcome and a valuable part of the team. Since then, I have been able to get involved with lots of interesting work, including a number of contentious cases, and have been trusted to take on significant responsibility – within a year of qualifying I was given the opportunity to present a case in an opposition hearing at the EPO.

Carpmaels places a big emphasis on training and development. The size of the firm means that there is a wealth of experience, and sharing knowledge and expertise is really encouraged. As well as formal training sessions, there are also frequent discussions

on the latest case law updates and practice points. These are often interactive meetings where everyone is encouraged to contribute, so we can really take advantage of all of the collective hard work that is being done.

As a result, I feel like I am always broadening my awareness and understanding of the law and the role of a patent attorney. I find it very motivating to work in an environment where everyone is pulling together to make sure that the firm as a whole is the best that it can be.

I have also really enjoyed the social side to life at the firm. Since I joined, I have done a triathlon, a 5k charity run and have regularly been part of football, cricket and touch rugby teams. There are so many clubs and activities to get involved with, it feels like the next event is always just around the corner!

