



About Carpmaels & Ransford

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

We were awarded Patent Contentious Firm of the Year and Impact Case of the Year at the 2022 Managing IP EMEA Awards, and 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 Engineering & Tech team



Our large Engineering & Tech team brings together experts from a wide range of fields, representing some of the world's leading companies. Our expertise spans a variety of engineering and tech sectors, ranging from surgical devices to lasers, from contact lenses to energy technologies, and from drones to drug delivery systems.

The team is regularly called upon to take on large due diligence projects for new technologies or acquisitions, when commercially relevant advice is sought on IP risks and opportunities. Many of our team have extensive experience of patenting computer software and related issues, so we are regularly asked to take over demanding cases that are critical to clients' global patent strategies.

Our approach is to recruit the best specialists and then embed them with our clients' in-house engineering and technology teams. This way we can direct prosecution in the most effective manner and provide comprehensive advice on strategies for maximising value from the resulting IP.

Team structure

While 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.



CARPMAELS & RANSFORD

Who we are looking for

We have ongoing opportunities for exceptional candidates who have full qualification in the UK and EQE exams to join our Engineering and Tech team. We embrace diversity and would like to hear from talented and passionate individuals from a wide range of backgrounds.

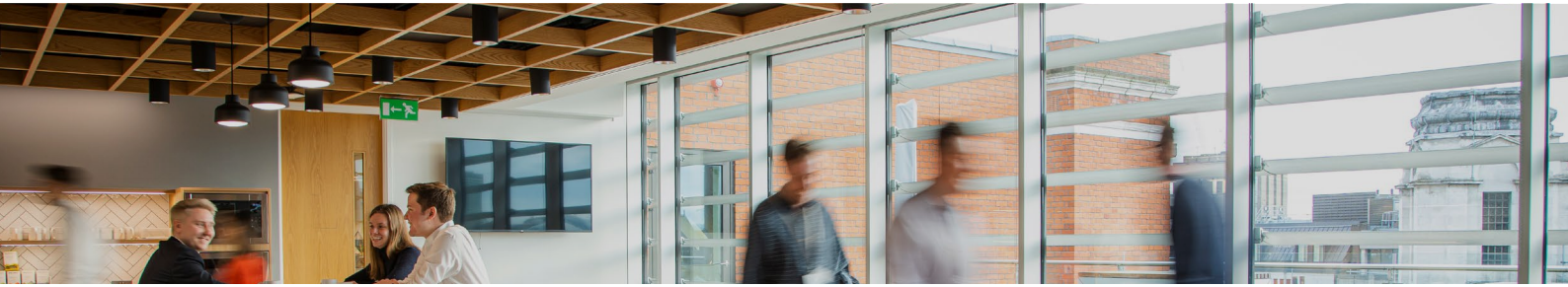
You enjoy thinking strategically and working collaboratively and are passionate about using your technical excellence to deliver a first-class service to our clients.

Suitable candidates will ideally have

- A dual qualification, with areas of specialism including electrical engineering, electronics, computer science, physics, IT, and technology.
- Experience of drafting, filing, and prosecuting EPO and PCT applications.
- Motivation and confidence, with long term aspirations. This is an exciting time to join the firm and we would like to hear from candidates who have a genuine interest in business development and client relationship management. You will be keen to get involved with client pitches and to build and maintain successful working relationships.
- A sense of commerciality: An appreciation of the importance of IP in the world of business.
- An interest in coaching, guiding and mentoring trainees, and positively influencing their ongoing development.
- An excellent academic background.
- Excellent communication skills, both oral and written.
- Strong time management and organisational skills.
- Strong interpersonal skills.
- A passion and aptitude for problem-solving.
- A keen eye for detail.

Successful candidates will benefit from

- Drafting and prosecution work, and the opportunity to be involved in contentious matters including EPO oppositions and appeals, FTO analysis and litigation support.
- Involvement in high-value work with a broad range of clients who care about their IP and entrust us with demanding cases that are critical to their global portfolios and litigation strategies.
- A meritocratic and autonomous culture, where attorneys are responsible for managing their own caseload and work with multiple supervisors.
- Opportunities for career development and progression.
- Depending on project requirements and area of expertise, the opportunity to work across multiple practice groups.
- A collaborative, inclusive and sociable team-based working environment, with many opportunities to contribute both professionally and socially.
- An excellent remunerations and benefits package.
- A healthy approach to work/life balance with 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 role 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 Engineering and Tech team, either in person or virtually.
- Formal interview with a number of our Engineering and Tech 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.

As a new associate, you will receive continuous training and development, equipping you with the relevant skills and behaviours 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

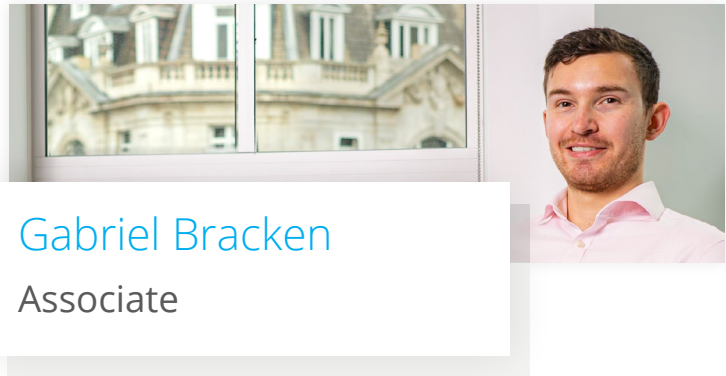
Our CSR programme is centred around supporting our local community and managing our environmental impact. We are continuously improving our operations to reduce our environmental footprint, from improving our procurement policies to engaging in the Midtown Bee Project. Everyone at Carpmaels is given 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



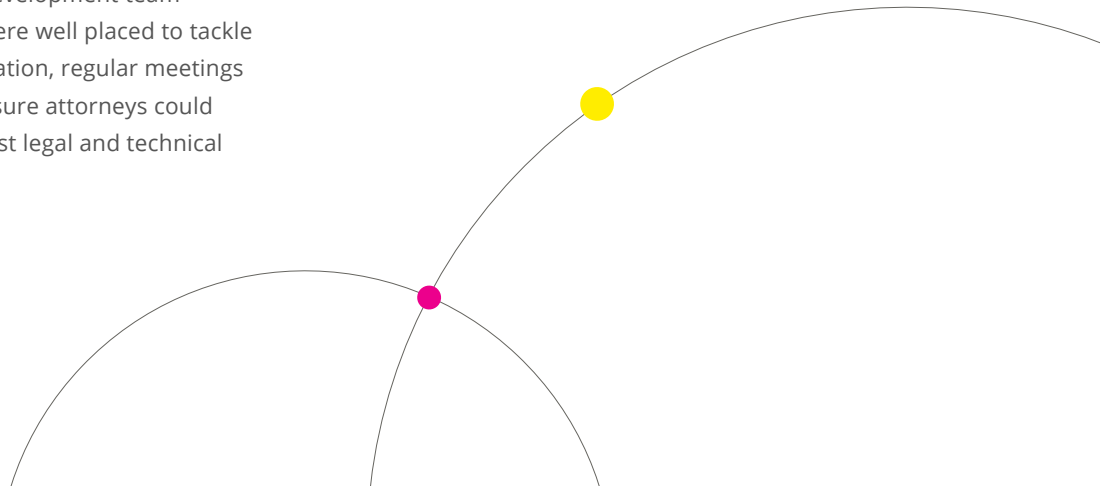
I first gained insight into life at Carpmaels while attending the Queen Mary University course (a course that many patent attorney firms send their trainees to). At the time, I was a trainee at a smaller firm in South-East England and only myself and two other colleagues attended the course. It was fair to say that we knew few other people there. That soon changed: We met the Carpmaels attendees on day one of the course and were quickly welcomed into the (much larger) group – they were friendly, approachable, and great fun to be around.

Through my chats with the Carpmaels group over the coming weeks and months of the course, I was left both surprised and fascinated about how life could differ so much between two seemingly similar firms. For instance, where I had been training under a single partner, trainees at Carpmaels would work for every partner within their practice group (and sometimes even outside the practice group!).

At first, this sounded bizarre to me – surely it is much less efficient to work for multiple partners rather than just one? However, I soon realised that the Carpmaels' approach would lead to more varied work and, ultimately, a more well-rounded attorney. It helped, of course, that Carpmaels seemed to put education first. A dedicated learning & development team helped ensure that trainees were well placed to tackle exams and, even after qualification, regular meetings and seminars were held to ensure attorneys could keep up to speed with the latest legal and technical developments.

I thought it would be a no-brainer to apply to Carpmaels and, fortunately, I was accepted. On joining, I realised that life at Carpmaels offered an improvement in almost every way. **Not only was the work more varied – for instance, I may have worked on cryptography, laser systems, and neural implants within the space of a day – but the scale and sense of importance differed too**. Recognising that Carpmaels could deliver results where it mattered most, our clients tasked us with defending their most crucial patents or clearing the way for key product launches. It is truly interesting work and genuinely rewarding to be involved in.

Of course, a firm would excel by providing interesting work alone. Carpmaels also succeeds in getting the work-fun balance just right. The calendar is chock-full of charity fundraising events, sports days, and firm-wide gatherings, all of which are great to get involved in.



Career insight



Ben Husband
Partner

Before Carpmaels I worked at D. Young as a trainee patent attorney and as an associate for a short time – I joined D. Young in 2007 and I was there for just over five years. I chose to join Carpmaels because of the variety of work; there seemed to be more opposition and appeal work, whereas I had only really been handling prosecution work before. The client base at Carpmaels seemed more varied as well. Previously, I had mainly worked for three clients, so it got a bit samey. Since joining Carpmaels, I've also been involved in multi-party oppositions, which I hadn't experienced before.

One of the significant things I've experienced working at Carpmaels is that the culture here is very open; the way we enable people to work together if they need or want to. We might not always work in teams, but there's less pressure on people to keep work to themselves, and it's very easy to work with other people – perhaps you're better suited to handle a piece of work or you just want to get a second opinion on something.

When I joined, I was looking for something a bit different, and I got it here. If there's something you want to achieve, you'll be supported to get it. It's given me the opportunities to handle the types of work I wanted to handle. I've also had the opportunity to develop my own clients and to travel to the US.

As far as the training experience goes, you get to be trained by lots of people, so you pick up different ways of doing things. That enables you to decide how you want to work. In other places, you may be trained by one or two people, so you don't really have the same opportunities to experience how different people work.

