

# 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 Litigation Firm of the Year for Biotech at the 2024 LMG Life Sciences EMEA Awards and Dispute Resolution Partner, Jennifer Antcliff was also awarded Patent Litigator of the Year for Biotech.*

*We were awarded UK Patent Prosecution Firm of the Year 2023 at the annual Managing Intellectual Property Awards and SPC Litigation Firm of the Year at the 2023 LMG Life Sciences Awards EMEA. We are consistently ranked as a top-tier firm by industry directories.*

At Carpmaels, candidates 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 Dispute Resolution team

The Dispute Resolution team assists clients with complex patent and SPC disputes involving multi-jurisdictional litigation between major science and technology companies. The practice covers a broad range of disciplines including life sciences, chemistry, engineering and tech.

The team is well known for:

- **UK litigation** - enforcement and revocation litigation before the UK courts and IP offices, including high-profile cases before the Supreme Court, Court of Appeal and High Court.
- **European and ROW coordination** - advising clients on matters that cross European borders with significant international components.
- **The UPC** – we have more than 70 qualified UPC representatives. We filed the first UPC revocation and represented the first ever appellant in the first hearing at the UPC Court of Appeal.
- **EPO oppositions** - filing and defending against oppositions at the European Patent Office on commercially important patents.

The team also handles a limited amount of “soft IP” work, primarily relating to trade mark and design disputes (often alongside a patent-related matter) and regulatory work.

Candidates will get the opportunity to work on varied and challenging cases, almost all of which are contentious in nature.

## Our approach

We are the only firm in the UK to provide a truly integrated blend of litigators, patent and trademark attorneys and IP transactions specialists. This holistic approach informs how we work with our clients. We work closely with our patent attorney colleagues to factor future dispute resolution strategies into the advice we provide to clients right from the inception of their IP.

## Team structure

All our cases involve a mix of patent attorneys and litigators. We value the different perspectives that this integrated approach brings as it helps us to get the best outcomes for our clients.

We have a team-focused, non-hierarchical team structure. Everyone in the team plays an important role in our cases and candidates will be involved in interesting and important work from the outset.

We are friendly and collegiate, with everyone in the team keen to share their expertise and support each other. Candidates may also get the chance to collaborate across wider teams and services in the firm.

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

# CARPMAELS & RANSFORD

## Who we are looking for

We have ongoing opportunities for candidates (NQ -7 PQE) who are interested in joining the Dispute Resolution team at an exciting time of growth. We embrace diversity and would like to hear from talented and passionate individuals from a wide range of backgrounds with a range of experiences.

We are looking for candidates who think strategically, work collaboratively and are passionate about using their technical excellence to deliver a first-class service to our clients.

## Suitable candidates will ideally have

- Experience in intellectual property and predominantly patent litigation.
- Exposure to the life sciences and/or tech sectors.
- A strong academic background, including a STEM degree and the ability to demonstrate a high level of intellectual rigour.
- Intellectual curiosity, with an interest and passion for technology and its intersection with the law.
- The ability to work in a fast-paced, intellectually challenging environment.
- Excellent interpersonal skills, with the ability to connect and collaborate with colleagues and clients at all levels.

Although not a mandatory requirement, we welcome interest from applicants who are capable of working in another European language.

## Successful candidates will benefit from

- A supportive and sociable team-based working environment.
- A wide variety of interesting work for a broad range of clients.
- 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. During the interviews, we will explore applicants' technical expertise and background as well as career aspirations. There will be plenty of opportunities during the process for applicants 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:

- First stage non-technical interview with two Dispute Resolution Partners.
- Second stage technically focused interview, with two Dispute Resolution Partners. Applicants will also be asked to come prepared to discuss a case they have worked on.

We are also happy to have informal exploratory discussions with individuals, prior to the formal interview process.

## 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.

You will receive continuous training and development, equipping you with the relevant skills to develop and provide opportunities to grow. Progress is based on merit and by demonstrating exceptional performance, you should expect to advance at a steady rate 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. We have also introduced a Counsel role to recognise experienced practitioners who make a significant contribution to the firm.

## 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.



## 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 our ongoing partnership with [Sanctuary Graduates](#), we aim to attract talented STEM students from a diverse range of backgrounds. Through our [careers site](#) applicants can access additional resources, including the [Discover IP](#) podcast.

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## 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.

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.

# Career insight



Hadi Godazgar

Associate

*I began my career as a research scientist at Cambridge and later moved to the Max Planck Institute for gravitational physics in Germany. I loved the intellectual nature of my research, but after 8 years I was looking for something different. Law offered me an opportunity for new challenges while using the skills I had gained from my career as a scientist.*

Before starting my training as a barrister at an IP-specialist set of chambers I was seconded to the Dispute Resolution team at Carpmaels & Ransford. I had been interested in the idea of working in an IP firm for a while and the secondment at Carpmaels really helped cement my decision. The high quality work and friendly atmosphere I experienced during my secondment made Carpmaels a natural choice when it came time to move.

As a member of the Dispute Resolution team, I have the opportunity to use both my litigation experience and get involved in the technical issues, working alongside patent attorneys across the firm. This balance between litigation and technical expertise is quite unique among law firms and something I really value.

I have been given responsibility and interesting work from day one, and this has been great for my development and building my confidence. It is exciting to be working on matters that are shaping case law, particularly at the newly formed Unified Patent Court.

The collegiate culture in the Dispute Resolution team is a big part of why I love my job. Everyone is keen to help each other and share their knowledge and experience which means that I am learning all the time. Knowing that the team has your back makes the work easier and more enjoyable. You can see this in the wider culture of the firm too. All the regular events, clubs, and networks on offer make Carpmaels a really friendly and supportive place to work.

