



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.

An award-winning firm with top tier rankings in all the industry directories, we were awarded EPO Prosecution Firm of the Year at the IAM and WTR Global IP Awards 2024. This year we have received two Europe Impact Case of the Year awards at the 2025 MIP EMEA Awards and most recently took home Patent Litigation Firm of the Year: Biologics & Biosimilars; and SPC Litigation Firm of the Year at the LMG Life Sciences Awards 2025 EMEA.

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.

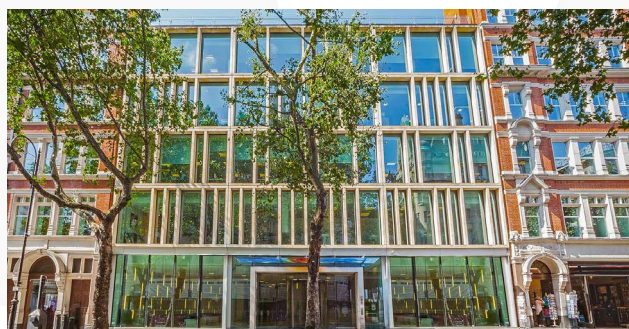


The Chemistry team

The Chemistry team supports some of the world's leading pharmaceutical and chemical companies and research institutions. We help protect research on ground-breaking therapeutics and their delivery, from drafting provisionals for start-ups to opposition and litigation on blockbuster drugs. We also work on a wide range of other exciting technologies, including polymer chemistry, batteries, cosmetics, and food chemistry.

Our work is commercially focussed, and most is contentious in nature. We are regularly instructed in multi-party oppositions and litigation support, as well as SPCs and associated regulatory issues including data protection and orphan exclusivities.

We have also been breaking new ground at the Unified Patent Court.



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.

Who we are looking for

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

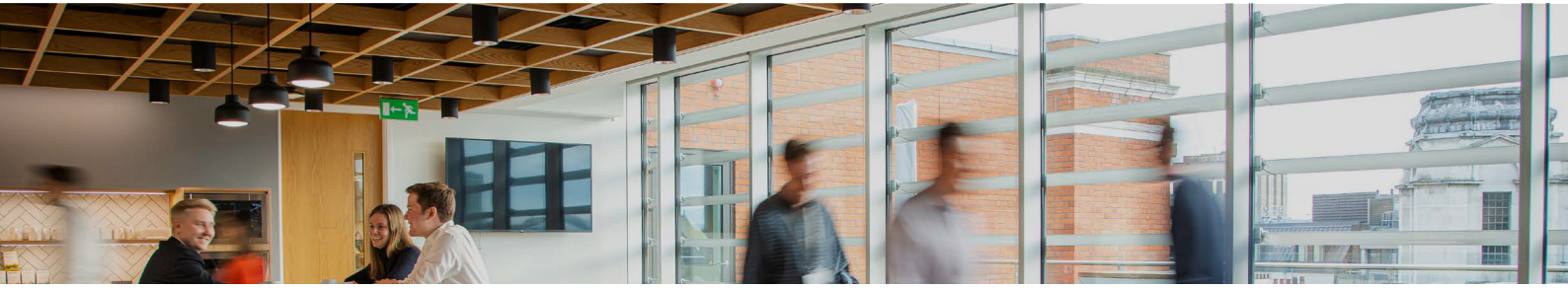
You enjoy thinking strategically and working collaboratively and are passionate about using your technical excellence to deliver a first-class service to our clients.

Suitable candidates will ideally have

- Part-qualification in the UK and EQE exams through to 3 years of post-qualification experience.
- Management of a broad spectrum of chemical and/or pharmaceutical work.
- Experience of drafting, filing and prosecuting EPO and PCT applications.
- An understanding of EPO opposition and appeal procedure, and preferably some experience of contentious oral proceedings, although not necessarily in a speaking role.
- An excellent academic background ideally with an emphasis on organic chemistry or pharmaceutical subject matter.
- A sense of commerciality: Ideally, an appreciation of how IP and regulatory data protection impact the life cycle of a pharmaceutical product.
- An excellent command of both written and spoken English, and 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 interesting work for major international chemical and pharmaceutical companies, including EPO opposition and appeal work.
- A significant amount of opposition, appeal and SPC matters.
- 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.
- Sophisticated knowledge management to help you keep up with case law developments, and a collegiate approach to the sharing of knowledge and expertise throughout the firm.
- 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, over roughly two weeks, consisting of the following:

- Informal introductory conversation with a partner from the Chemistry team, either in person or virtually.
- A role-specific written exercise, allowing you to demonstrate your technical ability in a reassuringly familiar “real world” setting.
- Formal interview with a number of our Chemistry 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.

At every level of your career progression, you will receive continuous training and development, equipping you with the relevant skills and behaviours to grow. Progress is based on merit, and you should expect to advance at a steady rate and to realise your full potential.

We support everyone’s hopes for career progression within the firm, from trainee to associate, and then on to senior associate. An aspirational role, our senior associates work autonomously and play an important role in business development and the mentoring of junior team members, comparable to salaried partners in other firms. The senior associate role is also the stepping stone to the most senior roles of counsel or partner.

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.

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 Carpmals 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



Michelle Montgomery
Senior Associate

I moved to Carpmaels shortly after qualifying as a European and UK patent attorney at another private practice firm in the UK in order to diversify the technical areas and types of work I was exposed to. Carpmaels has a wide range of clients covering an expansive area of chemistry and is heavily involved in contentious matters, which I was keen to get experience in.

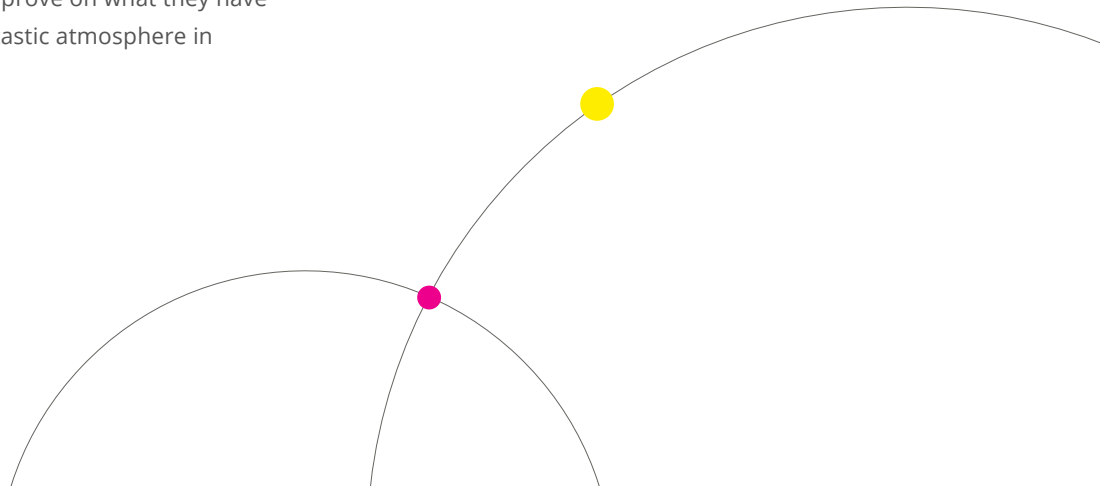
Immediately after starting, I was given the opportunity to work on contentious matters in my preferred technical area. However, it wasn't just the work that enthused me after joining, it was the responsibility and visibility I was given right from the start. All of my ideas were given the same consideration as the other members of the team, including the supervising partner and the newest trainee. Instantly after joining, I felt like a valued member of the team.

Carpmaels is very proud of its collaborative culture and it is visible throughout the firm. There is never a problem that someone is not interested in or too busy to discuss. Everyone thrives on solving problems and helping others do the same. Moreover, every success, no matter how small you think it is, is celebrated and this creates a team where everyone feels valued and determined to build on and improve on what they have achieved previously. It's a fantastic atmosphere in which to learn and grow.

Of course, the collaborative culture would not be possible without the friendly and sociable people who work at Carpmaels. Consequently, there are plenty of non-work related activities to get involved in such as book club, triathlons and karaoke club! If there is an event or club that doesn't yet exist, the Partners are more than happy for you to set it up.

I have also been impressed by the ongoing diversity and inclusivity projects at Carpmaels, which have recently included talks from Lord Chris Smith and Gill Whitty Collins. What is particularly impressive is that these talks do not form stand alone events that people attend and then forget about afterwards. Rather, discussion groups are held after the events where people can reflect on the content and take the opportunity to consider if we should be doing anything differently to make Carpmaels more inclusive.

Aside from the work related opportunities I have had at Carpmaels, I have also been able to work with the Social Mobility Foundation (SMF) as a mentor and have been involved in the SMF's virtual summer internship for the last two years. This has been incredibly rewarding for me and a reminder of how far I have come in my career.



Career insight



Harry Bush

Senior Associate

I joined Carpmaels & Ransford straight from university in 2017 and have been lucky to work for a firm with such a brilliant reputation and one that is so highly respected. I have been involved in some really exciting client work, with a focus on pharmaceuticals. Most of my work is on small molecule pharmaceuticals, including advising all different types of clients. I've also built up a wealth of experience advising pharma companies on EPO oppositions and appeals, and EU litigation relating to development candidates and marketed drugs, as part of the teams that the firm builds, including in conjunction with our Dispute Resolution team.

A significant part of my work to date has been in preparing and filing patent applications (including working directly with inventors), and devising strategies to take these applications through prosecution to grant across the world. I have had great experience working with Europe and US-based companies, with subject matter including new chemical entity (NCE) and new medical use applications for clinical candidates.

What I love most about the firm's culture are the people and being part of a big network of people who are always there to support you. The firm is full of individuals openly willing to answer your questions and bounce ideas off. The firm is very hands on in the training (both for doing the job, and for passing the exams) with an enormous amount of support given by the senior members of the team, and via collaborations with external organisations.

I have co-ordinated the firm's involvement with the Social Mobility Foundation, and particularly the e-mentoring part of the Aspiring Professionals Programme. This has included being a mentor to numerous secondary school students over the years, and joining panel discussions and giving talks to students about the patents sector. I'm proud of the team at Carpmaels & Ransford who have been e-mentors over the years, and our involvement has fed into the firm's commitment to social mobility as part of its CSR programme.

I have also been involved in founding the firm's LGBTQ+ Network and I continue to organise various social and educational events for the network and the wider firm. It's great to see how this has evolved and the enjoyment and learning everyone gains from these activities.

