

Associate – Employment (Senior)

Employment - London

The opportunity

We are looking for a senior level Associate to join our team in London. You would be working with all 4 of the Partners in the group on a mix of contentious, non-contentious and corporate support work.

The firm

Bird & Bird opens up a world of possible for lawyers everywhere. Here you can advise major enterprises and high-growth businesses on matters that are often transformative in nature, and alongside people who are truly collegiate in the way they work with everyone at Bird & Bird. We are one international firm, where over 70% of our work involves teams from across our firm. And that is only going to increase. It is this common purpose and shared approach that makes for a more productive, and collaborative place to work.

The team

Working with both large and small corporations and individuals throughout the private and public sectors, we offer clients a comprehensive range of legal advice across the full spectrum of contentious and non-contentious employment law. Our expertise includes; Cross-border projects; Business mobility; Workforce restructuring; Senior-level appointments and terminations; Conduct and resolution of claims; Outsourcing; Benefits and incentives; Policies and in-house documentation; Trade secrets and; Equality and diversity. The team in London consists of 4 Partners and c.15 lawyers covering both contentious and non-contentious Employment work.

Check out our 'Employment Law Zone' app and our 'Frontline' newsletter.

Our promise

Bird & Bird is committed to maintaining an inclusive working environment and we are an equal opportunities employer. We will actively support and supervise your professional development. For those with the necessary energy and ability, we will ensure that the firm is a first-class platform on which you can develop into an industry leader. We support an agile working environment and are happy to discuss flexible working.



What you'll do

The post-holder will support our Partners in all respects of employment law (including Employment Tribunals and High Court litigation) with an expectation that they will also be involved in the coordination of cross-border projects including restructurings and compliance projects.

The successful candidate is likely to have worked at an international law firm with prior experience of projects of this type. The firm expects associates to advise in a way that supports our client's strategic objectives whilst being practical and commercial and to become involved in the numerous business development opportunities.



About you

The successful candidate will have:

- Excellent academic achievement.
- Solid legal training in a City firm environment.
- Experience of handling complex employment matters gained within a comparable environment and at an appropriate level.
- Experience of restrictive covenant injunctions, delivery up applications and a range of employee competition issues would be helpful.
- Experience of general employment advisory work.
- A desire to be working for a truly international firm.
- A clear understanding of the operation and structure of commercial law firm.

In addition, we expect all our Associates to demonstrate:

- Flexibility, supporting cases across a broad range of Employment issues.
- The ability to manage aspects of complex matters and clients, with proven negotiation skills.
- Knowledge of key areas of the law by providing clear, precise, practical advice.
- The ability to use initiative and a confidence built upon solid success and achievements.
- The ability to liaise effectively with other fee earners from within the group, but also to liaise and coordinate with fee earners from other relevant disciplines and jurisdictions as required.
- Delegation and supervisory skills where appropriate.
- Being keen to work in a challenging, team-based environment.
- The willingness and ability to support business development activity, creating and maintaining strong client relationships and identifying new business opportunities with new and existing clients.
- A commitment to regularly update their own technical expertise and to achieve continuous improvement and development.
- The ability to contribute to the general upkeep of the group (whether that be training, precedents, or know-how generally).
- Excellent communication skills.



The main responsibilities of this role are outlined above; however, this description is not exhaustive, and the job holder may be required to undertake additional duties from time to time to ensure the smooth running of the department. The role may require some working outside our normal working hours of 9:30am- 5:30pm.

Bird & Bird is committed to creating and sustaining a diverse and inclusive environment. We are delighted to confirm that we have recently achieved Mansfield Certification, following our successful participation in the UK pilot programme. This certification was achieved by considering at least 30% women, lawyers from underrepresented racial/ethnic groups, lawyers with disabilities and LGBTQ+ lawyers for at least 70% of UK fee earner and leadership positions. We are participating in Mansfield Rule UK 2.0 and continue to work towards ensuring a diverse pool of candidates are considered our roles, in line with the Mansfield Rule. You can read more about this [here](#).



In the event that we make an offer to you and you accept, we will conduct pre-engagement background checks, where permitted by local legislation and according to the nature of the role that may include right to work, professional and academic qualifications, criminal records, sanctions, financial stability, media, directorships and references from previous employers.

Please click below to view more detail in our Applicant Privacy Notice.

VIEW MORE

- Abu Dhabi ● Amsterdam ● Beijing ● Bratislava ● Brussels ● Budapest ● Casablanca ● Copenhagen
- Dubai ● Dublin ● Dusseldorf ● Frankfurt ● The Hague ● Hamburg ● Helsinki ● Hong Kong ● London
- Luxembourg ● Lyon ● Madrid ● Milan ● Munich ● Paris ● Prague ● Rome ● San Francisco ● Shanghai
- Shenzhen ● Singapore ● Stockholm ● Sydney ● Warsaw