

# Associate – Employee Incentives & Benefits (Senior)

Tax - London

## *The opportunity*

The position has arisen for a Senior Associate to join our EIB team. This role will come with a lot of autonomy and potentially significant career progression. The role will consist entirely of EIB and you will be advising on: incentives aspects of corporate transactions, including structuring earn-outs and tax planning; the design of management incentive arrangements, including EMI plans, growth shares, JSOPs and other arrangements; cross-border incentive arrangements, including the roll-out of equity arrangements across multiple jurisdictions; advising on employment taxes, including termination payments and internationally mobile employees. The team at Bird & Bird works closely with founders and key members of the management team in organisations of varying sizes and we have a particular strength in assisting startup businesses. You will therefore need to be able to advise in a concise, commercial manner.

## *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*

The Employee Incentives & Benefits ("EIB") team is part of the tax group, which is in turn part of the corporate group in the UK. The EIB team is a small team but this does mean significant amounts of responsibility and client contact. The wider Corporate and Tax groups consists of around 50 Partners and Associates in London.

You would also work closely with colleagues in our other practice areas, particularly Employment and across a number of our key sectors.

## *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 EIB team mainly acts for private companies from start-ups through to exit with an emphasis on the Tech & Comms and Media, Entertainment and Sports sectors. We also act for a small portfolio of AIM listed companies.
- We work closely with the Corporate and Employment groups. The group coordinates cross-border share plan roll-outs and advises on the incentives aspects of corporate transactions.
- The role will include drafting share-based incentive arrangements, advising on employment taxes, management incentives and shareholder taxation as well as servicing on-going queries from a large portfolio of existing clients.
- Members of the team are involved in marketing and business development. The firm offers excellent prospects for progression and our culture provides all our people with world-class support to achieve their ambitions and goals.



## About you

Candidates will need to have an appropriate level of experience of EIB matters, gained in a law firm environment. Exposure to private company work is essential, whilst international and venture capital experience is desirable, along with knowledge of technology-related sectors.

The successful candidate will have:

- Excellent academic achievement.
- Experience of handling employee incentives, share plans and tax matters gained within a comparable environment.
- A desire to be working for a truly international firm.
- A clear understanding of the operation and structure of a commercial law firm.

In addition, we expect the successful candidate to demonstrate:

- Flexibility, supporting cases across a broad range of matters.
- The ability to manage aspects of complex matters and clients, with proven negotiation skills.
- A 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.
- 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.
- 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, precedent or know-how generally).



*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.

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