



Commercial & Technology Associate / Senior Associate - London

Before you meet us, get to know us

RPC is a modern, progressive and commercially-oriented City legal services business. From our offices in the UK, Hong Kong and Singapore we provide advice to both UK and international clients.

What we do

- Our practice spans a wide range of industry sectors, with a particular focus on technology and media, retail, commercial and financial disputes, regulatory and insurance. Working on both contentious and non-contentious matters, our clients range from large multinationals to growth UK corporate firms and other professional practices and include many household names.

Why we are different

- We have a confident, accessible and enterprising approach that sets performance, service and value at the top of the agenda. Our goal is to do the usual things unusually well, make the complex simple and help our clients build better, stronger businesses.
- Our success is built on the level of service we give to clients – delivering what they want, on time and in an easily accessible manner.

How we work

- We are friendly and approachable, yet we are not afraid to give tough advice, and few are more tenacious when it comes to securing the results our clients need. We ask questions that get straight to the point and listen because we are genuinely interested in our clients and their businesses. We understand how our clients work, the pressures they face, and the ambitions they have. And, of course, we love our work.

Where we work

- We act for a large number of international clients with interests throughout the world. We have offices in both the UK and Asia and, as a founder-member of TerraLex – one of the world's largest legal networks – we have strong links with law firms in over 100 jurisdictions allowing us to offer a seamless service to our clients across the globe.

Role overview

We are looking for a commercial, technology and outsourcing associate / senior associate (5+ PQE) to join our award-winning commercial and technology team in London.

The ideal candidate will be an excellent technical lawyer and have a commercial approach to negotiations and resolving issues, with experience across some (but not all) of the following:

- General Commercial Contracts including: - supply of goods and/or services (B2B and B2C), agency, franchise, marketing and sponsorship agreements, joint ventures and collaboration agreements and payment service agreements.
- Technology including: - cloud computing contracts (SaaS, IaaS) and digital transformation projects, data protection, advising on technology related legislation (e.g. the use of AI), software licensing and distribution and technology development and implementation agreements.
- Outsourcing including: - advising on technology and business process outsourcing across multiple sectors (including financial services) and manufacturing, warehousing and distribution agreements.

You will typically have an opportunity to work on a selection of the above but are not expected to cover all areas.

There is a real opportunity for career progression for an excellent associate / senior associate with a desire and aptitude to help develop the practice, support more junior lawyers and to drive the business forward.

CTO team and the MIPTOC group

Our Commercial, Technology and Outsourcing team (CTO) forms part of the wider MIPTOC group (which stands for "Media, IP, Technology and Outsourcing"). It is an exceptionally successful group with market leading teams across the group and combines contentious and non-contentious experience across IP and Tech in a single group. CTO is ranked **Tier 1 for Commercial Contracts** in Legal 500 and was also recently named **TMT Team of the year for 2020** in the Legal Business Awards.

The CTO team keeps itself busy with a real mix of work including:

- IT and BPO outsourcings, including in the financial services sector
- IT transformation and other IT projects
- Digital
- Data Protection
- Commercial Contracts across a range of sectors and of varying values and amounts

Our clients are diverse and exciting and include:

- major insurers and broker clients (which reflects the firm's strength in insurance);
- LINK (the UK ATM network which is regulated by the Bank of England) and other payments organisations;
- major global tech and digital companies;
- major global technology suppliers;

- major retailers and media organisations; and
- smaller companies and start-ups across all sectors.

RPC has a focus on its core areas which are Technology, Retail, Insurance, Regulatory and Commercial Disputes. The CTO team works extensively across all four of these focus areas (and the broader MIPTOC group sits at the heart of them all with its leading IP and Tech disputes practice). **CTO and MIPTOC are at the core of the firm's growth strategy.**

We are looking to continue to grow the busy CTO team as part of **our focus on technology**. This focus aims to ensure all our people are equipped with the knowledge and skills to be experts in this field (and includes a comprehensive tech learning programme) and to grow out our practice in this important area in what is a **strategic priority for the firm**. RPC is uniquely placed to do this given our already **significant client base** and **market-leading transactions**. As such, this is an exciting time to join the team and the firm to build on increasing market recognition of our technology practice.

We are therefore looking for people who can help us to **proactively drive the business forward**. There is plenty of room for growth at all levels and the successful applicant can be reassured that the firm will be an **enthusiastic supporter of their development** and **keen to help them progress through their career**.

Candidates must have strong academics.

Recruiting the best – our culture

The workplace culture we value

Where:

- We trust each other to want to thrive; to care about and do the right thing for the firm and its clients; and be committed to our individual and colleagues' development and learning.
- As adults, we are capable of being responsible for our actions; behaviours; decisions; and impact on others.
- It is our personal responsibility to get timely and useful feedback and to use development pointers to guide performance improvement supported by others – including the People & Talent Development Team and Line Manager – through regular, quality conversations.
- We share ownership and accountability for performance: managers and peers are accountable to each other.
- Collegiality; approachability; inclusiveness and co-operation are key.
- We balance autonomy, support and challenge to grow.
- We are efficient and adopt a pragmatic, solution-focused approach.

In practice this means:

At RPC we:

- Want to do great work, "wherever", "however".
- Go the extra mile for clients and colleagues (in terms of output).

- Contribute positively to life at RPC, with particular reference to finance, social life, behaviour, functional expertise and development.
- Nurture adult to adult relationships based on shared accountability.
- Care about our colleagues and the firm – and want everyone to succeed.

And our managers

- Care about their people, treating everyone with dignity and respect.
- Work to create an inclusive environment in which people can thrive and develop (which sometimes means getting out of the way).
- Make regular time for quality conversations that build stronger connections.
- Hone their judgement skills and flex their personal style when working with others.

Investing in you – our current benefits package

In addition to offering a competitive salary, the firm currently offers the benefits listed below. Of course, these may change from time-to-time. We will provide an interactive document for the successful candidate in our offer.

Key benefits

- 25 days of annual leave with the option to apply annually to flex by either buying or selling some of your entitlement (pro-rated for part-time employees).
- Interest-free season ticket loan (following completion of probationary period).
- Death-in-service.
- Group personal pension (via salary sacrifice).
- Income protection.
- Discretionary bonuses.
- My Family Care.

Wellness benefits

- Private medical insurance (personal).
- Confidential employee assistance programme.
- Health screenings.
- A range of sports and clubs.
- Yoga.

Lifestyle benefits

- Subsidised restaurant and coffee bar.
- Enhanced family leave.
- Access to a range of special firm discounts.
- Eye tests.
- Bike racks, lockers and shower rooms.
- Ride2Work.
- Tax Free Childcare.
- Giving via payroll for tax-free donations to charity.
- Gymflex.

A sample of internal/external networks we support

- CityParents.
- LINK.
- Working Parents & Careers Network.
- 30% Club.
- Diversity Role Models.
- Stonewall.
- Good Recruitment Charter, REC.

Our recruitment process

At RPC we take recruitment seriously. We have designed our procedures to be simple, transparent and easy to engage with, so that ultimately, we can all make the right decision.

We are committed to ensuring that our recruitment processes are as inclusive as possible. This includes making adjustments for people who have a disability or long-term condition. If you have any questions, or any adjustments to be made to the application process or interview process, please let us know or your representative.

If you are invited to attend an interview, you will usually meet two partners or managers from the relevant practice area/department. You may also meet a member of the People & Talent Development team at this stage. Only in this way can we and you judge whether there is a meeting of minds. If so, we may proceed to a second interview and, in some cases, suggest that you meet your potential colleagues. After all, changing jobs is a big decision and we want you to be sure.

An important part of our recruitment process for lawyers includes the use of a psychometric test. Psychometric tests are timed exercises that look at your ability and potential. It adds to our understanding but is not the sole basis of a decision as to whether you would be successful or not. The main assessment tool we use currently is a critical thinking test. We will always let you know in advance what to expect from the process, and we will provide you with feedback at every stage whether you are successful or not.

If we make you an offer and you accept, we will provide a supportive service via our People & Talent Development team who will be on hand to discuss any matters which may arise, be it a convenient start date or transferring a pension scheme.

On joining, as well as introducing you to your new colleagues, you will attend a comprehensive induction course which deals with many of the questions which will arise during your first few weeks. Induction also includes IT training, so everyone is familiar with our software systems.