

Solicitor

Reporting to: Legal Director

Contract type: 1-year fixed term contract, with likely extension to permanent

Hours of work: Full time, 37.5 hours worked Monday to Friday

Location: Remote within UK, Belgium, France, Greece, Ireland, Netherlands and Switzerland

Salary: £40,000-60,000 per annum is the salary range for the position based on the UK range of salary; position within the range will be determined based on candidate location, expertise and experience.

Benefits: 25 days paid annual leave per annum plus all public and bank holidays; company pension scheme; parental leave; flexible working; company-provided MacBook and iPhone; home-working allowance after successful completion of probationary period.

Job Purpose

AWO are recruiting a solicitor to join our expanding litigation team. Working on the delivery of advisory and contentious work related to intellectual property and data protection issues around modern technology as a solicitor in our legal department.

Developing AWO as the leading agency on data rights, whilst developing your own practice and case load.

Work at AWO will involve a rapid learning curve to acquire legal skills and knowledge not required in other practices. Strong intellectual and analytical skills are important, as well as the ability to handle complex and novel matters.

Job Duties and Responsibilities

The scope of work to be undertaken is broad, from client care to litigation to delivering advice to clients. You will also be provided with a platform to grow your own practice and develop the AWO brand.

You will work on both contentious and non-contentious matters. The broad scope of the work is as follows:

Advisory work

The primary purpose of this role is to work on a novel and exciting innovation project involving next generation cybersecurity software. You will provide IP support, help develop terms of use and licensing agreements and assist in the wider development of the product data protection framework.

The work will not be limited to this project and you will also provide support to our wider litigation practice, which is instructed in an advisory capacity on a wide range of data rights matters. This includes advising on contemporary and pressing issues, from the human rights implications of tech responses to COVID-19, to advising on the legality of digital political campaigning through to advising NGOs, government departments and corporate actors on existing and developing laws.



Our advisory work relates to new and emerging issues, which in turn presents stimulating and novel areas to be involved in. Your advisory role will often include advice on how to avoid litigation. You will be expected to combine knowledge of the law with strategic thinking.

We also conduct academic work and research, such as our work with Oxford Internet Institute.

AWO is an agency with multiple departments, and you will work in collaboration with colleagues across the agency to provide policy work and input.

Litigation work

We are instructed on leading cases relating to data rights, from the leading regulatory complaint relating to online advertising (Adtech), to challenges on how political parties use data, to Google and Facebook's data practices. We set the agenda on data rights through litigation and shape the way data is used. You will be involved in these cases, in addition to your IP/IT work. You will also be given direct client contact and be expected to develop and grow your own case load and network.

While we have a close-knit team at AWO, you will have room and will be encouraged to provide your own strategic and legal thinking on cases.

Maintaining client relationships

You will be expected to deal with clients in a sensitive, professional and competent way and to communicate with clients regularly. You will also be expected to identify clients' objectives and seek further instructions to be able to deliver on those objectives.

Building new relationships

This is an exciting opportunity at AWO to develop the agency's Commercial IP / IT offering. You will be presented with space to develop your own practice, with a view to you becoming fully self-sustaining in this area. To this end, you will be expected to build your own relationships whilst working with and maintaining the relationships that AWO already has. Those relationships include start-ups, technology companies, NGOs, IGOs, government and international agencies, corporate actors and individuals. You will be expected to develop our network beyond our existing contacts and reach.

You will also be expected to represent AWO in meetings with stakeholders and at public events, as well as engaging with the media.

You will further represent AWO in the legal profession more generally and will be expected to take a proactive role in promoting the aims and objectives within the profession, including with the Law Society, other solicitors, barristers, academic institutions and beyond.

Promoting AWO

You will be an ambassador for AWO and our clients and the lead of the Commercial IP / IT team. You will be expected to help grow the department, including through active press, online media and social engagements. You will be made aware of the firm's marketing strategies and represent the firm



credibly in external dealings when required to do so. You may also need to present seminars, write articles, join and participate in professional and other relevant organisations.

In addition to delivering contentious and non-contentious case work, you will be expected to

- Contribute to the development of AWO, through press work and other promotion.
- Engage in and develop AWO's culture and values
- Contribute to company policy and strategy development
- Comply with relevant AWO risk management and governance frameworks
- Comply with AWO policies and procedures e.g. expenses, time reporting
- Keep up to date with developments in law and practice so that AWO's standard of work is not compromised

Person Specification

You will play a vital role within the Legal Department and work with our team in a collaborative environment. You will be key part of the team, leading on IP, managing the advisory work for the cybersecurity project and developing our commercial offering the IT sector. You will be expected to work proactively on a wide range of cases, while remaining enthusiastic about the mission of AWO. The workload will involve novel and complex cases, for which you will be expected to act competently, diligently and effectively, and with initiative.

Skills, Qualifications and Experience

- 3 years + PQE Solicitor, although all applications will be considered. The ideal candidate would also be qualified to litigate and advise in an EU/EEA member state (or have the ability to be so qualified, with support from AWO).
- Demonstrable previous experience in IP is essential. Previous experience in software licensing, data protection and technology law is highly desirable. Experience in a complimentary legal area, such as competition or EU law would be welcome.
- A high standard of academic achievement and preferably a 2:1 or better at degree level. Advanced qualifications would be desirable.
- Candidates should be accustomed to a high level of responsibility on a variety of contentious and non-contentious matters.
- Experience of working within and developing a team is essential, with experience in the delegation to and management and mentoring of junior lawyers.
- Demonstrates an enthusiasm for business development and the wider aspects of the prospect of developing a department.
- Experience of working with the media and in promotion of an agency or organisation would be desirable.
- An existing network of contacts and case load would be very welcome.
- Ability to manage assigned tasks in an assertive, efficient and timely manner. Note that the case work is varied and challenging, which will be expected to be worked on in a diligent and timely manner.
- Adaptable and able to work in a busy environment, along with good IT, strong written & verbal skills.
- Proactive and driven to progress cases whilst not compromising on quality of work.



- Excellent written and oral communication skills, with the ability to provide clear and concise legal advice on complex issues in a comprehensible and appropriate format. Experience of advising clients in senior external positions and gaining and keeping their confidence.

Behaviours and Competencies

- Support AWO's ethos for treating colleagues as individuals, first and foremost
- Genuine interest and passionate about IP law and building a career in this field
- Ability to maintain highest personal levels of ethical conduct, confidentiality and integrity
- Proactive, enthusiastic and a self-starter
- Strategic thinker who works in an organised and methodical manner
- Ability to deal sensitively with clients and experts.
- Works well under pressure
- A team player with a positive attitude
- Comfortable with ambiguity: able to find a solution to achieving goals without precise instruction on getting there
- Affinity for AWO's mission and approach to technology and policy.

