

Dehns

Graduate Recruitment



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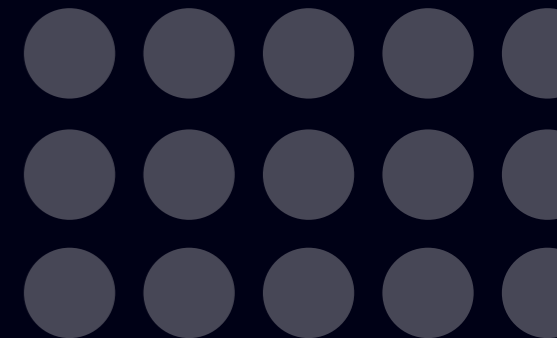


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We understand how daunting making the right career choice can seem. Choosing which path to take can be one of the biggest decisions of your life. As a patent or trade mark attorney you will be involved in exciting, innovative and genuinely cutting-edge areas of science, technology and brand protection.

If you think you might be interested in a career as a patent or trade mark attorney, we have tried to make this decision as easy as possible for you by helping you get to know us a little bit first. We offer a stimulating working environment and, as a progressive firm, we want to invest in the brightest and most talented individuals from all walks of life.

In this brochure, we have tried to answer some of the key questions you may have before deciding upon your next steps.



Dehns provides an internationally recognised and consistently high quality service to our clients. We are one of the largest patent and trade mark firms in the UK and Europe with over 190 professional staff, with expertise that covers all areas of technology. We filed over 5,000 patent applications last year at patent offices throughout the world.

We work hard to ensure that our clients receive the best possible service, tailored to their particular requirements. We form strong working relationships with our clients and work collaboratively with them to develop their business.

To meet our clients' business needs we have to be creative, practical, flexible problem-solvers and these are characteristics we look for in our employees. We welcome employees from diverse backgrounds which we believe enriches our working environment and contributes to our ability to serve a wide variety of clients with different needs.

We are passionate about what we do and dedicated to providing our clients with a service that is second to none. We welcome those who share this ethos.

We are delighted that you are interested in joining our Firm.

ELIZABETH JONES, SENIOR PARTNER



About us

Who we are

We have a strong “family feel” and can attribute much of our success to the internal support and training provided, along with the organic growth of our client base.



43

Partners

117

Other professional staff

127

Business Support members



1920

Founded by Frank Bernhard Dehn



One of Europe's largest private practice firms of patent and trade mark attorneys



Consistently recognised as a Top Tier Firm

You could be working as part of a team in one of these specialist practice groups...



Chemistry, Pharmaceutical and Chemical Engineering



Life Sciences and Biotechnology



Engineering



Physical Sciences



Electronics, IT and Communications



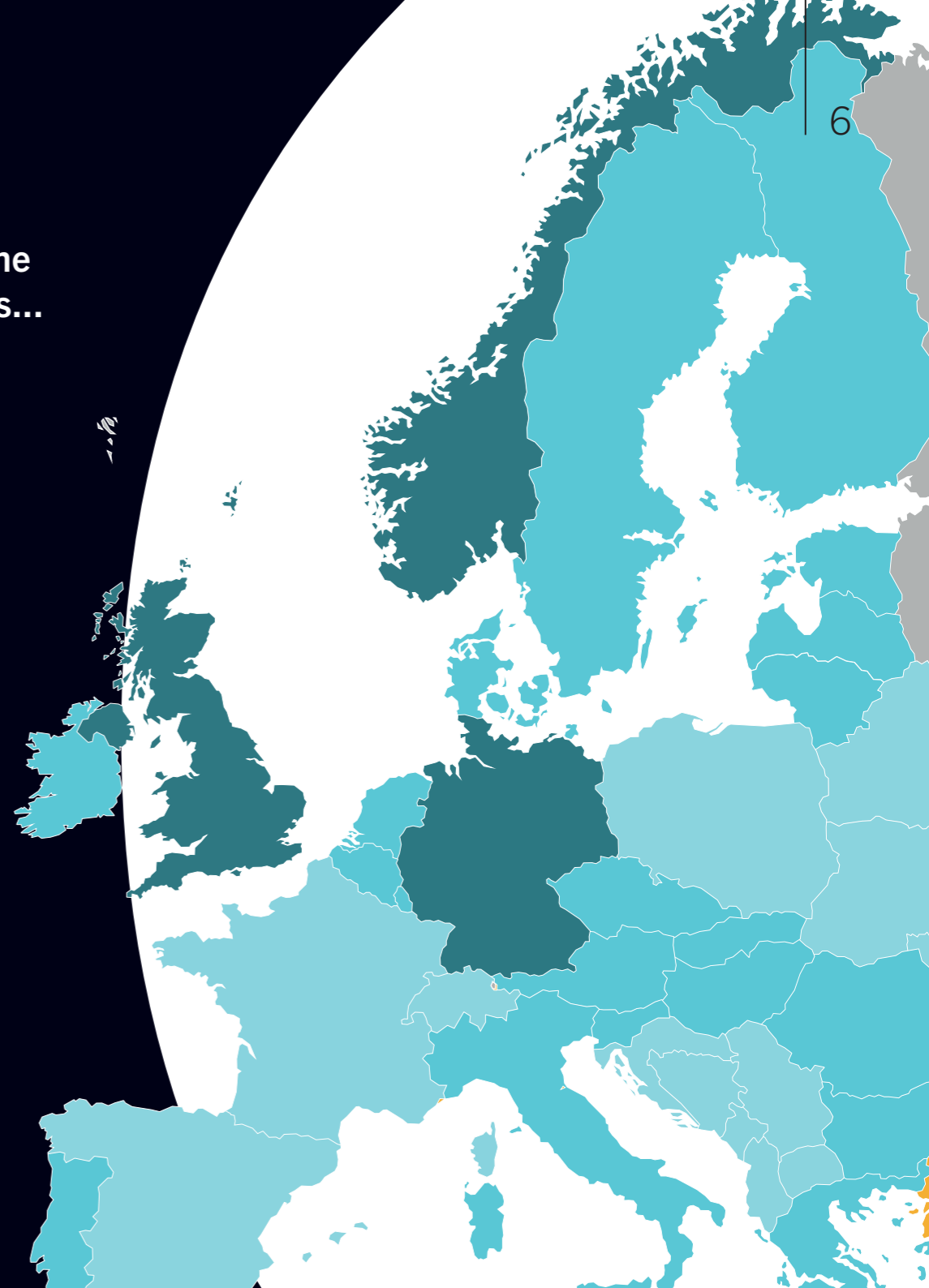
Designs



Trade Marks

...working in one of these offices...

- London
- Munich
- Oslo
- Oxford
- Brighton
- Manchester
- Bristol
- Birmingham
- Sandwich



As the partner with overall responsibility for graduate recruitment at Dehns, it is my job to ensure that we recruit the outstanding attorneys of the future, who will enable us to continue providing our clients with the highest level of service and help us drive our business forward.

To achieve this, it is vital that we find people with the perfect combination of ability, ambition and personality. All of our trainees are highly qualified individuals, with excellent technical abilities and communication skills alike, who are driven by a desire to work in the field of innovation and committed to providing excellent service to our clients. At Dehns, we are very focused on a strong team ethic and believe that sharing experiences, expertise and intellectual assets is vital to ensuring continued business success.

Dehns is dedicated to training, and is very proud of its reputation as probably the leading firm in the UK in terms of our training record; we have a well-established history of training winners of national prizes awarded to those achieving the highest levels of success in the professional qualifying exams. However, it is not all about exams, and our professional staff enjoy a healthy work-life balance and many opportunities to socialise with their colleagues, both within and outside of Dehns. Most importantly, we pride ourselves on fostering a friendly atmosphere within the firm, as we strongly believe that this, combined with a shared ambition for professional excellence, is vital to the success of the firm.

ELAINE DEYES,
GRADUATE RECRUITMENT PARTNER



Opportunities

- Trainee Patent Attorney
- Trainee Trade Mark Attorney
- Summer Placement Scheme



Trainee Patent and Trade Mark Attorneys

Each year we recruit a number of graduates or post-graduates as trainee patent or trade mark attorneys for roles in our specialist practice groups. We usually expect to recruit on average 10 trainee patent attorneys and 1-2 trainee trade mark attorneys on an annual basis. Recruitment is primarily into our London, Brighton, Oxford or Munich offices, and occasionally into our other locations.

The qualities you need as an attorney

We are seeking people who have the potential to truly excel in their chosen field. For both patent and trade mark roles you will need to demonstrate:

- An ability to analyse and interpret complex technical matters
- Strong organisational skills
- An ability to think laterally
- Good interpersonal skills
- An excellent command of written and spoken English language to advise on technical and legal issues in understandable terms
- Excellent attention to detail
- A fundamental sense of commerciality

Technical requirements

- Excellent academic ability – our clients expect to work with the brightest and the best. You must achieve, or have achieved, a minimum of a 2.1 undergraduate degree result in your field of study (scientific (STEM) degree for patent attorneys; any degree discipline for trade mark attorneys). For trade mark roles, a qualification or fluency in at least one other language is advantageous.

What you can expect

Job satisfaction

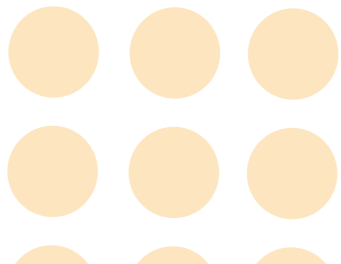
- To be involved with real client work from day one
- A varied diet of work, so that your caseload covers a broad range of different legal and technical areas
- Exposure to global firms and territories

Support and development

- Direct partner mentoring and supervision
- Ongoing support from senior colleagues and other trainees
- Exceptional on-the-job training and support to help you qualify as a patent or trade mark attorney
- Internal and external support during exam periods

Work/life balance

- A genuine interest in the fulfilment of your career with us
- Networking and social events



Summer Placement Scheme

Our Summer Placement Scheme offers undergraduates, graduates and post-graduates a unique first-hand opportunity to experience what it's like working as a patent or trade mark attorney.

The scheme is a taster for prospective trainees to gain insight into what it's like to work at Dehns. It's also a chance for you to shine and show us what you can offer and should help you decide whether you are suited to a career in patents or trade marks.

The scheme forms a key part of our annual graduate recruitment initiative. It is a two-way process to see whether you feel the Firm is a good fit for you and *vice versa*. On average we take on a total of 10 students from a variety of disciplines each year for the scheme, which runs for the first two weeks of July.

Participants are paid for the duration of the scheme.

This is an excellent opportunity to gain valuable experience and show us that you have what it takes to succeed.

What you can expect

Job satisfaction

- To be involved with real client work from day one
- To work alongside experienced attorneys
- The opportunity to travel to some of the Firm's other UK offices

Support and development

- Presentations from current attorneys on what it is like to train and qualify
- Exposure to the kind of work you would undertake as a trainee
- Participation in a project, building both your practical knowledge and your soft skills

Work/life balance

- Networking and social events
- To gain a broad and comprehensive view of life as a patent or trade mark attorney

After completing the Summer Scheme here at Dehns in 2021, I couldn't see myself pursuing any other career path. This career keeps you on your tip toes as it is the perfect blend between being challenging and rewarding at the same time. Particularly, it is so unique in that you are able to contribute to the commercialisation of a vast number of emerging technologies.

ELISABETH PAULI, TECHNICAL ASSISTANT

Having spent a number of years as a partner, including a stint as training partner, elsewhere, I joined Dehns to take on the role of Professional Support Attorney in January 2023. It was a brand new role created as part of Dehns' commitment to ensuring that the training experience here is as good as it can possibly be. Immediately from stepping through the door, it was clear to me that people are at the heart of Dehns and this is no more clear than in its approach to training and ensuring that trainees feel supported.

There's no denying that the qualification process is tough but we try to make it that bit easier by providing as much support as we can. Over the last year, we've upgraded our induction processes and brought in a new structured training programme to ensure that our new trainees are provided with as much support as possible over their first year of training. Of course, the support doesn't stop at the end of the first year and we have various initiatives both already running and in the pipeline to support trainees through to qualification and beyond. It's important to Dehns that we retain our reputation as the leading training firm and that requires continuous review and, importantly, listening to our trainees, so that our training support can evolve to support each new cohort of trainees as required.

It's great to be in a position where I get to know all of our trainees and provide support to them throughout their careers. We care about all of our trainees and because we recognise that sometimes it's not the case that one size fits all, we are also proud to be able to work with our trainees as individuals to ensure that they can achieve their full potentials.

GILL MCGUIRE,
PROFESSIONAL SUPPORT ATTORNEY



About your career

What is it like
as a trainee?



Mentoring

Each trainee will be assigned a Supervising Partner. However, you will also work for a wider range of partners and associates within the team, allowing you to benefit from their breadth of knowledge and experience. This offers you the opportunity to gain exposure to a diverse range of work such as opposition, drafting and prosecution, but also a variety of technical subjects and clients.

Buddy trainee

You will share an office with a more experienced trainee, who will be responsible for helping you settle in and offer day-to-day support and guidance. After a year or two, it will usually be your turn to share your experiences as you take on a similar responsibility for a new trainee.

On-the-job training

From the moment you join us at Dehns, you will be mentored and supported at every stage of your career. You will be given genuine and appropriate responsibility and exposure to real client work.

You will benefit from on-the-job training, supported by partners and more senior colleagues as you progress to professional qualification. The path to qualification is not easy and there are several exams you will need to pass. However, we will support you all the way, not only by developing your technical ability, but also by helping you to enhance other key aspects such as your commercial judgement and business development skills. You will be given the opportunity to attend internal and external tutorials, seminars and courses to supplement your training and development.

Professional Examinations

We will fully support you on your path to qualification, covering:

- Professional course and exam fees
- Essential reading materials
- Revision course fees where appropriate
- Study leave
- Internal tutorials

Rosie Lawrence

Biotechnology Team, joined Dehns in 2020

Why did you decide to pursue a career in patents/trademarks?

Whilst I loved studying science for my undergraduate and postgraduate degrees, I found the thought of going into research quite overwhelming. At the time, it certainly felt that scientific research was the natural next step to follow on from scientific university studies. I did not have a particular area of research that I was passionate about and it felt like too much of a risk to pursue a PhD in a narrow field that I was not sure was a good fit for me. So, knowing that I wanted to continue to use my scientific training in some way, I began to look for careers that I could apply my skills to that existed outside of a lab environment. A career in patents, with its structured career progression, and office-based format, felt like a natural fit for me, and the fact that I would be able to continue to explore broad areas of biosciences was a huge bonus.

What attracted you to Dehns?

The impression I had of Dehns was that it was a very approachable firm with values that seemed to align

with my own. Also Dehns' long history and reasonable size made it feel like a very safe pair of hands to help guide me through my training.

What type of clients do you work for?

I work alongside four different supervisors meaning that I have exposure to a range of clients and fields of inventions. I would say that a large portion of my workload is involved in the European prosecution for overseas agents, especially Korean agents, but that I am also involved in a more intimate way with British and Norwegian life sciences SMEs and universities.

What opportunities are there at Dehns?

There have been a number of webinars on topics not necessarily related to day-to-day work that I have really enjoyed having the chance to go to. For example, there was an inclusivity webinar that I attended which was so thought-provoking and which made me challenge a lot of my beliefs; I appreciate that Dehns offers the opportunity of personal as well as professional growth.

Are you part of any committees/ groups at Dehns?

For a long time I was a member of the Charities Committee – it was a great way to meet people within my office (Brighton) and across other offices when I first started. I also enjoyed promoting engagement with the various charities supported by Dehns through creative and fun events and campaigns.



Daniel Hurst

Chemistry Team, joined Dehns in 2021

Why did you decide to pursue a career in patents?

During my undergraduate studies, I completed a year in industry at a large pharmaceutical company in their early stage drug development team. During this year, I attended an event on “science-adjacent” careers, which included a talk presented by the company’s in-house Intellectual Property team.

Getting to grips with a client’s new inventions at the forefront of science, paired with the learning and utilisation of the law, means that no day is ever the same. This is what attracted me to a career as a patent attorney. You never stop learning.

What attracted you to Dehns?

The reputation of Dehns is what first drew me in. Researching the firm and seeing the size, the varied diet of work and the high standard of training then made Dehns seem like the ideal fit.

Completing the Summer Placement Scheme here cemented my desire to join the team, knowing that I would be exposed to a wide range of clients and technologies whilst working alongside industry-leading patent attorneys.

What type of clients do you work for?

I work with a variety of clients, including universities, small and medium sized enterprises and multinational companies. My clients have inventions in a diverse range of chemical fields, including pharmaceuticals, medical methods and devices, oil and gas technology and polymer chemistry.

What opportunities are there at Dehns?

Dehns gets you involved in active case work from day 1, with comprehensive support alongside. This on-the-job style training is invaluable, enabling you to not only learn the law and how to do the job as a trainee, but also preparing you for your professional life past qualification where you will be managing your own clients and your own case work.

Working for a number of partners/associates also broadens the work you are exposed to and the variety of feedback you receive which helps you to improve as you go along.

Dehns has also recently announced alternative career paths aside from the classic route of qualified attorney to associate to partner, so there are long-term opportunities for everyone.

There is also a variety of work available within the firm. If you have a particular interest in a certain area of practice (for example, litigation), we have the infrastructure to help you to get involved with that.

Are you part of any committees/ groups at Dehns?

Dehns has a number of committees that anyone can get involved with. Personally, I am involved with the EDI Committee (championing, promoting and supporting EDI across the firm), the Charities Committee (organising events such as bake sales, picnics and quiz nights to raise money for elected charities) and the Fee Earner Training Group (who seek to continually refine the in-house training offered at Dehns).

External to Dehns, I am also a part of the Chartered Institute of Patent Attorneys (CIPA) Informals Committee. As the Oxfordshire Regional Secretary, I organise and run social events that any trainee patent attorney from any firm/company across Oxfordshire can attend.



Charlotte Ginnaw

Trade Marks Team, joined Dehns in 2021

Why did you decide to pursue a career in trademarks?

I chose Law as my widening horizons module at university, and found the Intellectual Property module particularly interesting. I have always had a fascination for understanding things around me, and trade marks are virtually everywhere you look. The more complex I realised the law and interactions surrounding it were, the more I was excited to learn about it, and to hopefully get the opportunity to apply it to real-world situations. Trade marks are at the heart of every business, and integral to business success, so I knew that a career in trade marks would not only be fascinating, but also challenging and rewarding.

What attracted you to Dehns?

Dehns has grown considerably in the last few years and has a great reputation, particularly when it comes to training. I was keen to work for a firm with excellent opportunities for career development, and extensive on-the-job training, as well as the opportunity to work for such a wide range of clients. It was also incredibly important to me to find a firm that promoted an inclusive working environment, which is demonstrated by the fact that 40% of the

partners, and 50% of all employees at Dehns are women.

What type of clients do you work for?

I work with a wide range of clients from individuals to multinational corporations, across a number of different commercial sectors including food/drink, hospitality, healthcare/fitness, cosmetics, finance/investment and software development.

What opportunities are there at Dehns?

From the offset, we receive hands-on training and get to work directly with clients. After completing a year of on-the-job training, we embark on working towards our professional qualifications, throughout which we are supported by the Partners and other members of the team. We regularly hold case sessions, which gives trainees the opportunity to research, present and discuss recent cases and developments in trade mark law. It's a great way to stay on top of developments, and helps trainees build confidence in researching and understanding case law, as well as presenting to a group. We also have meetings as a trade mark team, and are encouraged to actively participate, including to contribute to the meeting agenda.

What does your typical day look like?

I generally try and get some exercise in before work, so I tend to take advantage of our flexi-time policy and log in shortly before 10am. The first thing I do is check through my emails, sort through my due date report, and get my to-do list organised. I tend to make a note of the things that are higher priority, and then will start on trying to tackle those first. In terms of the work that I do each day, no two days are the same (which is one of the great things about the job!). I am involved in conducting clearance searches and advising on the availability/registrability of proposed trade marks, filing trade mark applications, advising on, filing and defending oppositions, preparing settlement agreements/undertakings, advising on infringement matters, and advising on domain disputes, including preparing and filing UDRP complaints. The nature of the job means some days are busier than others, but the flexi-time policy means you can balance this out, and ensure you always have a healthy work-life balance.





A day in the life

Conor Wilman

Conor joined the Engineering department at Dehns in 2017 as a Technical Assistant. Conor qualified as a European Patent Attorney in 2021 and as a UK Patent Attorney in 2023. He became an Associate in 2023.



9.15 am Arrive at the office and switch my PC on

9.20 am I look through any emails that have come in overnight. As we deal with clients from all over the world, I may receive something from attorneys in China or Japan or the US. If there is anything that needs to be dealt with, I will assess urgency and decide if anything needs my immediate attention.

9.45 am If there are any invoices that need my approval, I will check them and approve them for sending as soon as I can. Often, they are processed overnight, so I will handle these in the morning as well.

10.00 am Fill up my water bottle and then water my plants on my windowsill :)

10.05 am I have a checklist of various things that need my attention that will have carried over from the day before, and I will have decided which of those I should be attending to next. I recently received an Examination Report from a foreign attorney, so I assess the attorney's comments, consider the Examiner's objections, and think about how best to address those objections. Then, I begin to write a letter to the client with my advice for how they might want to respond. Every case is unique and what might take an hour for one case might take a day or two of work on another!

11.30 am Refill my water bottle; important to stay hydrated!

11.35 am Instructions have come in for a response to a European Examination Report due later in the week. I don't want to wait until the deadline date itself to deal with this in case there are any problems that crop up, so I turn my attention to this now. I review the instructions and check that the amendments comply with European practice. I prepare the amendments and the arguments for the response and then send them to my paralegal so that she can prepare the legal forms and upload the response on the filing software.

12.45 pm Break for lunch. We have a common area in the London office that I often sit in for lunch and chat with friends.

1.45 pm I see that my paralegal has emailed me say that she has prepared the forms for that response due later this week. I will then check the forms and give the response a final look before signing it and passing it to our Records department for filing - it's a team effort to get things done!

2.15 pm I go back to the earlier case I was working on to finalise and send off my advice letter to the client

3.30 pm I look through my task list and deadlines to see what I should tackle next. I see that I have a client meeting later next week that I should do some preparation for. It seems that they want me to advise on the activity of a competitor and how a new patent application belonging to the competitor might affect my client's activities. It doesn't feel particularly heavy to pick that up at this time of the afternoon, so I dive into some investigation work to round off my afternoon.

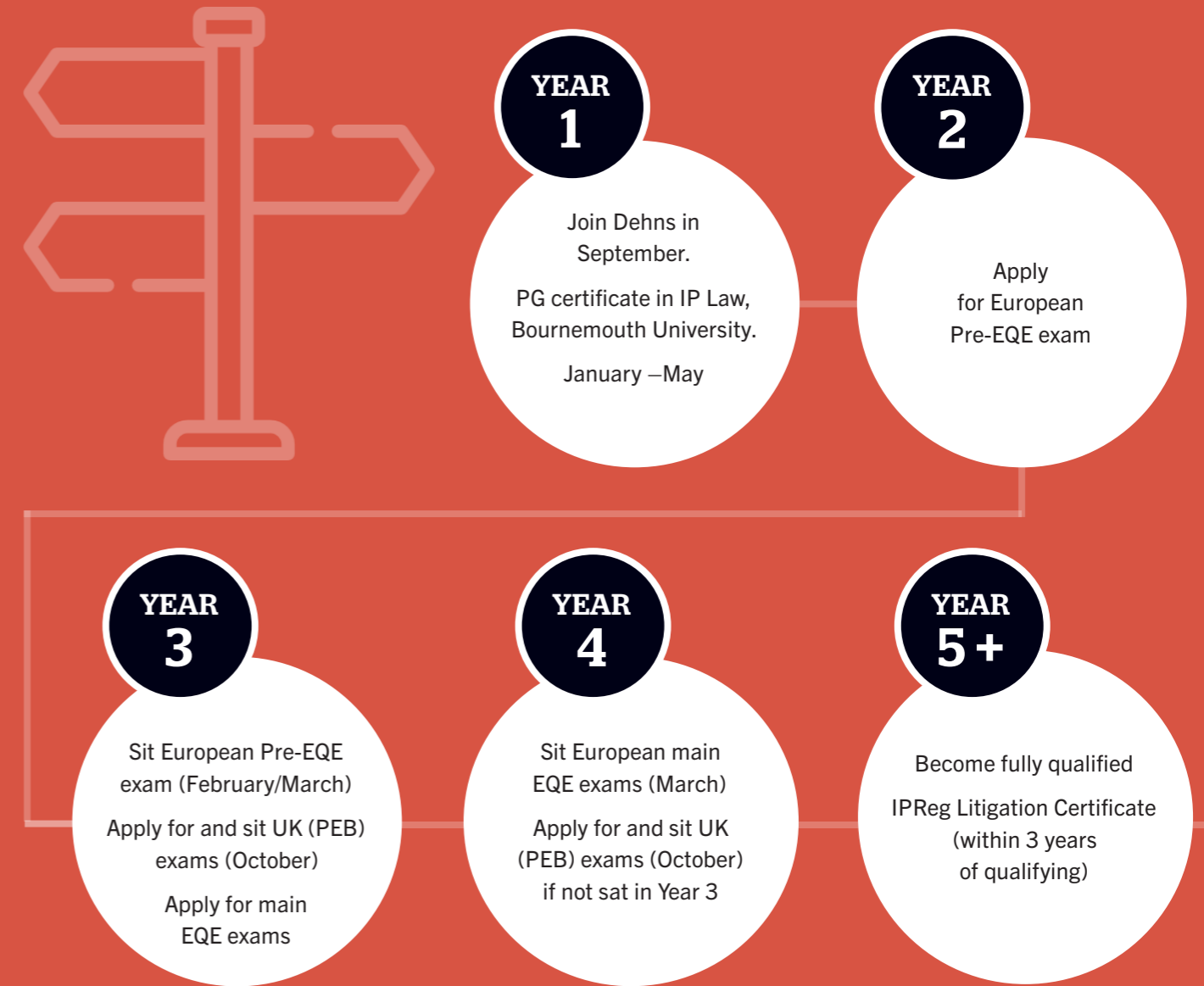
5.30 pm Just before I log off, I take a look at what's still on my task list and decide what I should pick up in the morning tomorrow.



The route to qualification

Patent Attorney

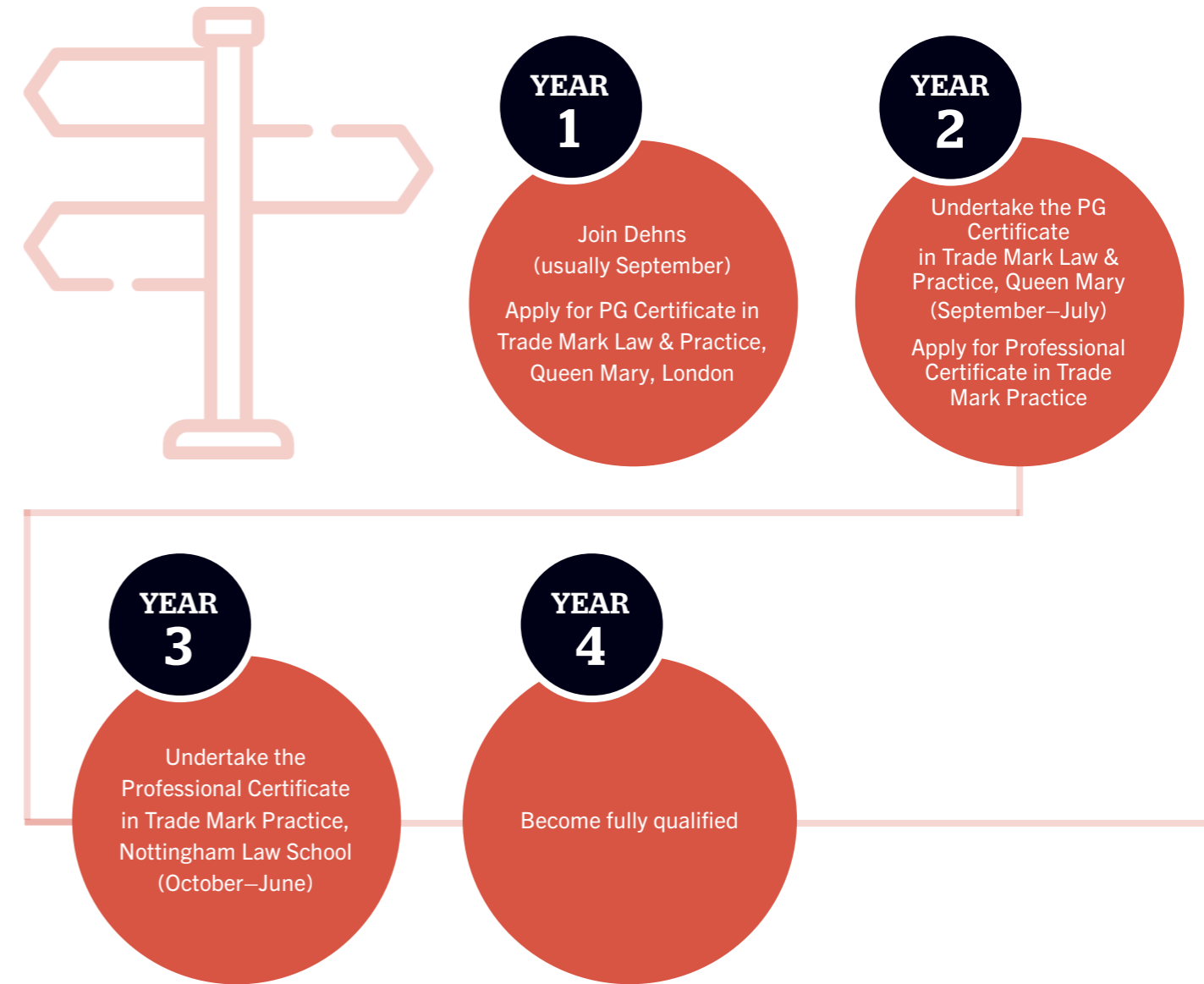
As a trainee patent attorney your route to professional qualification typically takes four to five years to complete. Here is a timeline of the exam process to full qualification as a Chartered Patent Attorney and European Patent Attorney. On-the-job training will be provided throughout to help support you along the way.



The route to qualification

Trade Mark Attorney

As a trainee trade mark attorney your route to professional qualification typically takes three years to complete. Here is a timeline of the exam process to full qualification as a Registered Trade Mark Attorney.





Your career development

Performance appraisal

Your progress will be regularly monitored to support your development. You will have an informal review after an initial three month period. This will provide you with a chance to take stock and ask questions of your Supervising Partner, and to receive constructive feedback on how you are performing. Your first formal review will be after six months. Following this, you will be formally appraised annually.

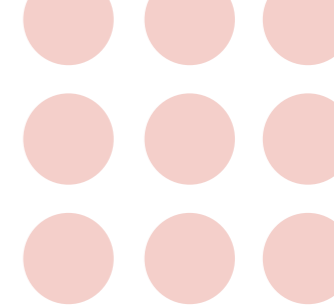
Learning and development

When we recruit our trainees, we are looking ahead and seeking future partners. With this in mind, your learning and development does not stop when you qualify.

After qualification, if you have demonstrated the right skills, behaviours and development, you will be considered for promotion to an Associate of the firm.

As an Associate, you will need to think about the further advancement of your business skills, commercial judgement, networking and business development aptitude and we will support you in doing so.

We continually invest in our attorneys at every stage. Your resultant experience and knowledge helps to foster the next generation of attorneys as you start to become responsible for training. All attorneys are also encouraged to deliver in-house tutorials, seminars and presentations.



What is on offer?

Reward and benefits

As well as a friendly, sociable environment to work in, we offer a competitive salary and a wide range of benefits because the best talent calls for more than just financial reward.

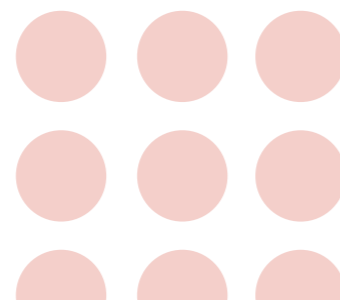
Employees can enjoy:

- Minimum first year salary of £38,500 per annum
- Annual profit-related bonus
- 25 days' annual holiday (rising to 26 days on qualification)
- Contributory pension scheme
- Private Medical Insurance
- Critical illness cover
- Life assurance
- Permanent Health Insurance
- Flexible working
- Cycle to Work Scheme
- Subsidised Health Club membership
- Interest-free annual travel season ticket loan
- Holiday Purchase Scheme

The fun side!

It's not all about hard work and no play. We foster a genuine and positive work/life balance at Dehns. We are a friendly, sociable firm to work for and there is always plenty going on, from meeting up for our firm-wide social events, to local office events such as getting together in the pub or comedy club, or the annual darts or pool tournaments. We're also quite competitive, from playing softball matches against other firms, to taking on our rivals at industry pub quizzes.

We frequently participate in firm-wide and local office charity events in which our Partners' Charity Fund matches funds raised by staff. The Fund also aims to match donations and sponsorship raised by Dehns' staff supporting individual charity events.



About applying

Application process

If you like the sound of Dehns and think you have the right qualifications, skills and ambition to join us, all it takes is a little application!

All applications must be made via our online recruitment portal, found on our website. Your cover letter should be addressed to HR at our London address.

If your application is successful, you can expect one or more of the following as part of our selection process:



Online assessments
(usually verbal reasoning and accuracy)



Telephone interview



Face-to-face interview with senior partners



Written exercises



Informal meeting with current trainees

Speculative applications for trainee roles are accepted throughout the year via our online portal; however, please keep an eye on our website for specific vacancies.

If you would like to know more, please contact Human Resources on **020 7632 7200**, or send an email to careers@dehns.com

Equal opportunities and corporate social responsibility

Our people

We value diversity and equal opportunities for all. Therefore, we recruit people from all walks of life, regardless of your background. We are a proud member of IP Inclusive.

Our causes

Dehns participates in several charitable events throughout the calendar year. We encourage employees to participate personally in activities that raise funds for charitable organisations by making generous company donations to their chosen events.



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