

CARPMAELS & RANSFORD

carpmaels.com

Your
career

Help protect ideas that change the world

Your journey

Apply your curiosity today to protect
the innovations of tomorrow

*Do you have an inquisitive mind, a flair
for writing and a love of problem solving?
If so, a career at Carpmaels may be for you*

We're a top tier IP firm advising clients on how to protect cutting-edge technologies and the latest scientific discoveries. It's a place where curiosity is encouraged, and you'll be able to put your degree to good use from day one.

Our exceptional training programme will give you the very best start to your career in IP. The professional exams are challenging and require rigorous preparation, but you will be supported every step of the way.

Teamwork is at the forefront of our firm's success; we understand the importance of combining all of our knowledge and expertise, from our newest recruits to our most experienced partners.

"There are hardly any important pan-European disputes over pharma, biotech or medical devices patents in which Carpmaels lawyers and patent attorneys are not involved at some stage."

— JUVE 2024



Our firm

Carpmaels & Ransford has been a pioneer in protecting intellectual property for over 200 years, specifically focusing on areas such as biotechnology, chemistry and pharmaceuticals, electrical and mechanical engineering, electronics and software.

Our continued high reputation depends upon our ability to recruit the brightest minds and to work hard together to achieve outstanding results.



Offices in London,
Munich and Dublin



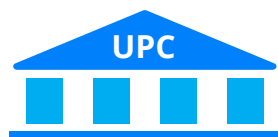
Defend 59 of the top 200 innovator drug products in 2024, representing over \$220 billion in retail sales

“A Rolls-Royce firm
with incredibly
knowledgeable people.”

— CHAMBERS UK, 2025



Act for eight out of the top ten
pharmaceutical companies in 2024



Led the first ever revocation
action before the UPC on day
one of its launch

- UK Patent Prosecution Firm of the Year
Managing IP EMEA Awards
2024, 2023, 2021, 2019, 2018, 2017, 2015, 2012
- Patent Contentious Firm of the Year
Managing IP EMEA Awards 2024, 2022
- Impact Case of the Year
Managing IP EMEA Awards 2024, 2022
- Europe Impact Case of the Year
Managing IP EMEA Awards 2025, 2024
- SPC Litigation Firm of the Year
LMG Life Sciences Awards EMEA 2025, 2024, 2023, 2022
- Patent Litigation Firm of the Year – Biotech
LMG Life Sciences Awards EMEA 2024
- Patent Litigation Firm of the Year: Biologics & Biosimilars
LMG Life Sciences Awards EMEA 2025, 2023
- EPO Prosecution Firm of the Year
IAM & WTR Awards 2024

Our sectors

Our broad technical expertise is organised into dedicated teams with key technical and professional skills specific to both emerging and established industries.

Each team represents a consortium of specialist knowledge where developments in the law, technology, science and engineering are closely followed. Whenever relevant, that knowledge is shared between teams leading to an interactive and personable workplace.

Our teams are structured around key active sectors which represent the firm's expertise and the bulk of our work. This structure allows for greater collaboration across all teams and services, including litigation and transactions, and helps us to pool all our expertise to get the best results.



Paul Kaufman

Partner in our Chemistry team 

"I can use my scientific knowledge every day in a role that is commercially important and intellectually stimulating."

Biotechnology

Chemistry

Engineering

Pharmaceuticals

Tech

- ✓ Cells and tissues
- ✓ Diagnostics and personalised medicine
- ✓ Nucleic acids
- ✓ Peptides and proteins
- ✓ Platform and manufacturing technologies
- ✓ Therapeutics

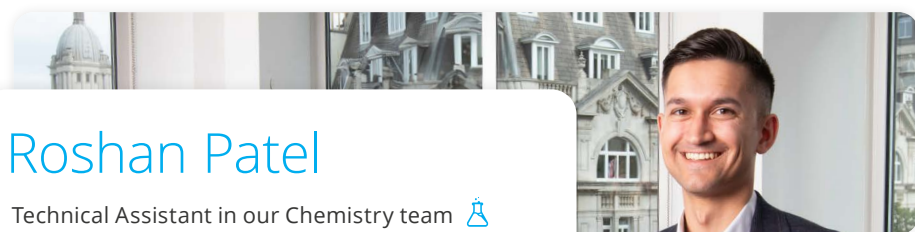
- ✓ Cleantech
- ✓ Chemical Synthesis & Processes
- ✓ Consumer Products
- ✓ Energy
- ✓ Nutrition
- ✓ Polymers

- ✓ Aerospace
- ✓ Automotive
- ✓ Mechanical Devices
- ✓ Medical Devices
- ✓ Optical

- ✓ Drug delivery inventions
- ✓ New drug molecules
- ✓ New clinical indications and dosage regimens
- ✓ Polymorphs, enantiomers and salt forms
- ✓ SPCs and regulatory

- ✓ Artificial Intelligence
- ✓ FinTech
- ✓ ICT & Standards
- ✓ Semiconductor Devices
- ✓ Software








A day in the life of a Technical Assistant



Roshan Patel

Technical Assistant in our Chemistry team 

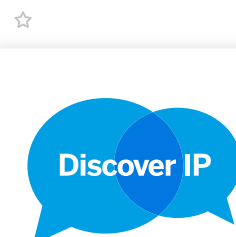
"It's rare that any two days are the same, which brings its own benefits and challenges. I usually spend the first half hour of each day checking my emails and to-do list to plan what I'm going to work on. Most days I'll work on 1-3 cases, and the tasks vary widely in length and substance. Here is a recent example of a 'typical' day: "

- 9:00  Check emails and my to-do list before planning my day. I also have a daily "Prompt List", which lays out the upcoming events and deadlines for each case which I use to make a high-level plan for the week.
- 9:30  Consolidate research notes from the previous day in preparation for a meeting about a client's synthesis methods. As a trainee you will often be given lots of research tasks as we're often the most familiar with the science. I will then meet with a partner to discuss arguments to demonstrate the inventiveness of a client's method, but also how we would attack that argument if we were an opponent.
- 11:00  Tutorial support about the opposition procedure at the EPO (European Patent Office). These sessions are very interesting, since there is almost always more than one right (or wrong) approach, so it's great fun to see what ideas the other trainees have come up with and discuss them as a group.
- 12:00  I usually grab lunch around this time often outside on the roof terrace if the weather permits.
- 13:00  After lunch I review comments from an EPO examiner and prepare arguments for novelty objections.
- 16:00  I meet with a senior associate to discuss the best strategy to respond to objections in Japan and Korea. Lots of creative thinking is involved in these situations to ensure that we are strategically aligned in all the relevant countries, particularly as different countries' rules and procedures may vary wildly from the EPO's approach.
- 17:00  From time to time, I'll stay later to finish off a piece of work or join in with one of the after-work clubs.

Did you know we have a graduate recruitment podcast?

Listen to people from around the firm share their experiences of working in IP, as well as practical advice on applications and how to make the jump from industry to IP.

Start listening here: [Discover IP Podcast](#)




CARPMAELS & RANSFORD

Life at Carpmaels



Ted Kehoe

Technical Assistant in our Chemistry team 

Why did you choose Carpmaels & Ransford?

Carpmaels & Ransford is the UK's leading patent firm and one of the leading firms in Europe – I was excited to be part of a firm at the top of the profession.

The firm has fundamentally helped to shape patent law across the UK and at the EPO over the years.

What's it like to work at Carpmaels?

There is a culture of openness and collaboration – I can make suggestions to anyone that I'm working with, including partners who have been practising for years, and feel comfortable that my contribution will be listened to and considered. Making suggestions in this way is encouraged, and getting multiple perspectives on an issue helps everybody to become better at what we do.


There's also the flexible culture around who you work for, as well as when/where you do your work. I'm not tied down to a specific supervisor, and I get lots of experience working for different partners and senior associates.

Three words to describe Carpmaels & Ransford

Open, inclusive, and supportive



Sophie Oldroyd

Technical Assistant in our Engineering & Tech team 

Why did you choose Carpmaels & Ransford?

Everyone I met during the interview process was not only friendly but also very passionate about their work. It was made clear that trainees receive strong assistance during their first few years and the trainee cohort is relatively large compared to other firms, meaning that you get a lot of support from your peers.

In-house tutorials from day one ensures that we receive support during the steep learning curve at the start of our careers and the buddy system is excellent. We are provided with a more experienced colleague to turn to for guidance and questions. The work is also highly engaging, with complex cases that are challenging and stimulating.

What's it like to work at Carpmaels?

The atmosphere is social and welcoming, making you feel like a valued member of a community rather than just someone who comes in to do their job. We can collaborate with various partners and senior associates on different cases, not just in our team but with colleagues in litigation too, rather than having a single manager. This provides exposure to diverse working styles.

Three words to describe Carpmaels & Ransford

Engaging, driven, and collaborative

Qualification Timeline

Patent trainee timeline to formal qualification

As a trainee patent attorney it will typically take five years to complete the necessary qualifications and training to become registered in both the UK and Europe.

The exams are tough, and during the preparation for these exams you'll continue to do your day job, but you will receive lots of support along the way.

In order to give you an overview of the process, we have provided a simple timeline outlining your route to professional qualification.

First Year

Join us in September.

Throughout your first year, you will undergo on-the-job training complemented by weekly in-house tutorials, led by partners or senior associates.

You will also start Personal Development Workshops that will continue throughout your training programme, focusing on setting you up for success at the firm.

Second Year

In September, you will attend the Queen Mary University's "Certificate in Intellectual Property" course.

Shortly after completion of the Queen Mary University's "Certificate in Intellectual Property" you will take your first European exam (Paper F) in March.

You will then continue to have on-the-job training and in-house tutorials after the completion of exams.

Third Year

In March, you will sit the next two European Exams, M1 and M2.

You will then begin preparing for your first UK Finals paper (FD1), which you will sit the following year.

Internal and external revision courses are on offer to help you prepare for your exams.

Fourth Year

You will sit your first UK Finals paper (FD1) in October, shortly followed by your final European exams, M3 and M4, in March.

Subject to successfully passing the European Examinations, you will then become a qualified European patent attorney!

Fifth Year and Congratulations!



You will sit your last UK Finals paper (FD4) in October and subject to successfully passing both the UK Finals papers and your European Qualifying Examinations, you are now fully qualified!

On completion of formal training, Carpmaels & Ransford provides an in-house, basic litigation course (completed within three years of qualification).

Internal and external training continues throughout your career.

Natasha joined us as a Trainee Patent Attorney, after studying physics with astrophysics at the University of Leeds

Natasha Christian

Associate in our Engineering & Tech team 

"During my Master's research project, I realised that continuing in academia wasn't for me. I wanted a career which would be challenging, and at the forefront of technology in my field, but which would allow for diversity in my day-to-day work. Patent law provides just that. Not only does the technology which passes my desk vary, but the tasks do too.

It's important that you enjoy being challenged intellectually and pushing yourself to achieve the best results for the team and for the client. We work on real cases from day one and the training that you receive from the partners and senior associates who supervise you on each case is invaluable. The firm also provides more structured training in the first year, including in-house tutorials which cover a little of everything across basic law topics and patent practice. This support continues as you progress towards qualification, with advanced tutorials for exams, and beyond, with sessions in more business focussed areas, like advocacy and networking.

There is a huge amount to learn, and a great environment in the office to do it. Someone is always available to help, no matter how silly you think your question is, and something that I really valued in my first few months at Carpmaels & Ransford was having colleagues who were in the exact same boat. It felt from day one like we had a little team, who had all moved to a new city, started on the same day and in the same office, and were aiming for the same qualifications.

The social side of our firm is also a big plus. If you don't fancy joining one of the various sports teams, there are plenty of other formal and informal events, such as book club, quizzes, bake sales and other fundraising efforts, along with a huge summer party. On top of all of that, there's always the option of Friday pub."



Opportunities at Carpmaels & Ransford

Each year we take on a number of trainee patent attorneys. Trainees come on board as technical assistants and are assigned to our Chemistry, Biotechnology and Engineering & Tech practice groups. These are not set in stone and will be reviewed during your career at the firm.

Although the exams as a whole are challenging, our trainees have an exemplary record in passing the UK and European qualifying exams, thanks to our structured tutorial programmes, team learning sessions and one-to-one mentoring.

Even at a trainee level it is a demanding role. Our clients have important commercial products and we often have to work to tight deadlines, so you are likely to find yourself working under pressure, and having to juggle multiple projects. Being a patent attorney is a challenging role, and we are looking for people who will thrive when faced with challenges

You will be involved in a diverse range of work from day one, working with a number of partners, senior associates and other professionals. There is strong integration across our teams and each new cohort works closely together, which makes for a dynamic and fun learning environment.

Application process for trainee patent attorneys:



Apply online



Completion of a
pre-recorded video
interview



Two-stage
interview
process



Receive a
job offer

Student Open Days

Our two annual open days (in the Spring and Autumn) are a relaxed and informal way for you to meet with a variety of people at different stages of their career and get a real insight into the daily life of a patent attorney.

The day includes presentations and interactive workshops, giving you the opportunity to get involved with patent drafting and prosecution.

We finish the day with the opportunity to chat with our colleagues about their experiences within the profession so far.

Black Heritage open day

We also host an annual Black heritage open day in partnership with Sanctuary Graduates, aimed at Black undergraduate STEM students.

Application process



Online
application



Successful
candidates
receive an offer
to attend the
open day

To find out details of our next open day and how to apply, please visit our website:

<https://recruitment.carpmaels.com/graduate-careers/open-days/>



Lileth Rees

Associate in our Biotechnology team

"When I was approaching my final year, I knew that I wanted a job outside of academia but I wasn't ready to leave science and pursue a completely unrelated career path to my degree. I came across the concept of a patent attorney when attending a talk at university and immediately realised that the nature of the work and the challenges that it would provide were exactly what I was looking for."

What do I need?


You will be working towards, or have obtained, an excellent first degree (minimum 2:1 or equivalent) complemented by strong A Levels (typically 3 at grade A or equivalent) and a passion for science and technology. You will have an excellent command of both written and spoken English and a meticulous eye for detail. In addition, you will enjoy analysing and conceptualising complex matters and you will have a passion and aptitude for problem solving.

We are proud to be using Rare Recruitment's Contextual Recruitment System (CRS) which allows us to consider your achievements in the context in which they were gained. We understand that not every candidate's achievements look the same on paper – and we want to recruit the best people, from every background.

* You can find a list of commonly accepted degrees on our [careers website](#).



Jennifer Milligan

Technical Assistant in our
Biotechnology team 

From [Discover IP episode 13: Academia to IP](#)

"I actually think I've become a better scientist from taking on this role... I was surprised by the amount of technical detail you have to know about technology to do the patent attorney role effectively because you really do have to be embedded in there and understand what's going on with your clients inventions. That was certainly a very pleasant surprise for me when I started this job coming from academia. I didn't feel like I was necessarily having to take a step back into the level of detail that you can get stuck into."



Gillian Davison

Recruitment Manager

"The IP profession offers a fulfilling, varied career. You will play a key role in helping inventors and companies protect their ideas and turn innovation into real-world impact.

If you have a strong foundation in a scientific or technical discipline, possess excellent analytical and problem-solving skills, the ability to think both logically and creatively and have excellent attention to detail, becoming a patent attorney may be the profession for you!"



Navigating the Application Process

Discover IP - Episode 14

[Click here to listen](#)

Top tips to help you with the application process

Demonstrate technical knowledge

Patent attorneys are required to understand technical concepts in detail, and to pick up new technologies quickly, and the interview provides an excellent opportunity to demonstrate that ability. You'll be expected to draw on the knowledge and skills you've developed throughout your academic background. We're also keen to understand how you approach technical problems, so be sure to explain your reasoning and thought process as you work through your answers.

Communicate clearly

Clear communication skills are essential for the IP profession as the role requires the ability to explain technical and complex ideas in a precise and understandable way, and argue persuasively, in writing and orally. If you enjoy debating a point, it is great to see that in an interview.

Ask questions

We will try to make you feel as comfortable as possible during the interview and we encourage candidates to ask questions during the process. Asking thoughtful questions will help you to assess whether Carpmaels & Ransford and the IP profession is the right fit for you.

Jess Lever

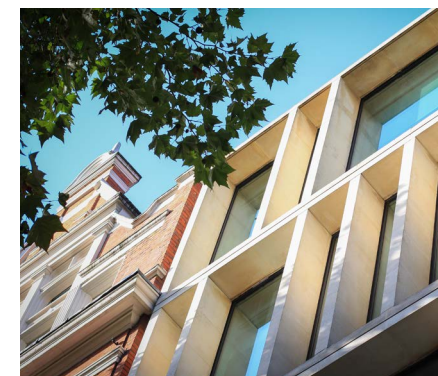
Recruitment Advisor



What you can expect

At Carpmaels & Ransford, we invest time and resources in you as an individual, providing support throughout the formal training process and your career. We will help you find your feet, support you in mastering the fundamentals of patent and trade mark law and mentor you through exams.


Carpmaels & Ransford's success is founded upon teamwork and you will have the opportunity to work closely with attorneys and partners across the whole firm, building relationships not just with the clients but with your colleagues.



At Carpmaels & Ransford, we believe in a healthy work-life balance. We work hard but enjoy having fun too, encouraging the continued engagement with hobbies, social and home life. With our contemporary offices based in Central London, there is always something for everyone whether it be lunchtime fitness with the office running club, or Friday night socials.



Ismaeel Karmani

Associate in our
Engineering & Tech team 

"The road to qualification as a UK and European patent attorney can be quite time- and study-intensive, but Carpmaels provides a great deal of structure and support for your learning and development and there is a strong culture of transferrable learning and mentoring. This has made the training experience far less daunting than it could have been."



Diversity, Equity & Inclusion

Our commitment to equal opportunities

We recognise that diversity of thought is vital to our business, enabling us to approach challenges differently and offer our clients creative and original solutions.

Mutual respect underpins our diversity, equity and inclusion (DEI) efforts, which forms part of the firm's DNA and plays out in our everyday interactions. Our people help us to create a supportive and healthy workplace for everyone. We celebrate diversity of thought, which enables us to approach challenges differently and offer our clients creative and original solutions.

Our DEI focus is driven by our leadership's commitment to cultivate a work environment where everyone feels valued and able to achieve their full potential.

Click [here](#) to view our full DEI initiatives.

IPINCLUSIVE
Working for diversity and inclusion in IP

rare | DIVERSITY
RECRUITMENT
EXCELLENCE
**10000 | BLACK
INTERNS**

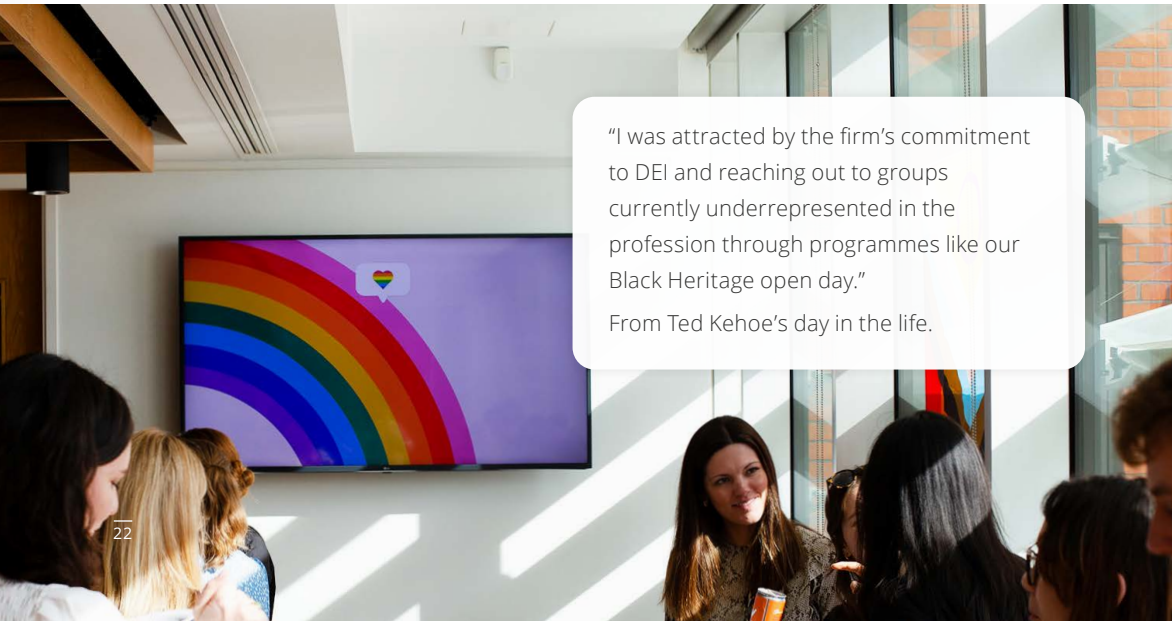
We are also advocates for community engagement and frequently participate in activities and fundraisers for local charities.

We are proud supporters of the Holborn Community Association (HCA) which is dedicated to creating a thriving and inclusive local community in Holborn through the creation of spaces and opportunities for individuals to build their skills, confidence, and overall well-being. We are regularly involved in the HCA After School STEM and Arts Clubs, as well as the annual HCA Fun Palace event.

Benefits

At Carpmaels & Ransford we understand the need to reward your hard work and investment in the firm and our clients. Therefore, we provide excellent benefits:

- ✔ Market-leading salary
- ✔ Generous pension scheme
- ✔ Life assurance
- ✔ Private medical insurance
- ✔ Interest-free season ticket loan
- ✔ Holiday bonus
- ✔ Holiday buy scheme
- ✔ Cycle to work scheme
- ✔ Generous family-friendly policies



"I was attracted by the firm's commitment to DEI and reaching out to groups currently underrepresented in the profession through programmes like our Black Heritage open day."

From Ted Kehoe's day in the life.

Corporate Social Responsibility

The commitments we make in our Corporate Social Responsibility (CSR) programme are an integral part of our business and reflect and inform our firm values.

Carpmaels & Ransford has been located in and around Holborn for over 200 years when Moses Poole and William Carpmael established a firm of patent agents at 4 Old Square, Lincoln's Inn.

Our long association with Holborn inspires a sense of belonging and concern for the community and, for several years now, we have supported the Holborn Community Association (HCA). This provides opportunities to get involved in local initiatives, especially those that provide support to young people.

We also focus on encouraging school students to consider further study of science, technology, engineering and maths (STEM), primarily through the STEM Ambassador programme, which allows students to explore the future careers related to these subjects. Carpmaels also provides work experience to students from underprivileged backgrounds through the Social Mobility Foundation

Charity of the Year

Each year we run a series of events to raise funds for our chosen charity of the year. This year we are hosting bingo nights, bake sales, quizzes and sponsored runs in aid of our 2025 charity Blood Cancer UK.



Resources

Visit recruitment.carpmaels.com/resources
for FAQs about the recruitment process, latest news and
personal insights from people across the firm.

Here you'll find videos from our Open Days, articles about our diversity and CSR
projects, and day in the life interviews.



Carpmaels & Ransford
One Southampton Row
London
WC1B 5HA
United Kingdom

+44 20 7242 8692
carpmaels.com
recruitment@carpmaels.com

in Carpmaels & Ransford

Carpmaels & Ransford is a full service European Intellectual Property firm providing legal advice through a number of separately regulated entities. For more information about our firm, our entities and our practice, please visit our website at www.carpmaels.com. Legal responsibility and liability for the provision of services are determined by the engagement terms entered into between clients and the relevant entity. This document contains general information only and does not constitute legal or other professional advice.

Carpmaels & Ransford is the trading name for three limited liability partnerships that operate from their registered office at One Southampton Row, London, WC1B 5HA. Each is a separate limited liability partnership registered in England and Wales. Carpmaels & Ransford LLP (registered number OC382284) and Carpmaels & Ransford (Specialities) LLP (registered number OC414115) are regulated by the Intellectual Property Regulation Board. Carpmaels & Ransford (International) LLP (registered number OC397628) is authorised and regulated by the Solicitors Regulation Authority (SRA ID 620864). Carpmaels & Ransford is also the trading name of Carpmaels & Ransford (Ireland) LLP, a general partnership in Ireland operating from its registered office at Regus House, Harcourt Centre, Harcourt Road, Dublin 2, D02 HW77 under the registered business name reference 571746 and regulated by the Law Society of Ireland (reference F8616). A list of members of each LLP is open for inspection at the registered office. The word partner is intended to refer to a member of an LLP. Further details of our use of the trading name Carpmaels & Ransford can be found at carpmaels.com.

Legal responsibility and liability for the provision of services are determined by the engagement terms entered into between clients and the relevant entity.