



REDDIE & GROSE

INTELLECTUAL PROPERTY

GRADUATE

RECRUITMENT BROCHURE

LAUNCH →

London & Cambridge

[www.reddie.co.uk](http://www.reddie.co.uk)



Thinking about a career  
in patents or trade marks?

**Read on**



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# Introduction

Welcome to our graduate brochure which is your starting point to discovering the opportunities that come with a career at Reddie & Grose LLP.

Our training programme is recognised within the profession as being one of the best and we are very proud of the fact that the majority of our partners trained with us.

Reddie & Grose has a history of steady growth, which we attribute to the success of our staff who are the heart of our business.

Within this brochure you'll find lots of information about becoming a patent or trade mark attorney.

We hope you find everything you need. Please do not hesitate to **contact us** if you require any further information.

**Julie, Nick, Phil and Helen**





# About Reddie & Grose

Reddie & Grose is recognised as a leading patent and trade mark firm. Our attorneys handle the full range of IP rights including patents, trade marks, registered designs and the protection of plant variety rights. Within these areas we handle drafting, filing, prosecution, opposition, enforcement, defence and dispute resolution cases.

We advocate a good work-life balance for all of our staff and have a welcoming and inclusive culture. We recognise and appreciate the diversity within our teams and encourage this to maintain our success.

## Facts & figures

	Number of employees	130
	Number of partners	21
	Number of qualified patent attorneys	37
	Number of qualified trade mark attorneys	12
	Number of trainee patent attorneys	20
	Number of trainee trade mark attorneys	4
	Locations	London & Cambridge
	International opportunities	No
	Work experience offered	Yes
	Number of graduate vacancies	5+

# Training at Reddie & Grose

Reddie & Grose has an excellent reputation for its training programme.

Every trainee will work closely with a partner of the firm who will be responsible for their day-to-day training and development. As a complement to this traditional one-to-one training, we have a bespoke training programme for our new trainees. This is intended to bring trainees up to speed with some of the core concepts of intellectual property law, and also to provide a degree of **cohesive practical tuition**.

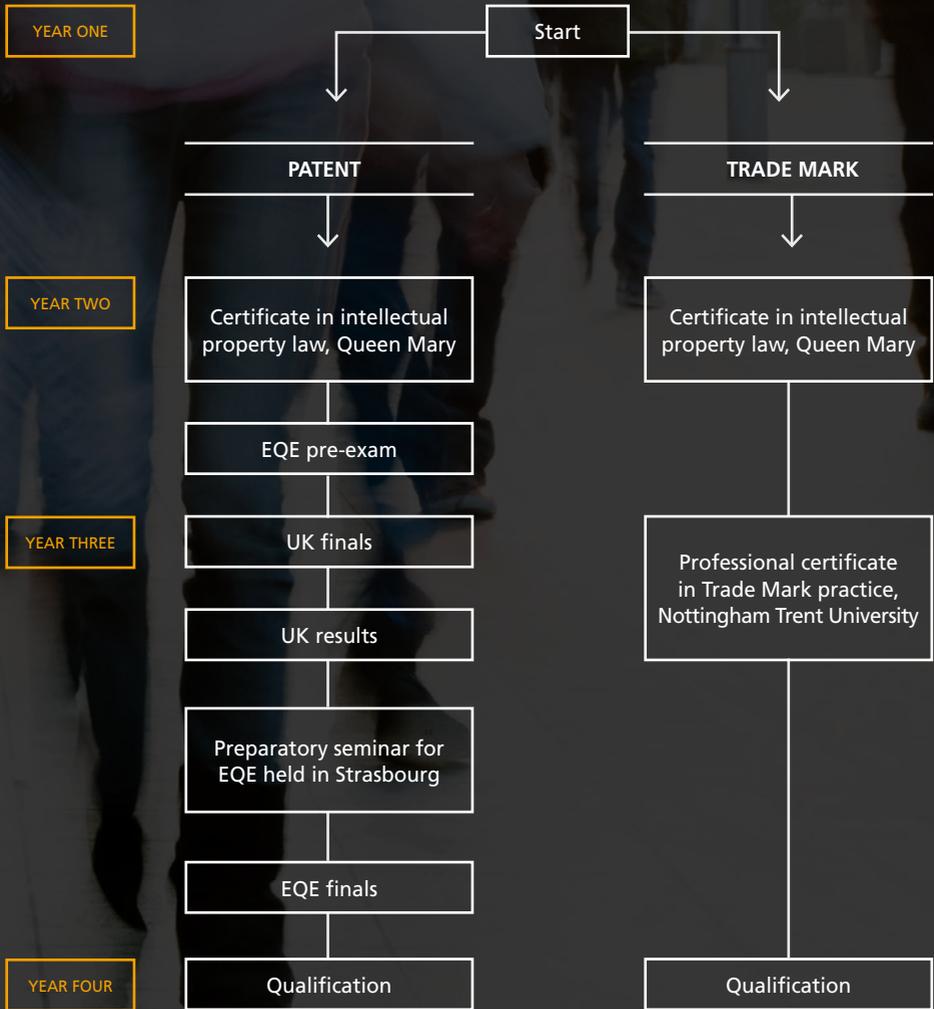
**The training programme begins with a two-week intensive “bootcamp” training induction. This will not only provide you with an insight into the cogs and wheels of the firm but will also introduce you to the basics of patent law and other intellectual property laws, such as design law and trade mark law. The training induction also includes sessions dealing with important practical aspects of the job such as “how to communicate with clients”, “effective marketing”, and “the role of a trainee”.**

**The training programme then continues with weekly training sessions dedicated to practical training. The trainees work through different tasks of increasing complexity each week, and their work is then assessed by a partner or qualified attorney. Both communal and individual feedback is provided through these practical training sessions which will provide trainees with the tools to develop their core skills.**

**Our training programme does not require trainees to sit any exams in their first year. We believe that our internal training programme and practical experience is more important at this stage to provide a solid grounding for exams which are taken during the trainee’s second year.**

We want our trainees to have access to the best support they can get, so they are also encouraged to take advantage of courses and lectures provided by the Chartered Institute of Patent Attorneys. We also offer in-house German and French language classes.

# Training pathway



# FOUR KEY PRACTICE AREAS

## **Electrical, electronics and software (EES)**

We have a large electrical and electronic engineering group with over 15 partners, attorneys and technical assistants at various levels of qualification. The group continues to grow with further recruitment at both attorney and assistant level expected in the coming years. The size of the group means that we can both cover a wide range of technologies and can adapt and take on new concepts, enabling us to support clients across the whole sector.

## **Engineering, materials and consumer products (EMCP)**

The attorneys in our team have Master's and PhD level qualifications in subjects including Mechanical Engineering, Automotive Engineering, Aeronautical Engineering and Engineering Science. Many of them also have first-hand experience of working in mechanical engineering and automotive engineering environments, including the design and testing of vehicle steering systems, vehicle production engineering, and combustion engine development. Their industrial experience ranges from a major Japanese automotive manufacturer to an F1 team. The team also includes a former EPO Examiner and a patent attorney litigator qualified to act for clients in the High Court.



## Life sciences (LS)

We work closely with companies in the UK and overseas helping them to obtain worldwide patent protection to maximise their investment in research and development. We are experts in devising overall strategies for maximising patent protection for a product and our experience in obtaining patents worldwide means that we can offer clients the best advice on claiming an invention in any given country.

## Trade marks (TM)

We have a strong Trade Marks team who have a wide range of experience of registering and enforcing trade mark rights around the world. We have a high proportion of partners handling trade marks compared with many UK firms and we offer clients a wide range of trade mark services. From obtaining trade mark rights, managing portfolios, offering protection strategies to helping with disputes and oppositions, we are on hand to assist clients with their trade mark needs.

# Discover the first year

**Welcome to Reddie & Grose** – from day one you are part of the team. Our work environment is designed to make it easy to ask questions and find people. But don't worry if there are too many names to remember all at once, our intranet provides pictures and locations to help you find your way around.

**Bootcamp** – this two week intensive training programme is the perfect start to your time with Reddie & Grose. You'll be given a real head start into life as a patent or trade mark attorney.



**Ongoing training** – weekly / fortnightly training sessions with your training group take place throughout your first year.



**Pay day drinks** – the trainees maintain a strong work / play balance and there will regularly be drinks on payday at one of the many local bars or pubs.



**Assigned a buddy** – You'll have a buddy who is key – they will be your "go to" person for help with anything from systems queries to where to get a cup of tea from or which sandwich shop is the best! They will also be a trainee so will have done exactly what you are doing which makes them a perfect source of support.

### Christmas lunch –

each department organise a Christmas lunch for their team. We also have relaxed working hours over Christmas.



**Summer party** – annual event where a plus one is usually invited.



**Become a buddy** – as your first year draws to a close, you will be called upon to assist with the next intake of trainees.



**Active social calendar** – in addition to the above events, the firm also organises other events during the year. For example quiz nights and bowling.

### Regular one-to-one meetings with your supervising partner –

the partner in charge of your training will set aside time to meet with you regularly. This isn't the only time you will see them but will give you an opportunity for regular, dedicated and structured feedback from both sides.



**Annual performance review** – every year you will have a performance review with your supervising partner. This is just another way make sure you are getting the most from your training with us.

# Profile of a Reddie & Grose trainee



## Alex Cope

University of Exeter – MPhys in Physics

Alex is a trainee patent attorney based in our London office. Here he tells us about his time as a trainee with the firm.

### What attracted you to a career as a patent attorney?

I knew that I did not want to pursue a career in academia, but I still wanted a job that would allow me to use the scientific and technical skills I had learned during my degree. Luckily, I happened upon the Inside Careers website which introduced me to the world of patent attorneys. I was immediately drawn to the role, as it requires a unique and interesting mix of skills, combining the fields of science, language and law.

“ The firm came across as very friendly and sociable ”

### Why Reddie & Grose?

I did a lot of research into potential employers and Reddie & Grose struck me as being a top tier firm with an excellent reputation and a number of high profile clients. On top of this, the firm came across as very friendly and sociable so it seemed the perfect match for me. In the end, the decision to accept their offer was an easy one!

### What's a typical day at Reddie & Grose like?

There is no such thing as a typical day! I have been given a real case load to manage and a wide range of different issues to handle, always under the guidance and support of my supervising partner. The work I am involved with is varied and challenging; one day I may be drafting a patent application, and the next I may be meeting with clients to discuss their invention. It is this variety of work, along with the intellectual stimulation of having to quickly understand new and interesting technologies, that is my favourite part of the job.



## Dr Harriet Boswell

London Imperial College – BEng in Materials Science and Engineering (First Class) and MPhil in Nanotechnology  
University of Cambridge – PhD in Biophysics

Harriet is a trainee patent attorney based in our Cambridge office. Here she tells us about her time as a trainee with the firm.

### How did you find your first few weeks with Reddie & Grose?

The learning curve is steep as a trainee. There is a whole new area of law to grasp and there are several other areas that require a high level of attention to detail. The initial two week bootcamp was great as it really helped us to develop our skills in a similar rate. It also meant that I could integrate with people in the London office before heading back to Cambridge where I am based.

*The initial two week bootcamp was great*

### What's one key part of your role?

Responding to examination reports is an important aspect of the job. An examiner in a patent office examines the patentability of an invention and usually provides a list of reasons why they cannot grant a patent based on the application in its current state. We can then argue against the examiner's objections if we consider that the examiner is wrong or we can suggest and assist with amendments that the client can make to their application to overcome the examiner's objections.

### How much support have you had?

There is constant support from the partners, qualified attorneys and fellow trainees in the offices which is great. The partners will often give me work that they think will be a good learning opportunity for me. For example, once I have drafted a letter to a client, we discuss it and I am given any amendments that need making, with a clear understanding of why, before it is sent out. This guidance has been a key part of my development at Reddie & Grose.

# Social

Reddie & Grose is a friendly place to work and our social events team, which consists of colleagues from across the whole business, organise a number of events throughout the year. We also routinely organise networking and social events with other professionals outside the firm.



An annual bowling event at All Star Lanes



A staff summer party with music, food and drink at a London venue. Recent events have been at Tower Bridge and a summer BBQ



A pub quiz in London and a punting expedition in Cambridge

## Benefits



Several softball and picnic evenings, battling it out against other attorney and solicitor firms



Team charity running events in London and Cambridge

Comprehensive graduate training programme

Paid study leave leading up to exams

25 days annual leave plus bank holidays

Discretionary Christmas bonus

Pension scheme (subject to eligibility)

Dress down Friday

Eye care vouchers

Season ticket loan

Childcare vouchers

Private medical scheme (Bupa)

Active social calendar

Free fruit and refreshments

Access to cycle store and shower facilities

# Profile of a Patent Attorney



**1998**

MSci, Physics, Imperial College



**1999**

Joined Reddie & Grose



**2004**

Japanese Proficiency  
Exam (JLPT): Level 1  
(Highest Level)



**2016**

Joined the firm's  
Management Committee

**1998 -1999**

Year in Japan



**2003**

European Patent Attorney

Chartered Patent Attorney

**2005**

Became a partner



# Business sectors

Advanced engineering



Automotive & mechanical engineering



Biotechnology, chemistry & pharmaceuticals



Branding & design



Cleantech & energy



Computers & software



Consumer products & manufacturing



Electronic & electrical devices



Financial services & business methods



Medical devices



Telecommunications, broadcasting & standards



# Selection process



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Online application form via website

[www.reddie.co.uk/careers/graduate-careers/](http://www.reddie.co.uk/careers/graduate-careers/)

Minimum requirement of 2:1 degree

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## Timeline:

Applications open in mid-September.

## Deadline:

Applications will remain open until all posts have been filled.

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To become part  
of our great team  
**APPLY NOW**



# REDDIE & GROSE

## London

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