



BOULT WADE TENNANT

**What it's
really like
here**



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Welcome

Welcome to Boulton Wade Tennant.

We are a leading, tier one, patent and trade mark firm and we look at the world a little differently. Everything we do is driven by a desire to provide the best possible product, service and value to our clients. That means not following the herd but being creative and innovative in how we go about our business to find a better way.

Our approach is different. No one does things in the same way as us or has as much fun doing it. Our aim is to work with our clients, not just for them. What truly makes us distinct is our focus on the client. We believe that being the best isn't just about producing quality work although we do that. It is about delivering quality service – a service that is tailored to suit the needs of each client. We don't deliver a homogenised package. We deliver IP advice to a business that we have taken the time to understand.

We use the same approach when selecting people to join us. We want people who share our passion, our ethos and who will deliver a first class product and service to our clients. Please take the time to read the following pages. When you've finished, you should have a good idea of what it's really like here.



John Wallace,
Managing Partner,
Trade Mark and Domain Names

Training – the road to success

Our distinctive culture

Beyond clients' expectations – We are committed to helping our clients achieve their goals by providing strategic advice and support that goes beyond their expectations.

Investing in you – To go beyond clients' expectations we recruit the best people. Developing and retaining the best attorneys is one of the cornerstones on which our reputation for quality is built.

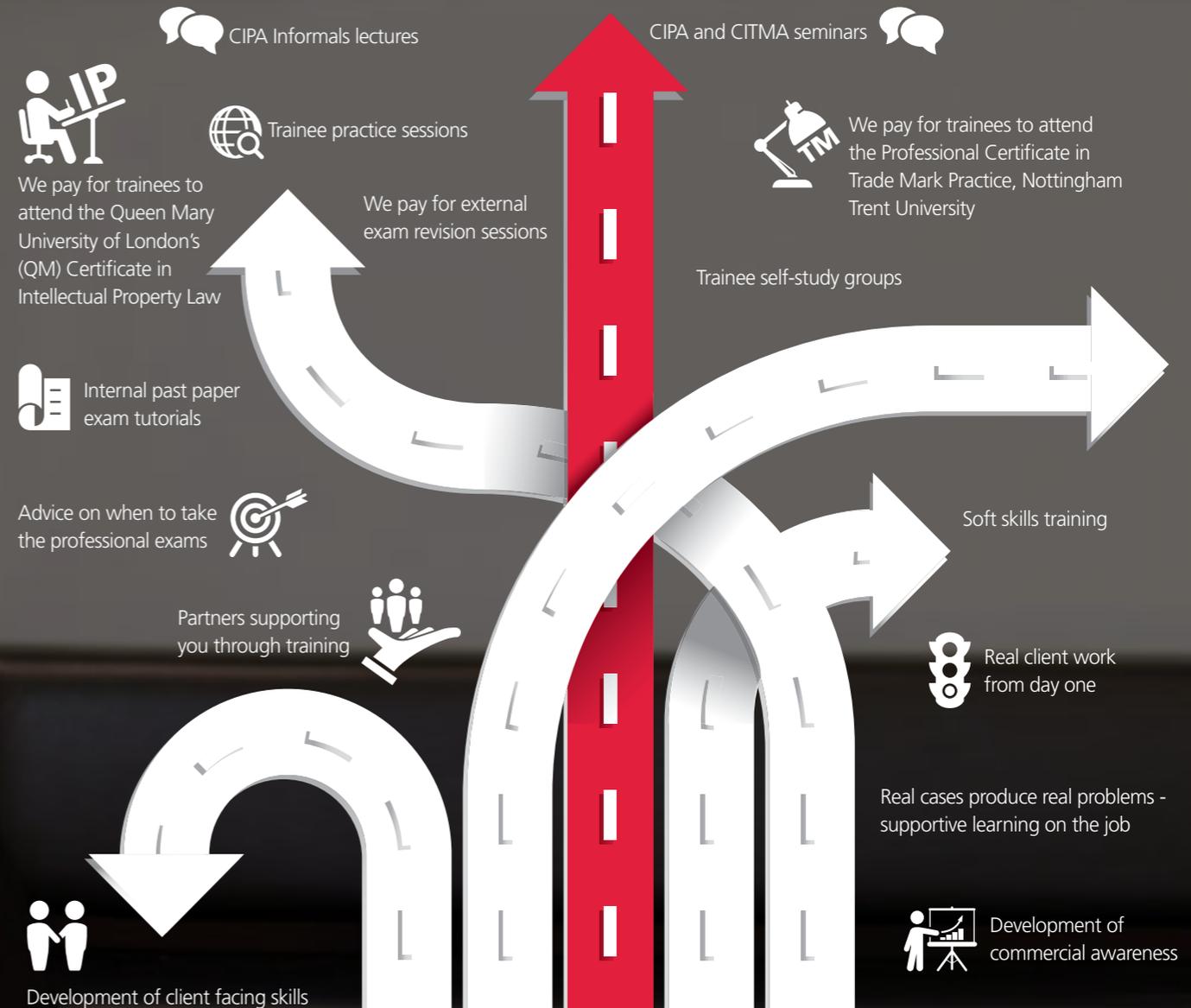
A friendly team – We believe in collaboration, collegiality and teamwork. Our attorneys are flexible and creative; open and approachable. They have the willingness and drive to embrace new experiences and challenges.

Ambition – Our aim is to be regarded as the UK's leading patent and trade mark firm. We want to recruit individuals that share this ambition.

Diversity – We are proud of our firm and value the diversity of the people and cultures within it. We are a true meritocracy where talent is nurtured and thrives.

Community – Our Corporate Social Responsibility strategy focuses on taking a sustainable approach to our activities and initiatives so that we achieve long term and credible outcomes. Managing our environmental impact is at the heart of this along with our pro bono work.

Thinking ahead – Being a tier one firm means we have to constantly challenge the way we do things. We can't sit still, comfortable in the knowledge that we have a reputation for excellence. We need to keep ahead of our competitors and review our processes and service constantly.



Changing career direction

“Boult Wade Tennant prides itself on building excellent relationships with its clients.”



What's it really like

Dr Joanna Peak,
Partner,
Biotechnology and Life Sciences Group

Where did your career start?

After receiving my Biochemistry degree from the University of Cambridge, I moved to The Institute of Cancer Research (ICR) to study for a PhD. My doctoral research carried out at the ICR was funded by Cancer Research UK and was in the field of “translational cancer research”. This is the area of research which aims to translate basic scientific discoveries into new cancer drugs suitable for testing in clinical trials. In 2007 I received my PhD and was keen to pursue a career in science but in a role away from the laboratory bench. I took a job at Cancer Research UK's (CR-UK) headquarters in their Science Communications team.

What made you change career direction?

During my PhD and at CR-UK, I learnt a great deal about the importance of commercialising scientific discoveries and the significance of the patent system, particularly in the biotechnology sector. The role of a patent attorney particularly appealed to me because it seemed like a career that would allow me to remain close to cutting-edge research whilst making use of my communication skills.

Why Boult Wade Tennant?

I was keen to find a firm with an excellent reputation and one which would provide me with the training needed to pass the professional examinations. Boult Wade Tennant is consistently ranked as a top tier firm and has an excellent track record in terms of trainees' success in examinations. I was also aware that the Biotechnology and Life Sciences Group is world renowned, with an international client list, so I knew the firm would provide me with many opportunities to gain valuable practical experience.

What professional qualifications did you study for?

A few months after starting at Boult Wade Tennant, I completed the Certificate in Intellectual Property Law postgraduate course at Queen Mary University of London. In 2010, I was awarded the Bill Caro Prize for best overall results in the Certificate examinations. I also studied for the UK and European Qualifying Examinations and am now qualified as a Chartered UK Patent Attorney and European Patent Attorney.

What was the best bit of training?

The best part of the training can also be regarded as the worst part of the training! This is because patent attorneys primarily train on the job without a separate period of study for examinations. I thoroughly enjoyed being given the opportunity to work on “real cases”. However, the downside was that it was sometimes difficult fitting in additional study.

During training was there much client contact?

Boult Wade Tennant prides itself on building excellent relationships with its clients, and I have been able to learn about the scientific and commercial interests of many of the Biotechnology clients as a result of my involvement in client meetings and off-site visits.

Was the transition between professions difficult?

For me, the transition between my different roles since leaving university has been relatively smooth as my experience both in the laboratory and as a science writer was relevant to my position at Boult Wade Tennant. As a patent attorney, a strong technical background is extremely important when it comes to clearly understanding our clients' inventions, and good communications skills are required in order to translate this understanding into effective patent protection. So, my past experience has been extremely valuable in helping me progress in my current career.

Secondments

“The highlight? The people – I worked with a great team... working behind the scenes on fantastic products before they were launched around the world was a thrill!”



What's it really like

Anusha Arunasalam,
Trade Mark Attorney,
Trade Mark and Domain Names Group

Are secondments a good thing?

They are a fantastic idea because they allow you to understand the client's business needs and priorities, which in turn, allows you to provide a more bespoke and relevant service. Also, working in-house allows you to develop a direct and more personal relationship with the client and it makes it much easier to communicate for both sides – I now feel much more comfortable with picking up the phone instead of sending an email and I have received more phone calls too.

Where was your secondment?

It's confidential but I can say that I worked for an incredibly well-known brand in the entertainment sector.

What did you do during a typical day?

Too much to mention here! But things like:

- Clearance of trade marks.
- Enforcement – take downs of offending sites which infringed the client's IP.
- Reviewing potential trade mark infringements by third parties in relation to the client's products and packaging.
- Providing general trade mark advice.

Was anything particularly interesting?

There was a significant amount of IP clearance involved for a number of new products. It was fascinating stuff. For one in particular, this involved quite a bit of online research of English and world history and even a quick trip to check out a high-street store for further research - it is surprising where IP clearance can take you! Sorry, I can't tell you any more!

What was the highlight?

The highlight? The people – I worked with a great team...working behind the scenes on fantastic products before they were launched around the world was a thrill!

Has the secondment helped you now you're back at the firm?

I now understand the client's business process and how the work we do fits in to the overall scheme of the business. I think I better understand the client's tolerance to risk and commercial sensibilities. I also have insight into who the company would make a decision in relation to its trade mark protection and enforcement. For me all this knowledge is invaluable as it means I can provide an even better service to my clients.

Would you do another secondment?

Absolutely! Although the company I've just been seconded to would still be my first choice because they are such a fantastic client with a creative and interesting business.

Social life at the firm

“...there is a smorgasbord of firm-wide events including the Christmas and Summer parties, Spring reception, fee earners' ball and the list goes on!”



What's it really like

Marcus Sims,
Patent Attorney,
Chemical and Materials Group

Why did you apply to Boulton Wade Tennant?

I'd decided during my Research Masters that I wanted to pursue a career as a patent attorney as it would allow me to keep in touch with the science that I enjoyed but in a commercial setting. I applied to various firms but Boulton Wade Tennant appealed to me the most; partly due to its cemented position at the top of the league tables, and partly because of the friendliness of the Boulton Wade Tennant staff I met at interview. I decided that this was a team I would like to be a part of.

What's your background?

My undergraduate degree was a Masters in Chemistry (MChem) at Oxford University. I then went to Imperial College London and completed a Research Masters (MRes) in Chemical Biology. I have been at Boulton Wade Tennant for one year. I am currently studying for the Certificate in Intellectual Property Law course at Queen Mary University which runs for three months. Boulton Wade Tennant sends all of its patent trainees on this course. Once I have completed it, I will be exempt from the Foundation papers that I would otherwise be required to sit to qualify as a patent attorney.

Why did you become 'captain' of soft ball?

The honest answer: it's traditional for the newest patent trainee working in the London office to do a stint as captain. But, to be fair, I'd have probably volunteered anyway as I wanted to meet

people from different firms who are at the same stage of training as me. These guys will remain in my peer group throughout qualification and probably throughout my career. Also, I think it's a good idea to develop these kind of organisational skills early on in training - the job is very much deadline-driven and it can be challenging to fit in these "extra bits" on top of your day-to-day workload.

What does the match involve?

Basically, you set up pitch, have introductions with the other team and then start playing - usually two or three innings. Then we go to the pub afterwards, which gives us a more extended opportunity to network. As we organise it as a firm-wide event and turnout is usually good, it gives you the chance to get to know people within your own firm who you don't tend to come across in your day-to-day work.

Funniest moment during a match?

Probably when one of our games descended into a round where you had to keep a drink in one hand at all times. It was funny to see people's level of coordination drop off - it levelled the playing field a bit!

Is Boulton Wade Tennant a social place?

In my experience I have found Boulton Wade Tennant to be a very social firm. We often go out for drinks on a Friday and I think Boulton Wade Tennant is unusual in that people mix beyond their immediate work colleagues. It is common for fee earners to go out with support staff, for example. Within my practice group we go for dinners and lunches and there is a smorgasbord of firm-wide events including the Christmas and Summer parties, Spring reception, fee earners' ball and the list goes on!

Corporate social responsibility

We have a strategy in place to ensure that we think about the bigger picture at every decision level.

Taking responsibility

Wherever possible, we aim to make sure that any actions we take are beneficial to the environment as well as our local and global community. We have a strategy in place to ensure that we think about the bigger picture at every decision level from the installation of automatically activated lighting systems to deciding which toilet paper we should purchase!

Moving to the digital world – our Paper-Lite initiative has had an obvious and dramatic effect from the start. In just the first month our new working procedures reduced our paper usage by the equivalent of 100 trees.



Pro bono work for:

- Friends of the Royal Marsden Chelsea.
- Valid Nutrition – a charity dedicated to the prevention and treatment of malnutrition.
- Action Against Hunger – a humanitarian organization.
- Women for Women International.
- Help for Heroes - a charity formed to help those who have been wounded in Britain's current conflicts.

Fundraising:

- Fundraising for the Royal British Legion's Poppy Appeal.
- Employees cycled from John O'Groats to Lands End in aid of The Stroke Association.
- Joining in the world's biggest coffee morning for Macmillan Cancer Support.
- No year is complete without a yellow bear or a red nose; seizing the opportunity to have some fun whilst supporting Children in Need or Comic Relief.
- Helping our local community by supporting The Foundling Museum – and the charity's ground breaking work with vulnerable children and young people.

“All of our trainees begin with strong technical abilities, excellent communication skills and share our ambition, drive, commercial awareness and attention to detail.”

And finally...

Finding the right combination of technical, legal and commercial solutions for our clients is one of the daily challenges that makes my job enjoyable. These skills have taken time to learn, but I have had a fantastic level of support in developing them since day one.

All of our trainees begin with strong technical abilities, excellent communication skills and share our ambition, drive and attention to detail. Our training, focused on the firm's ethos to provide quality service for our clients, helps to develop attorneys with the highest level of professionalism, but without losing their personality. To our clients, we are real people and not a faceless institution.

Throughout the firm's long history, we have always had a reputation for the highest standards. Of course, we are proud of that but we are not resting on our laurels - meeting the new challenges of the 21st century will be tougher than ever before. I believe that our success has been built on our teams of exceptional individuals.

As partner responsible for recruitment, my role is to find the next generation of attorneys who will work hard to maintain our award-winning reputation: people who share our passion and are inspired by the same ideals that motivate us.



Simon Kahn,
Partner,
High Tech and Electrical Group
and responsible for recruitment



BOULT WADE TENNANT

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