



**Recruitment Pack**  
**Senior Video Games**  
**Lawyer**

April 2025

**LEE&THOMPSON**

# About Lee & Thompson

Lee & Thompson is one of the UK's leading law firms for the technology, media and creative industries.

## Our Firm

Since 1983, we have represented the interests of talented individuals and innovative businesses, while always prioritising two things - building a firm that understands the interdependence of the creative industries and being relentless when it comes to meeting the needs of all our clients, no matter how these needs develop and change. We believe that this approach has allowed us to remain firmly at the top of our game.

Building on our unparalleled, long-standing reputation in music, film and television, the recent years have seen the firm diversify into a broad range of work across the many sectors that comprise the creative industries, with particular strength in interactive entertainment, advertising & marketing, live events & exhibitions, fashion, publishing, sport and technology, all with an overarching focus on the digital experience affecting all sectors. We count international media organisations, major brands, rights owners, production companies, design houses, record labels and media & tech entrepreneurs as clients as well as acting for many of the world's most successful creative talent.

Employing over 87 staff and 33 partners, alongside our commercial/IP lawyers we also have a highly experienced team of litigators, corporate and employment lawyers, adept at dealing with the diverse spectrum of challenges that can face our clients.

We believe that Lee and Thompson is a truly special and welcoming place to work where we have a reputation for exceptional staff retention. Our team of partners have an open and collaborate approach and a desire to develop and nurture our exceptional people.

**'The team has in-depth knowledge of video games and they are easy to work with. It is quite important for a legal team to be able to work with people that don't have legal training and communicate in a way that finds mutual understanding. I really appreciate how they make it so easy to work with them.'**

**Legal 500**

# The Opportunity

As a result of the ongoing success of our award winning Video Games Practice, led by Julian Ward - Head of Games, we are seeking to expand the team.

The appointment of a Senior Lawyer to join our current team of one partner and an Associate, will be a key part of our ambitions to grow the Games part of the business. We are also recruiting for an additional Games Associate to give further depth to our offering. This new appointment will support existing clients as well as developing new business, where you will be advising on all aspects of the videogames sector, across platforms, genres and time zones, from development and publishing, global distribution, IP compliance, enforcements and brand strategies, through to supporting Game Studio investment and acquisitions, VR, AR and eSports gaming, content licensing, data protection and privacy and the financing of game projects.

This is a unique opportunity to play a role in building the Games practice and to work with, and be supported by, our talented teams across the firm to create the very best solutions for our clients'.

Games are our passion and so our ideal candidate will be a qualified and experienced Games lawyer, with 6 years plus PQE (although the person is more important than the exact amount of PQE and so is flexible) capable of proactively managing their own diverse case load across a wide range of matters. Candidates will have expertise in the following areas:

- Development & Publishing
- IP Licensing
- Regulatory Compliance
- Digital and physical game and merchandising Distribution
- All Creative Elements
- Compliance
- Financing
- eSports
- VR & AR
- Corporate
- Portability of Content
- IP Protection & Exploitation

**'I've worked most closely with Julian Ward, who is a tremendously capable lawyer with outstanding knowledge. But Julian is also an excellent communicator; affable, persuasive, and warm, his attitude makes working through difficult legal issues a pleasure. He is highly effective in tough negotiations with counterparties'**

**Legal 500**

# The Candidate

Suitable candidates will have a genuine passion and interest in the Games space and be excited by the opportunity of pro-actively seeking new clients and opportunities to expand the team. An interest and aptitude for developing and nurturing talent and for business management is important to the ongoing growth of the team. In summary, we are looking for an exceptional candidate who can combine a strong interest in developing the business with a practical approach to their work.

If this sounds like you, then besides the professional skills you bring to the position, your personal qualities are of equal importance and will be the added value you bring to this role. You will need to:

- Exhibit an entrepreneurial desire to develop the business and new client relationships
- Be capable of managing your own diverse case load, and developing strong client relationships to provide excellent client service
- Be hard working, with a hands-on attitude and the ability to work with autonomy and flexibility
- Demonstrate excellent interpersonal and communication skills, with both an attention to detail and an ability to communicate clearly and concisely, to gain buy-in from current and potential clients
- Have a proven track record in developing new and existing business and can demonstrate a strong following
- Be proactive in nature, and not afraid to take a position on a particular recommendation

The role offers an outstanding opportunity to establish oneself in a thriving and growing practice where progression is actively encouraged.

## Why join

We are committed to recruiting and nurturing the very best talent. We truly believe that Lee & Thompson is a special place to work, with an incredible team of passionate and talented individuals who enjoy working collaboratively in teams within our creative and inclusive environment.

We work hard to ensure that our wellbeing and inclusion strategies are a business priority and underpin our belief that everyone should be able to bring their whole self to work. We are committed to recruiting the very best talent from a diverse pool and welcome discussions from candidates about reasonable adjustments and flexibility within our hybrid working environment to accommodate caring responsibilities or for other reasons. We are also able to offer the following:

- An enviable client list and strong existing client relationships
- You can be the driver of your own destiny in terms of your career progression and development as part of a growing team
- Open, friendly and collaborative working environment
- Equity for our people and growing an increasingly diverse workforce are high on our agenda internally as we take pro-active steps to champion inclusion and belonging
- A reputation for looking after our people, with an emphasis on work/life balance and wellness with a wealth of benefits, flexibility, opportunities and encouragement for development



**WINNER 2024**  
**TIGA GAMES INDUSTRY AWARDS**



# The Candidate

## Salary and Benefits

The salary package will be tailored to your experience. We offer a range of benefits including private healthcare, excellent pension scheme, group life assurance, wellness benefits and enhanced family benefits.

## Recruitment Process

The recruitment process will be at least two formal stages. At first stage we will explore your technical skills, experience and background. At the second stage we will further explore your potential for the role and ensure that you have the an opportunity to find out about life at Lee & Thompson. We will make any reasonable adjustments required to support you to perform at your best.

**'The team is professional, down-to-earth people and that is what is great about them. I have full confidence speaking with the team as I know that everything we speak about is in confidence and will be dealt with professionally and that is what I want from my legal partners'**





# Contacts

Please contact Karen Genuardi, Head of People and Talent, with your CV and covering letter.



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