



Recruitment Pack Associate Video Games

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

'Julian Ward is one of the best partners that I've worked with. He had very good grasp of the video game industry and the challenges that it often faces.'

Legal 500

As a result of the continued growth and strength of the Video Games practice, an exciting opportunity has arisen to join the team as an Associate. Working closely with our Head of Video Games, the role encompasses advising on all aspects of the videogames sector, across platforms, genres and time zones, from development and publishing, global distribution, IP and regulatory compliance, enforcements and brand strategies, through to supporting Game Studio investment and acquisitions, Web3, VR, AR and eSports gaming, content licensing, data protection and privacy and the financing of game projects. The role holder will also provide support and supervision to junior team members.

Games are our passion. You don't have to be an active gamer, but a genuine interest in the space is essential.

Our ideal candidate will be a qualified lawyer with 4+ years PQE (although the person is more important than the exact amount of PQE and so is flexible). Candidates will ideally have experience in the Games sector, although this is not essential. However, candidates will be capable of managing a diverse case load across a wide range of matters, including:

Transactional expertise

- Game and Content Licensing
- Development and publishing agreements
- Distribution agreements
- Content and Game licensing clearance and transactions
- Game Merchandising
- Game Partnerships and Co-Marketing agreements
- Game Music licensing and commissioning
- Sub-Contractor and Outsourcing contracts
- Sponsorship, Endorsement and Voiceover (including talent) contracts
- Platform licensing – console, PC, and mobile platform arrangements
- Advising upon applications for the UK's video games tax relief
- Project financing and tax credit financing arrangements, including crowdfunding, SEIS and EIS investment



WINNER 2024

TIGA GAMES INDUSTRY AWARDS

The Opportunity

Regulation and compliance

- Game content compliance and clearance
- Providing detailed advice and guidance regarding the latest laws and regulations impacting the interactive media sector, including the OSA, COPPA, DSA
- Advising on the impact of AI and game development
- Data protection, privacy and security
- Consumer compliance (including children's compliance)
- Competition, skill based gaming and social gaming
- The regulation of digital content and virtual currency
- EULAs, website Terms of Use, competition Terms and Conditions and Privacy Policies
- Classification/rating, censorship, advertising and other regulatory matters

Intellectual property protection and exploitation

- Trade mark registration and enforcement
- Design right matters (Registered and Unregistered)
- Copyright issues, including advising on infringement and licensing and compliance of games development.
- The protection of inventions as Patents in the games sector
- Formulating brand protection strategy (including the protection and enforcement of copyright and other intellectual property rights)

Data Protection and Privacy

- Advising on data and privacy aspects of video game deals, including cross border data transfers, privacy policies and data analytics
- ICO Registrations
- Children and personal data

'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 Opportunity

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 profession 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

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 and wellness benefits. We offer enhanced enhanced maternity pay (6 months) and paternity pay (4 weeks) and other enhanced family benefits, subject to eligibility.

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.

Contacts

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



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