



STEM

Science, Technology,
Engineering and Mathematics

Advice that covers the commercial realities as well as the legal issues.



www.bto.co.uk

Holistic advice and support for all your business needs

STEM is at the forefront of innovation and development in the UK and our dedicated STEM group works with our STEM sector clients to provide holistic advice and support.

Our team is comprised of experts from disciplines across BTO who work together seamlessly to ensure that you receive pragmatic, commercial, joined up legal advice to help you achieve positive outcomes.

Our ability to adapt and collaborate with you in a beneficial and commercial way differentiates the BTO team from our competitors. We pride ourselves on being an integral part of your team and helping you to achieve your goals.

Actively involved at board and director level with STEM organisations and STEM initiatives, our team members have practical experience of the legal areas on which they advise and are regularly called upon not only for their legal expertise, but their market knowledge.



Our Expertise

IP, Tech & Data

Our team provides specialist advice on the full spectrum of intellectual property, tech and data matters you may face in a range of sectors including: the creative industries, technology, media & entertainment, leisure & hospitality, food & drink, manufacturing, charity and the third sector.

How can we help you?

- Registration, protection and commercialisation of IP rights (including trade marks, patents, designs, copyright, confidential information and trade secrets)
- Drafting and negotiating commercial contracts, terms & conditions and licences
- Clearance and advisory work
- Protection of confidential information and trade secrets
- Software development and licensing agreements
- Cyber incident management
- Data protection compliance
- Management of data incidents
- Freedom of information requests
- Compliance

Corporate and M & A

You will receive well considered, commercial legal advice delivered with precision and expertise. Experienced across a number of sectors, we apply our technical ability to your specific needs to provide you with bespoke and innovative solutions.

How can we help you?

All aspects of corporate and commercial law, including:

- Mergers & Acquisitions
- Corporate governance
- Joint ventures and strategic alliances
- Commercial contracts
- Private equity
- Venture capital

Acting for a broad spectrum of clients, ranging from large international companies to start ups and owner managed businesses, with a particular expertise in advising SMEs in the Scottish Market, your goals are at the forefront of everything we do.

We take time to understand your unique needs and provide personalised advice and support throughout the entire process to help you achieve your aspirations.

Our Expertise

Employment

Many of our STEM clients are start-ups with highly-talented staff. However, this brings its own challenges, such as incentivising your people before you are making profit, and recruiting specialists from overseas.

How can we help you?

Navigating a wide range of employment issues, including advising on TUPE during any corporate transactions and the day-to-day handling of any employee issues. Our team advises on the full spectrum of employment-related matters, which includes:

Employment contracts for STEM sector clients

You may need specific clauses to protect your business such as: non-compete, intellectual property rights, restrictive covenants and data protection.

Employment policies to support your organisation

Alongside the regular policies, STEM clients may need a particular focus on data protection, and bring your own device to work policies.

Managing employees

Whether it is flexible working, grievances, or restructuring and redundancy, we advise you on how to keep your organisation legally compliant.

Equality, diversity and inclusion

For example, how to deal with people with disabilities and neurodiversity. We can help you make reasonable adjustments and support your employees.

Construction, Property & Infrastructure

Highly regarded in the market, you will benefit from our team's repeat experience of delivering complex construction, property and infrastructure projects. We are adept at assembling expert, cross discipline teams to meet the needs of particular projects in an ever evolving and fast paced market.

How can we help you?

- Solutions provided by recognised specialists in construction and property issues
- Standout technical expertise
- In depth practical experience across a wide range of sector markets
- Adaptability
- Multi-skilled collaborative teams
- Delivery of effective results promptly and with minimum fuss

Key Contacts



IP, TECH & DATA

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“ Driven to achieve the best possible outcome.”



Highly commercial and practical”

They reply very quickly...**always willing to help.”**

Deep technical knowledge...communicated with precision.”

- BTO Clients



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