

## Interview Questions

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Vice President -- Global Trade, Compliance & Corporate Inquiries  
Age: 40

**1. *What are your responsibilities at Flowserve?***

I am tasked with overseeing global trade compliance which includes export compliance, import compliance and anti-bribery matters, as well as overseeing corporate investigations and acting as a legal advisor to the ethics and compliance organization.

**2. *Please describe your organizational structure (e.g., what department are you in, who do you report to, etc.).***

I am in the legal department and report directly to the General Counsel. The department staffs approximately 25 attorneys worldwide.

**3. *What do you find most challenging in your position?***

The international aspect is both the most rewarding and challenging. I am dealing with a variety of time zones and cultures and must maintain a 24/7 model.

**4. *It is sometimes said that attorneys who make the transition from a firm to an in-house position may struggle when they are required to manage people because firms do not train lawyers to be good managers. Do you agree with this?***

Yes, in private practice the focus is more being an individual contributor whereas the in-house position requires you to manage a function and may include managing people.

**5. *Do you enjoy managing people?***

Yes. It is the most rewarding aspect of my position. We have been able to build a world class global team and really put our own stamp on the organization.

**6. *What do you wish you had known earlier in your career?***

The number of overall opportunities available to an attorney and how to access them. I have really enjoyed the international component of practicing law.

**7. *Is there anything in particular you think a young attorney should consider before moving in-house?***

You will get more formal training in a governmental or private practice setting. Really focus on the training aspect. That will make you a more well-rounded advisor and more attractive as an in-house candidate.

**8. *Can you describe some non-legal job opportunities with energy companies that young lawyers might consider or pursue?***

- Compliance Departments
- Investigations
- Governmental Relations and Regulatory Affairs

**9. *Can you compare working in-house to working with a firm?***

As an outside attorney, you have to worry about malpractice but you are able to go home. As an in-house attorney, if you issue a memo or policy change, you better have done your homework and lined your ducks up because you must live with the result immediately! And you will hear from the business people as soon as you press 'send'.

**10. *In general, what can an attorney expect compensation-wise in an entry-level position with an in-house legal department? Is the compensation comparable to the compensation with a large firm?***

The large firm setting will provide a larger salary. The salary range for in-house attorneys will range greatly but has some tremendous upside depending on the performance of your company and the compensation programs the company offers.

**11. *What opportunities does a young attorney have for career development or advancement with-in your organization?***

A young attorney in-house will have the ability to manage elements of the business and will become a well-rounded advisor.

**12. *Sometimes lawyers within firms express a desire to go in-house because of the perception of better work-life balance as an in-house attorney. How is your work-life balance?***

Typically, the work/life balance will be better in-house, but the lines are increasingly becoming blurred. An in-house attorney is not concerned with client development but is more deeply involved with the issues. It can easily become a 24/7 job given a worldwide corporate presence.

**13. *Has the change in the economy affected your job or other legal positions at Flowserve? And if so how?***

Similar to other industries and companies, there has been a move toward tightening the belts and doing more with the same or less. To succeed, you really must be flexible, go the extra mile and provide a valuable service to your internal clients.

**14. *What advice would you give young attorneys about seeking out a position with a company, either in a legal or non-legal position?***

Obtain as much information as you can. If the company is public, get their 10-Q or 10-K. Show that you are interested and have the knowledge base to handle yourself in the interview.

**15. *Do you have any suggestions that might help young attorneys, especially new law school graduates, who are struggling in today's job market?***

During law school, do as many internships/externships as you can. Also, join organizations in your particular areas of interest. Don't focus on joining every organization, but try to take a leadership role in an organization pertinent to your employment interest.