

Preparing for the In-House Interview

With all this in mind, it may be helpful to approach the interview with a number of key pre prepared questions:

1. Pay structure - does the firm operate a general company-wide salary structure? One criticism often levelled at in-house departments is that they are not placed on an individual pay scale setting them apart from the rest of the company. Check whether the solicitors in the team are on the same pay grade as everyone else in the company or whether there is a specific grade recognising their status as legal advisers.
2. Salary reviews - how often do they occur and how are they conducted? Is the company aware of the current market rate?
3. Analyse the package - Is there a bonus structure in place? Is it adhered to? Perhaps the company offers attractive share options which could produce a real return in the long term. What are the benefits? Some companies offer numerous incentives:
 - Company car/allowance;
 - Private medical insurance;
 - Season travel tickets; and/or
 - Company product discounts.
4. Support - this will vary greatly from company to company depending on size and resources, but investigating whether the solicitors in the team receive support in terms of IT, training and supervision is crucial, especially for more junior lawyers.
5. Career progression - how does the company regard its legal team? Are they there purely to act as advisers with no real prospect of promotion or are there real opportunities to progress one's law career and develop legal expertise? Perhaps there is the possibility to advance to a more senior position within the corporation's management structure.

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