

Hi there, we're Broadcast!

And we are hiring an ex-lawyer.



**Hey! This is an
archive from 2018.**
Check out open jobs on
thebroadcast.com!

A legal-ish job for a lawyer who wants something more.

Did you go to a top law school, practice at BigLaw, and then wake up one day and decide you were over it?

Were you constantly frustrated by the billable hour—because you prefer working smart to just churning hours?

Then read on, because we're hiring.



Everything you need to know is in this deck.



The Company
Who We Are



The Work
What You'll Do



The Fit
Who You Are



The Process
How To Apply



The Company Who We Are

We make the last compliance training you'll ever take.

Broadcat ends the drudgery of corporate compliance training by transforming it into simple, real-time job guidance.

Real talk: business laws are complex.

But employees need to comply with them to keep companies out of trouble—and, you know, fulfill the social purpose of why we even have those laws in the first place.

Compliance training is supposed to help solve this problem.

Unfortunately, most compliance training is totally useless.

U.S. Code > Title 15 > Chapter 2B > § 78dd-1

15 U.S. Code § 78dd-1 - Prohibited foreign trade practices by issuer

US Code

Notes

Authorities (CFR)

(a) **PROHIBITION** It shall be unlawful for any issuer which has a class of securities registered pursuant to this title or which is required to file reports under section 78o(d) of this title, or for any officer, director, or such issuer or any stockholder thereof acting on behalf of such issuer, to make use of the means or instrumentalities of interstate commerce corruptly in furtherance of an offer, payment, promise to pay, or the payment of any money, or offer, gift, promise to give, or authorization of the giving of—

U.S. Code > Title 15 > Chapter 1 > § 1

15 U.S. Code § 1 - Trusts, etc., in restraint of trade illegal; penalties

US Code

Notes

Every contract, combination in the form of trust or otherwise, or conspiracy, in restraint of trade among the several States, or with foreign nations, is declared to be illegal. Every person who shall make any such contract, combination, or conspiracy hereby declared to be illegal shall be deemed guilty of a felony, and, on conviction thereof, shall be fined not more than \$1,000,000 if a corporation, or, if any other person, \$1,000,000, or imprisoned not more than 10 years, or both, at the discretion of the court.

U.S. Code > Title 18 > Part I > Chapter 95 > § 1956

18 U.S. Code § 1956 - Laundering of monetary instruments

US Code

Notes

Authorities (CFR)

(a)

(1) Whoever, knowing that the property involved in a financial transaction represents the proceeds of some form of unlawful activity, conducts or attempts to conduct such a financial transaction which in fact involves the proceeds of such unlawful activity—

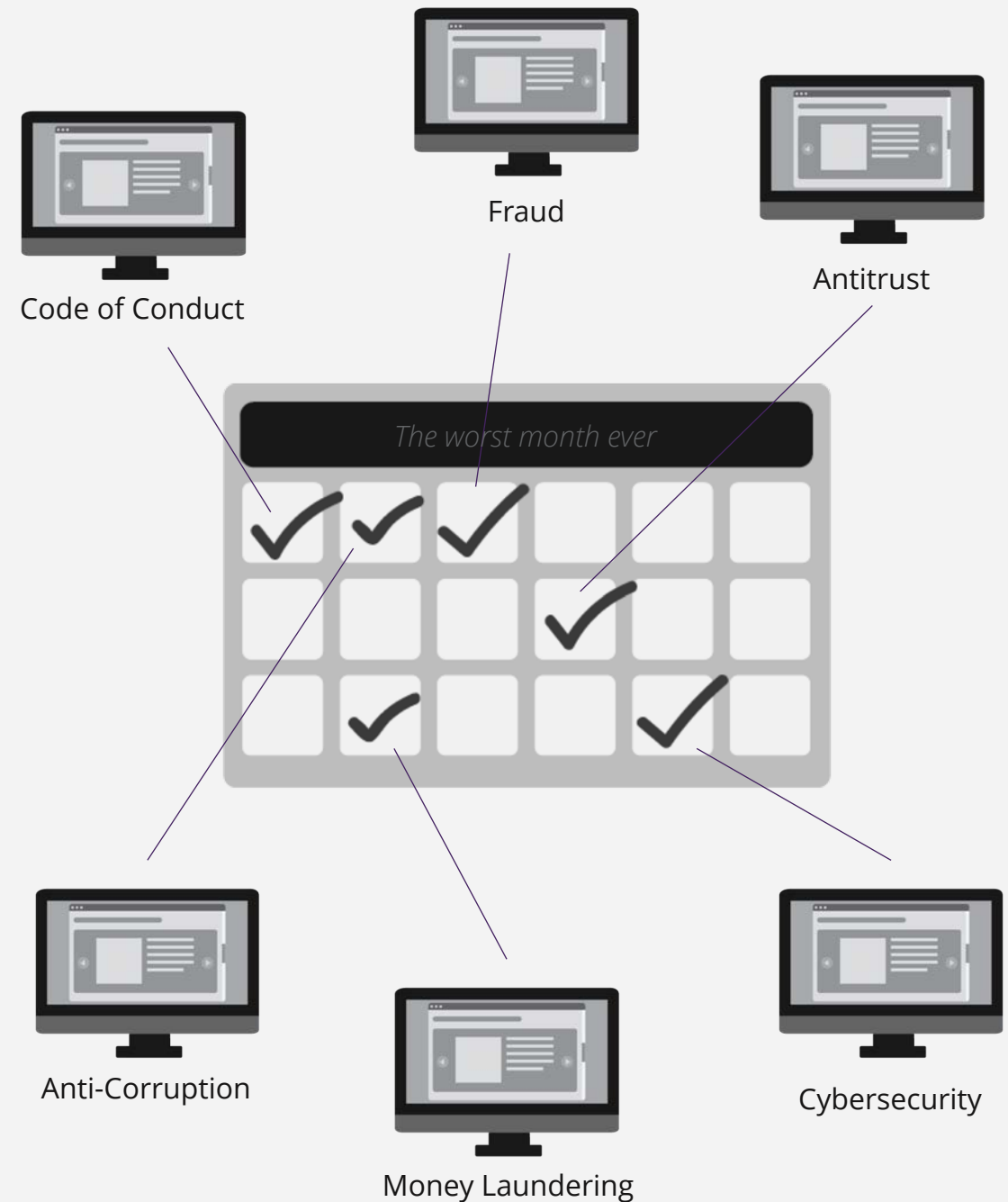
(A)

(i) with the intent to promote, obstruct, or evade the

That's because traditional training treats this as a learning problem.

It tries to turn every employee into a compliance lawyer, dumping an endless stream of courses on them.

It expects employees to figure out how the training applies to their job, memorize it, and apply it correctly.

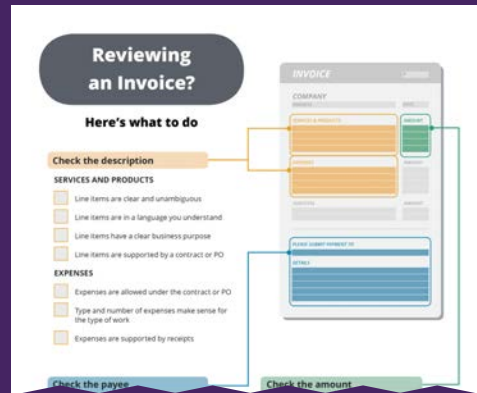


**But the problem isn't learning:
it's behavior.**

Employees don't need to learn how to be compliance lawyers.

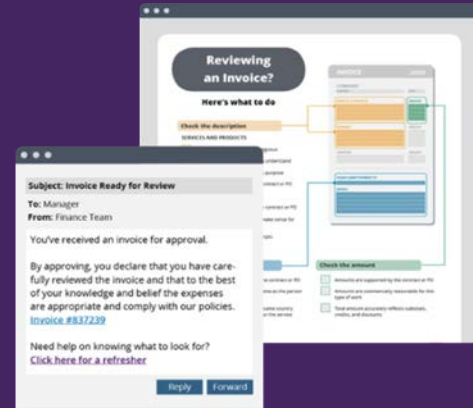
They just need to do their jobs the right way.

That's where we come in.



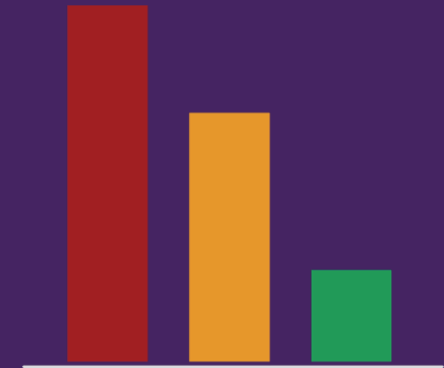
**We frame training
around real-world tasks**

So employees don't have to
figure out what it means



**We help integrate it
into business process**

So employees don't have to
issue-spot or memorize



**And that lets clients
measure real outcomes**

So they don't have to guess
if it's making a difference

It looks like this.

Employees get a reminder, right in a normal job workflow, that they need to make a compliance decision.

If they're not sure what to do, they can just click—and get ultra-specific training right then and there.

There's no need to slog through clunky courses on compliance topics. We've translated their responsibilities into the tasks that matter and flagged the decision points for them.

Subject: Invoice Ready for Review

To: Manager
From: Finance Team

You've received an invoice for approval.

By approving, you declare that you have carefully reviewed the invoice and that to the best of your knowledge and belief the expenses are appropriate and comply with our policies.

[Invoice #837239](#)

Need help on knowing what to look for?
[Click here for a refresher](#)

Reviewing an Invoice?

Here's what to do

Check the description

SERVICES AND PRODUCTS

- ☐ Line items are clear and unambiguous
- ☐ Line items are in a language you understand
- ☐ Line items have a clear business purpose
- ☐ Line items are supported by a contract or PO

Check the amount

- ☐ Amounts are supported by the contract or PO
- ☐ Amounts are commercially reasonable for this type of work
- ☐ Total amount accurately reflects subtotals, credits, and discounts

red flags

- half of government officials
- und numbers without receipts
- handling, processing, or import/export
- ount.
- erms
- itact details
- ials (unless contract/PO is with that individual)

ing in this section? Call compliance immediately.

Call the finance team for more information.



The Work What You'll Do

You'll make products.

Our products make compliance simple by interpreting legal risks in the context of corporate process, distilling them down into easy-to-understand, well-designed, granular guidance.

You'll work on the front end of that process. You'll translate legal risks into concrete actions and then work with our design team to create compliance guidance that a human being will both understand and want to use.



You'll advise clients.

Some of our clients have truly unique problems that we tackle on a service basis. This will be part of your job, too.

You'll quickly assess client needs, translate their problems into practical guidance, and give tactical advice on how to implement a solution in the day-to-day reality of a multinational organization. There may be some travel required for this, but most will be done from the office.



You'll help tell our story.

Our approach to compliance training is totally different from what folks have done in the past, changing the focus from top-down academic knowledge to bottoms-up human behavior.

That requires a lot of explaining and storytelling—so you'll need to help out with our speaking and writing projects.



Plus other stuff.

Broadcat is self-sustaining, but still early in its development; you'll be employee number 7 or 8.

Practically, this means you'll have core job duties, but you will also be a general problem-solver with whatever comes our way and fits within your skillset—ranging from traditional in-house legal stuff to strategic operational decisions and projects.



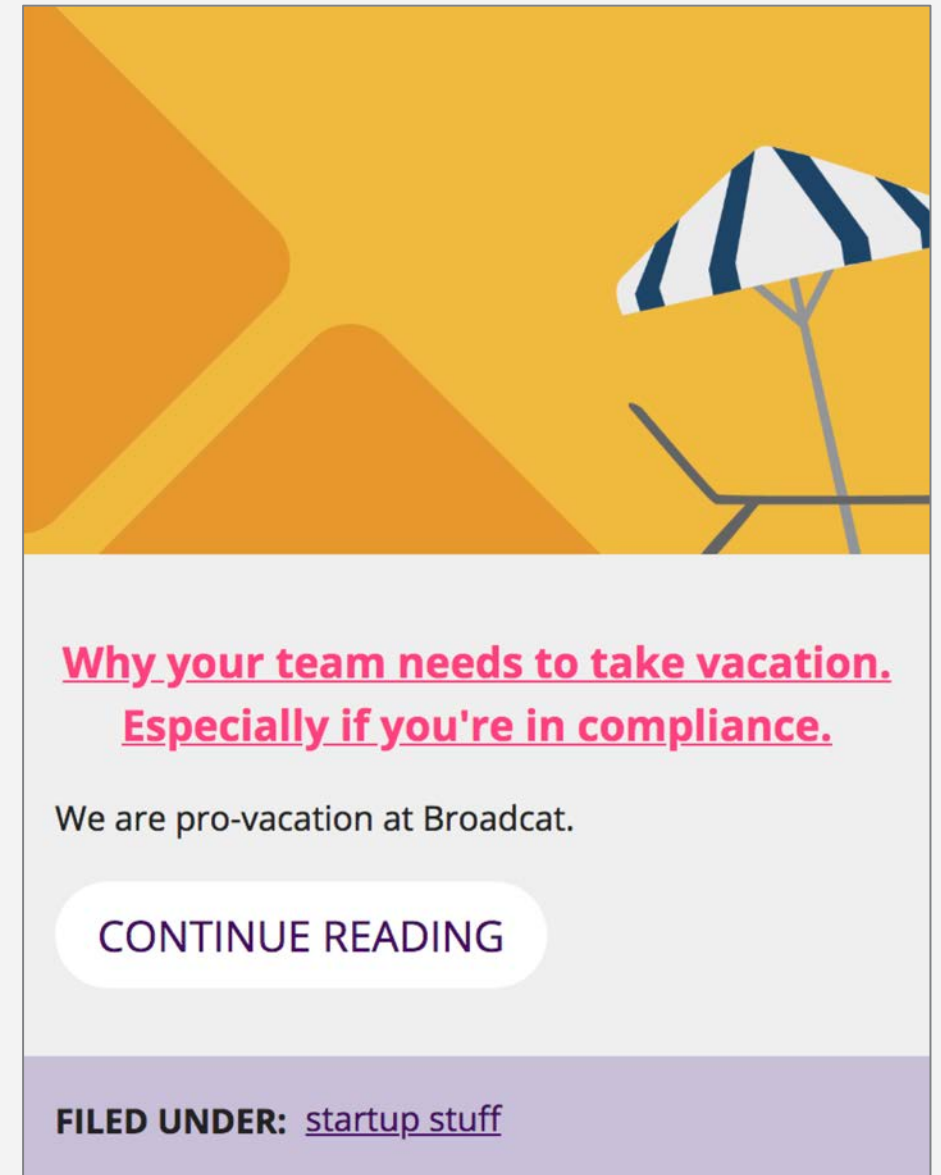
That's what you'll do.

Here's what it's like to work here.

You'll get rest and renewal.

We have an unlimited paid vacation policy, and we expect you to take off at least one full week each quarter to unplug, recharge, and recalibrate. As a practical matter, you can expect 6-7 weeks off per year in aggregate. This is effective immediately upon hire.

You can read more on that, and why we do it, by clicking on the image.



You'll get the work done and move on.

You will probably spend more time planning your work here than you ever have anywhere else in your career, and that's by design.

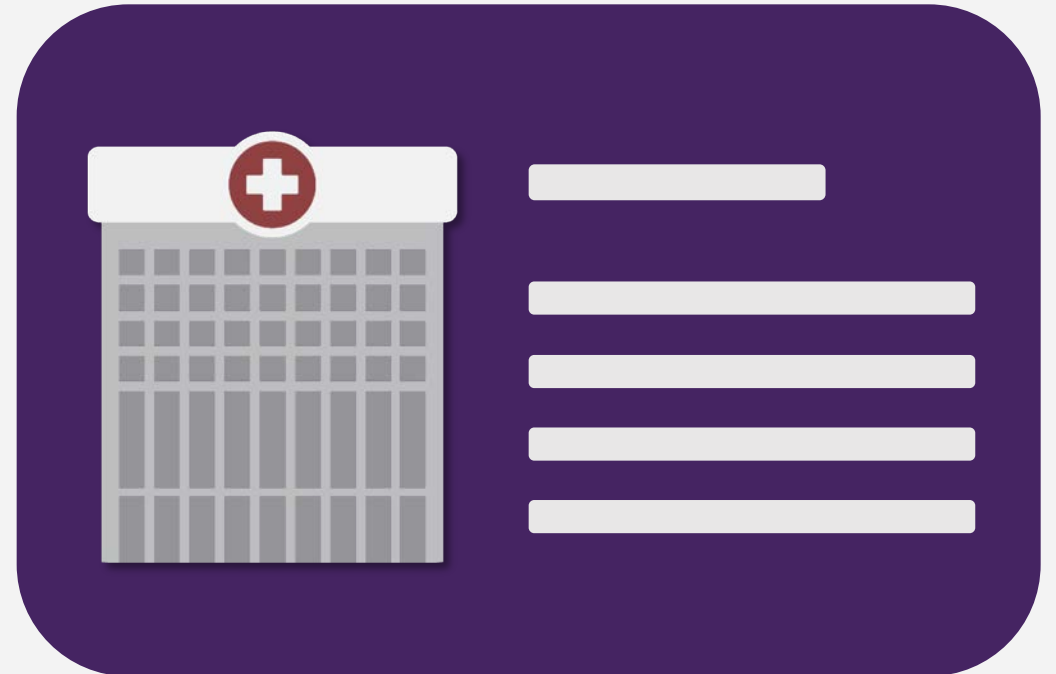
This means that after you get up to speed, you'll be able to work from home on a regular basis—if that's your thing—because you'll be judged on output and impact, not how long you sit at your desk.



You'll get simple health care coverage.

We pay 80% of employees' medical and dental premiums (and 20% for their dependents).

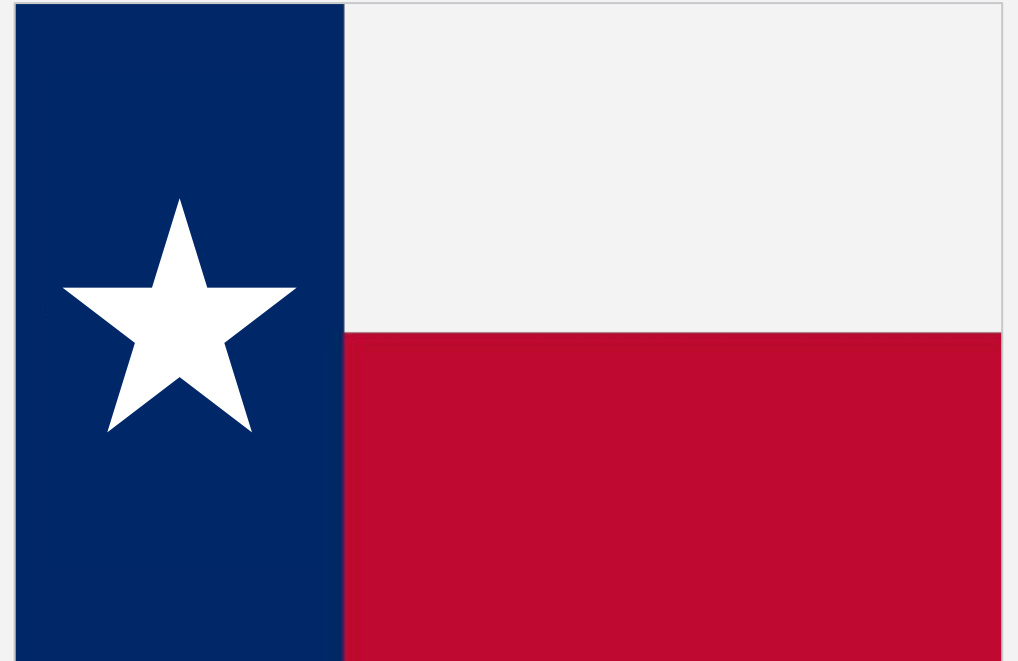
We have a simple Blue Cross Gold plan, because we want our team focused on the business problems we are solving—and not on how to time an appointment to game out their medical costs. You are eligible for our insurance immediately.



You'll work in Dallas.

Yes, you'll be able to work from home a bunch, but this role involves a lot of collaboration—so you'll need to come in for meetings frequently. We can work with reasonable relocation costs, but this isn't a remote job.

Compensation will be about what you'd expect for a mid-level in-house counsel job in Dallas, and we give annual bonuses based on company performance. Actual job title TBD.





The Fit Who You Are

You're precise.

You are scrupulously honest in everything you say and write.

You've checked the revision history in Wikipedia pages to see who made an edit that seemed a little suspicious. (Not for work, just for fun.)

You have read Bryan Garner's books and probably identified a bunch of things you'd change about this JD.



But you choose your battles wisely.

You know that it's not enough to be right; you have to be persuasive, too—otherwise you end up feeding your ego instead of making a difference.

You know you can't solve every problem, and you have the wisdom to know where to spend your time.

You have a reputation for being smart and precise, but not a jerk.



You're business-minded.

You get how complex organizations operate, from navigating HoldCo/OpCo and Board/C-Suite relationships to knowing what standard corporate functions do day-to-day.

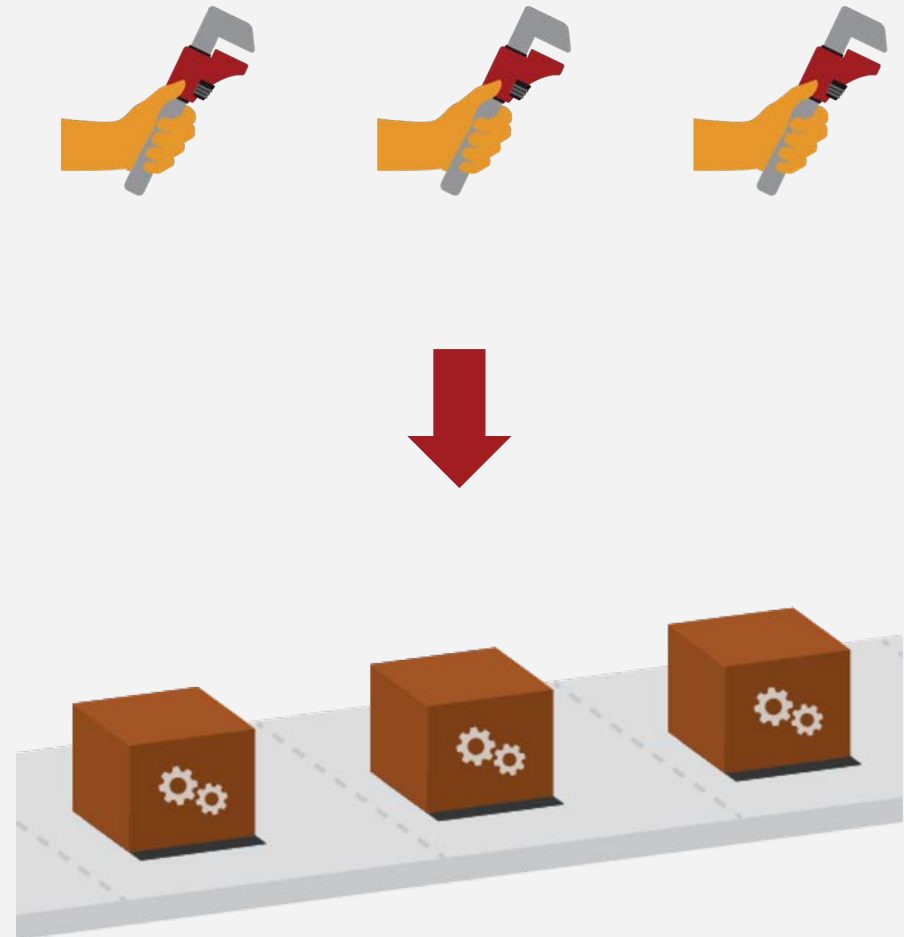
And then you get how they *really* operate, too; you're adept at consensus-building, getting buy-in, and making change seem effortless.



You solve problems, not just do things.

You work hard, but you do it to create an impact—not just for the sake of putting in hours.

When you realize you've done the same thing two or three times, you stop and ask "hey, can we figure out how to automate this." Because you know the robots are coming, and you don't want to be doing their work.

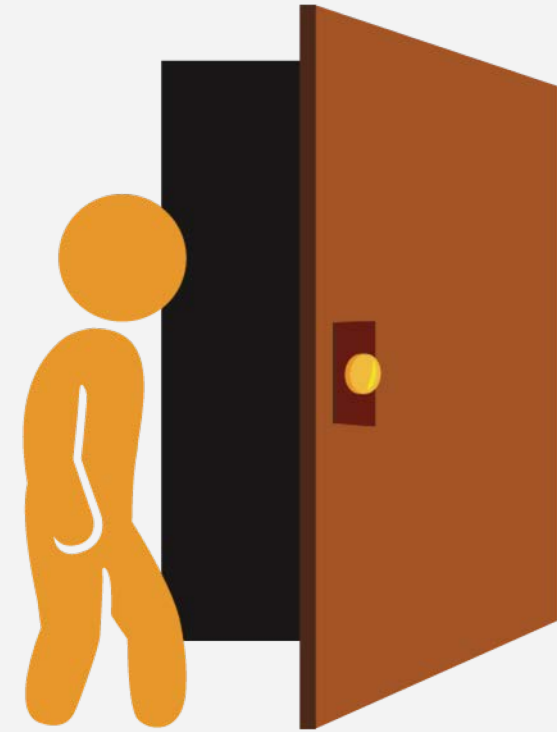


You're willing to walk.

You have rock-solid values that you bring with you to work. You are willing to walk away from a job, with no notice, if you feel that you have been asked to do something unethical or illegal and you have no other choice.

Will you have to do that here? No.

But having folks who are willing to walk is how we can make sure of that, because it's how we avoid groupthink and ethical drift.



Your resume roughly looks like this.

You went to a top law school, practiced at BigLaw, and ideally had another job, too. You have 5+ years of experience.

You understand corporate compliance basics, but are not invested in the traditional, top-down approach.

You understand how big companies work and can empathize with the challenges a compliance team faces.

Your resume reflects the characteristics of what we're looking for—both in what you choose to include and how you describe it to us.

Your resume sounds like it was created by a human, not a lawbot.

You list a weird interest that fairly approximates your personality and shows you actually read the entire JD.

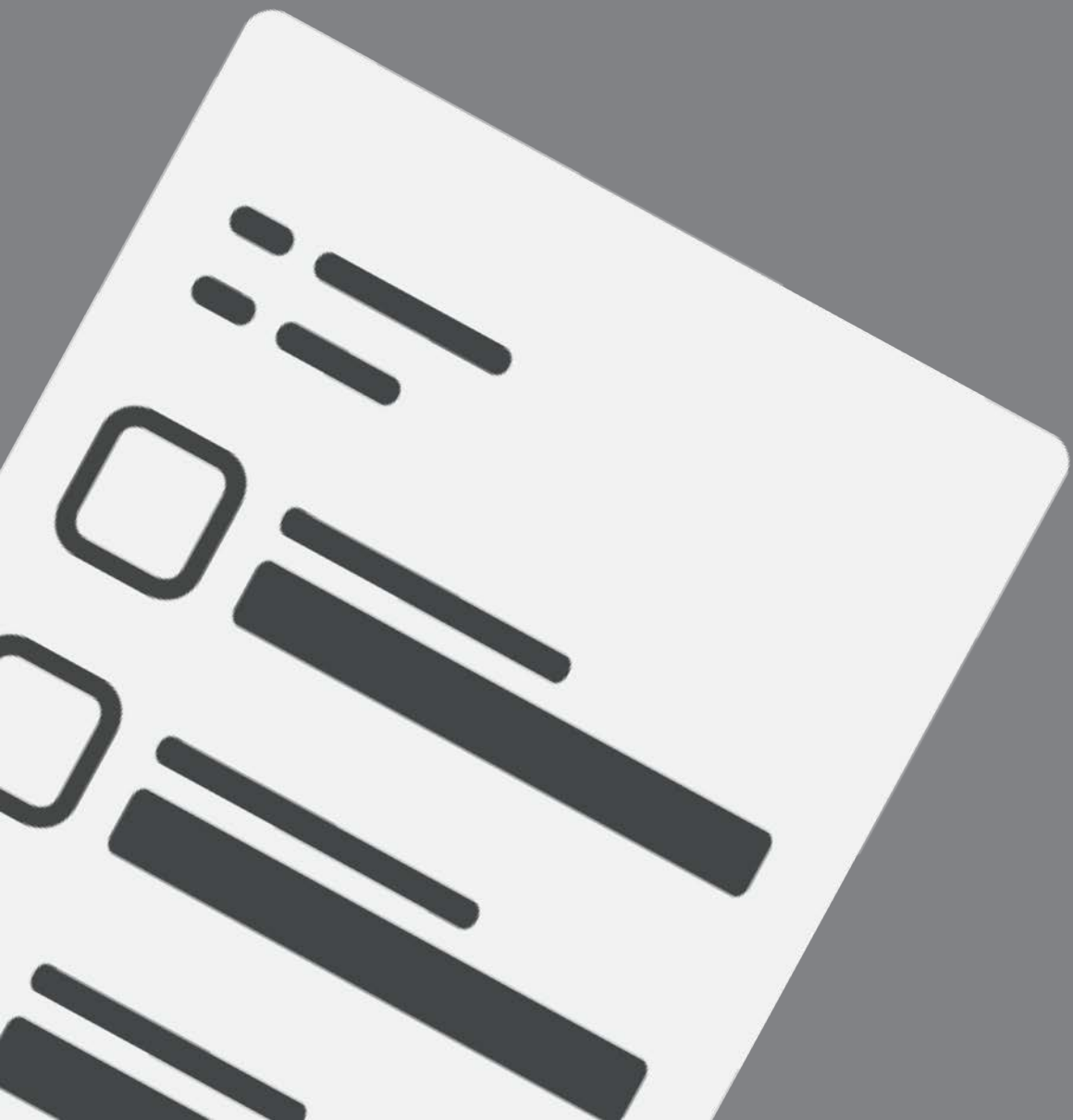
Bonus points if...

You've lived overseas or are an immigrant. Most of the problems we solve cross borders, and cross-cultural experience is hugely helpful.

You've worked at both a law firm and a big company, either as a lawyer or in a pre-law-school career.

You've worked at a startup or started/run a business or nonprofit.





The Process

How To Apply

Here's how to apply.



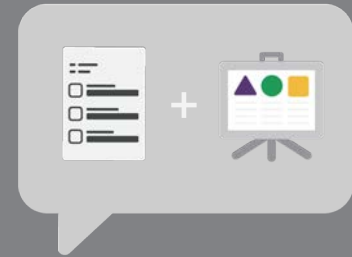
Good

Send your resume to
careers@
thebroadcast.com



Better

Send your resume and
point to something
(public) you've simplified



Best

Get someone we trust to
introduce you and
recommend your work

We'll reach out.

If we think you're a fit, we'll likely reach out to talk within about a week; we're hoping to have this person up and running by mid-summer, but we'll wait until we've found the right person.

If you don't hear from us, we're sorry: we don't have a dedicated HR person/recruiter and can't respond to everyone. (We know, we've been there, and radio silence stinks.)





Say hi!

Want to get started?
Click on that button to open up an email!