



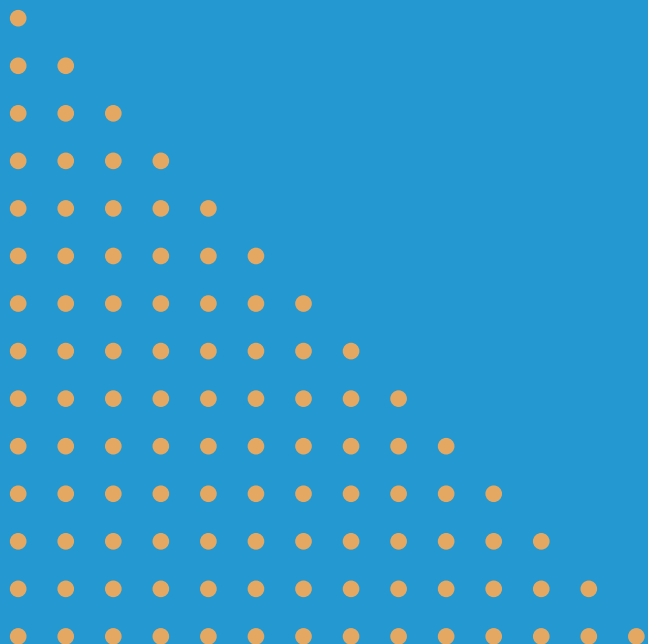
# Brightwater

RECRUITMENT SPECIALISTS

## SALARY SURVEY

## LEGAL

2022



# SALARY SURVEY

## LEGAL 2022



**MARK BYRNE**

COMMERCIAL DIRECTOR  
LEGAL



PLAY FOR MORE INSIGHTS

### PRACTICE

2021 may have brought many challenges but it certainly did not inhibit growth in the legal sector. Initially, the beginning of the year saw a slight downturn but the market quickly picked up in Q2 and Q3. Qualified solicitors were keen to move role and firm and did so with ease.

We noticed an upward trend of solicitors wishing to change sectors with many starting in completely new areas. This may seem like a daunting task for some but a considerable number of top firms were remarkably open to this and as a result, saw candidates bringing with them a wealth of knowledge from other areas.

We've seen a sharp increase in the requirement for experienced conveyancing solicitors due to the demand for real estate, both commercial and residential.

Investment funds are continuing to grow and we expect this to continue well into 2022. Post-Brexit, European law firms are doing a lot of business in Dublin which will have a huge impact on the market. We are seeing more job titles along the lines of "Of-Counsel" – Senior Partners who may have acted in-house for quite some time but who are now going into top law firms on a contract basis to help them set up in Ireland.

Covid has obviously had a huge effect on the workplace, particularly in the area of employment law (non-contentious). New legislation being introduced by the government needs to be understood as well as ensuring adherence. In addition, many traditional law firms forced to shift to remote working during lockdown restrictions, have had to shift to a hybrid working model post-pandemic and we expect this to continue to well into 2022/2023 if not permanently.

The regional areas too have seen a rise in demand for solicitors. We have seen a huge increase in the number of jobs regionally, particularly in Cork, Galway and Limerick. Law firms are now expanding their workforce to include those who may have relocated outside of Dublin. What is notable in this trend is that the gap between Dublin and regional salaries has narrowed considerably if not disappeared. We have seen some firms offer Dublin salaries to stay competitive. This is something that other top-tier and mid-tier firms will have to monitor closely to ensure they remain competitive in their offerings to staff, both current and new.

### IN-HOUSE

The need for experienced in-house counsel is still high, particularly in the financial services and pharmaceutical sectors. Moving roles from practice to in-house is as attractive as always. We are witnessing a high volume of industry companies offer intensely competitive packages along with flexible working hours which will no doubt continue well into 2022 and beyond.

Interestingly, we have noted a shift towards contract roles, particularly if solicitors are looking to transition from practice into in-house. It's a good way for them to try out the in-house option and equally for the employer to test the waters, especially if they have not established an in-house legal department before. In-house counsel roles are particularly attractive as salaries are often quite high in terms of contract rates. This can prove extremely beneficial to those looking to make a move in the short-term.

Similarly to practice firms, companies seeking to recruit solicitors for in-house roles in Cork, Galway and Limerick are now starting to recruit at Dublin salary levels to ensure they stay competitive. Many companies are reaping the benefits of the pandemic as desirable candidates have moved "home" or outside of Dublin after lockdown. These companies now have access to a wider talent pool than before.

### SUMMARY

Overall, the legal market is still very much candidate led with many solicitors fielding 2 or 3 offers from top firms which means acceptance can come down to salaries and overall package. We expect this to continue well into 2022 with the additional entrants of further prestigious UK firms into the Dublin market.

# SALARY SURVEY

## LEGAL 2022

| NO. | LEGAL PRACTICE                            | €                 |
|-----|---|-------------------|
| 01. | Partner (Year 1)                          | 125,000 - 170,000 |
| 02. | 6 + PQE                                   | 85,000 - 145,000  |
| 03. | 5 + PQE                                   | 80,000 - 105,000  |
| 04. | 4 + PQE                                   | 78,000 - 95,000   |
| 05. | 3 + PQE                                   | 75,000 - 92,000   |
| 06. | 2 + PQE                                   | 70,000 - 83,000   |
| 07. | 1 + PQE                                   | 65,000 - 75,000   |
| 08. | Newly Qualified                           | 60,000 - 72,000   |
| 09. | Professional Support/ Knowledge Solicitor | 85,000 - 125,000  |
| 10. | Company Secretary Manager/ Head of Dept   | 90,000 - 135,000  |
| 11. | Senior Company Secretary (3+ years PQE)   | 50,000 - 95,000   |
| 12. | Junior Company Secretary (1-3 years PQE)  | 35,000 - 50,000   |
| 13. | Paralegal/ Legal Executive                | 30,000 - 60,000   |

| NO. | IN-HOUSE                            | €                |
|-----|-------------------------------------|------------------|
| 01. | General Counsel                     | 90,000 - 150,000 |
| 02. | In-House Counsel/ Legal Advisor     | 70,000 - 110,000 |
| 03. | Company Secretary                   | 50,000 - 95,000  |
| 04. | Project Solicitor                   | 80,000 - 100,000 |
| 05. | Legal & Compliance Officer/ Manager | 55,000 - 100,000 |
| 06. | Data Protection Officer/ Manager    | 65,000 - 100,000 |

*Brightwater has selected roles that have been the most in demand this year and those we predict will be in demand in 2022 and we are showing typical salary ranges for each role. Please note that these salaries are base salaries only and do not include bonuses or other benefits.*

For further details on salaries across Legal, please contact  
Mark Byrne on + 353 1 5927845 or [m.byrne@brightwater.ie](mailto:m.byrne@brightwater.ie)