

## Legal

### PRACTICE

	Dublin € Top Tier	Dublin € Mid Tier	Regional €
Salaried Partner	145,000+	125,000+	95,000+
6-9 years' PQE	110,000+	85,000+	65,000 - 100,000
5 years' PQE	95,000 - 120,000	75,000 - 100,000	55,000 - 80,000
4 years' PQE	85,000 - 95,000	75,000 - 90,000	50,000 - 70,000
3 years' PQE	75,000 - 90,000	65,000 - 80,000	45,000 - 65,000
2 years' PQE	70,000 - 80,000	60,000 - 80,000	40,000 - 60,000
1 year's PQE	65,000 - 75,000	60,000 - 75,000	38,000 - 55,000
Newly Qualified Solicitor	64,000 - 70,000	55,000 - 65,000	30,000 - 55,000
Professional Support Lawyer	100,000 - 120,000	80,000 - 100,000	n/a
Legal Executive / Paralegal	40,000 - 70,000	40,000 - 65,000	35,000 - 45,000
Company Secretary (5+ years' exp.)	70,000 - 150,000	70,000 - 150,000	45,000 - 70,000
Company Secretary (3-5 years' exp.)	45,000 - 75,000	45,000 - 75,000	30,000 - 50,000
Company Secretary (0-3 years' exp.)	30,000 - 60,000	30,000 - 60,000	20,000 - 35,000

### IN-HOUSE

	Dublin €	Regional €
Head of Legal	125,000+	95,000+
Senior Legal Counsel	85,000 - 145,000	75,000 - 120,000
Junior Legal Counsel	55,000 - 80,000	45,000 - 70,000
Legal & Compliance Officer	50,000 - 100,000	50,000 - 90,000
Data Protection Officer	65,000 - 100,000	55,000 - 90,000
Junior Data Protection Specialist	35,000 - 60,000	35,000 - 50,000
Company Secretary	55,000 - 130,000	45,000 - 90,000
Company Secretarial Assistant	30,000 - 50,000	30,000 - 50,000

## Legal

By and large, salaries in the Irish legal sector have increased approximately by 5% in the last year. Salaries for in-house roles tend to be similar to those in private practice but only when you add in total package of healthcare, pension etc. The sector has grown consistently across all areas and we expect this to continue throughout 2020. This growth has meant staff shortages will continue to be an issue. Brexit has had an impact on the legal sectors with new entrants to the market driving up the competition for legal professionals in an already tight market. A number of large global and UK firms have set up in Dublin in the last two years. A number of other Magic Circle and international law firms have entered their solicitors onto the Roll of Solicitors in Ireland but are non-practicing. This is more than likely Brexit related but it could mean even more entrants into the Irish market driving the competition for staff up even further. There have also been entries into the Irish market through mergers.

The in-house legal sector too has seen considerable change, a number of companies have grown their in-house legal teams or created new ones. We have noticed a big increase in the number of in-house positions being created across all industry sectors in the past 2 years. Brexit has been a factor for this but it's also indicative of the increase in FDI in Ireland and these organisations preferring to have their own in-house legal counsel to keep costs down.

This competition for staff has meant the reappearance of counter-offers. Firms are desperate to hold onto employees and sometimes that has resulted in artificially high salaries which would not be the standard offered in the market. The big issue for employees at the moment is around "agile working" and flexible working arrangements. It's becoming increasingly common for candidates looking for either or both when starting a new job. Firms are listening and are offering these arrangements where possible. In-house roles are seen as being more work-life balance friendly to a lot of solicitors but this is not always the case.

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