

SALARY GUIDE

Legal



2020



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Market Trends

The legal market has experienced another year of sustained growth, which has further driven the demand for talent within the industry. There has been a continued influx of UK and US law firms into Ireland, creating a reorganisation at all levels. The increase in partner moves this year has also created a wave of internal shifts in well-established firms.

Areas such as corporate, funds, aviation and banking remain the most buoyant specialisms. Solicitors in these areas seek a premium, which is leading to firms investing in more competitive bonuses and benefits to retain their top talent with some exceptional salaries. Solicitors in senior positions are also adopting alternative titles such as "head of", "director" and "of counsel" rather than moving directly to partnership.

Newly qualified solicitors are faced with more opportunities than in previous years and top performers are being paid favourably to remain with their training firms. The rise in partner movement has created an upward pressure on senior associate salaries and candidates moving at this level are seeking clear career progression. There is a high demand for solicitors at the 2-6 PQE level and firms are competing forcefully to entice and retain the market's top talent. Firms are also becoming more open to flexible working options to attract candidates.

On the in-house side, we have seen a move away from commercial contract-based roles to a wider variety of transactional and financing-based positions. This is offering lawyers more choice when changing jobs, leading more junior solicitors to move in-house.

Bonus culture is very strong within most industries and many employers are also offering flexible work, including work-from-home options.

The compliance market has once again been busy in areas such as AML and KYC, especially within the corporate banking space. Opportunities for GDPR and general compliance specialists are plentiful, with more roles being created in this area to answer the demands of the market.

The company secretarial market is an area of high demand and low supply of suitable talent, which has proven an obstacle this year for both in-house and private practice company secretarial departments. Strong ICSA candidates have been maximising value in 2019, a trend that will continue in 2020.

Hardest to Find Specialisms

- Tax
- Corporate
- Funds
- Banking

What to Expect in 2020

- Sustained influx of UK and US law firms
- Continued partner movement
- High competition to retain top-performing newly qualified solicitors
- More competitive incentives

What benefits would you most like?



* Figures based on legal professionals who completed our survey.

Legal – In-House	ROI €k P/A	
	Low	High
Head of Legal (Large/Multinational)	€120K	€275K+
Head of Legal (Small/Medium Organisation)	€110K	€150K
Senior Legal Counsel (6-8 yrs PQE)	€90K	€140K
Legal Counsel (3-5yrs PQE)	€75K	€120K
Legal Advisor (1-3 years PQE)	€55K	€80K
Legal Executive	€30K	€45K*

Legal – Practice – Top Tier	ROI €k P/A	
	Low	High*
Salaried Partner	€125K	€200K+
Solicitor (5 years+ PQE)	€85K	€130K
Solicitor (4 years PQE)	€85K	€95K
Solicitor (3 years PQE)	€80K	€87K
Solicitor (2 years PQE)	€75K	€82K
Solicitor (1 year PQE)	€70K	€75K
Newly Qualified Solicitor	€65K	€70K
Legal Executive/Paralegal	€35K	€45K

Legal – Practice – Mid Tier / Outside of Dublin	ROI €k P/A	
	Low	High
Salaried Partner	€120K	€180K
Solicitor (5 years+ PQE)	€75K	€110K
Solicitor (4 years PQE)	€70K	€85K
Solicitor (3 years PQE)	€67K	€78K
Solicitor (2 years PQE)	€60K	€75K
Solicitor (1 year PQE)	€55K	€68K
Newly Qualified Solicitor	€50K	€64K
Legal Executive/Paralegal	€30K	€40K

Legal - Company Secretarial	ROI €k P/A	
	Low	High
Senior Company Secretary	€80K	€100K
Company Secretary (2-6 yrs)	€50K	€75K
Company Secretary (1-2 yrs)	€45K	€60K
Company Secretary (Trainee)	€30K	€40K

*Where salaries have been marked with an asterisk, we have encountered outliers at a higher level in the market.