



Trusted Recruiters Since 2002

Salary Survey 2023

Legal Recruitment Specialists For London And The South East

About us



LR Legal was a product of my experience as a lawyer and a recruiter in the ever changing market.

We always put our candidates and clients' best interests first, and care deeply about the relationships we build. In a sector that can be dominated by less than ethical practices, it is so important to us that we are trustworthy, transparent and thoughtful in our approach to recruitment.

-Leilani Reader

Former In-House Counsel Leilani Reader ventured into the recruitment industry in 2002. Utilising her knowledge of the legal sector from both candidate and client perspectives to recruit within it, Leilani's excellent expertise is called upon regularly, and our clients praise her strong emphasis on relationship building and next-level communication skills.

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Meet The Team



Market Trends

The legal sector is showing resilience in the face of the economic challenges caused by the pandemic and the war in Ukraine.

In **2021** the global legal services market was valued at £726.38 billion (\$901.8 billion) and is projected to continue to grow at an impressive rate of 5.3% until 2030.

However, this growth has put pressure on the sector to find new ways to service the demand for legal work. One way the legal sector has been addressing this pressure is by implementing more technology, specifically artificial intelligence, to help lawyers work more efficiently.

Despite this, the legal sector is still heavily reliant on human talent. The supply of qualified lawyers is limited, and the demands of lawyers have changed in the wake of the pandemic. Lawyers like many other professions are now looking for greater work-life balance and flexibility in their careers, which is putting pressure on law firms to provide more part-time and remote work options. With salaries rising faster than the average, this is causing issues for the profitability of firms. As a result, we expect to see more consolidation in the legal sector in 2023.

We have seen small to medium-sized firms, in particular, struggling to compete for talent and may merge or be acquired by larger firms. Recognised employer brands are becoming more attractive to lawyers as they seek stability and career progression. The legal sector is facing a scarcity of talent, and larger firms are better equipped to provide defined career structures and global networks. Despite these challenges, there is still optimism for the sector in 2023 as the focus shifts towards more efficient and cost-effective methods of delivering legal services.

In addition, businesses and governments are investing more in renewable energy, creating a need for legal expertise in areas such as project financing, regulatory compliance, and intellectual property. This presents new opportunities for the legal sector, particularly for lawyers with specialised knowledge in these areas.

Another trend to watch out for in 2023 is the increased use of alternative legal service providers, such as legal process outsourcing and legal technology companies. These providers offer cost-effective solutions for routine legal work, allowing law firms to focus on more complex and high-value work. As a result, we can expect to see a shift in the legal industry towards a more diverse workforce, with a mix of lawyers, paralegals, and legal support staff.

To adapt to these changes, law firms need to focus on developing a strong employer brand, providing flexible working arrangements, and investing in training and development programs to upskill their workforce.

Remote Working

According to a recent study by legal software firm BigHand, the call for mandatory office days in leading law firms is being met with considerable opposition.

Over a third of UK respondents said they were 'actively ignoring' directives to stop working from home.

So, what does this mean for the year to come? It certainly seems that change is afoot, and the future success of law firms may lie with those who are prepared to embrace this change and evolve their operational model. This will undoubtedly pose challenges. High staff turnover is a costly and time-consuming feature of today's volatile job market, and every law firm's goal is to attract and retain the best talent.

Careers With Meaning

Recently, we have seen lawyers increasingly looking to take their career in a different direction and regain some autonomy. The last couple of years has certainly helped accelerate this trend, as the pandemic made many people take a step back and re-evaluate not just their career but the big questions in life, including their purpose and how their role reflects this. This has led to the 'Great Resignation' which is still impacting the legal sector, with many firms and businesses struggling to recruit.

Overall, we are continuing to see legal professionals seek new opportunities which better reflect their purpose to achieve a rewarding and meaningful career.

Hybrid Evolution

Hybrid working is certainly becoming mainstream in the legal sector, but the shift has been slow and subtle in many firms. This way of working requires more than just a cursory virtual meeting option - many things need to be held in balance, especially how to ensure collaboration is happening, lawyers are supported and mental health is prioritised.

It's clear that practices are changing, and those firms that embrace these changes will see positive outcomes that they may not have predicted. The traditional structure of law firms and the conventional path to partnership is one that suits few people.

Increasingly, employees are assessing firms on broader criteria than the salaries they offer. Many people appreciate working for a company that offer flexible working practices and prioritise an ethical agenda. Rethinking how and where your employees work could not only enhance your reputation with your employees but could also open the door to more diverse talent which can only be of benefit to the legal profession.

At a Glance



Legal professionals will stay on average 4 years in a role before changing jobs



Homeworking has emerged as most valued benefit



28%
of lawyers will actively look for another job this year



35%
of legal professionals used a recruitment agency to secure a new role

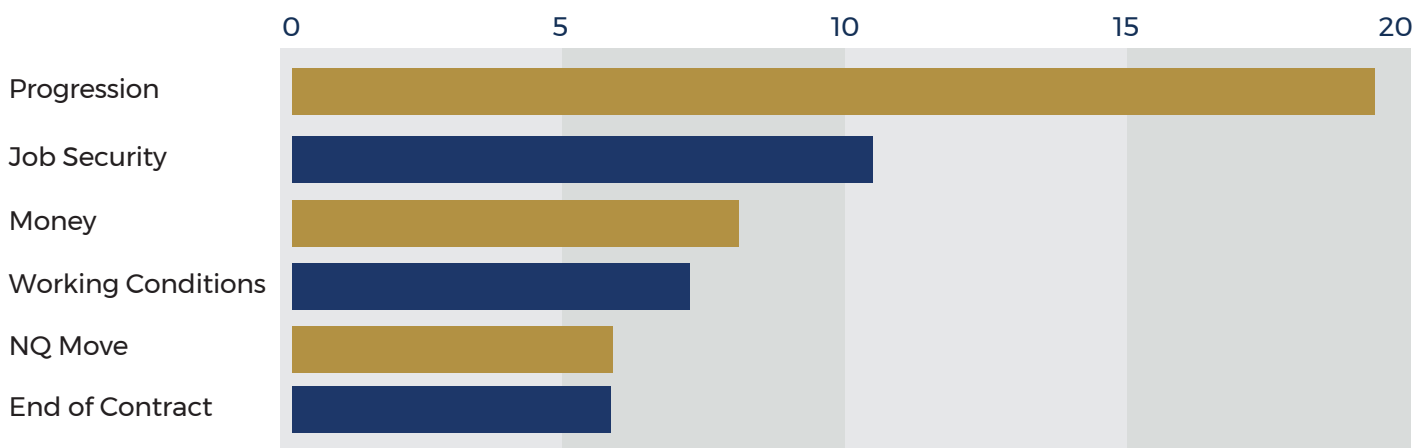


61%
of respondents secured a pay rise when they took a new role



54%
of legal professionals are happy in their jobs

Career Motivators



Private Practice Benefits

Most Valued benefits

1. Above statutory minimum holidays
2. Homeworking
3. Contractual bonus
4. Agile/flexible working
5. Private medical/dental cover

Least valued benefits

1. Free/subsidised legal services
2. Cycle-to-work scheme
3. Child care vouchers /salary sacrifice
4. Travel season ticket loan
5. Life assurance



34% happy with benefits package



37% neutral with benefits package



15% unhappy with benefits package

11% of legal professionals working in private practice have nothing more than a basic benefits package, 20 days holiday and SSP.

In-House Practice Benefits

Most Valued benefits

1. Above statutory minimum holidays
2. Homeworking
3. Contractual bonus
4. Agile/flexible working
5. Private medical/dental cover

Least valued benefits

1. Free/subsidised legal services
2. Cycle-to-work scheme
3. Child care vouchers /salary sacrifice
4. Travel season ticket loan
5. Laptop/mobile phone



50% happy with benefits package



35% neutral with benefits package



15% unhappy with benefits package

5% of legal professionals working in the In-house legal sector have nothing more than a basic benefits package, 20 days holiday and SSP.

High Street Firms - London

HIGH STREET FIRMS > Up to 100 Employees

Professional Roles

Licensed Conveyancer	£40k - £50k *
Chartered Legal Executive	£40k - £50k *
Trainee Yr 1	£37k - £38k
Trainee Yr 2	£37k - £38k
Solicitor - NQ	£38-40K
Solicitor 1 yr pqe	£40-43K
Solicitor - 2 yr pqe	£43k - £45k
Solicitor - 3 yrs pqe	£47-50K
Solicitor - 4 yrs pqe	£48-52K
Solicitor - 5 yrs pqe	circa £55K
Solicitor - 6 yrs pqe	£55-60K
Solicitor - 7 yrs pqe +	£60K+
Salaried Partner	£65K+

Paralegals

Paralegal	£25k - £32k *
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Legal Secretary/Legal PA

Legal Secretary	£27k - £32k
Legal PA	£32k - £40k

Admin Team

Office Assistant	£23k - £24k
Receptionist	£26k - £28k

Accounts Team

Credit Controller	£32k - £34k
Senior Legal Cashier	£45k - £50k
Legal Cashier	£40k - £45k
Financial & Management	£60k+
Accounts Assistant	£28k

Marketing

Marketing Director	£70k+
Marketing Manager	£50k - £55k
Marketing Executive	£35k - £37k
Marketing Assistant	£28k - £32k

Business Development

BD Manager	£50k - £55k
BD Assistant	£28k - £32k

HR

HR Manager	£50k - £55k
HR Executive	£35k - £38k
HR Assistant	£28k - £32k

Risk and Compliance

Risk & Comp Manager	£50k - £55k
Risk & Comp Executive	£35k - £37k
Risk & Comp Assistant	£28k - £32k

High Street Firms - Regions

HIGH STREET FIRMS > Up to 100 Employees

Professional Roles

Licensed Conveyancer	£40k - £50k *
Chartered Legal Executive	£40k - £50k *
Trainee Yr 1	£37k - £38k
Trainee Yr 2	£37k - £38k
Solicitor - NQ	£38-40K
Solicitor 1 yr pqe	£40-43K
Solicitor - 2 yr pqe	£43k - £45k
Solicitor - 3 yrs pqe	£47-50K
Solicitor - 4 yrs pqe	£48-52K
Solicitor - 5 yrs pqe	circa £55K
Solicitor - 6 yrs pqe	£55-60K
Solicitor - 7 yrs pqe +	£60K+
Salaried Partner	£65K+

Paralegals

Paralegal	£25k - £32k *
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Legal Secretary/Legal PA

Legal Secretary	£27k - £32k
Legal PA	£32k - £40k

Admin Team

Office Assistant	£23k - £24k
Receptionist	£26k - £28k

Accounts Team

Credit Controller	£32k - £34k
Senior Legal Cashier	£45k - £50k
Legal Cashier	£40k - £45k
Financial & Management	£60k+
Accounts Assistant	£28k

Marketing

Marketing Director	£70k+
Marketing Manager	£50k - £55k
Marketing Executive	£35k - £37k
Marketing Assistant	£28k - £32k

Business Development

BD Manager	£50k - £55k
BD Assistant	£28k - £32k

HR

HR Manager	£50k - £55k
HR Executive	£35k - £38k
HR Assistant	£28k - £32k

Risk and Compliance

Risk & Comp Manager	£50k - £55k
Risk & Comp Executive	£35k - £37k
Risk & Comp Assistant	£28k - £32k

Commercial High Street

Professional Roles

Licensed Conveyancer	£40k - £50k *
Chartered Legal Executive	£40k - £50k *
Trainee Yr 1	£37k - £38k
Trainee Yr 2	£37k - £38k
Solicitor - NQ	£38-40K
Solicitor 1 yr pqe	£40-43K
Solicitor - 2 yr pqe	£43k - £45k
Solicitor - 3 yrs pqe	£47-50K
Solicitor - 4 yrs pqe	£48-52K
Solicitor - 5 yrs pqe	circa £55K
Solicitor - 6 yrs pqe	£55-60K
Solicitor - 7 yrs pqe +	£60K+
Salaried Partner	£65K+

Paralegals

Paralegal	£27k - £33k
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Legal Secretary/Legal PA

Legal Secretary	£30k - £35k
Legal PA	£35k - £40k

Admin Team

Office Assistant	£23k - £24k
Receptionist	£28k - £30k

Accounts Team

Credit Controller	£32k - £34k
Senior Legal Cashier	£45k - £50k
Legal Cashier	£40k - £45k
Financial & Management	£70k+
Accounts Assistant	£28k - £30k

Marketing

Marketing Director	£75k+
Marketing Manager	£55k - £60k
Marketing Executive	£37k - £40k
Marketing Assistant	£28k - £35k

Business Development

BD Manager	£55k - £60k
BD Assistant	£28k - £35k

HR

HR Manager	£55k - £60k
HR Executive	£37k - £40k
HR Assistant	£28k - £35k

Risk and Compliance

Risk & Comp Manager	£55k - £60k
Risk & Comp Executive	£37k - £40k
Risk & Comp Assistant	£28k - £35k

Commercial Regional Firms

Professional Roles

Licensed Conveyancer	£40k - £50k *
Chartered Legal Executive	£40k - £50k *
Trainee Yr 1	£37k - £38k
Trainee Yr 2	£37k - £38k
Solicitor - NQ	£38-40K
Solicitor 1 yr pqe	£40-43K
Solicitor - 2 yr pqe	£43k - £45k
Solicitor - 3 yrs pqe	£47-50K
Solicitor - 4 yrs pqe	£48-52K
Solicitor - 5 yrs pqe	circa £55K
Solicitor - 6 yrs pqe	£55-60K
Solicitor - 7 yrs pqe +	£60K+
Salaried Partner	£65K+

Paralegals

Paralegal	£27k - £33k
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Legal Secretary/Legal PA

Legal Secretary	£30k - £35k
Legal PA	£35k - £40k

Admin Team

Office Assistant	£23k - £24k
Receptionist	£28k - £30k

Accounts Team

Credit Controller	£32k - £34k
Senior Legal Cashier	£45k - £50k
Legal Cashier	£40k - £45k
Financial & Management	£70k+
Accounts Assistant	£28k - £30k

Marketing

Marketing Director	£75k+
Marketing Manager	£55k - £60k
Marketing Executive	£37k - £40k
Marketing Assistant	£28k - £35k

Business Development

BD Manager	£55k - £60k
BD Assistant	£28k - £35k

HR

HR Manager	£55k - £60k
HR Executive	£37k - £40k
HR Assistant	£28k - £35k

Risk and Compliance

Risk & Comp Manager	£55k - £60k
Risk & Comp Executive	£37k - £40k
Risk & Comp Assistant	£28k - £35k

Boutique - London

Professional Roles

Licensed Conveyancer	£40k - £50k *
Chartered Legal Executive	£40k - £50k *
Trainee Yr 1	£40k - £45k
Trainee Yr 2	£40k - £45k
Solicitor - NQ	£45k - £50k
Solicitor 1 yr pqe	£45k - £50k
Solicitor - 2 yr pqe	£50k - £55k
Solicitor - 3 yrs pqe	£55k - £58k
Solicitor - 4 yrs pqe	£58k - £62k
Solicitor - 5 yrs pqe	circa £65k
Solicitor - 6 yrs pqe	circa £75k
Solicitor - 7 yrs pqe +	neg
Salaried Partner	£85K+

Paralegals

Paralegal	£30k - £33k
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Legal Secretary/Legal PA

Legal Secretary	£35k - £38k
Legal PA	£40k - £45k

Admin Team

Office Assistant	£25k - £27k
Receptionist	£30k - £33k

Accounts Team

Credit Controller	£35k - £37k
Senior Legal Cashier	£45k - £50k
Legal Cashier	£42k - £45k
Financial & Management	£75k+
Accounts Assistant	£28k - £32k

Marketing

Marketing Director	£75k+
Marketing Manager	£55k - £60k
Marketing Executive	£37k - £40k
Marketing Assistant	£28k - £35k

Business Development

BD Manager	£55k - £60k
BD Assistant	£28k - £35k

HR

HR Manager	£55k - £60k
HR Executive	£37k - £40k
HR Assistant	£28k - £35k

Risk and Compliance

Risk & Comp Manager	£55k - £60k
Risk & Comp Executive	£37k - £40k
Risk & Comp Assistant	£28k - £35k

West End Firms - London

Professional Roles

Licensed Conveyancer	£40k - £50k *
Chartered Legal Executive	£40k - £50k *
Trainee Yr 1	£40k - £45k
Trainee Yr 2	£40k - £45k
Solicitor - NQ	£45k - £50k
Solicitor 1 yr pqe	£45k - £50k
Solicitor - 2 yr pqe	£50k - £55k
Solicitor - 3 yrs pqe	£55k - £58k
Solicitor - 4 yrs pqe	£58k - £62k
Solicitor - 5 yrs pqe	circa £65k
Solicitor - 6 yrs pqe	circa £75k
Solicitor - 7 yrs pqe +	neg
Salaried Partner	£85K+

Paralegals

Paralegal	£30k - £33k
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Legal Secretary/Legal PA

Legal Secretary	£35k - £38k
Legal PA	£40k - £45k

Admin Team

Office Assistant	£25k - £27k
Receptionist	£30k - £33k

Accounts Team

Credit Controller	£35k - £37k
Senior Legal Cashier	£45k - £50k
Legal Cashier	£42k - £45k
Financial & Management	£75k+
Accounts Assistant	£28k - £32k

Marketing

Marketing Director	£75k+
Marketing Manager	£55k - £60k
Marketing Executive	£37k - £40k
Marketing Assistant	£28k - £35k

Business Development

BD Manager	£55k - £60k
BD Assistant	£28k - £35k

HR

HR Manager	£55k - £60k
HR Executive	£37k - £40k
HR Assistant	£28k - £35k

Risk and Compliance

Risk & Comp Manager	£55k - £60k
Risk & Comp Executive	£37k - £40k
Risk & Comp Assistant	£28k - £35k

City - London (exc Magic/Silver Circle)

Professional Roles

Licensed Conveyancer	£55k+
Chartered Legal Executive	£60k+
Trainee Yr 1	£48k - £55k
Trainee Yr 2	£48k - £55k
Solicitor - NQ	£55k+
Solicitor 1 yr pqe	£55k - £60k
Solicitor - 2 yr pqe	£60k - £70k
Solicitor - 3 yrs pqe	£70k+
Solicitor - 4 yrs pqe	£75k+
Solicitor - 5 yrs pqe	£75k - £80k
Solicitor - 6 yrs pqe	neg
Solicitor - 7 yrs pqe +	neg
Salaried Partner	neg

Paralegals

Paralegal	£35k - £37k
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Legal Secretary/Legal PA

Legal Secretary	£35k - £40k
Legal PA	£45k - £48k

Admin Team

Office Assistant	£25k - £28k
Receptionist	£35k

Accounts Team

Credit Controller	£38k - £45k
Senior Legal Cashier	£50k - £52k
Legal Cashier	£48k - £50k
Financial & Management	£75k+
Accounts Assistant	£33k+

Marketing

Marketing Director	£90k
Marketing Manager	£65k - £75k
Marketing Executive	£45k - £48k
Marketing Assistant	£35k

Business Development

BD Manager	£65k - £75k
BD Assistant	£35k

HR

HR Manager	£65k - £75k
HR Executive	£45k - £48k
HR Assistant	£35k

Risk and Compliance

Risk & Comp Manager	£65k - £75k
Risk & Comp Executive	£45k - £48k
Risk & Comp Assistant	£35k

Conclusion

Get in touch if you have any questions about the data provided in this salary survey.

Our focus is to work with you to find the right candidate quickly and efficiently, every time. Our numbers speak for themselves - 65% of our placed candidates have stayed with their employers for over 3 years and 90% of our client base have been with us since inception.

Find out what LR Legal can do for you.

“ I have worked with LR legal for several years now and their teams have produced some excellent candidates for us over those years and continue to do so currently. The candidates are always well prepared and turn up on time whether the interview is by zoom or face-to-face. It is a pleasure to work with them and they understand what our firm is looking for.”





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