

Conekt Legal

Salary Survey 2024

Conekt Legal – Your Partner to legal success !

About Us

Conekt Legal excels at facilitating connections between top-tier legal professionals and coveted career opportunities.

With over two decades of specialising in the legal sector, we possess the expertise to seamlessly match candidates with ideal roles and assist clients in securing exceptional legal talent.

Whether it's esteemed US law firms or dynamic local practices, we have a proven track record of successful partnerships.

Our proficiency extends to the corporate sector, where we have garnered credibility with both multinational corporations and burgeoning tech startups, aiding in the cultivation of high-performing in-house legal teams.

Central to our approach is the cultivation of enduring relationships, ensuring that the needs of both clients and candidates are met with precision and care.



Legal Market Overview 2023/4

In 2023 amidst tough economic conditions characterised by a cost of living crisis and inflationary pressures, the legal market in the UK faced notable challenges. Compared with the 2022 post-pandemic boom in hiring (where some sectors and organisations over hired) the market seemed very slow, however, there has remained a steady demand in particular across certain locations and practice areas.

We saw a reduction in hiring in 2023 comparative to 2022 at certain levels and across certain practice areas and locations. NQ hiring, associate level hiring and some in-house sectors were down. We also saw a notable reduction in the amount of roles in transactional practice areas such as banking, real estate and corporate. The London market was quieter in certain pockets relative to regional areas as we saw some UK wide private practice firms recruiting in lower cost locations.

Comparatively, we seen a high demand for solicitors in certain practice areas to include commercial contracts, IT/IP, data protection, construction and employment. Partner level hiring remained busy with firms keen to continue strategic Partner hiring for Partners with a solid business case.

Despite this, one of the primary challenges faced by law firms and in-house legal teams remains the engagement, attraction and retention of top legal talent, in particular with niche skills sets to include technology law, environmental law etc. Research indicates that demand for legal professionals in these areas outpaced supply, leading to prolonged vacancies and increased competition among firms for quality candidates.



To address this challenge and enhance talent retention, firms focused on implementing innovative strategies including offering competitive compensation packages, providing opportunities for professional development and career advancement, and fostering a supportive work environment conducive to employee satisfaction.

Law firms in the UK are still facing challenges in persuading employees to return to the office post-pandemic. Many employees have grown accustomed to remote working arrangements, citing concerns about commuting, health and work life balance. To address this law firms are implementing flexible working policies, hybrid models and redesigned office spaces both remote and in-work.

Additionally, firms are prioritising communication and engagement to foster a sense of community and collaboration among employees. However, navigating this transition back to office-centric work remains a complex task, requiring careful consideration of employee preferences and evolving workplace norms.

Due to the shortage of legal talent in certain areas and the changing demographic of the workforce we have seen a change in focus of key motivational factors around moving jobs. Where in the past focus has been more around career trajectory (path to promotion and partnership) and remuneration, this has changed somewhat particularly in some demographics. We have seen an increased interest around employer brand, commitment to D&I strategies, ESG strategies, ongoing learning and good quality work.

To ensure organisations are giving themselves every opportunity to attract the best talent they need to have their employee value proposition clearly defined and woven into all communications throughout the recruitment process.

Looking forward to the third and fourth quarters of 2024 the legal recruitment sector in the UK is looking steady. Lexis Nexis reported a 2% increase in demand for legal services across the UK. Despite this firms will need to remain vigilant and agile in navigating challenges such as talent shortages, evolving client expectations and macro-economic challenges.

Firms will need to strike a balance around rising salary demands and cost containment measures. Proactive measures to attract, retain and develop top talent will be essential for firms to maintain their competitive edge and drive success in a increasingly dynamic and competitive market.

If you are a client keen to recruit a legal professional or a legal professional interested in exploring opportunities get in touch with Conekt Legal your partner to legal success!

www.conektlegal.com



London Salary Survey – 2024 – Private Practice

	Lower Range	Median	Higher Range
Newly Qualified Solicitor	£60,000	£120,000	£180,000
1 Year PQE	£69,000	£129,000	£190,000
2 Year PQE	£72,000	£138,500	£205,000
3 Year PQE	£80,000	£160,000	£240,000
4 Year PQE	£95,000	£202,500	£310,000
5 Year PQE	£103,000	£219,000	£335,000
6 Year PQE	£108,000	£224,000	£340,000
7 Year PQE	£115,000	£237,500	£360,000

London Salary Survey – 2024 – In-House

	Lower Range	Median	Higher Range
Newly Qualified Solicitor	£65,000	£77,500	£90,000
Junior Legal Counsel (1-3 years)	£70,000	£90,000	£110,000
Legal Counsel (3-5 years)	£80,000	£110,000	£140,000
Senior Legal Counsel (5 – 7 years)	£90,000	£125,000	£160,000
General Counsel/Head of Legal	£130,000	£155,000	£180,000

Scotland Salary Survey – 2024 – Private Practice

	Lower Range	Median	Higher Range
Newly Qualified Solicitor	£35,000	£87,500	£67,000
1 Year PQE	£43,000	£56,000	£70,000
2 Year PQE	£45,000	£58,500	£72,000
3 Year PQE	£48,000	£61,000	£74,000
4 Year PQE	£52,000	£64,000	£76,000
5 Year PQE	£58,000	£69,000	£80,000
6 Year PQE	£60,000	£72,500	£85,000
7 Year PQE	£65,000	£77,500	£90,000

Scotland Salary Survey – 2024 – In-House

	Lower Range	Median	Higher Range
Newly Qualified Solicitor	£40,000	£50,000	£60,000
Junior Legal Counsel (1-3 years)	£50,000	£57,500	£65,000
Legal Counsel (3-5 years)	£60,000	£67,500	£75,000
Senior Legal Counsel (5 – 7 years)	£70,000	£77,500	£85,000
General Counsel/Head of Legal	£85,000	£105,000	£125,000

Northern Ireland Salary Survey – 2024 – Private Practice

	Lower Range	Median	Higher Range
Newly Qualified Solicitor	£30,000	£37,500	£45,000
1 Year PQE	£31,000	£39,500	£48,000
2 Year PQE	£38,000	£46,500	£55,000
3 Year PQE	£42,000	£50,000	£58,000
4 Year PQE	£50,000	£56,000	£62,000
5 Year PQE	£58,000	£64,000	£70,000
6 Year PQE	£66,000	£70,500	£75,000
7 Year PQE	£71,000	£75,500	£80,000

Northern Ireland Salary Survey – 2024 – In-House

	Lower Range	Median	Higher Range
Newly Qualified Solicitor	£35,000	£42,500	£50,000
Junior Legal Counsel (1-3 years)	£40,000	£47,500	£55,000
Legal Counsel (3-5 years)	£50,000	£60,000	£70,000
Senior Legal Counsel (5 – 7 years)	£68,000	£74,000	£80,000
General Counsel/Head of Legal	£80,000	£100,000	£120,000

Ireland Salary Survey – 2024 – Private Practice

	Lower Range	Median	Higher Range
Newly Qualified Solicitor	€55,000	€67,500	€70,000
1 Year PQE	€62,000	€70,000	€78,000
2 Year PQE	€72,000	€83,000	€86,000
3 Year PQE	€80,000	€85,000	€90,000
4 Year PQE	€87,000	€94,500	€100,000
5 Year PQE	€94,000	€102,000	€105,000
6 Year PQE	€100,000	€122,500	€145,000
7 Year PQE	€115,000	€142,500	€170,000

Ireland Salary Survey – 2024 – In-House

	Lower Range	Median	Higher Range
Newly Qualified Solicitor	€55,000	€65,000	€75,000
Junior Legal Counsel (1-3 years)	€70,000	€95,000	€120,000
Legal Counsel (3-5 years)	€90,000	€112,500	€135,000
Senior Legal Counsel (5 – 7 years)	€100,000	€125,000	€150,000
General Counsel/Head of Legal	€130,000	€160,000	€190,000

Contact Us

Whether you are a law firm seeking top-tier talent or a skilled legal professional seeking your next move, look no further.

Our dedicated team at Conekt Legal specialises in connecting exceptional legal professionals with leading law firms and organisations. If you are ready to take the next step in your legal career or are looking to recruit top talent, contact us today to explore how we can assist you.

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