



MASON ALEXANDER

PRIVATE PRACTICE SALARY GUIDE 2021/2022

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A NOTE FROM MICHAEL

Recruitment activity in the Private Practice market has made a significant bounce back from the effects of 2020 and is now busier than it has been for a number of years. There are a few contributing factors for this:

1. Continued growth in the majority of practice areas.
2. The uncertainty of COVID, certainly during the first lockdown, caused most firms to pause recruitment at the time. With an end to the Pandemic in sight, this built-up demand for hiring needs to be satisfied and has placed an urgency for hires in key practice areas.
3. An increase in resignations. COVID has been a game-changer for all employees, and Solicitors are no different. The past 18 months has caused a lot of people to reflect on their positions and to assess what is most important to them, with work/life balance usually being the top priority. The, sometimes, long hours and demands placed on solicitors in large commercial law firms have caused some to consider their options and seek greener pastures, in-house roles still proving popular. Separately a lot of solicitors, at NQ – 3 PQE level are looking to make a move abroad with London, Dubai, Cayman / BVI, and Asia being the most popular destinations. This is not a new trend however with such low numbers emigrating in 2020, the desire to move abroad has increased in 2021 and as a result much larger numbers this year have looked to move abroad.

Salaries are at similar levels to 2019 and for the most part, haven't increased since then. It is expected however that 2022 will see an increase on these levels especially since new entrants to the market have pushed salaries above that being offered by the more established firms.

Benefits, including healthcare, pension, and annual bonuses are offered, in some form, by most firms to varying degrees.

While salaries have remained relatively stable, sign-on bonuses have continued to be the big differentiator in attracting solicitors to make lateral moves. While they are not offered in all circumstances, they have come to be expected by many when considering a move.

While salaries and bonuses still play a major factor for any solicitor considering a move, it can't be underestimated how important 'flexibility' and 'work-life balance' have become since COVID. For the most part, firms have recognised this and have responded as best as possible. With the return to offices now underway, most firms have adopted some form of a blended model of working, the most common being three days in the office and two days working from home. Business needs will dictate its success but there seems to be a desire to make this blended model work from all sides. This has been one of the most significant changes in the Legal market and it is likely to have a positive effect for the future.

Michael Minogue

Associate Director
Legal



PRIVATE PRACTICE SALARIES

Job Title	Salary Range (€)
Salary Partner (Entry Level) 6 + PQE	130,000 - 160,000
5 PQE	90,000 - 140,000
4 PQE	85,000 - 100,000
3 PQE	82,000 - 95,000
2 PQE	80,000 - 90,000
1 PQE	75,000 - 82,000
Newly Qualified Solicitor	70,000 - 77,000
	66,000 - 72,000
Professional Support Lawyer	90,000 - 120,000
Paralegal / Legal Executive	30,000 - 55,000
Company Secretary Manager / Head of Group	95,000 - 130,000
Senior Company Secretary (3+ years' experience)	50,000 - 90,000
Junior Company Secretary (0 - 3 years' experience)	35,000 - 55,000





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