

Legal

PRACTICE

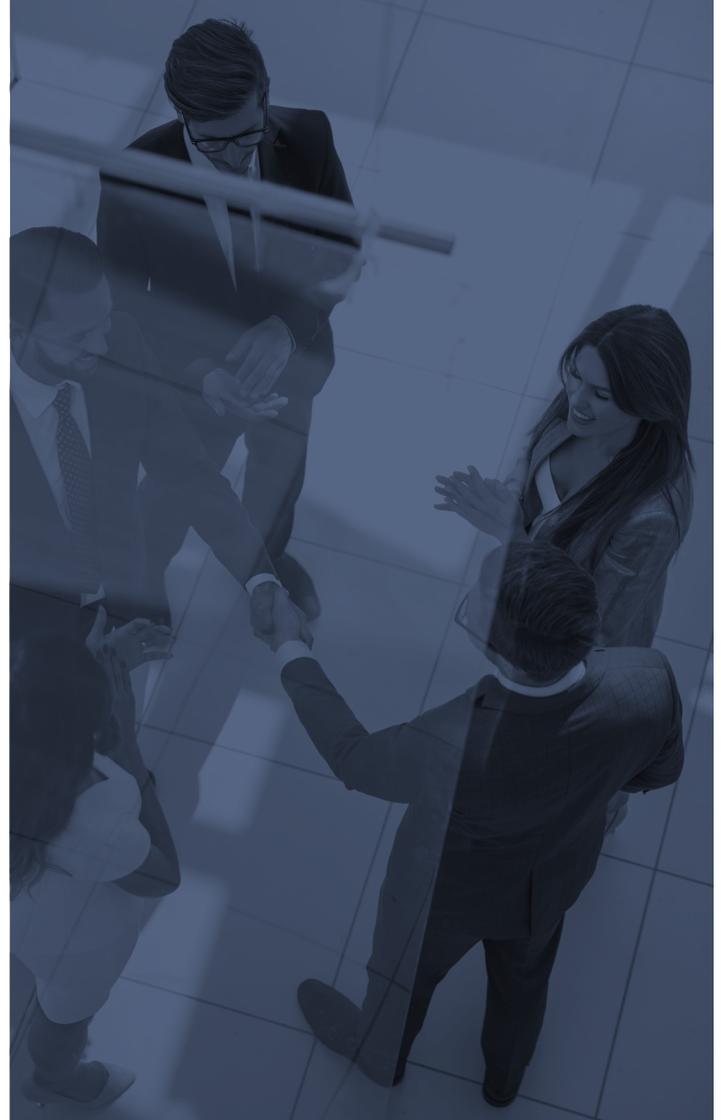
NI £

Salaried Partner	55,000 - 80,000
6-9+ years' PQE	40,000 - 60,000
3-6 years' PQE	30,000 - 45,000
1-3 years' PQE	28,000 - 35,000
Newly Qualified Solicitor	22,000 - 30,000
Legal Executive / Paralegal	16,000 - 22,000

IN-HOUSE

NI £

Head of Legal	50,000 - 85,000
Senior Lawyer	45,000 - 60,000
Legal Counsel	34,000 - 50,000
Assistant Legal Counsel	30,000 - 40,000
Legal Executive / Paralegal	18,000 - 22,000



Legal

The legal sector in Northern Ireland has changed radically over the last ten years with more opportunities for legal professionals at all levels both in practice and in-house. It has slowed somewhat in the last year but we expect 2020 to still be very busy. Conveyancing, corporate and litigation are still going strong and we've seen raises of between 2-6% in these areas, depending on the seniority. However basic salaries are only a small part of overall remuneration packages and employers especially in practice are competing for a still relatively small pool of resources. They therefore have to differentiate themselves from their competition with a range of innovative offerings.

While the larger firms and organisations taking on in-house legal support can generally offer pensions, access to a range of healthcare benefits, subsidised canteens, paid professional and leisure memberships amongst others, smaller firms can focus their offerings on the needs of the individual such as flexible working, remote working options where appropriate and clear career paths.

Counter offers too are making a reappearance in the legal sector with firms determined to keep key individuals. These counter offers are doing much to skew salaries particularly at the 3-5 year PQE level and are not necessarily reflective of accurate salary levels on the market.

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