



JLEGAL SALARY GUIDE & MARKET UPDATES

2013/2014

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australia

Private Practice

Overview

2013 saw significant developments in Australia's legal landscape. From a recruitment perspective it was a challenging year at Associate/Senior Associate level and an exciting year for Partners with portable books of business.

In a market characterised by hiring/salary freezes and redundancies, what little hiring did occur in the Associate space was generally tied to a particular departure as a strong business case was required before authorisation to bring a new lawyer on board was granted. Prior to the Federal election, the market was hopeful that a change in government would see an increase in confidence and an improvement in the market translating to an increase in the number of roles being opened up to Associates/Senior Associates. Indications following the election suggest that firms are busier and may need additional resources in due course. However, firms are seeking to utilise all existing resources prior to hiring as this increase in work-flow has not yet translated into a significant increase in the number of opportunities open to Associate/Senior Associate level lawyers.

Conversely, for Partners with a book to offer, there has been unprecedented demand. Interestingly, as many of our top firms transition from being national to international firms and their practice groups adapt to this new structure, much of the movement we have seen has been from the top to the mid-tier. That said, from a remuneration perspective, Partner income has not increased significantly and, in many cases, has declined.

Partners	Major Firms	Mid-Tier Firms
Sydney	1,355,000	900,000
Melbourne	1,250,000	835,000
Perth	1,325,000	775,000
Brisbane	1,085,000	720,000

Note: These are average figures reflecting equity partner remuneration levels and do not include salaried partner figures. Generally speaking, salaried partner remuneration will reflect the dollar value of their book of business. It is also important to note that there can be significant variations in this space and, while our figures reflect the average, partners in some mid-tier firms will receive higher remuneration than those at Major Firms.

Sydney			
International/Global/Top Tier		Mid Tier	
PQE Level	Yearly Salary (AUD)	PQE Level	Yearly Salary (AUD)
1 Year	74,000 - 87,000	1 Year	65,000 - 85,000
2 Years	79,000 - 97,000	2 Years	70,000 - 100,000
3 Years	87,000 - 117,000	3 Years	78,000 - 115,000
4 Years	94,000 - 137,000	4 Years	90,000 - 130,000
5 Years	102,000 - 150,000	5 Years	100,000 - 145,000
SA1	137,000 - 160,000	SA1	115,000 - 155,000
SA2	142,000 - 180,000	SA2	130,000 - 175,000
SA3	147,000 - 205,000	SA3	135,000 - 190,000
SA4	152,000 - 220,000	SA4	145,000 - 215,000
SA5/SC	182,000 - 320,000	SA5/SC	150,000 - 290,000

Note: All Associate/Senior Associate figures include superannuation but do not include bonuses.



Joseph Germano
Director
+61 2 8228 7682
joseph.germano@jlegal.com



Kellie McLean
Senior Consultant
+61 2 8228 7681
kellie.mclean@jlegal.com

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Melbourne			
International/Global/Top Tier		Mid Tier	
PQE Level	Yearly Salary (AUD)	PQE Level	Yearly Salary (AUD)
1 Year	65,000 - 85,000	1 Year	63,000 - 80,000
2 Years	75,000 - 95,000	2 Years	66,000 - 95,000
3 Years	80,000 - 115,000	3 Years	70,000 - 110,000
4 Years	85,000 - 132,000	4 Years	80,000 - 122,000
5 Years	95,000 - 150,000	5 Years	85,000 - 137,000
SA1	115,000 - 155,000	SA1	105,000 - 150,000
SA2	130,000 - 175,000	SA2	115,000 - 165,000
SA3	145,000 - 205,000	SA3	125,000 - 170,000
SA4	150,000 - 220,000	SA4	140,000 - 205,000
SA5/SC	165,000 - 305,000	SA5/SC	145,000 - 280,000

Note: All Associate/Senior Associate figures include superannuation but do not include bonuses.

Brisbane			
International/Global/Top Tier		Mid Tier	
PQE Level	Yearly Salary (AUD)	PQE Level	Yearly Salary (AUD)
1 Year	67,000 - 83,000	1 Year	65,000 - 75,000
2 Years	71,000 - 93,000	2 Years	65,000 - 90,000
3 Years	76,000 - 105,000	3 Years	70,000 - 100,000
4 Years	80,000 - 118,000	4 Years	75,000 - 115,000
5 Years	95,000 - 140,000	5 Years	92,000 - 130,000
SA1	115,000 - 160,000	SA1	115,000 - 155,000
SA2	130,000 - 177,000	SA2	125,000 - 165,000
SA3	145,000 - 190,000	SA3	140,000 - 185,000
SA4	152,000 - 205,000	SA4	150,000 - 200,000
SA5/SC	178,000 - 285,000	SA5/SC	175,000 - 280,000

Note: All Associate/Senior Associate figures include superannuation but do not include bonuses.

Perth			
International/Global/Top Tier		Mid Tier	
PQE Level	Yearly Salary (AUD)	PQE Level	Yearly Salary (AUD)
1 Year	75,000 - 90,000	1 Year	70,000 - 85,000
2 Years	77,000 - 100,000	2 Years	75,000 - 95,000
3 Years	85,000 - 122,000	3 Years	80,000 - 115,000
4 Years	95,000 - 135,000	4 Years	92,000 - 130,000
5 Years	110,000 - 147,000	5 Years	100,000 - 140,000
SA1	130,000 - 170,000	SA1	120,000 - 160,000
SA2	145,000 - 185,000	SA2	130,000 - 175,000
SA3	162,000 - 205,000	SA3	140,000 - 190,000
SA4	173,000 - 220,000	SA4	155,000 - 210,000
SA5/SC	185,000 - 300,000	SA5/SC	170,000 - 290,000

Note: All Associate/Senior Associate figures include superannuation but do not include bonuses.

australia

In-house

The past financial year has been challenging for the corporate sector, with in-house recruitment being patchy. Towards the end of 2012, the market had started to slow across Australia, as we started to feel the impact of a strong Australian dollar, speculation of a slow down in China, and the uncertainty that an approaching election year brings with it. This was particularly noticeable in Perth and Brisbane, with the resources market plateauing, which up until then had seen strong recruitment activity due to a strong resources sector.

With many major corporates and businesses generally, restructuring and cutting costs, recruitment levels throughout 2013 were modest, with many companies choosing not to replace departing lawyers, replacing them at a more junior level, or some on a part-time or contract basis. In addition, with the reduced utilisation rates of lawyers at many law firms, secondees were offered up to many companies in need on an almost complimentary basis.

Many General Counsels reported that they and their teams were and still are extremely busy, due to increased pressure to reduce legal spend and keep costs to a minimum by keeping “business as usual” legal work in-house. They also reported using a more flexible workforce for their legal support, taking on contractors and secondees to deal with an increase in workload and specific project work. This demand for contract lawyers increased during 2013, as General Counsels sought effective legal support, without having to face budget and headcount issues.

With tougher market conditions and a tight and highly competitive market for permanent in-house roles, lawyers at all levels were forced to consider contract opportunities, particularly if they still wished to move in-house, were made redundant, or wanted to re-enter the Australian market from overseas. These contract roles were seen as a way for lawyers to broaden their experience and build networks, whilst potentially increasing their chances of securing a future permanent opportunity within the organisation.

Post-election saw business confidence increase and with it, some permanent in-house roles were created, particularly in the areas of IT/Tech and FMCG. According to a number of General Counsel we spoke to, who were quite upbeat about the new year, we anticipate this business confidence to continue into the next financial year.

Sydney	
PQE Level	Yearly Salary (AUD)
2 Years	80,000 - 95,000
3 Years	90,000 - 120,000
4 Years	95,000 - 140,000
5 Years	115,000 - 160,000
6 - 8 Years	150,000 - 200,000
Senior Legal Counsel	190,000 - 220,000
General Counsel	200,000 plus

Melbourne	
PQE Level	Yearly Salary (AUD)
2 Years	75,000 - 90,000
3 Years	87,000 - 115,000
4 Years	90,000 - 135,000
5 Years	110,000 - 150,000
6 - 8 Years	140,000 - 180,000
Senior Legal Counsel	180,000 - 220,000
General Counsel	180,000 plus

Brisbane	
PQE Level	Yearly Salary (AUD)
2 Years	70,000 - 90,000
3 Years	80,000 - 105,000
4 Years	90,000 - 130,000
5 Years	95,000 - 160,000
6 - 8 Years	130,000 - 210,000
Senior Legal Counsel	150,000 - 200,000
General Counsel	160,000 plus

Perth	
PQE Level	Yearly Salary (AUD)
2 Years	75,000 - 100,000
3 Years	100,000 - 140,000
4 Years	110,000 - 160,000
5 Years	120,000 - 180,000
6 - 8 Years	150,000 - 250,000
Senior Legal Counsel	180,000 plus
General Counsel	250,000 plus

brazil

Private Practice

Brazil has continued maturing as a legal market for international law firms, attracting an ongoing flow of firms wishing to set up offices in 2014 or expand their presence in Brazil. The core areas for international firms continue to be Capital Markets, M&A, and Energy/Project Finance.

There is generally a greater variance in salaries in Brazil as compared to other markets, even among the international firms. Different pay scales may be implemented based on whether a candidate is Brazilian or overseas qualified, with overseas hires usually remunerated better than “local” hires. Some US firms are open to paying top US rates in Sao Paulo, while some non-Magic Circle UK firms will pay rates that are equivalent to the top Brazilian firms (or slightly higher).

Salaries have been steadily increasing in the Brazilian market (in contrast to other jurisdictions) and there is buoyant lateral hiring in both Sao Paulo and Rio de Janeiro.

With the increasing competition and sophistication of its players, the local market has seen considerable movement, not only for individual lawyers, but also in terms of spin-offs and splits with an impact on more competitive salaries and bonuses to secure talent.

In-House

2014 will be an exciting year, as Brazil is hosting the World Cup and will be on the international scene. This should continue to trigger infrastructure projects and foreign investments. The key growth sectors continue to be Infrastructure, Energy, Oil & Gas, Renewables, telecommunications and Mining. With the sports events, we also foresee a growth of consumption and notably of the FMCG sector.

Brazilian legal departments are becoming more autonomous and strategic within their companies.

International Firms	
PQE Level	Yearly Salary (BRL) - CLT
0 - 3 Years	34,000 - 54,000
3 - 6 Years	48,000 - 78,000
6 - 8 Years	57,000 - 120,000
8 - 10 Years	144,000 - 180,000
+10 Years	180,000 - 240,000
Junior Partner	140,000 - 264,000
Senior Partner	+ 360,000

International Firms	
PQE Level	Yearly Salary (BRL)
Newly Qualified	30,000 - 40,000
1 Year	46,000 - 74,000
2 Years	58,000 - 80,000
3 Years	75,000 - 90,000
4 Years	88,000 - 115,000
5 Years	100,000 - 140,000
6 Years	110,000 - 160,000
7 Years	120,000 - 190,000
8 Years	140,000 - 250,000
+10 Years	220,000 - 600,000

Legal Coordinator	
Size of the company	Yearly Salary (BRL)
Small - Turnover < R\$ 100 million	82,400 - 119,700
Mid-size - turnover R\$ 100 - 500 m	106,400 - 160,000
Big - turnover < R\$ 500 million	126,635 - 186,620

Legal Manager	
Size of the company	Yearly Salary (BRL)
Small - Turnover < R\$ 100 million	119,970 - 159,960
Mid-size - turnover R\$ 100 - 500 m	153,295 - 239,940
Big - turnover < R\$ 500 million	199,950 - 333,250

Legal Director	
Size of the company	Yearly Salary (BRL)
Small - Turnover < R\$ 100 million	266,600 - 399,900
Mid-size - turnover R\$ 100 - 500 m	399,900 - 666,500



Joseph Germano
Director
+61 3 8102 1900
joseph.germano@jlegal.com



Anna Wech
Manager
+61 3 8102 1900
anna.wech@jlegal.com



Cláudia Freire
Senior Consultant, LatAm Desk
+44 207 002 7678
claudia@jlegal.com

china and india

China In-house

Despite the recent slowdown in China’s economic expansion, we have seen a relatively healthy growth in the country’s in-house market throughout 2013. A considerable volume of active hiring particularly in Beijing and Shanghai has been led by flourishing local enterprises and established Global MNCs.

Industries which saw most legal hiring include manufacturing, pharmaceuticals/chemicals and IT.

While the majority of the hires were junior to middle level lawyers with 3-6 years PQE, the demand remains high for senior lawyers at the 8-10 years PQE level. The latter have been sought after predominantly by fast-growing local companies and global SMEs to take up newly-created legal director roles and oversee companies’ legal matters for Greater China, North Asia, or even on a larger scale in the APAC region.

China remains an extremely challenging market for foreign-qualified lawyers to enter. Possession of PRC bar qualification and complete fluency in Mandarin Chinese are often essential requirements for most hires. Additionally, the quality of local legal professionals has improved significantly in the past decade. Internationalised Chinese lawyers with overseas education/experience and excellent communication skills continue to gain favour with both local and foreign companies. By and large, candidates with international law firm backgrounds often enjoy a higher level of salary when moving in-house comparing to their peers without such international law firm experience.

We remain optimistic for the year ahead and anticipate that companies will continue to focus on the China market, where increasingly APAC regional headquarters are based.

China In-House	
PQE Level	Yearly Salary (RMB)
1-3 Years	96,000 - 250,000
3-5 Years	180,000 - 550,000
5-8 Years	350,000 - 800,000
8-12 Years	600,000 - 1,200,000
12+ Years	900,000 +



Julia Lee
Director
julia@jlegal.com



Leigh Xiao
Principal Consultant – China and India
leigh@jlegal.com

India In-house

We have noticed a steady demand for senior legal counsel in India, particularly in major cities such as New Delhi, Mumbai, and Bangalore, where the majority of established global MNCs have their India operations centered.

As one of the world’s most dynamic and fast growing economies, India continues to attract the attention of international businesses, especially after the recent liberalisation of foreign direct investment limits in various sectors including telecom, energy and defence. In terms of active hiring of legal professionals, we have seen most activity in the areas of IT/telecom, energy and manufacturing.

Similar to the China market, candidates who have graduated from prestigious local or overseas law schools with international experience are highly sought after and competitively remunerated. We have also seen a significant increase in the demand for lawyers with compliance experience in both India and China, reflecting the overall trend across the Asian legal markets.

The India market is expected to remain vibrant in 2014, with middle to senior level roles predicted to be on the rise, particularly those with regional responsibilities.

India In-House		
PQE Level	Yearly Salary (USD)	Bonus
1-5 Years	6,500 - 32,000	1-3 months
5-10 Years	19,000 - 65,000	1-3 months
10-15 Years	50,000 - 150,000	1-3 months
15-20 Years	80,000 - 195,000	1-3 months
20+ Years	145,000 +	1-3 months

hong kong

Private Practice

The Hong Kong legal market showed promising signs of recovery in 2013, with hiring needs notably increasing in many practice areas. Capital Markets has traditionally been a flagship area for international firms in Hong Kong and demand for lawyers with Hong Kong listings experience has risen in line with an increase in IPO activity. Corporate/M&A, private equity, contentious regulatory, white-collar crime, project finance and construction have also shown increased activity and demand for talented lawyers in these practice areas seems set to further increase in 2014.

There remains a clear bias toward candidates that are fluent in a Chinese language (particularly Mandarin) and Hong Kong qualification remains important in many practice areas. However, there are occasionally opportunities for associates without relevant language skills or local qualification, but with an outstanding background in specific practice areas (banking/finance, capital markets and arbitration) and strong motivations to practice in HK.

Lateral hiring at partner level has been very active for several years. US firms remain the most aggressive with many having recently added, or looking to add, Hong Kong facing practices to their US capabilities. However, they are now facing strong competition from international firms looking to strengthen and from new entrants from The PRC.

Private Practice	
PQE Level*	Monthly Salary Range (HKD)
NQ	57,000 - 77,000
1 Year	60,000 - 83,000
2 Years	66,000 - 90,000
3 Years	73,000 - 97,000
4 Years	79,000 - 110,000
5 Years	88,000 - 115,000
6 Years	95,000 - 128,000
7 Years	105,000 - 138,000
8 Years	115,000 - 150,000
* excluding “white shoe” US law firms	

The above survey covers the UK, Australian and offshore law firms (those firms with headquarters in Bermuda, Cayman or BVI) and some of the smaller US firms. Some lawyers working for the “white shoe” US law firms (and a small number of the major UK firms) are paid ‘NY rates’, detailed in Table Two.

New York Rates	
PQE Level	Yearly Salary (USD)
1 Year	160,000
2 Years	170,000
3 Years	185,000
4 Years	210,000
5 Years	230,000
6 Years	250,000
7 Years	270,000
8 Years	280,000

The “white shoe” US law firms, and some of the UK firms which have US securities practices, usually pay their associates identical salaries which are determined by year group. Historically the US firms in Hong Kong only paid their US qualified associates ‘New York rates’. However, the majority of the major US firms (particularly those firms that established HK practices during 2010/2011) are now paying their HK qualified corporate lawyers NY level salaries as well. Some US firms also pay a Cost of Living Allowance (COLA) to their associates, which usually range from US\$30,000 to US\$70,000 per annum (but can be as high as US\$108,000 per annum).



Fred dos Santos
Head of Private Practice,
Singapore
fred@jlegal.com



Jamie Hughes-Martin
Head of Private Practice,
Hong Kong
jamie@jlegal.com

London

Private Practice

In the 2012/2013 period the renewed optimism of the previous year has begun to translate into increased hiring activity in certain fields. US firms, some of the recently merged outfits and the niche sector have been the most active with strategic hires aimed at growth and to cope with increasing workloads. The larger City firms, including the Magic Circle, have been hiring but at a more steady level. The smaller and mid-sized City firms are generally hiring again although some are still in consolidation mode. What is clear is that workloads remain high and on the whole are increasing steadily.

At associate level key areas have been financial disputes, regulatory investigations, front-end construction, energy, property and outsourcing. Construction and property roles are especially open to candidates at the 2-6PQE level because of the dearth of newly qualified lawyers who were hired in these specialisms in the depths of the recent economic crisis. There remains a market for first class lawyers from Australia, New Zealand, Scotland and Ireland to move to London. For Aussies and Kiwis the right to work in the UK is a distinct advantage. The London market is primed to see increased activity in corporate and banking roles in 2014, but not at pre-crisis levels.

At partner level US firms continue to be at the vanguard of those hiring and book of business requirements are increasingly well-thought out and tested as opposed to the “finger in the air” approach of years gone by. Processes remain stringent and can be time consuming.

Salaries have crept up at the top tier firms and are increasingly merit based. This merit based approach is also becoming prevalent in the rest of the market, right down to newly qualified level. Associate salaries at mid-tier firms have remained relatively static. The burgeoning niche market, in financial disputes for example, contains many firms willing to compete with the Magic Circle on salary, for the right candidate.

In-House

JLegal is the market leader for the recruitment of lawyers into the energy, engineering and construction sectors. 2013 has been an eventful year for the sectors, with the overall perception being that the worst is behind us. Looking forward into 2014, most of our clients are predicting a year of stability, with confidence returning to the market and the opportunity for consolidation. This will hopefully provide the basis for growth and expansion in 2015.

Private Practice			
	Mid-sized City	Magic Circle/Top 20	US firms
PQE Level	Yearly Salary (GBP)	Yearly Salary (GBP)	Yearly Salary (GBP)
Newly Qualified	55,000 - 59,000	58,000 - 67,000	70,000 - 105,000
1 Year	57,000 - 66,000	65,000 - 75,000	80,000 - 105,000
2 Years	65,000 - 70,000	69,000 - 80,000	75,000 - 110,000
3 Years	64,000 - 77,000	71,000 - 90,000	80,000 - 123,000
4 Years	70,000 - 83,000	79,000 - 97,000	90,000 - 132,000
5 Years	74,000 - 94,000	89,000 - 106,000	102,000 - 147,000
6 Years +	75,000 - 100,000	93,000 - 125,000	110,000 - 190,000

Oil & Gas	
PQE Level	Yearly Salary (GBP)
Newly Qualified	45,000 - 55,000
1 Year	50,000 - 60,000
2 Years	55,000 - 65,000
3 Years	60,000 - 80,000
4 Years	65,000 - 90,000
5 Years	70,000 - 100,000
6+ Years	80,000 - 110,000
Lead/General Counsel	115,000 - 210,000

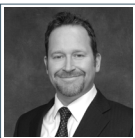
Engineering & Infrastructure	
PQE Level	Yearly Salary (GBP)
Newly Qualified	50,000 - 60,000
1 Year	55,000 - 65,000
2 Years	60,000 - 70,000
3 Years	65,000 - 73,000
4 Years	65,000 - 80,000
5 Years	70,000 - 82,000
6+ Years	75,000 - 95,000
Lead/General Counsel	110,000 - 200,000

Construction	
PQE Level	Yearly Salary (GBP)
Newly Qualified	55,000 - 62,000
1 Year	60,000 - 65,000
2 Years	62,000 - 68,000
3 Years	65,000 - 72,000
4 Years	70,000 - 76,000
5 Years	72,000 - 80,000
6+ Years	85,000 - 90,000
Lead/General Counsel	90,000 - 180,000

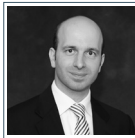
IT & Telecoms	
PQE Level	Yearly Salary (GBP)
Newly Qualified	50,000 - 55,000
1 Year	50,000 - 60,000
2 Years	65,000 - 70,000
3 Years	70,000 - 72,000
4 Years	70,000 - 77,000
5 Years	75,000 - 85,000
6+ Years	85,000 - 90,000
Lead/General Counsel	95,000 - 180,000



Jeremy Small
Director, London
& Middle East
+44 207 002 7656
jeremy@jlegal.com



Iain Rainey
Head of In-House
+44 207 002 7679
iain@jlegal.com



Philip Jennings
Head of Private Practice
+44 207 002 7657
philip@jlegal.com

middle east

Private Practice

The market in 2013 has seen a steady and continued growth of legal opportunities available across the Middle East. Many firms are optimistic about the prospects of the region, particularly since Dubai won the rights to host the World Expo 2020, which will certainly have a positive impact on legal recruitment throughout the Middle East, specifically within construction and corporate due to the large amount of investments that will be put into infrastructure projects over the next few years. The trend also continued throughout 2013 for international law firms to set up business here with a number opening new offices across the region.

International and local law firms continue to recruit across a variety of practice areas. Dubai and Doha remain the key hubs for legal recruitment with construction and corporate becoming focal practice areas for local and international law firms. In addition, there is always an interest in lawyers from top-tier law firms with strong litigation, international arbitration, oil & gas, project finance and banking experience.

Roles are increasingly becoming available due to expansion of teams rather than replacement, which is another sign of increasing optimism in the market. However, the bar for candidates still remains high with firms requesting experience from leading law firms along with first-class academic backgrounds.

Lawyers qualified in England & Wales, Australia and New Zealand continue to be the preference for most top US and UK firms. There is an increasing appetite across law firms in the Middle East to hire lawyers that are already based in

the region with previous experience and knowledge of the laws being very important. Another trend that continues is the requirement for bilingual lawyers, fluent in both spoken and written Arabic.

Partner recruitment is buoyant among US and international firms, but an established presence and portable following remains key. The highest level of activity is still occurring at the junior/mid-level end of the market, with the majority of instructions being for lawyers with 1-4PQE.

With flights, relocation packages and bonuses being offered in addition to tax-free salaries, the Middle East remains an attractive option for lawyers who are considering relocating internationally.

Partner Overview

Lateral hiring continues to be an option in the region only if the Partner has a following. It is rare that a lateral hire is made without this.

With DIFC litigation and Arbitration in the region becoming more commonplace there are a limited number of US firms looking to expand into this market and so this may become the exception to the rule with regards to a following.

In-house

Despite global uncertainty the GCC has experienced relatively strong economic growth during 2013.

In addition to this the oil price has remained high and therefore budgets for public spending have remained healthy and therefore bringing some much needed stability to the market.

In terms of what clients are looking for, Arabic language skills combined with a UK/US education continues to be the key criteria for most roles. Most of our clients, regardless of whether Arabic skills are required, want candidates to be already based in the region.

General Counsels, GCC wide, are on the whole very optimistic about the coming year, but the interview process is becoming longer and more stringent, perhaps to avoid some of the hiring mistakes that were made the last time there was buoyancy in the market.

UAE - Abu Dhabi and particularly Dubai remain very high on candidates' list when considering a move to the region. The lifestyle in the Emirates is unparalleled and the amount of multi-national companies looking for lawyers to be based in the UAE is increasing.

The UAE used to be seen as a place to spend 2-3 years and then move on but due to there being more senior roles based there, coupled with a tax-free environment, candidates are happy to be based in the UAE for the foreseeable future.

With the UAE winning the rights to host the 2020 World Expo there is an increased surge in optimism and certainly sectors such as Construction and Real Estate will see growth.

Saudi Arabia - With Saudi Arabia being the largest oil producer in the world there are, as you would imagine, many opportunities for energy lawyers. The financial sector is also particularly strong in the Kingdom.

Salaries in Saudi Arabia tend to be the highest in the region and often will include additional benefits such as separate housing allowances and education allowances for children.

The introduction of the nationalisation programme 'Nataqat', has meant that many companies will look at Saudi nationals first, especially those who have completed their education at US or UK universities.

There are a large number of non-Arab lawyers working in the region and it seems "grey hair" holds the key here. Indeed more experienced lawyers who have fewer family commitments are desirable as it is thought they are more likely to stay for a longer period than those with young families.

Qatar - Since it was announced that Qatar would be hosting the 2022 World Cup the market has waited for the sudden rush of new opportunities in Doha. As yet they have not materialised and the vast majority of positions we have seen are at government owned institutions. It remains a sleeping giant but there are rumours of 2014 being the start of a growth spurt in the legal market.

Oman - Opportunities at international companies in Oman are rare because if a company also has a UAE or Saudi presence then Oman will be covered from there. Therefore most of the opportunities in Oman tend to be at large local companies.

Bahrain - Once the banking hub of the GCC, Bahrain is still reeling from the Arab spring that saw many international banks retreat.

However since it is connected to Saudi Arabia via the causeway and is an easy place to do business many oilfield services companies have set up business there and therefore may be a future destination for Oil & Gas lawyers.

Kuwait - Although very small geographically, Kuwait is a huge producer of crude oil, estimated to be 10% of the world's reserves. Therefore as you would expect petroleum and petrochemicals accounts for 43% of GDP and 90% of export revenues. Therefore most roles here tend to be Oil & Gas focused.



Jeremy Small
Director, London
& Middle East
+44 207 002 7656
jeremy@jlegal.com



Richard McLerie
General Manager
+971 4 455 8419
richard@jlegal.com



Hannah Jackson
Senior Consultant
+971 4 455 8419
hannah@jlegal.com

middle east

Private Practice – UAE and Qatar – Local Firms	
PQE Level	Yearly Salary (AED)
Newly Qualified	195,000 - 325,000
1 Year	220,000 - 380,000
2 Years	240,000 - 440,000
3 Years	260,000 - 545,000
4 Years	275,000 - 650,000
5 Years	300,000 - 690,000
6 Years	315,000 - 750,000
7 Years	335,000 - 770,000
8 Years	400,000 - 830,000
9 Years	450,000 - 895,000

Private Practice – UAE and Qatar – International Firms	
PQE Level	Yearly Salary (AED)
Newly Qualified	325,000 - 360,000
1 Year	390,000 - 450,000
2 Years	425,000 - 545,000
3 Years	460,000 - 595,000
4 Years	515,000 - 700,000
5 Years	540,000 - 755,000
6 Years	565,000 - 795,000
7 Years	615,000 - 820,000
8 Years	660,000 - 900,000
9 Years	780,000 - 950,000

An uplift of 30-50% is common for roles in Saudi Arabia. Our consultants are happy to discuss the salaries in other jurisdictions including Bahrain, Kuwait, Oman and Iraq.

In-house - Abu Dhabi	
PQE Level	Yearly Salary (US\$)
Head of Legal	220,000 - 825,000
Senior Counsel	140,000 - 380,000
Counsel	45,000 - 165,000

In-house - Qatar	
PQE Level	Yearly Salary (US\$)
Head of Legal	250,000 - 850,000
Senior Counsel	175,000 - 390,000
Counsel	40,000 - 150,000

In-house - Kuwait	
PQE Level	Yearly Salary (US\$)
Head of Legal	325,000 - 1,500,000
Senior Counsel	275,000 - 400,000
Counsel	75,000 - 150,000

Private Practice – UAE and Qatar – Magic Circle Firms	
PQE Level	Yearly Salary (AED)
Newly Qualified	385,000 - 440,000
1 Year	410,000 - 545,000
2 Years	450,000 - 605,000
3 Years	490,000 - 670,000
4 Years	545,000 - 720,000
5 Years	595,000 - 785,000
6 Years	615,000 - 825,000
7 Years	690,000 - 880,000
8 Years	730,000 - 970,000
9 Years	805,000 - 1,130,000

Private Practice – UAE and Qatar – US Firms	
PQE Level	Yearly Salary (AED)
Newly Qualified	415,000 - 650,000
1 Year	445,000 - 735,000
2 Years	475,000 - 795,000
3 Years	495,000 - 880,000
4 Years	505,000 - 920,000
5 Years	550,000 - 990,000
6 Years	565,000 - 1,030,000
7 Years	595,000 - 1,050,000
8 Years	625,000 - 1,200,000
9 Years	675,000 - 1,550,000

In-house - Dubai	
PQE Level	Yearly Salary (US\$)
Head of Legal	220,000 - 760,000
Senior Counsel	140,000 - 300,000
Counsel	45,000 - 160,000

In-house - Saudi Arabia	
PQE Level	Yearly Salary (US\$)
Head of Legal	225,000 - 1,200,000
Senior Counsel	200,000 - 400,000
Counsel	65,000 - 150,000

All figures are based on the yearly guaranteed cash component (i.e. base salary, plus housing and transport allowances).

Bonuses are generally not included in the guaranteed cash component and vary greatly depending on many factors such as sector, seniority, performance of the company and size of the company.

moscow

Private Practice

The Russian legal market has come a long way since the early 1990s, when foreign law firms first stepped in to capitalise on the rich opportunities available. It has evolved to fit an international standard. The leading firms in Russia will be familiar names – Magic Circle, Silver Circle and leading US firms all tend to have offices in Moscow and beyond. The new Russian Civil Code brings about a wide-scale revision of the legal system allowing for an increase in the use of Russian law which is based largely on UK law principles.

The M&A market remains steady – there are no ‘mega deals’ but firms are busy enough. The traditional key sectors remain oil & gas, mining, natural resources, financial services and more recently telecoms and pharmaceuticals. Private equity is gaining momentum and homegrown funds are co-investing with foreign funds.

The biggest need in Russia is for transactional lawyers with at least 2 years’ experience under their belt. They will be expected to work as part of a closely-knit team in a fast paced and often autonomous environment, with a lot of client contact and minimal partner supervision. Moscow offers excellent career progression opportunities for the right candidates.

Firms tend to pay within bandings akin to those in the UK – so you can expect to see similar rates for the level of PQE at a Magic Circle firm in Moscow as you would in London. However, they do tend to add a generous housing allowance (normally USD 40,000 to USD 50,000) that more than covers the cost of renting in Moscow. You also benefit from a lower tax regime at 13%. Firms traditionally help with relocation, which tends to amount to an additional USD 5,000 – 10,000.

Moscow is an extremely cosmopolitan city that has a lot to offer in terms of culture, nightlife, restaurants and fantastic escapes to nature. It’s a fun place to live and work.

Private Practice			
	Mid-sized City	Magic Circle/Top 20	US firms
PQE Level	Yearly Salary (GBP)	Yearly Salary (GBP)	Yearly Salary (GBP)
Newly Qualified	55,000 - 59,000	58,000 - 67,000	70,000 - 105,000
1 Year	57,000 - 66,000	65,000 - 75,000	80,000 - 105,000
2 Years	65,000 - 70,000	69,000 - 80,000	75,000 - 110,000
3 Years	64,000 - 77,000	71,000 - 90,000	80,000 - 123,000
4 Years	70,000 - 83,000	79,000 - 97,000	90,000 - 132,000
5 Years	74,000 - 94,000	89,000 - 106,000	102,000 - 147,000
6 Years +	75,000 - 100,000	93,000 - 125,000	110,000 - 190,000

A housing allowance of USD 30 to 50k is usual. The tax rate is 13%.



Anouska Tamony
Consultant
+44 207 002 7658
anouska@jlegal.com

new york

New York

Wall Street firms are generally more comfortable hiring candidates who have graduated with Juris Doctorate degrees from accredited ABA (American Bar Association) law schools, (please see link below) along with bar admission in the state in which they wish to practice. Traditionally, the firms tend to hire summer associates who also have judicial clerkships on their resume, however, will look at international candidates who are 3-4 years qualified and who have large law firm experience. The departments they will hire into will be; corporate, M&A, joint venture, private equity work, funds, finance, and international arbitration/IP litigation.

Some of the practice areas that have seen a bit more activity are banking and finance as well as securities and capital markets due to the recent tech IPO's such as LinkedIn, Groupon and Facebook. Another area that has seen more hiring is IP/patent litigation due to the recent Apple vs Samsung case.

Salaries remain the same, pay and bonus freezes have generally lifted from the 2010/2011 days.

www.americanbar.org/groups/legal_education/resources/aba_approved_law_schools/in_alphabetical_order.html

For international candidates interested in the US, please see bar admission eligibility and requirements for New York along with bar admission preparatory classes*.

www.nybarexam.org/Eligible/Eligibility

www.barbri.com/home

www.kaptest.com/Bar-Exam/Home/index

www.getbarmax.com

*JLegal does not recommend any particular course, and advises candidates to investigate thoroughly before making a choice.

New York – Private Practice	
PQE Level	Yearly Salary (USD)
1 Year	160,000
2 Years	170,000
3 Years	185,000
4 Years	210,000
5 Years	230,000
6 Years	250,000
7 Years	270,000
8 Years	280,000

new zealand

Private Practice

2013 has generally been a year of consolidation in the New Zealand market. While it would be an exaggeration to say that the recruitment market was substantially more active than in previous years, it is also true that the market held steady and did not show any signs of slowing down either.

The main centres for activity in 2013 were Auckland and, as the year progressed and the earthquake rebuild finally got underway, Christchurch. Given the property boom that Auckland is currently experiencing, it is no surprise that commercial property lawyers are in serious demand. Other related practice areas such as construction and PPP also generated a number of vacancies this year. Corporate/M&A activity was relatively subdued as was the financial services sector so these usually reliable practice areas were quieter this year than in previous years. Litigation has been steady with a number of employers looking for top quality litigators, especially with experience in insolvency matters. In Christchurch, there has been a real need for property and construction lawyers and this demand will only become more acute as the rebuild gathers pace. Wellington has had a quiet year with little growth for many of the firms in the capital city. The dairy and rural industries continue to drive growth in some of the provincial centres and this is set to continue for the foreseeable future.

Private Practice	
PQE Level	Yearly Salary (NZD)
1 Year (law clerk year)	42,000 - 52,000
2 Years	50,000 - 59,000
3 Years	54,000 - 68,000
4 Years	65,000 - 85,000
5 Years	80,000 - 110,000
6 Years	90,000 - 120,000
7 Years	100,000 - 130,000
8 Years	110,000 - 145,000
9 Years	120,000 - 160,000

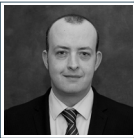
In-house

The in-house market was similarly steady in 2013. There were some roles available for candidates in the insurance, energy and financial services sectors but given the pressure on internal headcounts, new hires were comparatively thin on the ground this year. The vast majority of in-house roles are available in Auckland with lesser numbers in Wellington and only a handful outside of these two main centres. The public sector also had a pretty lean year where very few new permanent roles were advertised over the course of the year. One consequence of this, however, was that there was an increase in demand for lawyers on fixed term contracts and it is forecast that this trend will continue over the coming years.

While 2013 has been steady, all of the signs for 2014 are positive. Strong economic growth is forecast for next year and subsequent years and business confidence is at its highest level for over 15 years. As such, employers are showing more appetite to hire new staff so there is confidence that the New Zealand legal recruitment market will finally return to consistent and positive levels of activity. The expectations are that corporate/commercial and banking lawyers will again be sought after along with candidates with experience in areas such as TMT and IP in addition to a continuing demand for property and construction lawyers. Top quality commercial litigators should also find it easier to find a suitable role.

Given that growth has been subdued this year, there has been little or no increase in salaries in 2013. They continue to lag behind the salaries offered in Australia, the Middle East, Asia and Europe and it is also true to say that the cost of living is not that cheap in New Zealand either. However, based on the maxim that 'money isn't everything' the work is still of a very high quality, the exposure and autonomy that is offered is very difficult to find elsewhere and given the palpable sense of optimism around for the foreseeable future, New Zealand could just be the best place to be in order to progress your legal career.

In-House	
PQE Level	Yearly Salary (NZD)
4 Years	65,000 - 95,000
5 Years	80,000 - 115,000
6 Years	94,000 - 130,000
7 Years	105,000 - 150,000
8 Years	120,000 - 165,000
9 Years	135,000 - 190,000



Grahame Warby
Consultant, London,
Brussels, and Paris
+44 207 002 7641
grahame@jlegal.com



Damian Hanna
Director
+64 4 499 5949
damian.hanna@jlegal.com

offshore

Channel Islands

The Channel Islands (CI) are British Crown Dependencies in the English Channel. Their location close to the UK mainland, good climate, City-quality work and low tax regime continues to make them attractive to London lawyers. Whilst work permits are not required for UK and EEA passport holders, Commonwealth citizens are exempt from obtaining a visa if they qualify for a UK ancestry visa. Most of the global offshore firms have offices in the CI and many of the other CI firms have started to open in the Caribbean and Asia.

Salaries for associates have seen minor increases at many firms and in any case the majority of the global practices pay at a level consistent with the Silver Circle once the 20% tax rate has been taken into account. The other large firms pay at City rates whilst the smaller firms are consistent with good West End practices. In addition, some of the large firms offer change of location allowances and temporary housing accommodation. Whilst rent can be relatively expensive on the whole lawyers who make the move to the CI will find they have more disposable income.

The principal areas of focus in the CI are Corporate, Finance, Funds, Disputes, and Trusts. Each of these areas remains busy although the corporate/banking side of practices continues to be an area of particular growth. The number of trusts disputes matters also continues to be high. Within all areas there continues to be regular demand for those from Top 10/City firms. Australian or New Zealand lawyers from top-tier firms are also highly valued.

Channel Islands – Private Practice	
PQE Level	Yearly Salary (GBP)
Newly Qualified	45,000 - 57,000
1 Year	50,000 - 66,000
2 Years	60,000 - 72,000
3 Years	63,000 - 77,000
4 Years	65,000 - 83,000
5 Years	70,000 - 90,000
6+ Years	75,000 - 140,000

Partners can earn substantially more than the above figures.



Philip Jennings
Head of Private Practice
+44 207 002 7657
philip@jlegal.com

Caribbean

The islands of Cayman, the British Virgin Islands, and Bermuda, are popular locations for UK or other Commonwealth lawyers seeking an overseas location offering an excellent climate year-round together with a high level of work and pay. In addition tax is either zero or minimal. Local Bar requirements require lawyers to have been qualified in a Commonwealth jurisdiction for 3 years (for BVI, England and Wales qualification is needed). All of the ‘magic circle’ offshore firms have a presence in the Caribbean and combined with Channel Islands’ firms moving into the region and growing local firms, there are a number of opportunities for lawyers seeking to move here to find top-quality work.

Salaries in the Caribbean remain consistent with past years. Historically Bermuda salaries are slightly higher than for the other islands and this reflects that the cost of living on the islands can also be more expensive. Net salaries for the largest firms are at mid-Atlantic level and combined with low/no tax means ex-pats can earn substantial money. Outside of these firms, City-level salaries are usual.

Whilst some of the firms focus on Corporate/Banking or Litigation, the global firms provide a full service to clients across Trusts, Litigation, Corporate, Banking, Finance and Funds. All of these areas continue to be busy. In particular, the sustained level of major insolvency, fraud and trusts cases with offshore elements means Litigation teams continue to need high-calibre lawyers. Firms hire barristers as well as solicitors as advocacy experience is valued. In all areas, leading City firm experience continues to be an advantage although hands-on, relevant experience and good academics are also important to hiring firms.

Cayman Islands – Private Practice	
PQE Level	Yearly Salary (USD)
3 Years	115,000 - 140,000
4 Years	130,000 - 160,000
5 Years	145,000 - 180,000
6 Years	150,000 - 200,000
7 Years	165,000 - 220,000
8 Years	170,000 - 240,000

For Partners* USD \$250,000 - \$500,000 a year, usually a lockstep process where most firms have instituted a 2 year salary Partnership before moving onto lockstep.

*Partnership is a variation of salaried and equity based.

British Virgin Islands – Private Practice	
PQE Level	Yearly Salary (USD)
3 Years	110,000 - 130,000
4 Years	120,000 - 150,000
5 Years	130,000 - 170,000
6 Years	140,000 - 190,000
7 Years	150,000 - 210,000
8 Years	160,000 - 230,000

Bermuda – Private Practice	
PQE Level	Yearly Salary (USD)
3 Years	120,000 - 145,000
4 Years	135,000 - 165,000
5 Years	150,000 - 185,000
6 Years	160,000 - 205,000
7 Years	170,000 - 225,000
8 Years	180,000 - 250,000

paris

Private Practice

US & UK firms continue to recruit and have done so steadily between 2012/2013 in key industry areas such as capital markets, project finance/energy, and most recently corporate/M&A. Local French firms are currently increasingly wary of growth, largely due to new fiscal pressures resulting from recent political changes.

Partner level hiring remains ongoing amongst the international firms but the scrutiny of business cases is somewhat tighter than the earlier boom-years, and recruitment processes remain increasingly lengthy. Firms will often take on Counsels with business in lieu of Partners with business (or even partner-designates) due to there being less potential business risk versus cost to the hiring firm (with the potential for greater profit) of making such hires.

Private Practice			
	Mid-sized City	Magic Circle/Top 20	US firms
PQE Level	Yearly Salary (GBP)	Yearly Salary (GBP)	Yearly Salary (GBP)
Newly Qualified	40,000 - 45,000	50,000 - 60,000	55,000 - 70,000
1 Year	50,000 - 55,000	55,000 - 70,000	60,000 - 80,000
2 Years	60,000 - 70,000	65,000 - 80,000	65,000 - 90,000
3 Years	65,000 - 75,000	70,000 - 90,000	75,000 - 110,000
4 Years	80,000 - 95,000	95,000 - 120,000	100,000 - 130,000
5 Years	90,000 - 120,000	110,000 - 140,000	120,000 - 160,000
6 Years +	130,000 - 160,000	160,000 - 210,000	170,000 - 230,000

Figures do not take into account relocation/COLA/transport allowances. Bonuses are separate and not included here but generally range anywhere between 7%-15% of annual salary, and could involve the additional element of business-related bonus points.



Grahame Warby
Consultant, London,
Brussels, and Paris
+44 207 002 7641
grahame@jlegal.com

singapore

Private Practice

The Singapore market In 2013 has seen a year with a number of interesting developments. The year began with the granting of Qualified Foreign Law Practice licences to four international firms (Gibson Dunn & Crutcher, Jones Day, Linklaters and Sidley Austin), allowing them to practise local Singapore law within prescribed areas. 19 other firms had applied for licences and the fact that new licences were restricted perhaps reflects a wider trend of maintaining a distinction between “local” and “international” firms and practices.

Looking ahead in 2014, with regard to Singapore-qualified lawyers the steady demand among our client base for those with good quality banking or corporate law experience should continue. This applies at both associate and partner levels.

For overseas-qualified lawyers (UK, US, Australia and New Zealand being the favoured jurisdictions to hire from), the demand is increasing for star candidates in areas such as projects, asset finance, capital markets, private client, and shipping. It remains a “buyer’s market” for firms though, and requirements can be very particular.

At partner level, there is always a wealth of opportunities for those with a strong business case, regardless of the practice area and where the partner qualified. Those with strength in areas that have (until recently) not typically been addressed by international firms in Singapore, such as TMT, construction disputes and private client, would find particular favour.

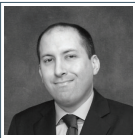
Salary increases within PQE bands have been fairly minimal but the range is generally wider than in other jurisdictions such as the UK or Australia.

International firms (excluding those paying New York rates)	
PQE Level (UK scale)	Yearly Salary (SGD)
NQ	100,000 - 160,000
1 Year	120,000 - 170,000
2 Years	130,000 - 190,000
3 Years	145,000 - 215,000
4 Years	160,000 - 240,000
5 Years	175,000 - 260,000
6 Years	190,000 - 300,000

Local Singaporean firms	
Year of call	Monthly Salary (SGD)
NQ - 2013	5,000 - 6,000
2012	6,000 - 6,750
2011	6,500 - 7,500
2010	8,000 - 9,000
2009	9,000 - 10,000
2008	10,000 - 11,500
2007	10,500 - 12,000



Julia Lee
Director
julia@jlegal.com



Fred dos Santos
Head of Private Practice,
Singapore
fred@jlegal.com



Genevieve Chia
Head of In-House
gen@jlegal.com

In-house

Despite a slow start, the Singapore in-house market picked up from the 2nd quarter of 2013 and has seen brisk activity continue into 2014, with demand being strongest, across all industry sectors, for mid-level lawyers at the 4-6 year PQE level.

These mid-level candidates continue to be an attractive proposition for most clients looking to hire as they have the advantage of being both experienced enough to work fairly independently and also affordable enough to not stress the still conservative hiring budgets. Unsurprisingly, senior or leadership level recruitment has remained rather lethargic.

Traditionally, versatile lawyers already in the Singapore market, whether in-house or coming directly from private practice, boasting a combination of transactional experience as well as a general corporate commercial background have been most sought after. Increasingly however, we have seen growing demand for more specialised experience, with clients adding key headcount to existing teams for the purpose of overseeing specific functions such as data privacy or corporate and regulatory compliance.

We expect the local in-house job market for lawyers to remain steady with moderate growth in hiring and salaries.

In-House		
PQE Level	Yearly Salary (SGD)	Bonus
2 - 4 Years	70,000 - 110,000	2 - 4 Months
4 - 6 Years	110,000 - 150,000	2 - 4 Months
6 - 8 Years	140,000 - 200,000	2 - 4 Months
8 - 10 Years	170,000 - 240,000	2 - 4 Months
10+ Years	220,000 - 500,000	2 - 4 Months

contacts

For further detailed salary information or for a confidential discussion about your career.

Singapore

16 Collyer Quay, #18-00
Singapore 049318

t | +65 6818 9701
f | +65 6818 9704
e | singapore@jlegal.com

Hong Kong

6 Snow Hill, London, EC1A 2AY

t | +44 207 002 7663
f | +44 207 002 7788
e | HK@jlegal.com

Melbourne

454 Collins Street
Melbourne, Victoria 3000

t | +61 3 8102 1900
f | +61 3 8456 6009
e | melbourne@jlegal.com

Sydney

3 Spring Street
Sydney, NSW 2000

t | +61 2 8228 7680
f | +61 2 8249 4001
e | sydney@jlegal.com

London

6 Snow Hill, London, EC1A 2AY

t | +44 207 002 7663
f | +44 207 002 7788
e | london@jlegal.com

UAE

Level 14, Boulevard Plaza, Tower One,
Emaar Boulevard, Downtown Dubai, P O Box 334155
Dubai , United Arab Emirates

t | +971 4 455 8419
f | +971 4 455 8556
e | uae@jlegal.com

New Zealand

Level 1, 124 Willis Street
Wellington, New Zealand

t | +64 4 499 5949
e | newzealand@jlegal.com

