

# **NIYSA Practice Management Seminar**

**Brightwater  
Legal Recruitment Specialists  
51-53 Adelaide St  
Belfast**

**Tel: 02890 325325 Fax: 02890 890700**

**Email: [r.savage@brightwaterni.com](mailto:r.savage@brightwaterni.com)**

**Web: [www.brightwaterni.com](http://www.brightwaterni.com)**



# Niche Specialities

- **Banking**
- **Commercial Property**
- **Corporate**
- **Commercial**
- **Residential Conveyancing**
- **Litigation**

# In-House Market

- **Management of external counsel**
- **Reduced legal fees**
- **Proactive**
- **General business value**

# Who Suits an In-House Role?

- Excellent training in commercial law
- Strong generalist skills
- Good business acumen
- Excellent communication skills
- Excellent inter-personal skills

## SALARIES & BENEFITS

TITLE	Large Sized / Specialist Firms	Medium/ General Practice
<b>Salaried Partner</b>	45,000 – 80,000	45,000 – 75,000
<b>Solicitor 6 +yrs exp.</b>	40,000 – 60,000	40,000 – 50,000
<b>Solicitor 4-6 yrs</b>	36,000 – 52,000	32,000 – 45,000
<b>Solicitor 2-4yrs</b>	26,000 – 42,000	24,500 – 32,000
<b>Solicitor 1-2 yrs</b>	23,000 – 28,000	23,000 – 26,000
<b>Newly Qualified</b>	20,000 – 24,000	19,000 – 23,000
<b>Co. Secretary (2- 4 yrs experience)</b>	17,000 – 25,000	N/A
<b>Legal Executive / Paralegal (2-4 yrs)</b>	16,000 – 20,000	15,000 – 20,000

# IN-HOUSE SALARIES

<b>TITLE</b>	<b>Northern Ireland £</b>
Head of Legal (T/O >€15m)	45,000 – 75,000
Head of Legal (T/O < €15m)	45,000 – 50,000
Senior Transactional Lawyer	40,000 – 60,000
Legal Advisor (6 + years)	36,000 – 45,000
Legal Advisor (4-6 years)	28,000 – 35,000
Legal Advisor (1-4 years)	23,000 – 35,000
Newly Qualified Solicitor	20,000 – 23,000
Co. Secretary (2- 4 years)	17,000 – 20,000
Co. Secretary (1 – 2 years)	15,000 – 20,000
Legal Exec / Paralegal (>3 yrs)	15,000 – 20,000

# Outlook 2008

- Overall legal market healthy
- Lower economic growth predicted 08
- Quiet confidence of conveyancing recovery Q2 08
- Increase in in-house roles
- Practice – succession issues & consolidation
- Niche markets continue to develop
- Modest salary increases
- Healthy competition between candidates

# Reasons for Moving Jobs

- **Financial gain**
- **Career progression**
- **A change in career**
- **Conflict**
- **Relocation**
  - » **Lifestyle / Experience / Financial**
  - » **Belfast/ To Regional / To Belfast / Overseas**

# The Recruitment Process

- **Creating your CV**
- **Using an intermediary**
- **The interview**
- **Interview types**
- **Feedback**
- **Managing your offer**
- **Resigning**
- **Starting your new job**

# **NIYSA Practice Management Seminar**

**Brightwater**

**Legal Recruitment Specialists**

**51-53 Adelaide St**

**Belfast**

**Tel: 02890 325325 Fax: 02890 890700**

**Email: [r.savage@brightwaterni.com](mailto:r.savage@brightwaterni.com)**

**Web: [www.brightwaterni.com](http://www.brightwaterni.com)**

