



2019 Law Firm Recruiting & PD Industry Snapshot



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Our goal in sharing this information with you is to offer benchmarks for where you, your staff, and your department fall as compared to your peers.

Dear Friends of Wisnik,

We wanted to share the combined findings from our 2018 and 2019 Recruiting & PD surveys with you in this Wisnik Industry Snapshot. The following information is based on surveys sent to all levels of Legal Recruiting & PD professionals at top law firms across the nation in 2018 and 2019. The results that follow were generated from 508 professionals in the Bay Area, Chicago, DC, LA, New York and Philadelphia.

Our goal in sharing this information with you is to offer benchmarks for where you fall as compared to your peers. We believe that these salary and bonus numbers reflect the current market accurately. By this, I mean that if a firm were to call tomorrow and ask us what they needed to pay a Recruiting Manager, we would confidently quote them the numbers in this report. We have found that the new jobs we have received since January fall into these ranges.

We hope that you find the enclosed information valuable. As for the market, we have definitely seen a continued increase in new law firm Recruiting positions since the beginning of 2019. I can honestly say that this is the most active hiring market we have EVER experienced and that there is an actual talent shortage for law firm Recruiting & PD roles, especially at the junior levels. My advice is that if you have great talent, do whatever you can to keep them! Best wishes for a very happy and successful 2019, and please let us know if there is any way we can help you achieve your goals!

All the best,
Eva Wisnik

Biography



Eva Wisnik

President
Wisnik Career Enterprises, Inc.

Eva Wisnik founded **Wisnik Career Enterprises, Inc.** in 1996 after serving as Director of Recruitment and Training for Schulte Roth & Zabel and Cadwalader, Wickersham & Taft. Over the past 23 years, she has worked with over 120 law firms, including 86 of the AmLaw 100. Eva has placed over 800 Recruiting, PD and Marketing/BD professionals into law firms nation-wide, and has conducted over 625 training programs for attorneys on topics that include Business Development Skills, Time Management and Myers Briggs. In addition, **Wisnik Career Enterprises, Inc.** has conducted over 50 salary surveys for law firm professionals since 1998.

Eva holds an MBA in Marketing from Fordham University and a BA in Psychology from Barnard College.

Summary of Interesting Survey Results

42% of Firms reported increasing the size of their Recruiting/PD departments

58% of respondents believe they are fairly compensated

17% joined Recruiting/PD in the last 2 years

47% have been in Recruiting/PD for 8 or more years

48.1 On average, Recruiting personnel work 48.1 hours a week.

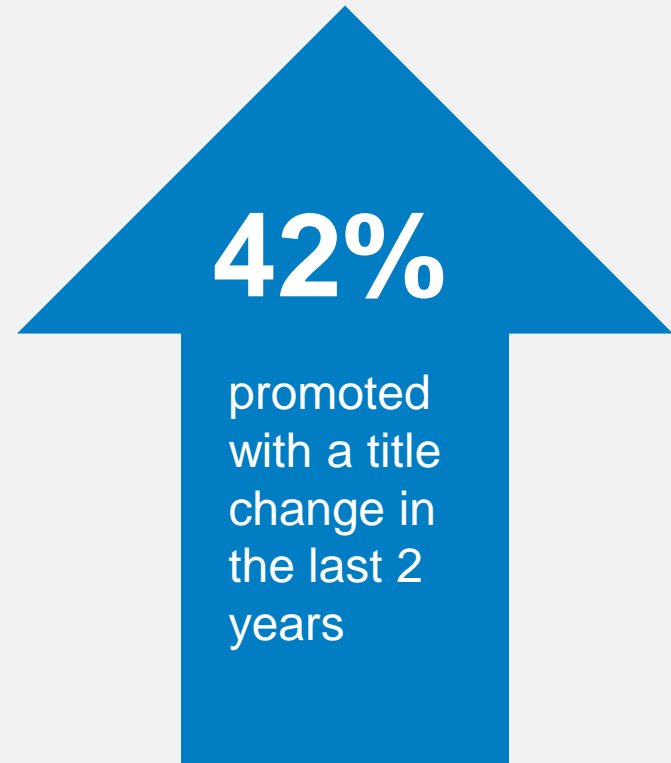


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Participant Response Breakdown

Total of 508 recruiting professionals' salary and industry information by:



Position

- Chief: 6
- Director: 60
- Senior Manager: 14
- Manager: 177
- Specialist/Analyst/
Sr. Coordinator: 64
- Coordinator: 125
- Assistant: 62



Location

- Bay Area: 80
- Chicago: 63
- DC: 109
- LA: 55
- New York: 155
- Philadelphia: 46



Firm Size*

- 1-250: 36
- 251-500: 79
- 501-750: 73
- 751-1,000: 101
- 1,001+: 203

***some respondents did not indicate firm size**

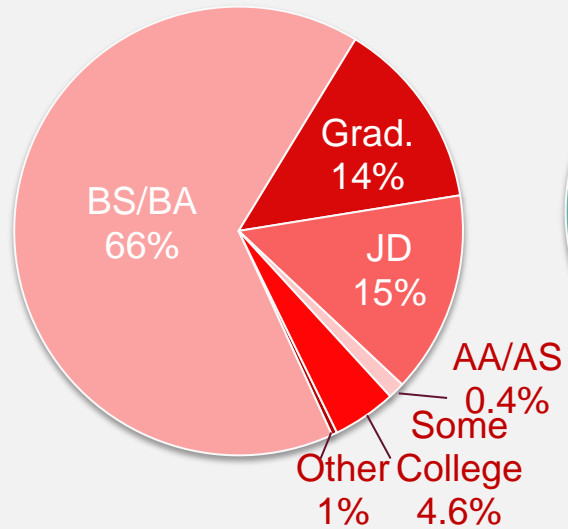
Profile of Legal Recruiting Professional



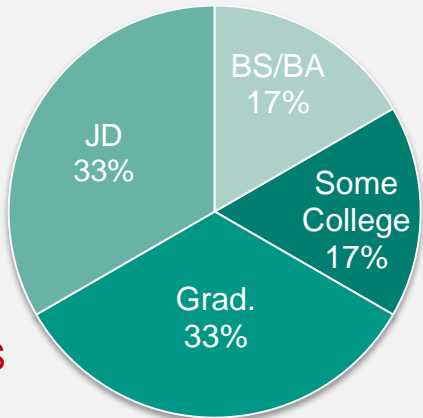
Highest Degree of Education by Job Title

29% of respondents have a Graduate Degree/JD.

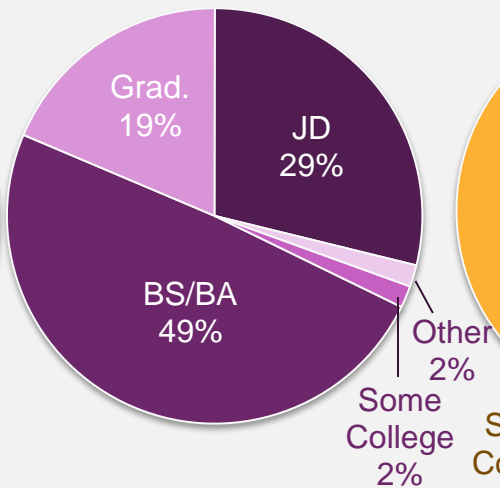
Overall



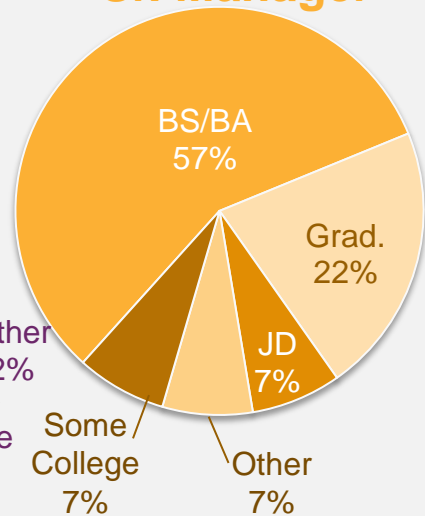
Chief



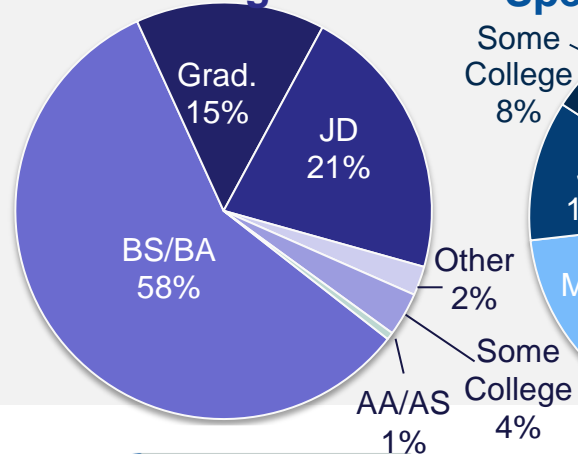
Director



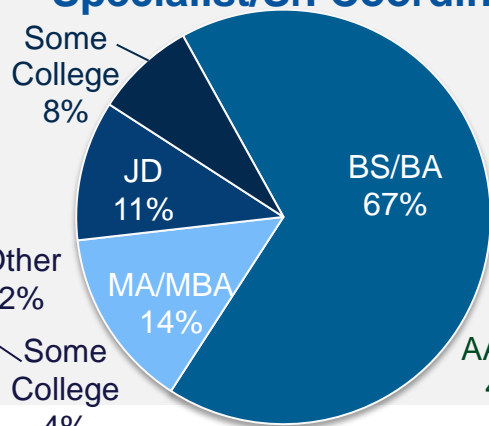
Sr. Manager



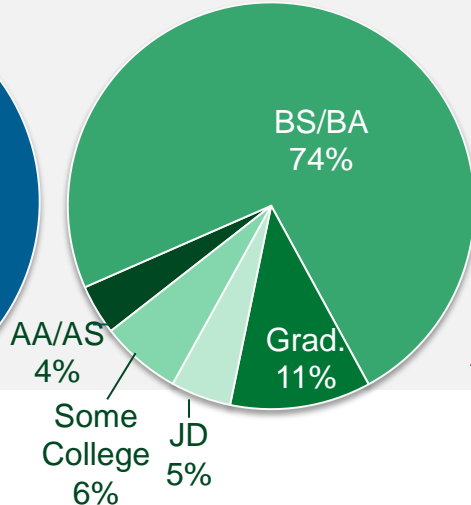
Manager



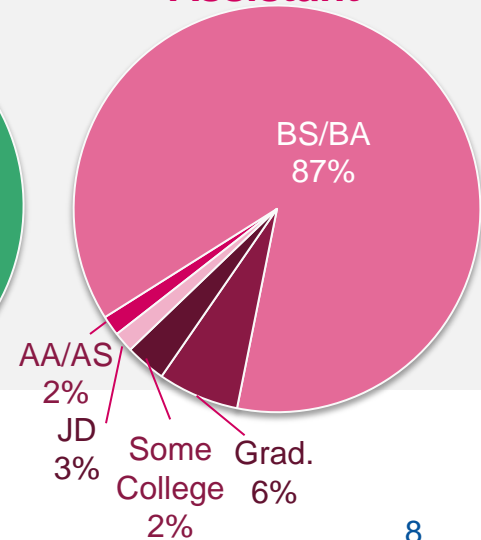
Specialist/Sr. Coordinator



Coordinator



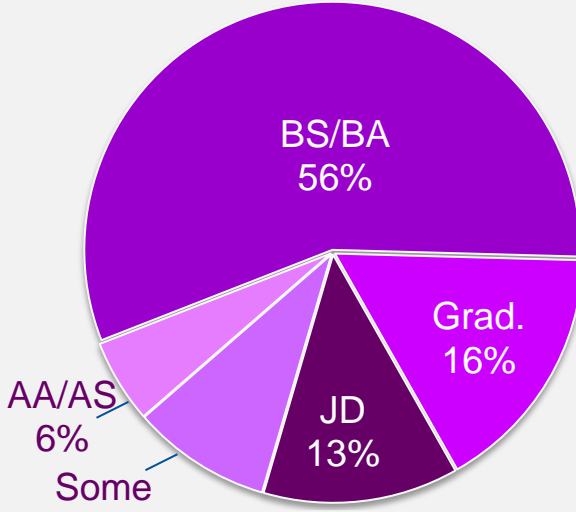
Assistant



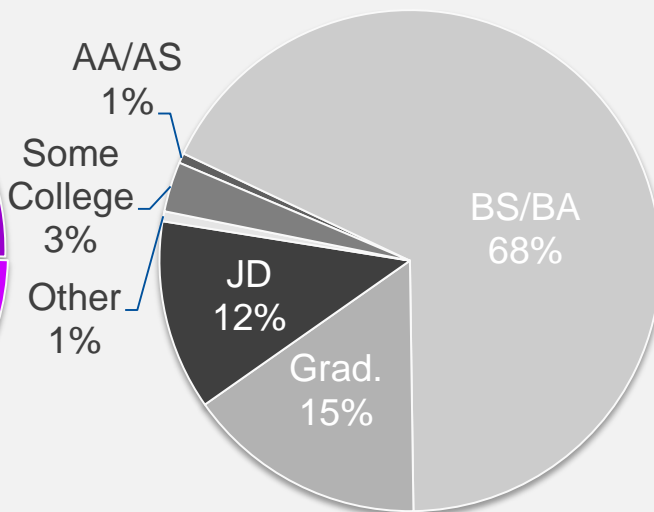
Our goal is to help you achieve your goals

Highest Degree of Education, City Comparison

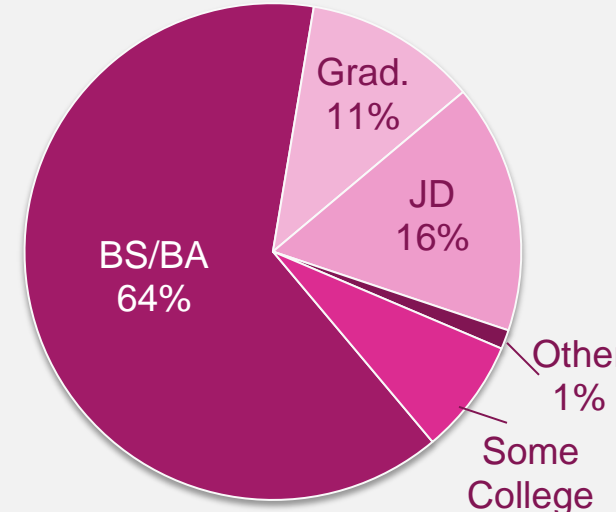
LA



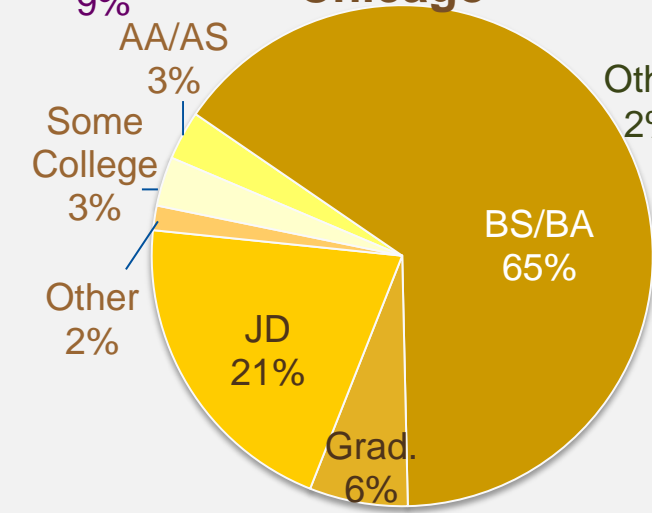
New York



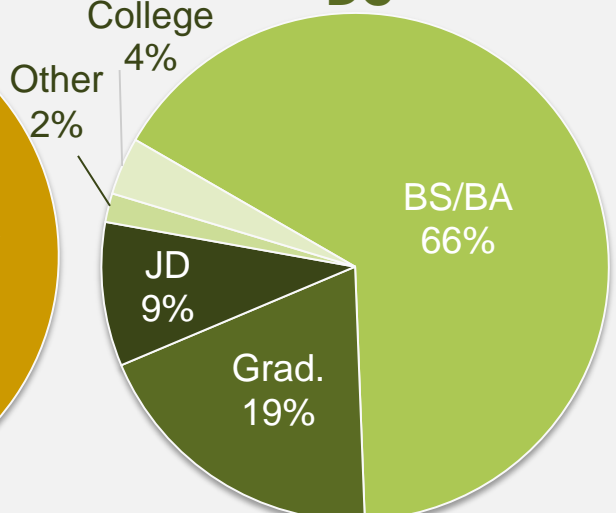
Bay Area



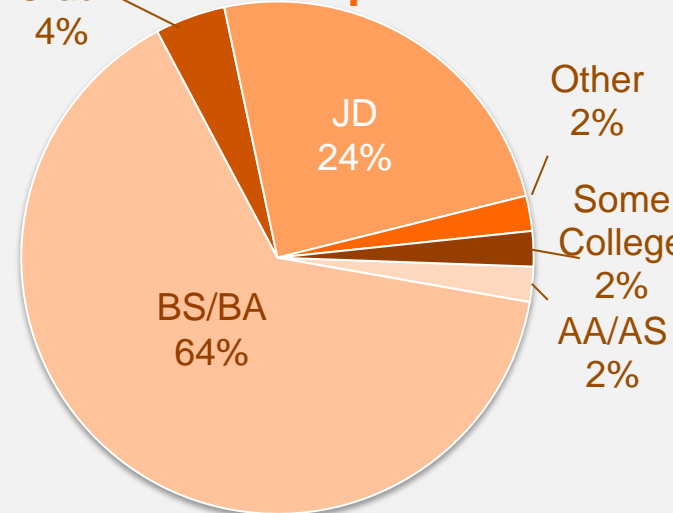
Chicago



DC



Philadelphia

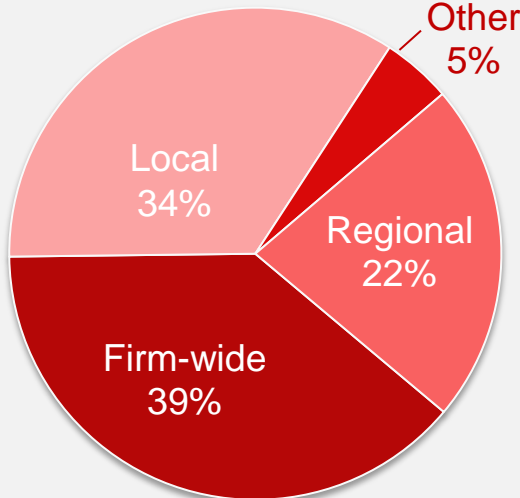


9% of DC respondents have JDs - the lowest percentage in the industry!

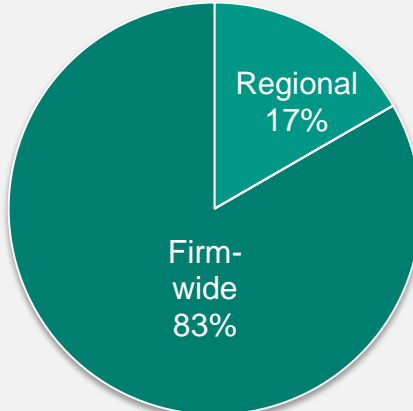
24% of Philadelphia respondents have JDs - the highest percentage in the industry!

Are Your Position Responsibilities Local, Regional, or Firm-Wide?

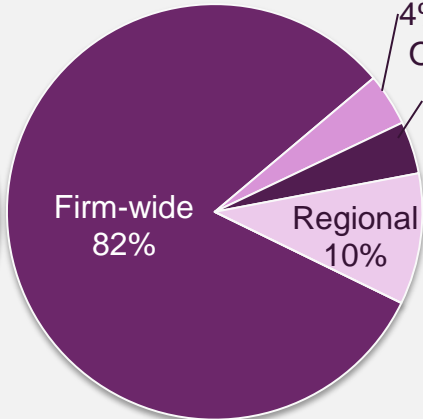
Overall



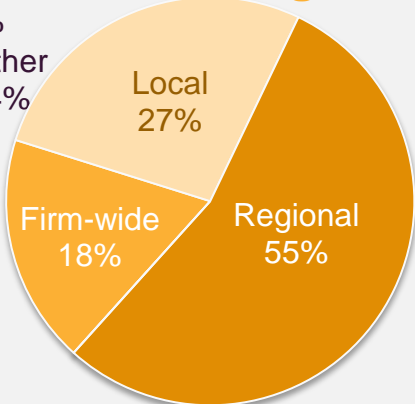
Chief



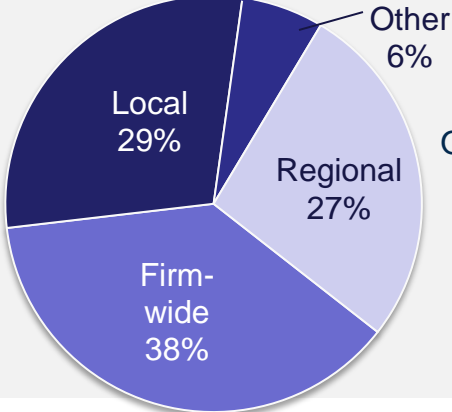
Director



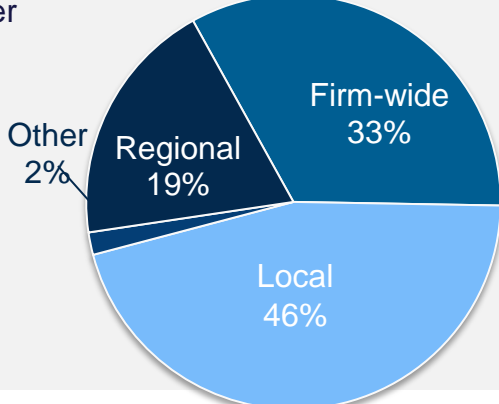
Sr. Manager



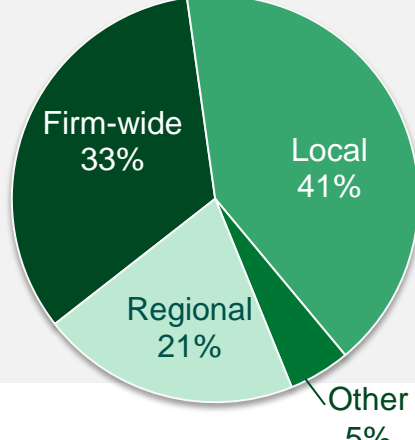
Manager



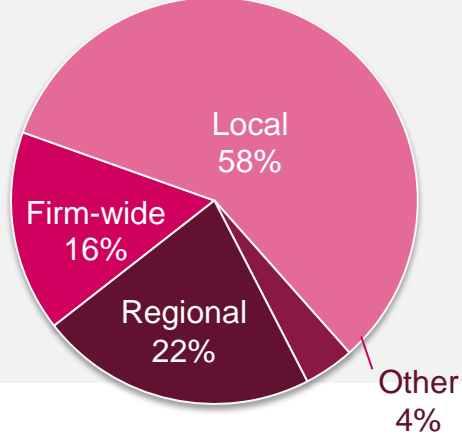
Specialist/Sr. Coordinator



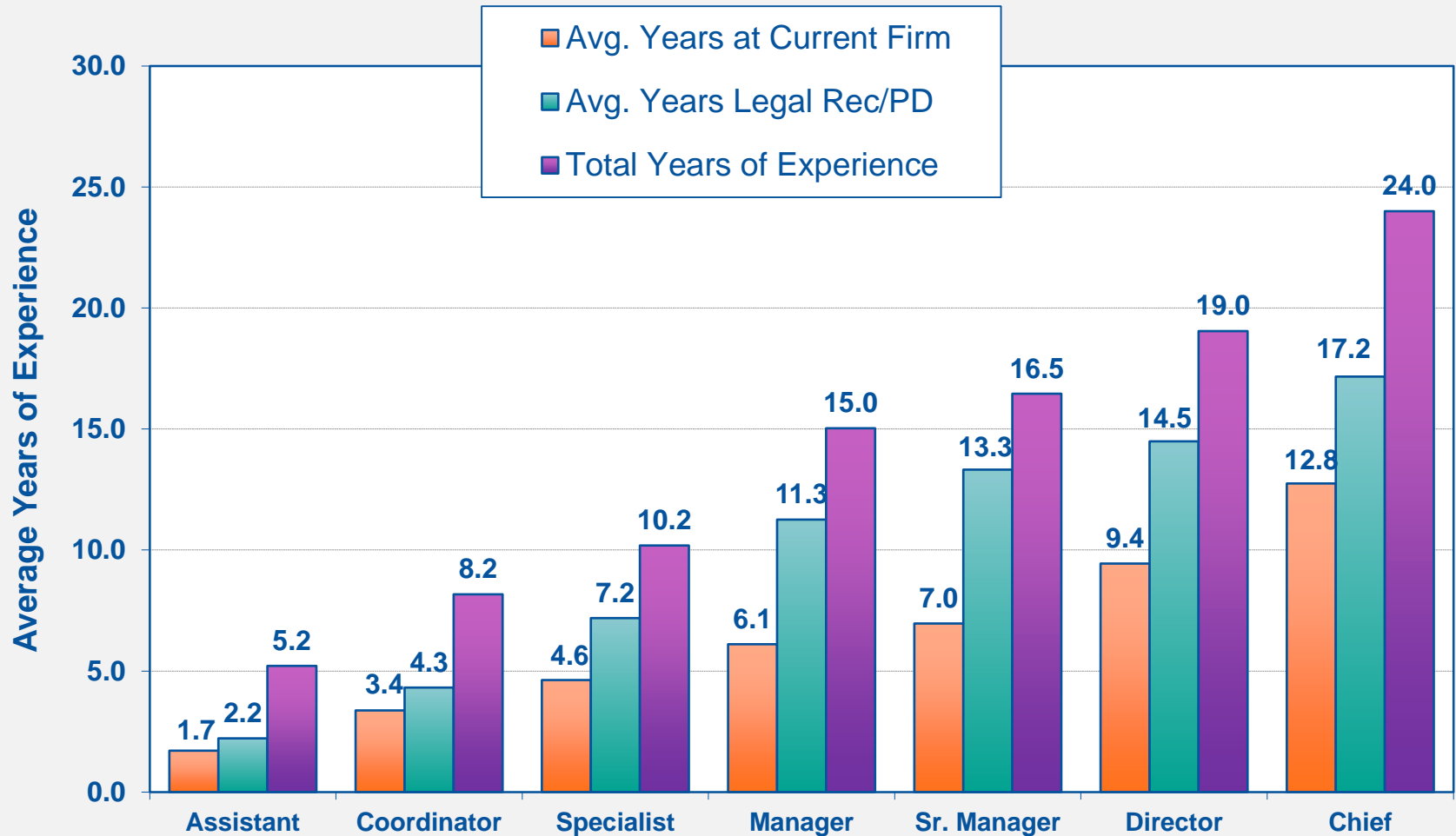
Coordinator



Assistant



Law Firm Recruiting Professionals: Years of Experience



2019 Wisnik Salary Findings



National Average Salaries by Title

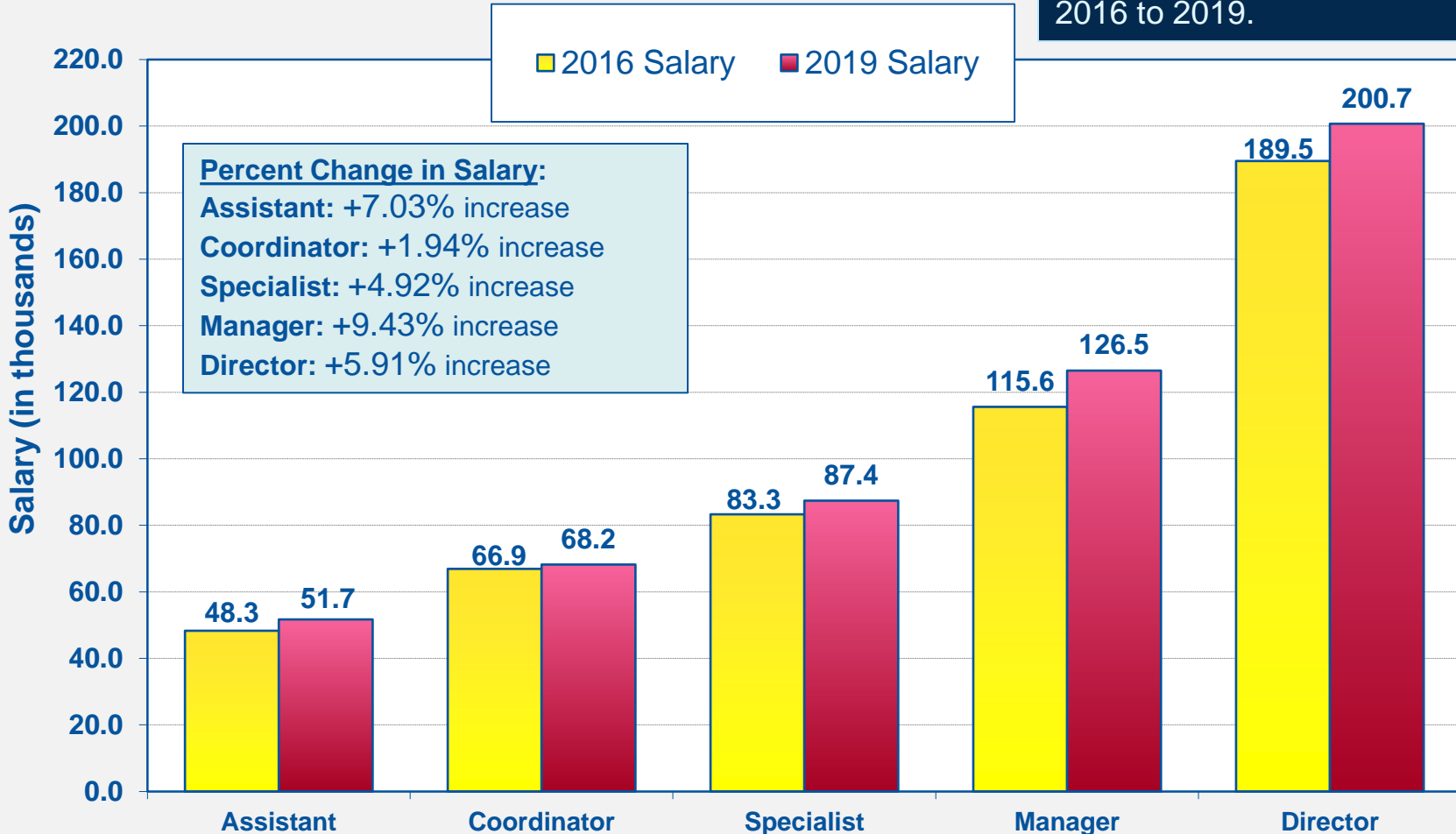
Cities Surveyed: Bay Area, Chicago, DC, LA, New York, Philadelphia

Title (# responses with salary data)	Average Salary	Median	25 - 75% Range	Average Bonus	Average Raise
Chief (6):	\$248,250	\$241,000	\$230.0k - \$288.0k	\$27,900	15.5%
Director (60):	\$200,679	\$187,000	\$159.3k - \$210.5k	\$27,357	4.9%
Sr. Manager (14):	\$146,455	\$140,000	\$136.0k - \$156.5k	\$10,917	5.8%
Manager (177):	\$126,493	\$125,000	\$110.0k - \$141.5k	\$9,922	6.0%
Specialist/Analyst Sr. Coord. (64):	\$87,376	\$85,000	\$79.1k - \$94.8k	\$4,349	6.9%
Coordinator (125):	\$68,214	\$65,000	\$60.0k - \$72.8k	\$3,381	5.4%
Assistant (62):	\$51,681	\$52,000	\$48.0k - \$55.0k	\$1,798	4.3%



National Average Salaries by Title, 2016 to 2019 Comparison

Salaries industry-wide saw a **+4.60% increase** from 2016 to 2019.



Average Salaries by City

Title (# responses with salary data)	Bay Area	Chicago	DC	LA	New York	Philly
Director (60):	\$185,000	\$207,250	\$167,610	\$199,000	\$234,009	\$144,222
Sr. Manager (14):	\$147,250	-	\$154,000	-	-	\$125,000
Manager (177):	\$127,946	\$121,158	\$118,589	\$132,383	\$136,130	\$109,044
Specialist/Analyst Sr. Coord. (64):	\$96,609	\$79,675	\$81,300	\$97,600	\$88,237	\$78,850
Coordinator (125):	\$78,316	\$61,222	\$66,764	\$71,442	\$70,999	\$57,426
Assistant (62):	\$57,300	\$51,607	\$50,298	\$49,250	\$52,420	\$46,333

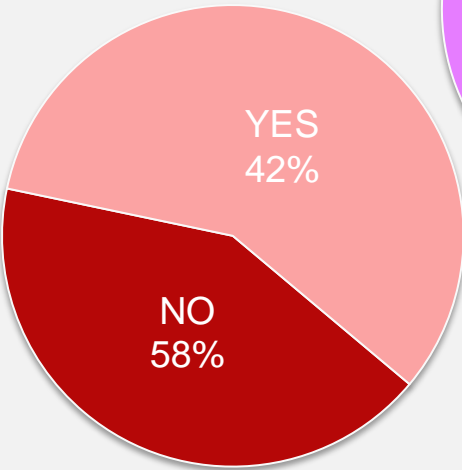
* - insufficient data for all Chiefs

National Average Salary vs. Average Years of Experience

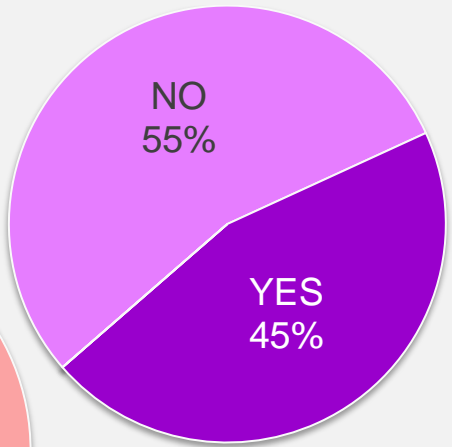


In the Past 2 Years, Have You Had a Promotion with a Title Change?, City Comparison

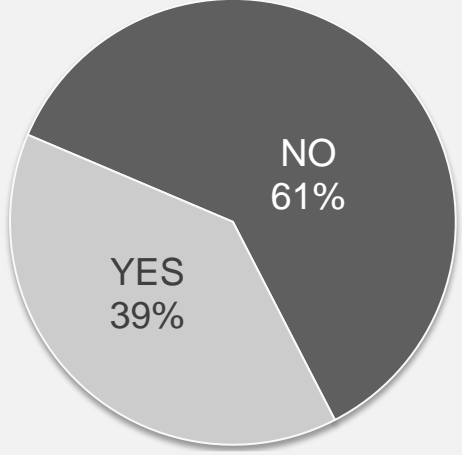
Overall



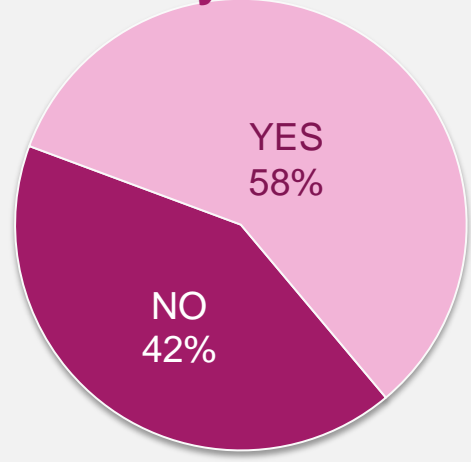
LA



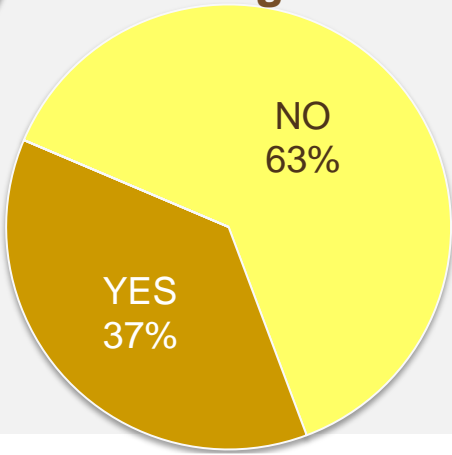
New York



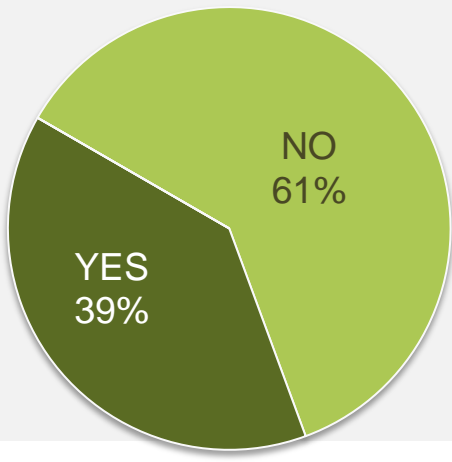
Bay Area



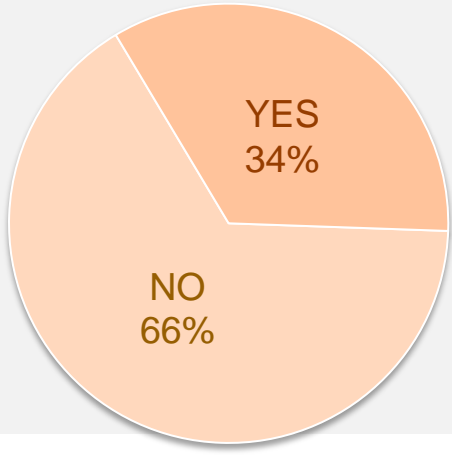
Chicago



DC



Philadelphia

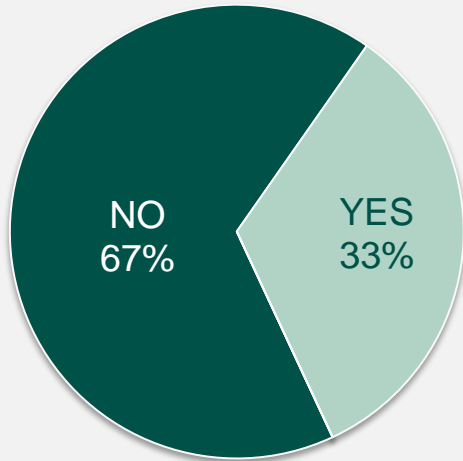


In 2016, 62% of overall respondents received a promotion with a title change.

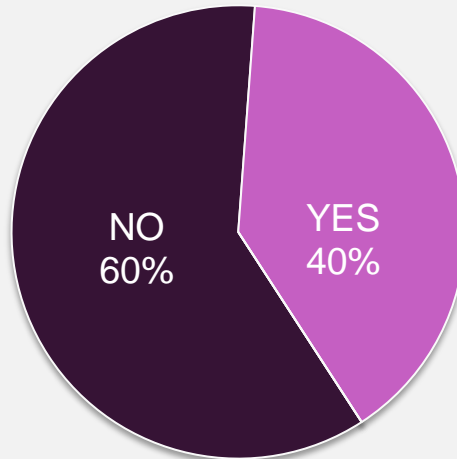
In the Past 2 Years, Have You Had a Promotion with a Title Change?

47% of respondents had received a promotion with a title change in the past 2 years

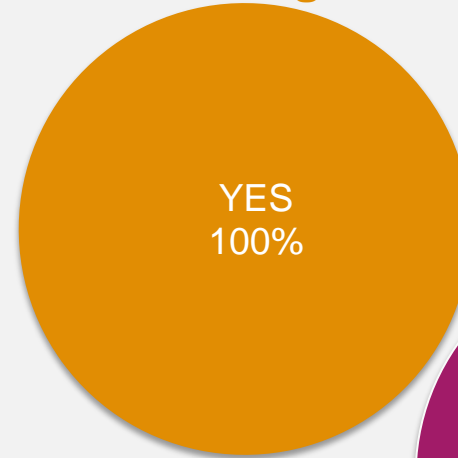
Chief



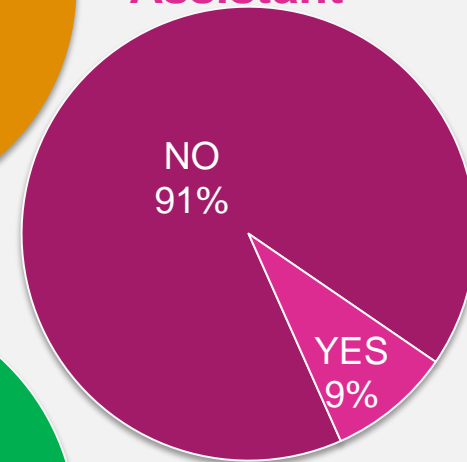
Director



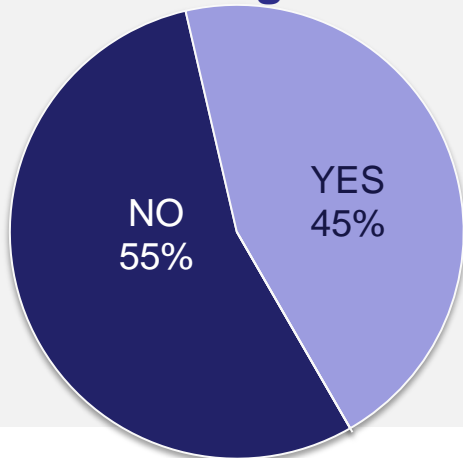
Sr. Manager



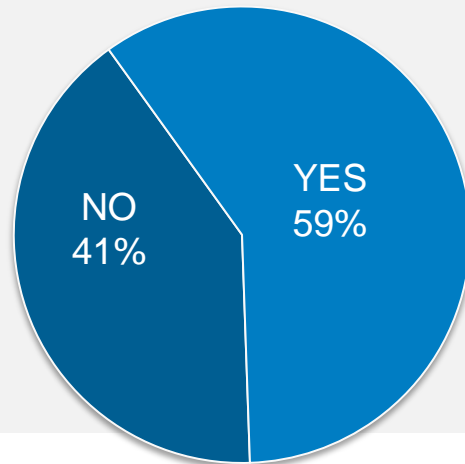
Assistant



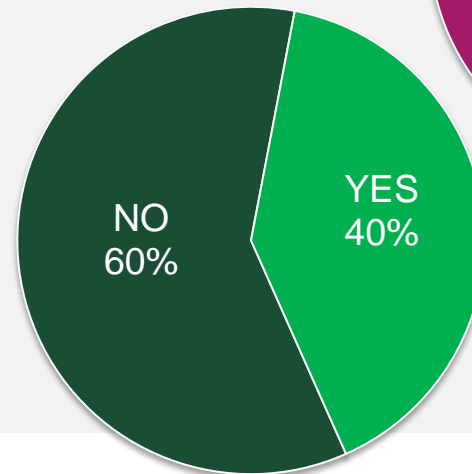
Manager



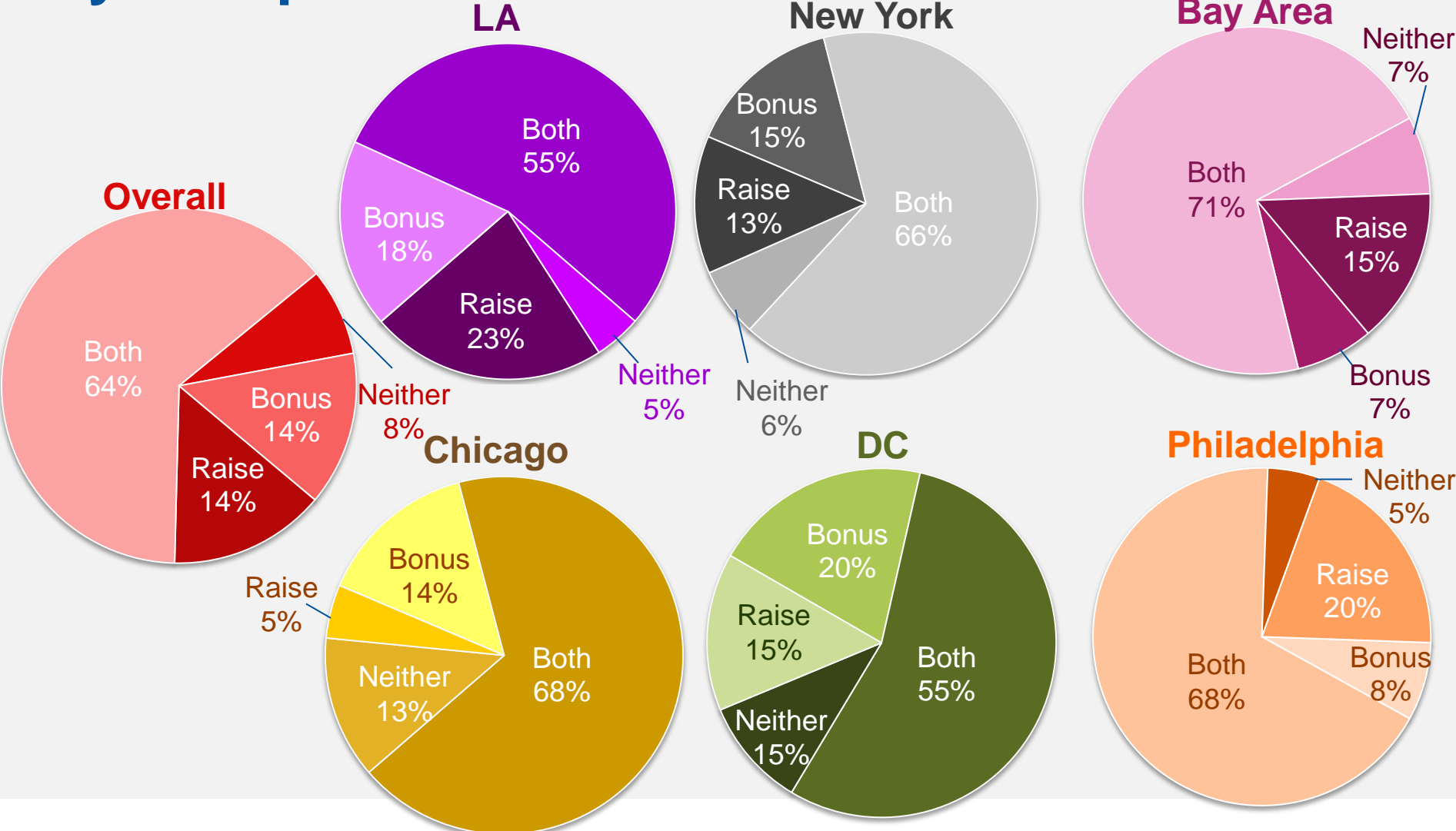
Specialist/Sr. Coordinator



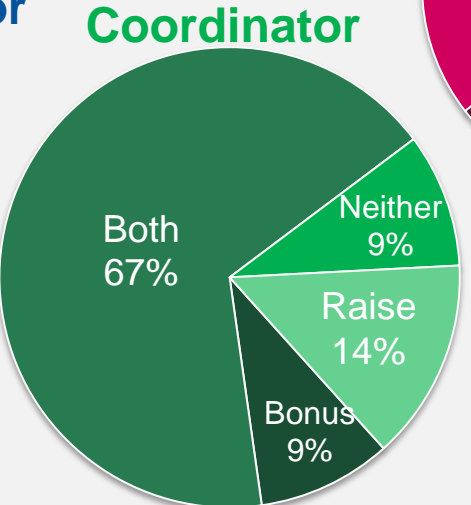
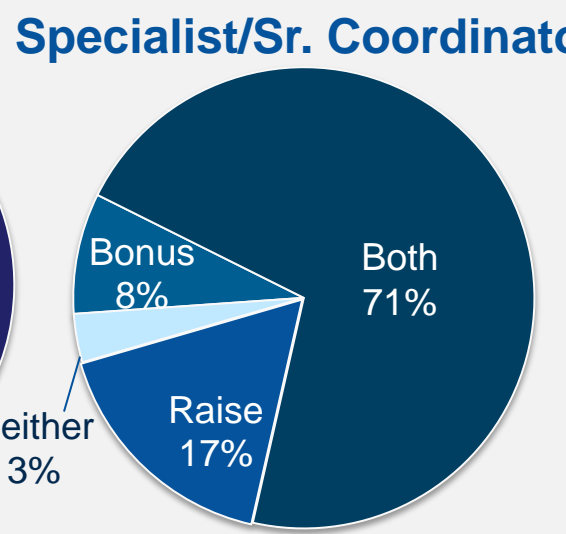
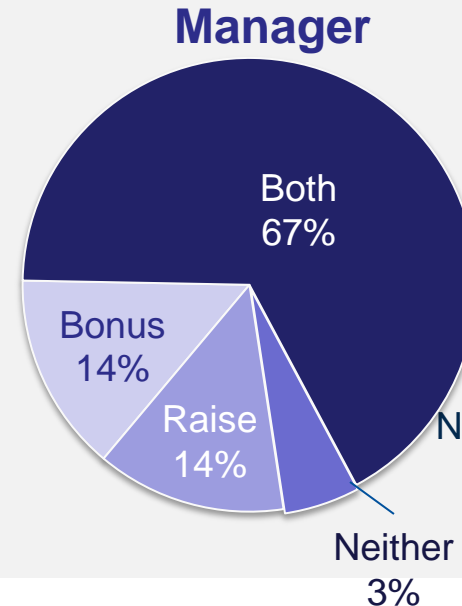
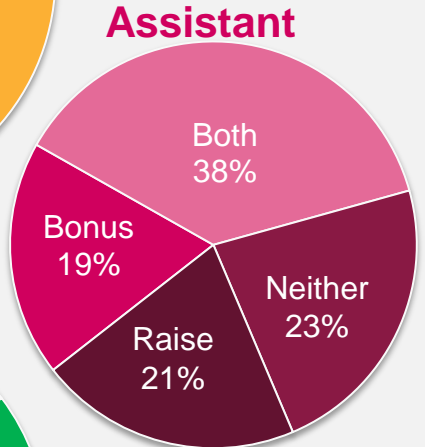
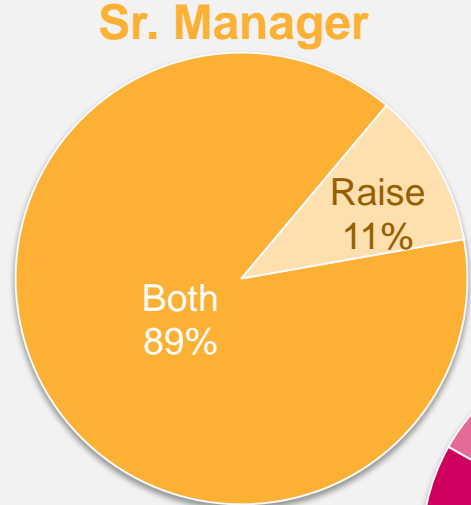
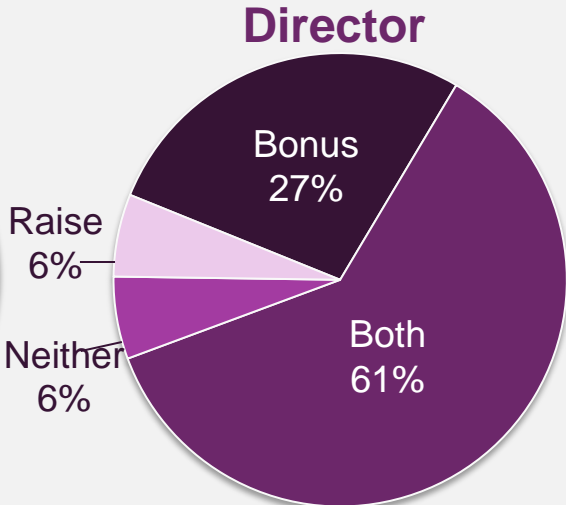
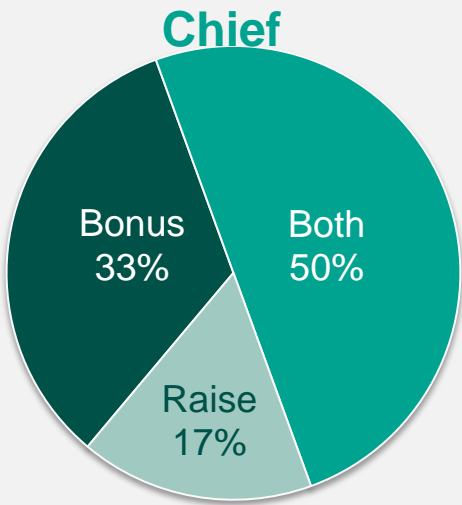
Coordinator



Did You Receive a Bonus/Raise Last Year?, City Comparison

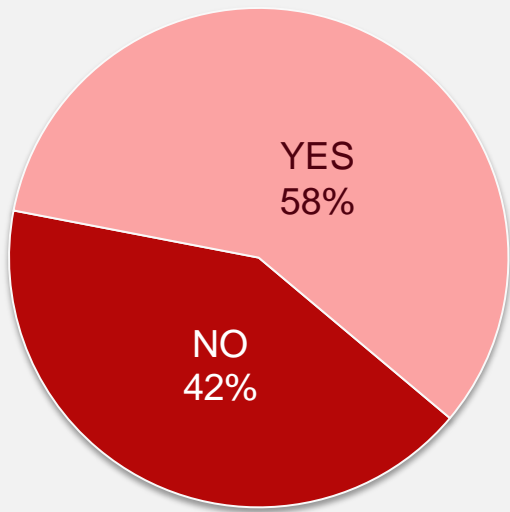


Did You Receive a Bonus/Raise Last Year?



Are You Satisfied with Your Compensation?

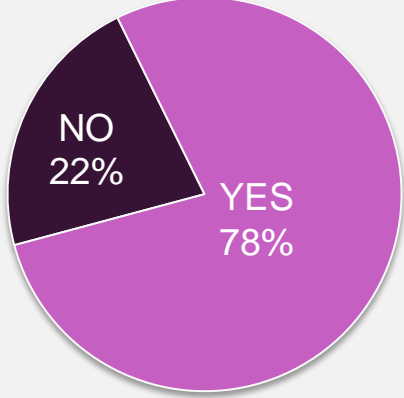
Overall



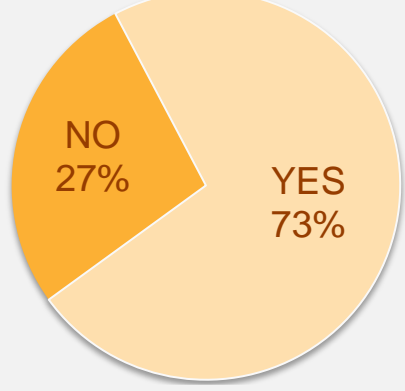
Chief



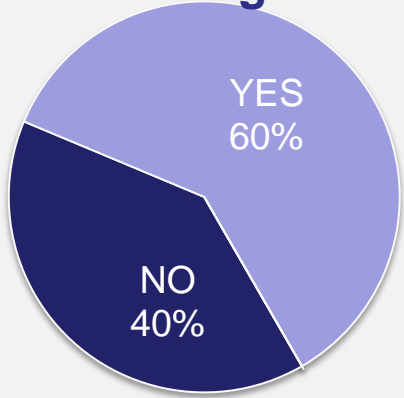
Director



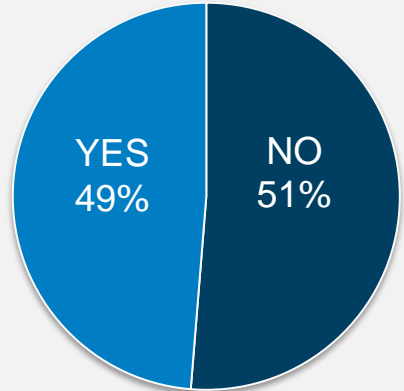
Sr. Manager



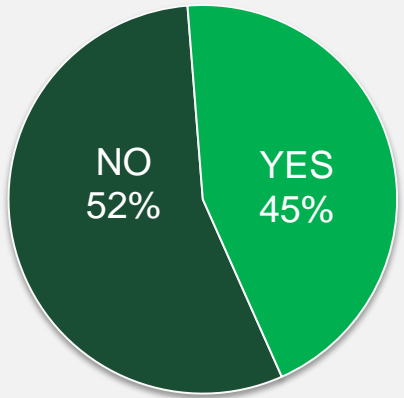
Manager



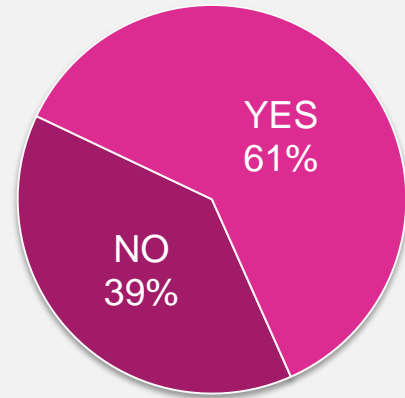
Specialist/
Sr. Coordinator



Coordinator



Assistant

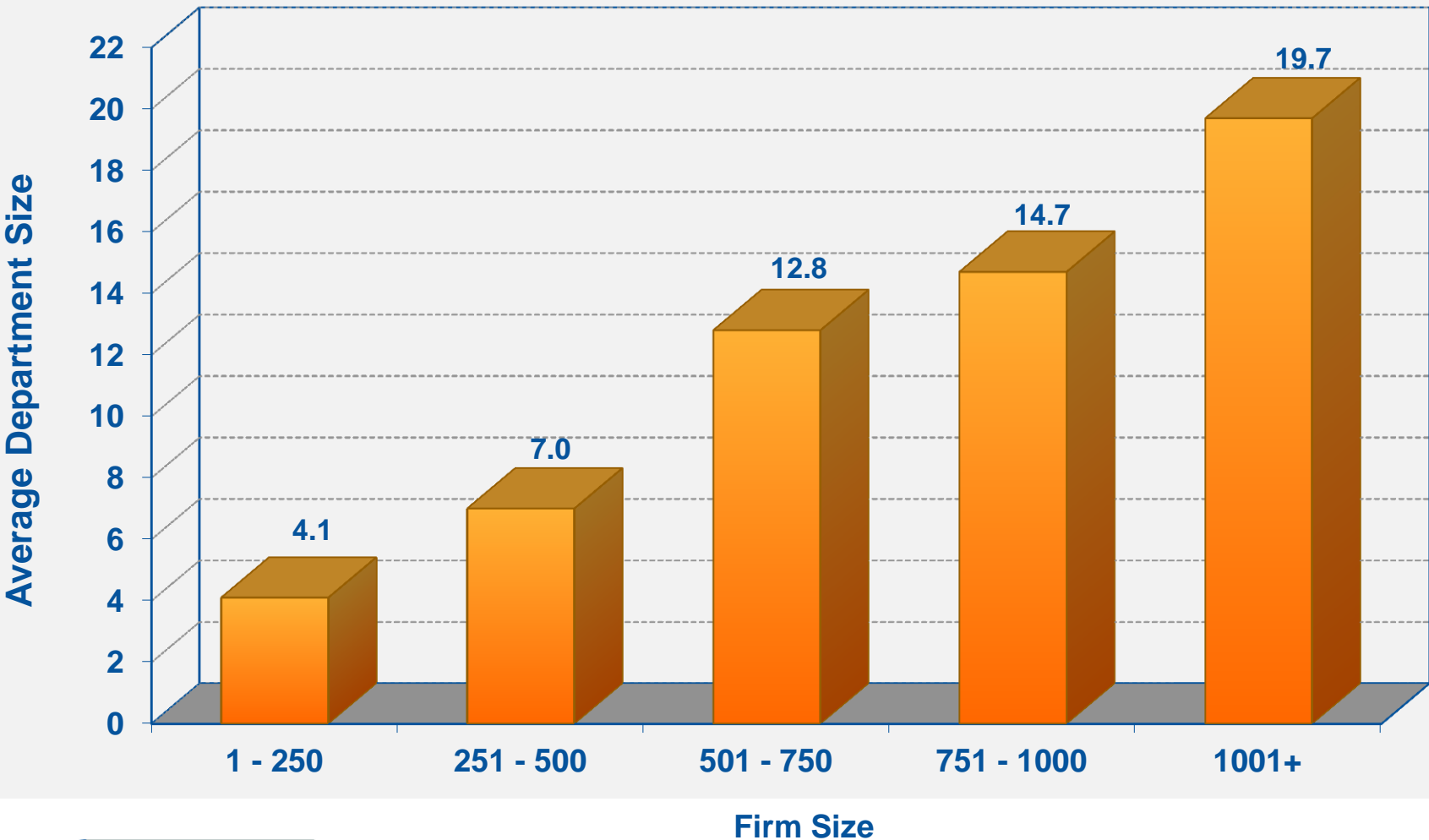


In 2016, 58% of all respondents were also satisfied with their compensation.

Industry Findings

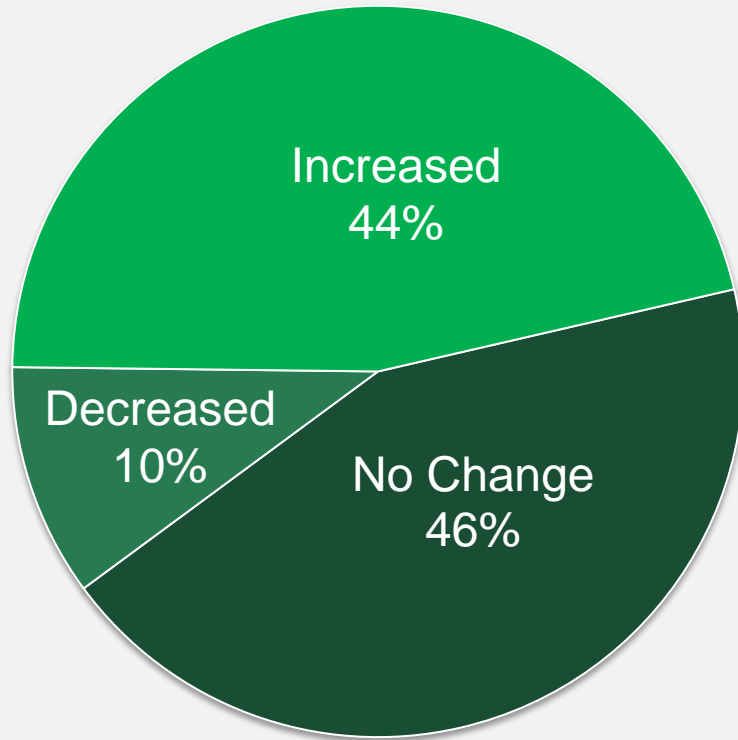


Size of Firm vs. Size of Recruiting Department

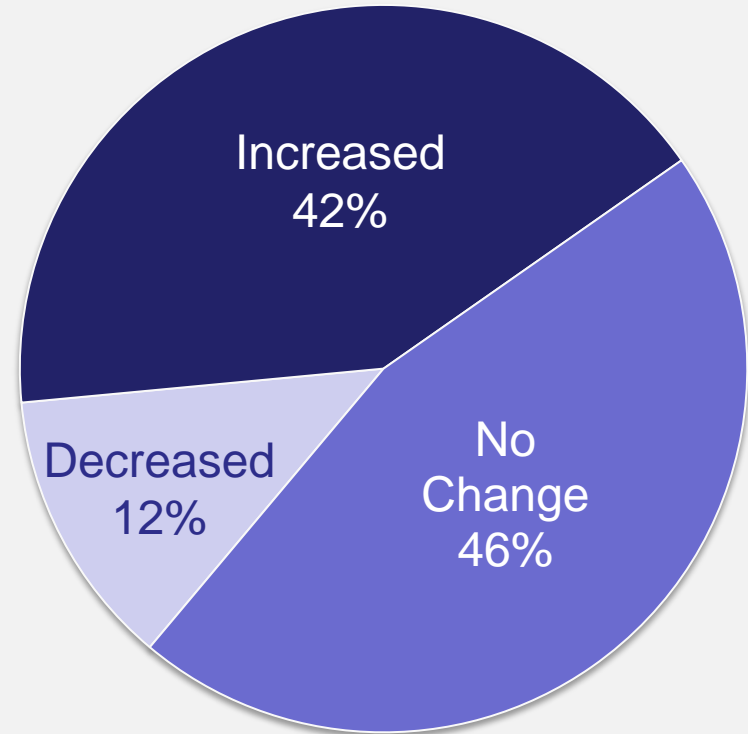


Department Size: 2016 to 2019 Comparison

2016

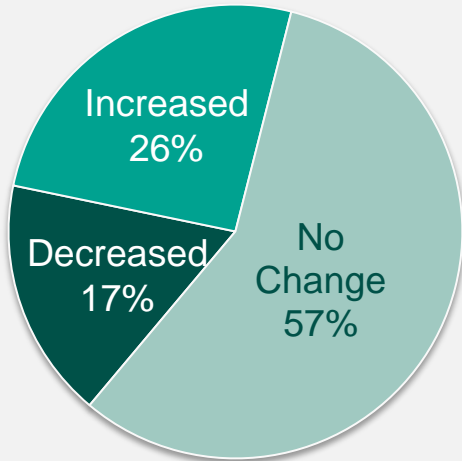


2019

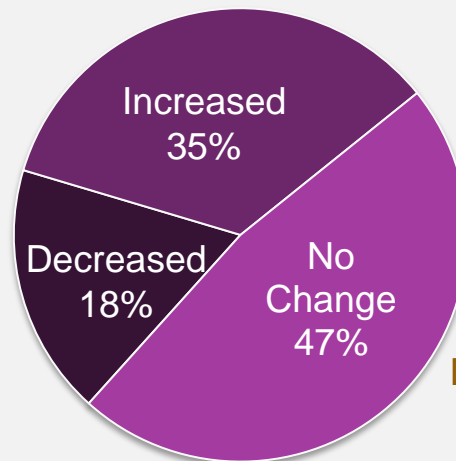


By Firm Size, has Your Department Increased in Size in the Past 2 Years?

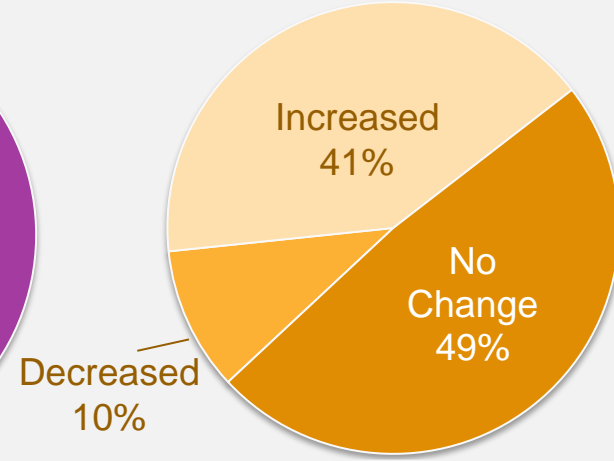
1-250



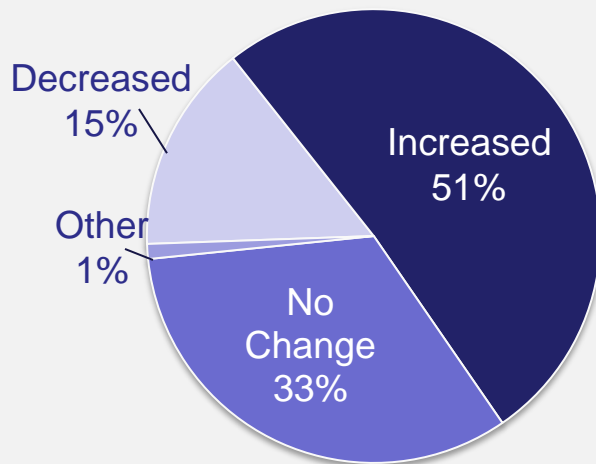
251-500



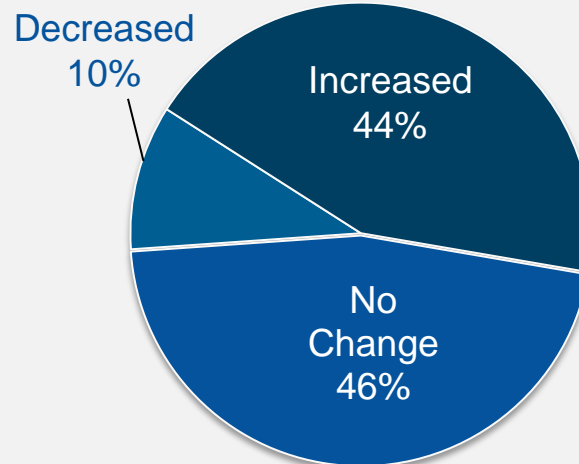
501-750



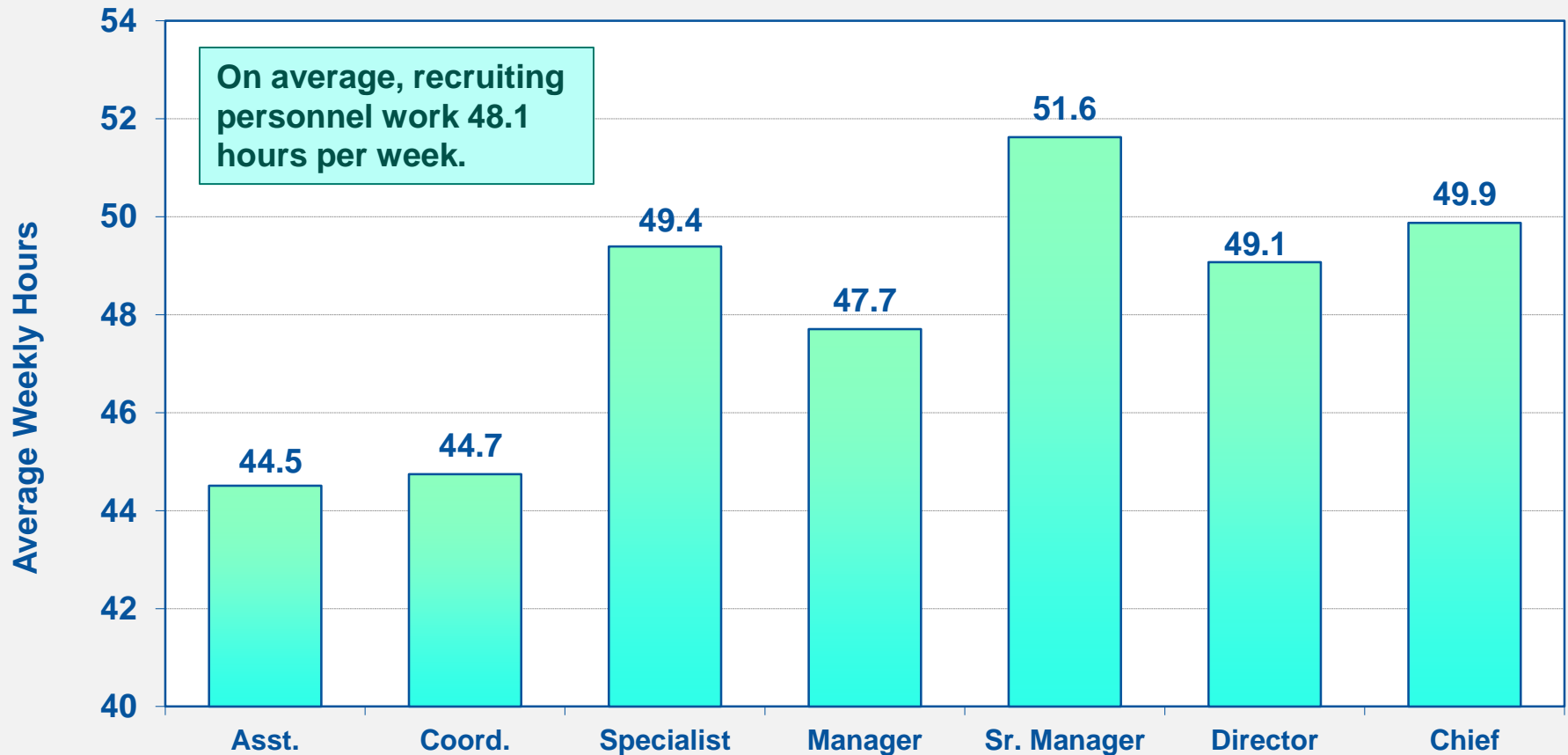
751-1000



1001+

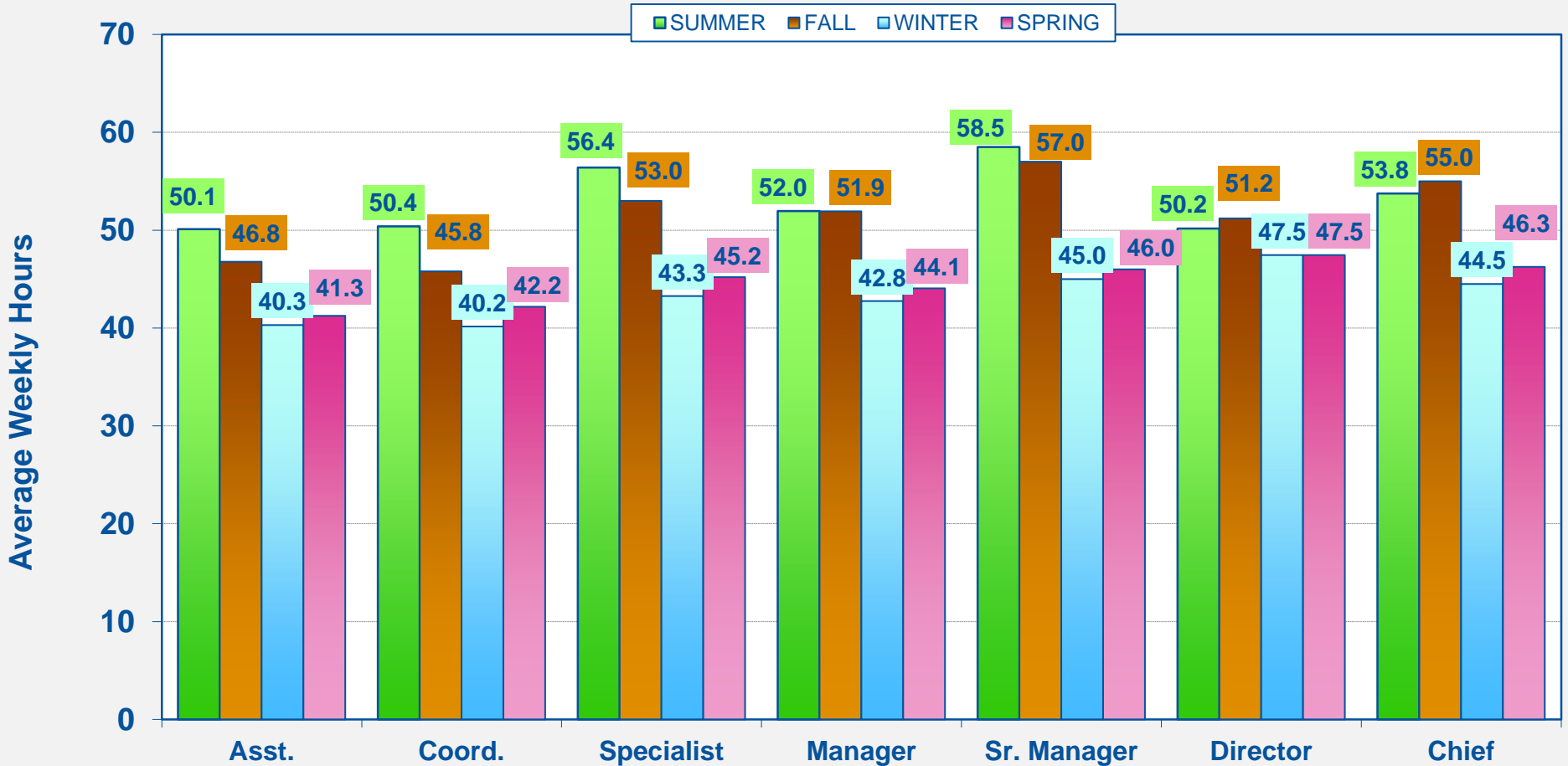


Average Hours Worked Per Week



*excluding New York data

Average Hours Worked Per Week, Breakdown by Season



In the Summer and Fall, Sr. Managers worked the most hours.

In the Winter and Spring, Directors worked the most hours.

*excluding New York data

Salary Breakdown by City



Bay Area: Average Salaries by Title

<u>Title (# responses)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Sr. Manager (10):	\$151,300	\$145,500	\$138K - \$164K	\$14,432	5.4%
Manager (26):	\$127,562	\$125,750	\$113K - \$140K	\$10,069	5.3%
Sr. Coord./Spec. – Exempt (6):	\$104,500	\$106,000	\$93K - \$114K	\$6,463	11.8%
Sr. Coord/Spec. – OT eligible* (7):	\$83,632	\$81,900	\$77.5K - \$88K	\$4,576	5.4%
Coordinator – OT eligible* (11):	\$72,629	\$72,000	\$69K - \$75K	\$3,688	4%
Assistant – OT eligible* (5):	\$57,300	\$59,000	\$52.5K - \$61K	*	*

Chicago: Average Salaries by Title

<u>Title (# responses with salary data)</u>	<u>Average Salary</u>	<u>Median</u>	<u>25 - 75% Range</u>	<u>Average Bonus</u>	<u>Average Raise</u>
Director (7):	\$207,250	\$187,500	\$157.8k - \$239.5k	\$16,588	4.5%
Manager (20):	\$121,158	\$117,000	\$110.5k - \$134.5k	\$10,686	5.7%
Specialist/ Sr. Coordinator (5):	\$79,675	\$76,000	\$70.3k - \$90.0k	\$4,250	4.1%
Coordinator (18):	\$61,222	\$60,000	\$55.0k - \$63.9k	\$1,912	6.4%
Assistant (5):	\$51,607	\$53,000	\$49.1k - \$54.5k	\$1,417	2.3%

DC: Average Salaries by Title

<u>Title (# responses)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Chief/Director (8):	\$194,707	\$180,329	\$150K - \$213K	\$19,975	11.8%
Manager (34):	\$116,783	\$120,000	\$101K - \$130K	\$7,682	4.4%
Sr. Coord./Specialist (12):	\$79,325	\$82,800	\$74K - \$85.5K	\$3,513	6%
Coordinator – Exempt (5):	\$75,050	\$72,000	\$66K - \$82K	*	*
Coordinator – OT Eligible (16):	\$63,753	\$62,250	\$60K - \$70K	\$2,825	3.6%
Assistant (12):	\$50,298	\$50,500	\$47.5K - \$53.5K	\$1,133	3.2%

LA: Average Salaries by Title

<u>Title (# responses with salary data)</u>	<u>Average Salary</u>	<u>Median</u>	<u>25 - 75% Range</u>	<u>Average Bonus</u>	<u>Average Raise</u>
Chief/Director (7):	\$199,000	\$187,000	\$178.0k - \$215.5k	\$19,600	3.1%
Manager (20):	\$132,383	\$129,500	\$100.0k - \$158.4k	\$10,177	4.3%
Specialist/ Sr. Coordinator (5):	\$97,600	\$98,000	\$85.0k - \$110.0k	\$4,675	7.2%
Coordinator (18):	\$71,442	\$67,000	\$63.0k - \$82.0k	\$3,354	4.7%
Assistant (5):	\$49,250	\$51,000	\$48.3k - \$52.0k	\$1,500	4.0%

New York: Average Salaries by Title

<u>Title (# responses)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Director (25):	\$234,000	\$207,500	\$190K - \$295K	\$43,638	4.7%
Manager (53):	\$136,130	\$135,000	\$116K - \$159K	\$11,935	8.2%
Sr. Coord./Spec. (17):	\$88,237	\$89,775	\$83k - \$94k	\$5,167	7.1%
Coordinator – Exempt (10):	\$80,490	\$78,500	\$72K - \$89K	\$6,351	4%
Coordinator – OT eligible* (21):	\$66,480	\$68,500	\$60K - \$70K	\$3,772	7.6%
Assistant – OT eligible* (25):	\$52,420	\$53,000	\$48K - \$56K	\$2,613	3.7%

Philadelphia: Average Salaries by Title

<u>Title (# responses)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>Bonus</u>	<u>Raise</u>
Directors (9):	\$147,250	\$145,000	\$12,803	4.7%
Managers (11):	\$98,135	\$100,000	\$4,242	4.8%
Sr. Coord./Spec./ Analyst (5):	\$78,850	\$78,750	\$3,167	9.05%
Coordinators (10):	\$57,426	\$57,750	\$1,134	4.6%



2019 Law Firm Recruiting & PD Industry Snapshot



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