



2021 NYCRA Industry Survey



Wisnik Career Enterprises, Inc.
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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 NYCRA Members,

We wanted to share the current findings from the 2021 Wisnik NYCRA Industry Survey with you. The following information is based on a survey sent to all levels of legal Recruiting and PD professionals at top law firms in New York City in October 2021. The results that follow were generated from 173 responses. Thank you to all of those who participated!

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. 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 in the past year fall into these ranges.

We hope that you find the enclosed information valuable. Your responses to this Wisnik NYCRA Industry Survey help us to capture and confirm market trends. As for the market, we have definitely seen a continued increase in new law firm Recruiting and PD positions since January and are hopeful that new opportunities will continue to grow. 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 25 years, she has worked with over 120 law firms, including 86 of the AmLaw 100. Eva has placed over 1000 recruiting and marketing professionals into law firms nationwide, and has conducted over 800 training programs for attorneys and law firm professionals on topics that include Well-Being, 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. She is certified as a Health Coach through the Institute of Integrative Nutrition. In 2021, she published *Your Fairy Job Mentor's Secrets for Success*.



Our goal is to help you achieve your goals

Participant Response Breakdown

Total of 173 Recruiting and PD professionals' salary and industry information by:



Position

- Chief: 3*
- Director: 30
- Sr. Manager: 19
- Manager: 40
- Specialist/Sr. Coordinator: 29
- Coordinator: 36
- Assistant: 16



Firm Size

- 1-250: 11
- 251-500: 21
- 501-750: 24
- 751-1000: 38
- 1001+: 78



Office Size

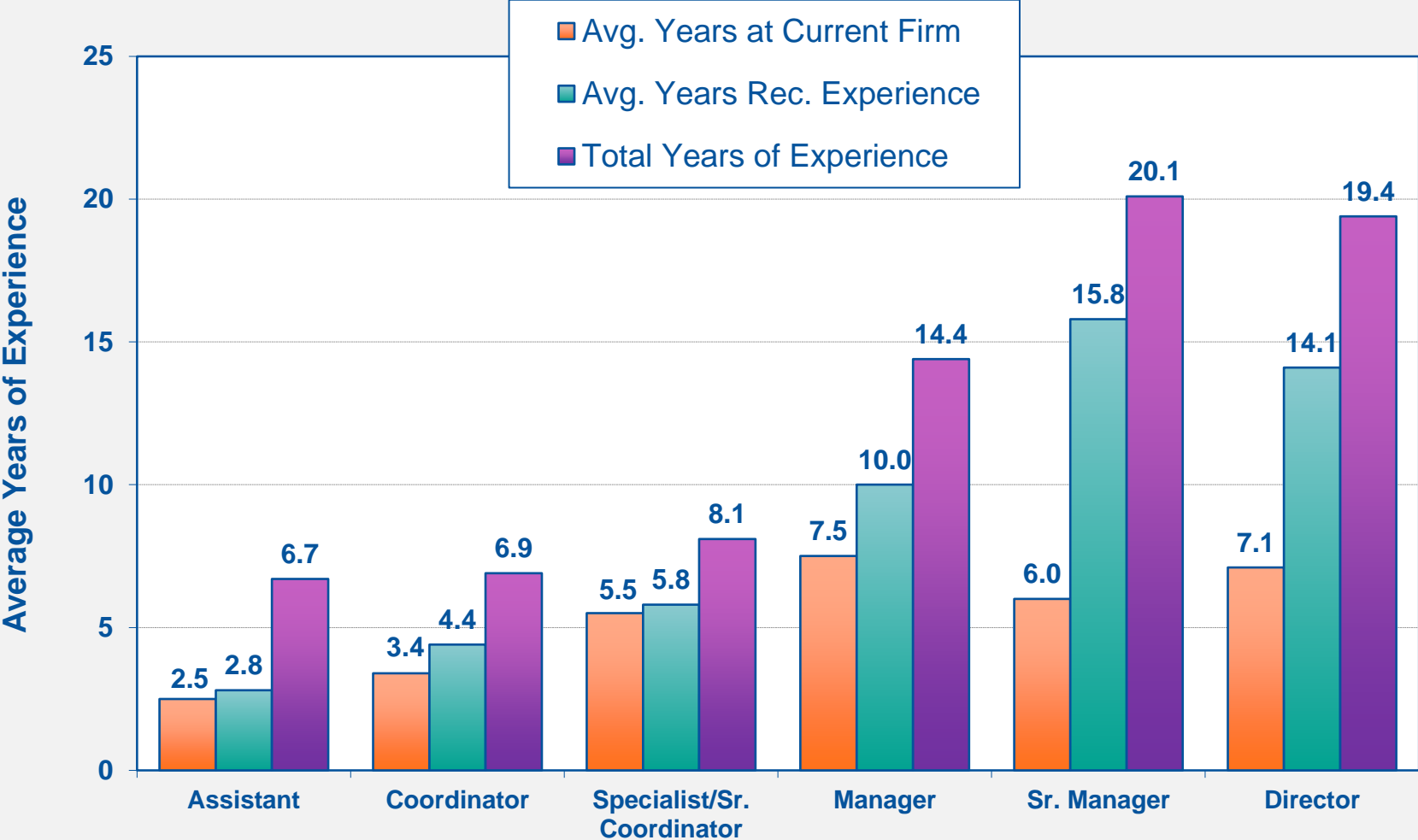
- 1-75: 12
- 76-125: 22
- 126-175: 12
- 176-225: 24
- 226-300: 19
- 301-350: 9
- 351-400: 8
- 401-500: 15
- 501-700: 27
- 701-1000: 22
- 1001+: 3

* = Chief results will not be included in the breakdowns, due to insufficient data

Profile of NYCRA Professionals



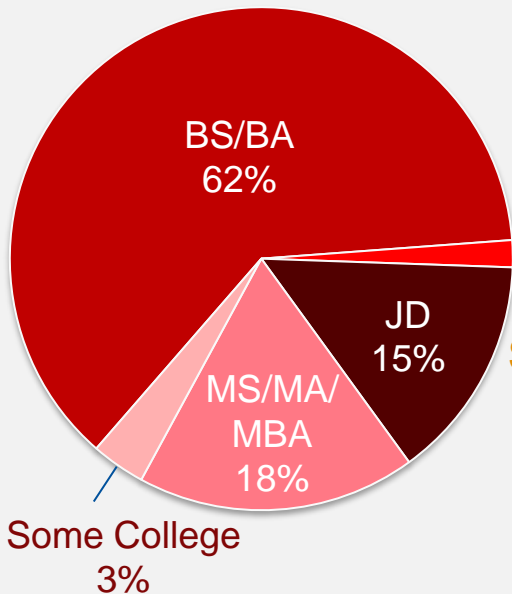
Average Years of Experience



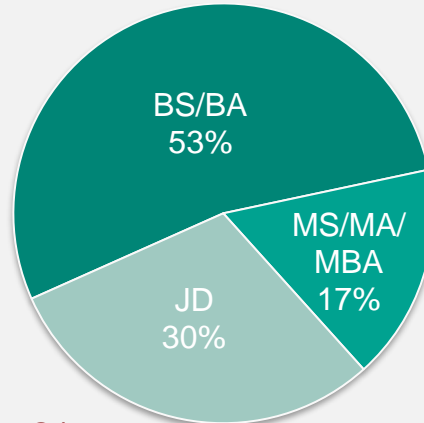
Highest Degree of Education by Job Title

For those with a JD, the average time spent in practice was 4.2 years.

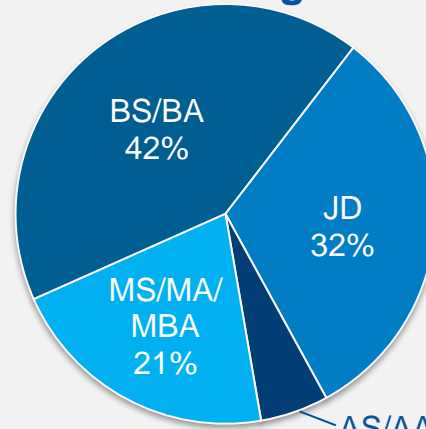
Overall



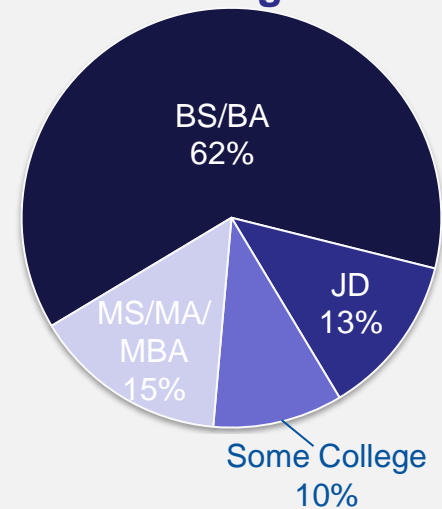
Director



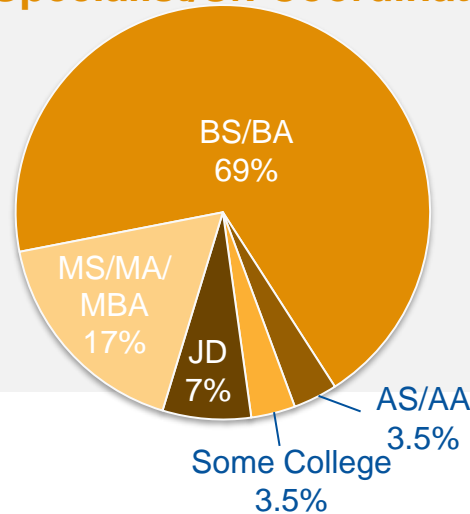
Sr. Manager



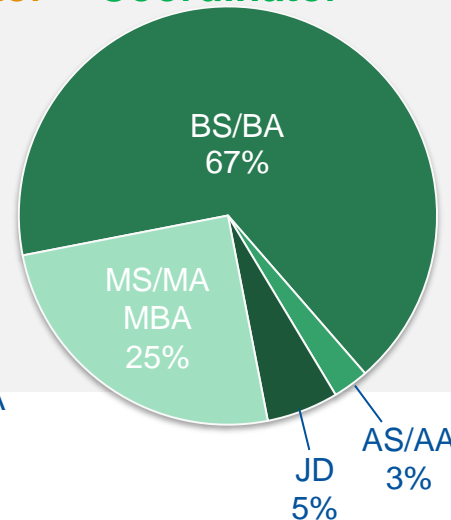
Manager



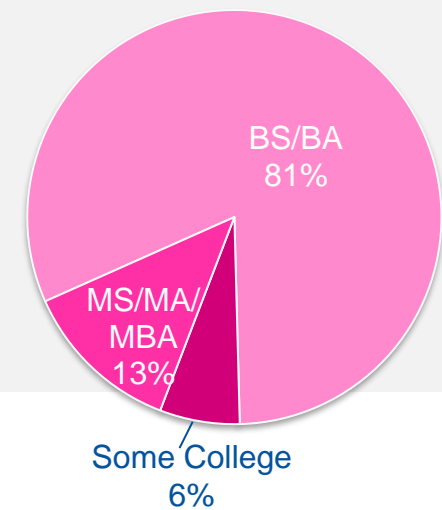
Specialist/Sr. Coordinator



Coordinator

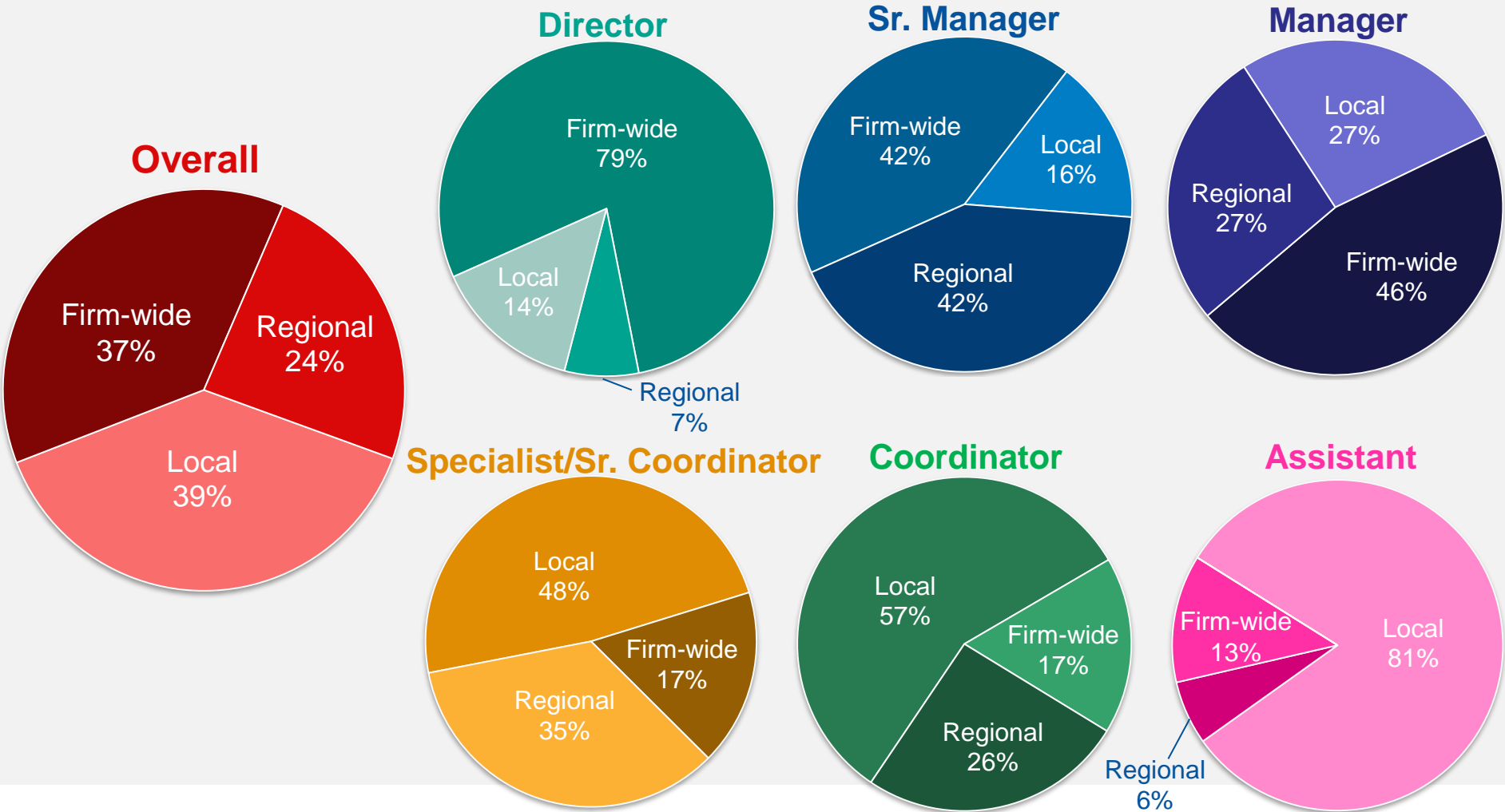


Assistant



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Is Your Position Firm-Wide, Regional or Local?



Salary Trends



All Respondents: Average Salaries, By Title

Title (# responses with salary data)	Average Salary	Median	25 - 75% Range
Director (30):	\$249,212	\$243,290	\$204.0k - \$287.0k
Sr. Manger (19):	\$191,111	\$185,000	\$166.3k - \$211.3k
Manager (40):	\$136,587	\$133,000	\$125.0k - \$150.0k
Specialist/ Sr. Coordinator (29):	\$95,598	\$95,000	\$90.0k - \$105.0k
Coordinator (26):	\$74,023	\$74,500	\$66.7k - \$80.0k
Assistant (16):	\$56,465	\$56,255	\$53.3k - \$60.0k

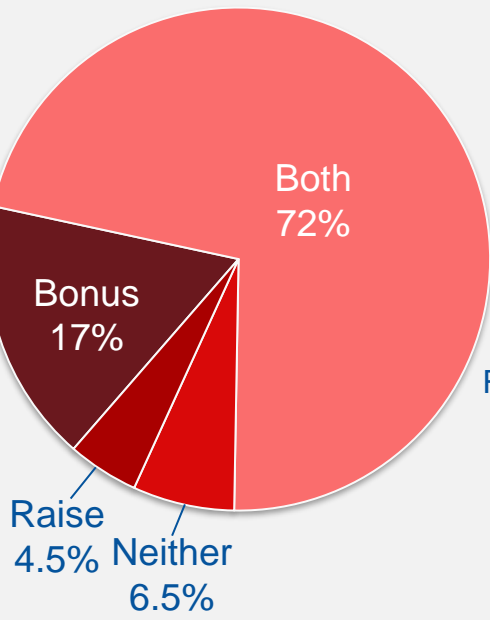
Changes in average salaries since 2018 survey:
 Director: **6.5% increase**
 Sr. Manager: *insufficient data*
 Manager: **0.3% increase**
 Specialist/Sr. Coordinator: **8.3% increase**
 Coordinator: **0.7% increase**
 Assistant: **7.7% increase**



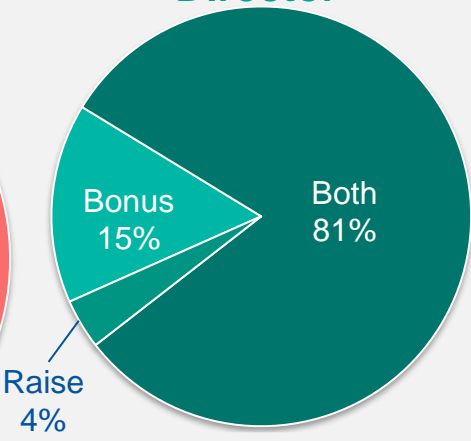
Our goal is to help you achieve your goals

Did You Receive a Bonus/Raise in 2020?

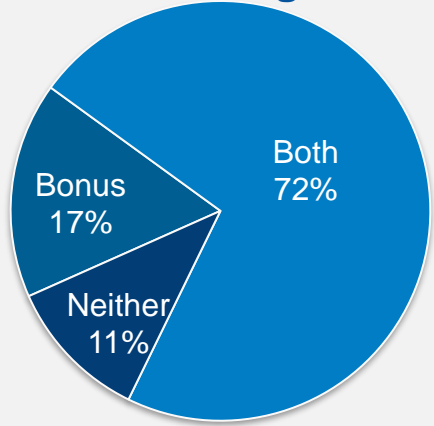
Overall



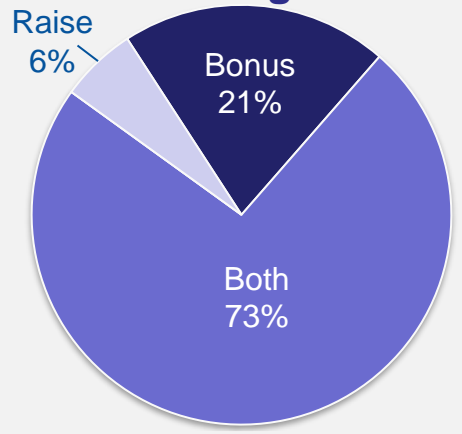
Director



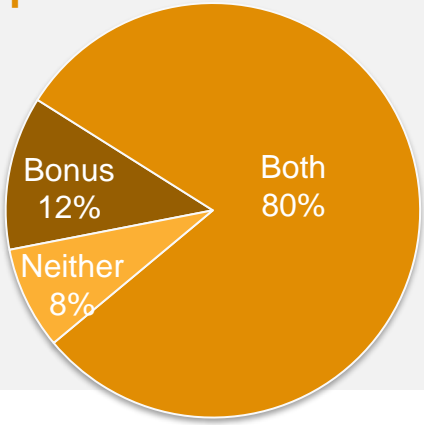
Sr. Manager



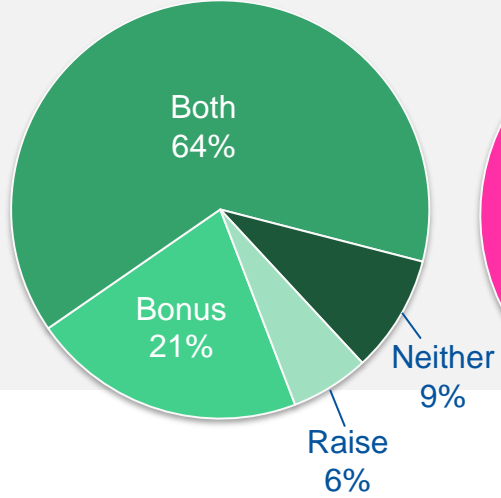
Manager



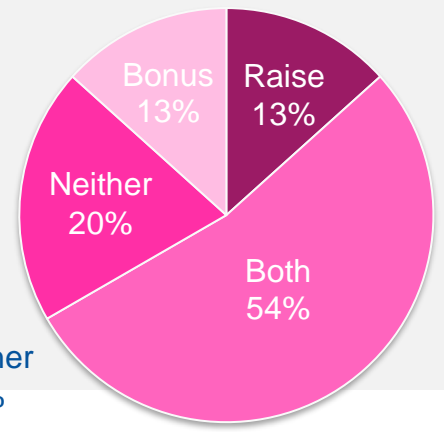
Specialist/Sr. Coordinator



Coordinator



Assistant



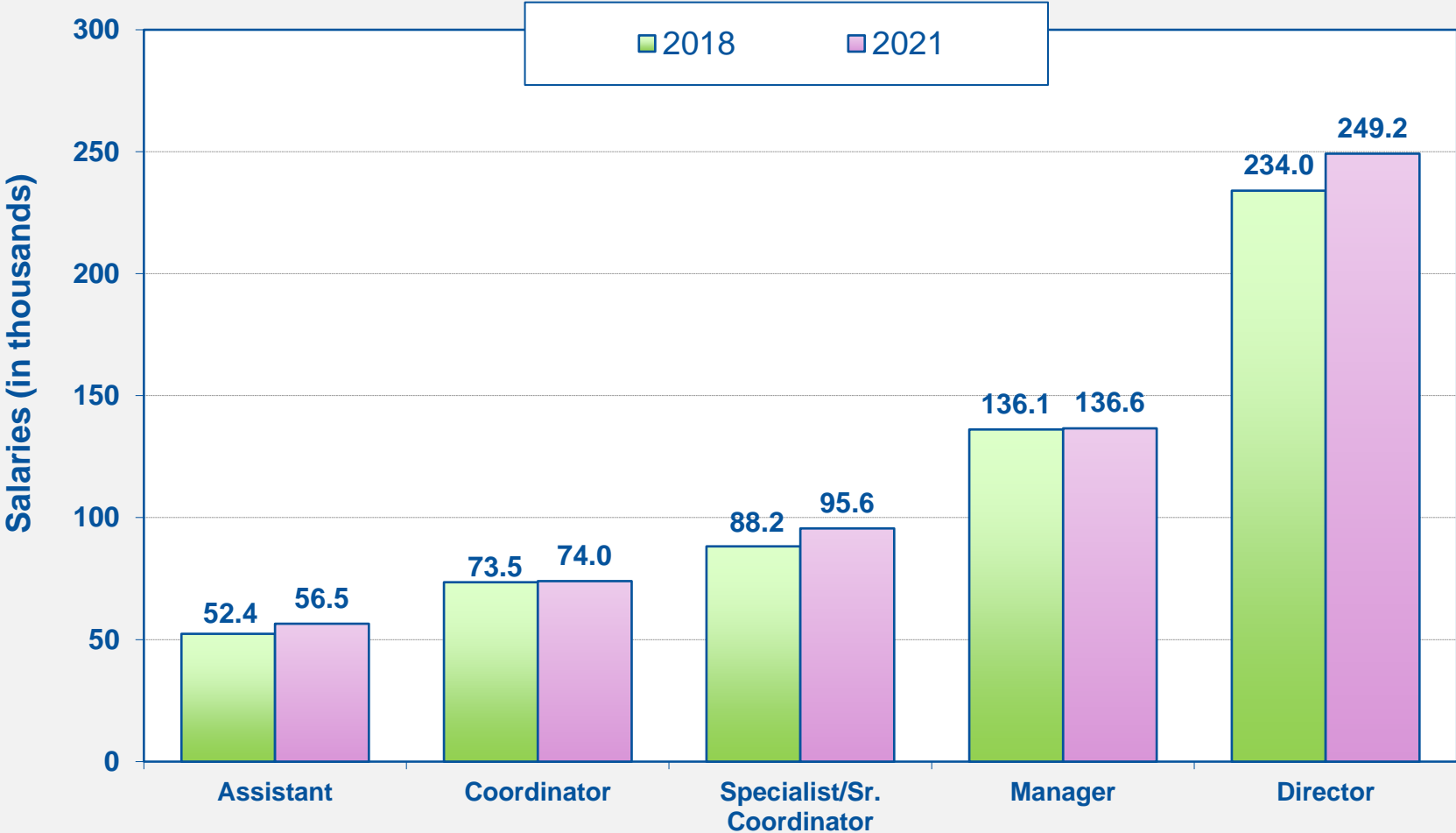
In 2018, 79% of people got raises. In 2020, this decreased to 76.5%. In 2018, 81% of people got bonuses. In 2020, this increased to 89%.



All Respondents: Average Bonus & Raise (2020 vs. 2018), By Title

Title (# responses with salary data)	Average Bonus ('20)	Average Bonus ('18)	Average Raise ('20)	Average Raise ('18)
Director (30):	\$48,275	\$43,638	5.9%	4.7%
Sr. Manager (19):	\$20,513	<i>insufficient data</i>	5.5%	<i>insufficient data</i>
Manager (40):	\$11,352	\$11,935	6.2%	8.2%
Specialist/ Sr. Coordinator (29):	\$7,154	\$5,167	9.1%	7.1%
Coordinator (36):	\$4,458	\$5,062	6.7%	5.8%
Assistant (16):	\$4,146	\$2,613	5.8%	3.7%

Salary Trends: 2018-2021



*insufficient data for Sr. Managers



Average Salary vs. Average Years of Experience

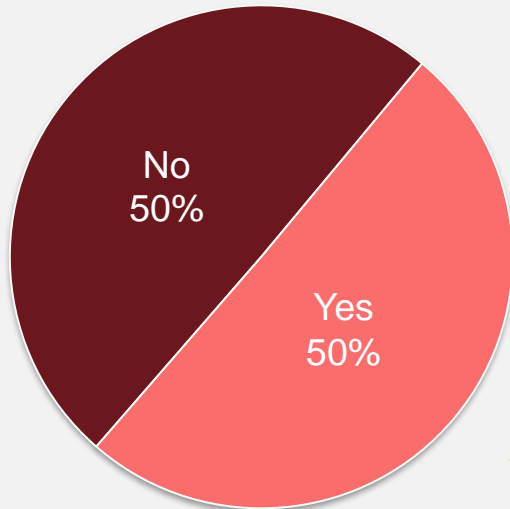


Industry Findings

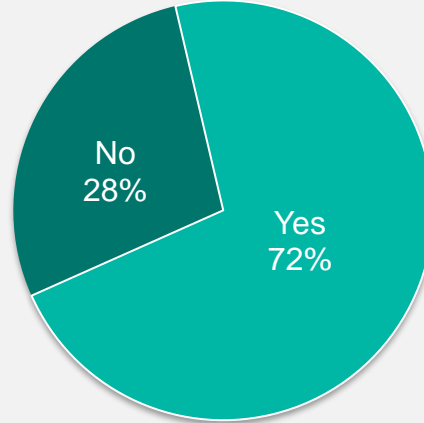


Do You Believe You Are Fairly Compensated?

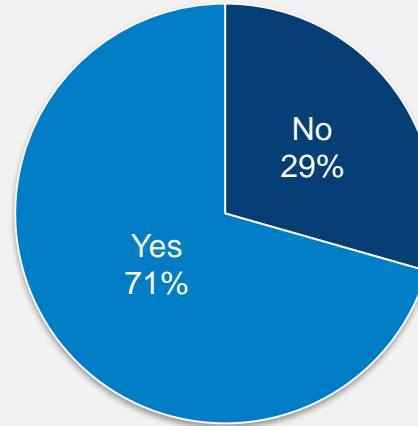
Overall



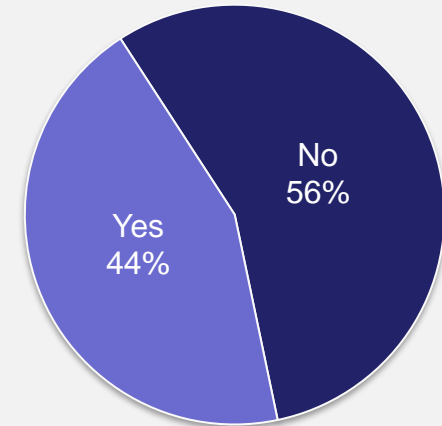
Director



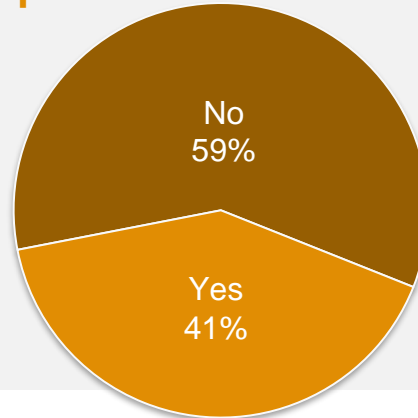
Sr. Manager



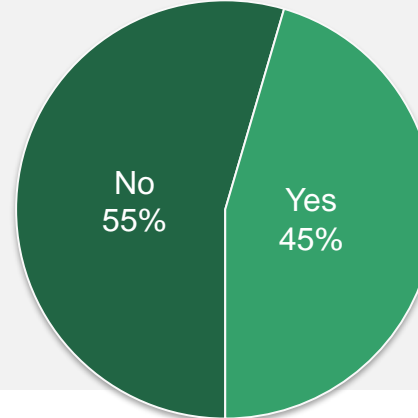
Manager



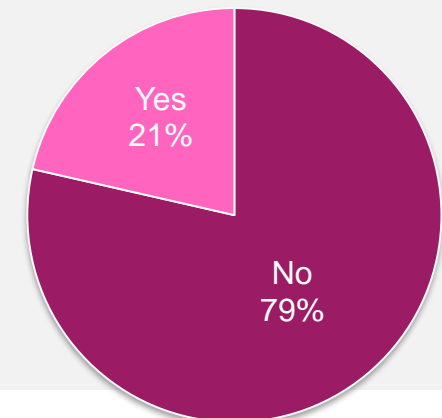
Specialist/Sr. Coordinator



Coordinator



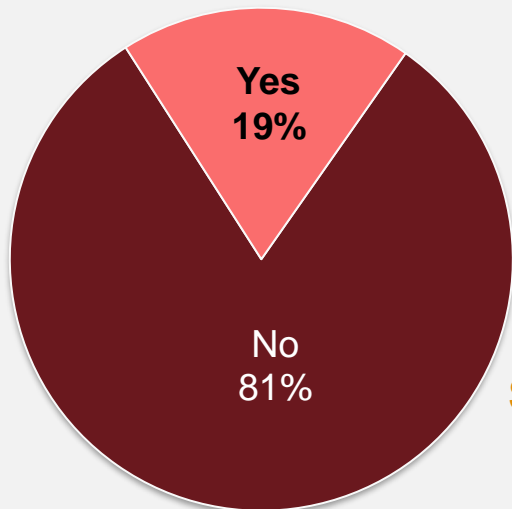
Assistant



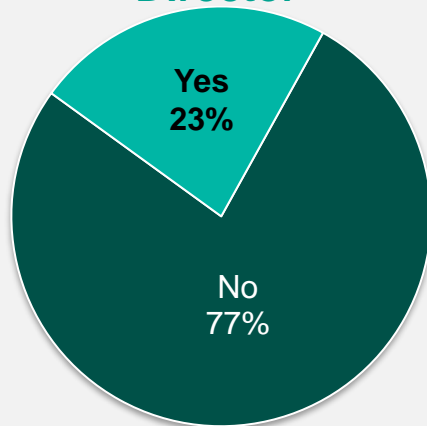
In 2018, 61% were satisfied with their salaries.

Did You Experience a Salary Cut in 2020?

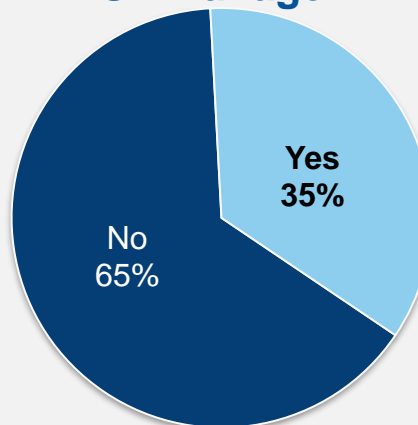
Overall



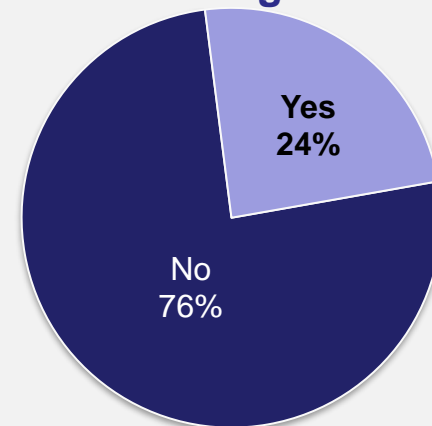
Director



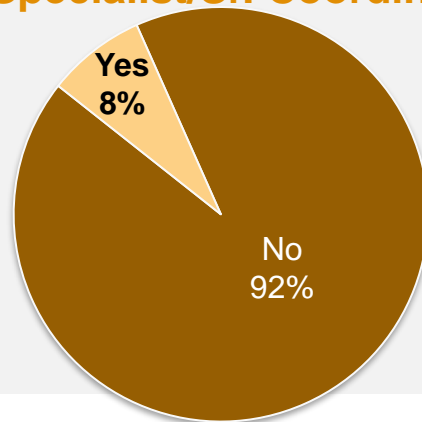
Sr. Manager



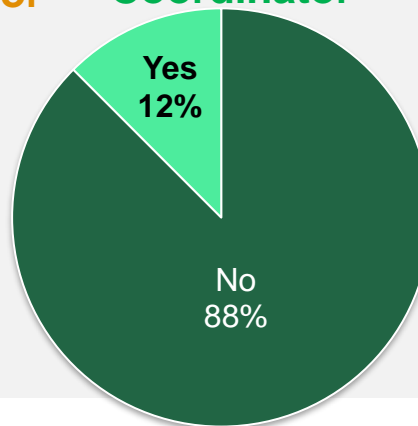
Manager



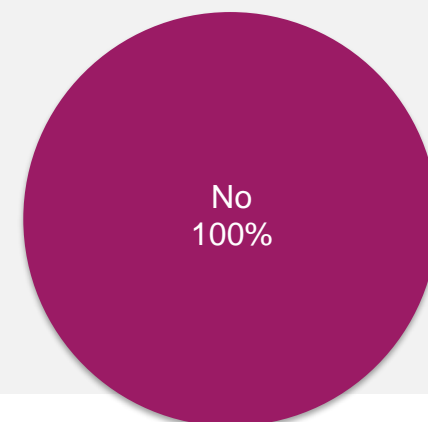
Specialist/Sr. Coordinator



Coordinator



Assistant



Additional Information Regarding Salary Cuts

92.9%

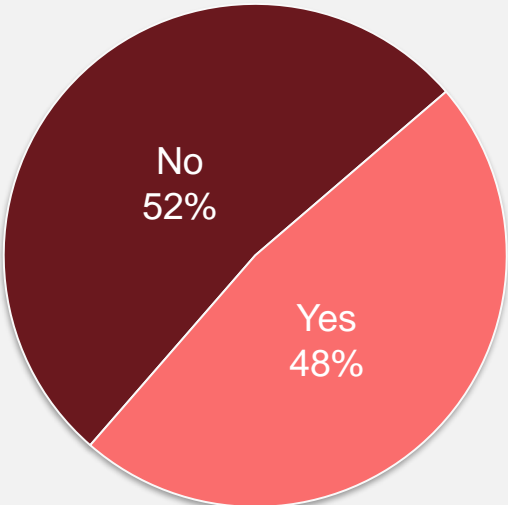
of cut salaries were
fully reinstated in 2021

71.4%

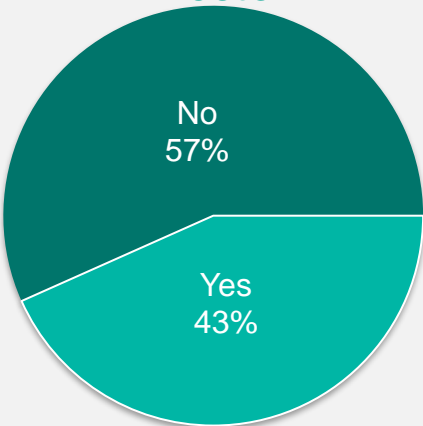
of respondents
received back pay to
compensate them for
the cut

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

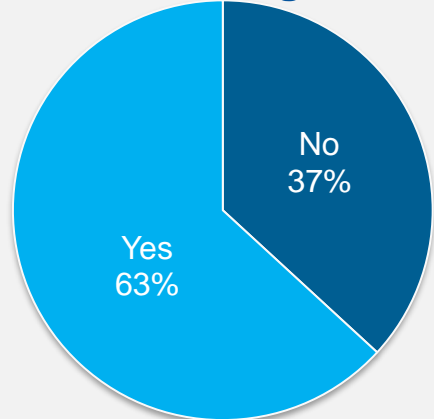
Overall



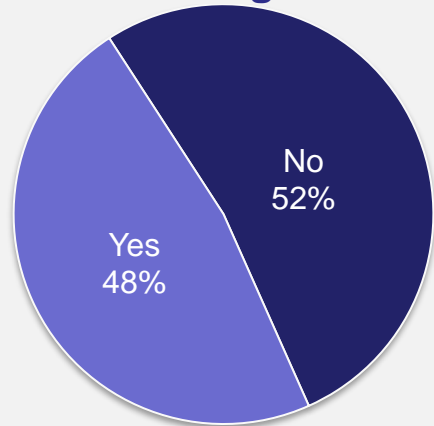
Director



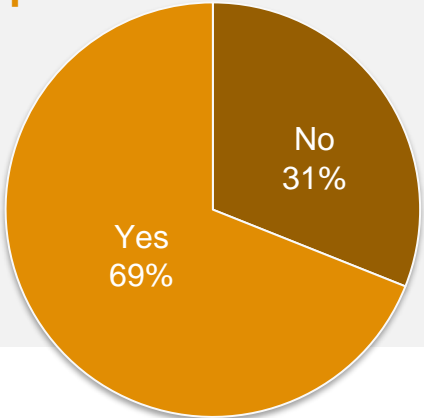
Sr. Manager



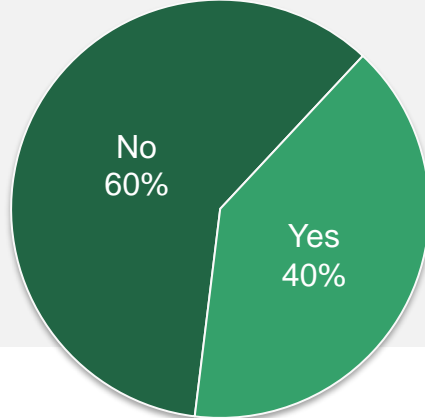
Manager



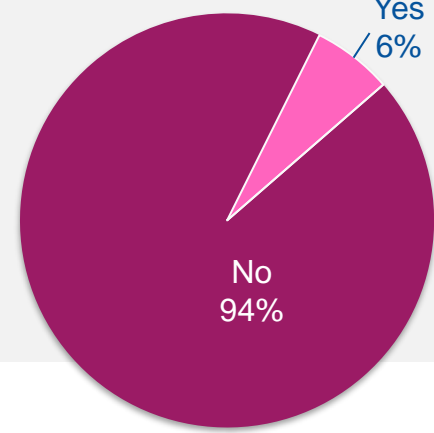
Specialist/Sr. Coordinator



Coordinator



Assistant



Addendum



Average Salary, Bonus & Raise by Firm Size

All Directors: 30

Avg. Salary: \$249,212

Median Salary: \$243,290

Avg. Bonus: \$48,257

Avg. Raise: 5.9%

<u>Firm Size:</u>	<u>1-250</u>	<u>251-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$213,500	\$202,500	\$249,167	\$332,250	\$289,036
Median:	\$189,500	\$204,500	\$235,000	\$272,000	\$282,000
Average Bonus:	\$38,125	\$21,667	\$42,500	\$69,250	\$56,794
Average Raise:	9.3%	<i>insufficient data</i>	6.3%	6.8%	4.4%

Average Salary, Bonus & Raise by Firm Size

All Sr. Managers: 19

Avg. Salary: \$191,111

Median Salary: \$185,000

Avg. Bonus: \$20,513

Avg. Raise: 5.5%

<u>Firm Size:</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$211,000	\$185,000
Median:	\$200,000	\$180,000
Average Bonus:	\$27,440	\$18,333
Average Raise:	6.8%	5.4%

*insufficient data for 1-250; 251-500; 501-750

Average Salary, Bonus & Raise by Firm Size

All Managers: 40
Avg. Salary: \$136,587 **Median Salary: \$133,000**
Avg. Bonus: \$11,352 **Avg. Raise: 6.2%**

Firm Size:	<u>1-250</u>	<u>251-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$133,500	\$133,500	\$135,000	\$132,025	\$147,142
Median:	\$127,500	\$129,500	\$135,000	\$134,000	\$138,800
Average Bonus:	\$12,625	\$6,231	\$12,250	\$10,500	\$12,707
Average Raise:	<i>insufficient data</i>	10.2%	<i>insufficient data</i>	4.0%	5.5%

Average Salary, Bonus, Raise & OT by Firm Size

All Specialists/Sr. Coordinators: 29
Avg. Salary: \$95,598 Median Salary: \$95,000
Avg. Bonus: \$7,154 Avg. Raise: 9.1%
Avg. OT (2020): \$13,793

<u>Firm Size:</u>	<u>251-500</u>	<u>251-500</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$86,400	\$93,667	\$96,714	\$103,335
Median:	\$85,000	\$93,000	\$95,000	\$105,500
Average Bonus:	\$8,333	\$5,333	\$5,750	\$8,876
Average Raise:	<i>insufficient data</i>	<i>insufficient data</i>	11.3%	10.4%

*insufficient data for 1-250

Average Salary, Bonus, Raise & OT by Firm Size

All Coordinators: 36

Avg. Salary: \$74,023 **Median Salary:** \$74,500

Avg. Bonus: \$4,458 **Avg. Raise:** 6.7%

Avg. OT (2020): \$8,770

Firm Size:	251-500	751-1000	1001+
Average Salary:	\$75,667	\$69,768	\$76,944
Median:	\$77,000	\$68,500	\$77,000
Average Bonus:	<i>insufficient data</i>	\$3,557	\$5,036
Average Raise:	<i>insufficient data</i>	6.3%	7.4%

*insufficient data for 1-250; 501-750

Average Salary, Bonus, Raise & OT by Firm Size

All Assistants: 16

Avg. Salary: \$56,465 **Median Salary: \$56,255**
Avg. Bonus: \$4,146 **Avg. Raise: 5.8%**
Avg. OT (2020): \$6,781

<u>Firm Size:</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$55,500	\$73,333	\$59,073
Median:	\$54,500	\$60,000	\$60,000
Average Bonus:	<i>insufficient data</i>	<i>insufficient data</i>	\$3,743
Average Raise:	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>

*insufficient data for for 1-250; 251-500



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