



# 2021 & 2022 Law Firm Recruiting Industry Snapshot



**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 Friends of Wisnik,

We wanted to share the combined findings from our 2021 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 20. The results that follow were generated from 426 professionals in the Bay Area, Chicago, DC, 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. Your responses to this Wisnik NYCRA Industry Survey help us to capture and confirm market trends. As for the market, we saw a continued increase in new law firm Recruiting and PD positions in 2021 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.

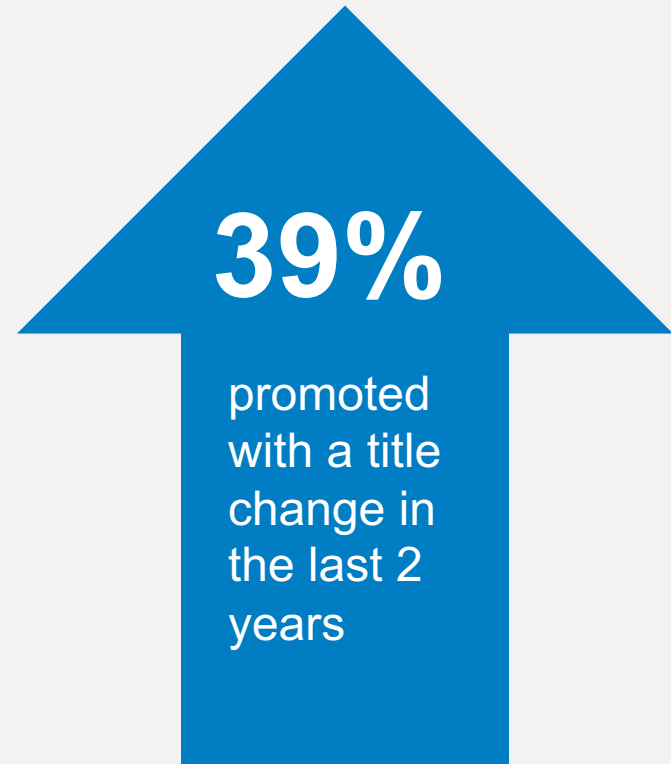
Eva holds an MBA in Marketing from Fordham University and a BA in Psychology from Barnard College. She is certified as a Health Coach through the Institute of Integrative Nutrition. In 2021, she published *Your Fairy Job Mentor's Secrets for Success*.

# Summary of Interesting Survey Results

**39%** of Firms reported increasing the size of their Recruiting/PD departments

**54%** of respondents believe they are fairly compensated, down from 58% in 2019

**44%** have been in Recruiting/PD for 8 or more years



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# Participant Response Breakdown

Total of 426 Recruiting and PD professionals' salary and industry information by:



## Position

- Chief: 7
- Director: 65
- Sr. Manager: 40
- Manager: 119
- Specialist/Sr. Coordinator: 64
- Coordinator: 96
- Assistant: 35



## Location

- Bay Area: 60
- Chicago: 61
- DC: 99
- New York: 173
- Philadelphia: 47



## Firm Size

- 1-250: 38
- 251-500: 53
- 501-750: 49
- 751-1,000: 93
- 1,001+: 185

\*some respondents did not indicate Firm Size



# 2021 Wisnik Salary Findings



# Average Salaries by City

Title (# responses with salary data)	Bay Area	Chicago	DC	New York	Philly
Director (65):	<i>insufficient data</i>	\$198,571	\$195,250	\$249,212	\$160,200
Sr. Manager (40):	\$166,286	\$137,917	\$150,956	\$191,111	<i>insufficient data</i>
Manager (119):	\$143,336	\$123,089	\$125,218	\$136,587	\$115,884
Specialist/Sr. Coord. (64):	\$99,869	\$82,481	\$79,200	\$95,598	\$76,825
Coordinator (96):	\$75,794	\$63,413	\$66,741	\$74,023	\$61,680
Coordinator – OT (72):	\$75,794	\$63,099	\$66,078	\$71,163	\$61,650
Coordinator – Exempt (17):	<i>insufficient data</i>	<i>insufficient data</i>	\$67,617	\$82,480	<i>insufficient data</i>
Assistant (35):	\$57,250	\$51,000	\$54,230	\$56,465	\$52,000

\*insufficient data for Chief breakdown

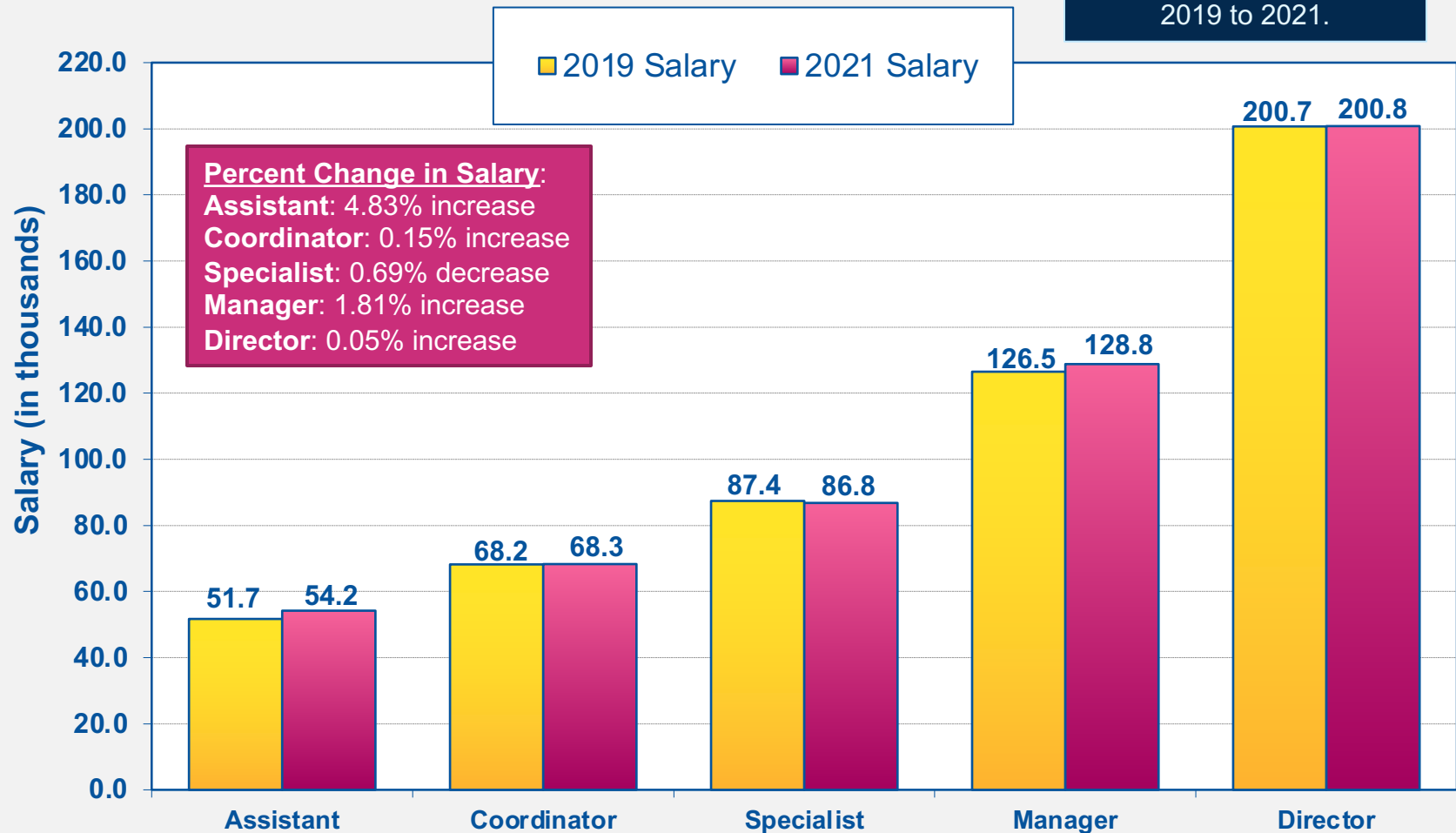
\*not all Coordinators indicated if they were OT or Exempt





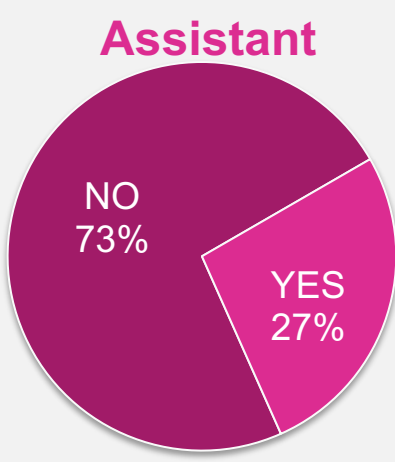
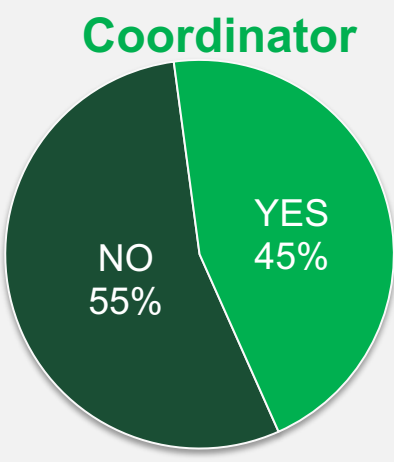
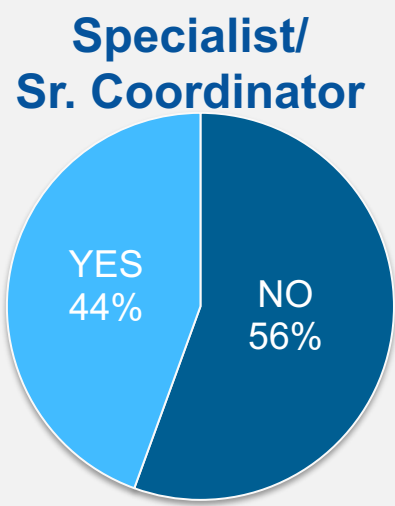
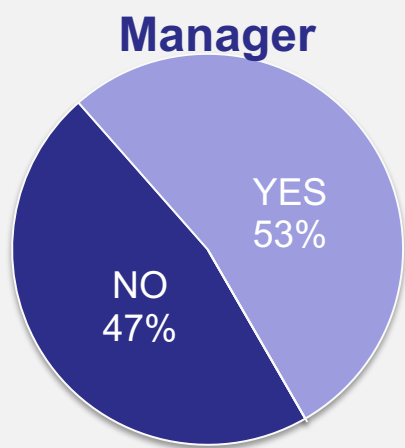
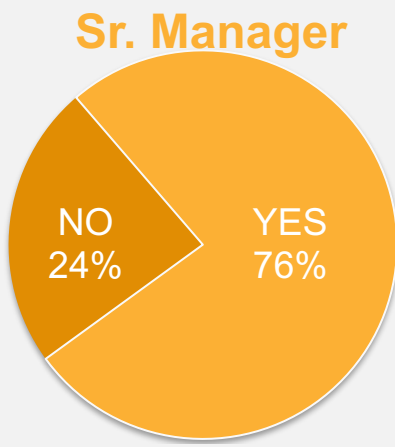
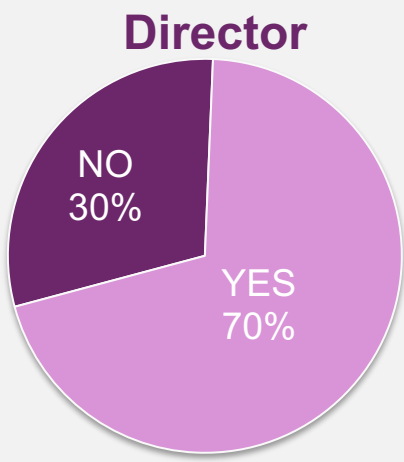
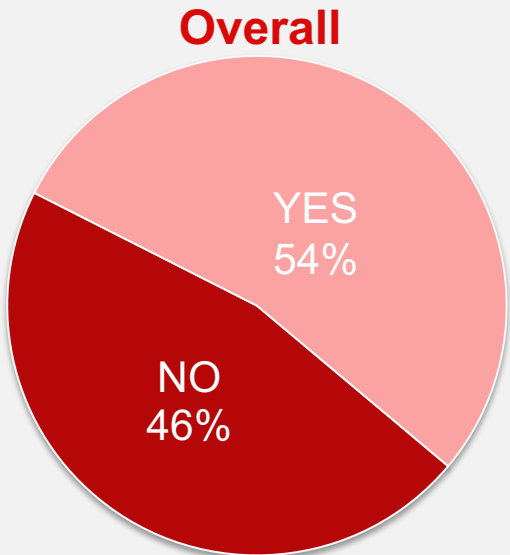
# National Average Salaries by Title – 2019 to 2021 Comparison

Salaries industry-wide saw a **1.50% increase** from 2019 to 2021.



\*insufficient data for Sr. Managers & Chiefs

# Do You Believe You Are Fairly Compensated?



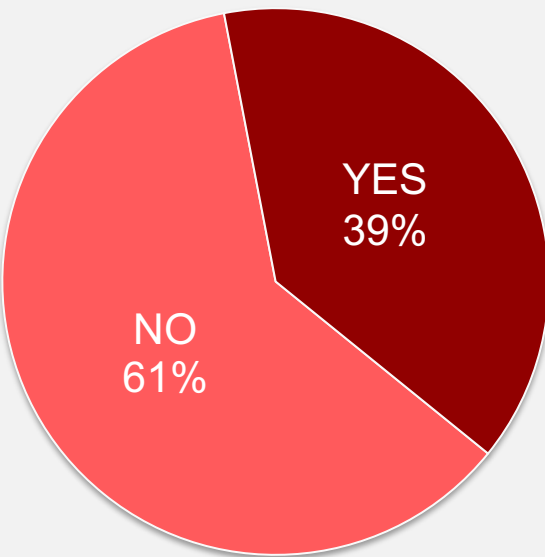
**In 2019, 58% were satisfied with their salaries.**

# Industry Findings

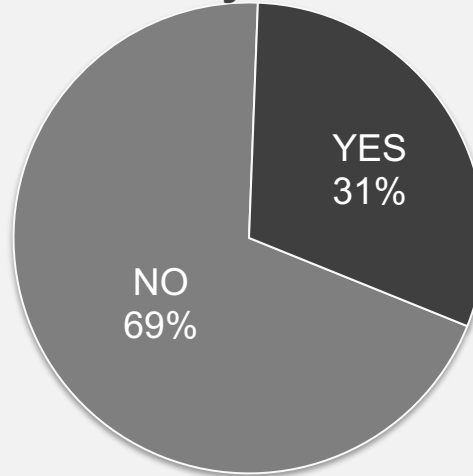


# In the Past 2 Years, Have You Had a Promotion with a Title Change? – City Comparison

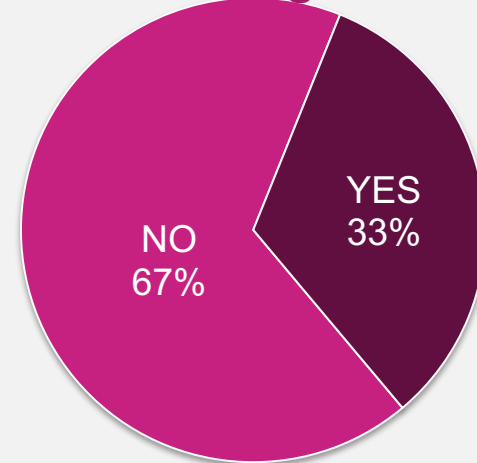
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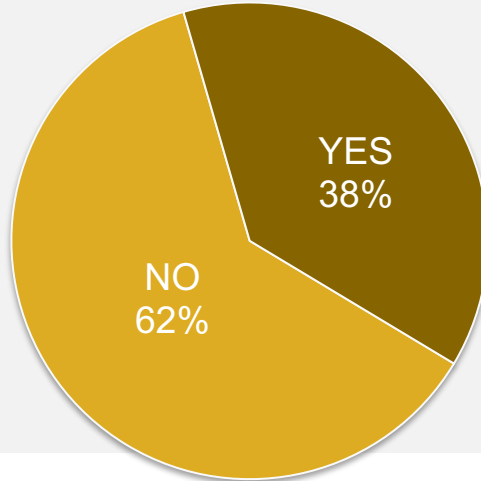
Bay Area



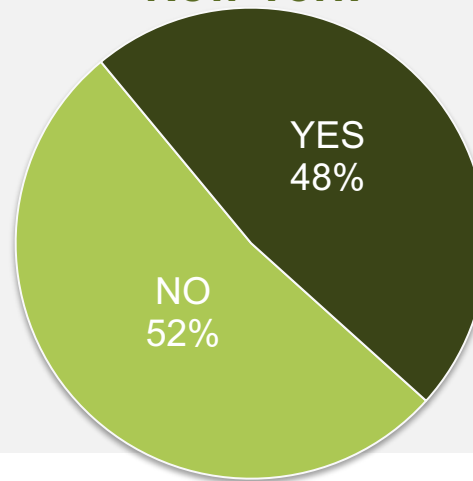
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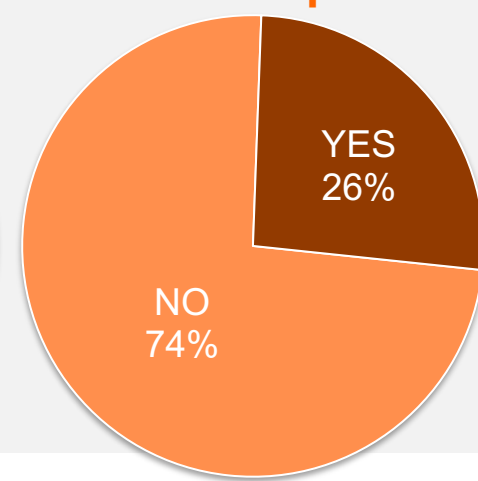
DC



New York



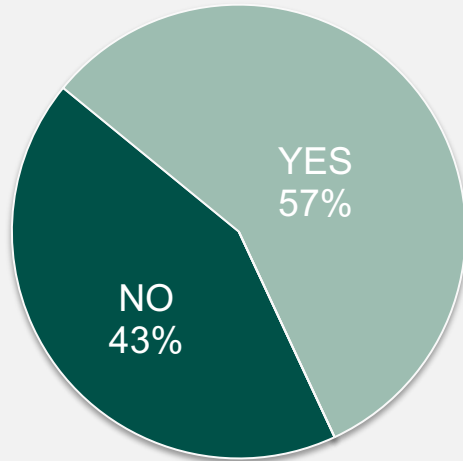
Philadelphia



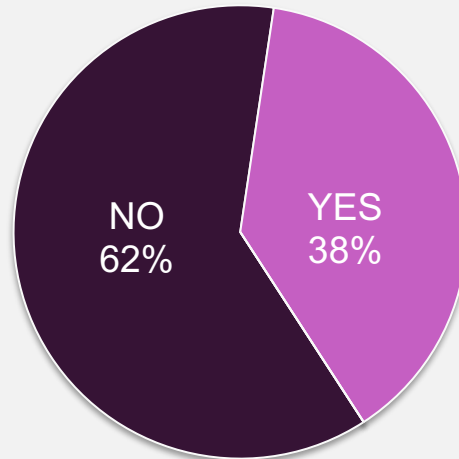
In 2019, 42% of overall respondents received a promotion with a title change.

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

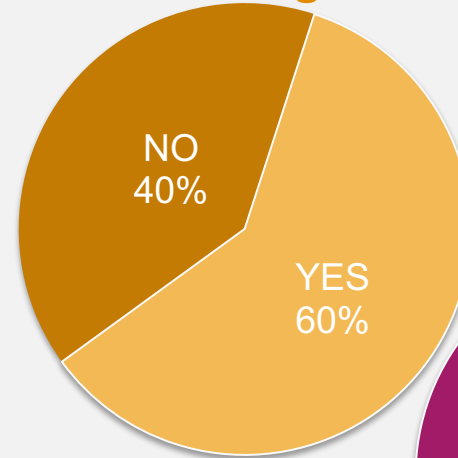
**Chief**



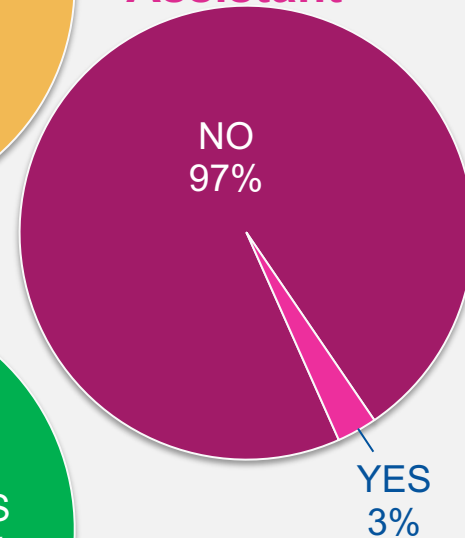
**Director**



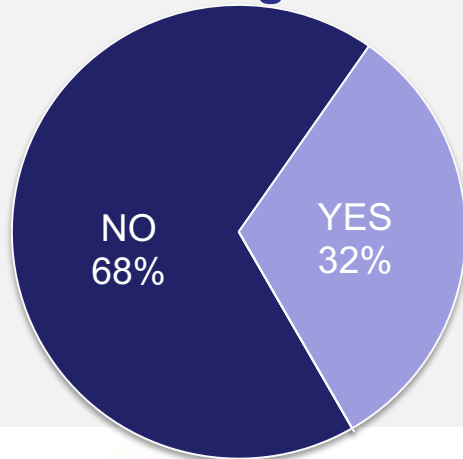
**Sr. Manager**



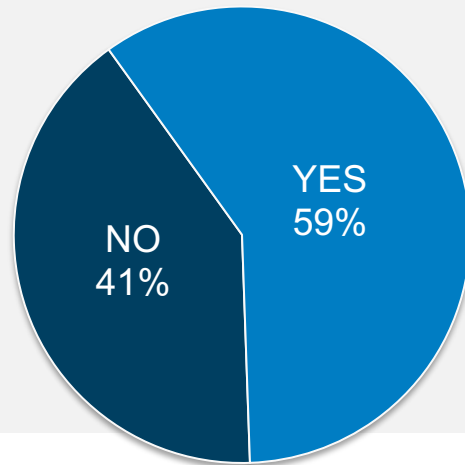
**Assistant**



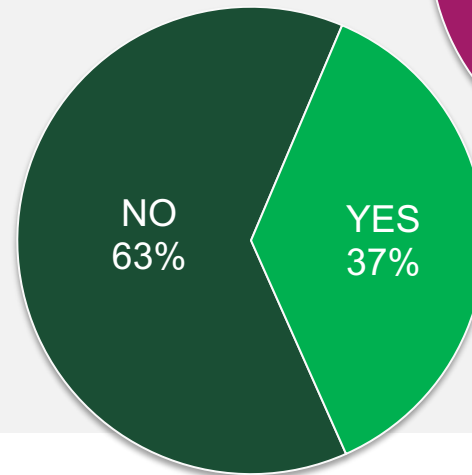
**Manager**



**Specialist/Sr. Coordinator**

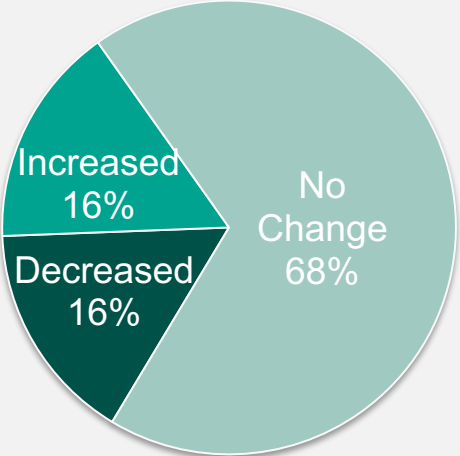


**Coordinator**

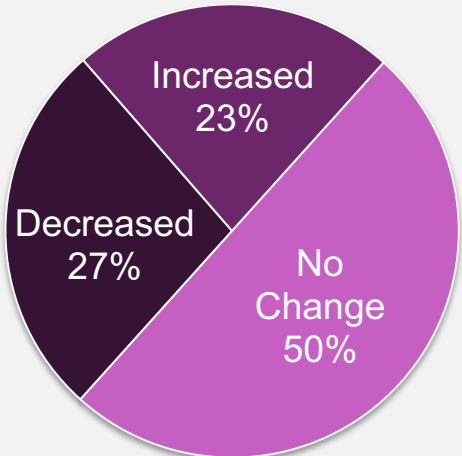


# By Firm Size, has Your Department Increased in Size in the Past 2 Years?

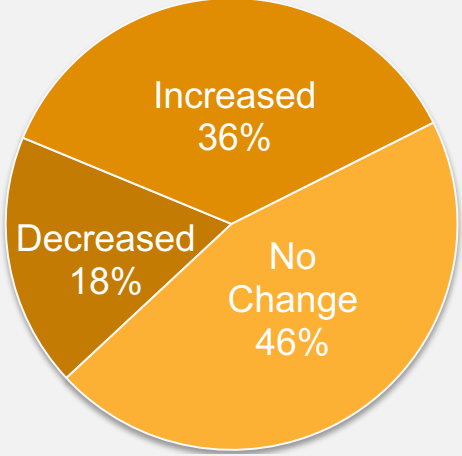
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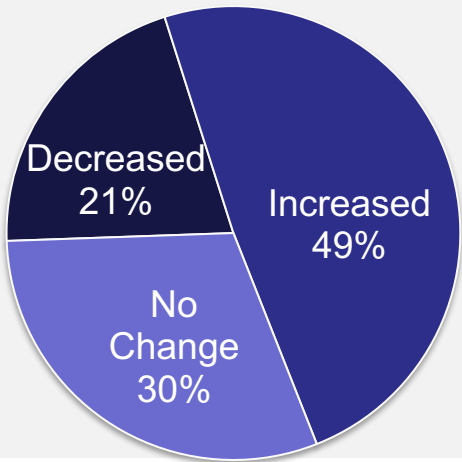
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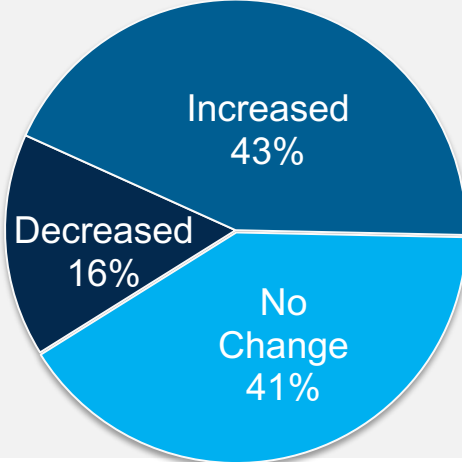
501-750



751-1000



1001+



# Salary Breakdown by City





# Bay Area: Average Salaries by Title

Title (# responses)	Average Salary	Median	25% - 75% Range	Average Bonus	Average Raise
Sr. Manager (7):	\$166,286	\$170,000	\$160.0k - \$172.5k	\$19,300	4.0%
Manager (22):	\$143,336	\$142,000	\$127.6k - \$155.0k	\$14,273	4.1%
Specialist/Sr. Coordinator (12):	\$99,869	\$100,000	\$95.0k - \$102.0k	\$7,794	1.8%
Coordinator (8):	\$75,794	\$75,000	\$72.0k - \$80.3k	\$4,350	4.8%
Assistant (5):	\$57,250	\$58,500	\$53.3k - \$62.5k	<i>insufficient data</i>	<i>insufficient data</i>

\*insufficient data to break out OT & Exempt Coordinators

\*insufficient data for Directors



**On average, Coordinators eligible for OT earned \$5,603 in overtime income.**

# Chicago: Average Salaries by Title

Title (# responses)	Average Salary	Median	25% - 75% Range	Average Bonus	Average Raise
Director (7):	\$198,571	\$185,000	\$172.5k - \$205.0k	\$35,917	11.3%
Sr. Manager (6):	\$137,917	\$141,750	\$125.8k - \$152.9k	\$9,400	9.1%
Manager (17):	\$123,089	\$126,000	\$109.4k - \$136.4k	\$11,229	4.3%
Specialist/Sr. Coordinator (10):	\$82,481	\$82,800	\$69.7k - \$88.5k	\$3,693	4.6%
Coordinator (16):	\$63,413	\$66,750	\$61.2k - \$68.0k	\$2,839	9.0%
Coordinator – OT (14):	\$63,099	\$66,500	\$60.7k - \$68.0k	\$2,981	8.0%
Assistant (5):	\$57,250	\$58,500	\$53.3k - \$62.5k	\$2,533	3.0%



**On average, Coordinators eligible for OT earned \$9,881 in overtime income.**

\*insufficient data for Exempt Coordinators

# DC: Average Salaries by Title

Title (# responses)	Average Salary	Median	25% - 75% Range	Average Bonus	Average Raise
Director (12):	\$195,250	\$197,500	\$191.3k - \$204.5k	\$17,031	5.1%
Sr. Manager (8):	\$150,956	\$154,000	\$143.4k - \$161.1k	\$10,850	5.5%
Manager (24):	\$125,218	\$128,000	\$107.5k - \$140.0k	\$9,216	8.4%
Specialist/Sr. Coordinator (8):	\$79,200	\$78,300	\$75.0k - \$84.2k	\$4,250	5.8%
Coordinator (26):	\$66,741	\$65,000	\$65.0k - \$70.0k	\$3,160	6.2%
Coordinator – OT (19):	\$66,078	\$65,000	\$61.5k - \$70.9k	\$2,703	5.6%
Coordinator – Exempt (5):	\$67,617	\$65,000	\$65.0k - \$70.0k	\$4,418	<i>insufficient data</i>
Assistant (6):	\$54,230	\$55,027	\$48.3k - \$60.1k	\$2,985	<i>insufficient data</i>

# New York: Average Salaries by Title

Title (# responses)	Average Salary	Median	25% - 75% Range	Average Bonus	Average Raise
Director (30):	\$249,212	\$243,290	\$204.0k - \$287.0k	\$48,275	5.9%
Sr. Manger (19):	\$191,111	\$185,000	\$166.3k - \$211.3k	\$20,513	5.5%
Manager (40):	\$136,587	\$133,000	\$125.0k - \$150.0k	\$11,352	6.2%
Specialist/ Sr. Coordinator (29):	\$95,598	\$95,000	\$90.0k - \$105.0k	\$7,154	9.1%
Coordinator (26):	\$74,023	\$74,500	\$66.7k - \$80.0k	\$4,458	6.7%
Coordinator – OT (24):	\$71,163	\$69,250	\$66.0k - \$75.5k	\$3,922	5.1%
Coordinator – Exempt (8):	\$82,480	\$81,030	\$79.3k - \$84.5k	\$5,543	10.5%
Assistant (16):	\$56,465	\$56,255	\$53.3k - \$60.0k	\$4,146	5.8%

# Philadelphia: Average Salaries by Title

Title (# responses)	Average Salary	Median	25% - 75% Range	Average Bonus	Average Raise
Director (11):	\$160,200	\$160,250	\$142.5k - \$172.9k	\$10,250	4.8%
Manager (16):	\$115,884	\$120,000	\$108.2k - \$125.0k	\$4,446	5.1%
Specialist/ Sr. Coordinator (5):	\$76,825	\$73,500	\$68.8k - \$81.5k	\$4,050	5.3%
Coordinator (10):	\$61,680	\$62,000	\$60.0k - \$64.8k	\$2,133	3.0%
Coordinator – OT (8):	\$61,650	\$62,000	\$60.0k - \$64.8k	<i>insufficient data</i>	4.0%
Assistant (3):	\$52,000	\$51,000	\$49.0k - \$54.5k	<i>insufficient data</i>	<i>insufficient data</i>

\*insufficient data for Sr. Managers and Exempt Coordinators



**On average, Coordinators eligible for OT earned \$3,340 in overtime income.**

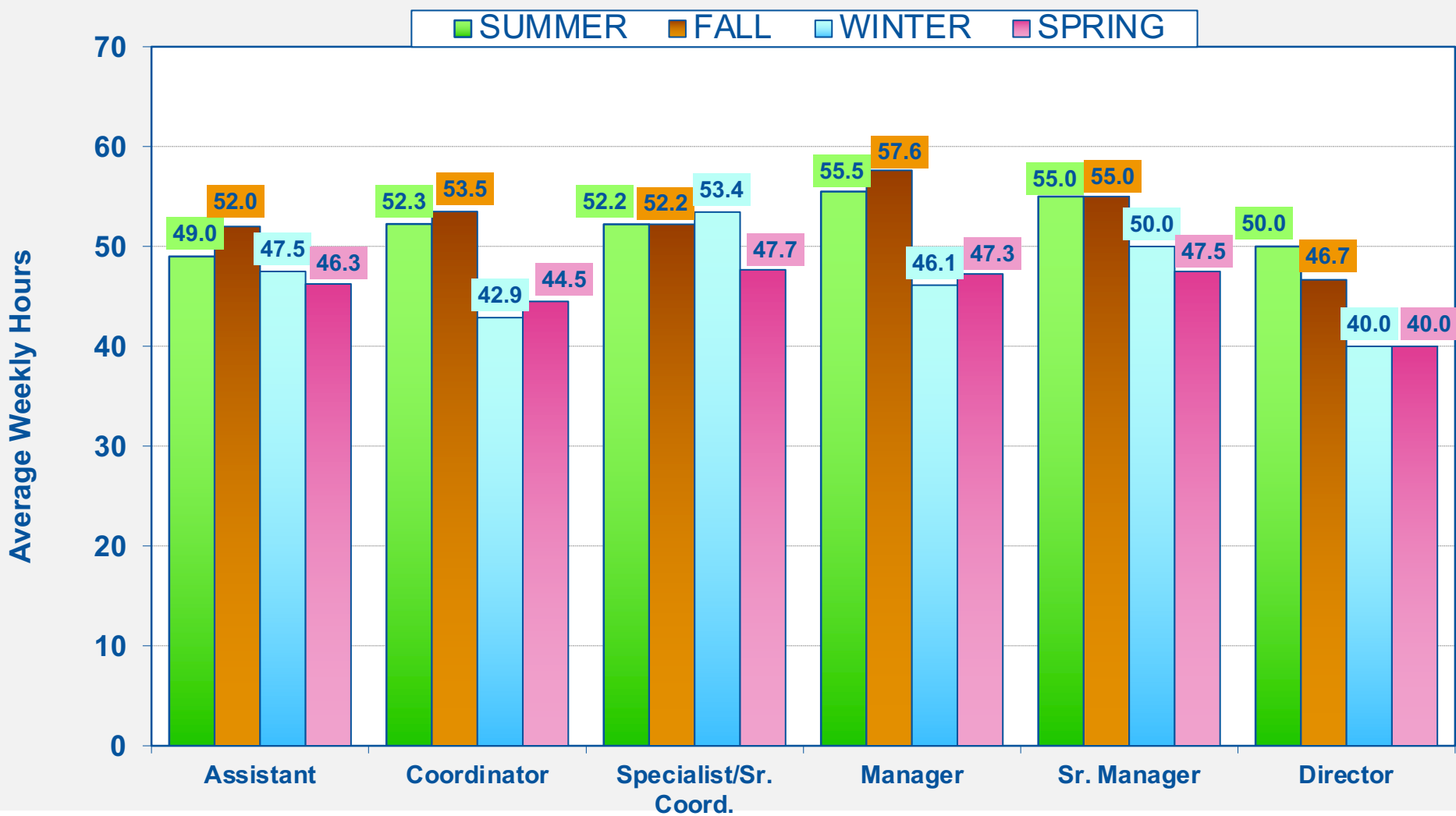


# 2021 & 2022 Law Firm Recruiting Industry Snapshot



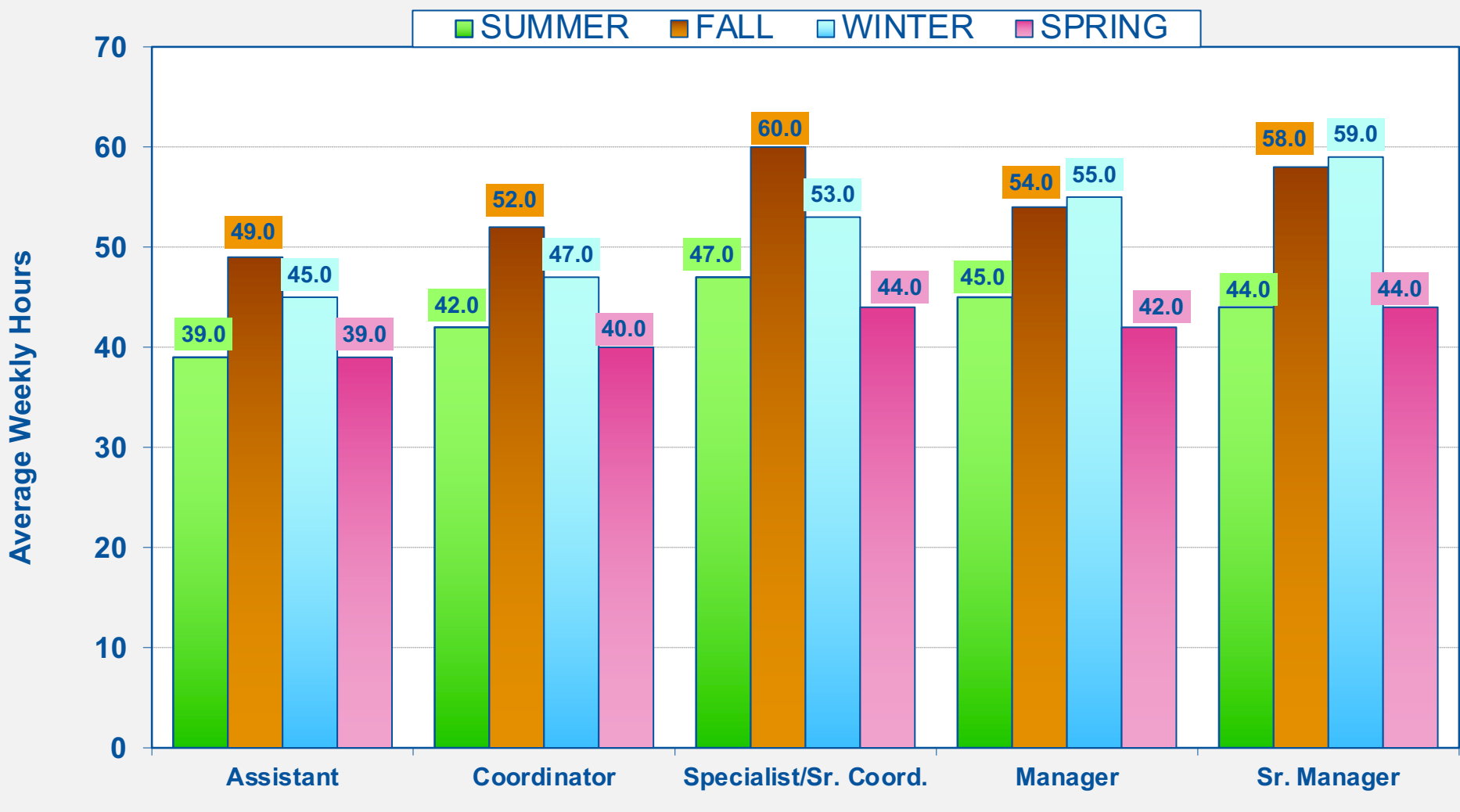
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# Average Hours Worked Per Week in 2020, Breakdown by Season





# Average Hours Worked Per Week in 2018, Breakdown by Season

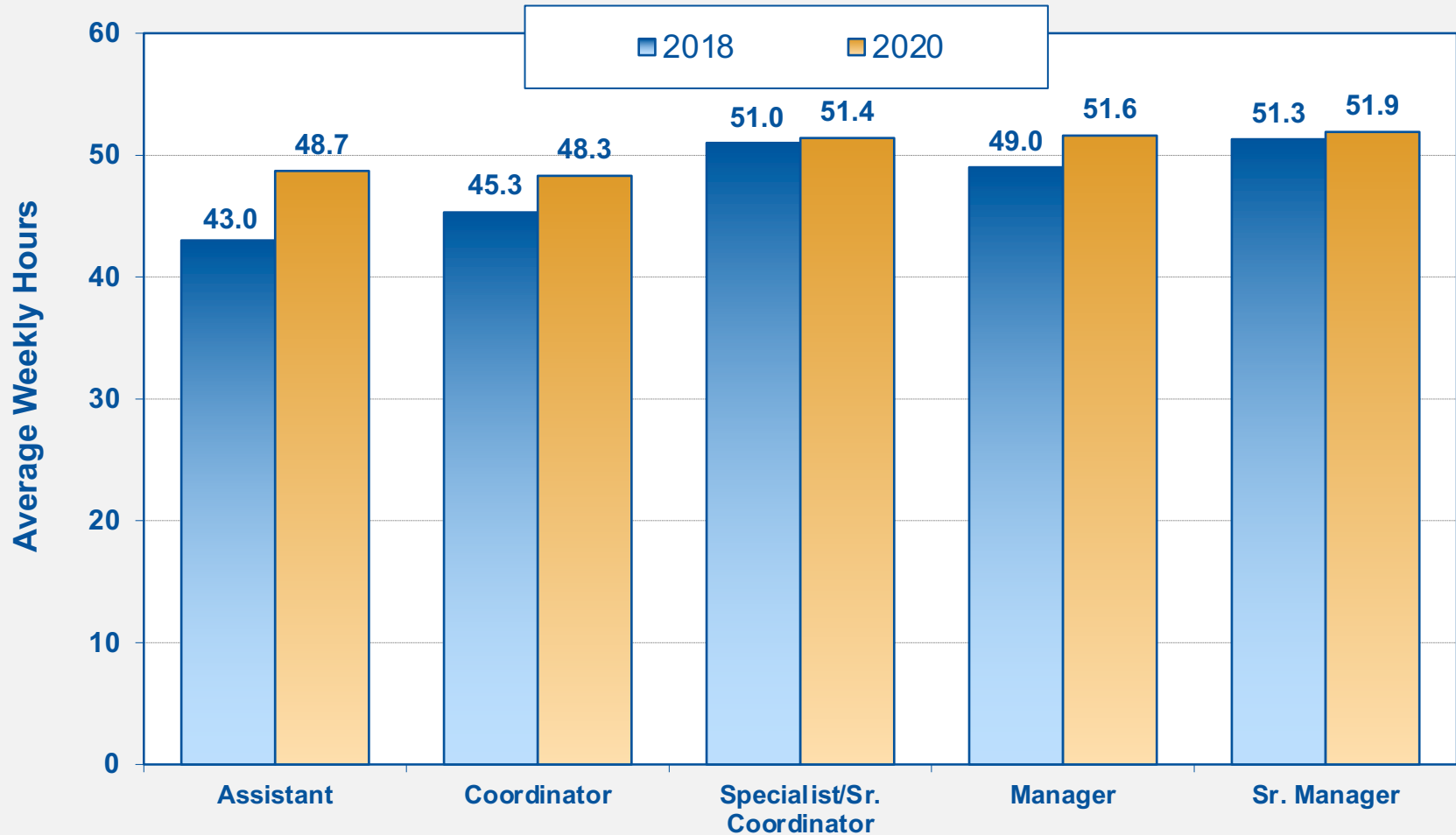


\*insufficient data for Directors



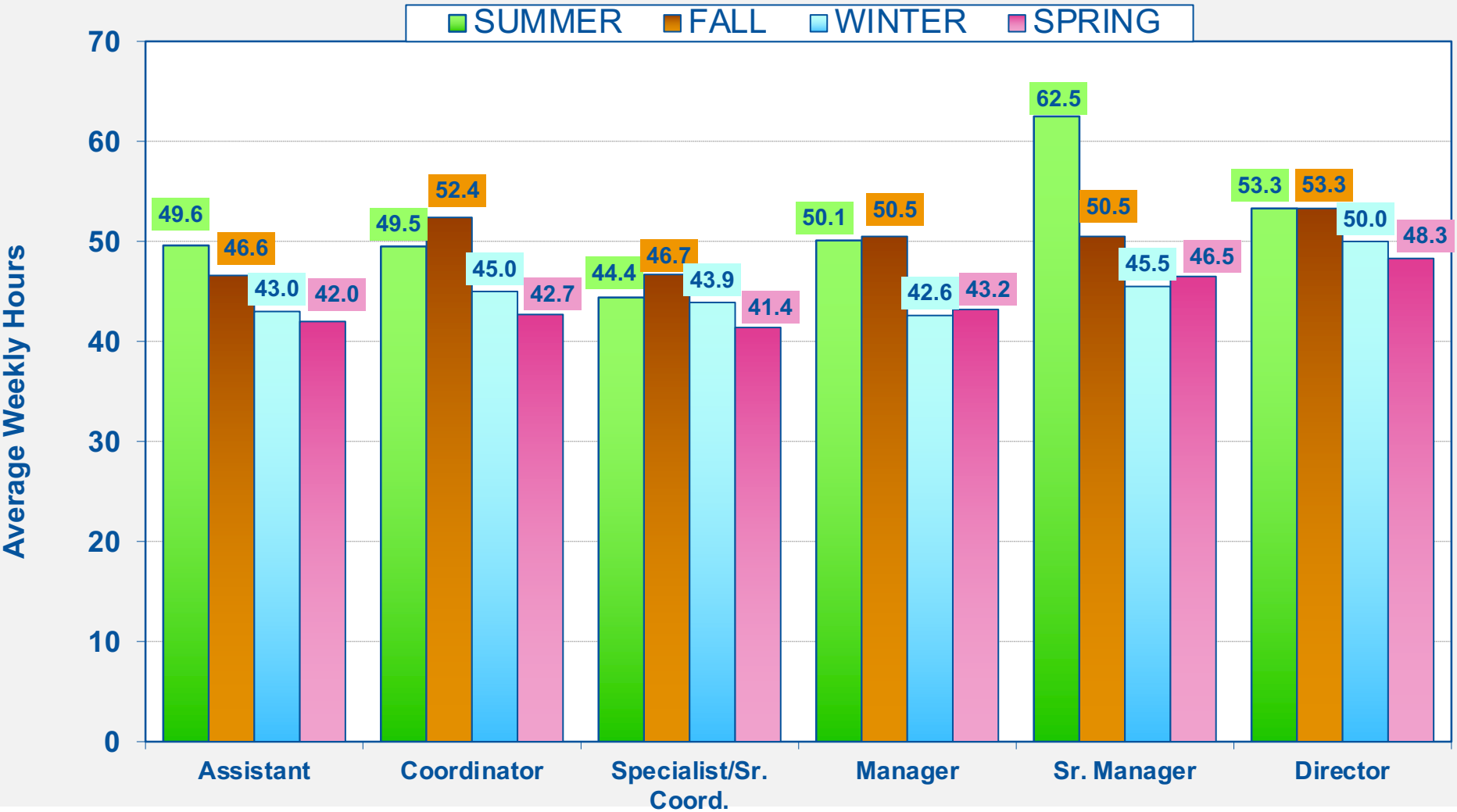
# Comparison of Average Hours Worked Per Week, 2018 vs. 2020

Bay Area

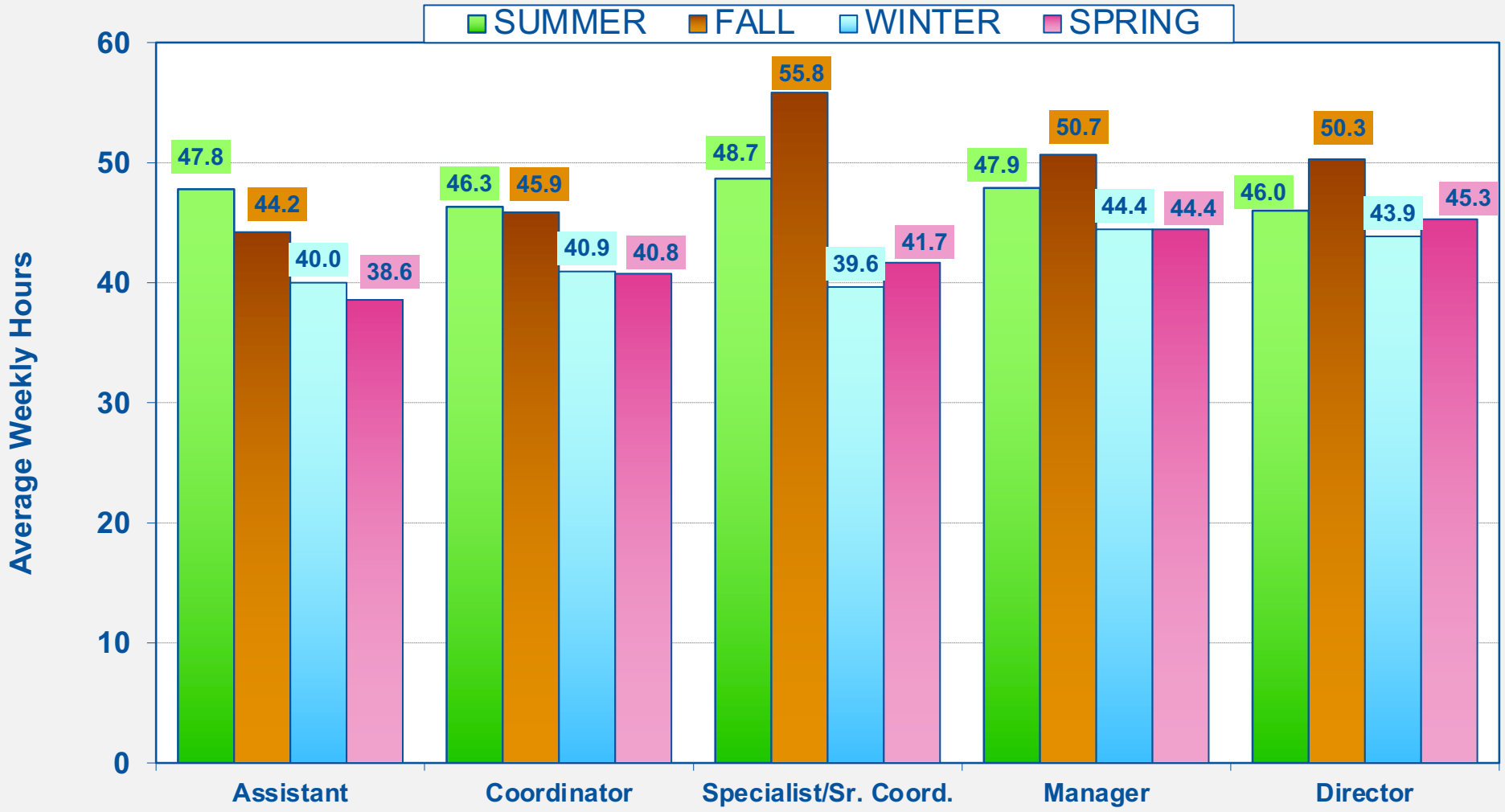


\*insufficient data for Directors

# Average Hours Worked Per Week in 2020, Breakdown by Season

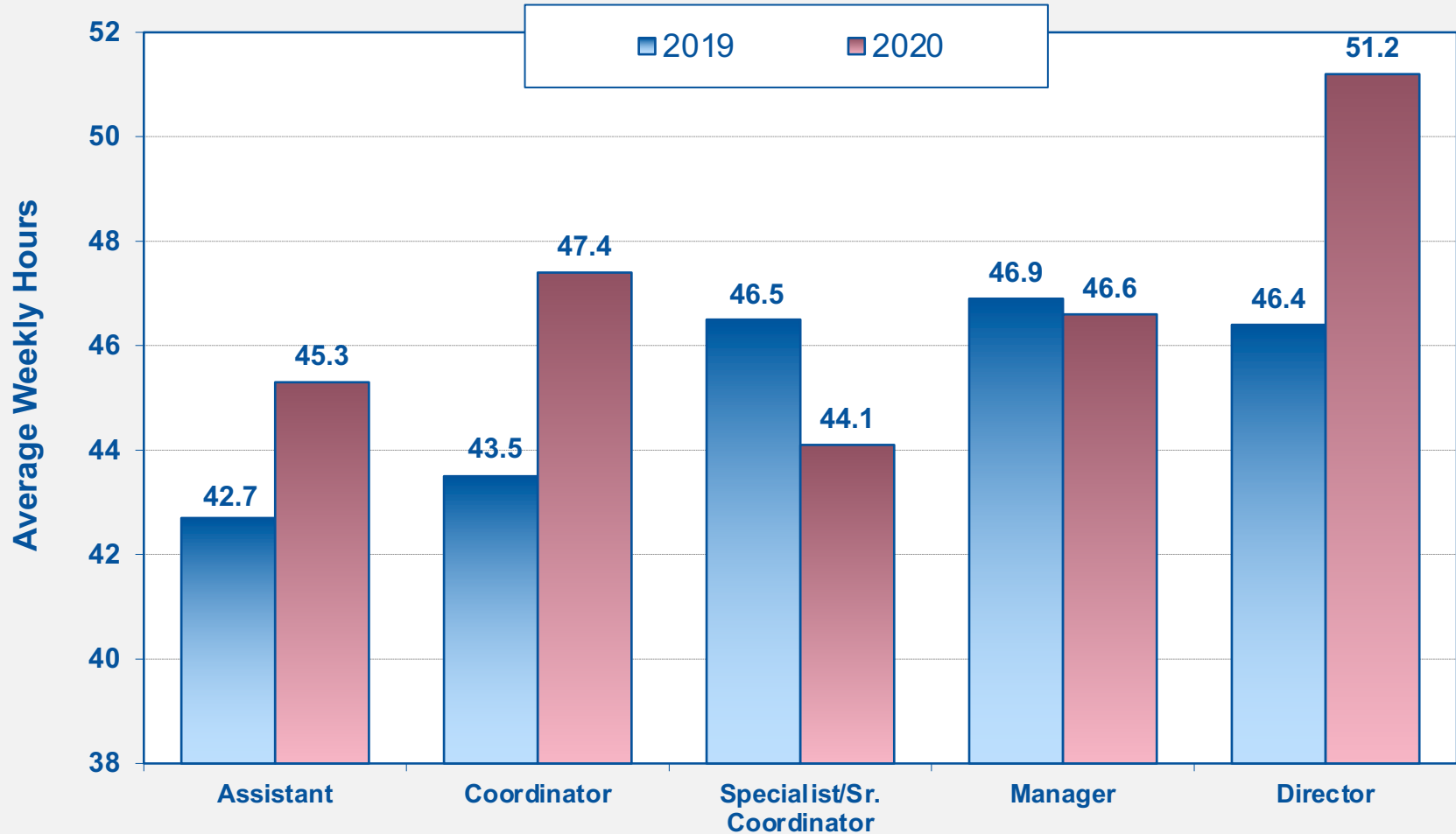


# Average Hours Worked Per Week in 2019, Breakdown by Season



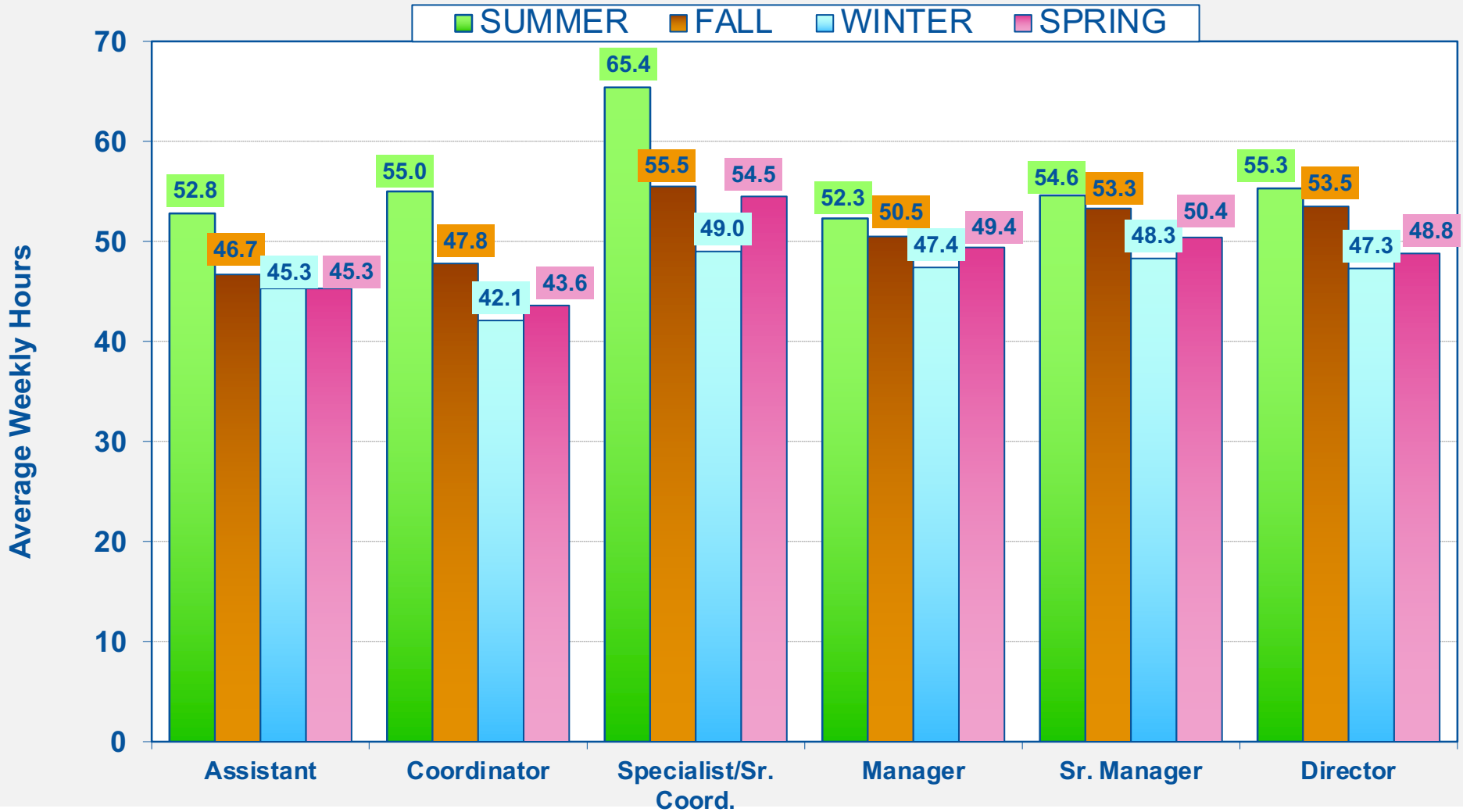
# Comparison of Average Hours Worked Per Week, 2019 vs. 2020

Chicago

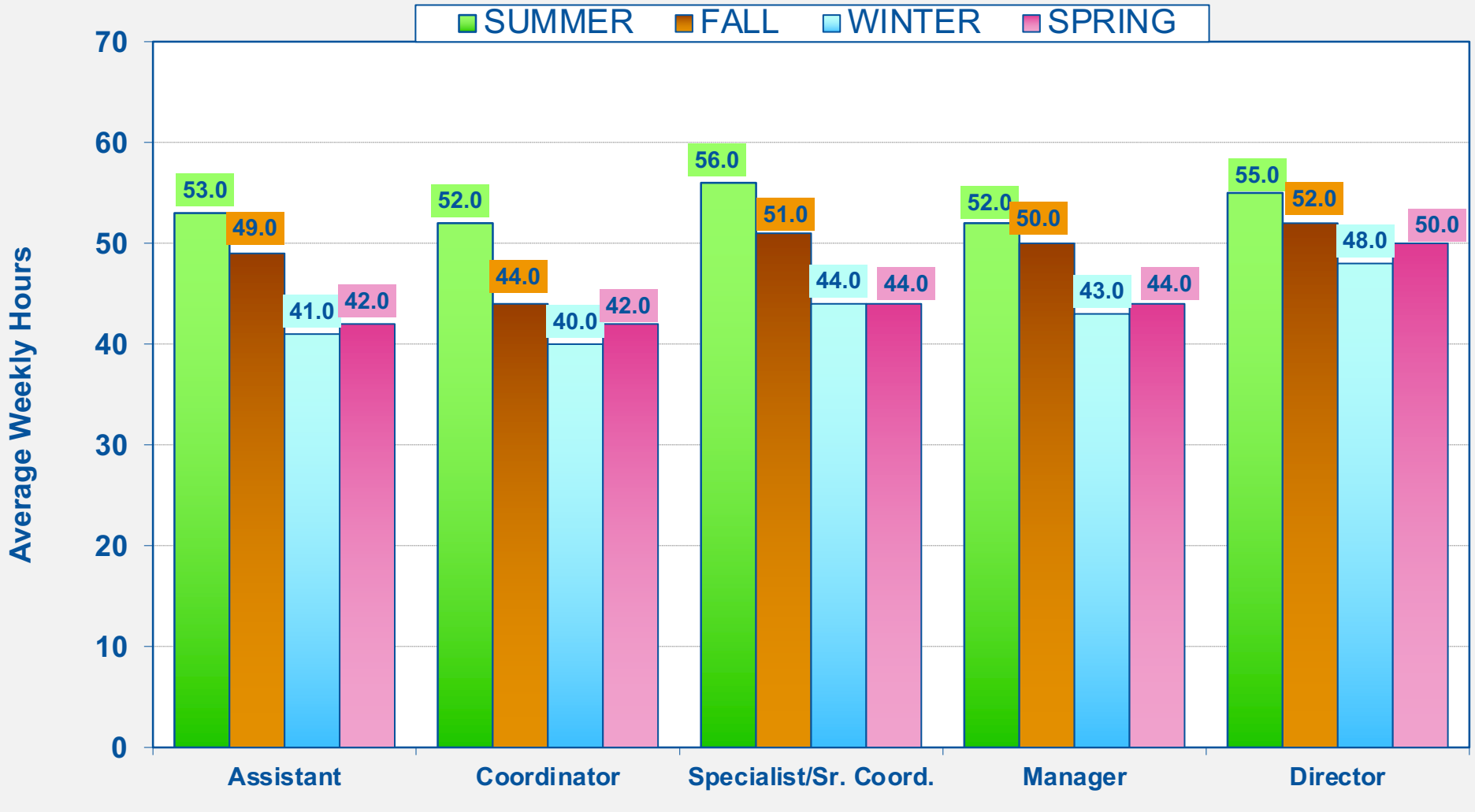


\*insufficient data for Sr. Managers

# Average Hours Worked Per Week in 2020, Breakdown by Season



# Average Hours Worked Per Week in 2018, Breakdown by Season



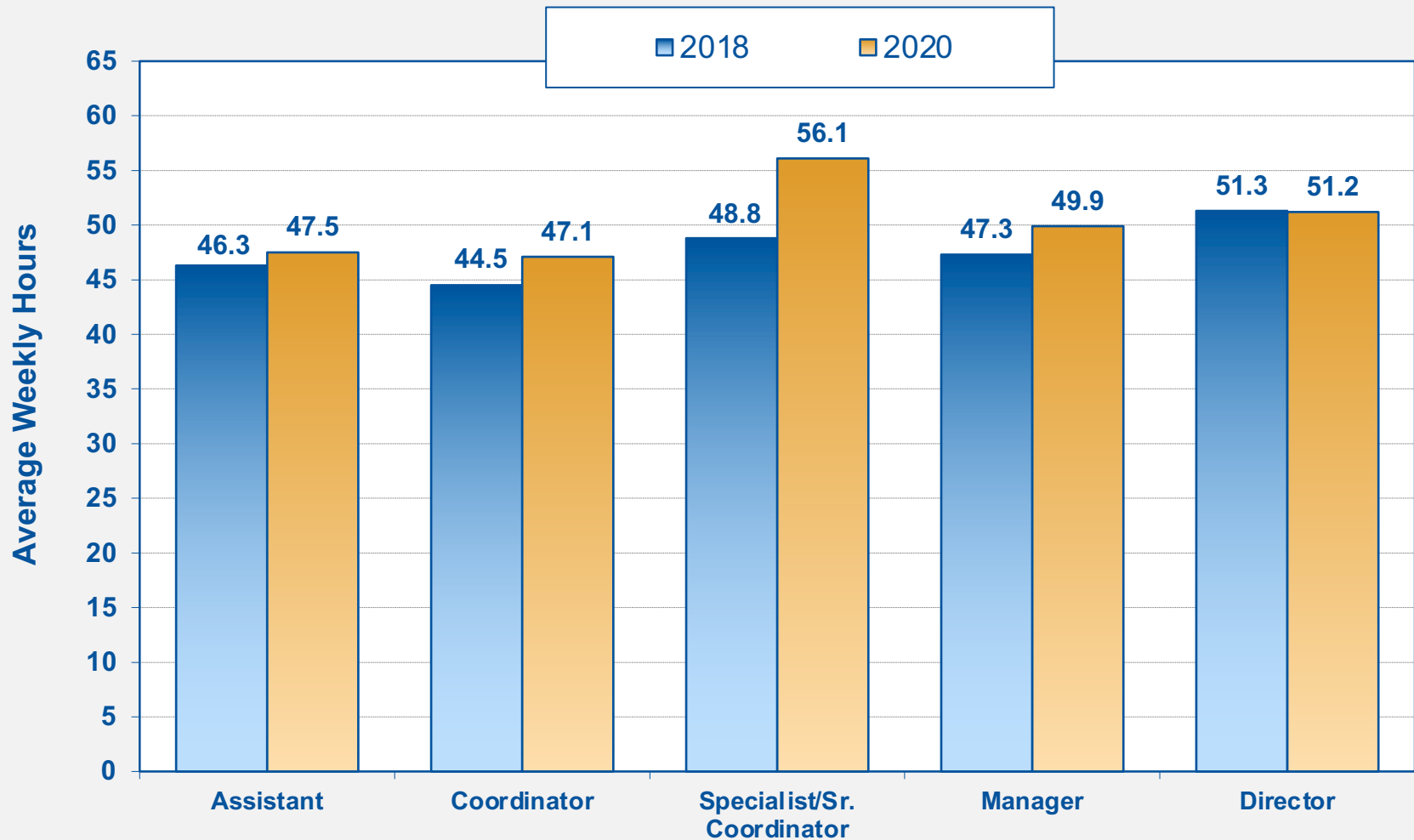
\*insufficient data for Sr. Managers





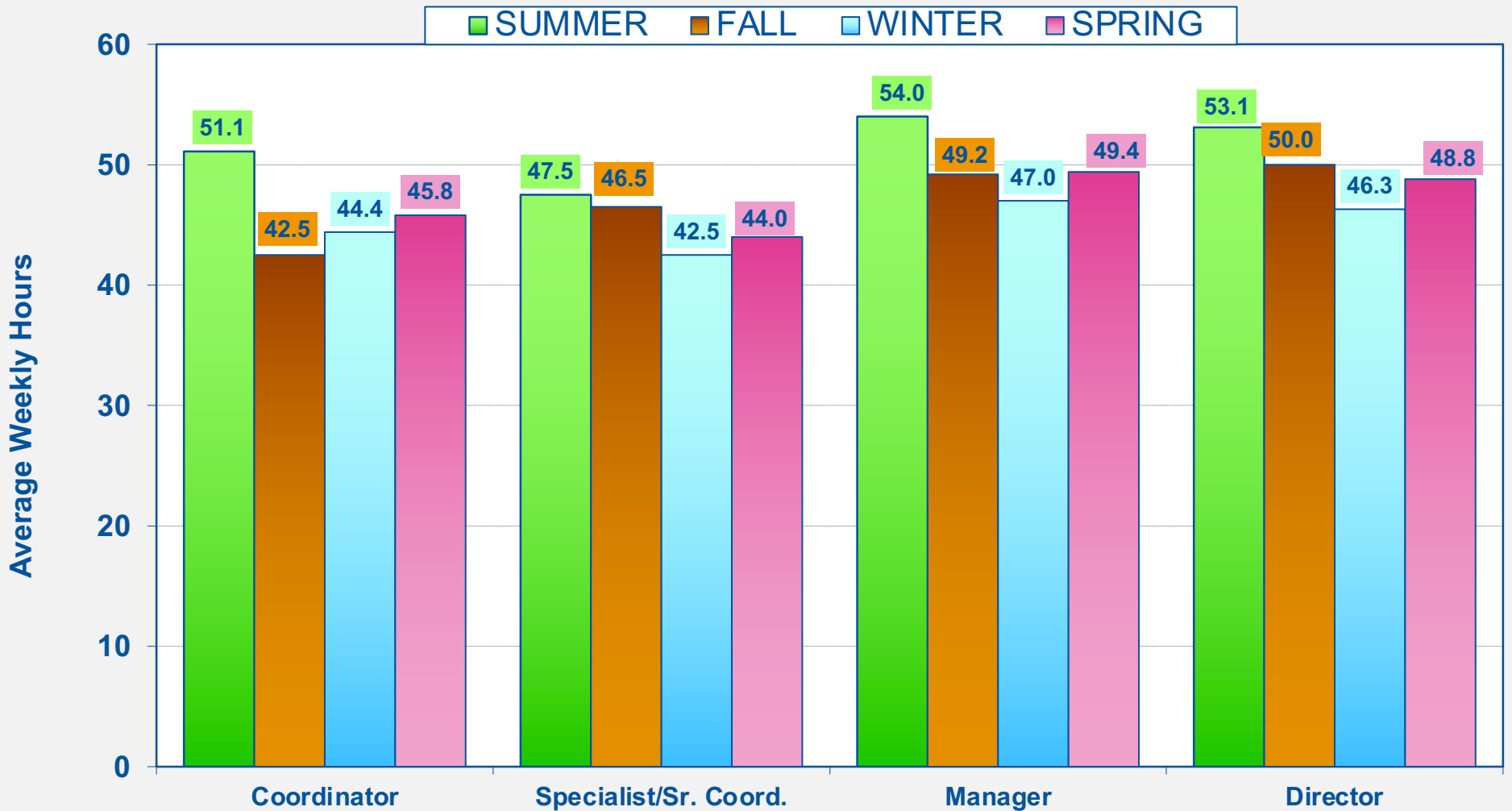
# Comparison of Average Hours Worked Per Week, 2018 vs. 2020

DC



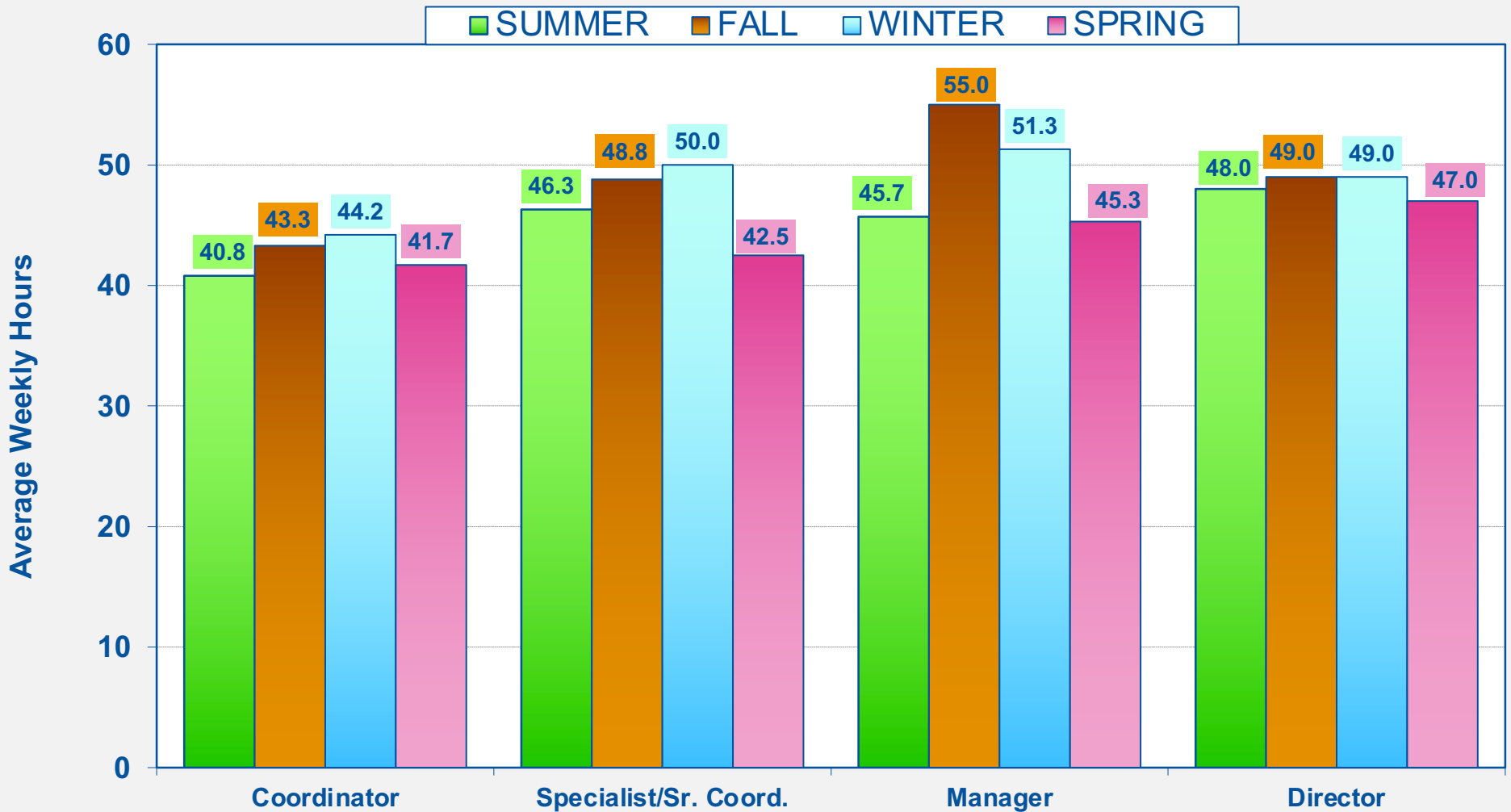
\*insufficient data for Sr. Managers

# Average Hours Worked Per Week in 2020, Breakdown by Season



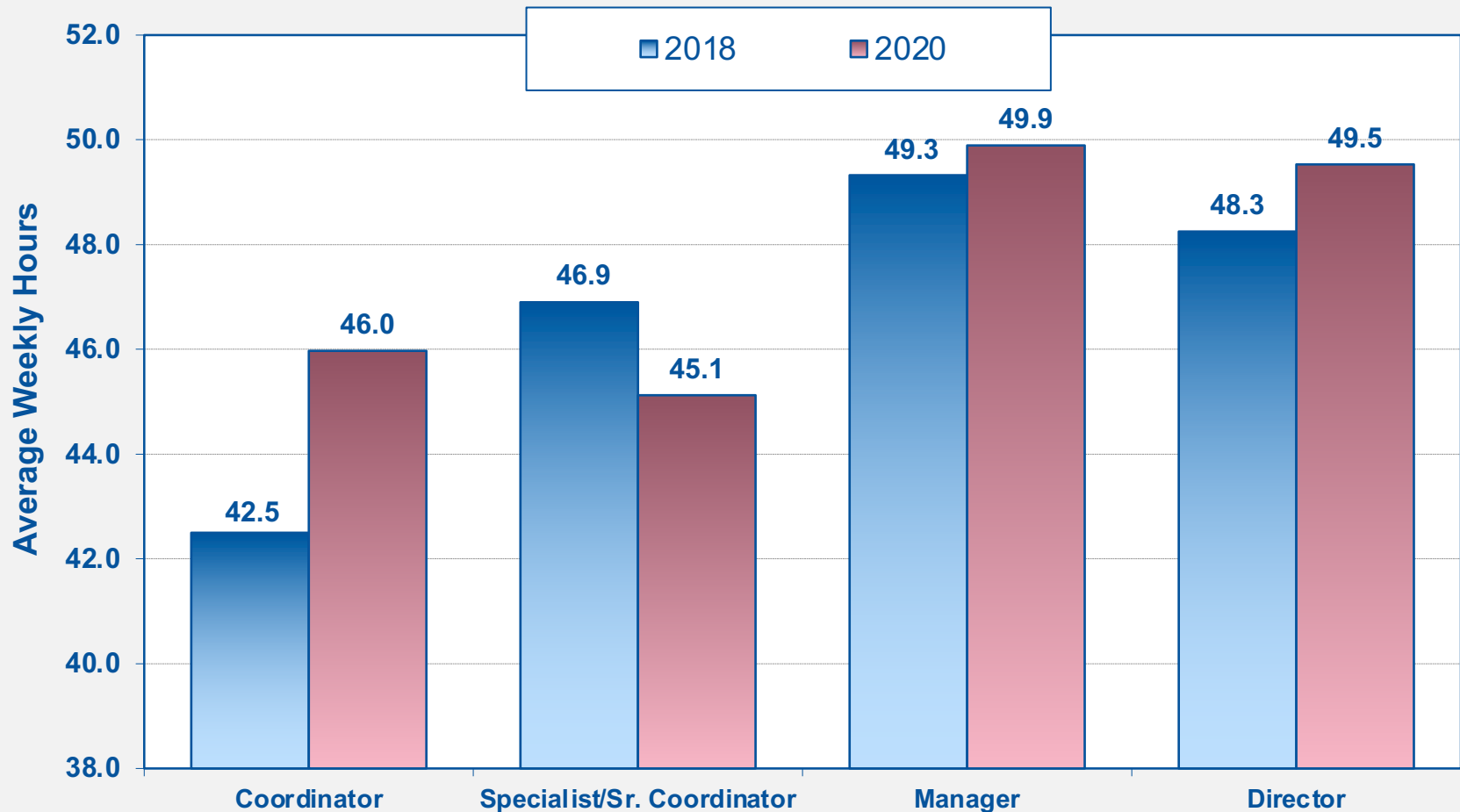
\*insufficient data for Assistants

## Average Hours Worked Per Week in 2018, Breakdown by Season



\*insufficient data for Assistants

# Comparison of Average Hours Worked Per Week, 2018 vs. 2020 Philly



\*insufficient data for Assistants

# Importance of Post-Pandemic Flexible Work Arrangements: Average Ranking (1 Not Important – 5 Very Important)

Bay Area

<u>Title</u> (# responses)	<u>Fully Remote Position</u>	<u>Hybrid Workweek</u>	<u>Flexible Hours</u>	<u>Ability to Work in an Office Location</u>	<u>Option to Occasionally Work Remotely</u>
Director (5):	3.3	4.6	4.7	3.8	3.5
Senior Manager (7):	3.1	3.6	4.4	2.4	4.3
Manager (22):	2.3	4.2	4.6	3.4	4.7
Specialist/Sr. Coordinator (12):	1.8	4.3	4.5	3.3	4.2
Coordinator (8):	2.8	4.5	4.4	3.4	5.0
Assistant (5):	3.5	3.5	4.5	2.5	4.3

# Importance of Post-Pandemic Flexible Work Arrangements: Average Ranking (1 Not Important – 5 Very Important) **Chicago**

<u>Title</u> (# responses)	<u>Fully Remote Position</u>	<u>Hybrid Workweek</u>	<u>Flexible Hours</u>	<u>Ability to Work in an Office Location</u>	<u>Option to Occasionally Work Remotely</u>
<b>Director (7):</b>	2.5	<b>4.9</b>	<b>4.9</b>	3.7	3.9
<b>Sr. Manager (6):</b>	2.7	<b>4.7</b>	<b>4.8</b>	2.2	<b>4.8</b>
<b>Manager (17):</b>	2.4	<b>4.3</b>	3.9	2.9	<b>4.5</b>
<b>Specialist/Sr. Coordinator (10):</b>	2.8	<b>4.6</b>	4.1	2.5	<b>4.7</b>
<b>Coordinator (16):</b>	2.2	3.9	3.7	3.3	<b>4.6</b>
<b>Assistant (5):</b>	2.4	3.8	4.0	2.8	<b>4.6</b>

# Importance of Post-Pandemic Flexible Work Arrangements: Average Ranking (1 Not Important – 5 Very Important)

DC

<u>Title</u> (# responses)	<u>Fully Remote Position</u>	<u>Hybrid Workweek</u>	<u>Flexible Hours</u>	<u>Ability to Work in an Office Location</u>	<u>Option to Occasionally Work Remotely</u>
Director (12):	2.3	4.3	<b>4.5</b>	2.4	<b>4.8</b>
Senior Manager (8):	2.1	<b>4.6</b>	3.9	2.9	<b>4.4</b>
Manager (24):	2.7	<b>4.2</b>	4.0	3.0	4.0
Specialist/Sr. Coordinator (8):	2.6	<b>5.0</b>	<b>4.6</b>	2.8	3.6
Coordinator (26):	2.4	<b>4.5</b>	<b>4.3</b>	3.6	4.2
Assistant (6):	2.3	3.7	3.3	3.8	<b>4.0</b>



# Importance of Post-Pandemic Flexible Work Arrangements: Average Ranking (1 Not Important – 5 Very Important) **Philly**

<u>Title</u> (# responses)	<u>Fully Remote Position</u>	<u>Hybrid Workweek</u>	<u>Flexible Hours</u>	<u>Ability to Work in an Office Location</u>	<u>Option to Occasionally Work Remotely</u>
<b>Director (11):</b>	2.4	4.6	4.3	3.6	<b>4.8</b>
<b>Manager (16):</b>	2.5	<b>4.7</b>	4.2	3.1	4.1
<b>Specialist/Sr. Coordinator (5):</b>	2.3	<b>5.0</b>	4.5	3.5	<b>5.0</b>
<b>Coordinator (10):</b>	2.9	4.5	4.0	3.3	<b>4.8</b>

\*insufficient data for Assistants