



2022 HALRA/RADS 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 HALRA/RADS Members,

We wanted to share the current findings from the 2022 Wisnik HALRA/RADS 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 Houston & Dallas in September 2022. The results that follow were generated from 88 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 HALRA/RADS 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. 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 26 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, How to Thrive 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. Eva is the author of *Your Fairy Job Mentor's Secrets for Success*.



Our goal is to help you achieve your goals

Participant Response Breakdown

Total of 88 Recruiting and PD professionals' salary and industry information by:



Position

- Director: 9
- Sr. Manager: 11
- Manager: 33
- Specialist/Sr. Coordinator: 7
- Coordinator: 18
- Assistant: 10



Firm Size

- 1-250: 10
- 251-500: 7
- 501-750: 20
- 751-1000: 17
- 1001+: 10
- 1301+ 24



Office Size

- 1-75: 30
- 76-125: 33
- 126-175: 12
- 176-225: 9
- 226-300: 4

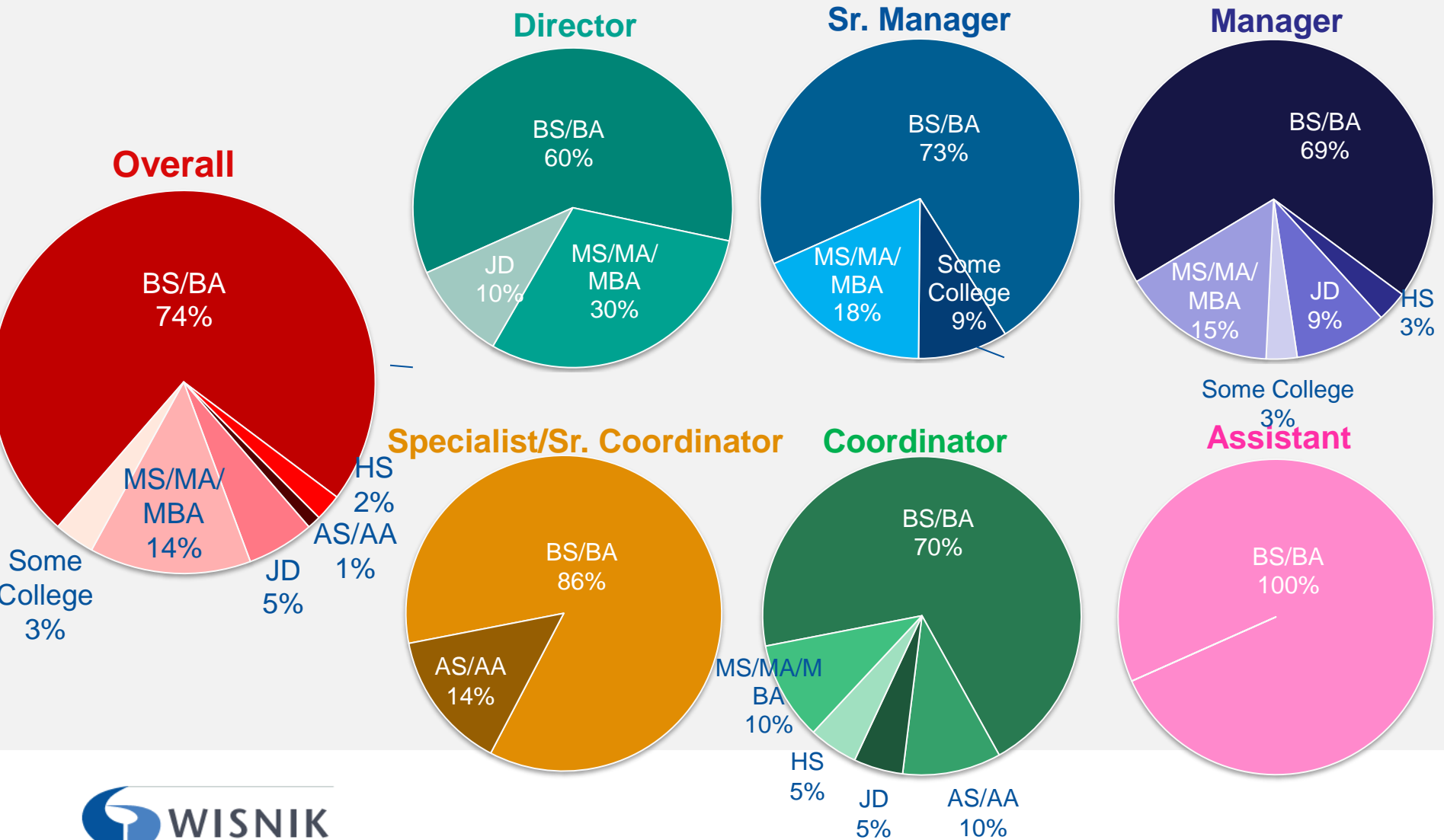
Profile of HALRA/RADS Professionals



Average Years of Experience



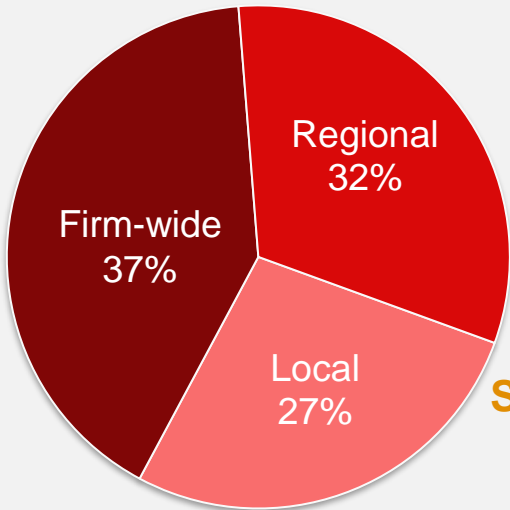
Highest Degree of Education by Job Title



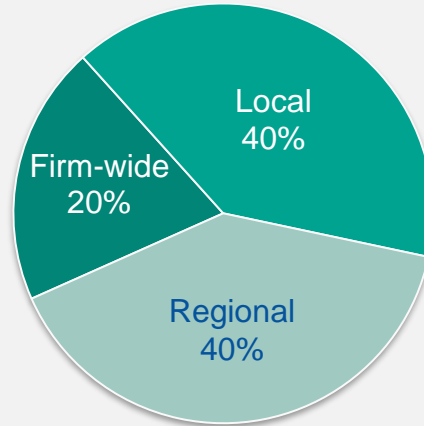
Our goal is to help you achieve your goals

Is Your Position Firm-Wide, Regional or Local?

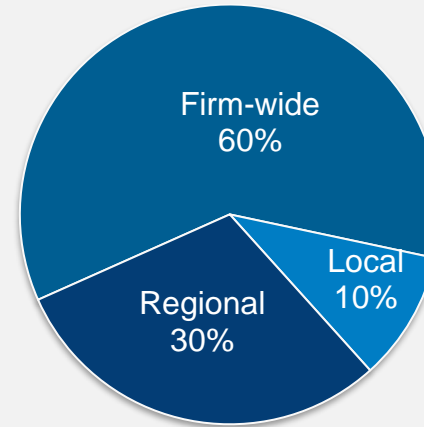
Overall



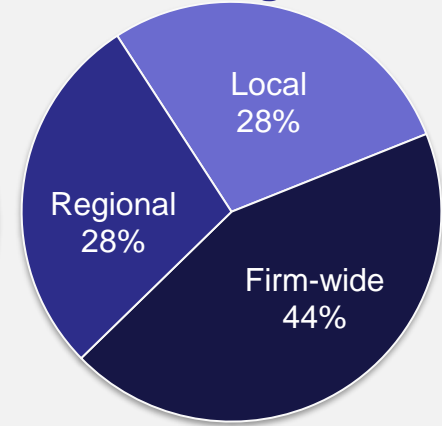
Director



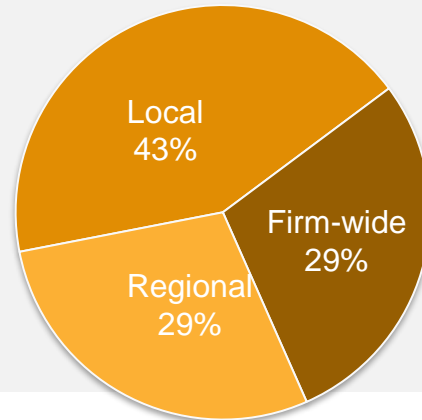
Sr. Manager



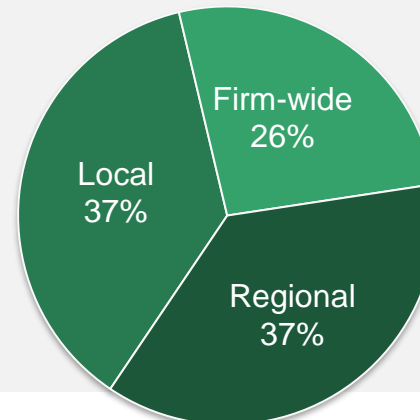
Manager



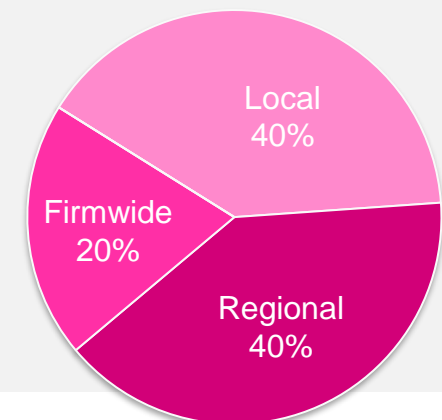
Specialist/Sr. Coordinator



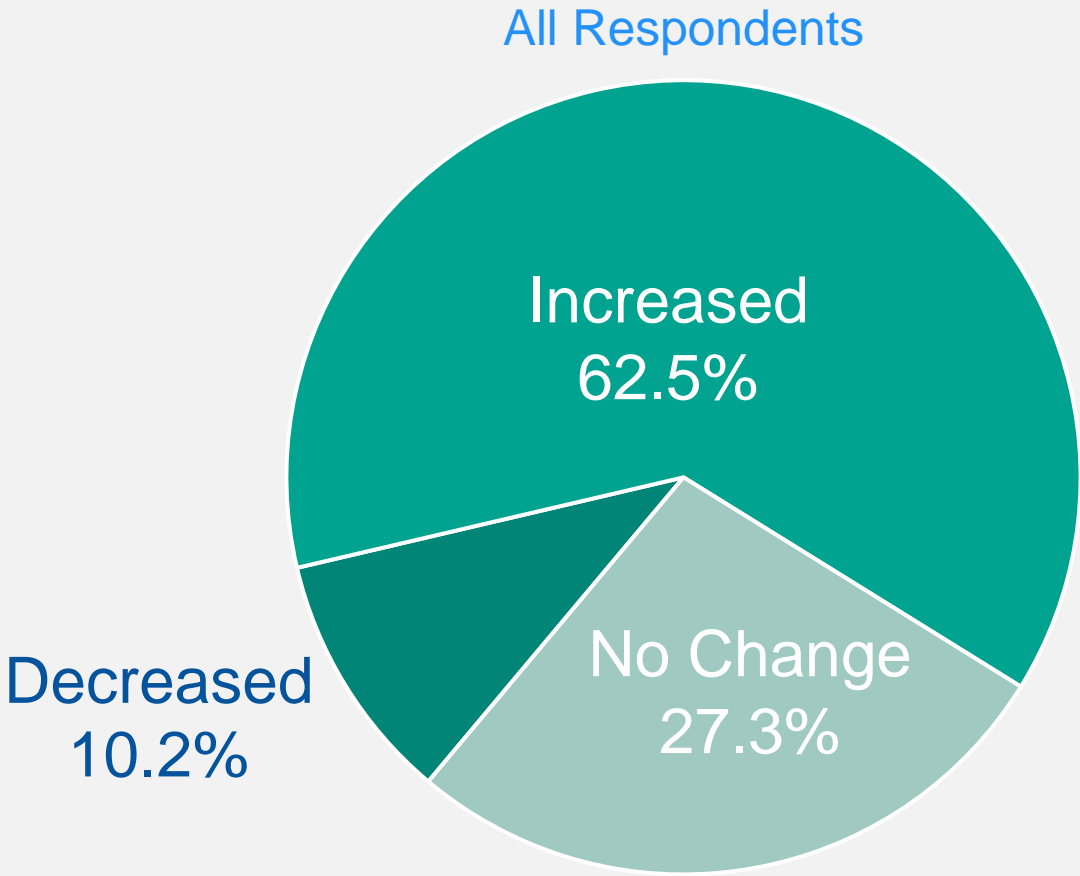
Coordinator



Assistant



In the Past 2 Years, Has Your Department Size Changed?



Salary Trends



All Respondents: Average Salaries, By Title

Title (# responses with salary data)	Average Salary	Median	25 - 75% Range
Director (6):	\$199,458	\$188,125	\$180,000 - \$238,800
Sr. Manger (10):	\$154,650	\$151,750	\$130,000 - \$165,000
Manager (33):	\$118,670	\$120,000	\$106,630 - \$125,000
Specialist/ Sr. Coordinator (7):	\$89,286	\$86,000	\$85,000 - \$95,000
Coordinator, Exempt (7):	\$73,131	\$70,000	\$68,000-\$73,000
Coordinator, Non-Exempt (10)	\$70,631	\$72,052	\$68,000 - \$75,000
Assistant (9):	\$54,455	\$53,000	\$50,000-\$60,000

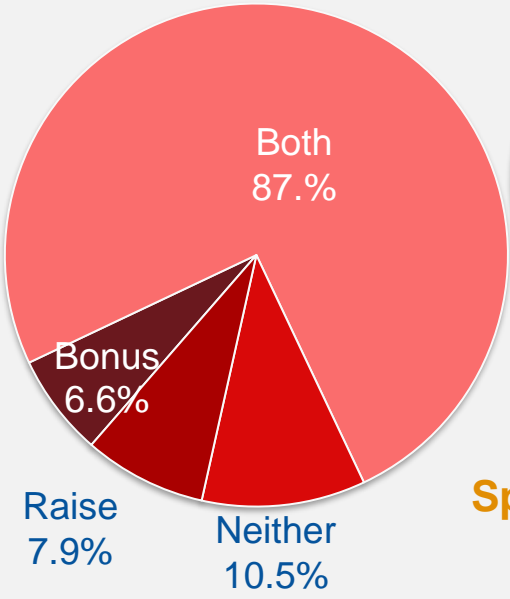
Average Salaries by City

Title (# responses with salary data)	Houston/Dallas	Bay Area	Chicago	DC	New York	Philly
Director (71)	\$199,458	<i>insufficient data</i>	\$198,571	\$195,250	\$249,212	\$160,200
Sr. Manager (50):	\$154,650	\$166,286	\$137,917	\$150,956	\$191,111	<i>insufficient data</i>
Manager (152):	\$118,670	\$143,336	\$123,089	\$125,218	\$136,587	\$115,884
Specialist/Sr . Coord. (71):	\$89,286	\$99,869	\$82,481	\$79,200	\$95,598	\$76,825
Coordinator – exempt (24):	\$73,131	<i>insufficient data</i>	<i>insufficient data</i>	\$67,617	\$82,480	<i>insufficient data</i>
Coordinator – Exempt (82):	\$70,631	\$75,794	\$63,099	\$66,078	\$71,163	\$61,650
Assistant (35):	\$54,455	\$57,250	\$51,000	\$54,230	\$56,465	\$52,000

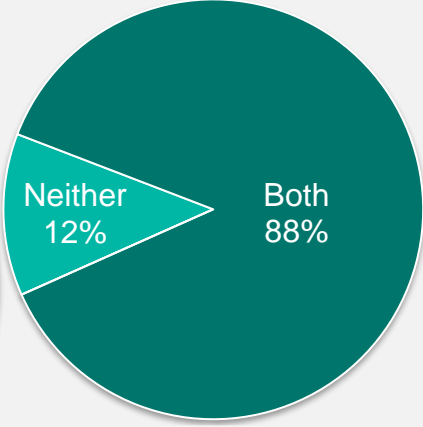


Did You Receive a Bonus/Raise in 2021?

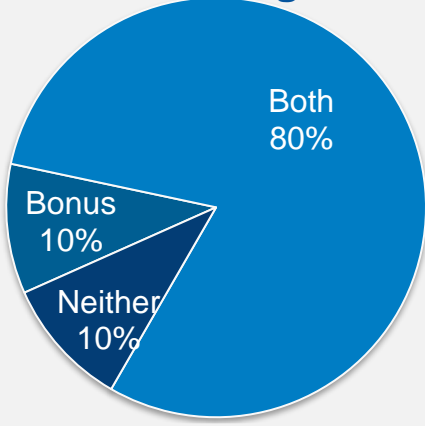
Overall



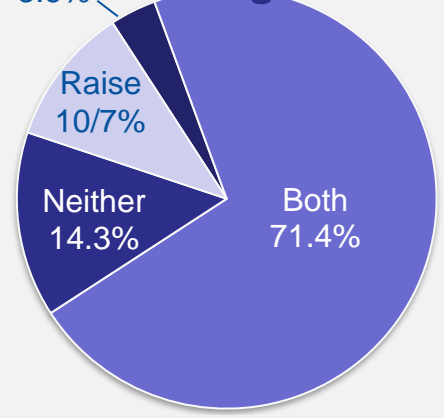
Director



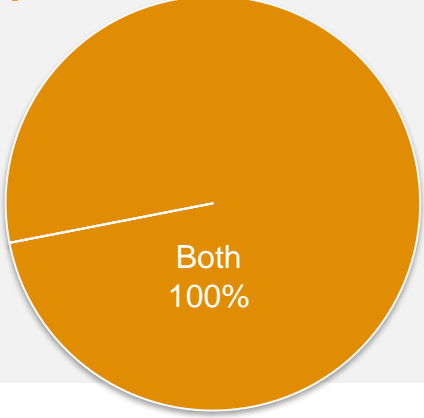
Sr. Manager



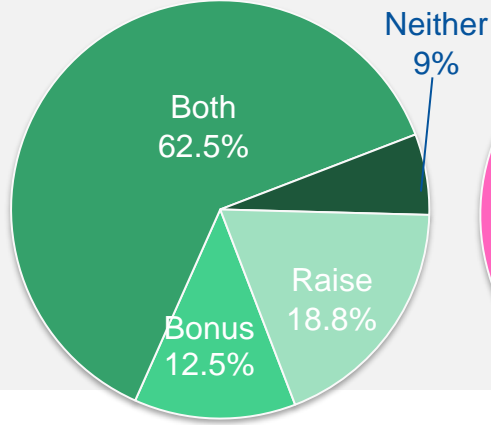
Manager



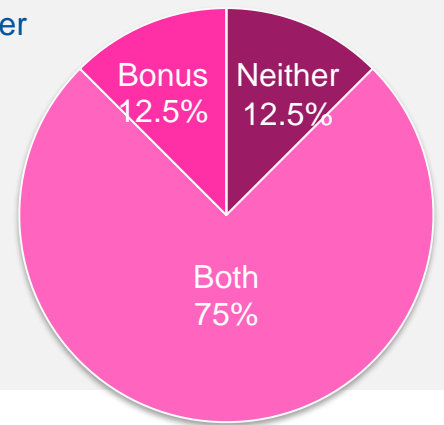
Specialist/Sr. Coordinator



Coordinator



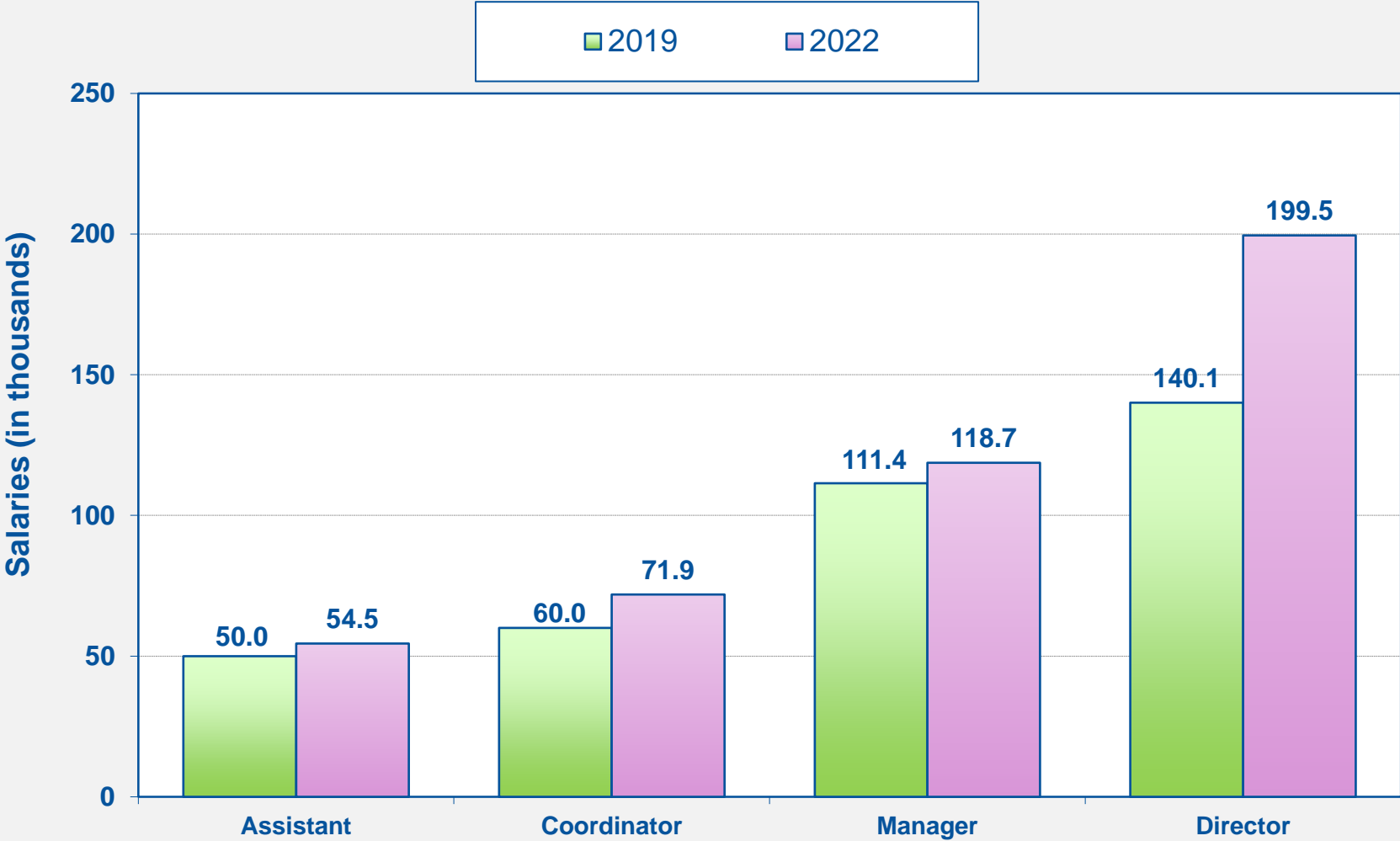
Assistant



All Respondents: Average Bonus & Raise By Title

Title (# responses with bonus/raise data)	Average Bonus ('21)	Average Raise ('21)
Director (7):	\$29,786	8.8%
Sr. Manager (8):	\$10,917	8.9%
Manager (22):	\$10,681	13.5%
Specialist/ Sr. Coordinator ():	\$5,750	9%
Coordinator (9):	\$3,100	14.3%
Assistant (7):	\$1,831	6%

Salary Trends: 2019-2022*



*2019 numbers were from HALRA only

Average Salary vs. Average Years of Experience

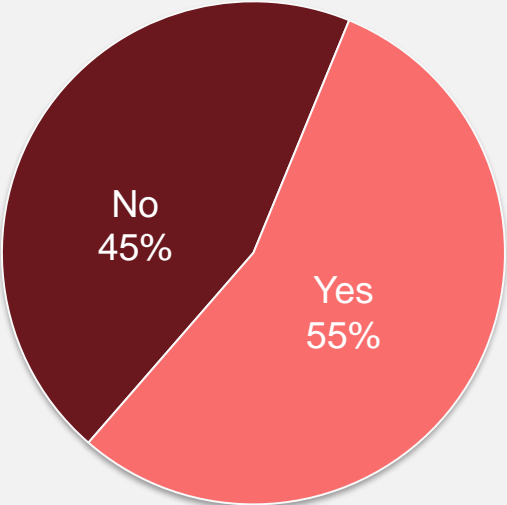


Industry Findings

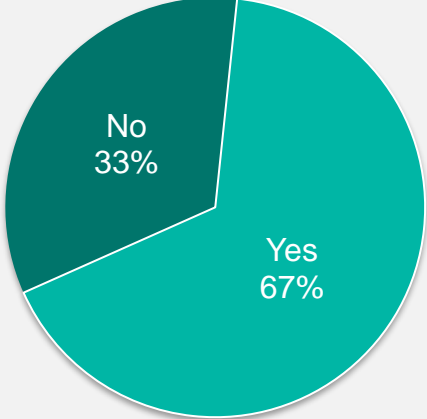


In the Past 2 Years, Have You Had a Promotion with a Title Change?

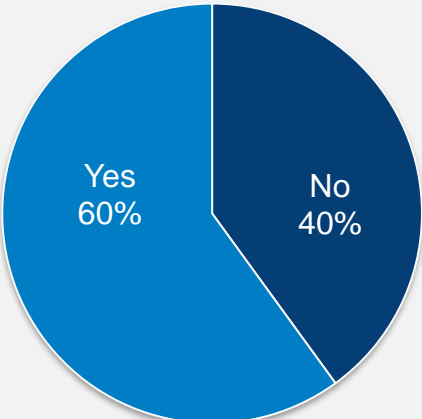
Overall



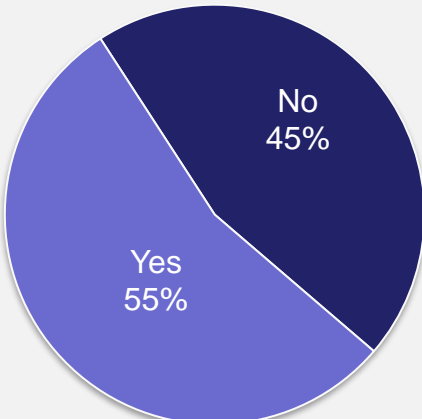
Director



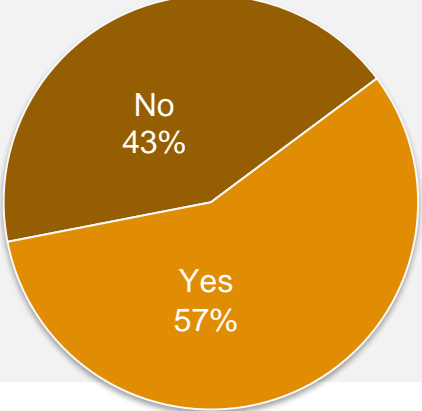
Sr. Manager



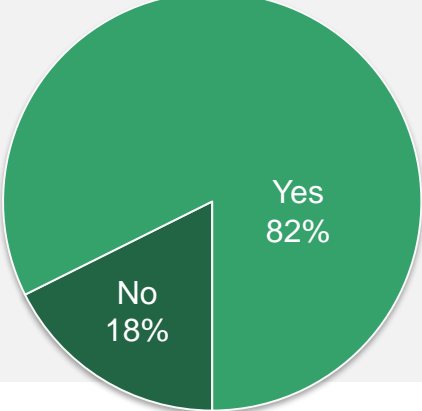
Manager



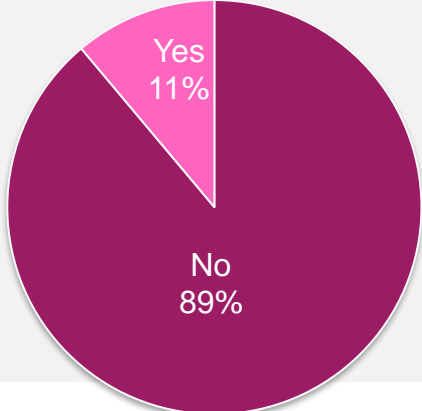
Specialist/Sr. Coordinator



Coordinator

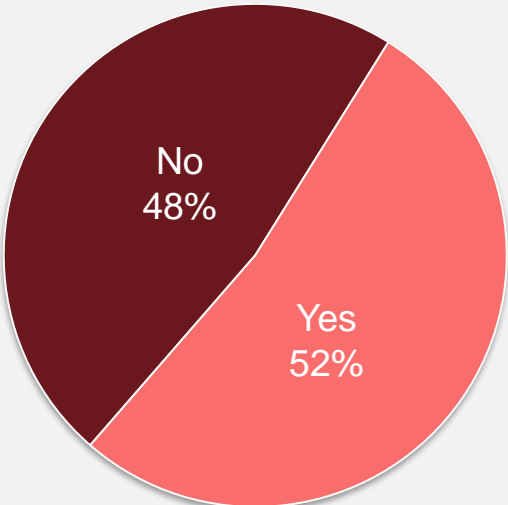


Assistant

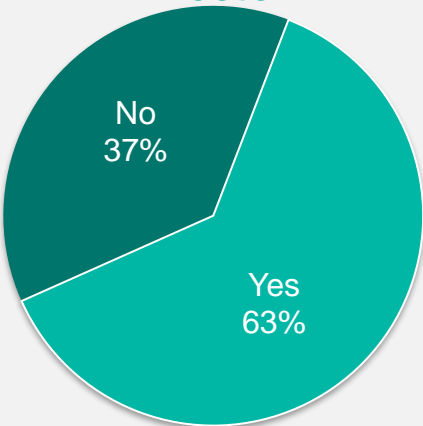


Do You Believe You Are Fairly Compensated?

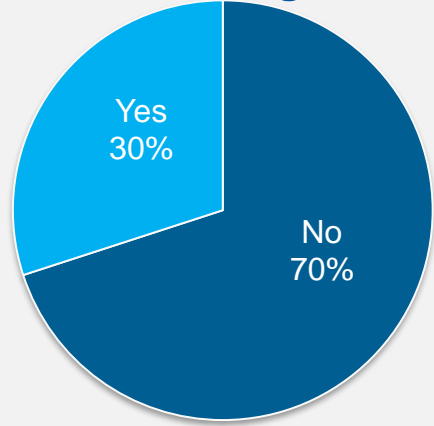
Overall



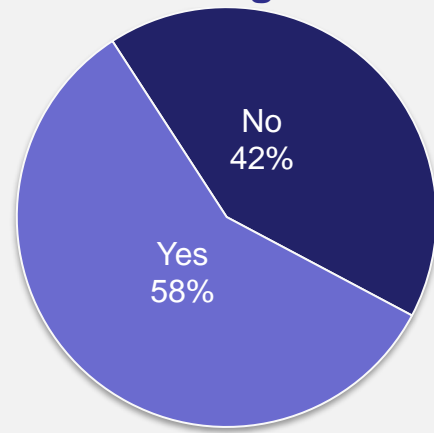
Director



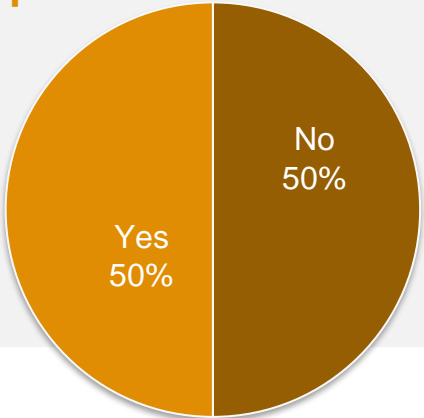
Sr. Manager



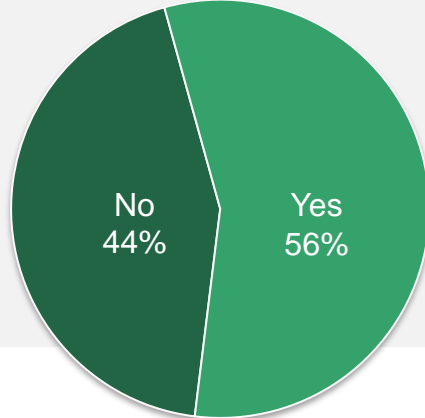
Manager



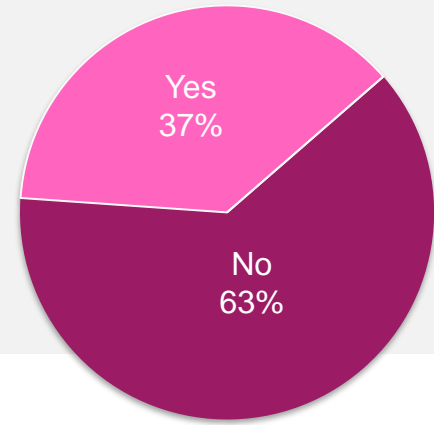
Specialist/Sr. Coordinator



Coordinator

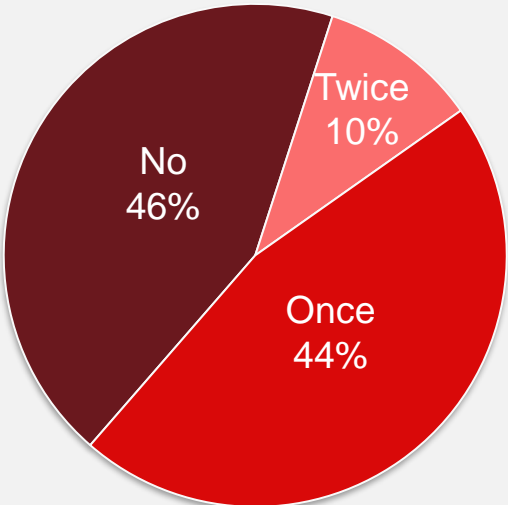


Assistant

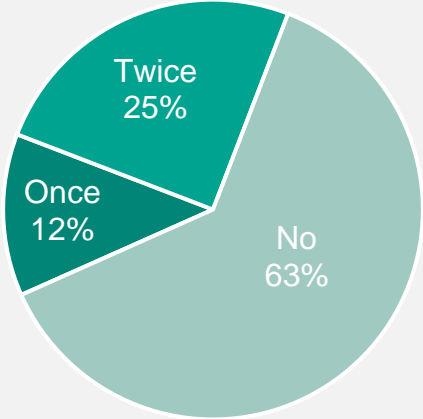


Did You Move Firms in the Past Two Years?

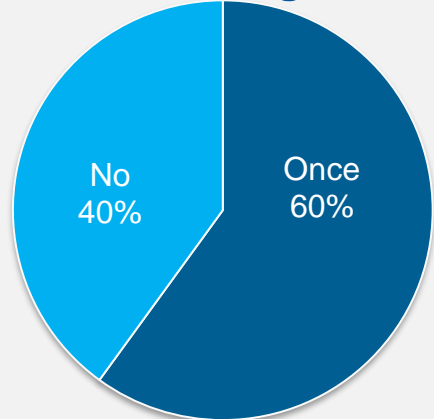
Overall



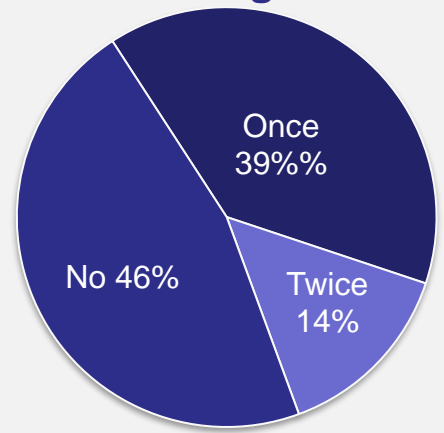
Director



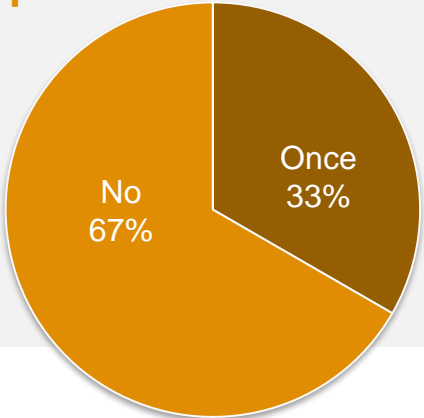
Sr. Manager



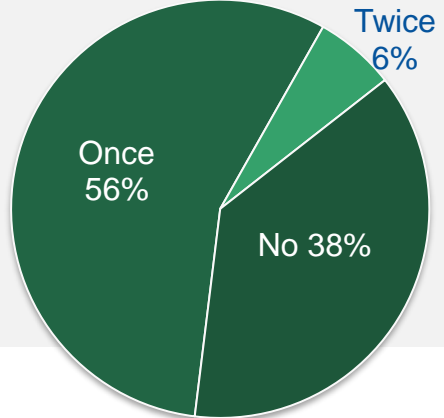
Manager



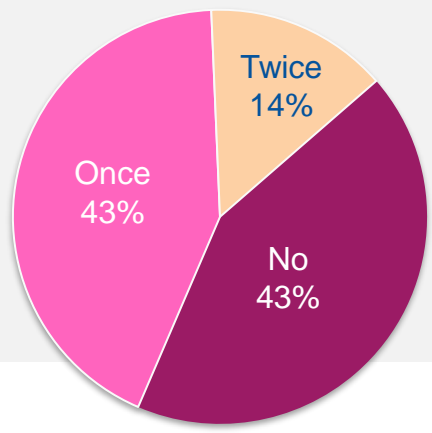
Specialist/Sr. Coordinator



Coordinator



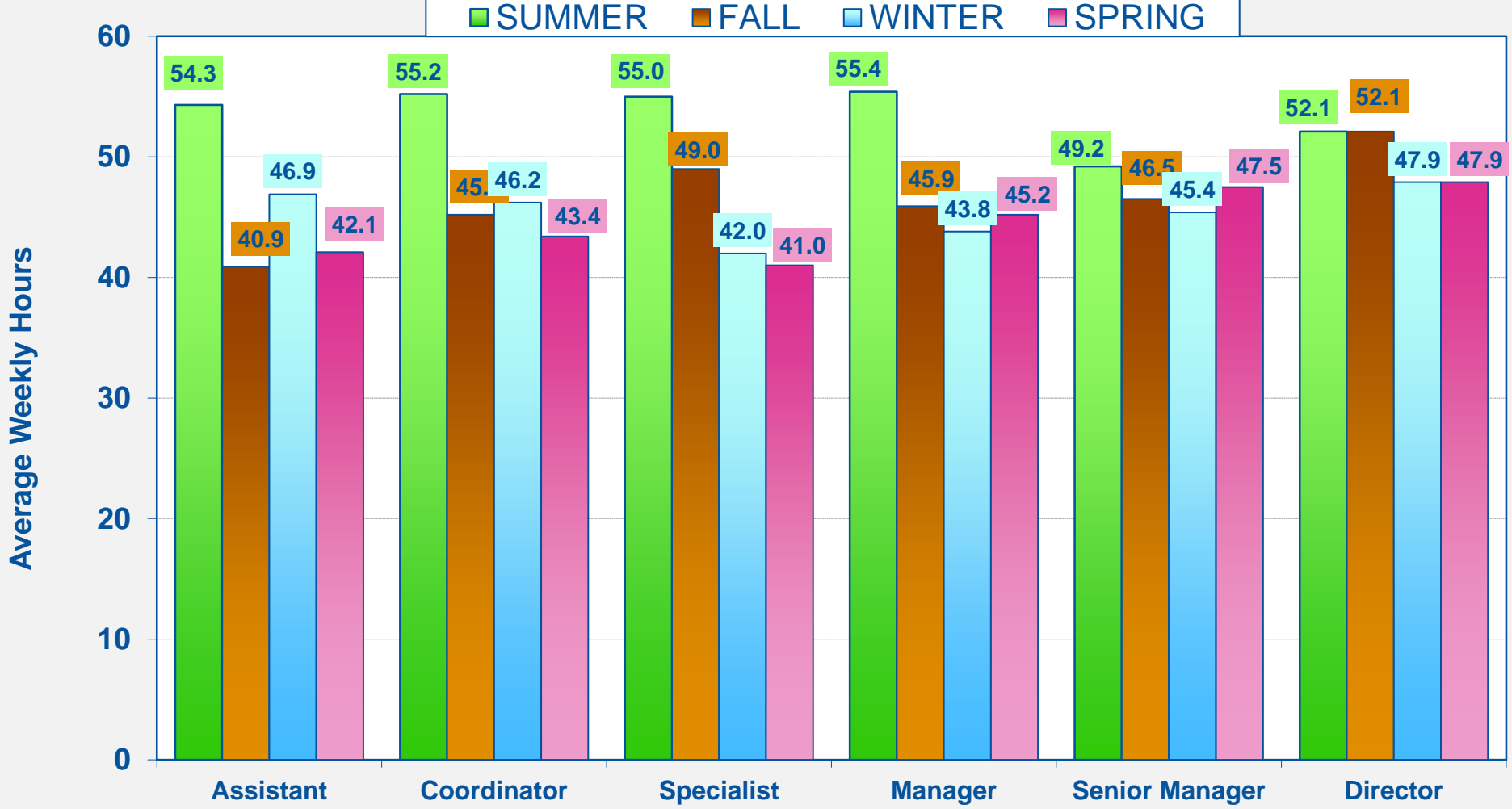
Assistant



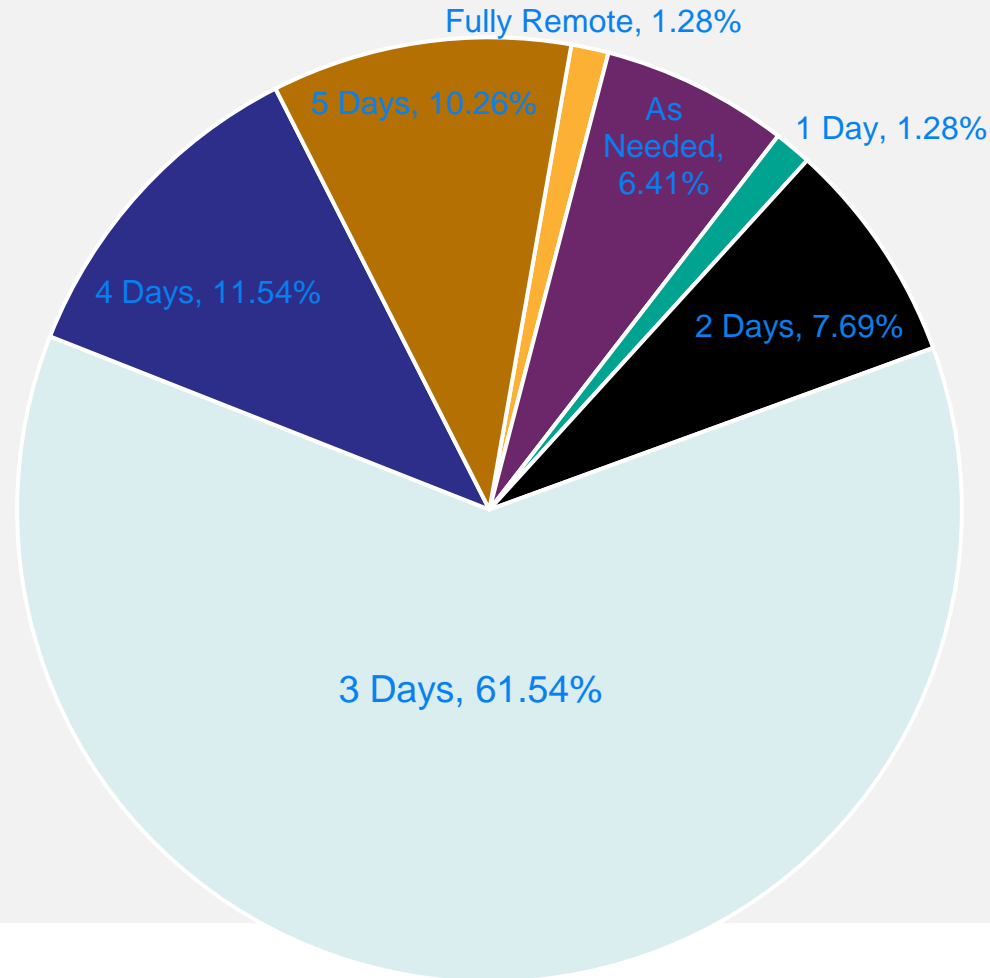
More than half of respondents (54%) changed firms in the past two years.



Average Hours Worked Per Week, Breakdown by Season



How Many Days Are Required in-Office During a Typical Week?



Addendum



Average Salary, Bonus & Raise by Firm Size

All Managers: 33
Avg. Salary: \$118,670 **Median Salary: \$120,000**
Avg. Bonus: \$10,917 **Avg. Raise: 8.9%**

Firm Size:	<u>1-250</u>	<u>501-750</u>	<u>751-1000</u>	<u>1300+</u>
Average Salary:	\$117,500	\$109,250	\$140,833	\$125,000
Median:	\$117,500	\$107,500	\$135,000	\$125,000
Average Bonus:	<i>insufficient data</i>	\$9,841	\$17,875	\$9,318
Average Raise:	<i>insufficient data</i>	13.7%	<i>insufficient data</i>	9.5%

Average Salary, Bonus, Raise & OT by Firm Size

All Coordinators: 17

Avg. Salary: \$71,660 **Median Salary:** \$70,00

Avg. Bonus: \$3,100 **Avg. Raise:** 14.3%

Avg. OT (2021): \$6,369

Firm Size:	251-500	501-750	751-1000	1301+
Average Salary:	\$76,750	\$67,784	\$72,776	\$70,301
Median:	\$77,000	\$68,500	\$77,000	
Average Bonus:	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Average Raise:	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>



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