



2022 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 2022 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 2022. The results that follow were generated from 185 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. 2022 has been a very good year for the law firm Recruiting/PD profession. New roles were created, almost half of survey respondents reported getting promoted, and we saw significant increases in compensation. As for 2023, it is difficult to predict if these positive market trends will continue, and I am concerned we will see a leveling off of new roles. However, having experienced eight recessions since the beginning of my career in 1989, I firmly believe that law firms will continue to need Recruiting/PD professionals to help hire, develop and retain legal talent.

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, 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 185 Recruiting and PD professionals' salary and industry information by:



Position

- Chief: 3*
- Director: 30
- Sr. Manager: 21
- Manager: 48
- Specialist/Sr. Coordinator/
Analyst: 28
- Coordinator: 35
- Assistant: 20



Firm Size

- 1 - 250: 12
- 251 - 500: 28
- 501 - 750: 18
- 751 - 1000: 24
- 1001 - 1300: 43
- 1301+: 57



Office Size

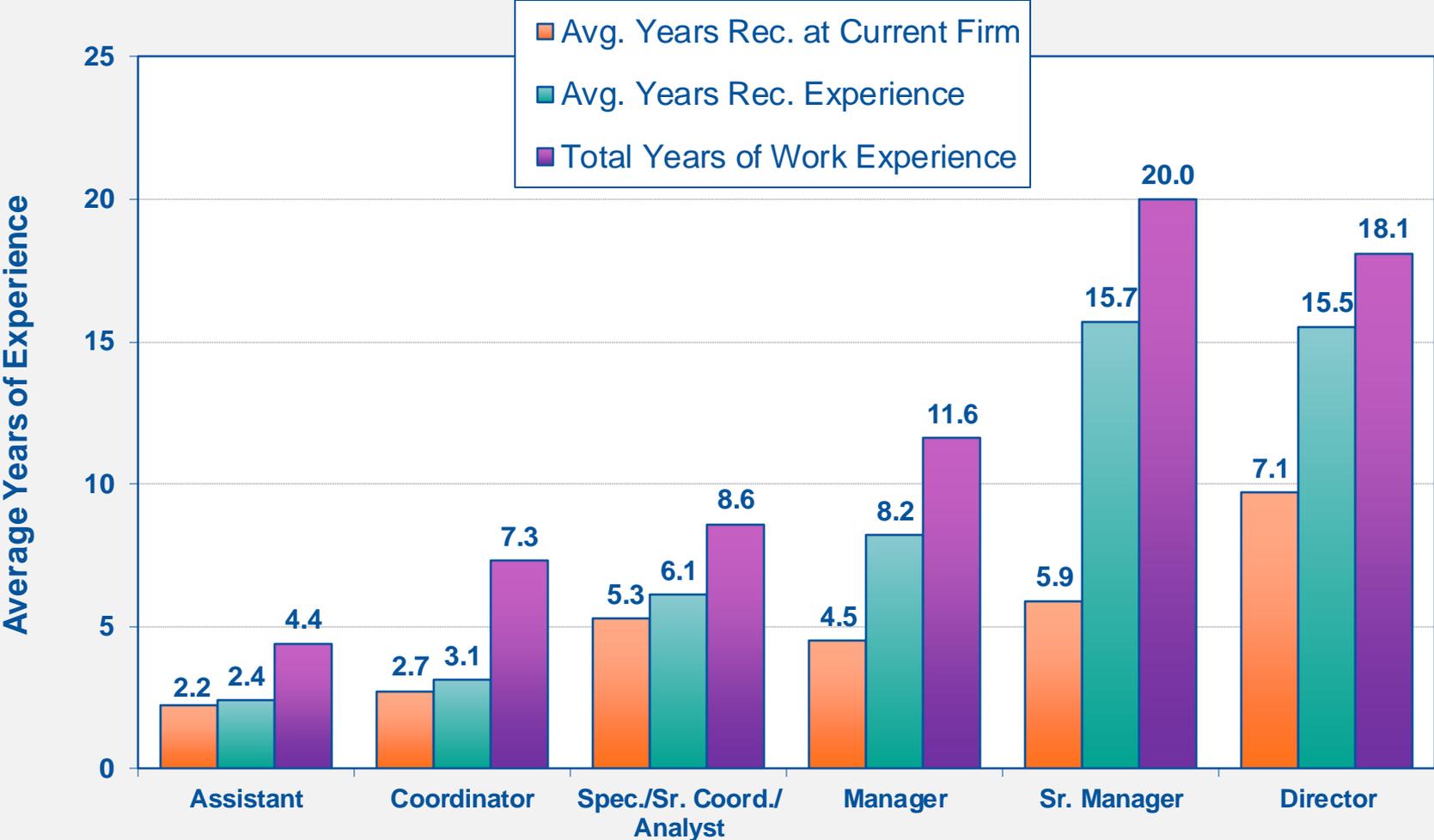
- 1 - 75: 15
- 76 - 125: 16
- 126 - 175: 27
- 176 - 225: 20
- 226 - 300: 22
- 301 - 400: 12
- 401 - 500: 12
- 501 - 700: 29
- 701 - 1000: 25
- 1001+*: 4

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

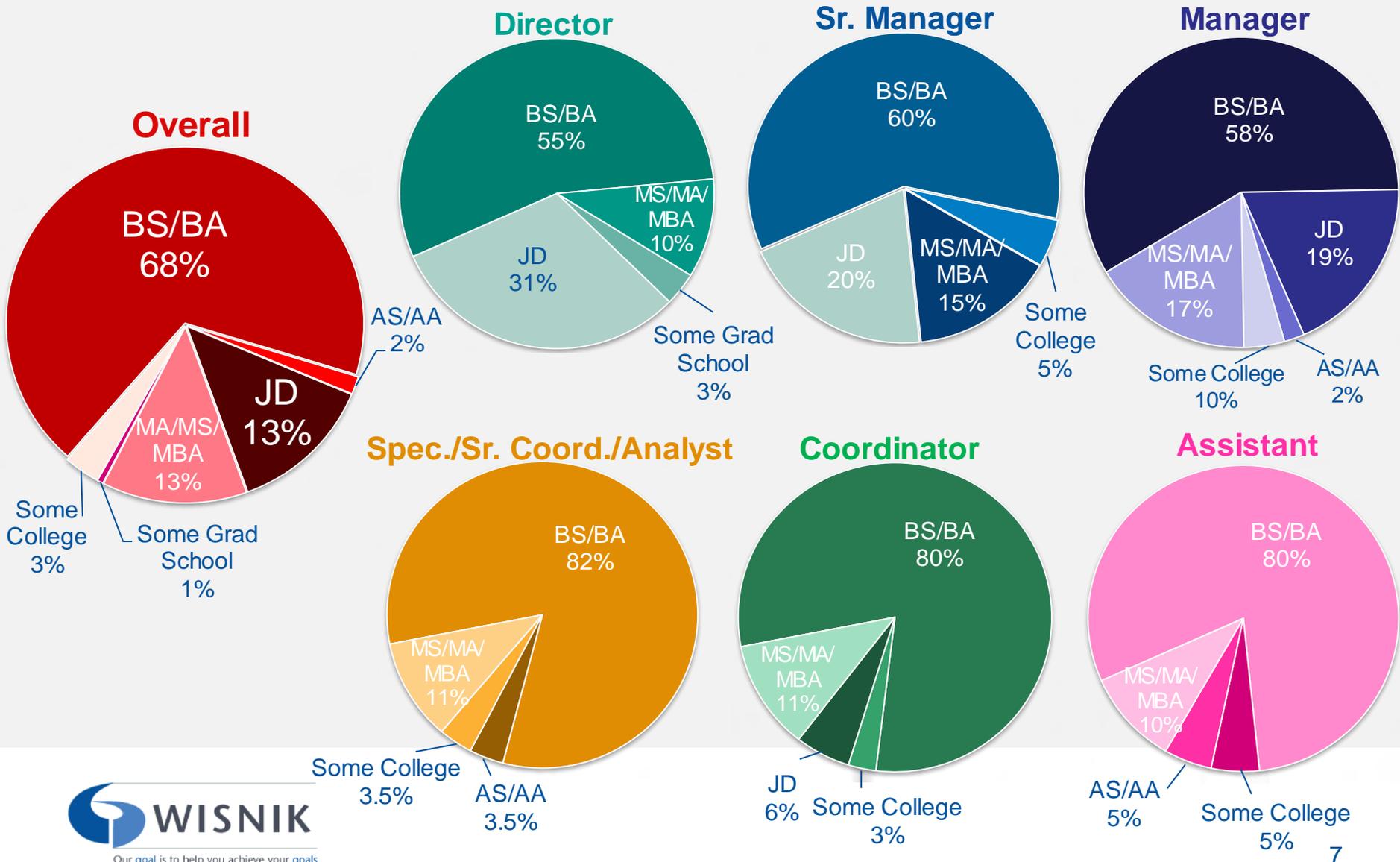
Profile of NYCRA Professionals



Average Years of Experience



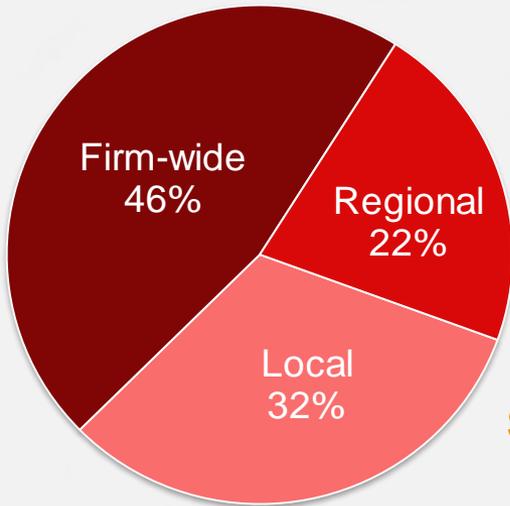
Highest Degree of Education by Job Title



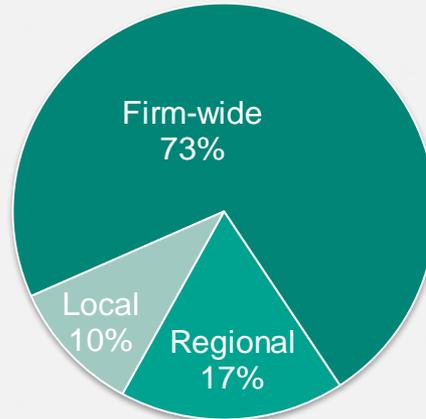
Our goal is to help you achieve your goals

Is Your Position Firm-Wide, Regional or Local?

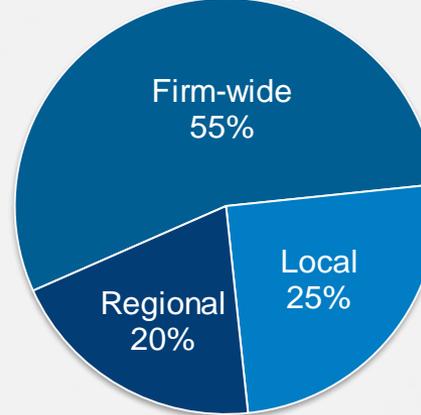
Overall



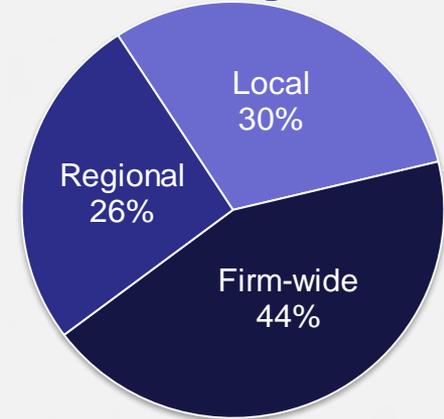
Director



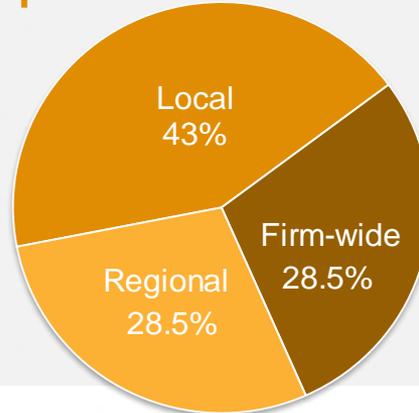
Sr. Manager



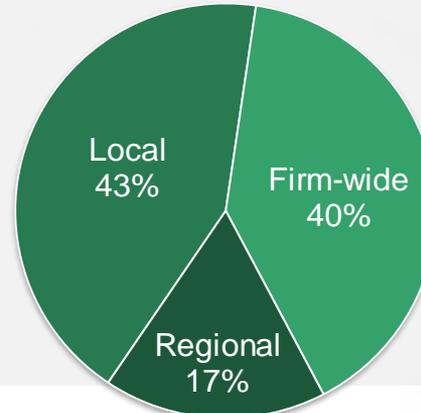
Manager



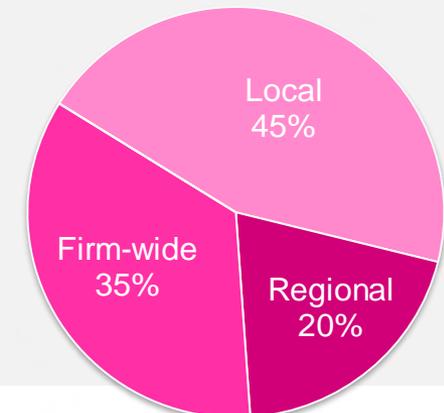
Spec./Sr. Coord./Analyst



Coordinator



Assistant



Our goal is to help you achieve your goals

Salary Trends



All Respondents: Average Salaries, By Title

Title (# responses with salary data)	Average Salary	Median	25 - 75% Range
Director (23):	\$274,151	\$255,000	\$230k - \$332.5k
Sr. Manager (20):	\$198,705	\$195,000	\$175k - \$225k
Manager (43):	\$145,279	\$140,000	\$135k - \$157.5k
Spec./Sr. Coord./Analyst (25):	\$101,574	\$100,000	\$90k - \$111.6k
Coordinator (30*): <i>* includes OT & non-OT responses</i>	\$78,754	\$78,000	\$75k - \$85k
Assistant (14):	\$61,981	\$61,000	\$55.7k - \$65k

100% of Assistants and 90% of Coordinators receive OT

Changes in average salaries since 2021 survey:
Director: 10% increase
Sr. Manager: 4% increase
Manager: 6.4% increase
Spec./Sr. Coord./Analyst: 6.25% increase
Coordinator: 6.4% increase
Assistant: 9.8% increase



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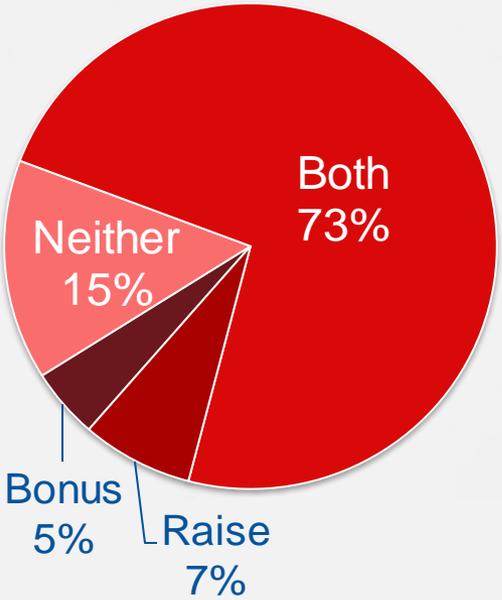
Average Salaries by City

Title (# responses with salary data)	New York 2022	Houston/Dallas 2022	Bay Area 2021	Chicago 2021	DC 2021	Philly 2021
Director (71)	\$274,151	\$199,458	<i>insufficient data</i>	\$198,571	\$195,250	\$160,200
Sr. Manager (50):	\$198,705	\$154,650	\$166,286	\$137,917	\$150,956	<i>insufficient data</i>
Manager (152):	\$145,279	\$118,670	\$143,336	\$123,089	\$125,218	\$115,884
Specialist/Sr Coord. (71):	\$101,574	\$89,286	\$99,869	\$82,481	\$79,200	\$76,825
Coordinator (106):	\$78,000	\$71,600	\$75,794	\$63,099	\$67,617	\$61,650
Assistant (35):	\$56,465	\$54,455	\$57,250	\$51,000	\$61,981	\$52,000

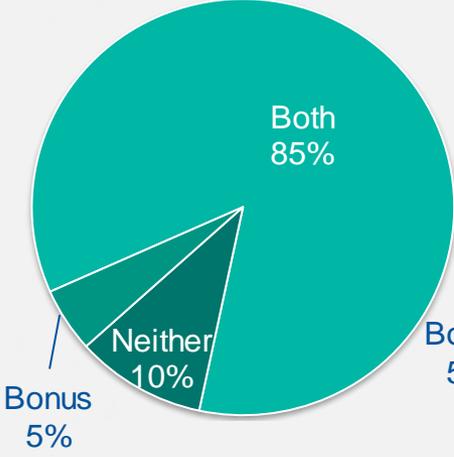


Did You Receive a Bonus/Raise in 2021?

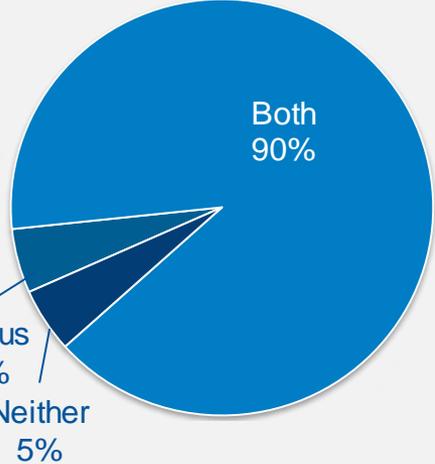
Overall



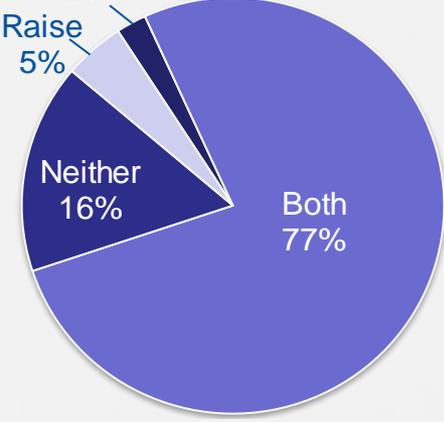
Director



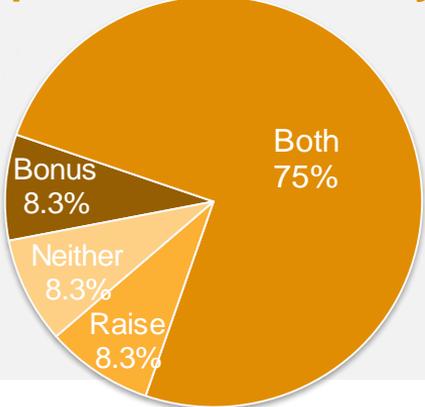
Sr. Manager



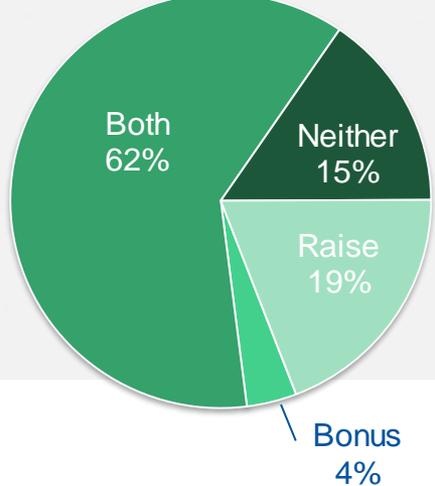
Manager



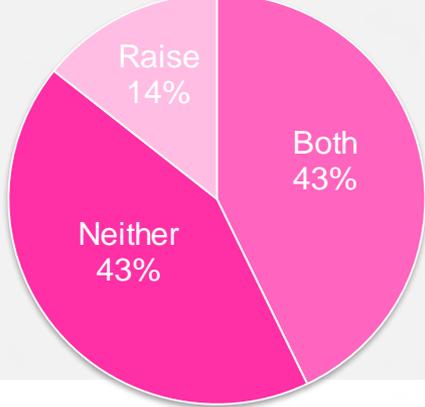
Spec./Sr. Coord./Analyst



Coordinator



Assistant



In **2020**, **76.5%** of people got **raises**. In **2021**, this increased to **80%**.

In **2020**, **89%** of people got **bonuses**. In **2021**, this decreased to **78%**.



All Respondents: Average Bonus (2021 vs. 2020 vs. 2018), By Title

Title (# responses with 2021 Bonus data)	Average Bonus 2021	Average Bonus 2020	Average Bonus 2018
Director (19):	\$44,176	\$48,275	\$43,638
Sr. Manager (18):	\$22,311	\$20,513	<i>insufficient data</i>
Manager (31):	\$13,864	\$11,352	\$11,935
Specialist/ Sr. Coord./ Analyst (19):	\$6,284	\$7,154	\$5,167
Coordinator (19):	\$5,954	\$4,458	\$5,062
Assistant (6):	\$1,832	\$4,146	\$2,613

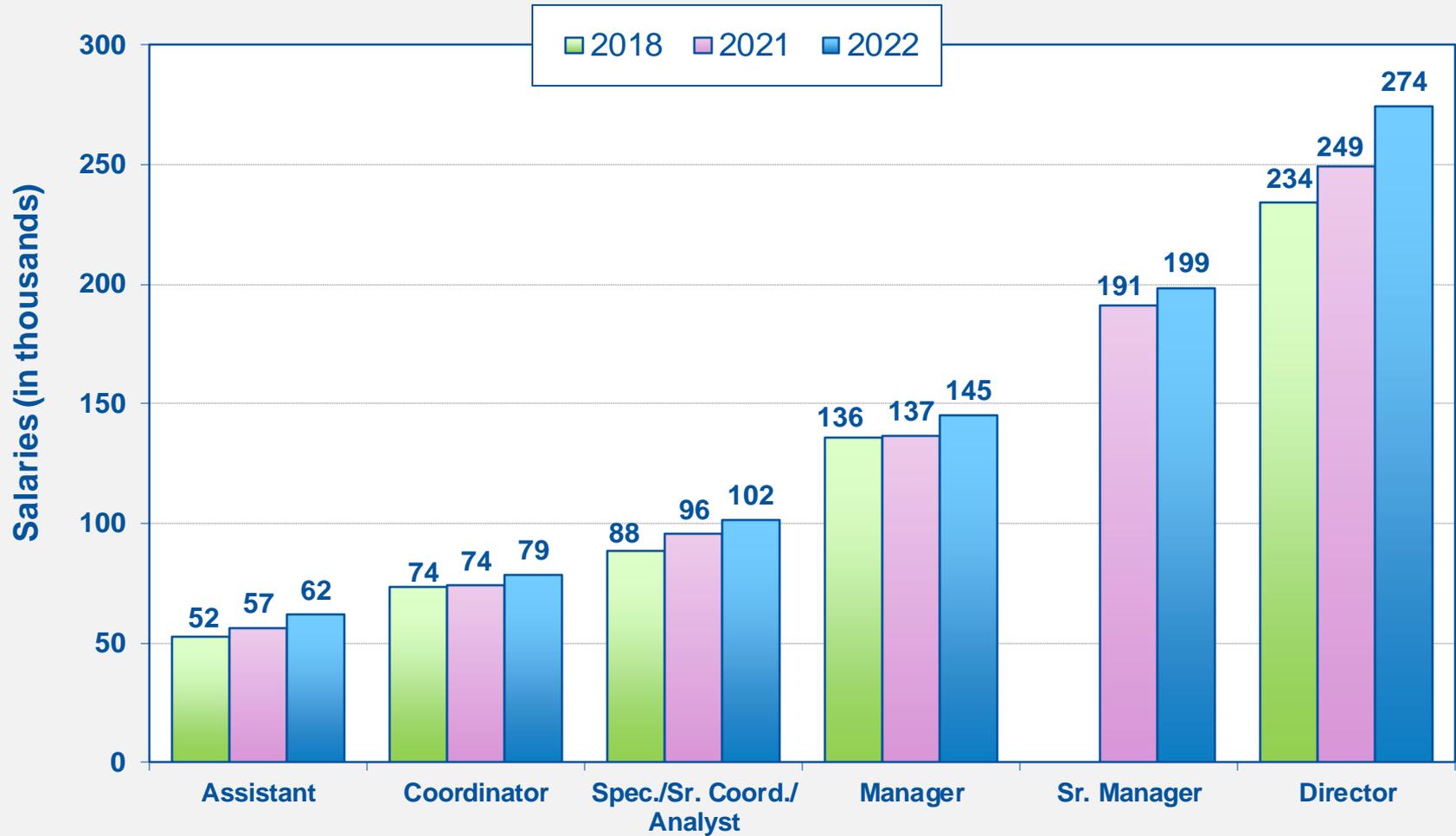
Average Bonus increased for Sr. Managers, Managers, and Coordinators

All Respondents: Average Raise (2021 vs. 2020 vs. 2018), By Title

Title (# responses with 2021 Raise data)	Average Raise 2021	Average Raise 2020	Average Raise 2018
Director (17):	9.3%	5.9%	4.7%
Sr. Manager (14):	8.8%	5.5%	<i>insufficient data</i>
Manager (31):	11.2%	6.2%	8.2%
Specialist/ Sr. Coord./ Analyst (20):	9.7%	9.1%	7.1%
Coordinator (18):	7.6%	6.7%	5.8%
Assistant (7):	8.6%	5.8%	3.7%

Average Raise increased for all titles

Salary Trends: 2018-2022 Averages



**insufficient data for 2018 Sr. Managers*

Average Salary vs. Average Years of Experience

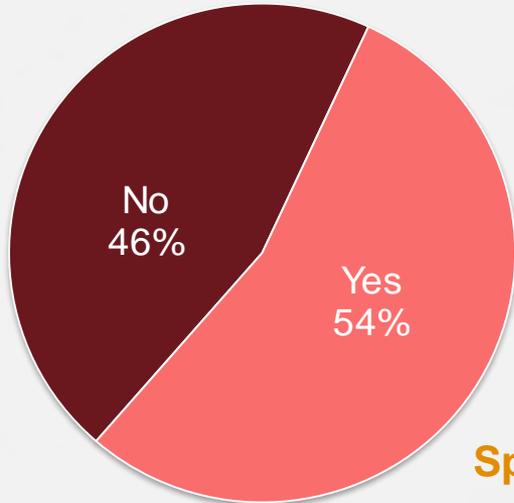


Industry Findings

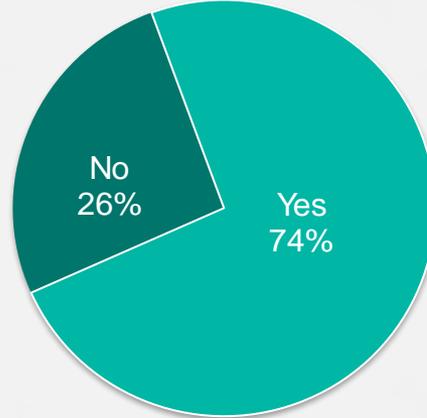


Do You Believe You Are Fairly Compensated?

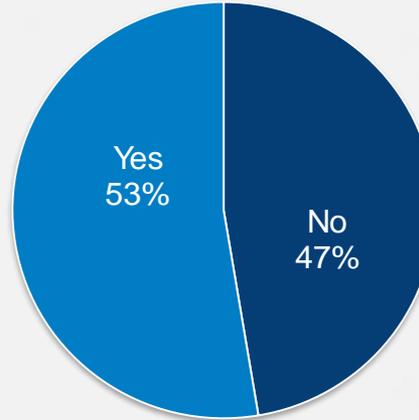
Overall



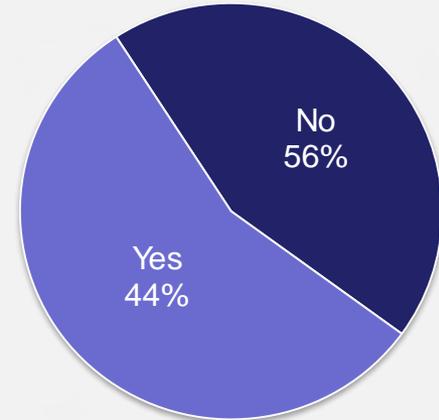
Director



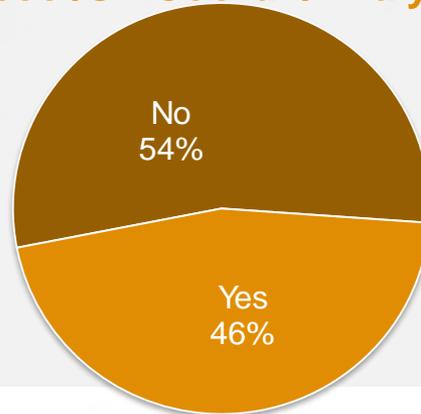
Sr. Manager



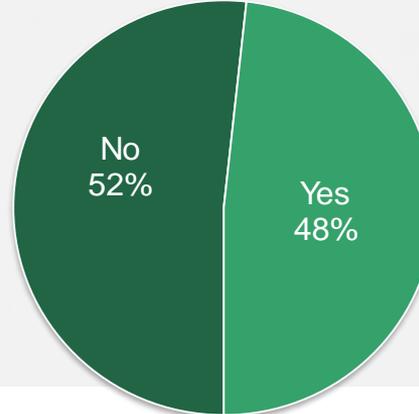
Manager



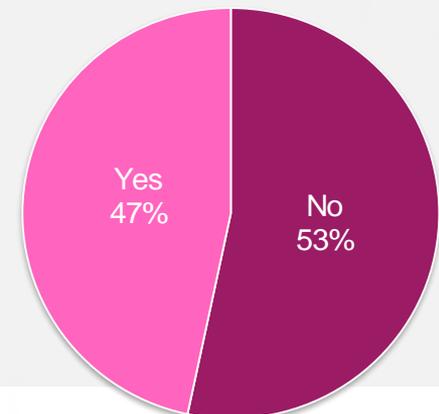
Spec./Sr. Coord. /Analyst



Coordinator



Assistant

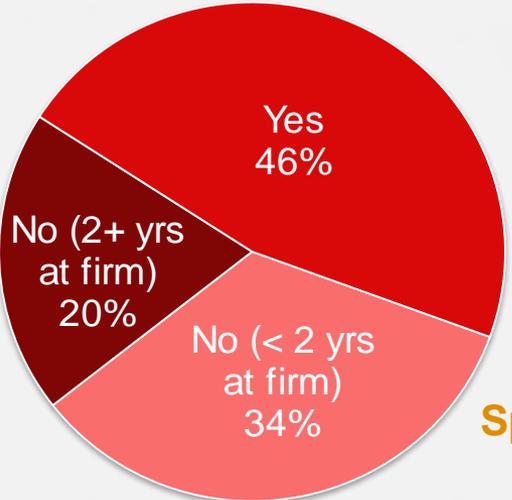


In 2020, 50% were satisfied with their salaries.

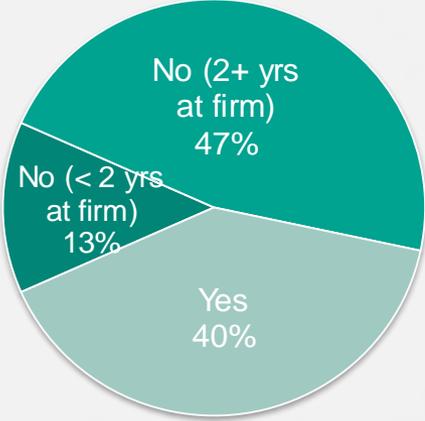
In 2018, it was higher, at 61%.

In the Past 2 Years, Have You Had a Promotion with a Title Change at Your Current Firm?

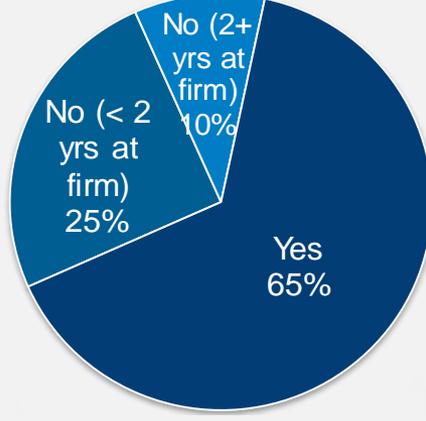
Overall



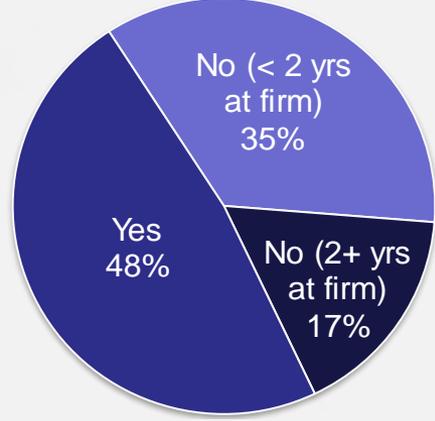
Director



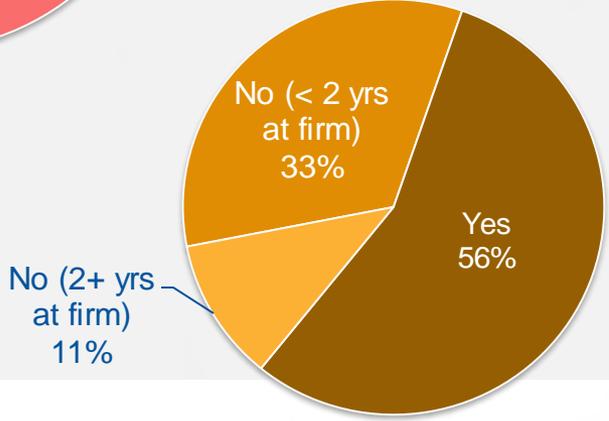
Sr. Manager



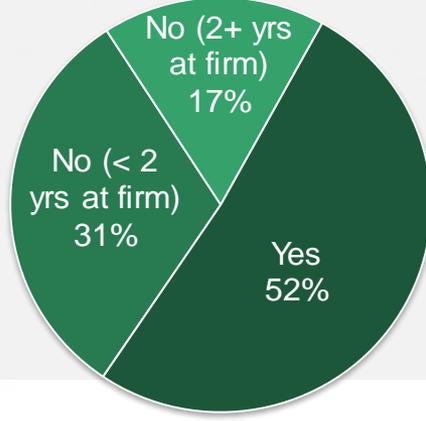
Manager



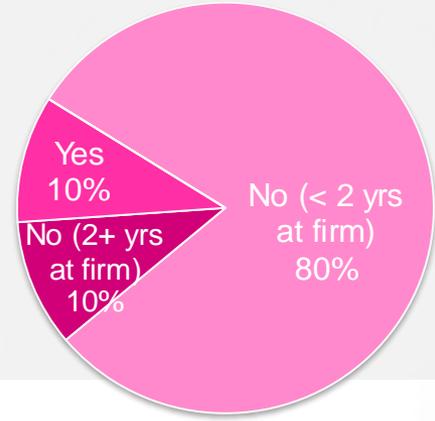
Spec./Sr. Coord/Analyst



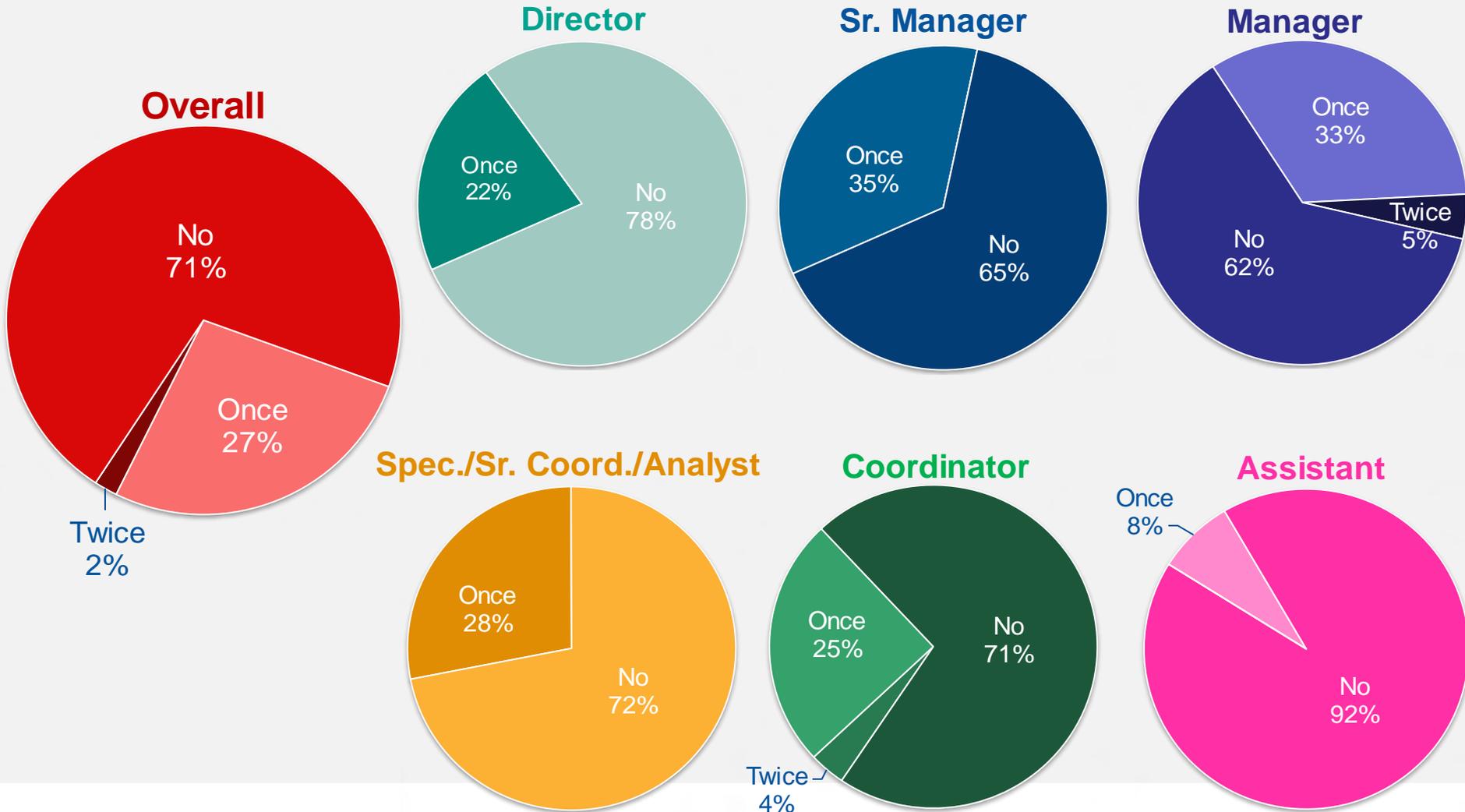
Coordinator



Assistant



In the Past 2 Years, Have You Changed Firms?



Why Did You Change Firms*?

29% of respondents changed firms either once or twice in the past 2 years

Of those:

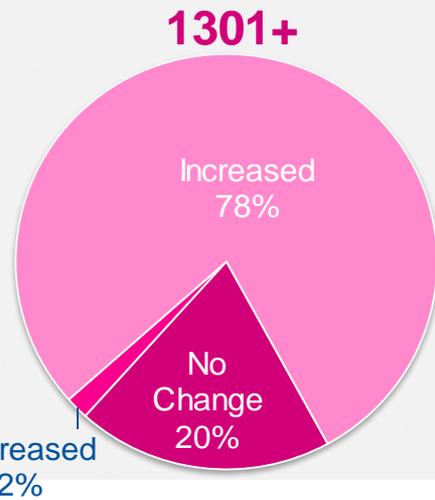
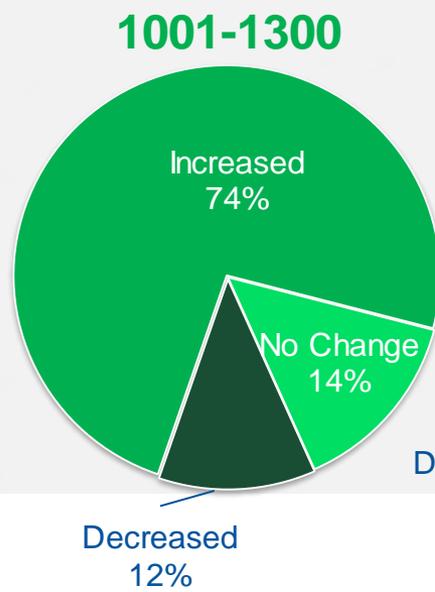
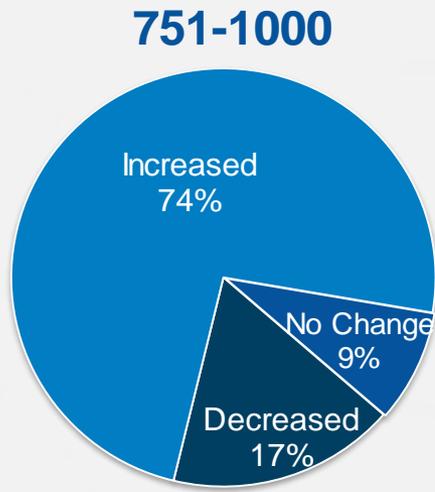
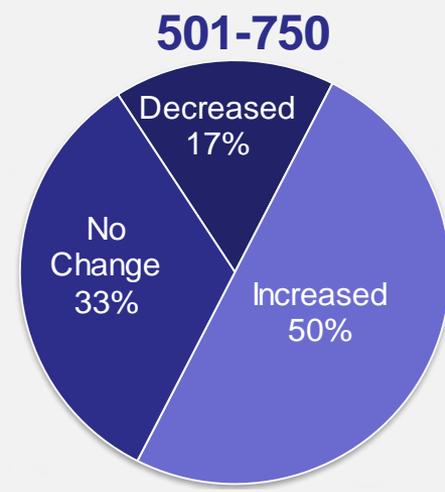
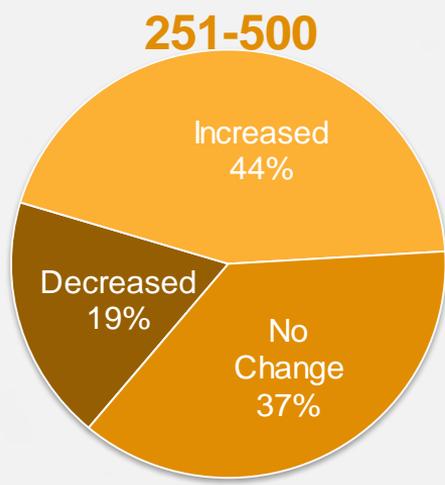
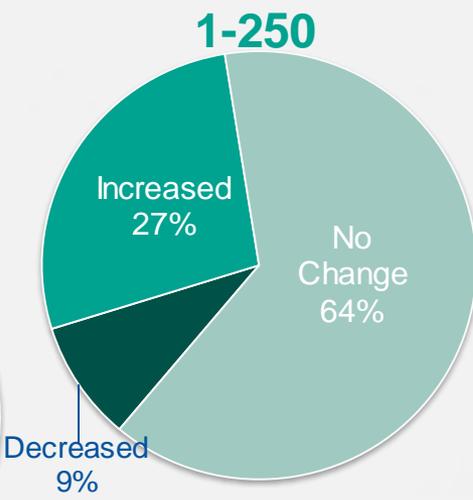
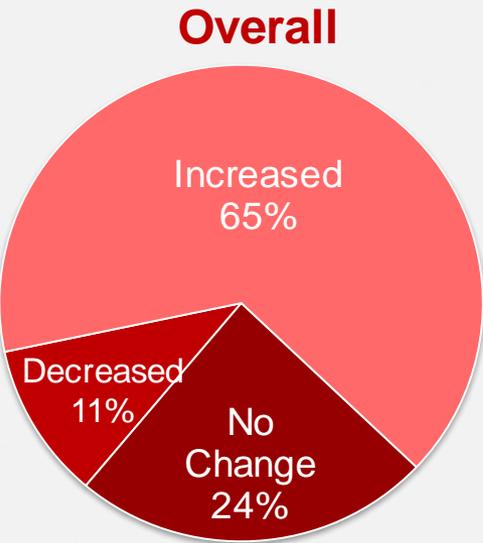
71% of respondents moved for increased salary

51% of respondents moved for a title change

24% of respondents moved for a more flexible work arrangement. Managers were the most common respondent in this category.

** Respondents could list more than one reason*

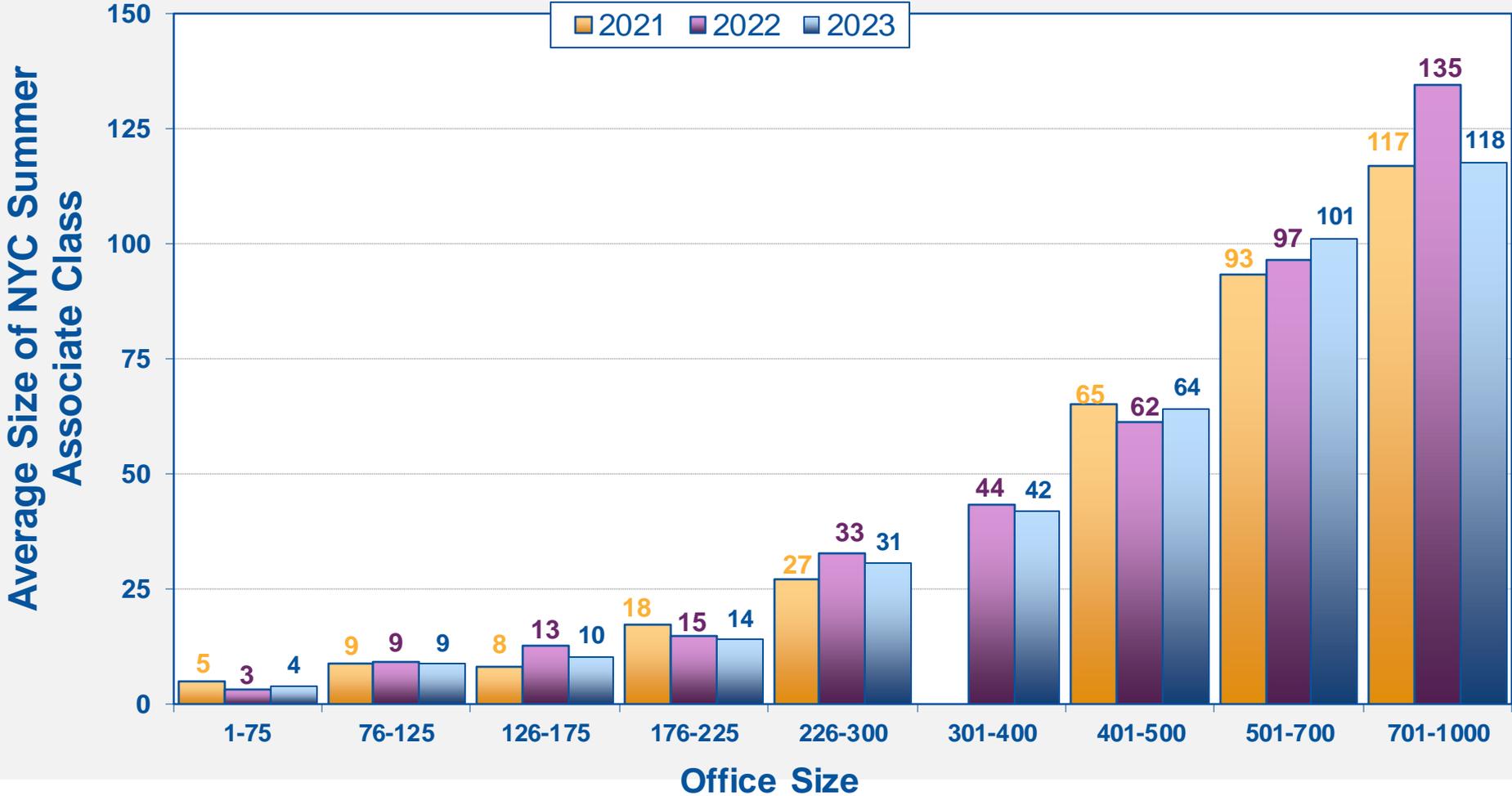
In the Past 2 Years, Has Your Dept. Size Changed?



Smaller Firms (1-750) were 43% likely to increase.

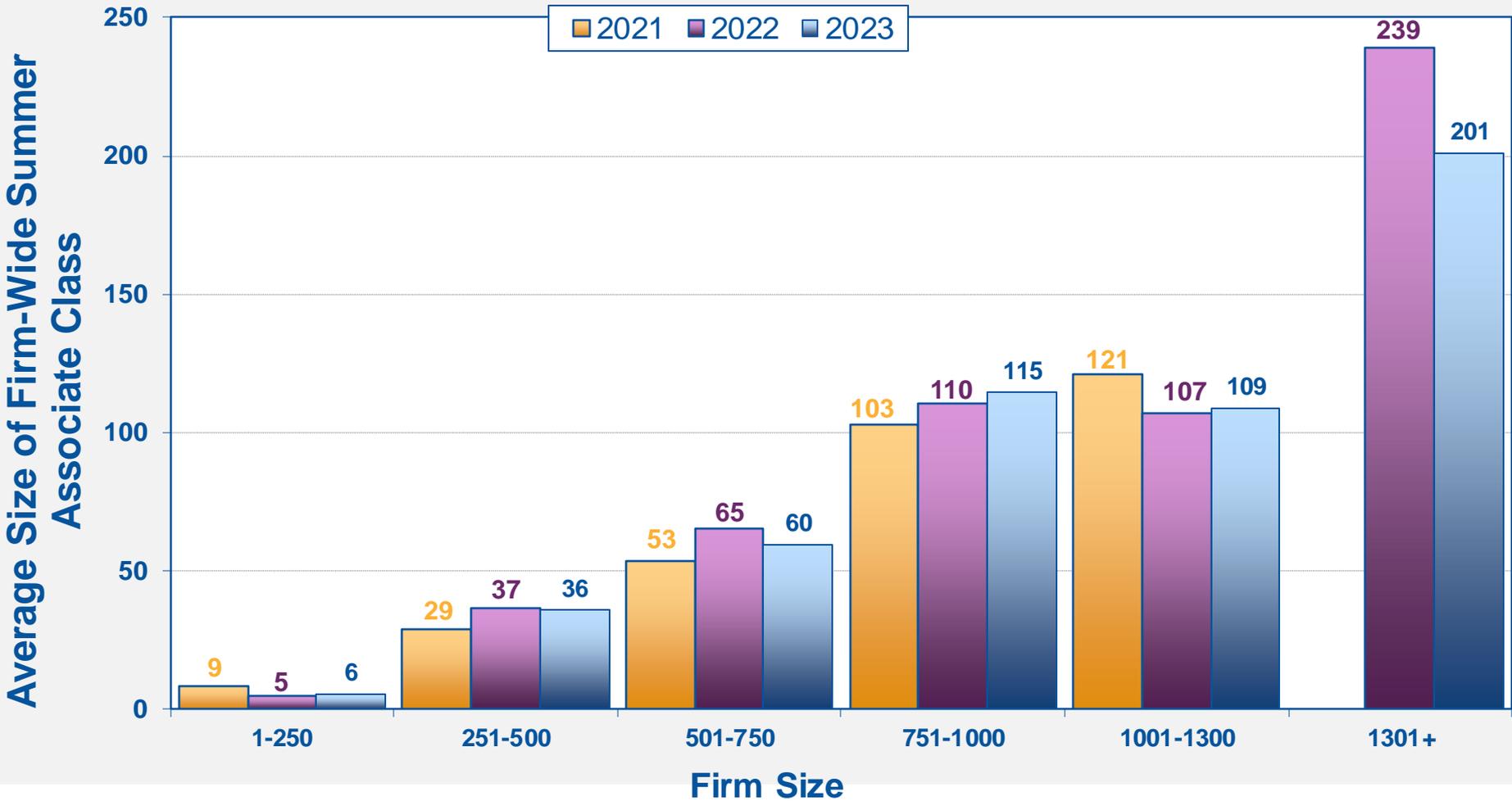
Larger Firms (751+) were 76% likely to increase.

NYC Office Size vs. Size of NYC Summer Associate Class: 2021, 2022, & 2023 Comparison



**insufficient data for 2018
201-300 and 1001+*

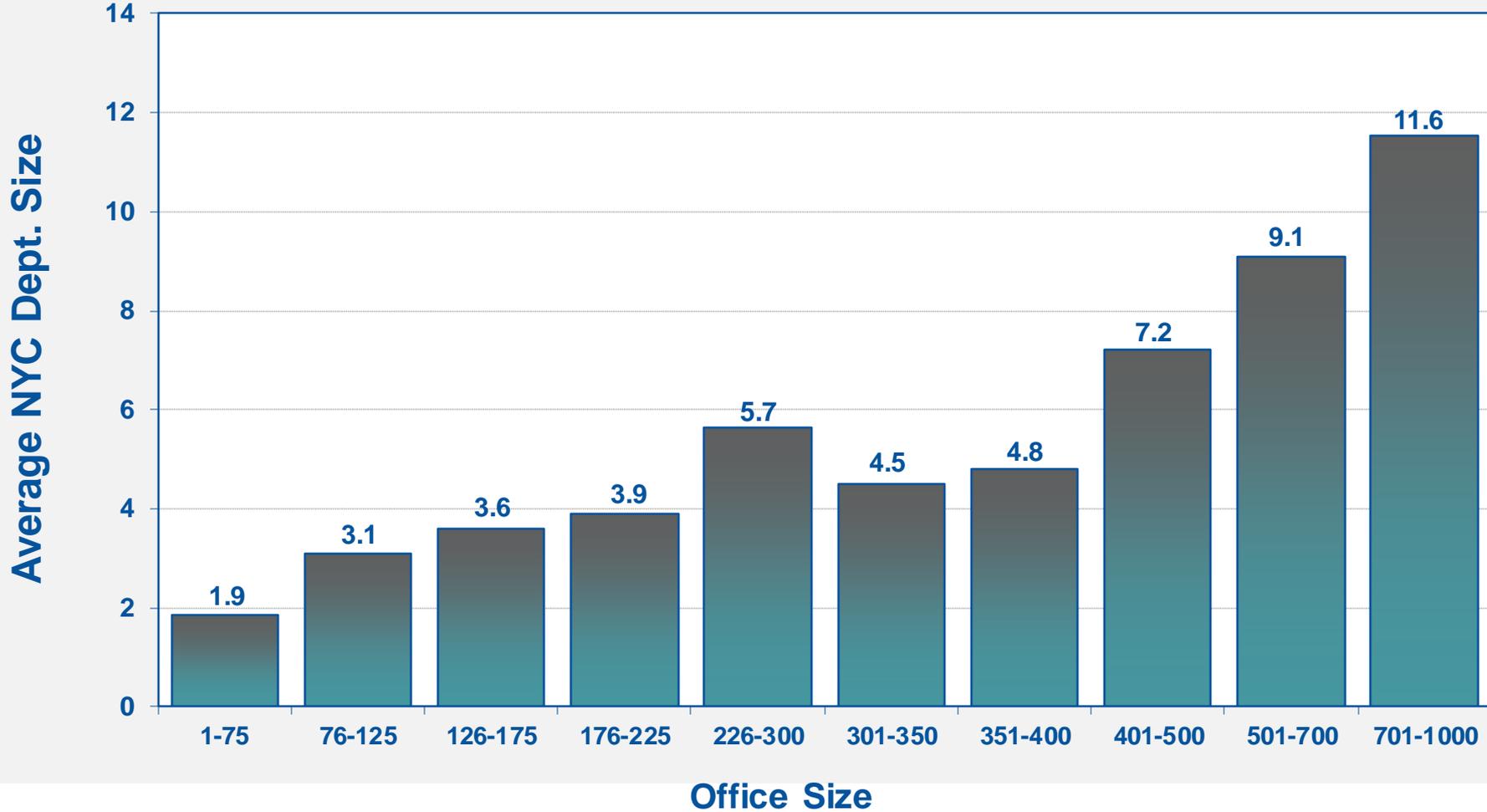
Firm Size vs. Size of Firm-Wide Summer Associate Class: 2021, 2022, & 2023 Comparison



**insufficient data for 2018
Firm Size 1301+*

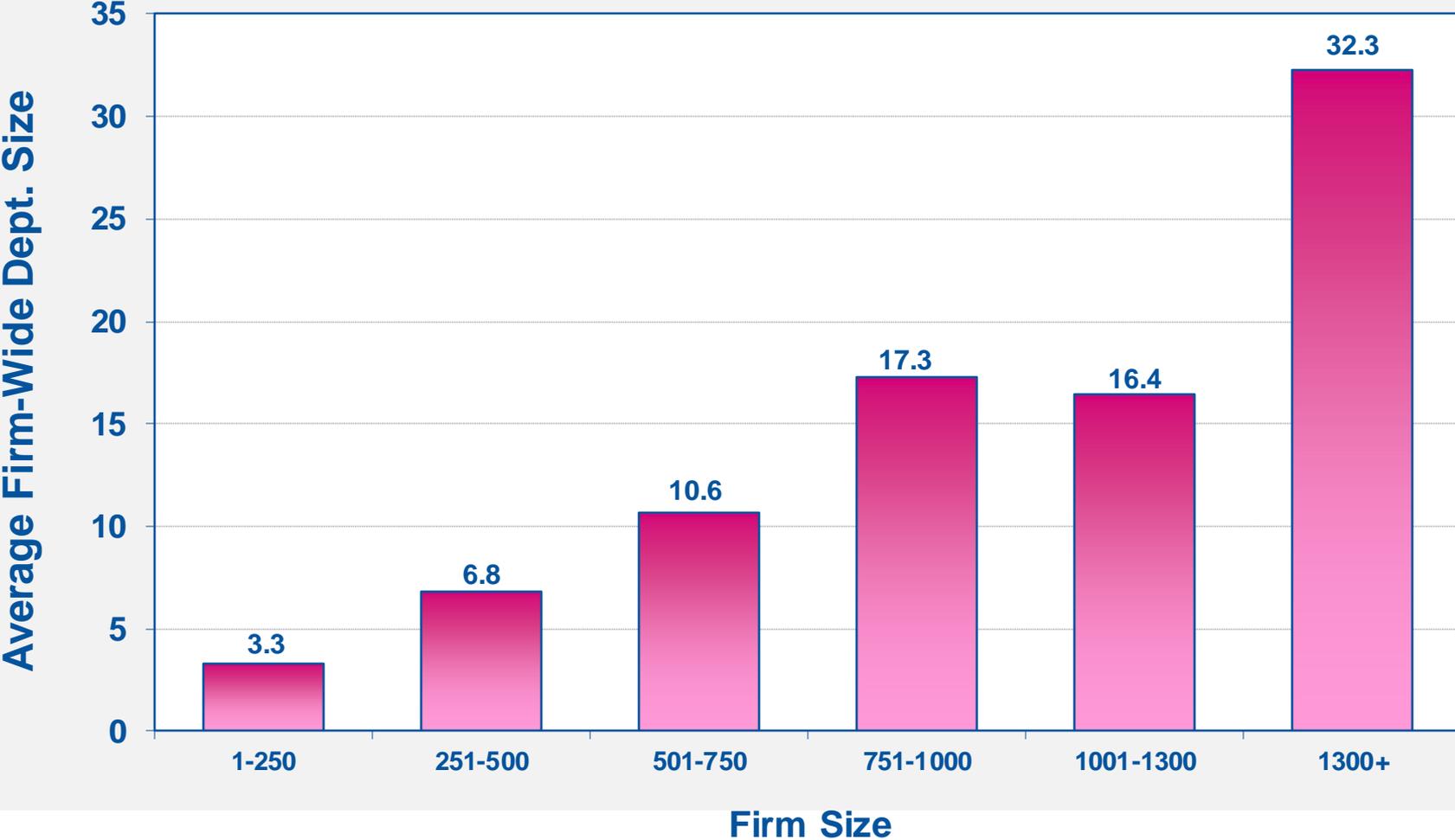


Average NYC Department Size vs. NYC Office Size



**insufficient data for NYC Office Size 1001+*

Average Firm-Wide Department Size vs. Firm Size



What Does Your Role Cover?

53% of respondents have responsibilities in recruiting plus at least one other area

23% of respondents spend 100% of their time on student recruiting

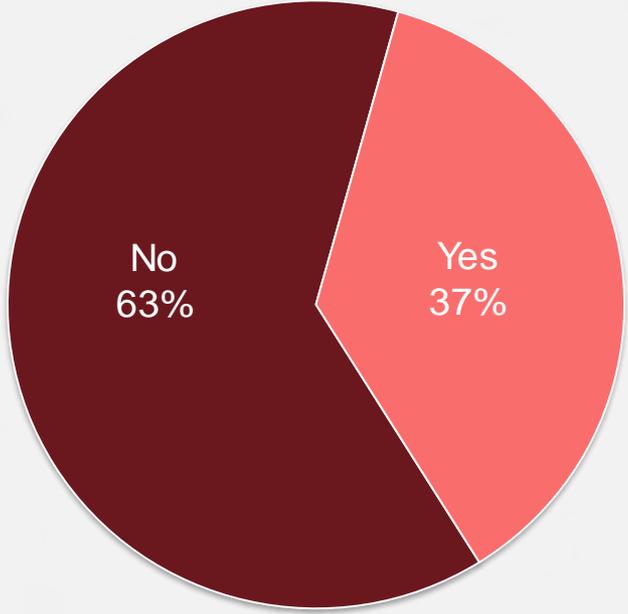
19% of respondents are involved in diversity work

18% of respondents spend 100% of their time on lateral recruiting

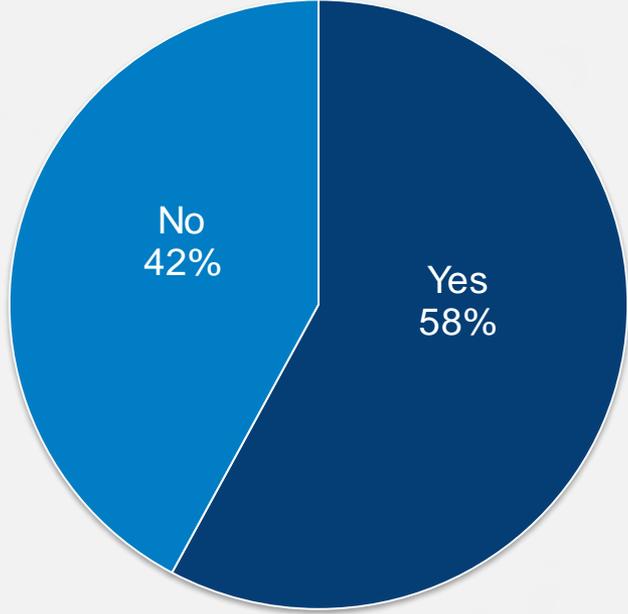
3% of respondents spend 100% of their time working on PD

Do You Believe Your Department Is Appropriately Staffed?

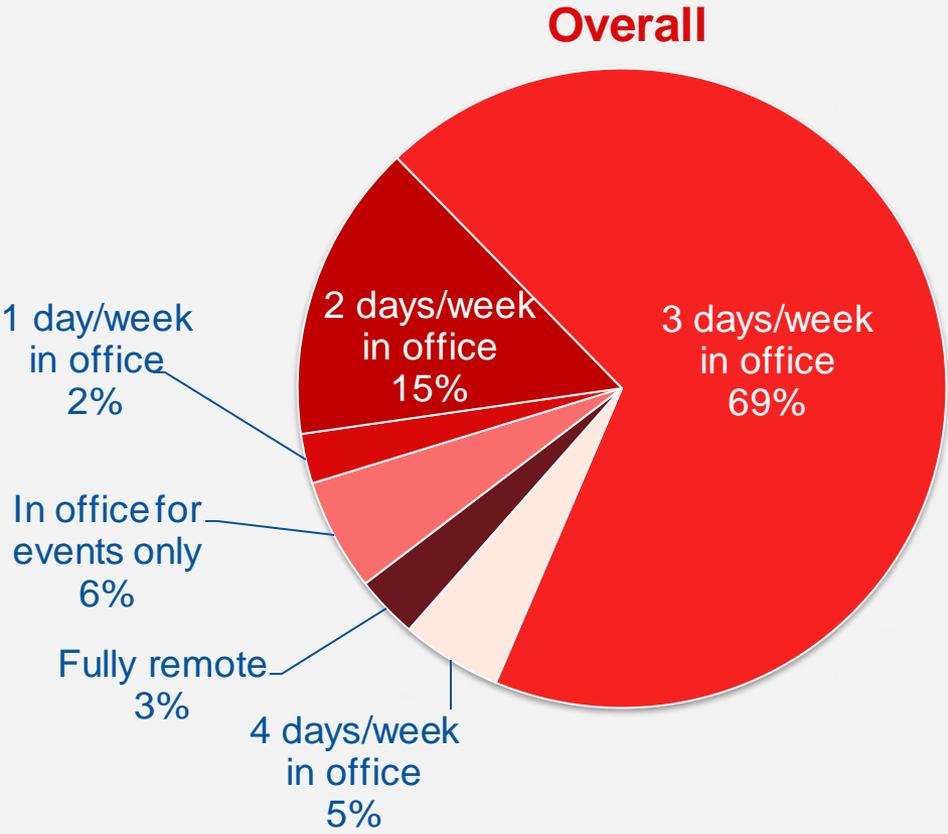
2021 Overall



2022 Overall



What is Your Firm's Remote Work Policy?



9% of Directors are in the office only for specific days/events.

10% of Senior Managers are fully remote.

23% of Managers are in the office 2 days/week.

80% of Specialists/ Sr. Coordinators/ Analysts are in the office 3 days/week.

No Coordinators are fully remote.

87% of Assistants are in the office 2 or 3 days/week.

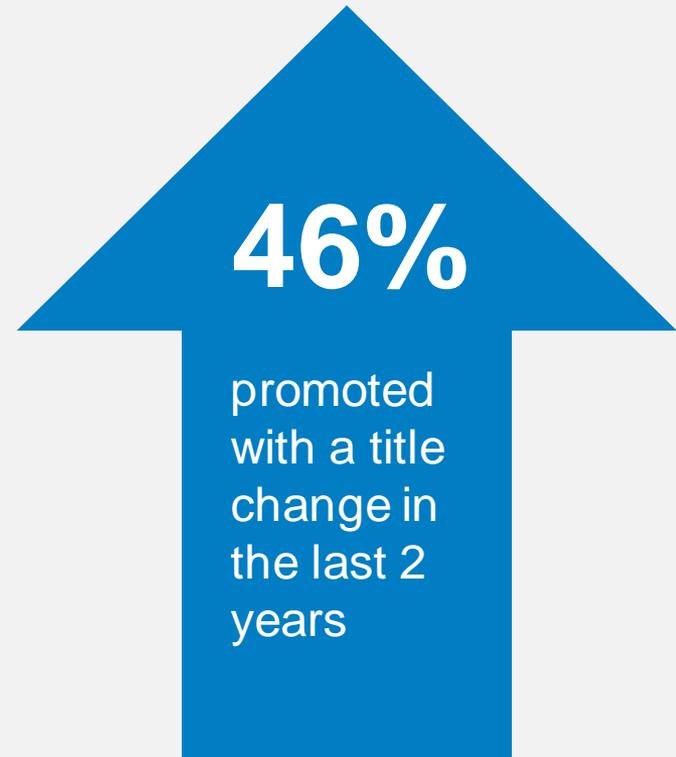
Summary of Interesting Survey Results

100% of respondents said their firm offered a remote work policy

87% of respondents plan to be in the Recruiting/PD field in 3 years

54% believe they are fairly compensated

48% have been in Recruiting/PD for 7 or more years



Addendum



Average Salary, Bonus & Raise by Firm Size

All Directors: 23

Avg. Salary: \$274,152

Median Salary: \$255,000

Avg. Bonus: \$44,176

Avg. Raise: 9.3%

Firm Size:	<u>1-500</u>	<u>501-1000</u>	<u>1001+</u>
Average Salary:	\$275,438	\$265,750	\$291,000
Median:	\$271,750	\$265,000	\$295,000
Average Bonus:	\$33,750	\$48,571	\$49,473
Average Raise:	8.9%	8.5%	10.3%

Average Salary, Bonus & Raise by Firm Size

All Sr. Managers: 20	
Avg. Salary: \$198,705	Median Salary: \$195,000
Avg. Bonus: \$22,311	Avg. Raise: 8.8%

Firm Size:	250-1000	1001-1300	1301+
Average Salary:	\$191,000	\$182,729	\$221,286
Median:	\$182,500	\$185,000	\$204,000
Average Bonus:	\$20,000	\$16,000	\$31,600
Average Raise:	7.4%	5.3%	<i>Insufficient Data</i>

**insufficient data for Firm Size 1-250*

Average Salary, Bonus & Raise by Firm Size

All Managers: 43

Avg. Salary: \$145,279

Median Salary: \$140,000

Avg. Bonus: \$13,864

Avg. Raise: 11.2%

Firm Size:	<u>1-500</u>	<u>501-1000</u>	<u>1001-1300</u>	<u>1301+</u>
Average Salary:	\$119,750	\$145,409	\$143,818	\$156,467
Median:	\$115,250	\$140,000	\$135,000	\$150,000
Average Bonus:	\$11,680	\$12,929	\$14,825	\$14,736
Average Raise:	13.6%	11.5%	7.3%	12.5%

Average Salary, Bonus, Raise by Firm Size

All Specialists/Sr. Coord. / Analysts: 25

Avg. Salary: \$101,574 Median Salary: \$100,000

Avg. Bonus: \$6,284 Avg. Raise: 9.7%

Firm Size:	251-750	751-1000	1001-1300	1301+
Average Salary:	\$102,857	\$102,400	\$98,667	\$101,725
Median:	\$100,000	\$105,000	\$97,500	\$103,500
Average Bonus:	\$6,250	\$6,440	\$6,400	\$6,040
Average Raise:	6.5%	14.9%	9.6%	5.8%

**insufficient data for Firm Size 1-250*

Average Salary, Bonus, Raise by Firm Size

All Coordinators: 30

Avg. Salary: \$78,754 **Median Salary:** \$78,000

Avg. Bonus: \$5,954 **Avg. Raise:** 7.6%

Avg. 2021 OT (19 respondents): \$16,835

Avg. 2020 OT (10 respondents): \$10,199

Firm Size:	251-500	501-1000	1001-1300	1301+
Average Salary:	\$78,000	\$75,200	\$79,125	\$80,263
Median:	\$75,000	\$75,000	\$77,500	\$84,750
Average Bonus:	<i>insufficient data</i>	\$3,187	\$5,940	\$7,833
Average Raise:	10.2%	6.7%	6.2%	7.8%

**insufficient data for Firm Size 1-250*

Average Salary, Bonus, Raise by Firm Size

All Assistants: 14

Avg. Salary: \$61,981

Median Salary: \$61,000

Avg. Bonus: \$1,832

Avg. Raise: 8.6%

Avg. 2020 & 2021 OT: insufficient data

<u>Firm Size:</u>	<u>251-1000</u>	<u>1001+</u>
Average Salary:	\$66,748	\$59,333
Median:	\$67,000	\$58,000
Average Bonus:	\$1,998	<i>insufficient data</i>
Average Raise:	10.9%	<i>insufficient data</i>

**insufficient data for Firm Size 1-250*

Benefits Received: Average Days Paid Time Off (PTO)

PTO includes Vacation, Sick and Personal Days

<u>Title (# responses)</u>	<u>Average (days)</u>	<u>Median (days)</u>	<u>Range (days)</u>
Director (21):	25.8	25	18 – 35
Sr. Manager (16):	25.4	25	15 – 34
Manager (39):	24.7	21	15 – 38
Spec./Sr. Coord./ Analyst (23):	25.6	25	13 – 34
Coordinator (27):	23.4	25	10 – 35
Assistant (12):	21.8	22	12 – 30



2022 NYCRA Industry Survey



Wisnik Career Enterprises, Inc.
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