

NYCRA Salary Survey

March 2026



Eva's Bio

Eva Wisnik is a career expert and recruiter for America's most prestigious law firms, as well as the author of *Your Fairy Job Mentor's Secrets for Success*. She spent 10 years hiring talent from top schools for investment banks and law firms (she was the head of recruiting at both Schulte and Cadwalader) before launching a very successful search firm in 1996. Over the past 30 years, she has provided over 100 law firms with training programs, including 90 of the Am Law 100. Eva Wisnik is a certified Health Coach and has trained over 7,000 attorneys in time management.

Eva earned her BA in Psychology from Barnard College, Columbia University and an MBA in Marketing from Fordham University. Her goal is to share her learnings with others so they can lead the most successful and fulfilling lives possible.





Jake's Bio

Jake Wisnik is a Recruiting Specialist at Wisnik Career Enterprises, where he supports law firm placement, training programs and salary survey operations. He earned his BA in International Relations with a concentration in Global Business from the University of Southern California, graduating Summa Cum Laude in May of 2023.

Before joining Wisnik, Jake served as a JDC Entwine Global Jewish Service Corps Fellow at the Jewish Community Center in Krakow, Poland. He also worked as a strategic communications analyst at C Street Advisory Group in New York City.

Shannan's Bio

Shannan Buckley is the Director of Recruiting & Training Operations at Wisnik Career Enterprises, Inc, where she has managed training programs and placed business services talent into top law firms for the past 8 years. She has conducted 30 salary surveys for recruiting, marketing and business development professionals nationwide.

Before joining Wisnik, Shannan worked in education both in the U.S. and abroad. She holds a BA in French & Francophone Studies from Carleton College and an MA in International Educational Development from Teachers College, Columbia University.



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 current findings from the 2026 Wisnik NYCRA Salary 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 the New York area. The results that follow were generated from 127 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 Salary Survey help us to capture and confirm market trends. Please let us know if there is any way we can help you achieve your goals!

All the best,

Eva, Jake and Shannan

Profile of NYCRA Law Firm Professionals



Law Firm Participant Response Breakdown

Total of 127* Recruiting and PD professionals' salary and industry information by:



Position

- **Chief: 5**
- **Director: 12**
- **Associate Director: 5**
- **Senior Manager: 23**
- **Manager: 26**
- **Senior Specialist: 7**
- **Specialist/Sr. Coordinator: 27**
- **Coordinator: 14**
- **Assistant: 8**



Firm Size

- **1-250: 7**
- **251-500: 10**
- **501-750: 9**
- **751-1000: 12**
- **1001-1300: 20**
- **1301+: 69**

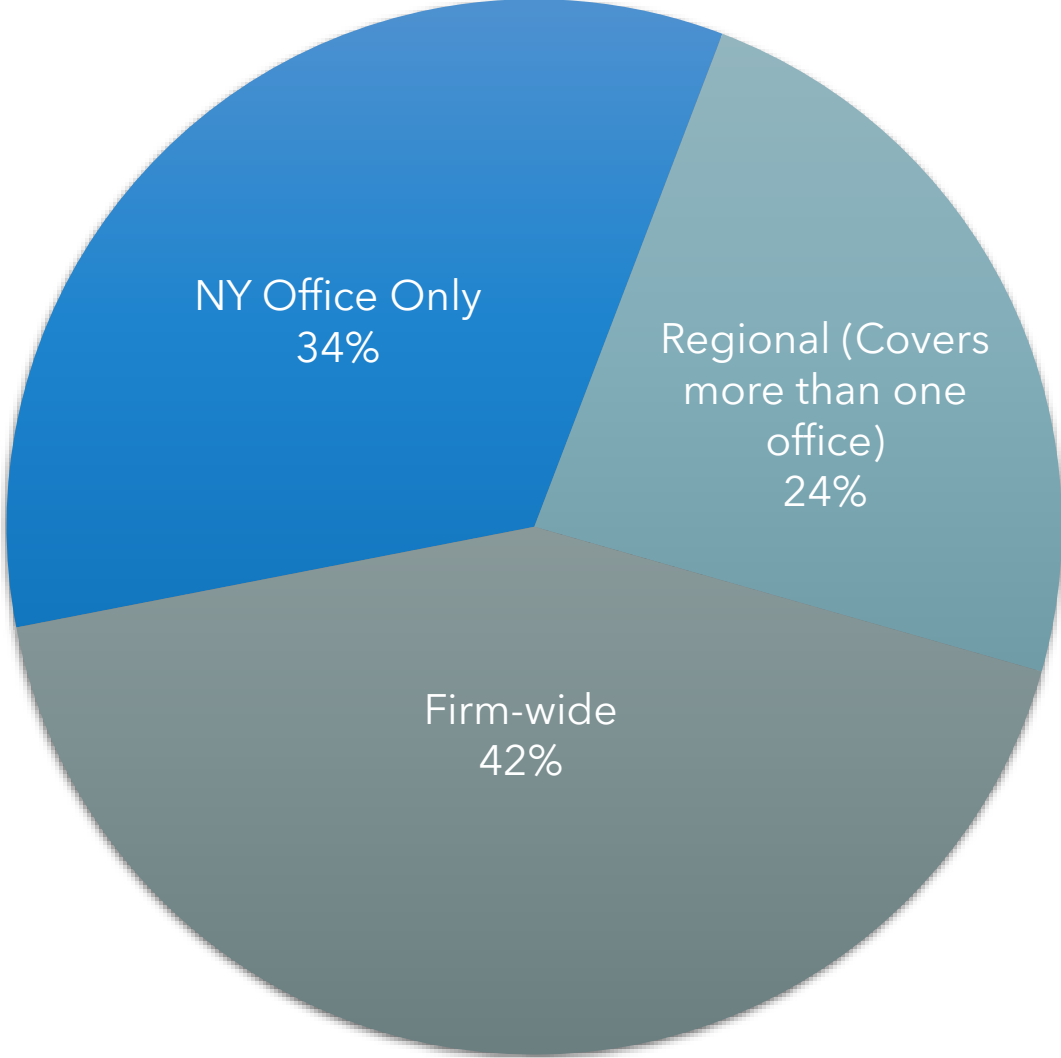


Office Size

- **1-75: 8**
- **76-125: 6**
- **126-300: 37**
- **301-500: 22**
- **501-1000: 39**
- **1001-1300: 13**
- **1301+: 2**

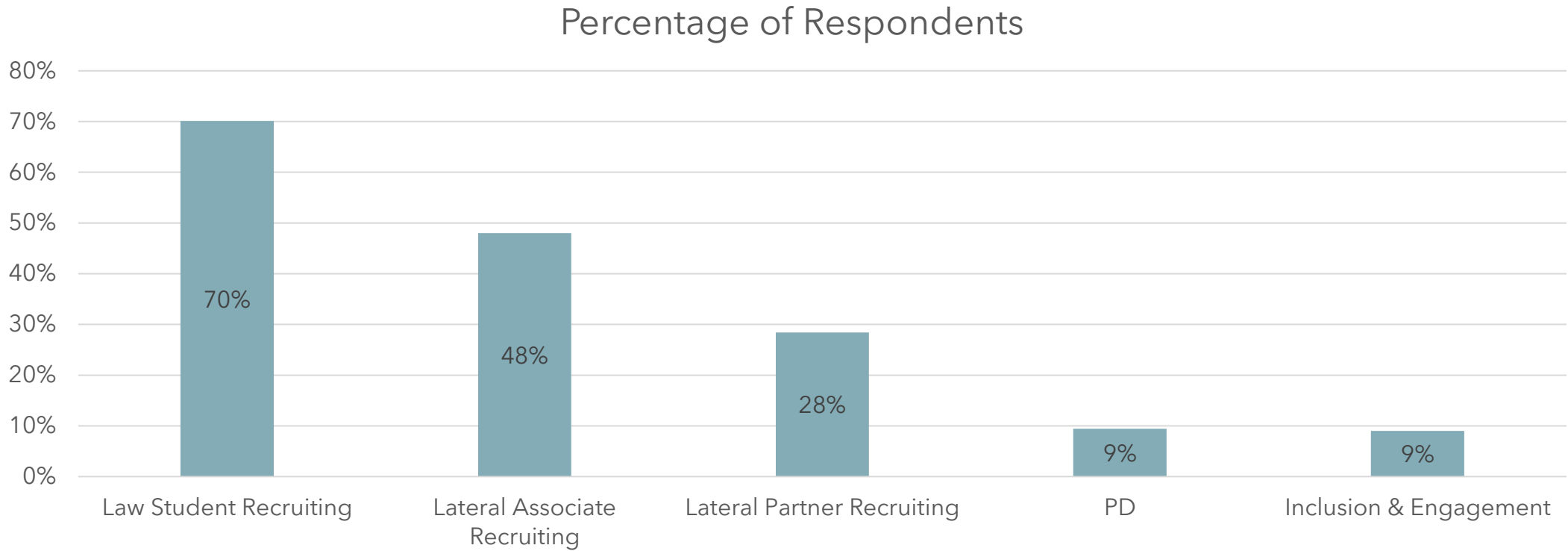
* Not all respondents provided salary data

Is Your Role Firm-wide or Regional, or New York only?

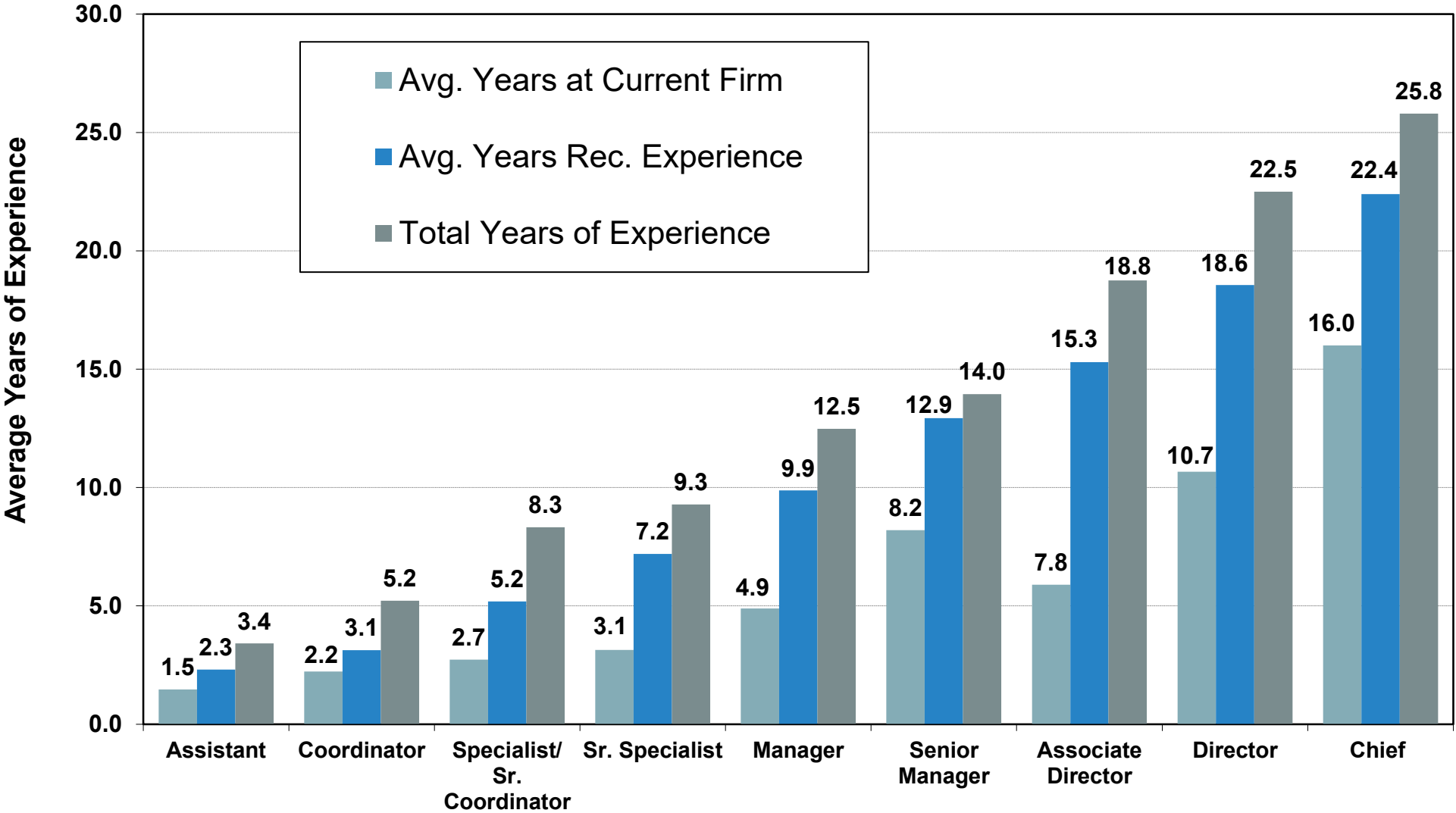


Focus of Role

* Respondents could select more than one

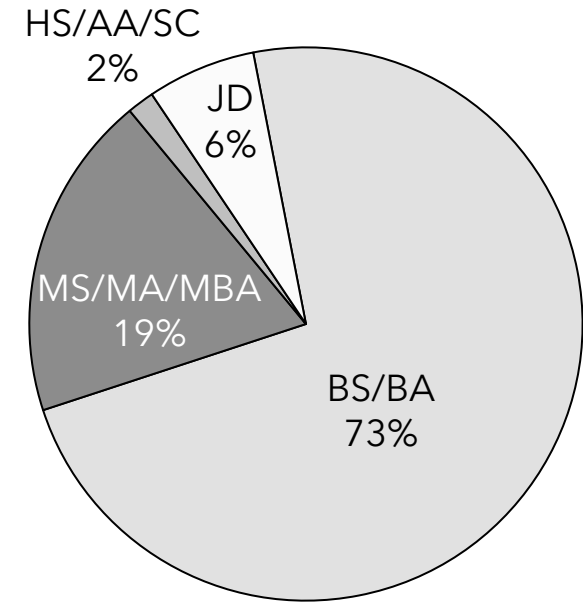


Average Years of Experience

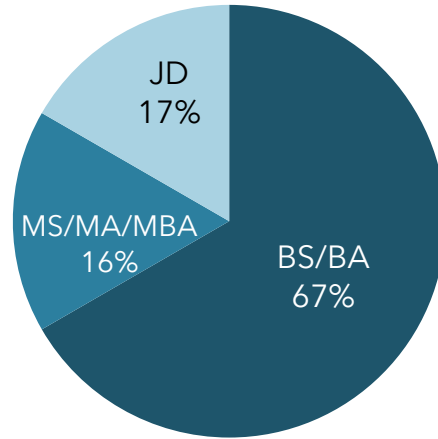


Highest Degree of Education by Job Title

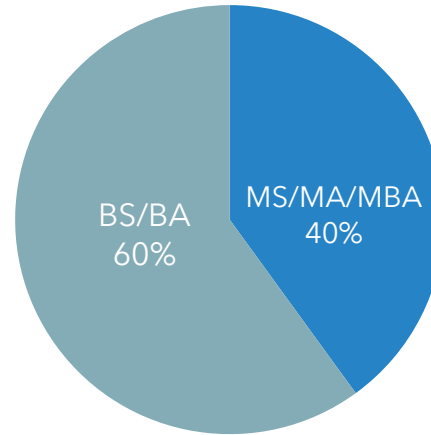
Overall



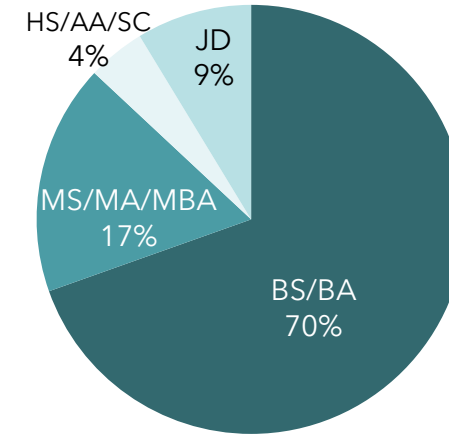
Director



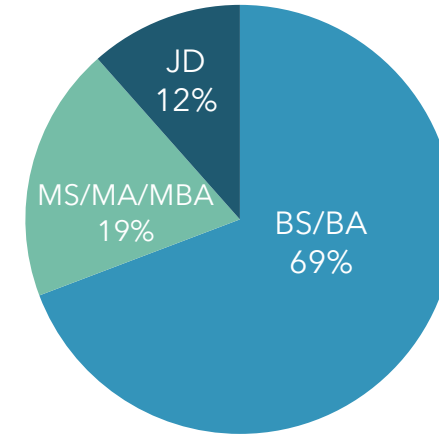
Associate Director



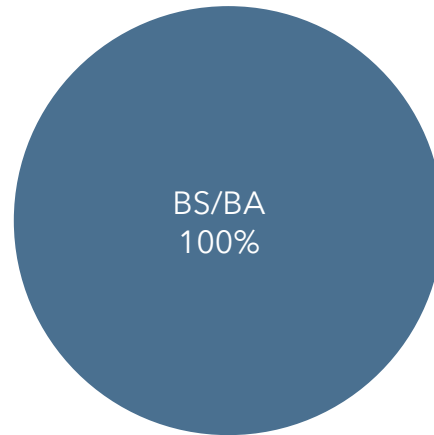
Sr. Manager



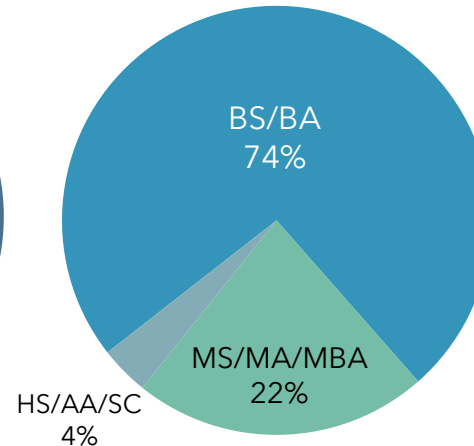
Manager



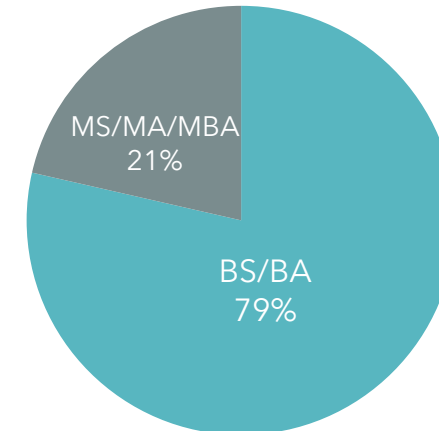
Sr. Specialist



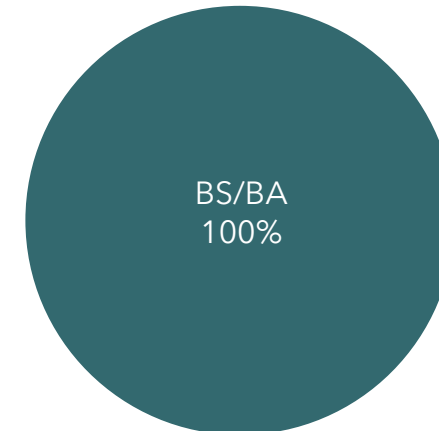
**Specialist/
Sr. Coordinator**



Coordinator



Assistant



For those with a JD, the average time spent in practice was 2.9 years.

**Chiefs breakdown not included due to insufficient responses*

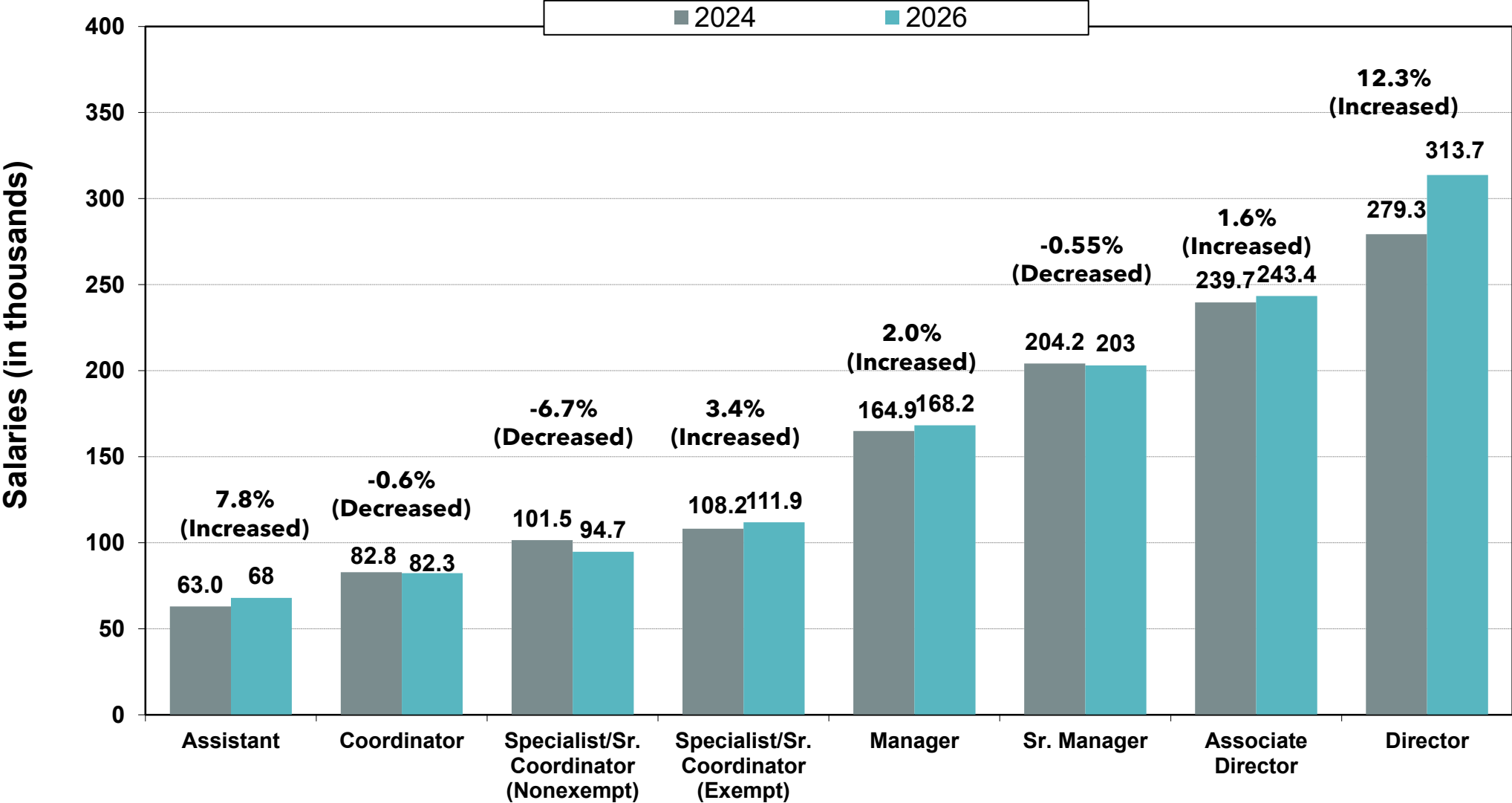
Law Firm Salary Trends



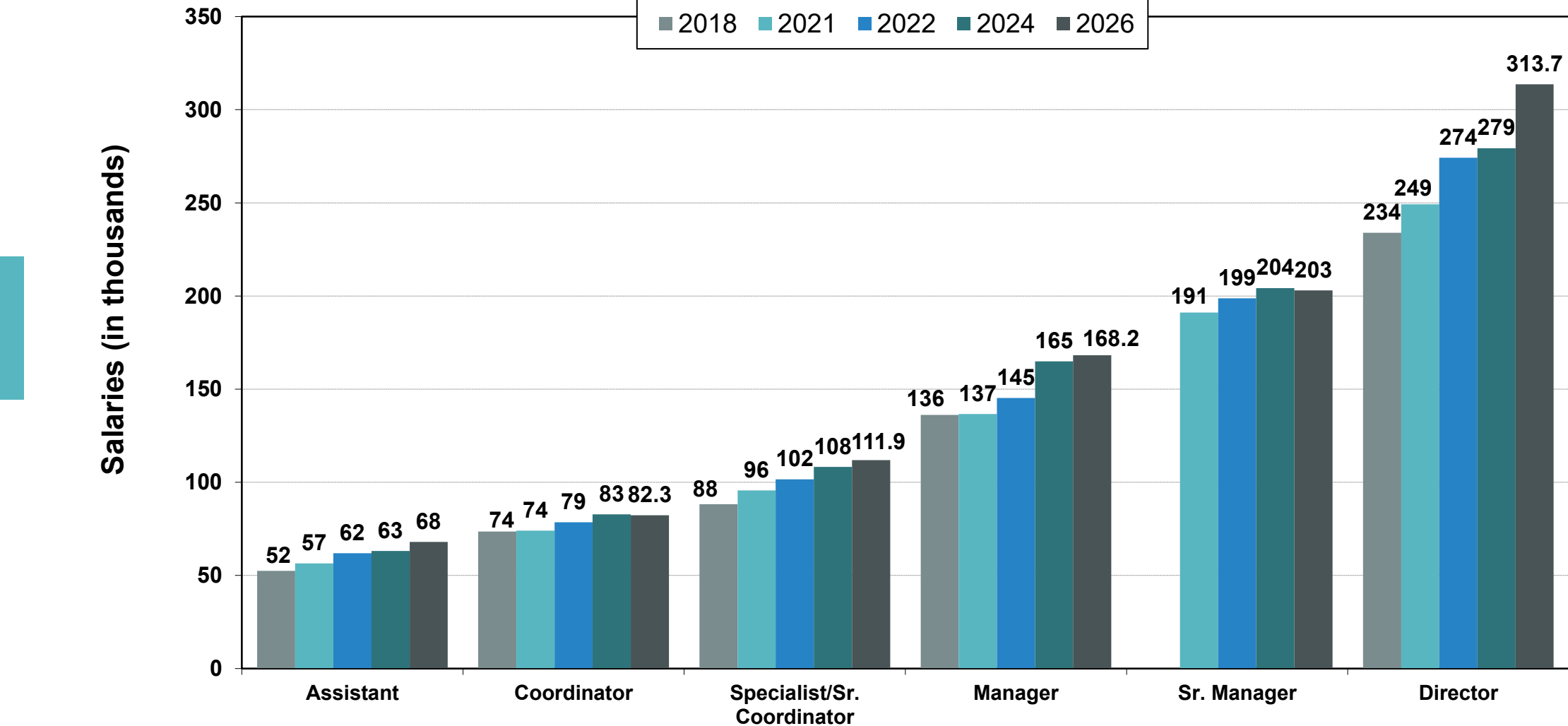
All Respondents: Average Salaries, By Title

Title (# responses with salary data)	Average Salary	Median	25 - 75% Range
Chief (5):	\$584,000	\$600,000	\$500k-\$650k
Director (11):	\$313,727	\$300,000	\$276k-\$324k
Associate Director (5):	\$243,400	\$250,000	\$230k-\$260k
Sr. Manager (23):	\$203,026	\$200,000	\$193k-\$209k
Manager (24):	\$168,206	\$165,662	\$150k-\$182k
Senior Specialist (7):	\$127,786	\$125,000	\$125k-\$130k
Specialist/ Sr. Coordinator (Exempt: 10):	\$111,880	\$110,000	\$109k-\$117k
Specialist/ Sr. Coordinator (Nonexempt: 16):	\$94,662	\$97,250	\$90k-\$100k
Coordinator (12):	\$82,293	\$82,006	\$75k-\$90k
Assistant (6):	\$68,000	\$67,500	\$63k-\$75k

Salary Trends: NYCRA 2024 vs. 2026



Salary Trends: NYCRA 2018-2026

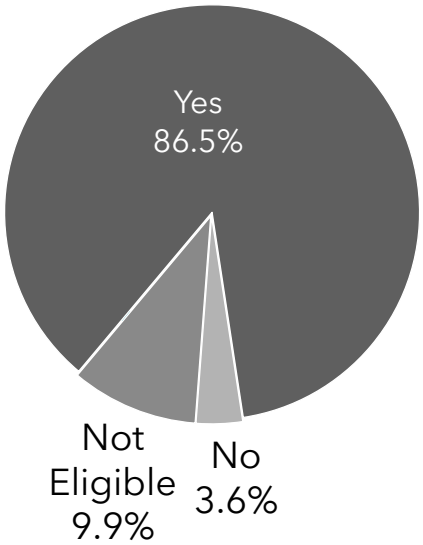


Average Salary vs. Average Years of Experience

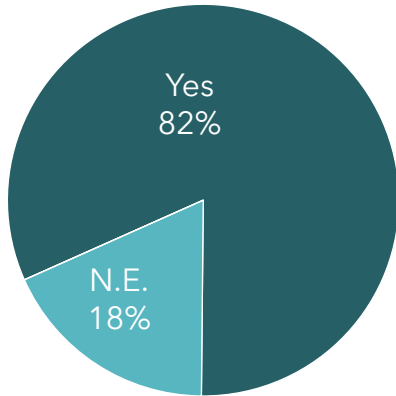


Did You Receive a Raise in 2025?

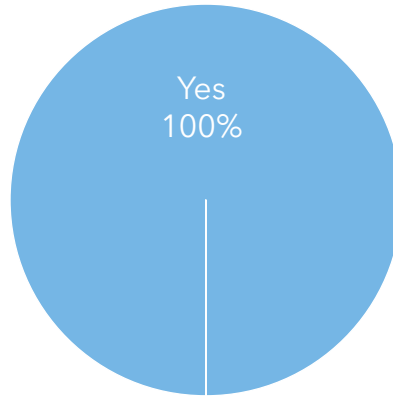
Overall



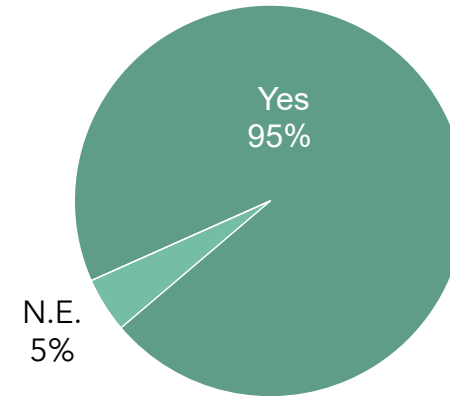
Director



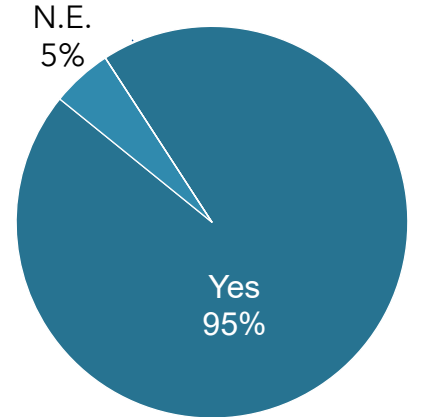
Associate Director



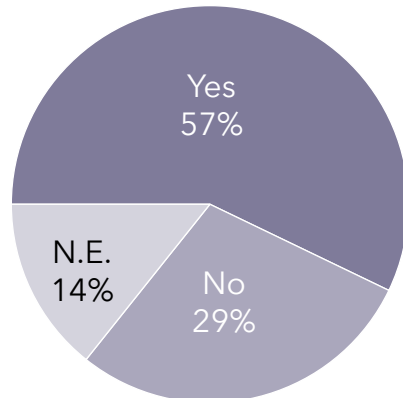
Sr. Manager



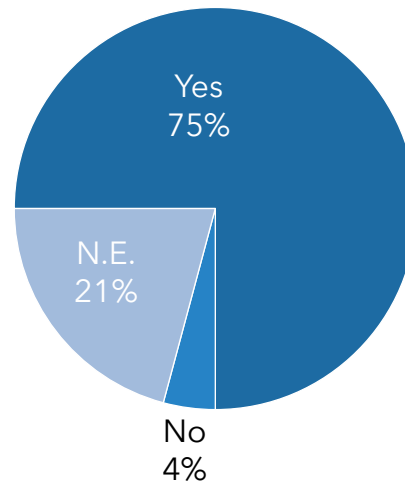
Manager



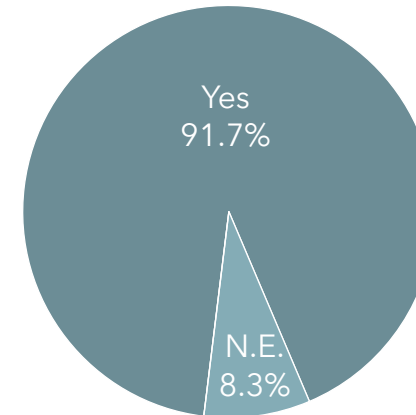
Sr. Specialist



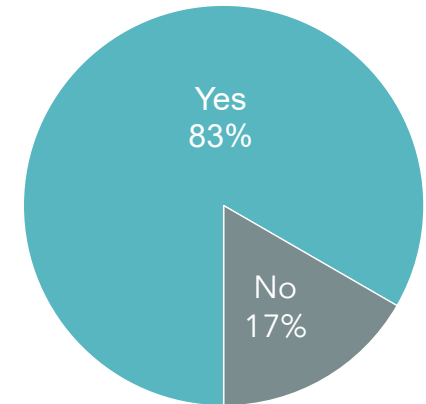
Specialist/Sr. Coordinator



Coordinator



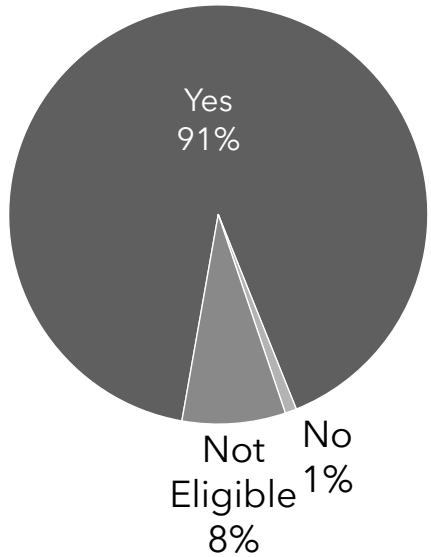
Assistant



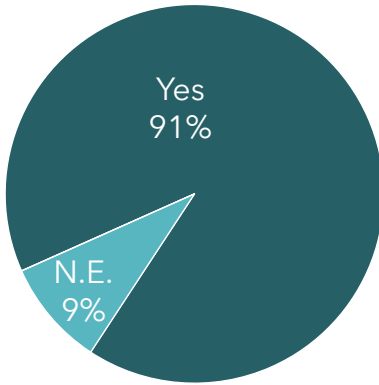
*Chiefs breakdown not included due to insufficient responses

Did You Receive a Bonus in 2025?

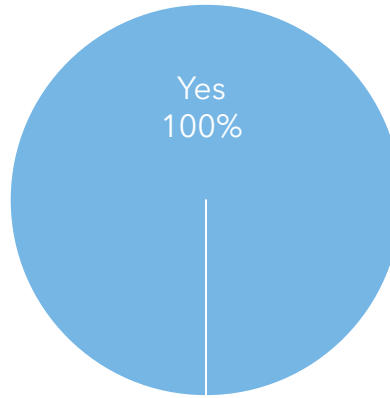
Overall



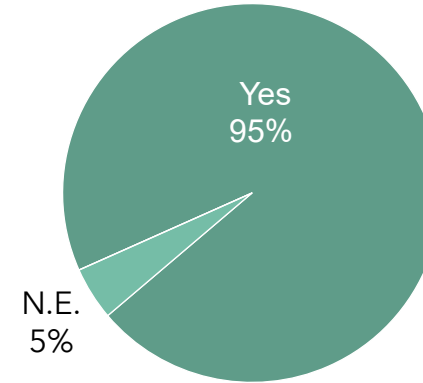
Director



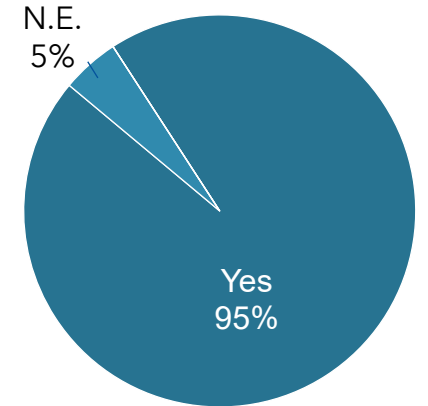
Associate Director



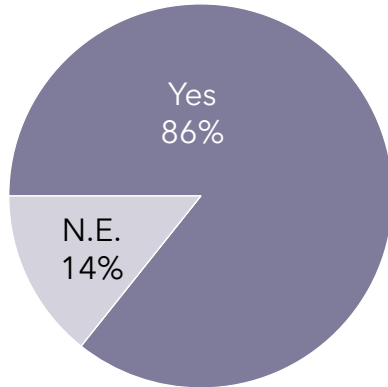
Sr. Manager



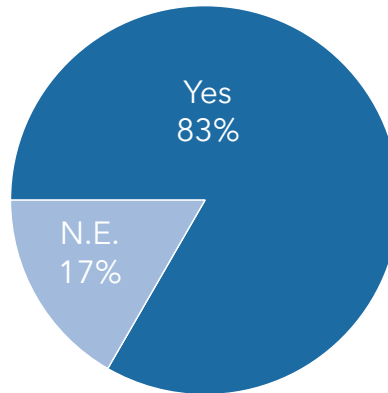
Manager



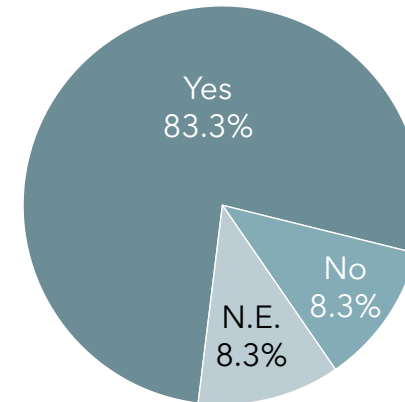
Sr. Specialist



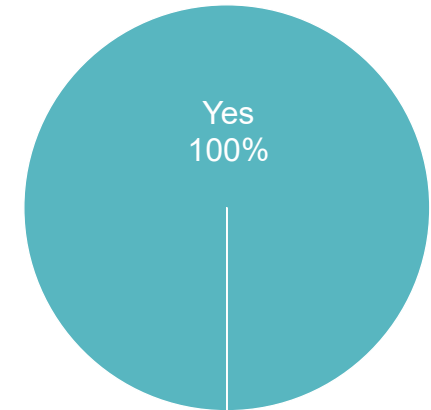
Specialist/Sr. Coordinator



Coordinator



Assistant



*Chiefs breakdown not included due to insufficient responses

Average Bonus & Raise 2025 to 2023 Comparison

Title	Average Bonus ('25)	Average Raise ('25)	Average Bonus ('23)	Average Raise ('23)
Chief:	\$201,000	8.2%	*	*
Director:	\$57,167	4.4%	\$41,306	5.5%
Associate Director:	\$44,000	9.7%	\$35,750	6%
Sr. Manager:	\$22,090	5.8%	\$24,236	7.1%
Manager:	\$14,135	7.6%	\$15,750	7%
Sr. Specialist:	\$9,117	3.3%	*	*
Specialist/ Sr. Coordinator:	\$7,610	6%	\$8,009	5.8%
Coordinator:	\$3,833	11.3%	\$4,047	5.1%
Assistant:	\$2,760	3.6%	\$2,440	4.5%

Law Firm Recruiters' Average Salaries by City

Title	NY 2026	LA 2026	Bay Area 2025	Chicago 2025	Texas 2025
Director:	\$313,727	\$262,721	\$242,200	\$239,700	\$226,733
Sr. Manager:	\$203,026	\$186,614	\$206,450	\$185,140	\$187,300
Manager:	\$168,206	\$157,387	\$173,030	\$146,580	\$133,703
Specialist/Sr. Coordinator:	\$111,880	\$109,612	\$114,250	\$92,610	\$95,789
Coordinator:	\$82,293	\$78,900	\$90,400	\$76,470	\$75,312
Assistant:	\$68,000	\$62,800	*	\$59,780	*

**Insufficient data for breakdowns* 19

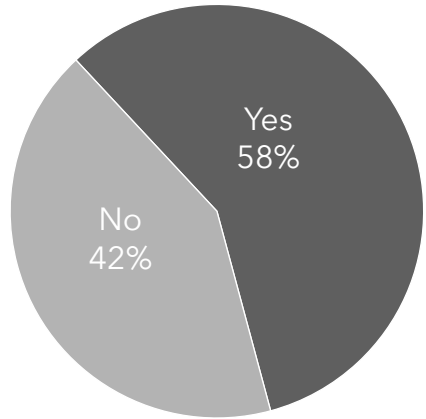
Industry Findings



Do You Believe You Are Fairly Compensated?

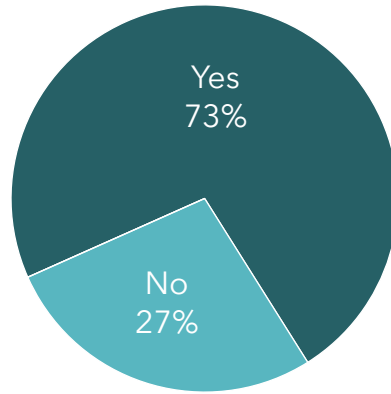
In 2024, 58% of respondents were satisfied with their salaries.

Overall

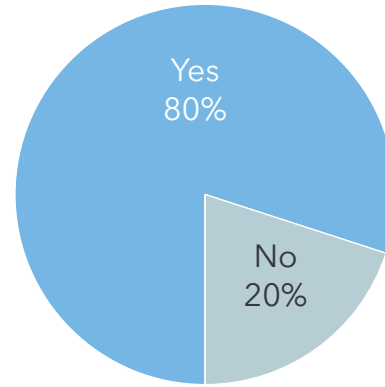


Overall Salary satisfaction across cities:
NY: 58%
Chicago: 64%
Bay Area: 62%
TX: 62%
LA: 61%

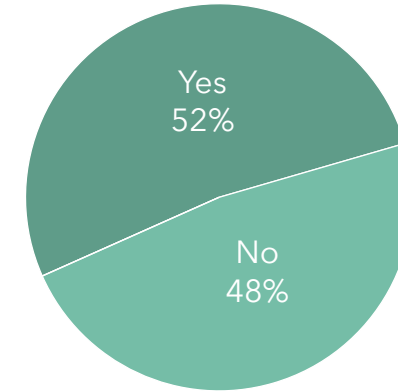
Director



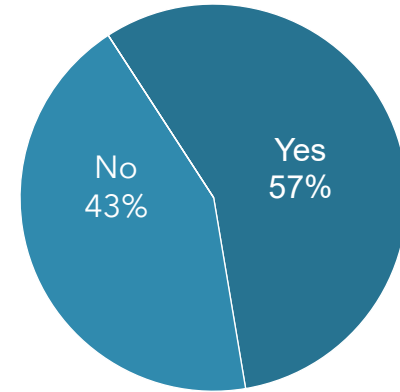
Associate Director



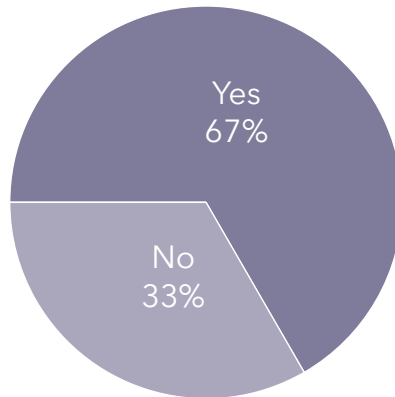
Sr. Manager



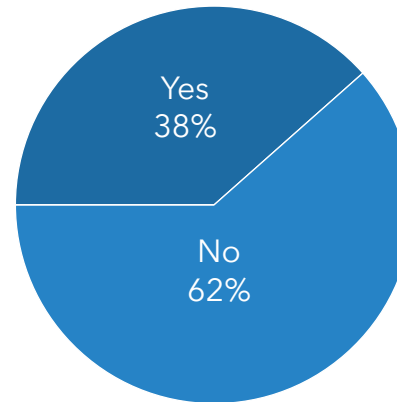
Manager



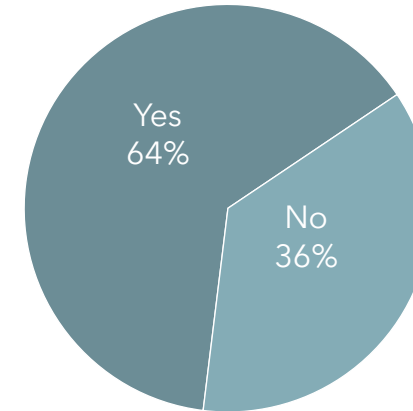
Sr. Specialist



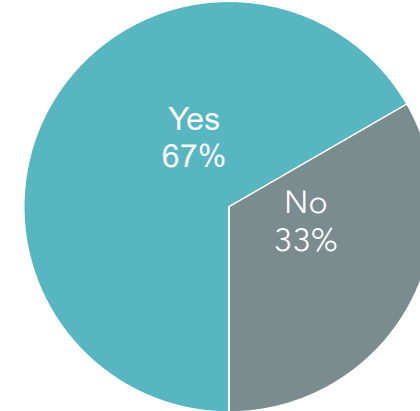
Specialist/Sr. Coordinator



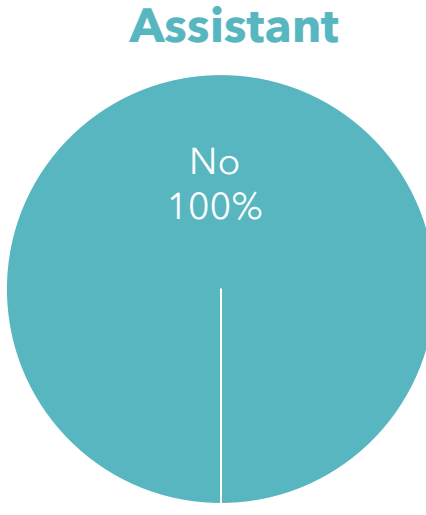
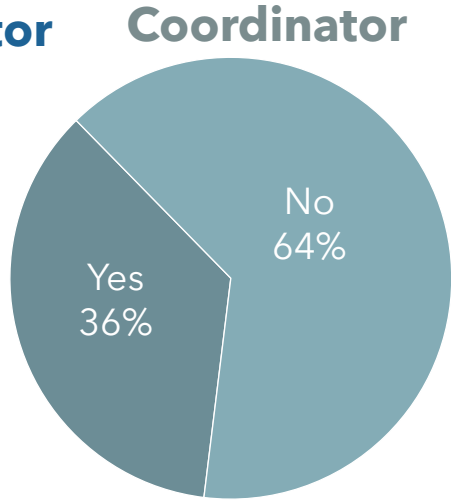
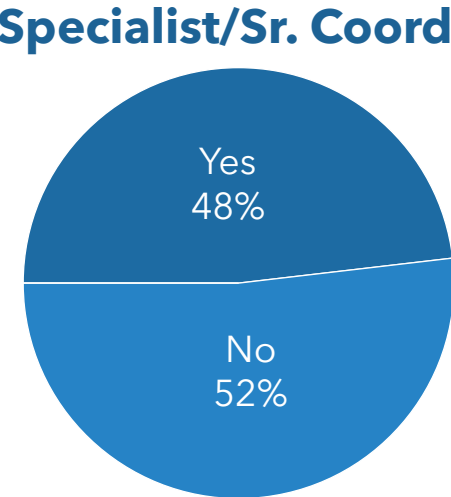
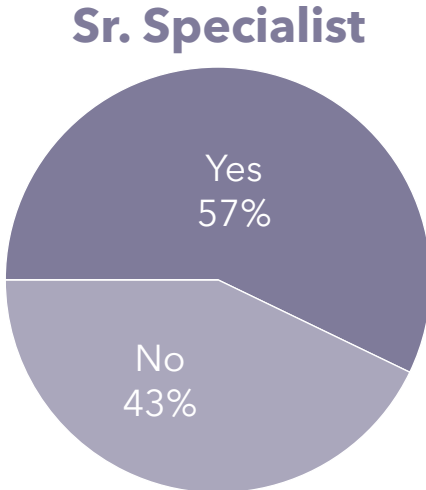
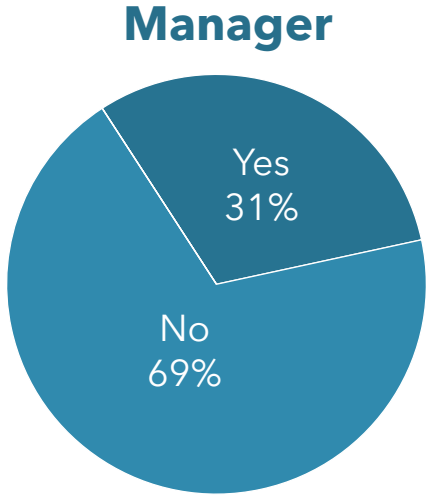
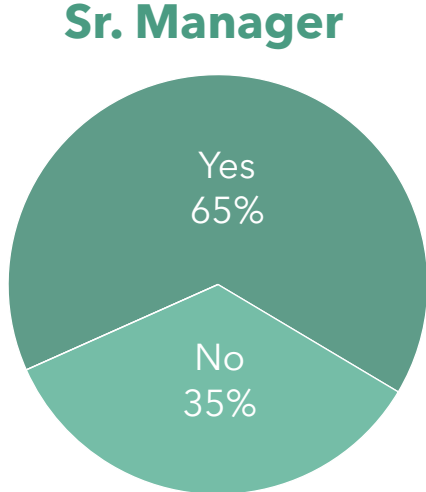
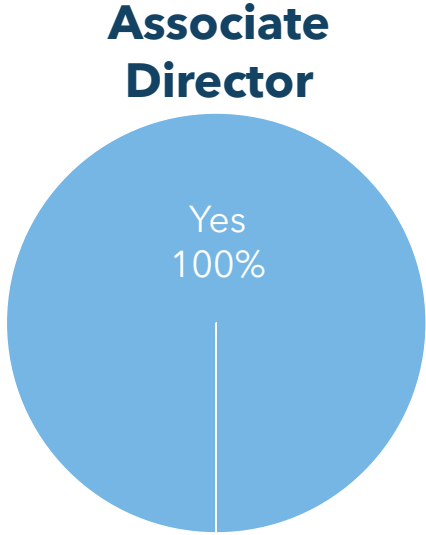
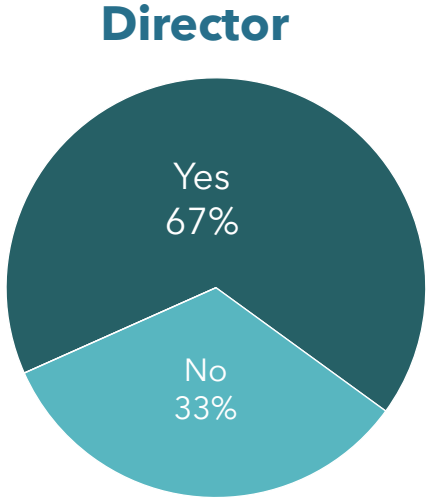
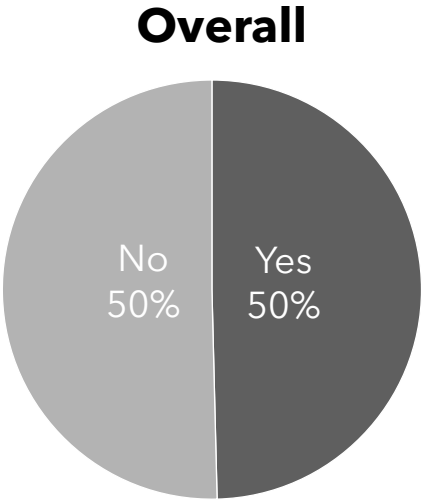
Coordinator



Assistant



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



In 2024, 37% of respondents had been promoted in the past 2 years.

In 2022, the number was 46%.

Did You Change Firms?

13% of respondents changed firms in the past 2 years

In 2024,
17% of respondents had changed firms in the past 2 years

Of those who moved*: ** Respondents could list more than one reason*

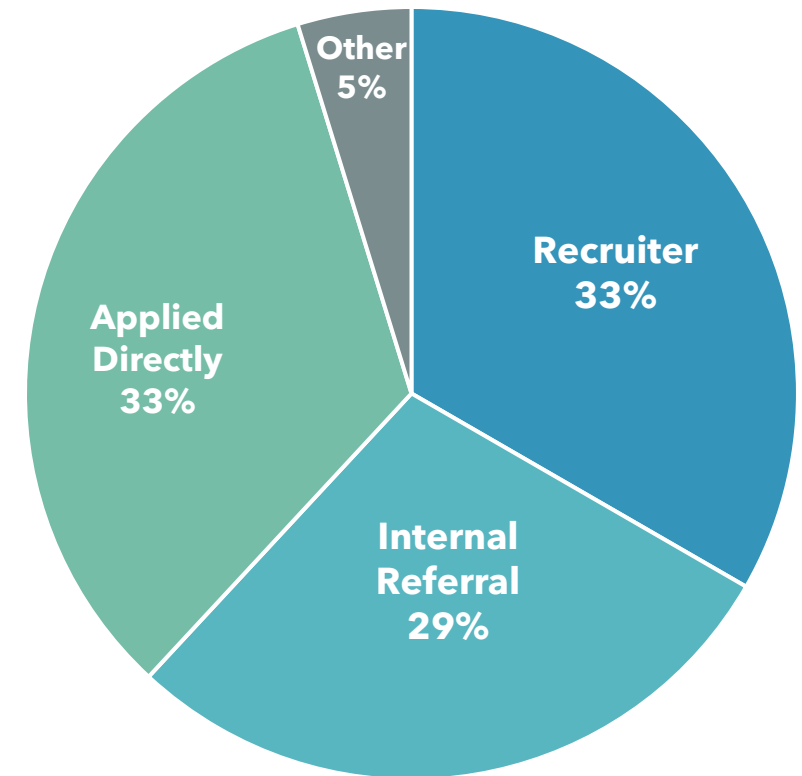
67% moved for increased salary

47% moved for a title change

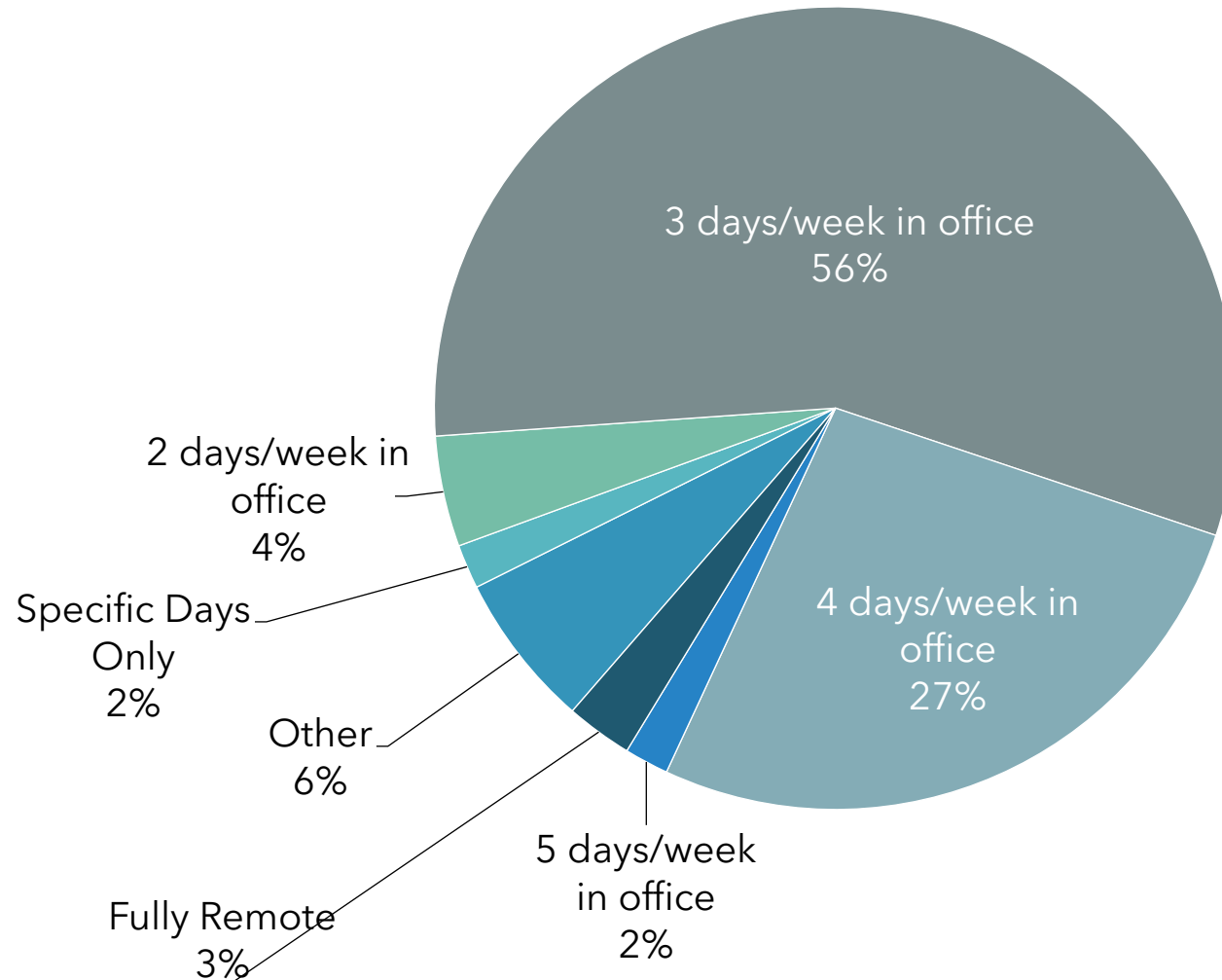
33% moved for a more flexible work arrangement

13% moved to a new location

How did you find your new job?

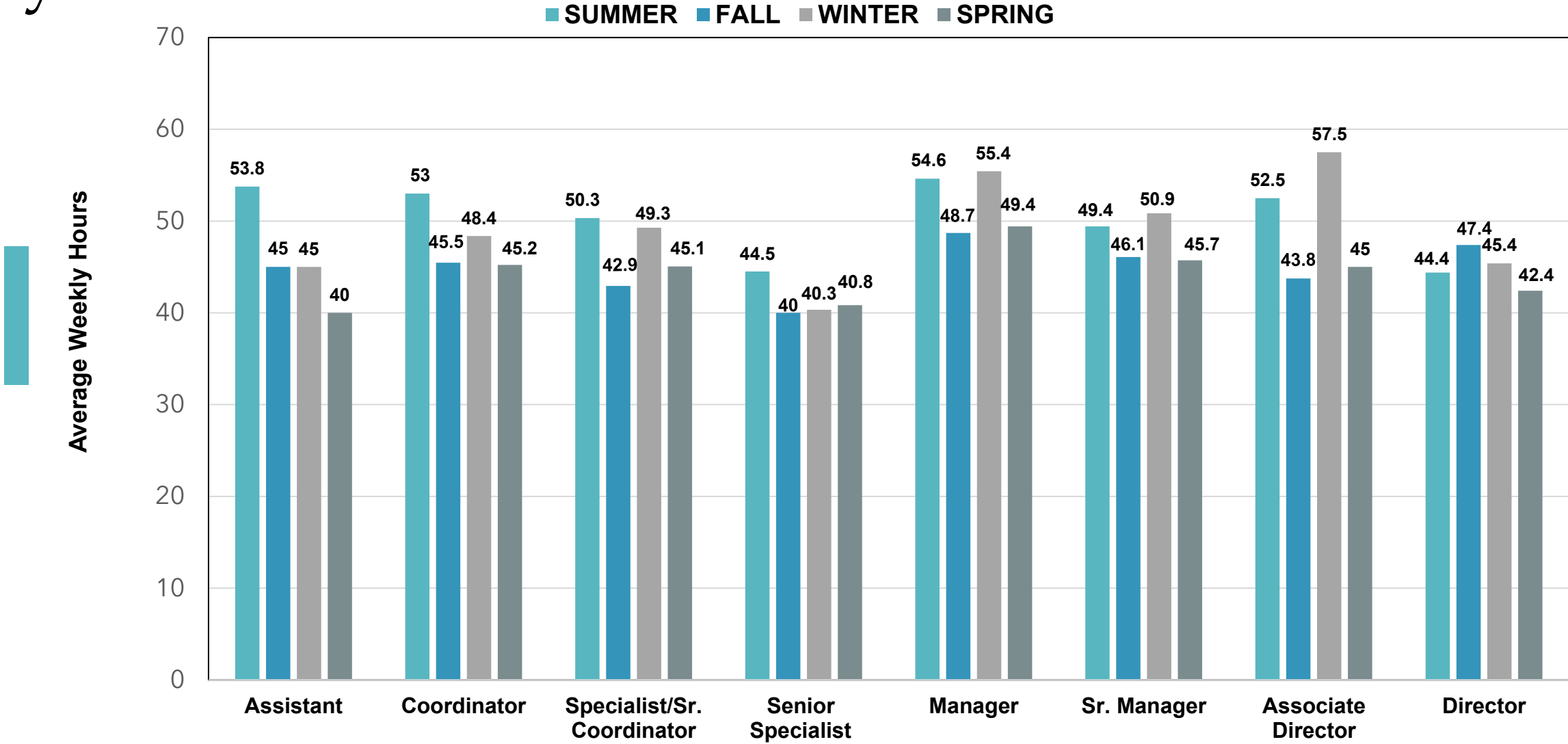


What is Your Firm's Remote Work Policy?

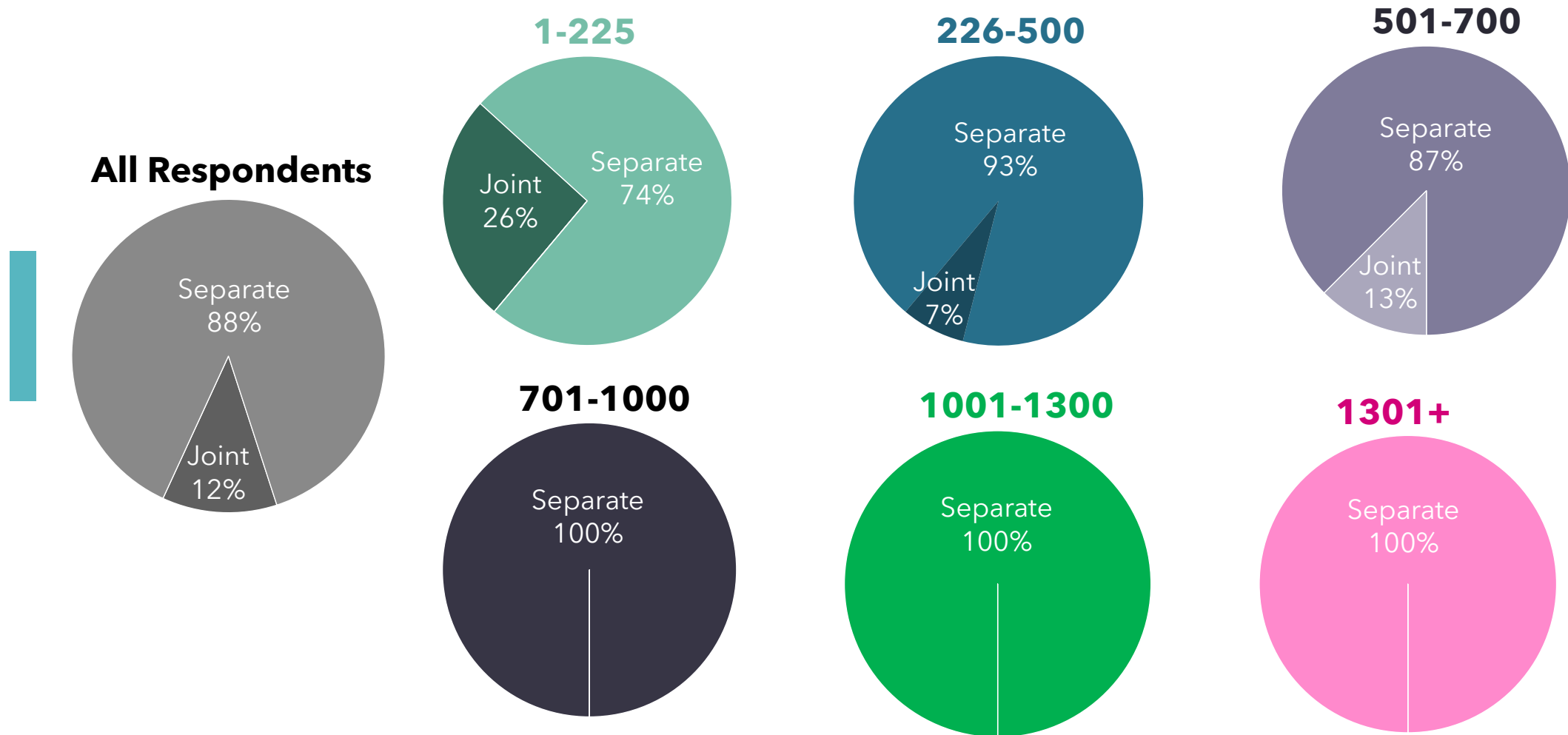


**In 2024,
69% of respondents were
3 days/week in office and
16% were 4 days/week.**

Average Hours Worked Per Week, Breakdown by Season

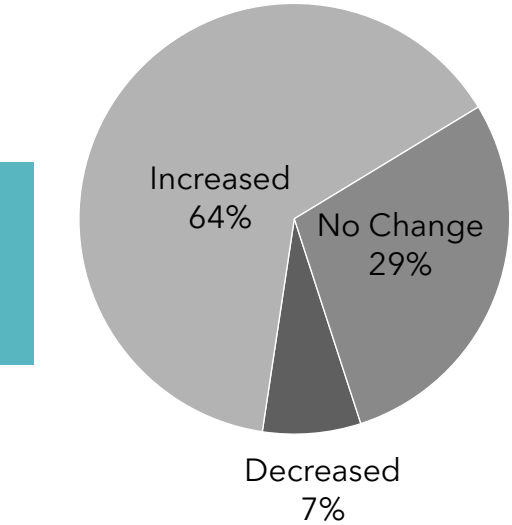


Are Your Recruiting and PD Departments Separate or Joint? – By Firm Size

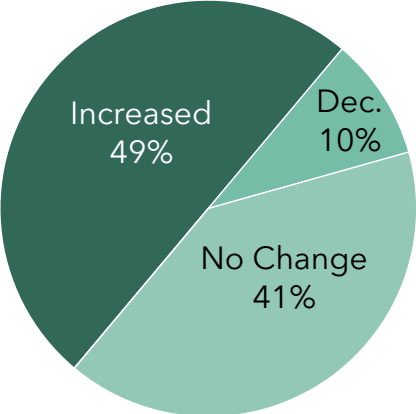


In the Past 2 Years, Has Your Department Size Changed?

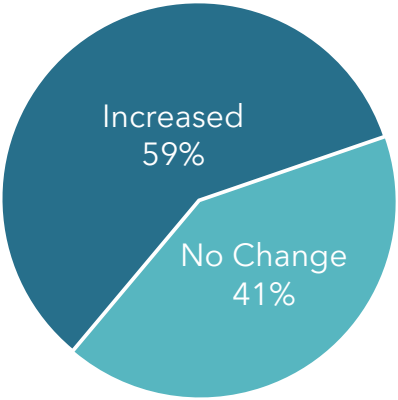
All Respondents



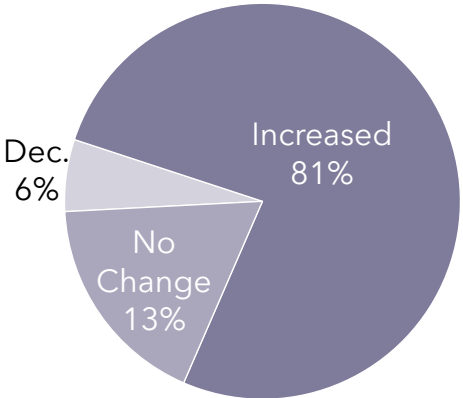
1-225



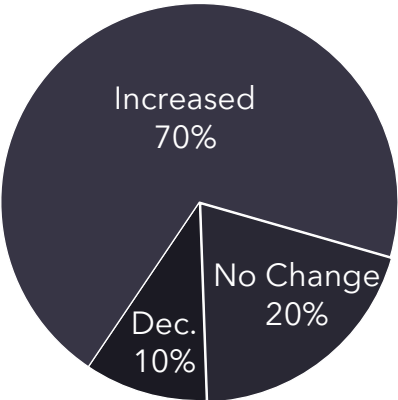
226-500



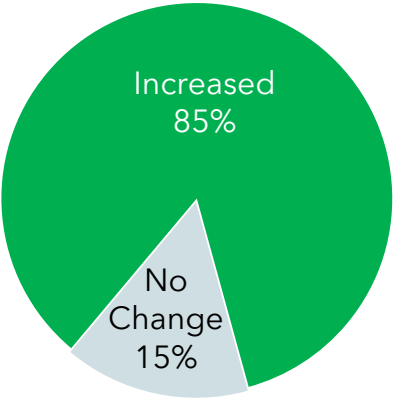
501-700



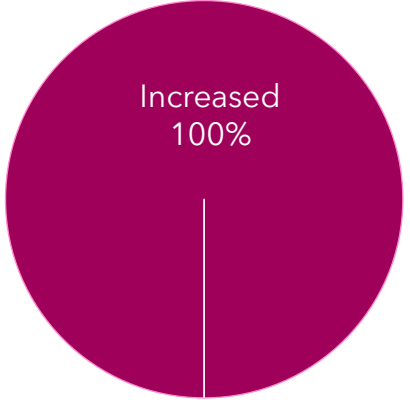
701-1000



1001-1300

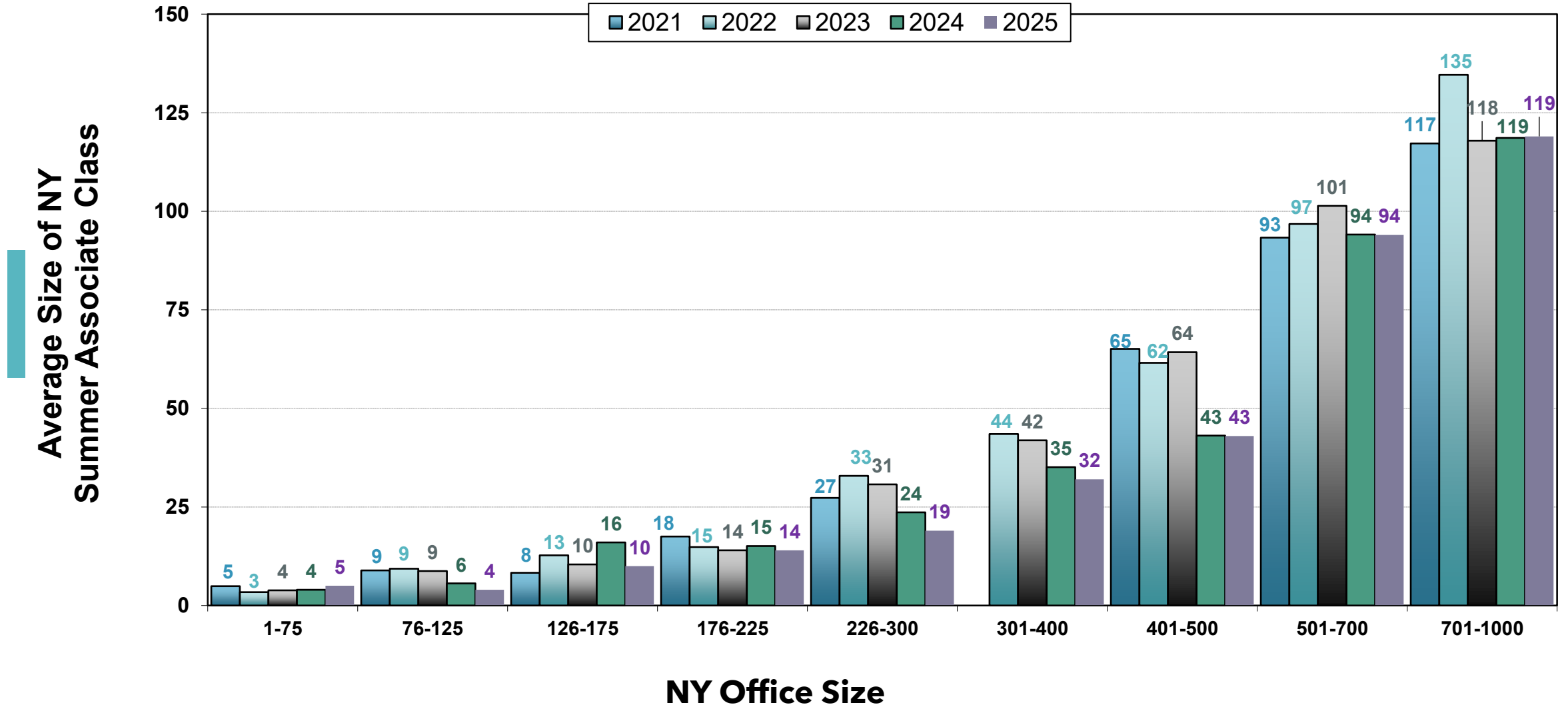


1301+

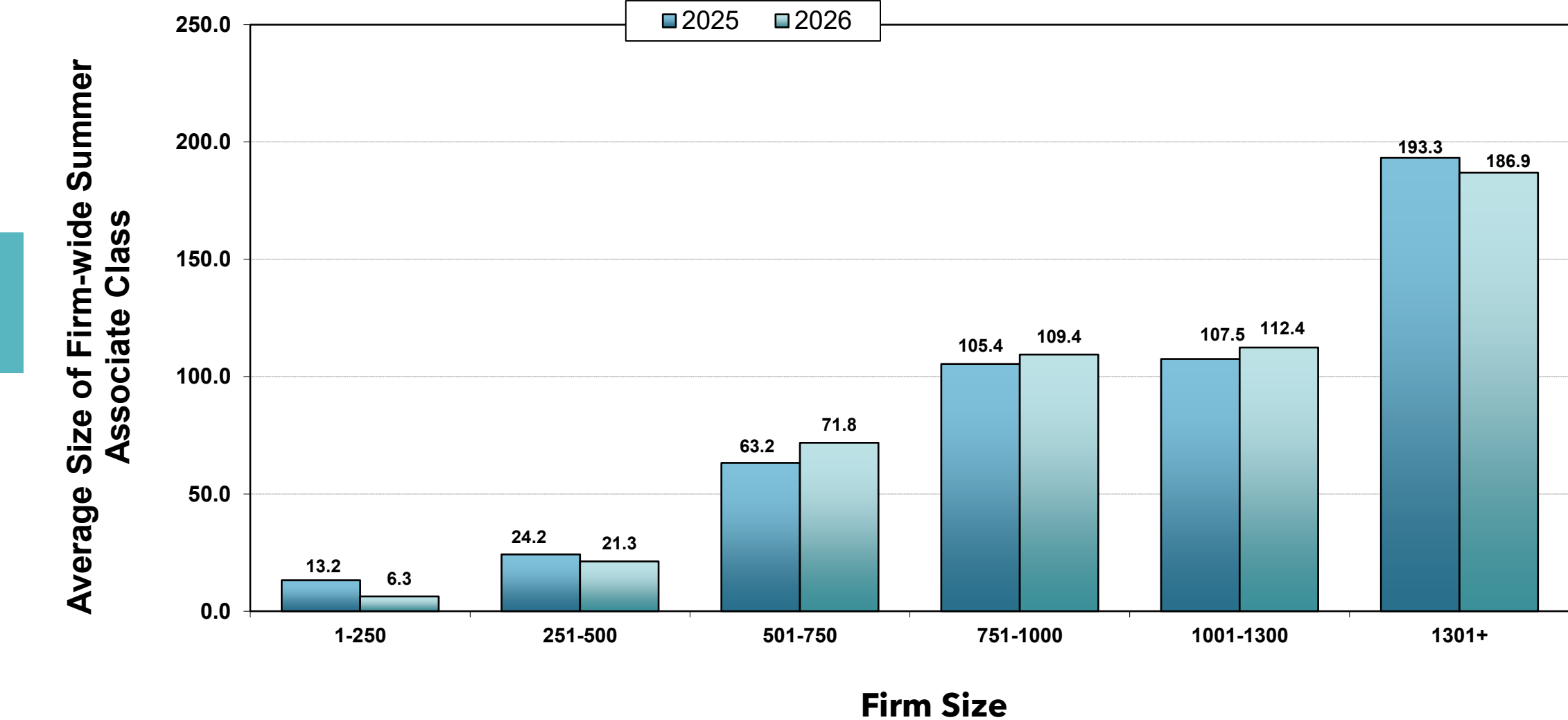


In 2024, 55% of departments increased in size.

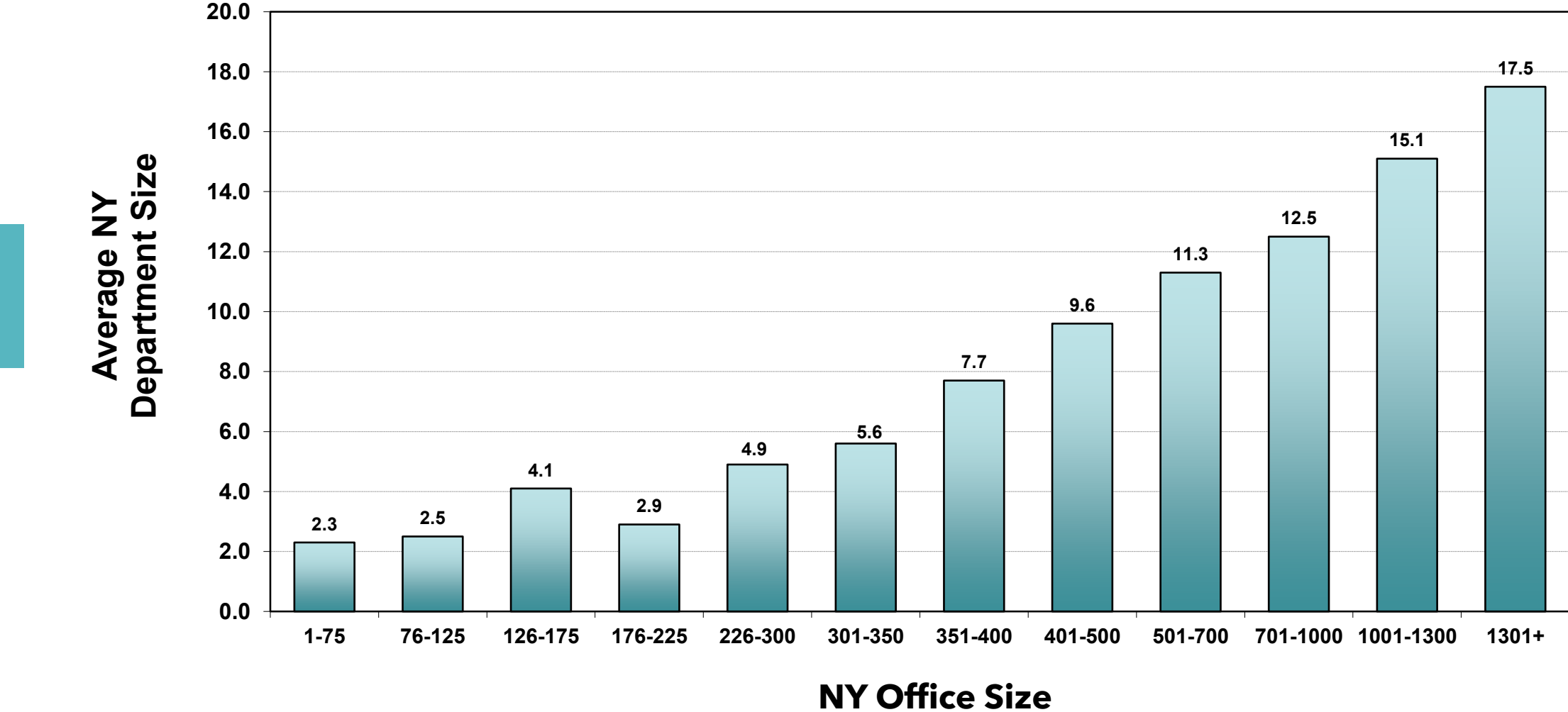
NY Office Size vs. Size of NY Summer Associate Class: 2021, 2022, 2023, 2024 & 2025 Comparison



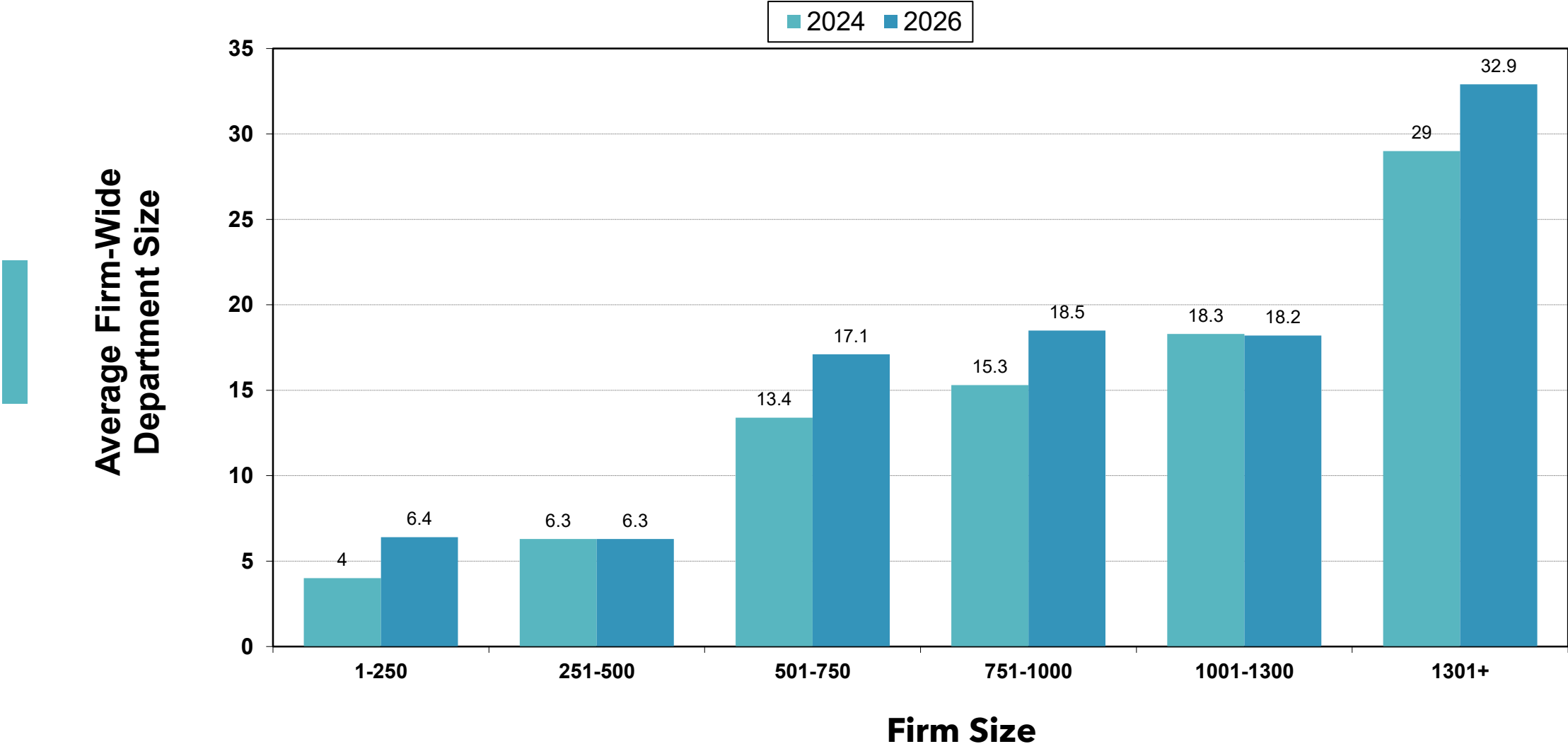
Firm Size vs. Size of Firm-wide 2L Summer Associate Class: 2025 to 2026 Comparison



Current Average NY Department Size vs. NY Office Size



Average Firm-Wide Department Size vs. Firm Size



Summary of Interesting Survey Results

13% changed firms at least once in the past two years

50% of respondents were promoted with a title change in the past 2 years

88% of Recruiting and PD departments are separate

27% Of respondents are now required to work 4 days per week in office compared to 16% in 2024

\$\$\$
67%
Of those who changed firms cited higher salary as a reason for moving.

Addendum



Average Salary by Firm Size

Chiefs: 5

Avg. Salary: \$584,000

Median Salary: \$600,000

Avg. Bonus: \$201,000

Avg. Raise: 8.2%

*insufficient data for firm size breakdowns

Average Salary by Firm Size

Directors: 11

Avg. Salary: \$313,727

Median Salary: \$300,000

Avg. Bonus: \$57,167

Avg. Raise: 4.4%

Firm Size:	1301+
Average Salary:	\$327,500
Median:	\$297,500
Average Bonus:	\$60,750
Average Raise:	*

Average Salary by Firm Size

Associate Directors: 5

Avg. Salary: \$243,400

Median Salary: \$250,000

Avg. Bonus: \$44,000

Avg. Raise: 9.7%

*insufficient data for firm size breakdowns

Average Salary, Bonus & Raise by Firm Size

Sr. Managers: 23

Avg. Salary: \$203,026 **Median Salary:** \$200,000

Avg. Bonus: \$22,090 **Avg. Raise:** 5.8%

<u>Firm Size:</u>	<u>1301+</u>
Average Salary:	\$207,335
Median:	\$198,500
Average Bonus:	\$24,811
Average Raise:	6.5%

Average Salary, Bonus & Raise by Firm Size

Managers: 24

Avg. Salary: \$168,206 **Median Salary:** \$165,662
Avg. Bonus: \$14,135 **Avg. Raise:** 7.6%

Firm Size:	1001-1300	1301+
Average Salary:	\$168,300	\$170,026
Median:	\$164,800	\$166,500
Average Bonus:	*	\$14,706
Average Raise:	*	7.9%

Average Salary, Bonus, & Raise by Firm Size

Senior Specialists: 7

Avg. Salary: \$127,786 **Median Salary:** \$125,000
Avg. Bonus: \$9,117 **Avg. Raise:** 3.3%

*insufficient data for firm size breakdowns

Average Salary, Bonus, Raise & OT by Firm Size

Specialists/Sr. Coordinators (Exempt): 10

Avg. Salary: \$111,880 **Median Salary:** \$110,000

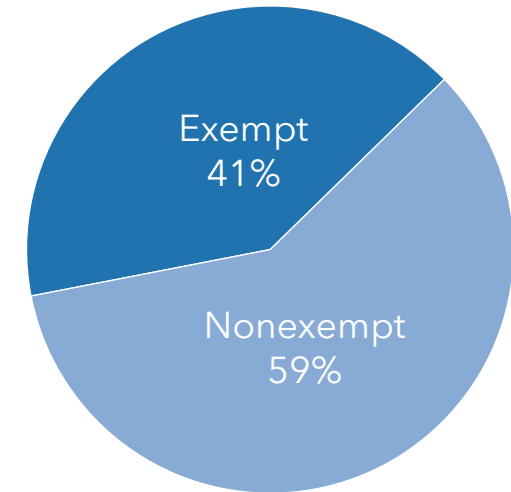
Avg. Bonus: \$9,256 **Avg. Raise:** 5.6%

Specialists/Sr. Coordinators (Nonexempt): 16

Avg. Salary: \$94,662 **Median Salary:** \$97,250

Avg. Bonus: \$6,264 **Avg. Raise:** 6.4%

Avg. OT (Nonexempt): \$13,098



<u>Combined Specialists, Firm Size:</u>	<u>751-1000</u>	<u>1301+</u>
Average Salary:	\$107,400	\$99,358
Median:	\$110,000	\$100,000
Average Bonus:	*	\$8,090
Average Raise:	*	4%

Average Salary, Bonus, Raise & OT by Firm Size

Coordinators: 12

Avg. Salary: \$82,293 **Median Salary:** \$82,006

Avg. Bonus: \$3,833 **Avg. Raise:** 11.3%

Avg. OT: \$17,989

<u>Firm Size:</u>	<u>1301+</u>
Average Salary:	\$80,169
Median:	\$80,000
Average Bonus:	\$3,438
Average Raise:	12.2%

Average Salary, Bonus, Raise & OT by Firm Size

Assistants: 6

Avg. Salary: \$68,000 **Median Salary:** \$67,500

Avg. Bonus: \$2,760 **Avg. Raise:** 3.6%

Avg. OT: \$1,625

*insufficient data for firm size breakdowns

Benefits Received

- 51.7% of firms provide Flex Days.
- 57.3% of firms provide backup daycare, and 10% of Firms have onsite daycare.
- 71.9% of firms provide a mobile device to employees, while 73.3% offer mobile service.
- 98% of firms provide employees with computers/laptops.
- 60.9% of firms offer transportation discounts, mileage reimbursement, or transportation stipends.
- 75.8% of firms offer a Health Club membership or discount.
- 90.9% of firms provide a flexible spending account.
- 92.5% of firms provide a health savings account (HSA).
- 4.9% of firms provide free parking.
- 74.7% of firms offer fertility benefits/stipends.
- 84.2% of firms offer mental health services.
- 46.5% of firms offer concierge medical services.
- 85.2% of employees contribute to the cost of their medical care plans.
- 100% of firms have a 401k program
- 14.9% of firms have a pension plan.

Benefits Received: PTO & Leave

PTO includes Vacation, Sick and Personal Days

<u>Type of Leave</u>	<u>Average</u>	<u>Median</u>
PTO (Vacation, Personal, & Sick Combined) (43)	24.4 days	25 days
PTO (Vacation & Personal Only) (46)	20.3 days	20 days
PTO (Sick Days Only) (36)	9.7 days	10 days
Parental Leave (50)	15.3 weeks	16 weeks

There were 5 respondents who received unlimited PTO and 5 who received unlimited sick days.

Link with Eva:



Link with Jake:





Link to the 2026 Wisnik Recruiting Core Competency Model:





Wisnik Core Competencies

www.wisnik.com

Core Competency: Organization & Planning

Assistant	Coordinator	Specialist	Manager	Chief/Director
<ul style="list-style-type: none"> • Ability to organize and prioritize numerous tasks and follow instructions. • Excellent attention to detail. • Maintains composure during busy season; uses common sense to find a solution. • Maintains and enters candidate data in applicant tracking systems, monitors recruiting e-mail accounts and prepares reports using recruiting software and Microsoft Office. • Coordinates interviews and greets candidates in person and via virtual platforms. • Manages expense processing and document repositories. • Adapts to hybrid remote work arrangements; flexible to work overtime when needed. 	<ul style="list-style-type: none"> • Prioritizes tasks by importance and deadline. • Follows up appropriately and sees projects through to completion. • Anticipates needs and prepares accordingly. • Coordinates on-campus and virtual recruiting programs including registration, resume screening, scheduling interviews and greeting candidates. • Plans and executes summer associate orientations, trainings, events, work assignments, evaluations and budget tracking. • Coordinates with student organizations and career services to plan events and outreach initiatives. • Maintains recruiting databases, produces research reports using ATS such as viRecruit and FloRecruit. 	<ul style="list-style-type: none"> • Implements recruiting strategies to build robust pipelines. • Uses ATS to generate reports and identify trends that inform recruiting strategy. • Collaborates with recruiting managers and directors to assess hiring needs and support decision-making. • Maintains relationships with law schools and search firms. • Gathers market intelligence on competitors and recruiting trends. 	<ul style="list-style-type: none"> • Oversees recruitment processes, supervises team members, and ensures effective recruiting practices. • Supports branding initiatives and targeted communications to achieve hiring goals. • (If Law School Focused) Oversees summer associate program, including pre-arrival communications, mentoring, training events, and evaluation processes. • (If Lateral Focused) Oversees lateral attorney hiring, onboarding and integration; develops relationships with search firms and manages due-diligence and conflict processes. • Develops, tracks and manages budgets. • Keeps abreast of industry trends and best practices. 	<ul style="list-style-type: none"> • Leads firmwide recruiting strategies that support business needs. • Oversees recruiting operations, evaluates workflows and sets success metrics. • Shapes the recruiting brand and marketing messages. • Understands firm economics and strategically links them to talent acquisition. • Coaches and equips team members with skills, resources and growth opportunities. • Implements best practices for lateral talent acquisition; tracks compensation data and market trends.

- Demonstrates proficiency with digital tools (Microsoft Outlook/Teams, Excel, database management, social-media platforms).

- Maintains career web pages and supports marketing/branding efforts for recruiting.

- Manages hybrid/remote work arrangements and ensures team members deliver high-quality service across in-person and virtual channels.

- Develops candidate engagement strategies; maintains relationships with law schools, search firms and professional organizations.
- Leads cross-functional collaboration with HR, professional development and other departments.

Core Competency: Communication

Assistant	Coordinator	Specialist	Manager	Chief/Director
<ul style="list-style-type: none"> Communicates effectively with lawyers, candidates and other professionals. Has well-developed writing and proofing skills. Speaks clearly and confidently. Takes direction well, asks clarifying questions when necessary and can interpret and carry out written instructions. Has a professional demeanor and is aware of tone. Communicates effectively via e-mail, video conferencing and other digital platforms. Provides a welcoming candidate experience by greeting candidates, explaining processes and answering questions in person or virtually. 	<ul style="list-style-type: none"> Presents information clearly, concisely and logically; focuses on key points. Keeps team members abreast of upcoming projects and deadlines without having to be prompted. Adapts to audience when constructing all written and oral communications. Interfaces professionally with candidates, attorneys and staff. Maintains marketing and branding materials to ensure recruiting messaging aligns with the firm's brand. 	<ul style="list-style-type: none"> Communicates with candidates, search firms and internal stakeholders to ensure a positive candidate experience. Gathers and provides market trends and attorney movements to leadership and recruiting teams. Uses social media (e.g., LinkedIn) to build the firm's recruiting brand and engage potential candidates. 	<ul style="list-style-type: none"> Able to explain pertinent information and direct team members toward desired outcomes. Adept at providing information to persuade others and get results. Provides clear guidance and feedback to team members. Engages with law school communities and search firms to promote the firm's brand and build pipelines. Presents recruiting metrics, recruitment reports and intelligence to firm leadership; uses data to inform strategic decisions. 	<ul style="list-style-type: none"> Effectively conveys the recruitment vision to partners, firm management and team members. Informs and inspires the recruiting team. Effectively delivers performance evaluations to team members. Establishes candidate engagement and pre-onboarding communication; ensures a consistent, inclusive and high-touch experience. Collaborates across departments (HR, professional development, operations) to align communication around hiring, integration and development firmwide.

**Core Competency:
Relationship Building**

Assistant	Coordinator	Specialist	Manager	Chief/Director
<ul style="list-style-type: none"> • Uses good judgment in establishing relationships with candidates, attorneys, and professional staff. • Gains credibility by following through and maintaining confidentiality. • Builds rapport with candidates by providing professional, courteous support throughout the recruiting process. 	<ul style="list-style-type: none"> • Highly responsive and builds trusted relationships with candidates, attorneys, and professional staff to ensure seamless recruitment. • Builds rapport with candidates and summer associates; makes them feel welcome at the firm. • Develops and maintains relationships with law school career services, student organizations and search firms to support recruiting efforts. 	<ul style="list-style-type: none"> • Maintains relationships with search firms and other vendors. • Serves as a liaison with summer associates/lateral candidates and facilitates ongoing relationships with recruits. • Communicates with firm leadership and administrative departments to coordinate recruitment activities and onboarding. • Collaborates with student organizations and career services to raise the firm's profile with target students. 	<ul style="list-style-type: none"> • Excels in forging strong working relationships with internal and external stakeholders. • Engages with hiring partners and practice group leaders to understand staffing needs and coordinate recruitment strategies. • Represents the firm well; can promote unique qualities of the firm to potential candidates. • Maintains and grows relationships with law schools, candidates and search firms. • Mentors and develops recruiting team, fostering a collaborative environment. • Collaborates with professional development and legal personnel to support integration and retention of new hires. 	<ul style="list-style-type: none"> • Builds strong relationships with team members to align efforts and share best practices. • Maintains high-level relationships with law schools, search firms and professional organizations to enhance outreach and visibility. • Develops collaborative relationships with department heads. • Works directly with firm leadership to align recruiting strategy with business objectives. • Champions a culture of inclusion, respect and collaboration within the recruiting team and across the firm.

Core Competency: Professionalism

Assistant	Coordinator	Specialist	Manager	Chief/Director
<ul style="list-style-type: none"> • Demonstrates discretion and confidentiality when handling candidate information and sensitive data. • Stays focused on tasks despite distractions and interruptions. • Demonstrates professional maturity and inspires confidence. • Takes ownership of work and accepts responsibility for mistakes. • Quickly learns and follows firm policies, including remote work protocols and appropriate use of social media/AI tools. 	<ul style="list-style-type: none"> • Upholds confidentiality and discretion when handling candidate information and sensitive data. • Projects professional presence; represents the firm well. • Uses good judgment in all decision making. • Takes ownership, follows through and fixes mistakes when they occur. • Demonstrates professionalism when interfacing with attorneys, candidates and external stakeholders. 	<ul style="list-style-type: none"> • Demonstrates professionalism and inspires trust. • Builds a reputation for following through with minimal supervision. • Upholds high standards of professionalism, accountability, and ethical conduct. 	<ul style="list-style-type: none"> • Sets high standards for confidentiality, compliance and ethical recruiting practices. • Maintains composure under pressure, managing multiple stakeholders and deadlines; fosters accountability and continuous improvement within the team. • Models good judgment and decision-making. • Demonstrates diplomacy even in difficult situations. • Highly professional in presentation and demeanor. 	<ul style="list-style-type: none"> • Sets and models standards for confidentiality and workplace conduct. • Projects executive presence that inspires confidence internally and externally. • Remains calm and insightful in high-pressure situations. • Delivers difficult messages empathetically. • Fosters an inclusive, growth-focused culture that supports innovation and learning. • Leads the team through change with resilience and adaptability.

NYCRA Salary Survey

March 2026

