WISNIK

Our goal is to help you achieve your goals

Wisnik LRAP Salary Survey

October 2026



Wisnik Career Enterprises
110 E 40th St, New York NY 212-370-1010
ewisnik@wisnik.com - www.Wisnik.com

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, 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 LRAP 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 Philadelphia. The results that follow were generated from 38 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, we 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 LRAP 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, Shannan and Jake

Participant Response Breakdown

Total of 38 Recruiting and PD professionals' salary and industry information by:



Position*

- **Chief: 2****
- **Director: 8**
- **Manager: 13**
- **Specialist /Sr. Coordinator: 8**
- **Coordinator: 5**
- **Assistant: 2****



Firm Size

- **1-250: 7**
- **251-500: 4**
- **501-750: 3**
- **751-1000: 9**
- **1001+: 14**



Office Size

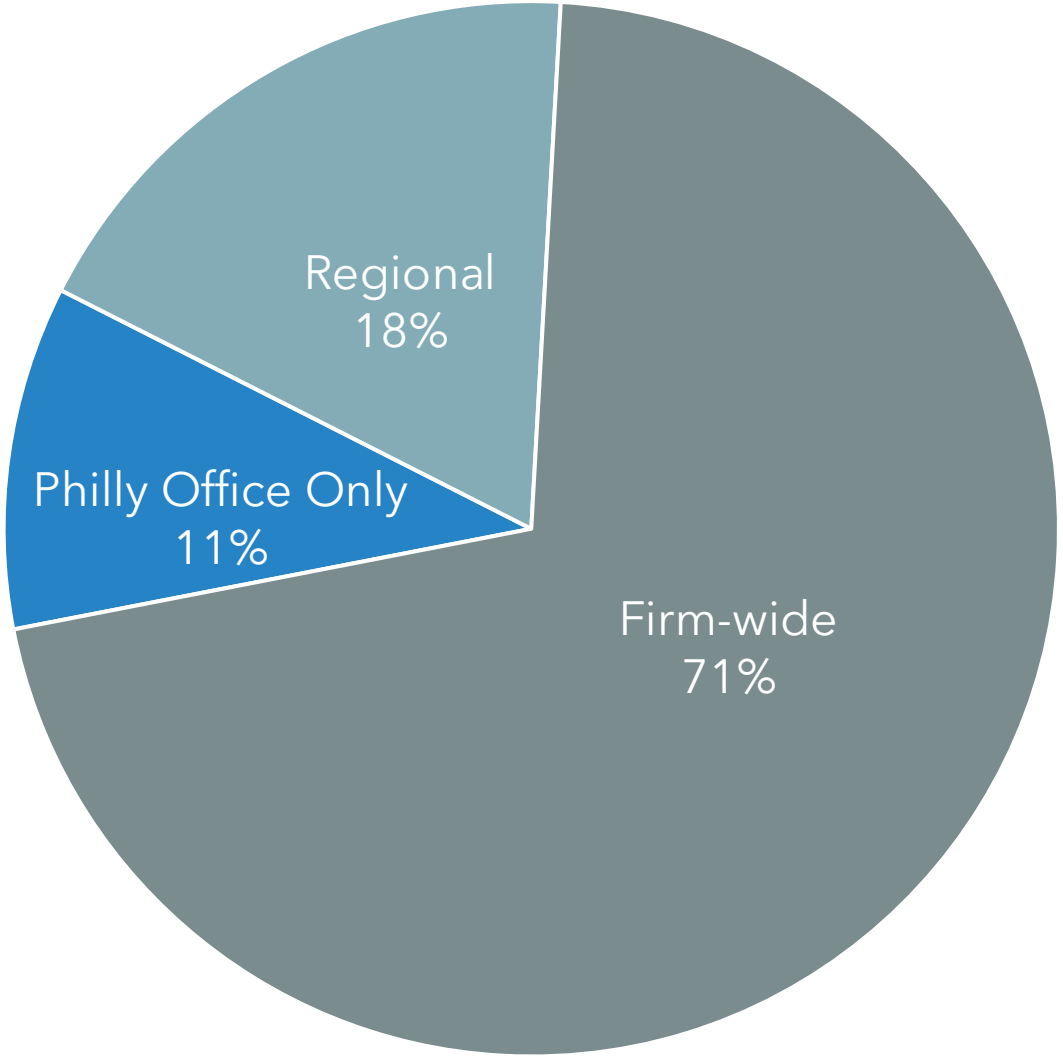
- **1-75: 5**
- **76-125: 11**
- **126-175: 7**
- **176-225: 7**
- **226+: 7**

* Not all respondents provided salary data
** These results will not be included in the breakdowns, due to insufficient data

Profile of
LRAP Professionals



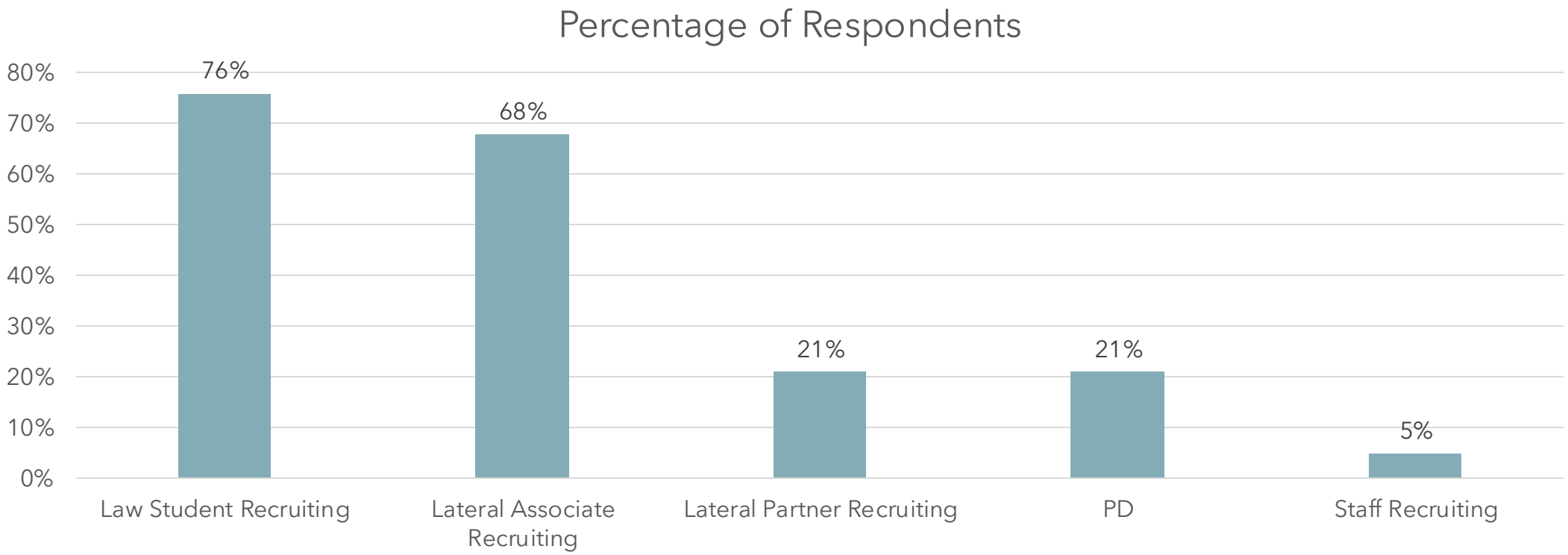
Which Offices Participants Cover



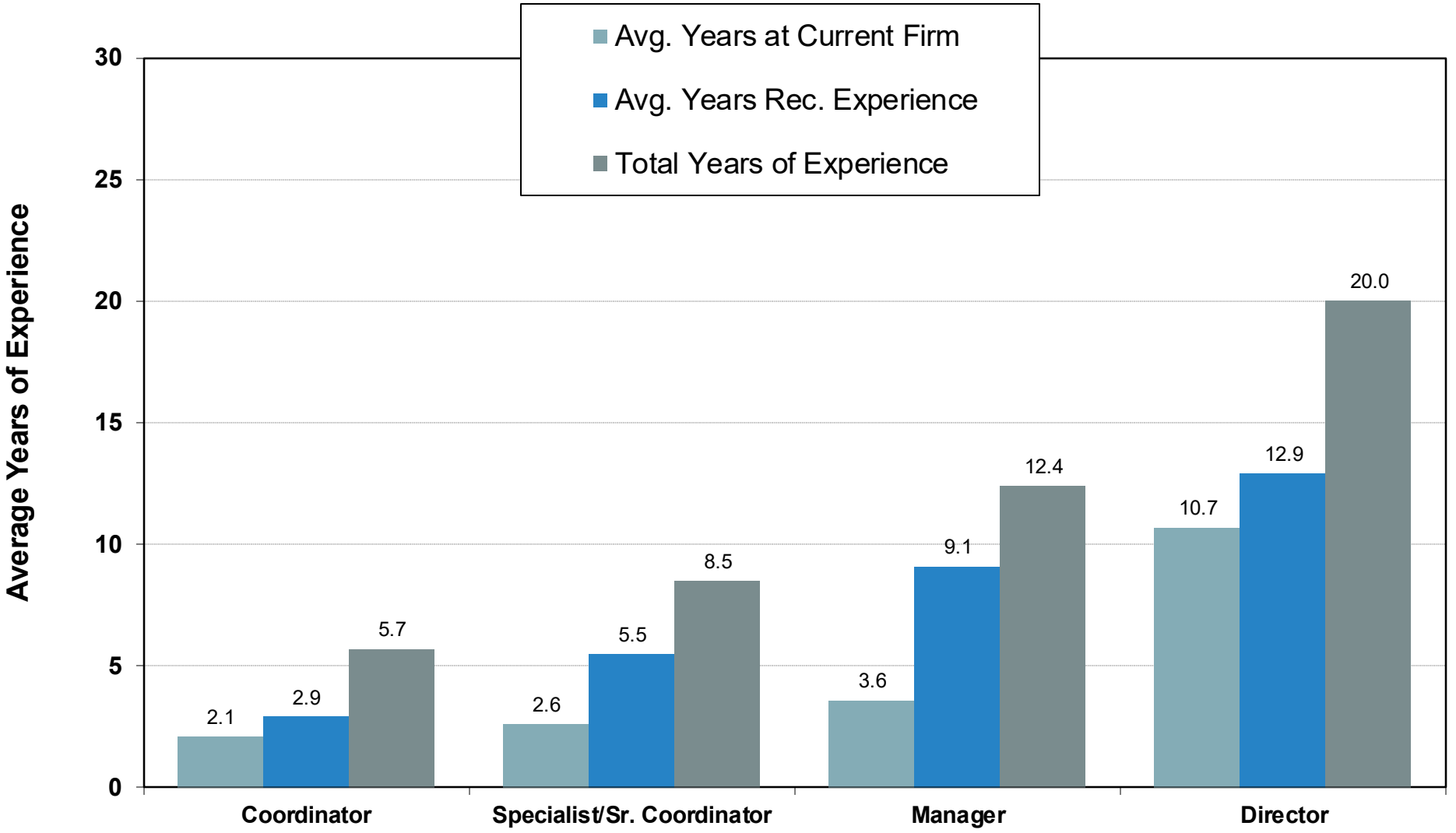
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Focus of Role

* Respondents could select more than one

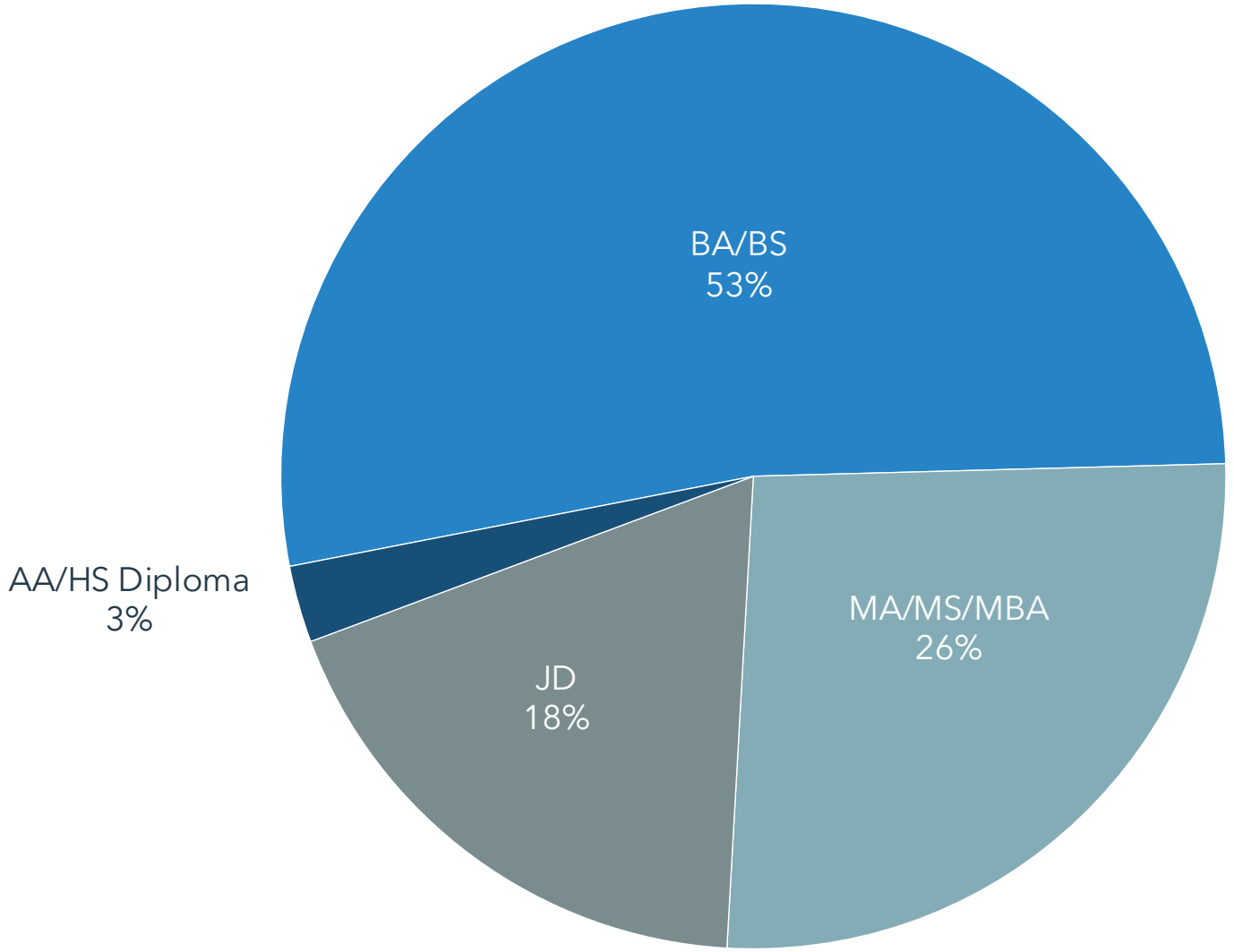


Average Years of Experience



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Respondents' Highest Level of Education



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Salary Trends



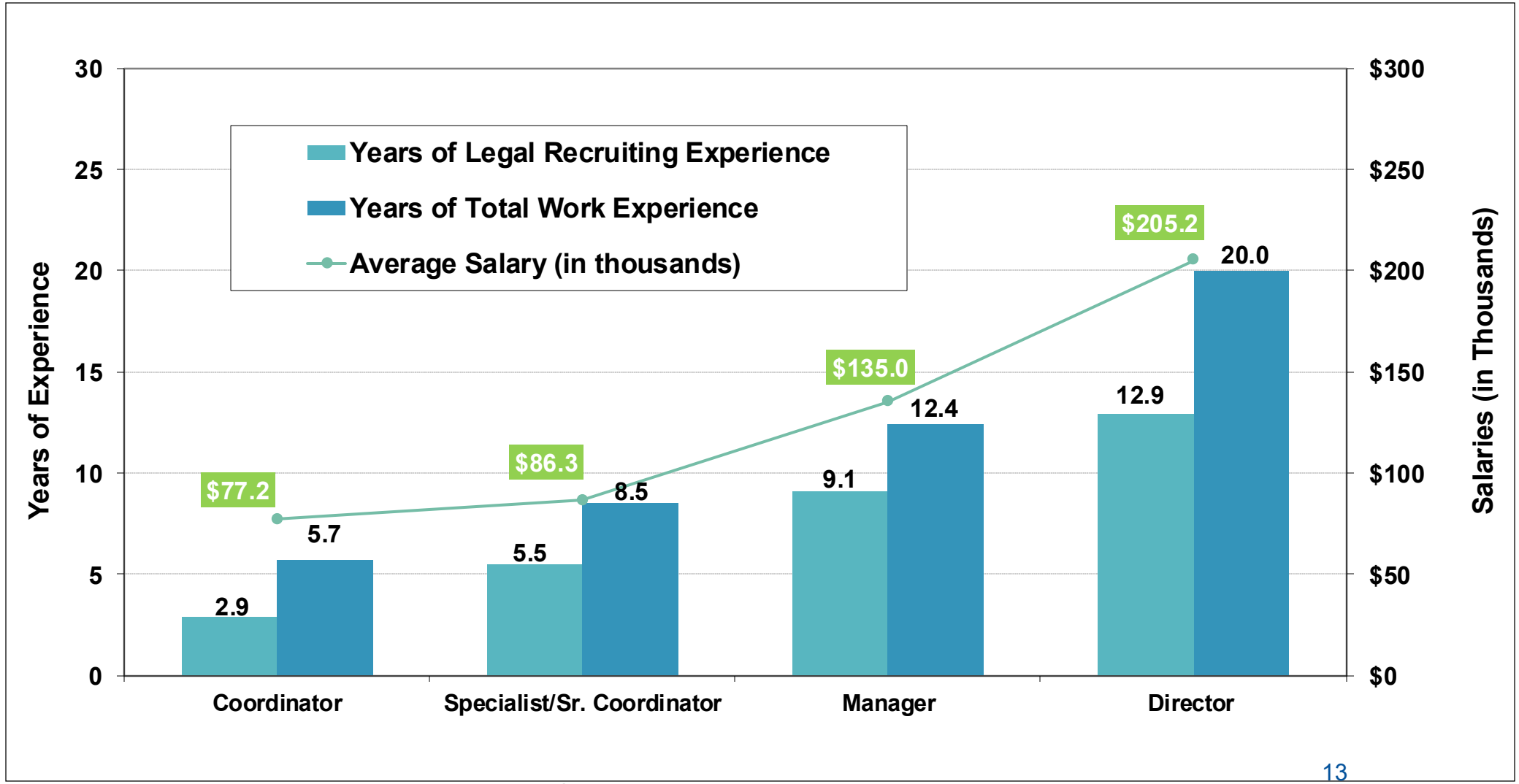
All Respondents: Average Salaries, By Title

Title (# responses with salary data)	Average Salary	Median	25 - 75% Range
Director (7):	$205,233	$217,500	$200k-$219k
Manager (13):	$135,019	$134,000	$124k-$144k
Specialist/ Sr. Coordinator (8):	$86,320	$84,500	$78k-$91k
Coordinator (4):	$77,200	$77,900	$72k-$83k

Changes in average salaries since 2024 survey:
Director: **8.0% increase**
Manager: **11.7% increase**
Specialist/Sr. Coordinator: **3.3% increase**
Coordinator: **12.8% increase**

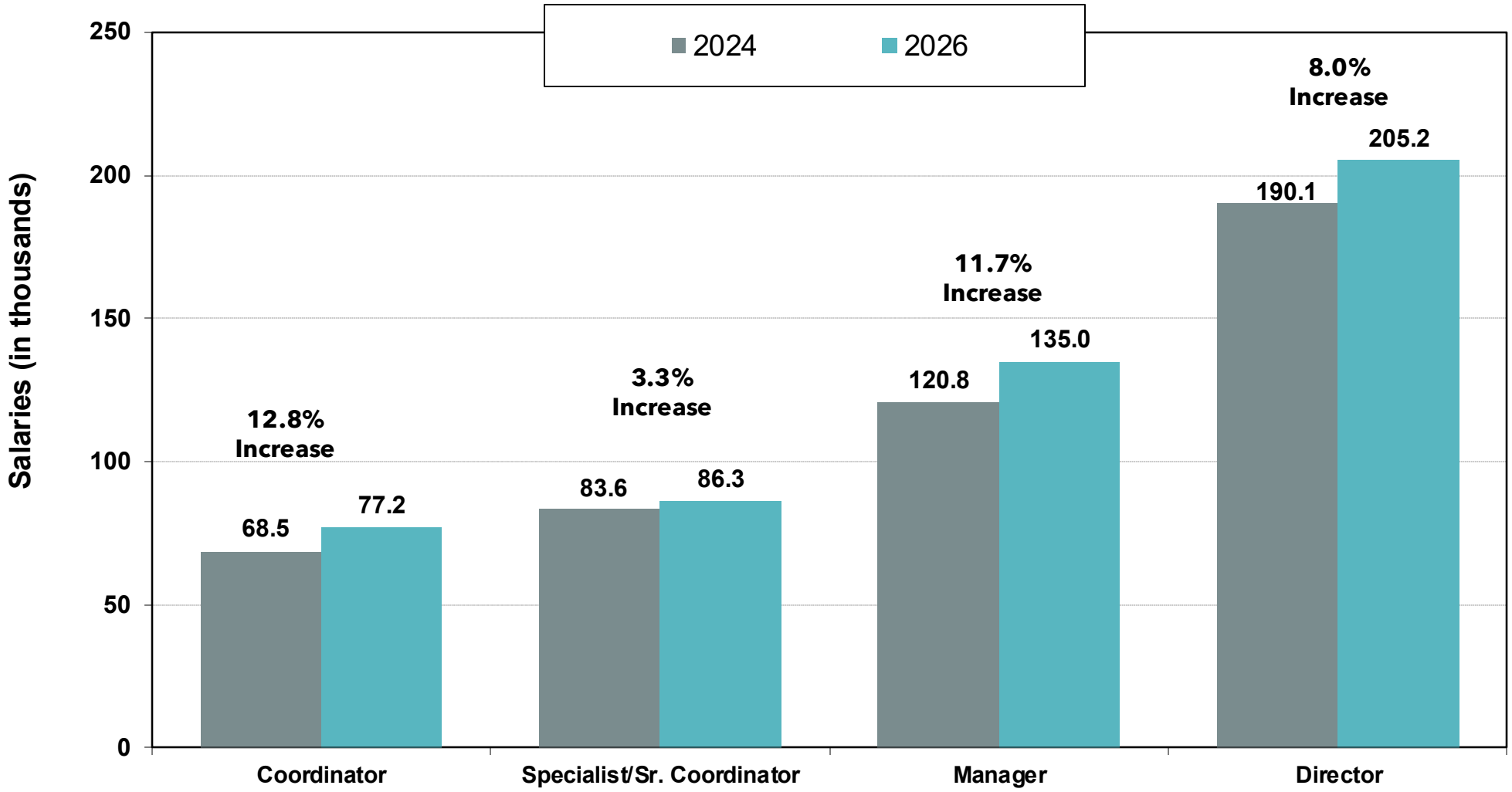
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Average Salary vs. Average Years of Experience



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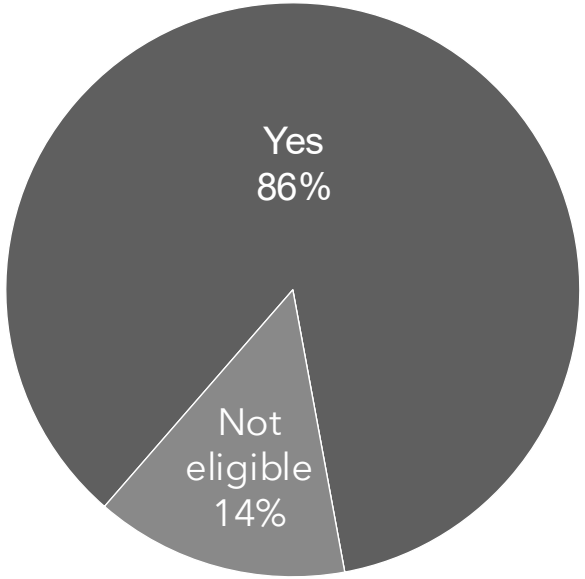
Salary Trends: 2024 vs. 2026



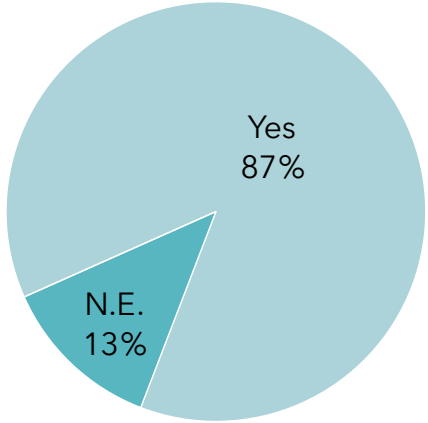
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Did You Receive a Raise in the Past Year?

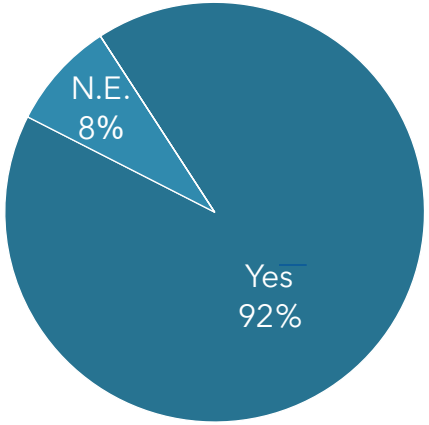
Overall



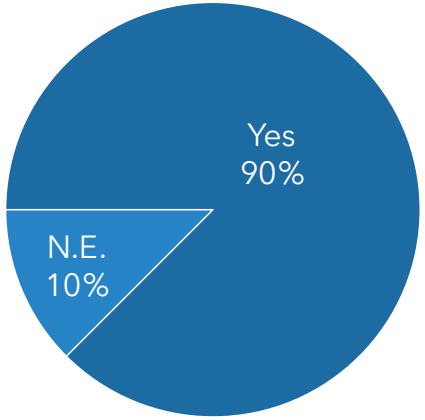
Director



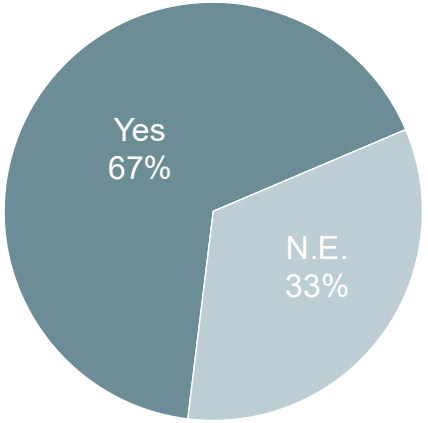
Manager



Specialist/Sr. Coordinator



Coordinator

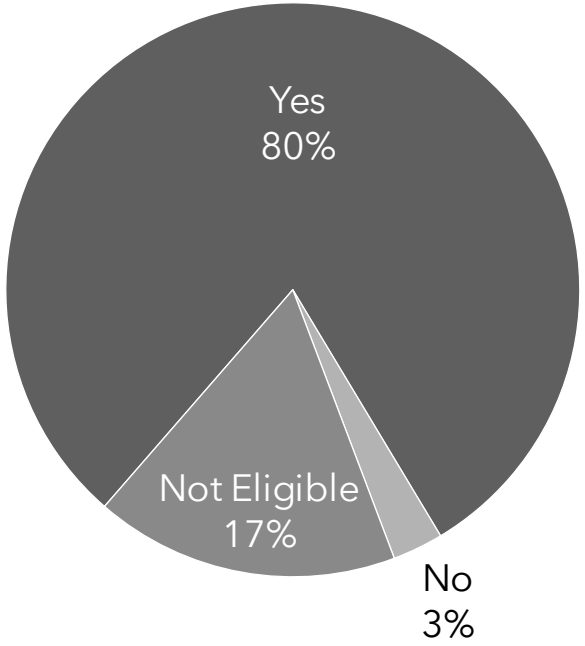


Everyone who was eligible for a raise received one.

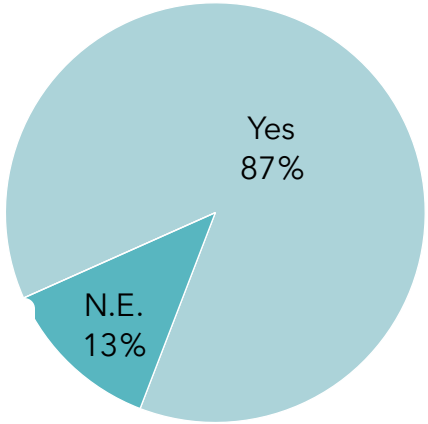
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Did You Receive a Bonus in the Past Year?

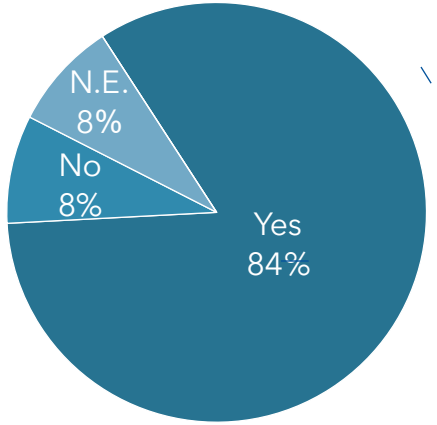
Overall



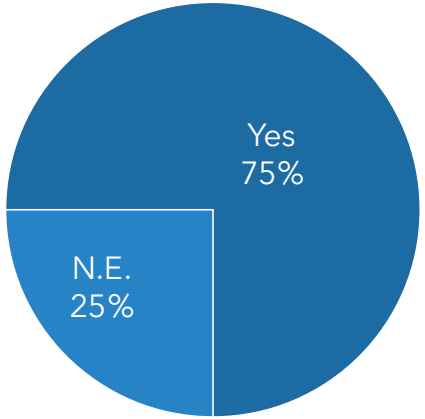
Director



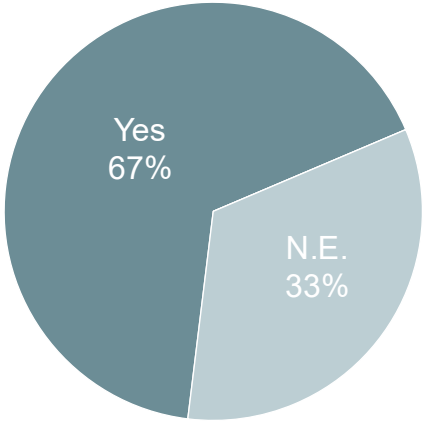
Manager



Specialist/Sr. Coordinator



Coordinator



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All Respondents:
Average Bonus & Raise 2024 to 2026 Comparison

Title	Average Bonus ('26)	Average Raise ('26)	Average Bonus ('24)	Average Raise ('24)
Director:	$15,857	6.25%	$14,392	4.8%
Manager:	$10,209	7.3%	$9,300	5.1%
Specialist/ Sr. Coordinator:	$3,603	4.4%	$2,579	5.3%
Coordinator:	$1,500	7.0%	$1,964	3.0%

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Law Firm Recruiters' Average Salaries by City

Title	Philly 2026	NY 2026	LA 2026	Bay Area 2025	Chicago 2025	Texas 2025
Director	$205,233	$313,727	$262,721	$242,200	$239,700	$226,733
Sr. Manager	**	$203,026	$186,614	$206,450	$185,140	$187,300
Manager	$135,019	$168,206	$157,387	$173,030	$146,580	$133,703
Specialist/ Sr. Coord.*	$86,320	$111,880	$109,612	$114,250	$92,610	$95,789
Coordinator	$77,200	$82,293	$78,900	$90,400	$76,470	$75,312

**Exempt and non-exempt titles were combined to compare with other cities.*
***Insufficient data for breakdowns*

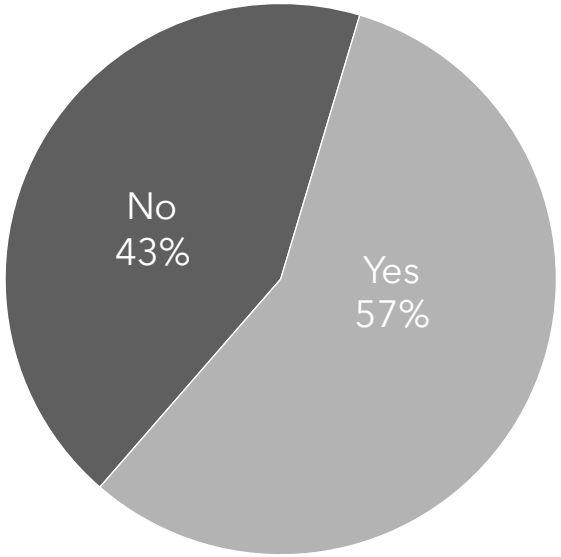
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Industry Findings



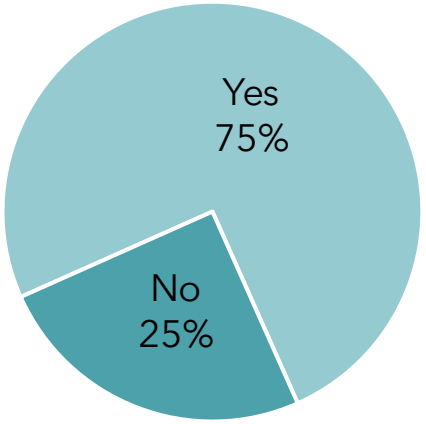
Do You Believe You Are Fairly Compensated?

Overall

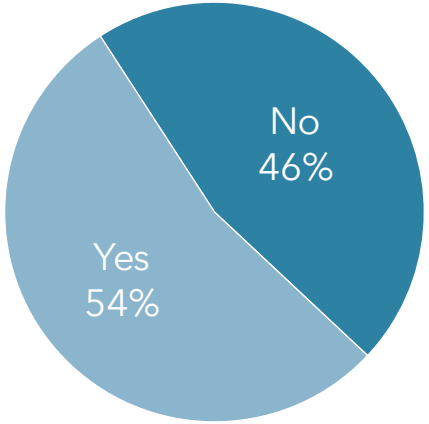


In 2024, 47% were satisfied with their salaries.

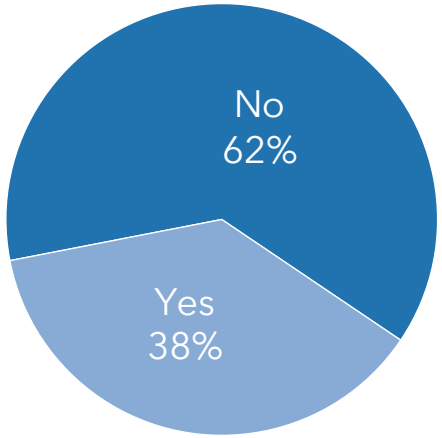
Director



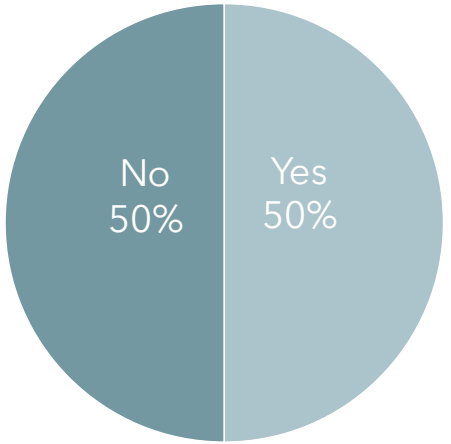
Manager



Specialist/Sr. Coordinator



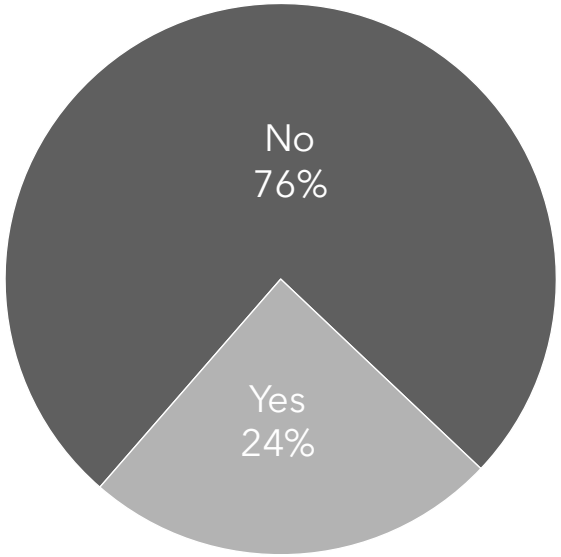
Coordinator



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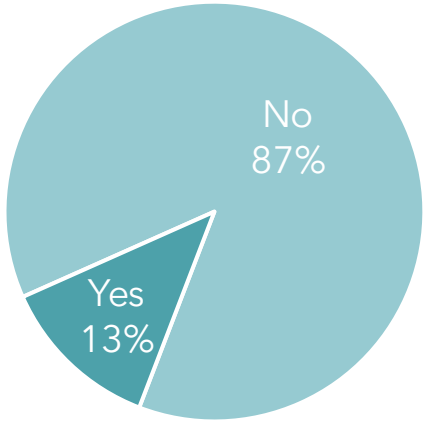
In the Past 2 Years, Have You Had a Promotion With a Title Change at Your Current Firm?

Overall

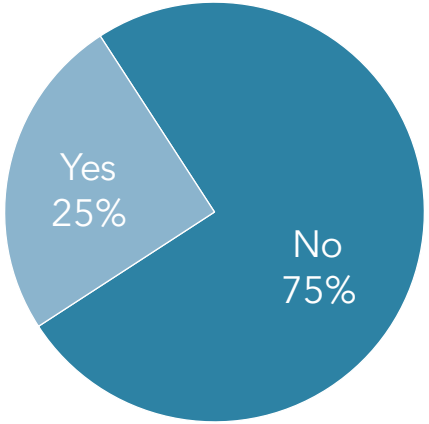


In 2024, 32% had been promoted with a title change.

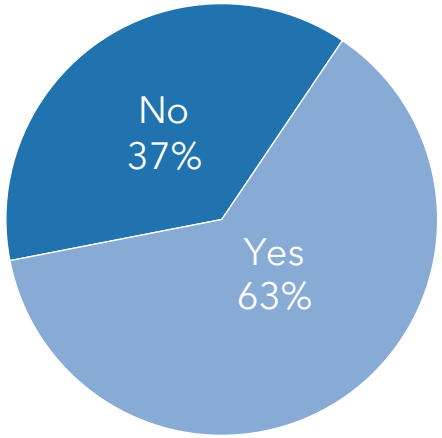
Director



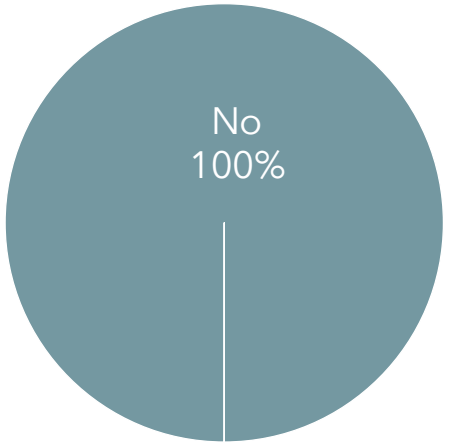
Manager



Specialist/Sr. Coordinator



Coordinator



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Did You Change Firms?

21% of respondents changed firms in the past 2 years

Of those who moved*:

** Respondents could list more than one reason*

63% moved for increased responsibility

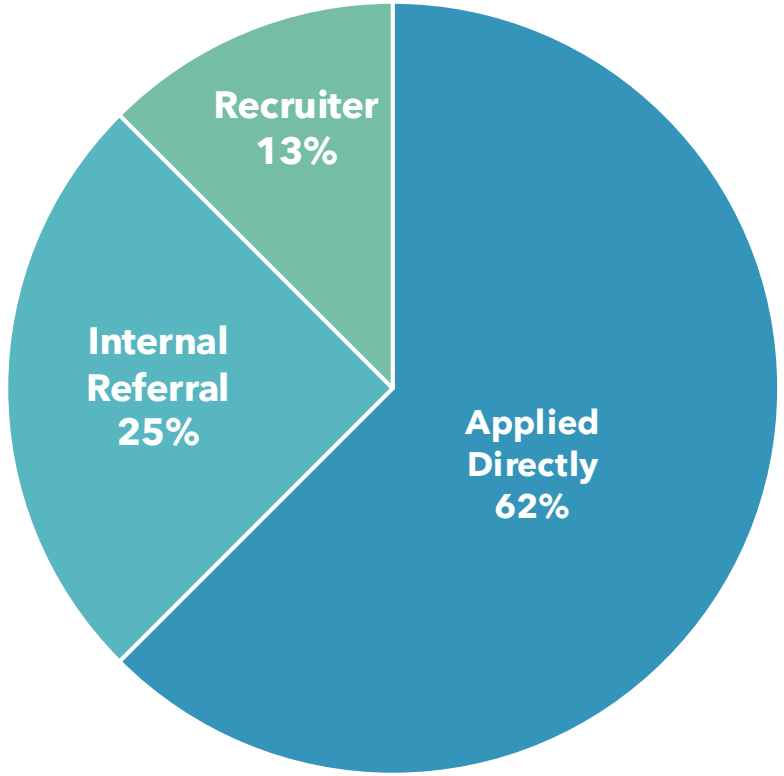
50% moved for increased salary

50% moved for a better culture

38% moved for a title change

38% moved for a more flexible work arrangement

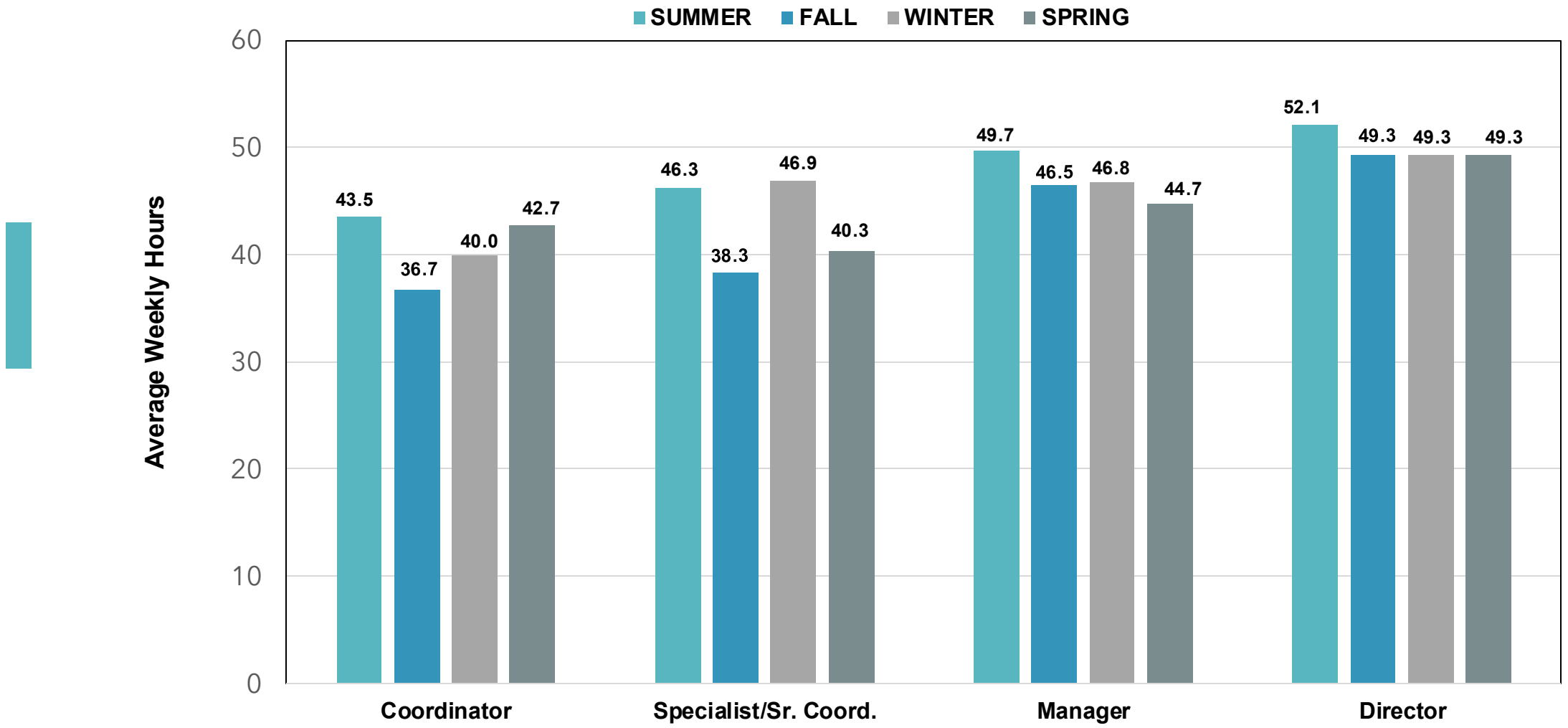
How did you find your new job?



**In 2024,
100% of those who made a move said they did so for increased salary, down to 50% in 2026.**

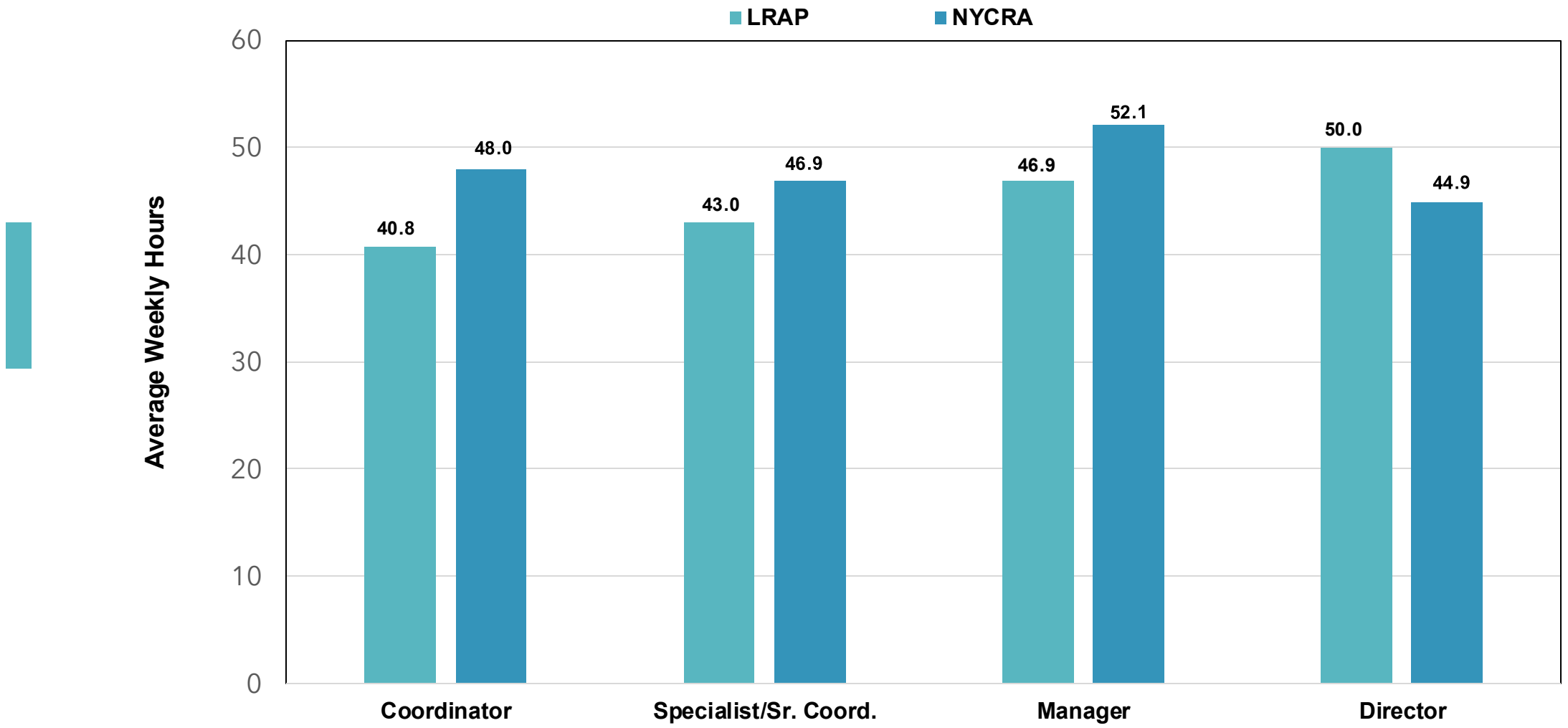
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Average Hours Worked Per Week, Breakdown by Season



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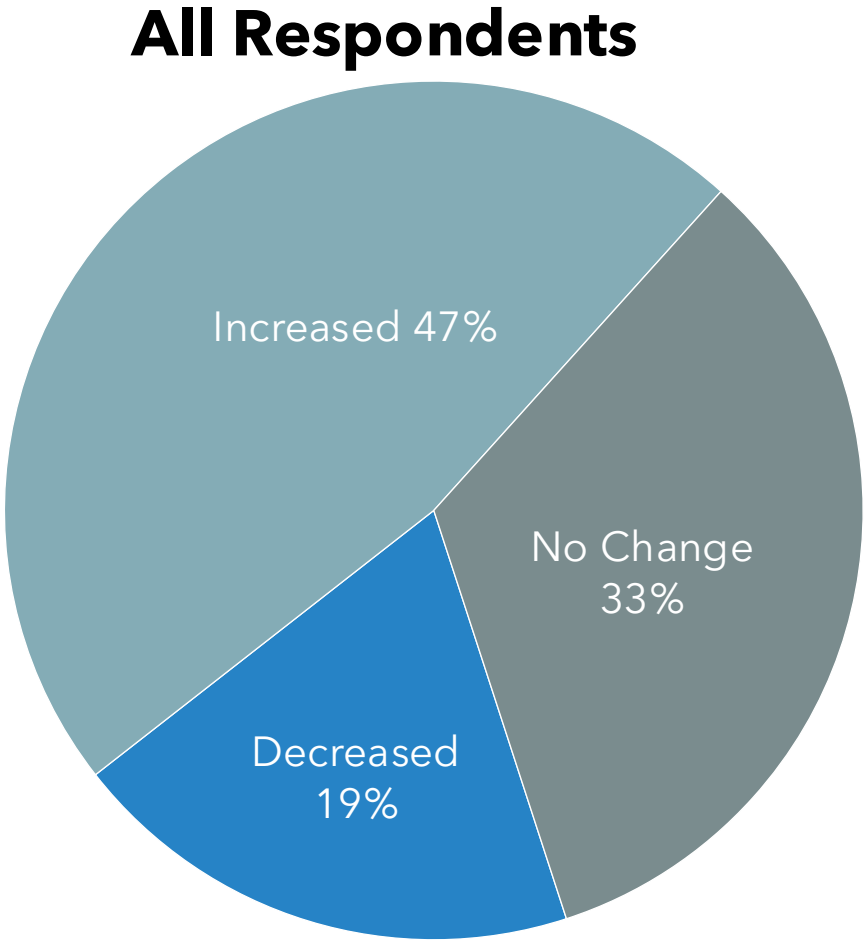
Average Hours Worked Per Week, LRAP vs NYCRA



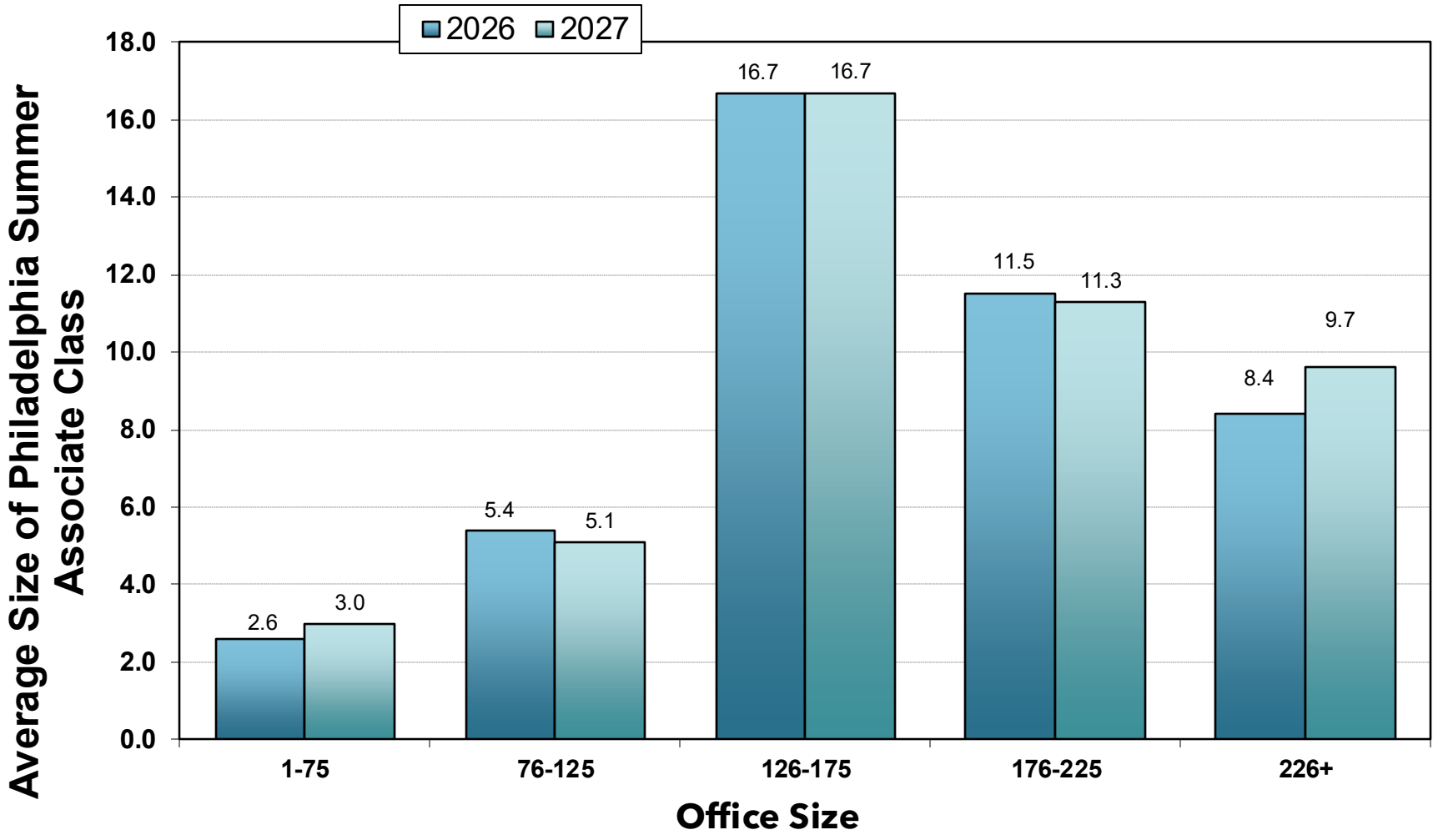
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In the Past 2 Years, Has Your Department Size Changed?

In 2024, 38% of departments increased, 50% stayed the same, and 12% decreased.

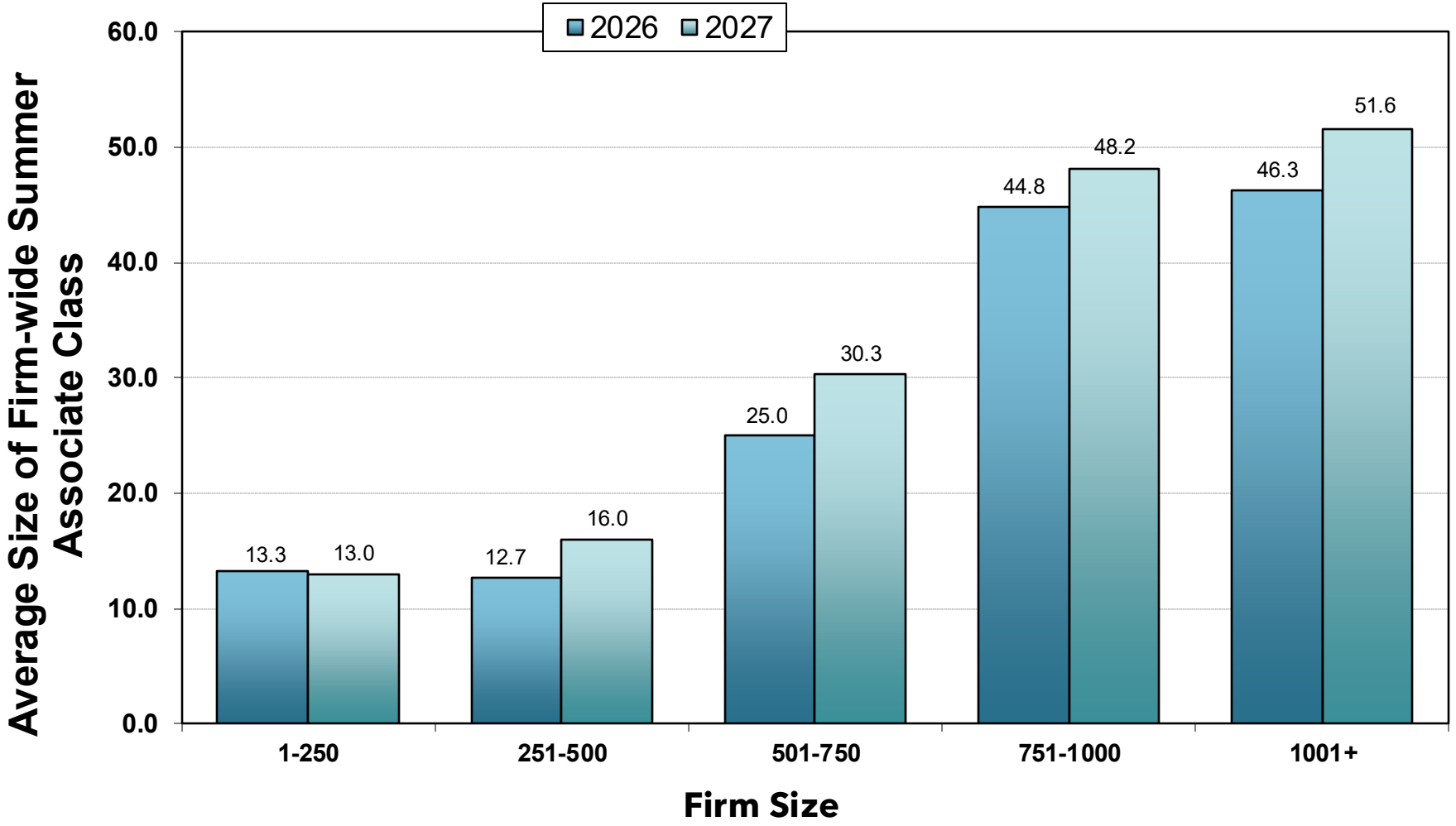


Local Office Size vs. Size of Local 2L Summer Associate Class: 2026 to 2027 Comparison



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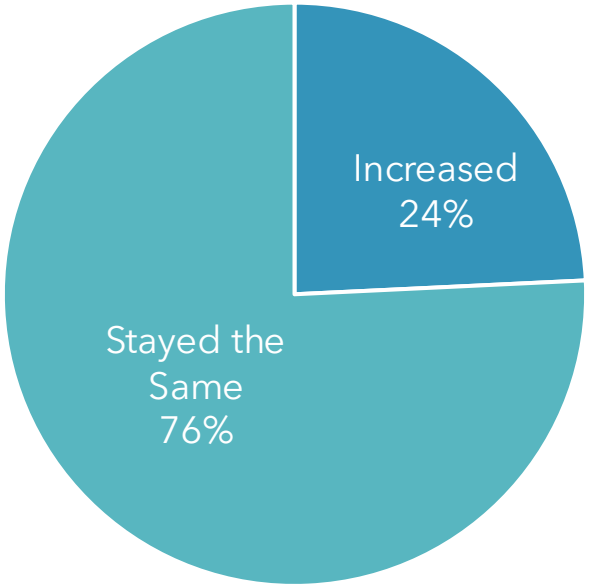
Firm Size vs. Size of Firm-wide 2L Summer Associate Class: 2026 to 2027 Comparison



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In-Person Requirements Changes

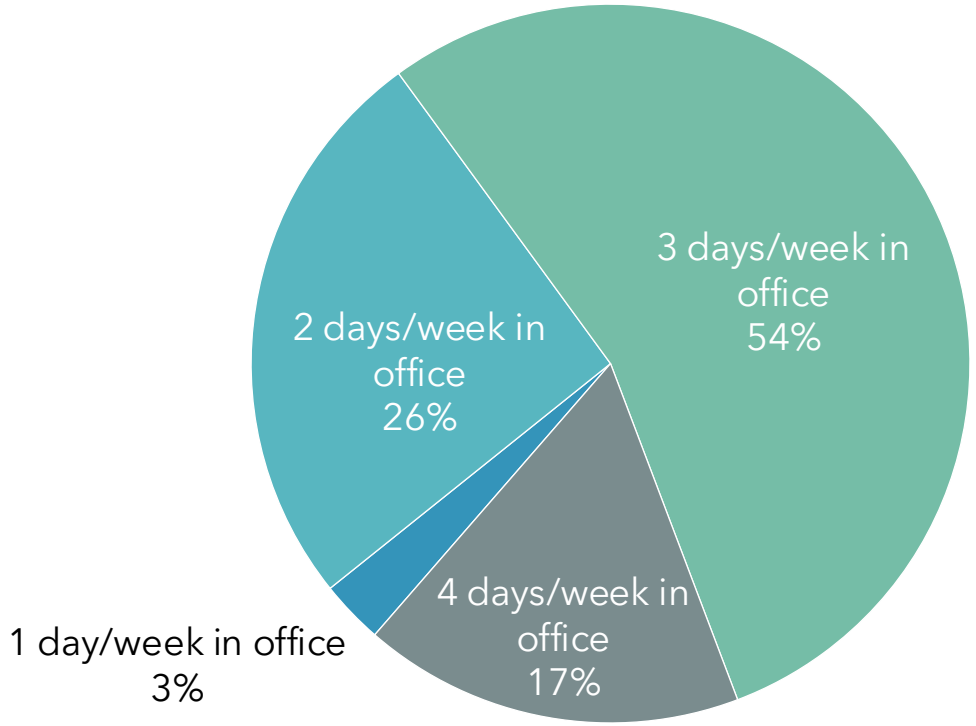
Has Your Firm's In-Person Requirement Changed in the Past 18 Months?



In-person requirements have been increasing over the past 18 months.

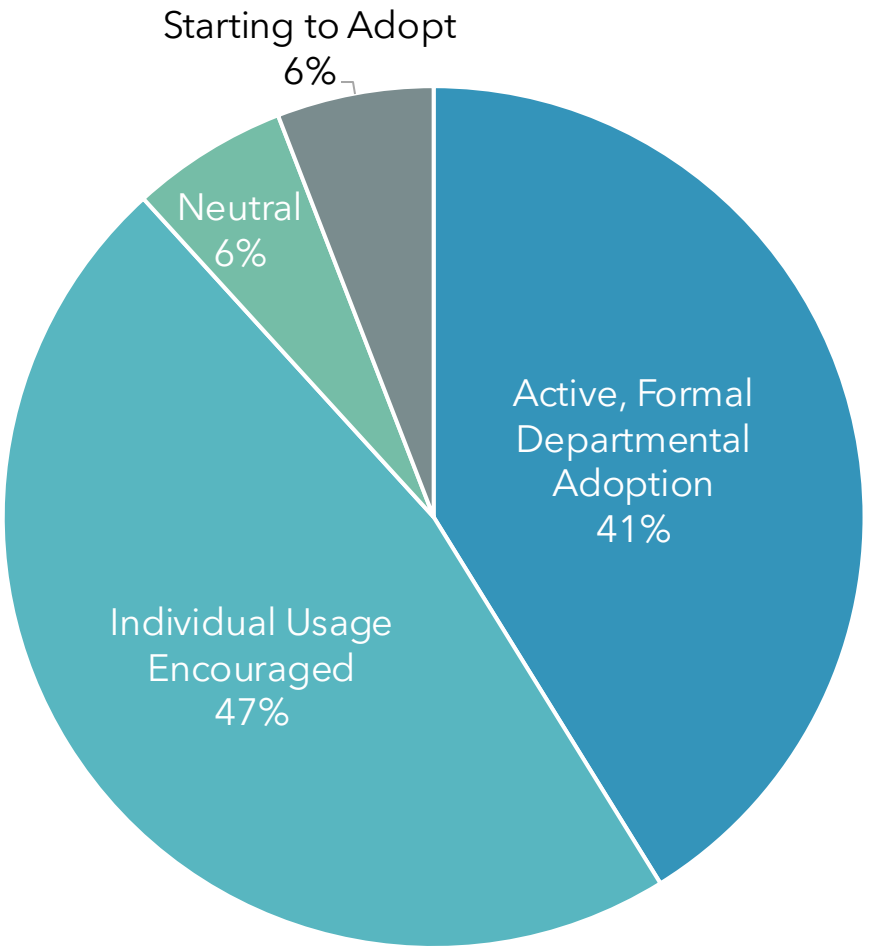
No one reported being fully remote or in person five days a week.

What is Your Firm's In-Person Requirement?



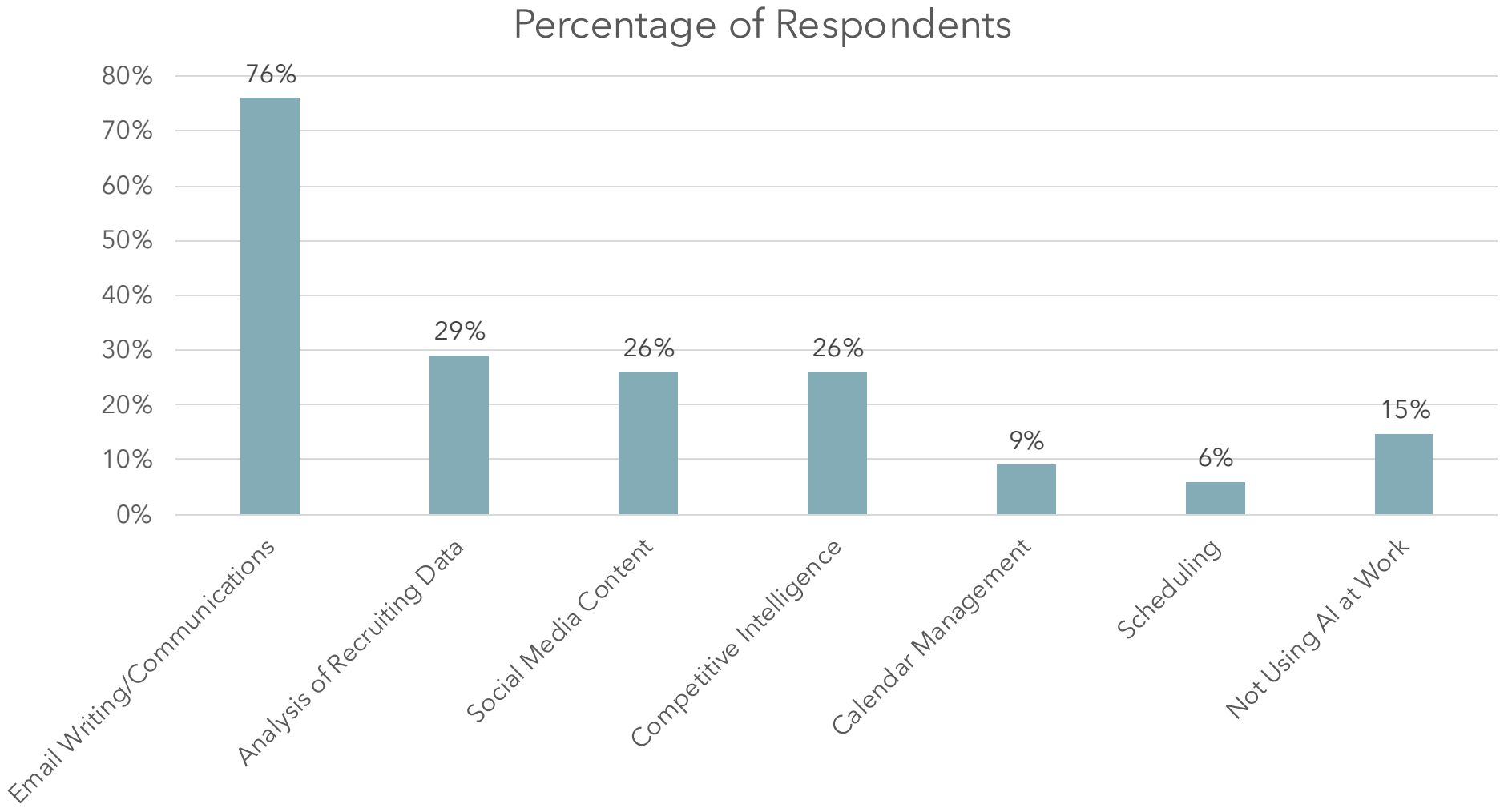
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How Would You Best Describe Your Firm's Approach to AI Adoption?



How do you use AI?

* Respondents could select up to 3



Benefits Received

- 28.6% of firms provide Flex Days.
- 37.9% of firms provide backup daycare, and 0% of firms have onsite daycare.
- 34.5% of firms provide a mobile device to employees, while 53.3% offer mobile service.
- 100% of firms provide employees with computers/laptops.
- 60.0% of firms offer transportation discounts, mileage reimbursement, or transportation stipends.
- 67.7% of firms offer a health club membership or discount.
- 90.0% of firms provide a flexible spending account.
- 96.8% of firms provide a health savings account (HSA).
- 3.5% of firms provide free parking.
- 76.7% of firms offer fertility benefits/stipends.
- 86.7% of firms offer mental health services.
- 33.3% of firms offer concierge medical services.
- 85.2% of employees contribute to the cost of their medical care plans.
- 100% of firms have a 401(k) program.
- 10.0% of firms have a pension plan.

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Benefits Received: PTO & Leave

PTO includes Vacation, Sick and Personal Days

Type of Leave	Average	Median
PTO	22.9 days	21 days
Parental Leave	13.5 weeks	12 weeks

There were 2 respondents who received unlimited PTO and 1 who received unlimited sick days.

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Summary of Interesting Survey Results

21% changed firms at least once in the past two years

24% of respondents had been promoted with a title change in the past 2 years, down from 32% in 2024

24% reported their firm has increased its in-person requirement

63%

of those who moved jobs did so for increased responsibility. LRAP is the only group where this outweighed salary.

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WISNIK

Our goal is to help you achieve your goals

Wisnik LRAP Salary Survey

October 2026



Wisnik Career Enterprises
110 E 40th St, New York NY 212-370-1010
ewisnik@wisnik.com - www.Wisnik.com