



Legal

2023

HAYS IRELAND
SALARY & RECRUITING
TRENDS **SALARIES**

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Private practice	3
Public sector	3
In-house	4
Paralegal	5
Document review	6
Company secretarial	6

ABOUT HAYS

To help you meet ever-changing customer demands, we bring the people, the technology and the partnership you need to achieve your goals, now and in the future.

Our specialist knowledge along with a proven hands-on approach means we're well-placed to identify, understand and respond to hiring trends and demands across the legal sector. Whether your challenge is to improve your customers' user experience, to invest in automated workflows or to build legal services that better meet your customers' demands – we can secure the exemplary professionals you need to achieve your organisation's goals.

Using a customer-first and insight-led approach to meet your business needs, we make it easy for you to deliver against the complex talent and recruitment landscape you need to navigate.

At Hays we're **working for your tomorrow** to help your business succeed.

It's not just people we provide – whatever your hiring needs, we're always challenging the status quo, so our suite of services delivers the right outcomes for your organisation.

Our core services

Permanent recruitment ▶

- Find passionate people to transform your business
- Fill positions to meet both immediate and future skills needs

Outsourced permanent recruitment ▶

- Reduce time-to-hire with access to ready-made, quality talent pools through Recruitment Process Outsourcing (RPO)
- Leverage progressive talent strategies and mechanisms to ensure you have the right talent in place – for today, and tomorrow

Executive recruitment ▶

- Navigate organisational change and steer your organisation to success by finding those inspirational leaders
- Build success through diversity with bespoke job ads and transparent interview processes

Temporary recruitment ▶

- Achieve instant impact and access niche skillsets with quick hires and reduce long-term costs
- Cut out lengthy admin and processes with externally managed pay and timesheets

Fully managed temporary recruitment ▶

- Gain clarity and control over your contingent headcount through a Managed Services Programme (MSP)
- Combine expertise and insights with proved processes to shape the future of your workforce

Our advisory services

Assessment & Development ▶

- Acquire the right skills for your business needs
- Accelerate time-to-hire with tailored end-to-end support
- Cut costs with bespoke selection solutions

Salary Benchmarking ▶

- Use real-time data to have that competitive edge
- Be insight-led for relevant remuneration strategies
- Gain long-term cost savings

Career Transition Services ▶

- Give your employees the right outplacement and transitional support
- Deliver safe spaces to employees for those honest and open conversations
- Manage restructuring processes with effectiveness, agility and speed

Employer Branding ▶

- Stand out as a top employer brand with a proven USP
- Leverage engaging employer branded recruitment solutions
- Enhance your Employer Value Proposition with a people-first approach

Subscription-based hiring for start-ups and scale-ups ▶

- Gain access to tech talent, skills and content as a service
- Dedicated expert recruitment consultant and account management team
- Branded multi-channel campaign to enhance your Employer Value Proposition

To speak to your local recruiting expert, find your nearest at hays.ie/all-offices

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Methodology

This guide is taken from the Hays Ireland Salary & Recruiting Trends 2023 guide. The salary data has been compiled using information gathered during 2022 from Hays offices across Ireland. It is based on job listings, job offers and candidate registrations.



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Private practice

REGION	Newly Qualified		1 Year's PQE		2 Years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	55,000-78,000	65,000	58,000-86,000	69,000	62,000-90,000	73,000
Cork & Region	35,000-55,000	45,000	37,000-60,000	46,000	42,000-65,000	49,000
Limerick & Mid-West	35,000-55,000	45,000	37,000-60,000	46,000	42,000-65,000	49,000
Galway, Midlands & West	35,000-55,000	45,000	37,000-60,000	46,000	42,000-65,000	49,000

REGION	3 Years' PQE		4 Years' PQE		5 Years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	67,000-100,000	78,000	67,000-105,000	83,000	77,000-120,000	90,000
Cork & Region	44,000-70,000	55,000	50,000-75,000	60,000	50,000-80,000	67,000
Limerick & Mid-West	44,000-70,000	55,000	50,000-75,000	60,000	50,000-80,000	67,000
Galway, Midlands & West	44,000-70,000	55,000	50,000-75,000	60,000	50,000-80,000	67,000

REGION	6 Years' PQE		7-10 Years' PQE		10+ Years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	78,000-125,000	92,000	90,000-150,000	106,000	100,000-175,000	117,000
Cork & Region	55,000-90,000	69,000	60,000-120,000	76,000	70,000-120,000	86,000
Limerick & Mid-West	55,000-90,000	69,000	60,000-120,000	76,000	70,000-120,000	86,000
Galway, Midlands & West	55,000-90,000	69,000	60,000-120,000	76,000	70,000-120,000	86,000

Public sector

REGION	Newly Qualified		1 Year's PQE		2 Years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-75,000	55,000	52,000-76,000	56,000	56,000-78,000	59,000
Cork & Region	40,000-60,000	45,000	43,000-62,000	47,000	44,000-64,000	48,000
Limerick & Mid-West	40,000-60,000	45,000	43,000-62,000	47,000	44,000-64,000	48,000
Galway, Midlands & West	40,000-60,000	45,000	43,000-62,000	47,000	44,000-64,000	48,000

REGION	3 Years' PQE		4 Years' PQE		5 Years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	60,000-80,000	65,000	65,000-75,000	67,000	65,000-90,000	72,000
Cork & Region	45,000-68,000	50,000	48,000-70,000	52,000	52,000-70,000	57,000
Limerick & Mid-West	45,000-68,000	50,000	48,000-70,000	52,000	52,000-70,000	57,000
Galway, Midlands & West	45,000-68,000	50,000	48,000-70,000	52,000	52,000-70,000	57,000

REGION	6 Years' PQE		7-10 Years' PQE		10+ Years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	66,000-92,000	75,000	75,000-125,000	82,000	78,000-150,000	99,000
Cork & Region	58,000-75,000	60,000	60,000-80,000	67,000	70,000-110,000	72,000
Limerick & Mid-West	58,000-75,000	60,000	60,000-80,000	67,000	70,000-110,000	72,000
Galway, Midlands & West	58,000-75,000	60,000	60,000-80,000	67,000	70,000-110,000	72,000

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IN-HOUSE

Commerce and industry

REGION	Newly Qualified		1 Year's PQE		2 Years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-78,000	64,000	50,000-80,000	65,000	60,000-85,000	71,000
Cork & Region	35,000-55,000	44,000	40,000-58,000	46,000	44,000-60,000	48,000
Limerick & Mid-West	35,000-55,000	44,000	40,000-58,000	46,000	44,000-60,000	48,000
Galway, Midlands & West	35,000-55,000	44,000	40,000-58,000	46,000	44,000-60,000	48,000

REGION	3 Years' PQE		4 Years' PQE		5 Years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	64,000-90,000	75,000	65,000-95,000	78,000	75,000-125,000	88,000
Cork & Region	45,000-65,000	50,000	48,000-68,000	53,000	50,000-80,000	65,000
Limerick & Mid-West	45,000-65,000	50,000	48,000-68,000	53,000	50,000-80,000	65,000
Galway, Midlands & West	45,000-65,000	50,000	48,000-68,000	53,000	50,000-80,000	65,000

REGION	6 Years' PQE		7-10 Years' PQE		10+ Years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	75,000-130,000	94,000	80,000-150,000	99,000	85,000-150,000	114,000
Cork & Region	54,000-84,000	67,000	60,000-120,000	77,000	65,000-130,000	84,000
Limerick & Mid-West	54,000-84,000	67,000	60,000-120,000	77,000	65,000-130,000	84,000
Galway, Midlands & West	54,000-84,000	67,000	60,000-120,000	77,000	65,000-130,000	84,000

Financial services

REGION	Newly Qualified		1 Year's PQE		2 Years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	55,000-80,000	67,000	55,000-82,000	69,000	62,000-82,000	71,000
Cork & Region	40,000-60,000	48,000	44,000-62,000	51,000	46,000-64,000	57,000
Limerick & Mid-West	40,000-60,000	48,000	44,000-62,000	51,000	46,000-64,000	57,000
Galway, Midlands & West	40,000-60,000	48,000	44,000-62,000	51,000	46,000-64,000	57,000

REGION	3 Years' PQE		4 Years' PQE		5 Years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	70,000-90,000	78,000	72,000-92,000	81,000	70,000-120,000	94,000
Cork & Region	55,000-68,000	62,000	58,000-72,000	64,000	60,000-75,000	70,000
Limerick & Mid-West	55,000-68,000	62,000	58,000-72,000	64,000	60,000-75,000	70,000
Galway, Midlands & West	55,000-68,000	62,000	58,000-72,000	64,000	60,000-75,000	70,000

REGION	6 Years' PQE		7-10 Years' PQE		10+ Years' PQE	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	80,000-125,000	98,000	90,000-175,000	120,000	100,000-180,000	121,000
Cork & Region	62,000-80,000	72,000	68,000-110,000	80,000	75,000-115,000	82,000
Limerick & Mid-West	62,000-80,000	72,000	68,000-110,000	80,000	75,000-115,000	82,000
Galway, Midlands & West	62,000-80,000	72,000	68,000-110,000	80,000	75,000-115,000	82,000

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Commerce and industry

REGION	0-12 Months' Experience		1 Year's Experience		2 Years' Experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-45,000	37,000	32,000-47,000	40,000	40,000-55,000	44,000
Cork & Region	28,000-36,000	34,000	27,000-42,000	37,000	34,000-50,000	41,000
Limerick & Mid-West	28,000-36,000	34,000	27,000-42,000	37,000	34,000-50,000	41,000
Galway, Midlands & West	28,000-36,000	34,000	27,000-42,000	37,000	34,000-50,000	41,000

REGION	3+ Years' Experience	
	€ Range	€ Typical
Greater Dublin Area	45,000-70,000	57,000
Cork & Region	42,000-60,000	46,000
Limerick & Mid-West	42,000-60,000	46,000
Galway, Midlands & West	42,000-60,000	46,000

Financial services

REGION	0-12 Months' Experience		1 Year's Experience		2 Years' Experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-45,000	39,000	37,000-50,000	43,000	40,000-55,000	46,000
Cork & Region	29,000-39,000	36,000	32,000-45,000	39,000	35,000-48,000	41,000
Limerick & Mid-West	29,000-39,000	36,000	32,000-45,000	39,000	35,000-48,000	41,000
Galway, Midlands & West	29,000-39,000	36,000	32,000-45,000	39,000	35,000-48,000	41,000

REGION	3+ Years' Experience	
	€ Range	€ Typical
Greater Dublin Area	45,000-68,000	58,000
Cork & Region	42,000-60,000	47,000
Limerick & Mid-West	42,000-60,000	47,000
Galway, Midlands & West	42,000-60,000	47,000

Law firms

REGION	0-12 Months' Experience		1 Year's Experience		2 Years' Experience	
	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	30,000-42,000	38,000	32,000-48,000	42,000	38,000-50,000	46,000
Cork & Region	28,000-38,000	34,000	30,000-42,000	37,000	32,000-47,000	41,000
Limerick & Mid-West	28,000-38,000	34,000	30,000-42,000	37,000	32,000-47,000	41,000
Galway, Midlands & West	28,000-38,000	34,000	30,000-42,000	37,000	32,000-47,000	41,000

REGION	3+ Years' Experience	
	€ Range	€ Typical
Greater Dublin Area	42,000-65,000	52,000
Cork & Region	40,000-60,000	47,000
Limerick & Mid-West	40,000-60,000	47,000
Galway, Midlands & West	40,000-60,000	47,000

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Document review

	Team Lead		Non-Qualified - Language Skills		Non-Qualified	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	58,000-78,000	71,000	53,000-68,000	62,000	52,000-65,000	60,000
Cork & Region	50,000-68,000	58,000	43,000-63,000	52,000	42,000-62,000	46,000
Limerick & Mid-West	50,000-68,000	58,000	43,000-63,000	52,000	42,000-62,000	46,000
Galway, Midlands & West	50,000-68,000	58,000	43,000-63,000	52,000	42,000-62,000	46,000

Company secretarial

	Company Secretary		Deputy Secretary		Senior Assistant Company Secretary	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	70,000-175,000	88,000	60,000-120,000	73,000	55,000-90,000	68,000
Cork & Region	55,000-100,000	71,000	50,000-80,000	60,000	45,000-65,000	50,000
Limerick & Mid-West	55,000-100,000	71,000	50,000-80,000	60,000	45,000-65,000	50,000
Galway, Midlands & West	55,000-100,000	71,000	50,000-80,000	60,000	45,000-65,000	50,000

	Assistant Company Secretary		Company Secretarial Assistant		Trainee	
REGION	€ Range	€ Typical	€ Range	€ Typical	€ Range	€ Typical
Greater Dublin Area	50,000-70,000	58,000	45,000-60,000	54,000	34,000-54,000	43,000
Cork & Region	40,000-58,000	46,000	38,000-55,000	42,000	30,000-40,000	34,000
Limerick & Mid-West	40,000-58,000	46,000	38,000-55,000	42,000	30,000-40,000	34,000
Galway, Midlands & West	40,000-58,000	46,000	38,000-55,000	42,000	30,000-40,000	34,000