

DANOS ASSOCIATES

Legal In-House - Commerce & Industry (European)
Salary Benchmark Report 2021

INTRODUCTION

This report outlines salary levels for European In-House Lawyers from newly qualified (NQ) to Head of Legal / General Counsel (GC), across the key sectors within Commerce and Industry (C&I). If you would like to discuss your hiring strategy or the current market, please contact:

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KEY:

SALARIES

Salary figures in this report are quoted on basic salaries - other benefits including pension, childcare vouchers, private healthcare, and car allowances are not included.

Although compensation packages are a major consideration when attracting talent or changing job, we have seen an increased emphasis on other factors such as diversity and inclusion, agile working arrangements (particularly after 2020 lockdown), work life balance, and sustainable, environmentally focused organisations. Diversity has been a key focus in recent times with candidates preferring to join organisations with diverse senior management teams.

BONUSES

Bonuses are highly variable across organisations and sectors, especially at the senior end of the market. Although lawyers' bonuses are paid on a discretionary basis (based on various performance related factors), they have the potential to make a significant impact on the total annual compensation package.

Compensation Levels For European In-House Lawyers

France

PQE	Salary Range (EUR)
1 - 2 years	40,000 to 50,000
3 - 4 years	55,000 to 60,000
5 - 6 years	60,000 to 67,000
7 - 8 years	65,000 to 75,000 +
General Counsel / Legal Director	115,000 +

Germany

PQE	Salary Range (EUR)
1 - 2 years	55,000 to 63,000
3 - 4 years	68,000 to 72,000
5 - 6 years	82,000 to 90,000
7 - 8 years	97,000 to 105,000 +
General Counsel / Legal Director	140,000 +

Netherlands

PQE	Salary Range (EUR)
1 - 2 years	50,000 to 60,000
3 - 4 years	60,000 to 70,000
5 - 6 years	75,000 to 90,000
7 - 8 years	90,000 to 130,000
General Counsel / Legal Director	160,000 +

Luxembourg

PQE	Salary Range (EUR)
1 - 2 years	60,000 to 71,000
3 - 4 years	75,000 to 80,000
5 - 6 years	85,000 to 92,000
7 - 8 years	101,000 to 118,000 +
General Counsel / Legal Director	160,000 +

Switzerland

PQE	Salary Range (CHF)
1 - 2 years	73,000 to 100,000
3 - 4 years	90,000 to 130,000
5 - 6 years	130,000 to 155,000
7 - 8 years	155,000 to 180,000 +
General Counsel / Legal Director	190,000 +

DANOS GROUP | LEGAL

Danos Associates is a leading specialist executive search firm providing a personalised, discreet recruitment and selection service to an elite client base across the global market. With an unparalleled talent network, we provide experienced, top quality professionals within the legal sector throughout EMEA, the Americas and APAC.

Our network and deep understanding of the in-house legal market positions us perfectly to efficiently source the best individuals for your organisation, whether that be General Counsel (GC) or junior level lawyers.

We pride ourselves on being able to match talent not just to the requirements of the role, but also to the style of the organisation.

Our Offering:

- **Retained Search**
- **Contingency Recruitment**

Having an interconnected practice successfully enables us to uniquely leverage the legal and compliance spheres within financial institutions, professional services, and commercial companies.

The Private Practice team focuses solely on partner and senior level individuals, specialising in financial services, corporate, and the real estate sector.

Over the past decade, our search consultants have developed a comprehensive network of candidates and clients, built through both delivery on mandates and nurturing of relationships.

Danos Consulting has grown to be a formidable consultancy and interim specialist legal recruiter. With an unparalleled talent network, we provide experienced, first-class practitioners at affordable costs on an international scale.

Our expertise and extensive bench of experienced practitioners means that when our clients need advice and top talent for staff augmentation, ongoing health checks and specialist projects, we can provide highly skilled teams at a moment's notice.

In a cost-constrained environment, our clients are re-evaluating their consultancy spend and finding that the Big Four and other major consultancies are not always offering the return on investment – Whilst we offer a more sustainable solution.

Our offering includes: **Staff Augmentation**, **Interim Resourcing** and **Consulting Services**. Providing a higher quality of practitioner at a far more competitive rate.



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