

# DANOS ASSOCIATES

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

## INTRODUCTION

This report outlines salary levels for UK 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.

### FIXED TERM CONTRACT

With IR35 impacting the contracting market, there has been a substantial uplift in FTC hiring across the market. Although contractors may fall into a different tax bracket now, in most cases contractors are eligible for many of the same benefits as permanent lawyers in the business.

A separate section for day rates for FTC hires has not been included as they tend to command similar salaries as their permanent counterparts.

## Construction / Engineering

PQE
NQ
1 Year
2 Years
3 Years
4 Years
5 Years
6 Years
7 Years
8 Years
9 Years
10+ Years
Head of Legal / GC

Base Salary	Bonus
£55,000 to £65,000	1% to 15%
£60,000 to £70,000	2% to 30%
£67,000 to £75,000	10% to 25%
£70,000 to £80,000	10% to 25%
£75,000 to £85,000	10% to 25%
£85,000 to £98,000	20% to 25%
£88,000 to £105,000	20% to 30%
£92,000 to £110,000	20% to 30%
£98,000 to £115,000	20% to 40%
£105,000 to £130,000	25% to 50%
£110,000 to £140,000 +	25% to 50%
£145,000 to £250,000 +	25% to 50%

Day Rate
£400 to £500
£400 to £500
£400 to £500
£400 to £500
£500 to £600
£500 to £600
£500 to £600
£500 to £600
£500 to £600
£600 to £700
£600 to £850
£600 to £900

## Energy / Utilities

PQE
NQ
1 Year
2 Years
3 Years
4 Years
5 Years
6 Years
7 Years
8 Years
9 Years
10+ Years
Head of Legal / GC

Base Salary	Bonus
£55,000 to £65,000	1% to 20%
£65,000 to £70,000	1% to 20%
£67,000 to £75,000	10% to 25%
£75,000 to £85,000	15% to 25%
£80,000 to £85,000	15% to 25%
£85,000 to £98,000	17% to 25%
£88,000 to £105,000	20% to 30%
£95,000 to £110,000	25% to 40%
£100,000 to £115,000	30% to 40%
£105,000 to £130,000	30% to 45%
£115,000 to £140,000 +	35% to 50%
£150,000 to £250,000 +	35% to 50%

Day Rate
£400 to £500
£400 to £500
£400 to £500
£400 to £500
£500 to £600
£500 to £600
£500 to £600
£500 to £600
£500 to £600
£600 to £800
£600 to £800
£600 to £950

## FMCG

PQE
NQ
1 Year
2 Years
3 Years
4 Years
5 Years
6 Years
7 Years
8 Years
9 Years
10+ Years
Head of Legal / GC

Base Salary	Bonus
£55,000 to £57,000	1% to 10%
£56,000 to £64,000	5% to 10%
£65,000 to £67,000	10%
£70,000 to £75,000	10% to 15%
£72,000 to £80,000	10% to 20%
£75,000 to £88,000	15% to 20%
£82,000 to £90,000	15% to 20%
£86,000 to £92,000	17% to 20%
£90,000 to £95,000	18% to 25%
£90,000 to £100,000	25% to 30%
£100,000 to £130,000	30% to 45%
£110,000 to £160,000 +	45% +

Day Rate
£300 to £400
£300 to £400
£300 to £400
£300 to £400
£400 to £500
£400 to £500
£400 to £500
£400 to £500
£500 to £600
£500 to £600
£500 to £700
£500 to £900

## Gaming / Gambling

PQE
NQ
1 Year
2 Years
3 Years
4 Years
5 Years
6 Years
7 Years
8 Years
9 Years
10+ Years
Head of Legal / GC

Base Salary	Bonus
£57,000 to £65,000	1% to 5%
£62,000 to £70,000	5% to 10%
£65,000 to £73,000	5% to 10%
£70,000 to £78,000	5% to 10%
£75,000 to £85,000	10% to 20%
£85,000 to £93,000	20% to 25%
£90,000 to £100,000	20% to 25%
£95,000 to £110,000	20% to 25%
£100,000 to £120,000	25% to 30%
£100,000 to £120,000	25% to 30%
£110,000 to £135,000	25% to 30%
£130,000 to £160,000 +	30% to 50%

Day Rate
£350 to £500
£350 to £500
£350 to £500
£350 to £500
£500 to £600
£500 to £600
£500 to £600
£500 to £600
£500 to £600
£600 to £700
£600 to £700
£600 to £850

## Leisure / Travel

PQE
NQ
1 Year
2 Years
3 Years
4 Years
5 Years
6 Years
7 Years
8 Years
9 Years
10+ Years
Head of Legal / GC

Base Salary	Bonus
£50,000 to £56,000	1% to 5%
£56,000 to £67,000	5% to 10%
£61,000 to £69,000	5% to 10%
£66,000 to £73,000	5% to 10%
£69,000 to £77,000	10% to 20%
£72,000 to £80,000	20% to 25%
£76,000 to £84,000	20% to 25%
£80,000 to £87,000	20% to 25%
£85,000 to £92,000	25% to 30%
£90,000 to £105,000	25% to 30%
£100,000 to £130,000	25% to 35%
£125,000 to £160,000 +	30% to 50%

Day Rate
£350 to £500
£350 to £500
£350 to £500
£350 to £500
£500 to £600
£500 to £600
£500 to £600
£500 to £600
£500 to £600
£600 to £700
£600 to £700
£600 to £750

## Media

PQE
NQ
1 Year
2 Years
3 Years
4 Years
5 Years
6 Years
7 Years
8 Years
9 Years
10+ Years
Head of Legal / GC

Base Salary	Bonus
£55,000 to £60,000	1% to 10%
£58,000 to £65,000	1% to 10%
£63,000 to £70,000	1% to 10%
£70,000 to £75,000	10% to 15%
£75,000 to £80,000	10% to 15%
£75,000 to £85,000	10% to 15%
£80,000 to £90,000	15% to 20%
£85,000 to £93,000	15% to 20%
£90,000 to £110,000	15% to 20%
£95,000 to £115,000	20% to 30%
£100,000 to £125,000	25% to 50%
£125,000 to £160,000 +	30% to 50%

Day Rate
£300 to £400
£300 to £400
£300 to £400
£300 to £400
£400 to £500
£400 to £500
£400 to £500
£400 to £500
£400 to £500
£500 to £600
£500 to £600
£500 to £700

## Mining

PQE
NQ
1 Year
2 Years
3 Years
4 Years
5 Years
6 Years
7 Years
8 Years
9 Years
10+ Years
Head of Legal / GC

Base Salary	Bonus
£55,000 to £65,000	1% to 20%
£65,000 to £70,000	1% to 20%
£67,000 to £75,000	10% to 25%
£75,000 to £85,000	12% to 25%
£80,000 to £85,000	15% to 25%
£85,000 to £98,000	17% to 25%
£88,000 to £105,000	20% to 30%
£95,000 to £110,000	25% to 40%
£100,000 to £115,000	30% to 40%
£105,000 to £130,000	30% to 45%
£115,000 to £140,000 +	35% to 50%
£150,000 to £250,000 +	35% to 50%

Day Rate
£400 to £500
£400 to £500
£400 to £500
£400 to £500
£500 to £600
£500 to £600
£500 to £600
£500 to £600
£500 to £600
£600 to £800
£600 to £800
£600 to £950

## Pharmaceuticals

PQE
NQ
1 Year
2 Years
3 Years
4 Years
5 Years
6 Years
7 Years
8 Years
9 Years
10+ Years
Head of Legal / GC

Base Salary	Bonus
£60,000 to £68,000	1% to 10%
£65,000 to £70,000	5% to 10%
£70,000 to £75,000	5% to 10%
£75,000 to £90,000	10% to 15%
£85,000 to £95,000	10% to 15%
£90,000 to £105,000	15% to 20%
£95,000 to £115,000	15% to 20%
£100,000 to £120,000	15% to 20%
£110,000 to £125,000	18% to 25%
£115,000 to £140,000	25% to 30%
£125,000 to £160,000 +	30% to 45%
£150,000 to £250,000 +	45% +

Day Rate
£400 to £500
£400 to £500
£400 to £500
£400 to £500
£500 to £600
£500 to £600
£500 to £600
£500 to £600
£500 to £600
£600 to £800
£600 to £800
£600 to £1,000

## Real Estate

PQE
NQ
1 Year
2 Years
3 Years
4 Years
5 Years
6 Years
7 Years
8 Years
9 Years
10+ Years
Head of Legal / GC

Base Salary	Bonus
£55,000 to £65,000	1% to 10%
£60,000 to £70,000	5% to 10%
£67,000 to £75,000	5% to 10%
£70,000 to £80,000	10% to 15%
£75,000 to £85,000	10% to 15%
£85,000 to £98,000	15% to 20%
£88,000 to £105,000	15% to 20%
£92,000 to £110,000	15% to 20%
£98,000 to £115,000	18% to 25%
£105,000 to £130,000	25% to 30%
£110,000 to £140,000 +	30% to 45%
£145,000 to £250,000 +	45% +

Day Rate
£350 to £450
£350 to £450
£350 to £450
£350 to £450
£450 to £550
£450 to £550
£450 to £550
£450 to £550
£450 to £550
£550 to £650
£550 to £700
£550 to £800

## Retail

PQE
NQ
1 Year
2 Years
3 Years
4 Years
5 Years
6 Years
7 Years
8 Years
9 Years
10+ Years
Head of Legal / GC

Base Salary	Bonus
£55,000 to £57,000	1% to 5%
£56,000 to £64,000	5% to 10%
£65,000 to £67,000	5% to 10%
£70,000 to £75,000	10% to 12%
£72,000 to £80,000	10% to 15%
£75,000 to £88,000	10% to 15%
£82,000 to £90,000	15% to 18%
£86,000 to £92,000	15% to 20%
£90,000 to £95,000	18% to 30%
£90,000 to £100,000	25% to 30%
£100,000 to £130,000	30% to 35%
£110,000 to £160,000 +	40% +

Day Rate
£300 to £400
£300 to £400
£300 to £400
£300 to £400
£400 to £500
£400 to £500
£400 to £500
£400 to £500
£400 to £500
£500 to £600
£500 to £750
£500 to £800

## Shipping & Trading

PQE
NQ
1 Year
2 Years
3 Years
4 Years
5 Years
6 Years
7 Years
8 Years
9 Years
10+ Years
Head of Legal / GC

Base Salary	Bonus
£65,000 to £70,000	1% to 20%
£70,000 to £75,000	1% to 20%
£75,000 to £80,000	10% to 25%
£85,000 to £90,000	15% to 25%
£90,000 to £95,000	15% to 25%
£95,000 to £105,000	17% to 25%
£100,000 to £115,000	20% to 30%
£105,000 to £125,000	25% to 40%
£115,000 to £135,000	30% to 40%
£120,000 to £150,000	30% to 45%
£130,000 to £200,000 +	35% to 50%
£175,000 to £500,000 +	50% +

Day Rate
£400 to £450
£400 to £450
£400 to £450
£400 to £450
£400 to £450
£450 to £550
£450 to £550
£450 to £550
£450 to £550
£550 to £650
£550 to £750
£550 to £950

## Technology / IT Services

PQE
NQ
1 Year
2 Years
3 Years
4 Years
5 Years
6 Years
7 Years
8 Years
9 Years
10+ Years
Head of Legal / GC

Base Salary	Bonus
£60,000 to £70,000	1% to 10%
£65,000 to £75,000	1% to 20%
£70,000 to £80,000	10% to 20%
£75,000 to £85,000	15% to 20%
£80,000 to £90,000	15% to 25%
£95,000 to £105,000	20% to 25%
£98,000 to £115,000	20% to 30%
£100,000 to £120,000	20% to 30%
£105,000 to £125,000	25% to 35%
£110,000 to £130,000	25% to 35%
£120,000 to £150,000	35% to 40%
£140,000 to £180,000 +	30% to 50%

Day Rate
£400 to £500
£400 to £500
£400 to £500
£400 to £500
£400 to £600
£400 to £600
£400 to £600
£400 to £600
£400 to £600
£600 to £850
£600 to £850
£600 to £1,000



## Telecommunications

PQE
NQ
1 Year
2 Years
3 Years
4 Years
5 Years
6 Years
7 Years
8 Years
9 Years
10+ Years
Head of Legal / GC

Base Salary	Bonus
£60,000 to £70,000	1% to 10%
£65,000 to £75,000	1% to 20%
£70,000 to £80,000	10% to 20%
£75,000 to £85,000	15% to 20%
£80,000 to £90,000	15% to 25%
£95,000 to £105,000	20% to 25%
£98,000 to £115,000	20% to 30%
£100,000 to £120,000	20% to 30%
£105,000 to £125,000	25% to 35%
£110,000 to £130,000	25% to 35%
£120,000 to £150,000	35% to 40%
£140,000 to £180,000 +	30% to 50%

Day Rate
£400 to £500
£400 to £500
£400 to £500
£400 to £500
£400 to £600
£400 to £600
£400 to £600
£400 to £600
£400 to £600
£600 to £850
£600 to £850
£600 to £900

## 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.

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**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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