



LEGAL

2025 SALARY GUIDE

**HENDERSON
SCOTT**

ALWAYS RAISING THE BAR

About Henderson Scott

At Henderson Scott, we're here to elevate both candidates and clients in Legal as they navigate a dynamic and evolving landscape.

For our clients, we offer expertise to meet immediate hiring needs and provide strategic insight to plan for sustainable growth. For candidates, we're committed to connecting you with roles that not only align with your skills and ambitions but help you raise the bar in your career.

Whether you're a professional aiming to take your career in Legal to new heights or a client in search of top talent to drive your business forward, our partnership-driven, insight-led approach ensures we're here for you at every stage. Together, we're creating opportunities for success that benefit professionals and organisations alike, making it easy to find the right match, no matter the challenge.

For clients looking for a tailored approach to workforce planning, our [Recruitment solutions](#) page offers a detailed view of how we support you with bespoke recruitment strategies. From temporary to permanent placements, we provide solutions that adapt to your business needs, helping you build resilient teams for the future. Explore our range of recruitment options and discover how Henderson Scott can be your strategic partner in achieving hiring success.

Methodology



This guide is informed by insights from our latest sentiment survey, shared with our extensive network of clients and candidates. Salary data has been meticulously compiled using information gathered across 2024 from our job board partners, candidate registrations, and Henderson Scott offices across the UK. It reflects current job listings, insights from our specialist consultants, and prevailing industry trends.

*All salaries are a guideline and there are several factors including industry, working pattern and wider cash/non-cash benefits that will play a part in the basic salary on offer.

Salaries

Private Practice

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PRIVATE PRACTICE SALARIES

Permanent – salary per annum

Regional - South East	Sussex		Surrey		Hampshire		Kent	
Job title	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
Newly Qualified	40,000 - 58,000	49,000	42,000 - 65,000	53,000	40,000 - 65,000	52,000	40,000 - 58,000	49,000
1-3 years PQE	43,000 - 64,000	53,000	45,000 - 68,000	56,000	42,000 - 71,000	56,000	42,000 - 64,000	53,000
3-6 years PQE	46,000 - 70,000	58,000	50,000 - 75,000	62,000	44,000 - 75,000	59,000	44,000 - 70,000	57,000
6-9 years PQE	50,000 - 90,000	70,000	55,000 - 90,000	72,000	47,000 - 90,000	68,000	45,000 - 90,000	67,000
Partner	80,000 - 100,000	90,000	90,000 - 110,000	100,000	85,000 - 110,000	95,000	85,000 - 110,000	95,000

PRIVATE PRACTICE SALARIES

Permanent – salary per annum

US firms in London	Cravath		Mid Market	
	£ Range	£ Average	£ Range	£ Average
Newly Qualified	170,000 - 180,000	175,000	140,000 - 150,000	145,000
1-3 years PQE	185,000 - 195,000	190,000	150,000 - 180,000	165,000
3-6 years PQE	240,000 - 300,000	270,000	200,000 - 250,000	225,000
6-9 years PQE	325,000 - 350,000	337,000	260,000 - 280,000	270,000
Partner	400,000 +	N/A	430,000 +	N/A

PRIVATE PRACTICE SALARIES

Permanent – salary per annum

International / UK firms in London	Magic Circle		International		West End		Boutique	
Job title	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
Newly Qualified	150,000	N/A	100,000 - 135,000	122,000	78,000 - 88,000	83,000	60,000 - 70,000	65,000
1-3 years PQE	158,000 - 178,000	168,000	115,000 - 140,000	127,000	82,000 - 96,000	89,000	63,000 - 78,000	70,000
3-6 years PQE	178,000 - 190,000	184,000	130,000 - 150,000	140,000	85,000 - 115,000	100,000	75,000 - 105,000	90,000
6-9 years PQE	190,000 - 210,000	200,000	145,000 - 190,000	167,000	95,000 - 135,000	115,000	95,000 - 120,000	107,000

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