

Philadelphia Recruiting & Professional Development Survey

Presented

By Eva Wisnik

June 18, 2014



Our goal is to help
you achieve your

goals

Wisnik Career Enterprises, Inc.
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Eva's Bio



Eva Wisnik
*President,
Wisnik Career
Enterprises, Inc.*

Eva Wisnik founded **Wisnik Career Enterprises, Inc.** in 1996 after serving as Director of Recruitment and Training for Schulte Roth & Zabel and Cadwalader, Wickersham & Taft. Over the past 18 years, she has worked with over 100 law firms, including 74 of the AmLaw 100. Wisnik has placed more than 500 Recruiting and PD professionals into law firms nationwide. Eva has conducted over 600 training programs for attorneys on topics that include Business Development Skills, Time Management and Myers Briggs. In addition, **Wisnik Career Enterprises, Inc.** has conducted over 30 salary and industry snapshot surveys for law firm professionals since 1998.

Eva holds an MBA in Marketing from Fordham University and a BA in Psychology from Barnard College.

Wisnik Recruiting & PD Industry Findings

Who Responded?

Total of 48 legal professionals

Title:

- Chief: 2
- Director: 17
- Manager: 10
- Admin/Specialist: 5
- Coordinator: 12
- Assistant: 2

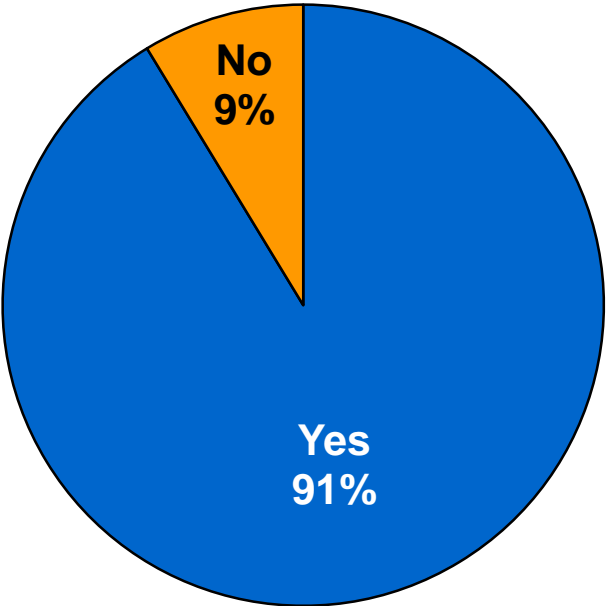
Department:

- Recruitment: 14
- PD: 8
- Combined Recruiting & PD: 26

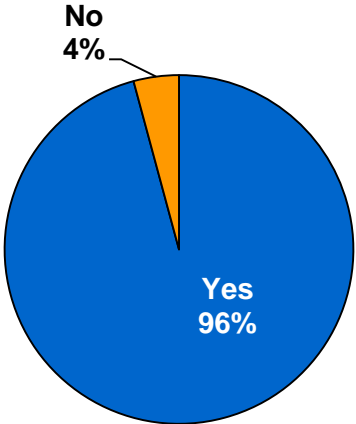
Office Size:

- 1-75: 1
- 76-125: 18
- 126-175: 5
- 176-225: 8
- 226-300: 12
- 301+: 2

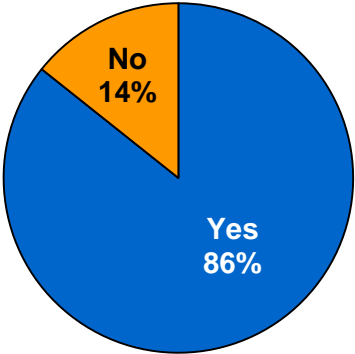
Is Yours a Firm-Wide Position?



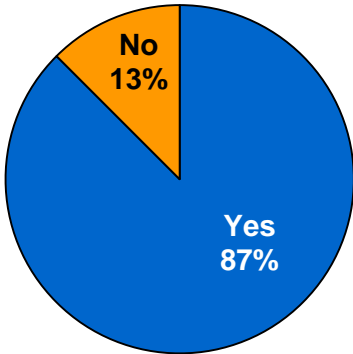
All Respondents



Combined Rec. & PD Dept.

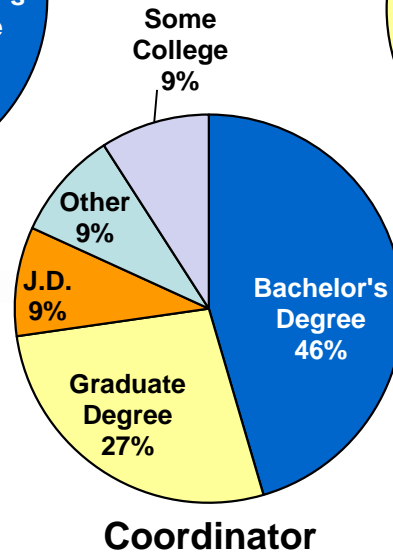
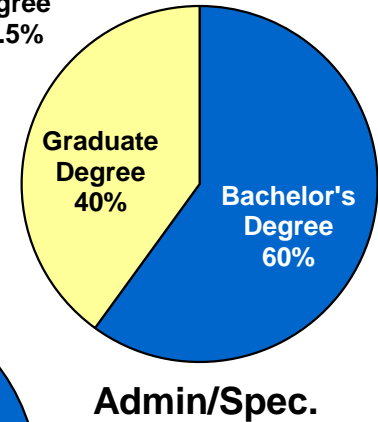
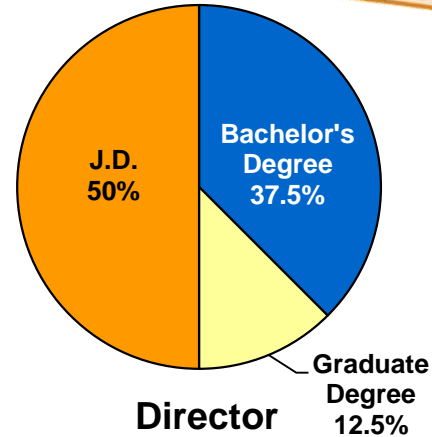
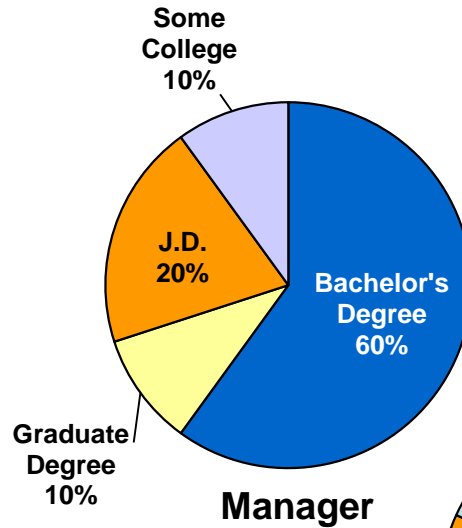
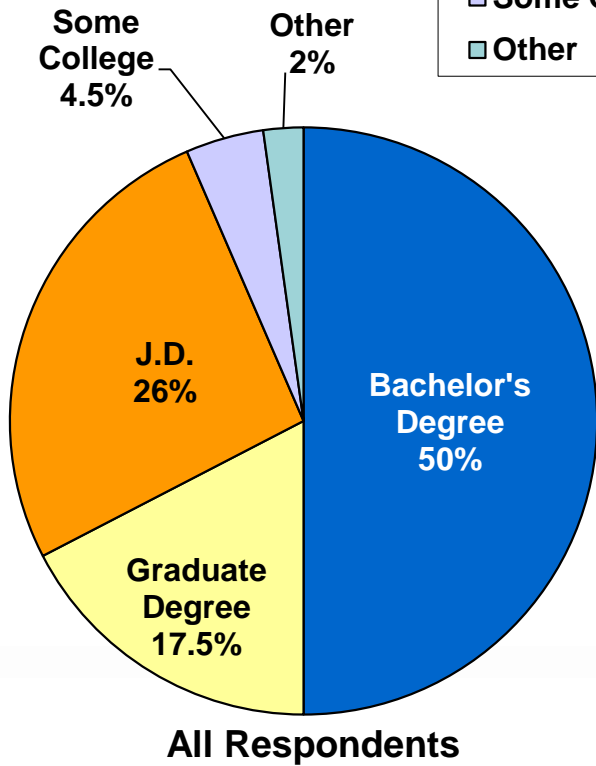


Recruiting Dept.

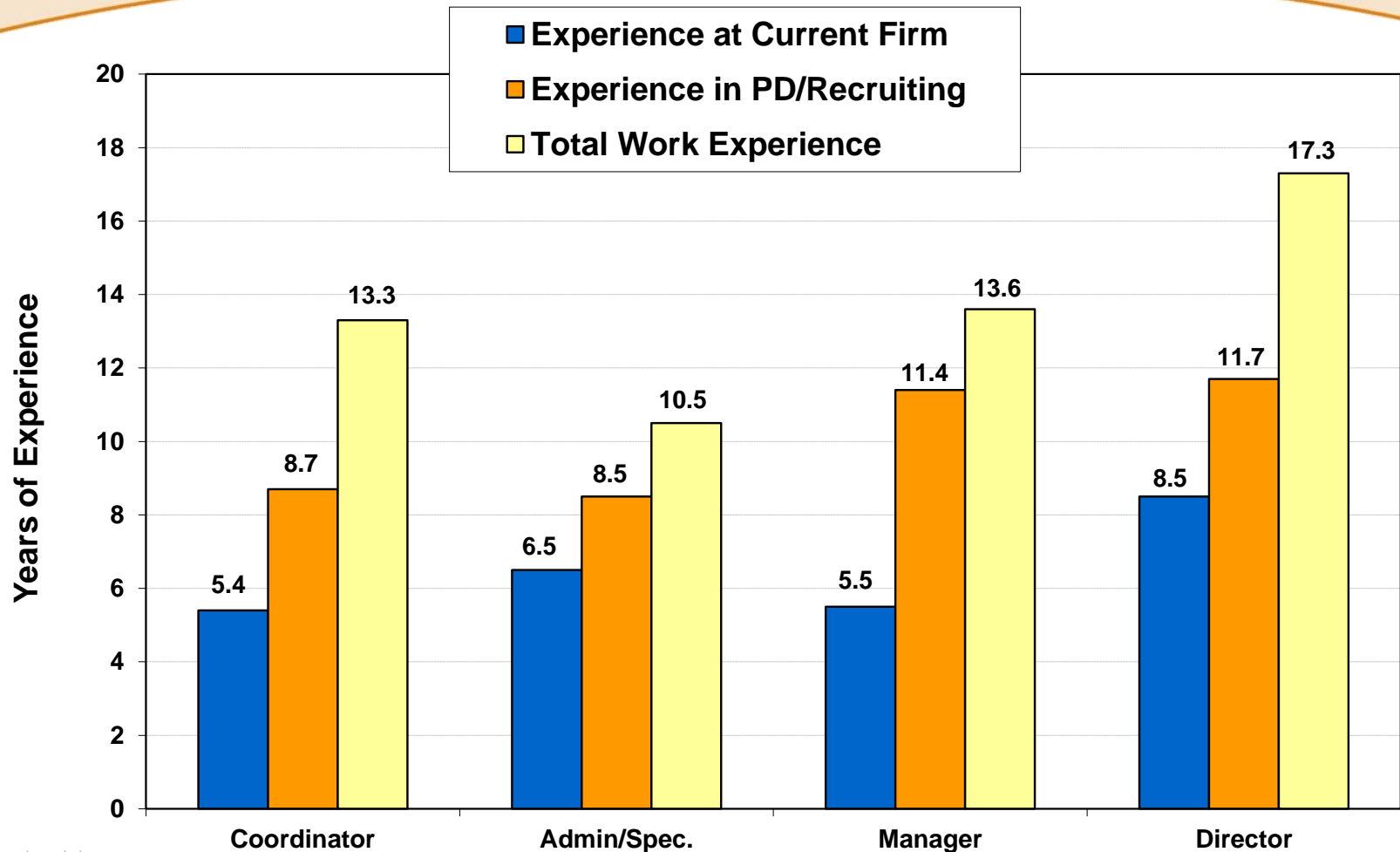


PD Dept.

Respondents' Highest Level of Education by Title

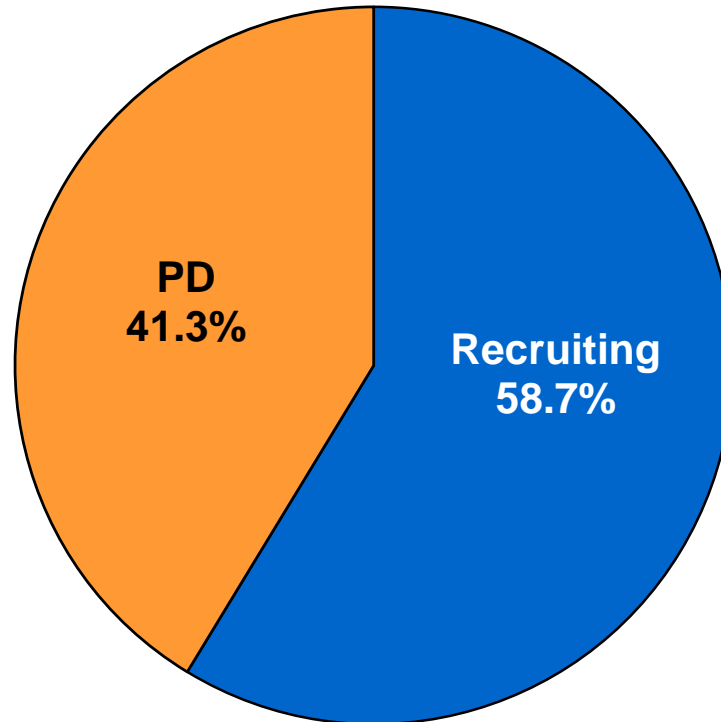


Average Years of Experience



Combined Rec/PD Dept: Time (%) Spent on Recruiting & PD

How do members of Combined Recruiting & PD Departments split their time?

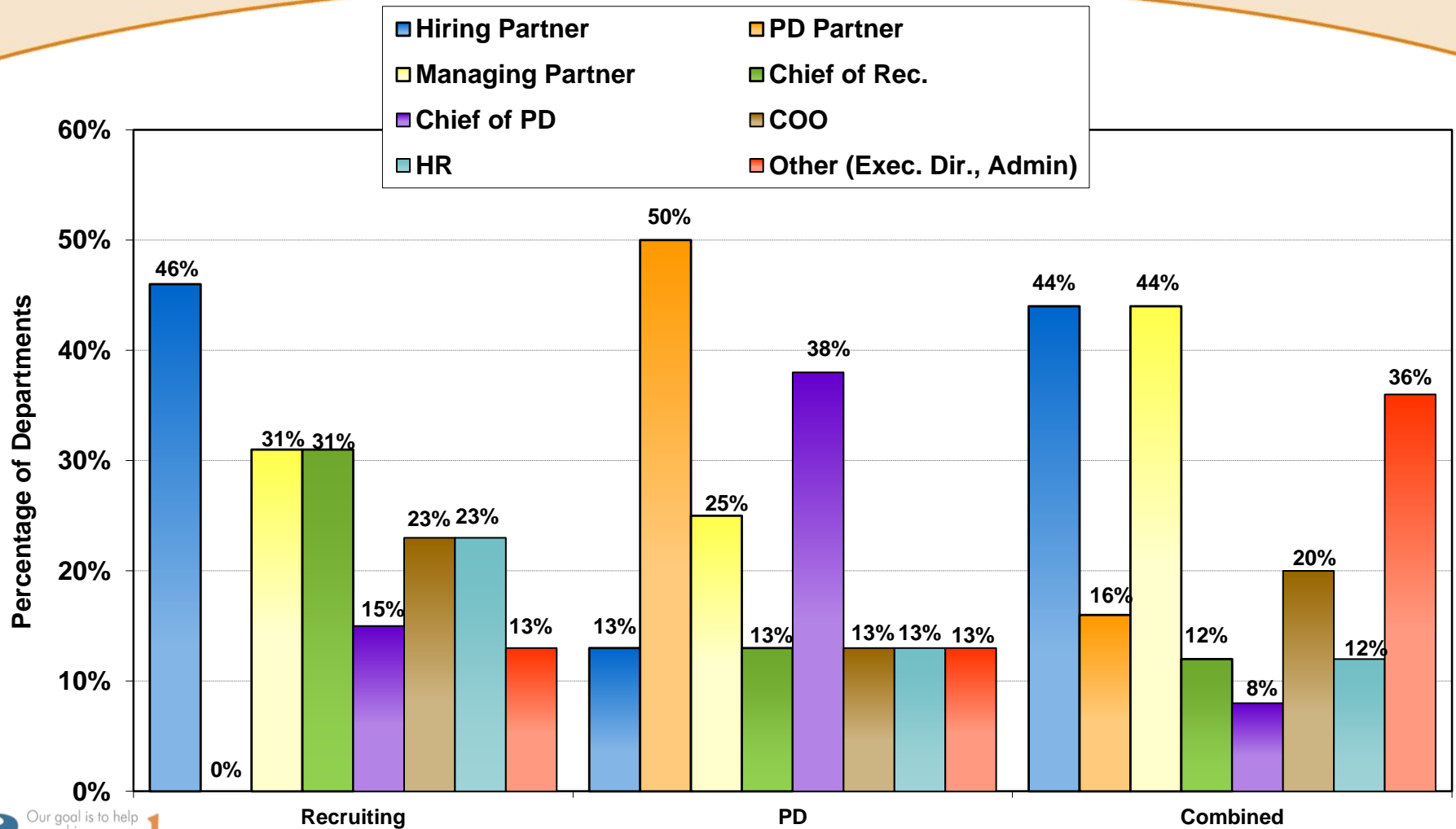


Separate Departments:

- **PD Dept: 100% PD**
- **Recruiting Dept: 96% Rec., 4% PD**

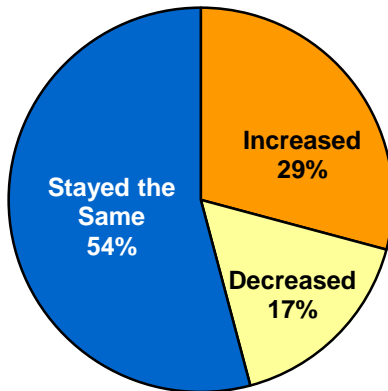
Department Structure

Reporting Structure: Who Do the Departments Report To?

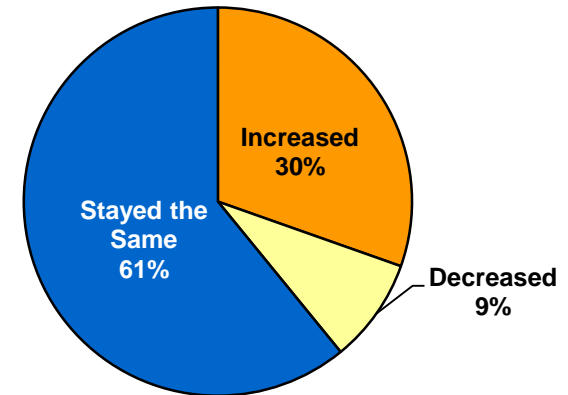


In the Past Year, Has Your Department...

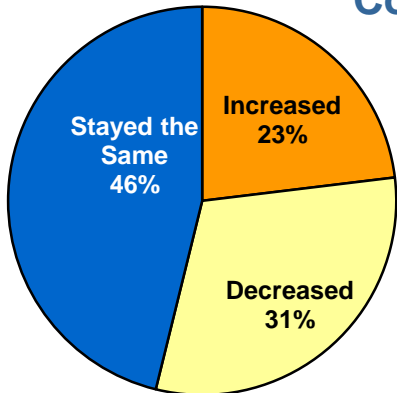
Changed Size?



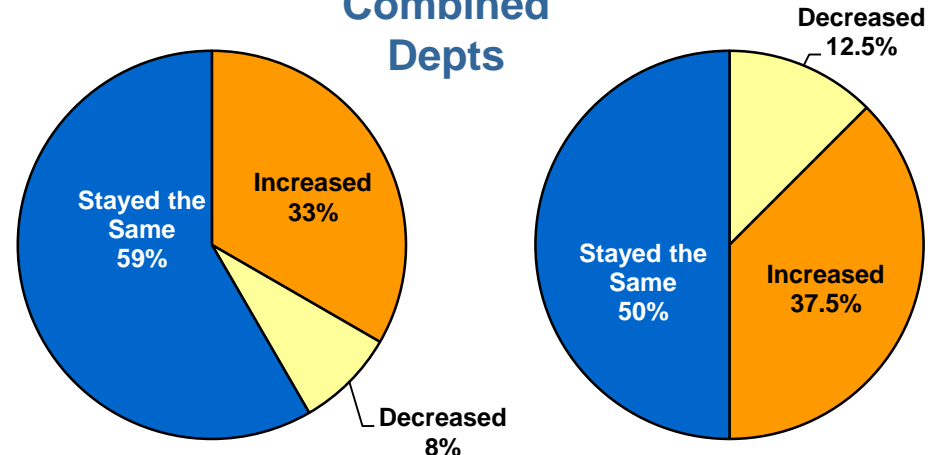
Budget Changed?



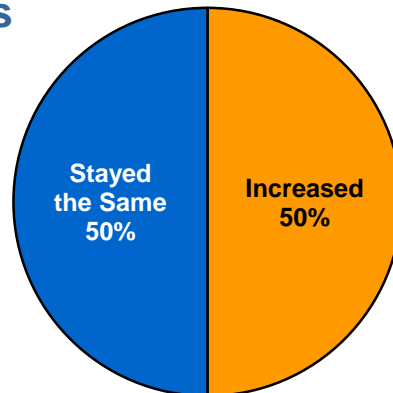
Combined Depts



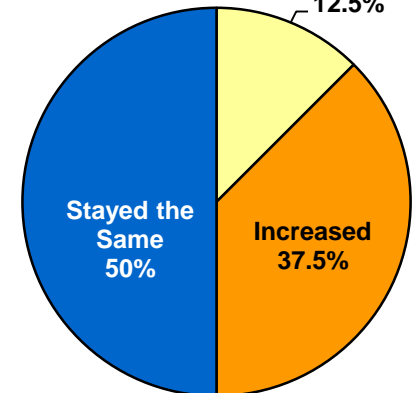
Combined Depts



Recruiting



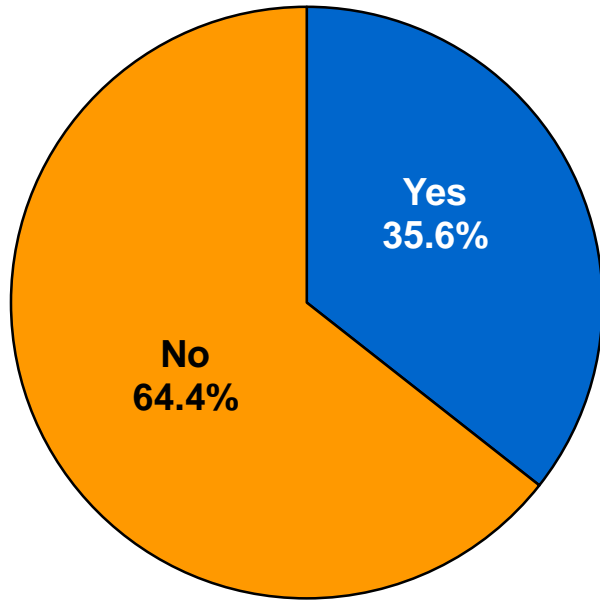
Recruiting



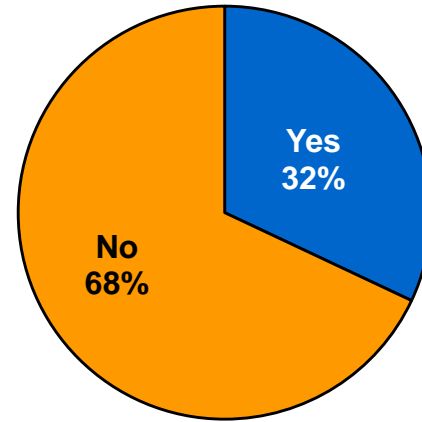
PD

PD

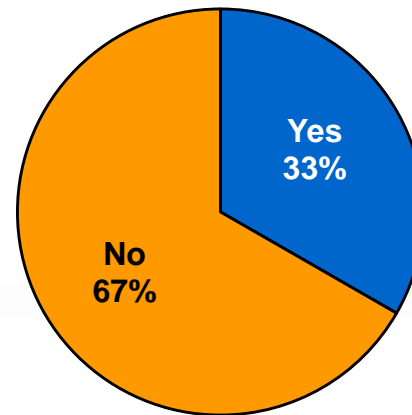
Is Your Department Adequately Staffed?



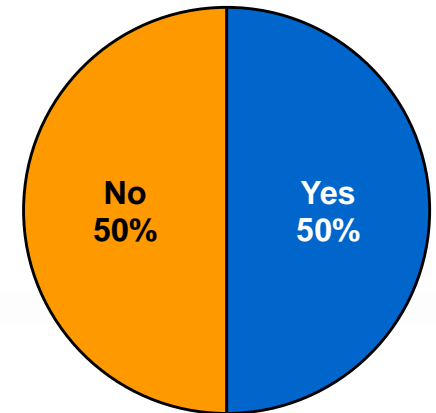
All Respondents



Combined Depts

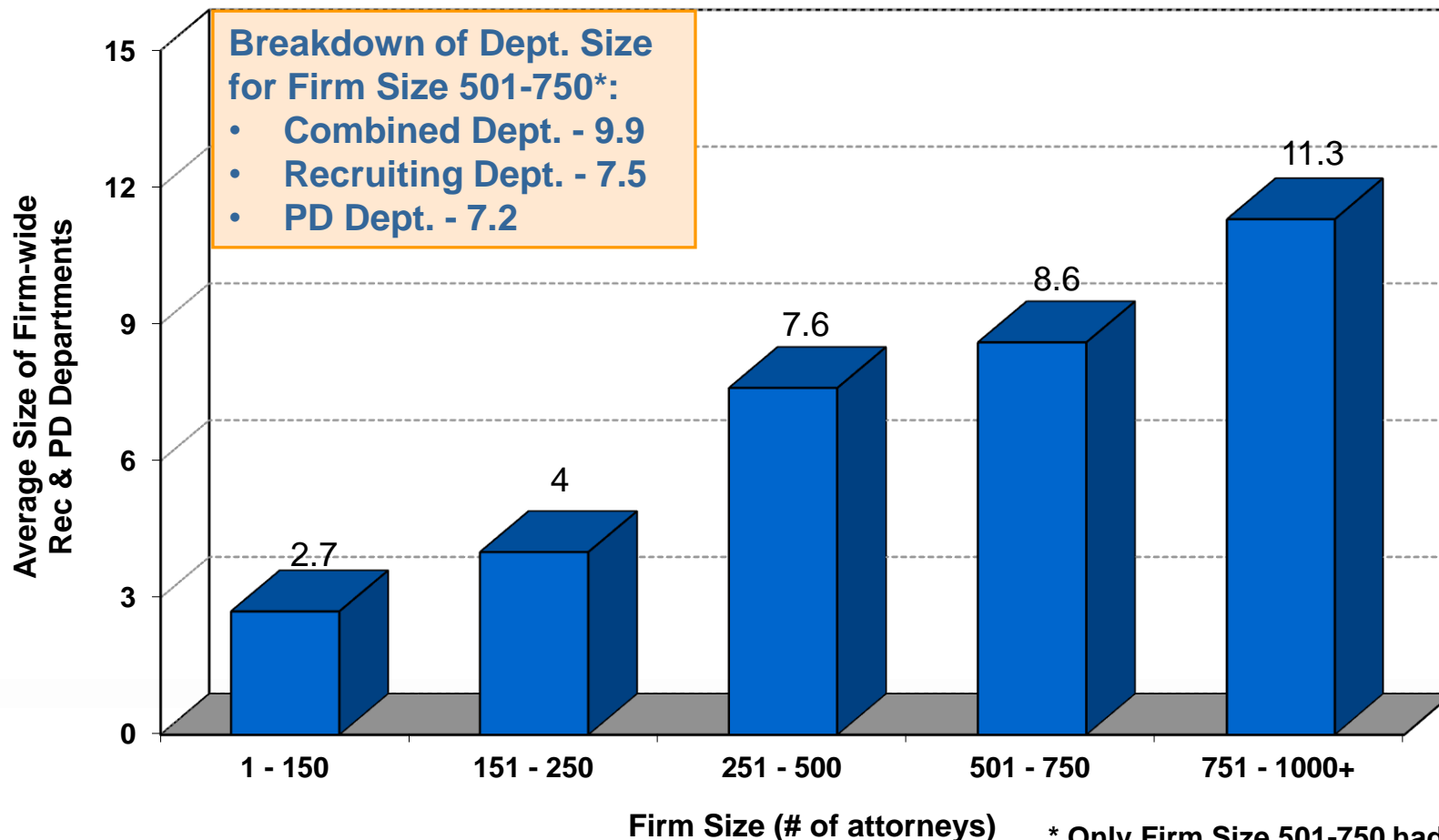


Recruiting



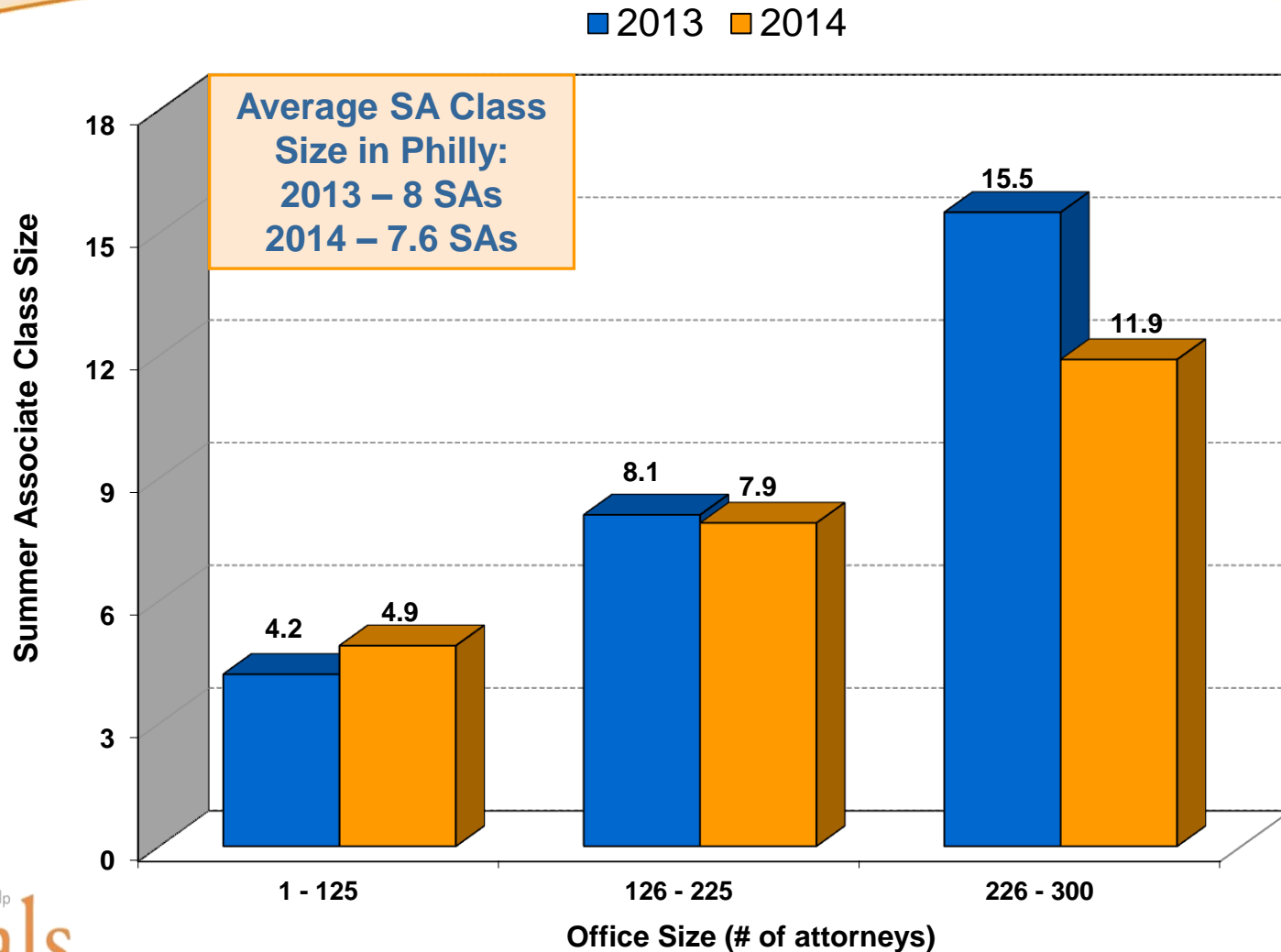
PD

Firm Size vs. Size of Firm-Wide Recruiting & PD Departments



* Only Firm Size 501-750 had sufficient responses to split data by department

Summer Associates by Office Size



Salary

Overall Philly Average Salaries: By Title

<u>Title</u> (# responses)	<u>Ave. Salary</u>	<u>Median</u>	<u>Salary Range</u>	<u>Bonus</u>	<u>Raise</u>
Directors (15):	\$150,280	\$142,000	\$118k - \$205k	\$8,154	3.8%
Managers (9):	\$85,722	\$80,500	\$73.5k - \$117k	\$5,233	6.5%
Coordinators (9):	\$59,394	\$56,247	\$47.3k - \$85k	\$1,100	3.2%

* Insufficient data to analyze Chiefs, Admin/Spec., or Assistant average salary

Philly Average Salary, Bonus, & Raise by Department

All Directors = 15
Average Salary = \$150,280
Bonus = \$8,154
Raise = 3.8%

<u>Department:</u>	<u>Recruiting (4)</u>	<u>PD (2) + Combined (9)</u>
Avg. Salary:	\$144,250	\$152,473
Avg. Bonus:	\$7,125	\$8,611.10
Avg. Raise:	3.1%	4.1%

Philly Average Salary, Bonus, & Raise by Department

All Managers = 9
Average Salary = \$85,722
Bonus = \$5,233
Raise = 6.5%

<u>Department:</u>	<u>Recruiting (2)</u>	<u>PD (1) + Combined (6)</u>
Avg. Salary:	*	\$86,643
Avg. Bonus:	*	\$5,280
Avg. Raise:	*	6.4%

* Insufficient data to provide
Recruiting Manager salary data

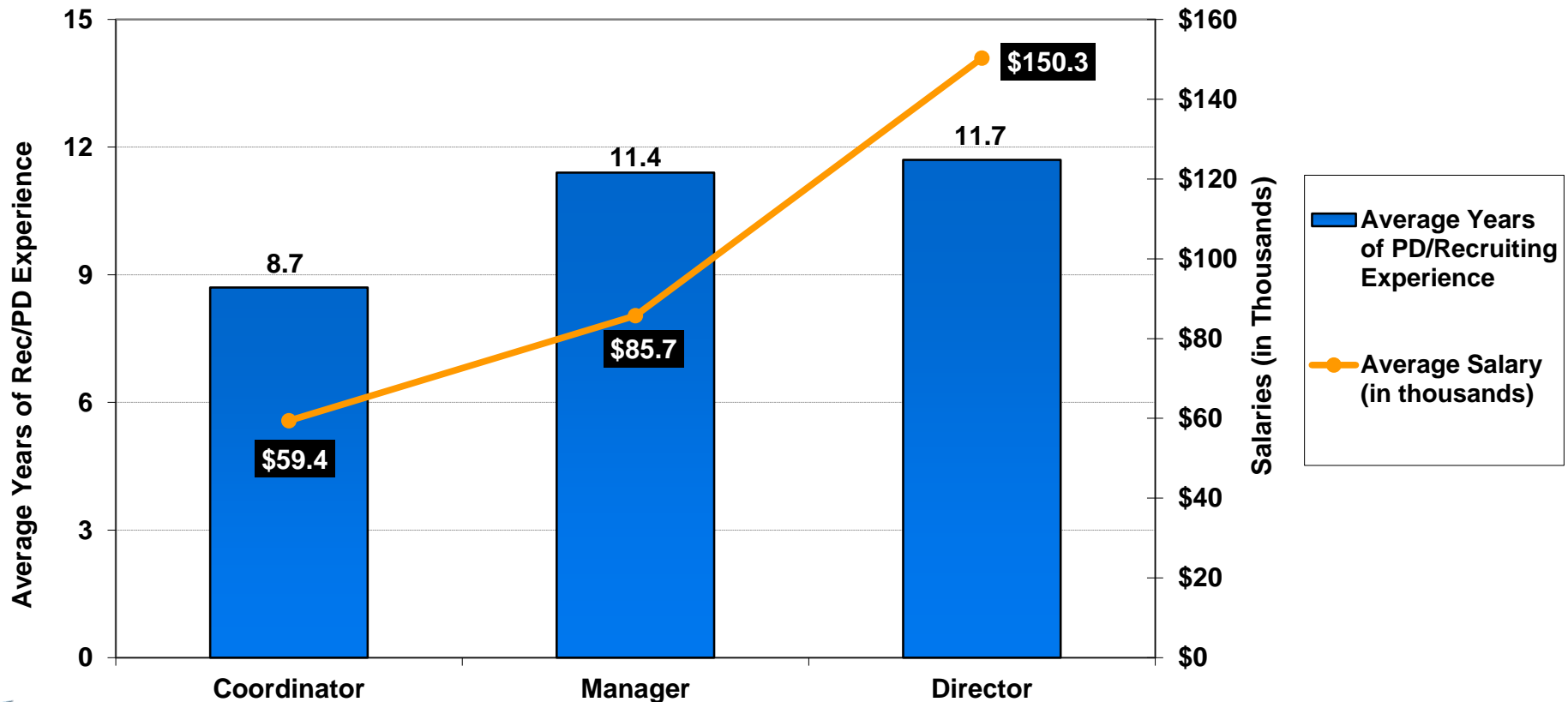
Philly Average Salary, Bonus, & Raise by Department

All Coordinators = 9
Average Salary = \$59,394
Bonus = \$1,100 Raise = 3.2%
Average OT in 2013 = \$9,658

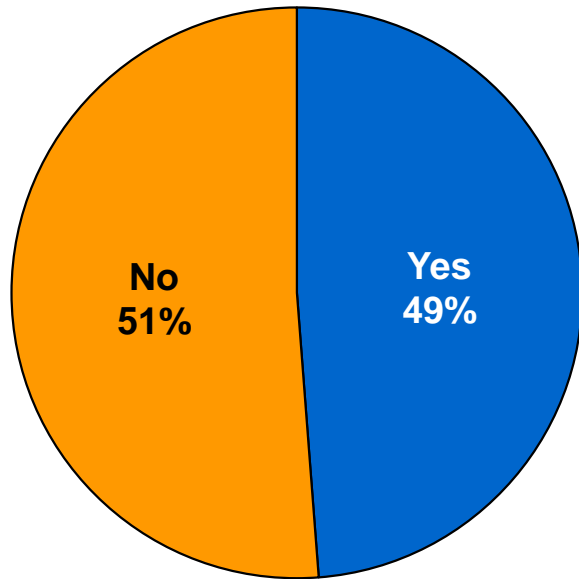
<u>Department:</u>	<u>Recruiting (3)</u>	<u>PD (2) + Combined (4)</u>
Avg. Salary:	*	\$55,375
Avg. Bonus:	*	\$1,000
Avg. Raise:	*	3%

* Insufficient data to provide Recruiting Coordinator salary data

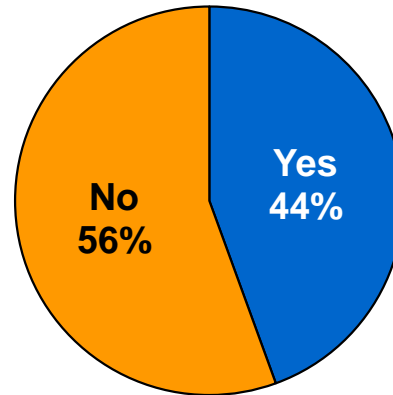
Average Salary vs. Years of Recruiting/PD Experience



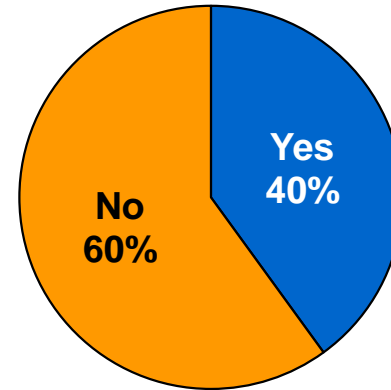
Are You Satisfied With Your Current Compensation?



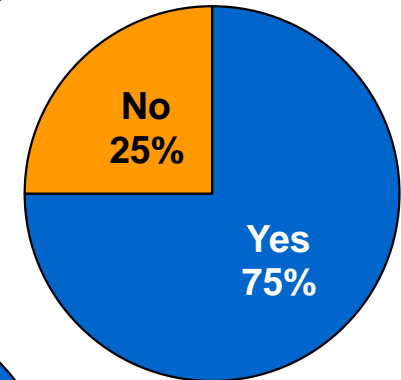
All Respondents



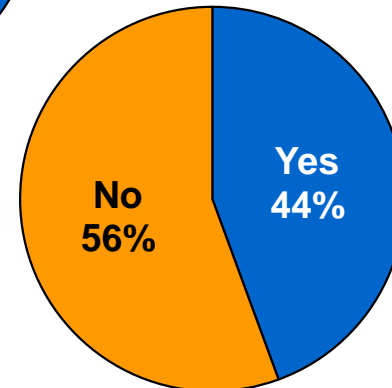
Managers



Directors



Admin/Spec.



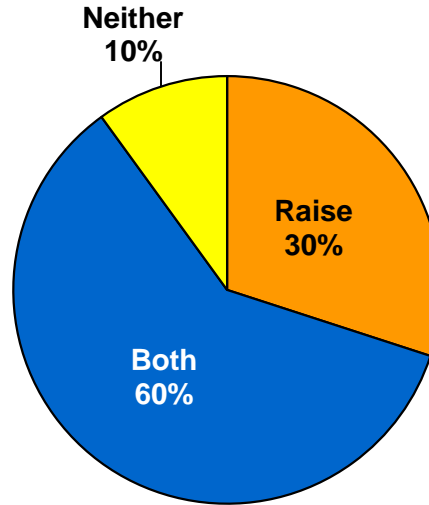
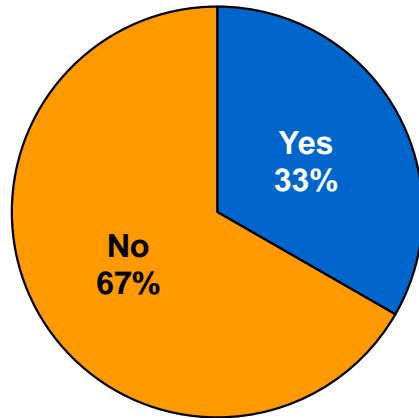
Coordinators

Recruiting Departments

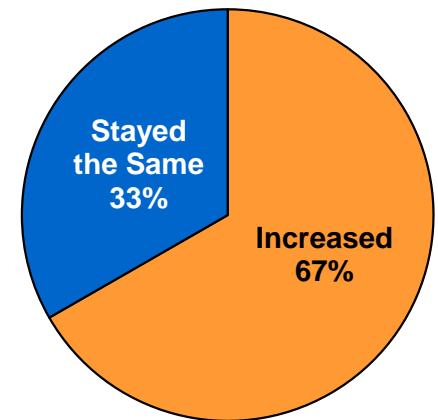
Changes to Your Position: Recruiting*

In 2013, did you receive
a Bonus and/or Raise:

Have you been promoted
with a title change in the
last 2 years?

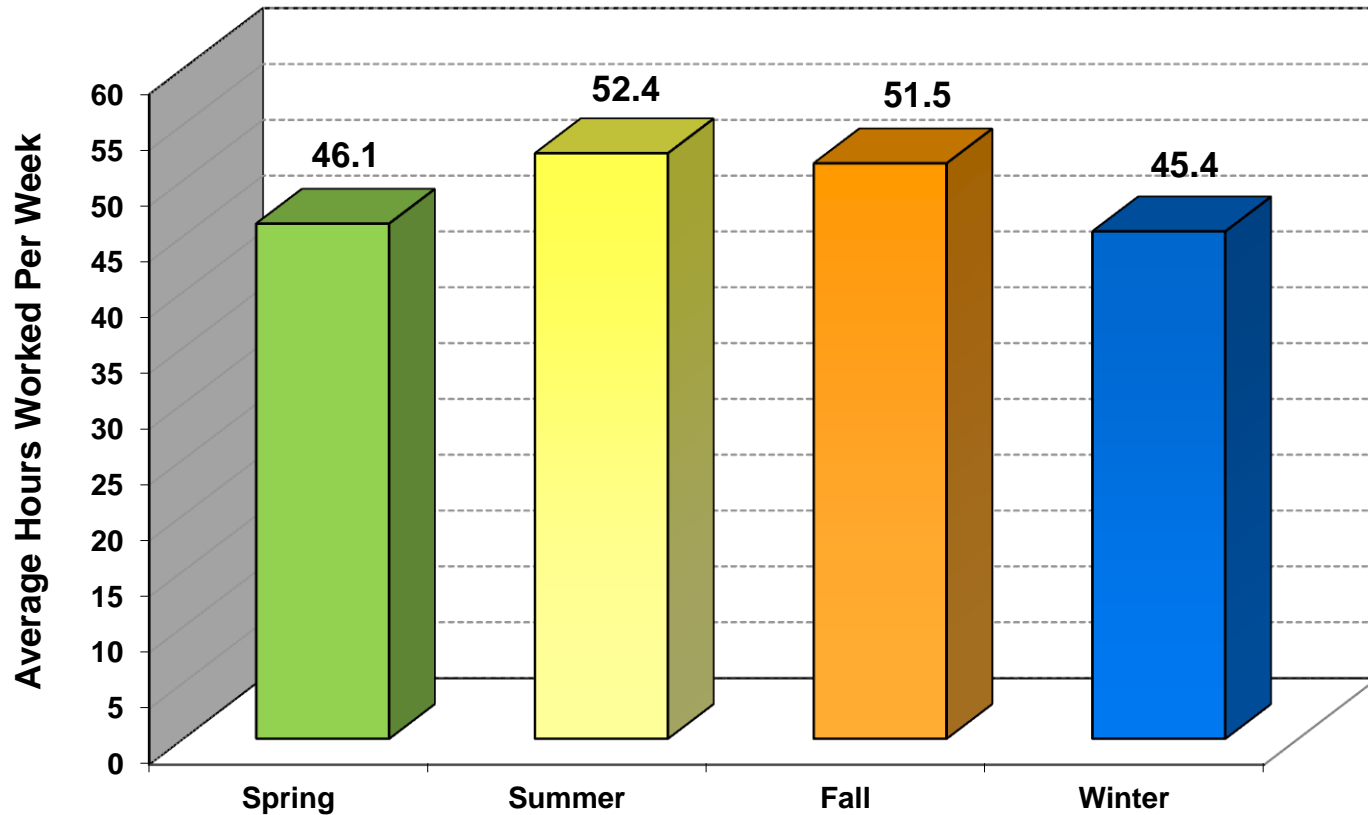


In the past 12 months,
have your
responsibilities:

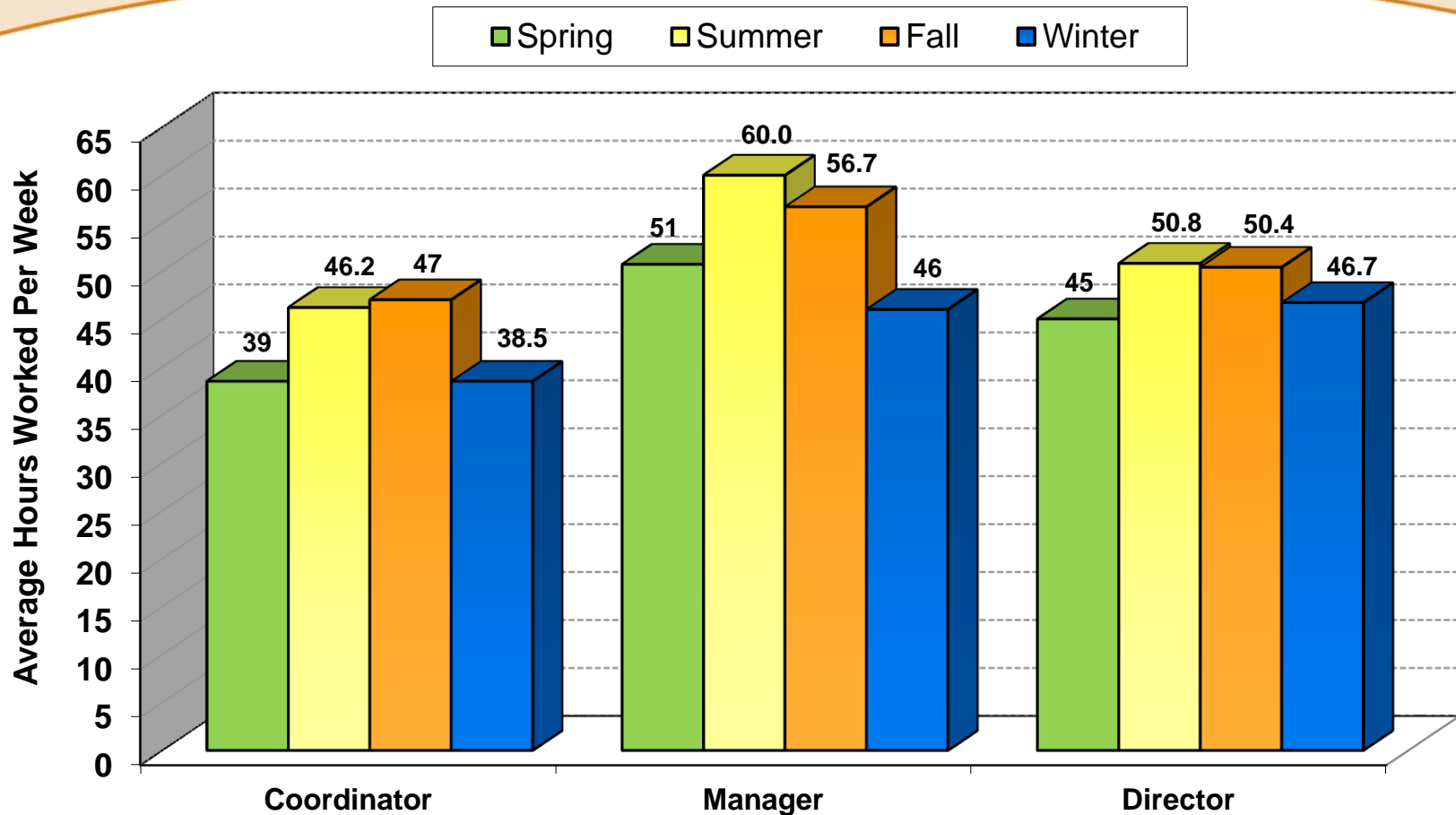


* This data was not further split
by title due to insufficient data

Philly: Average Hours Worked Per Recruiting Season



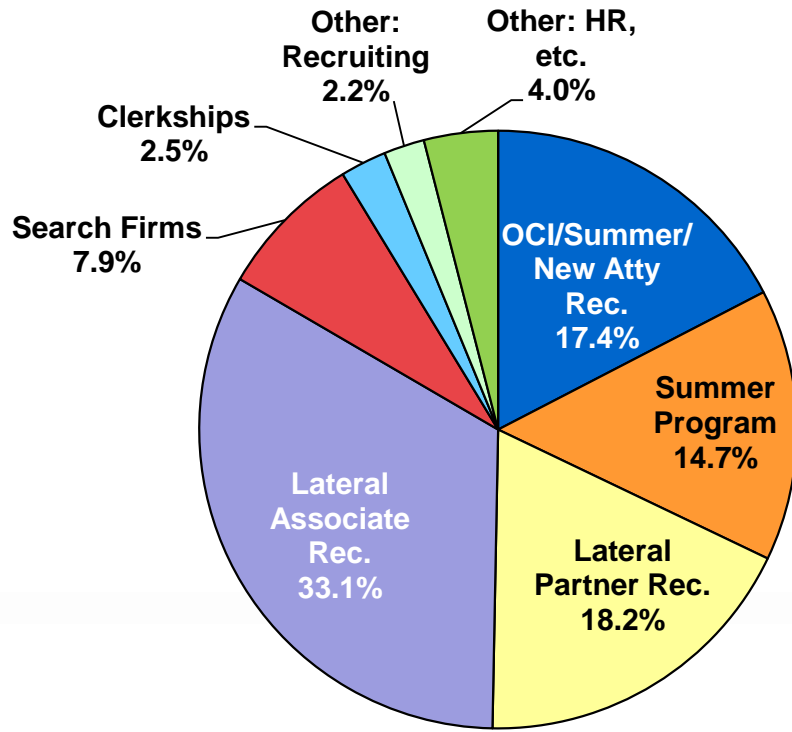
Philly: Average Hours Worked Per Recruiting Season By Title



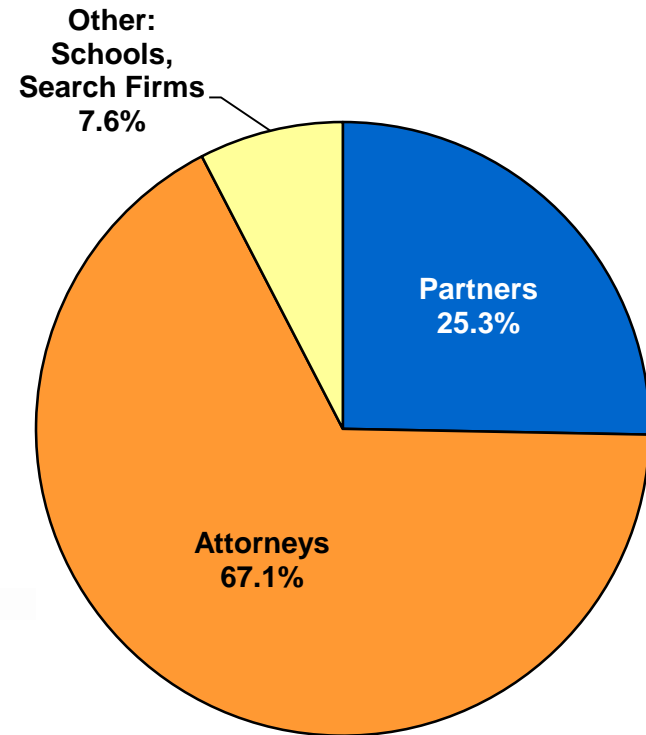
* Data analyzed from Recruiting Depts. and respondents in Combined Rec/PD Depts who provided seasonal data

Directors: Recruiting Responsibilities and “Clients”

Where do you spend your time?

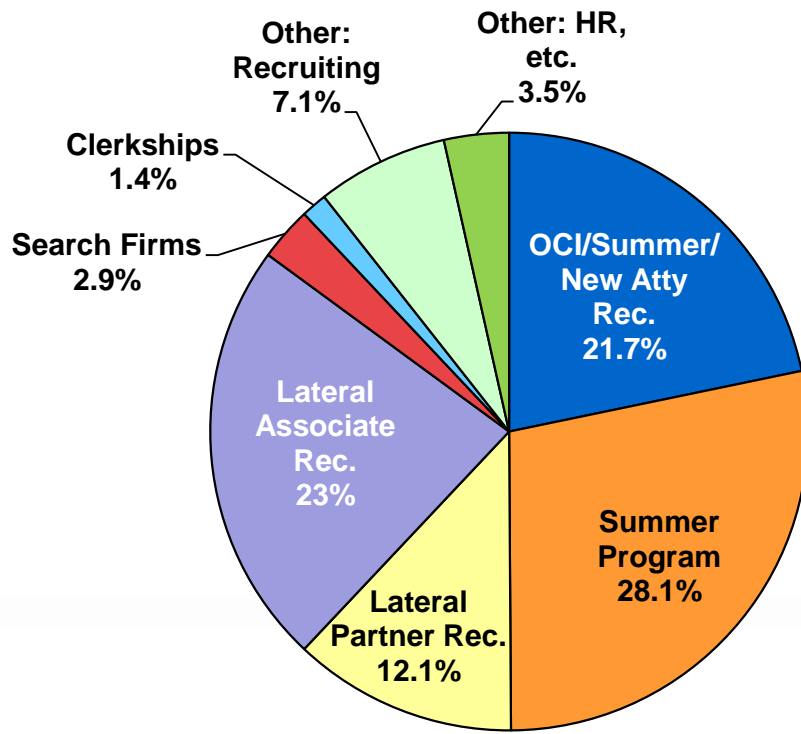


Who do you provide Recruiting services to?

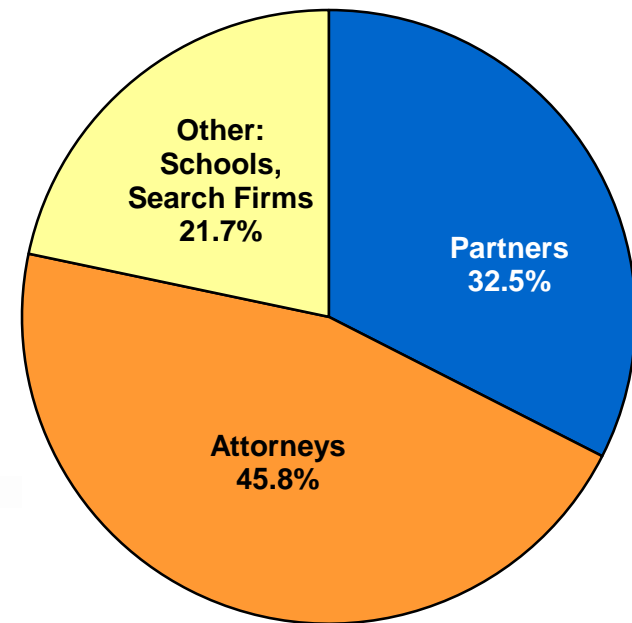


Managers: Recruiting Responsibilities and “Clients”

Where do you spend your time?

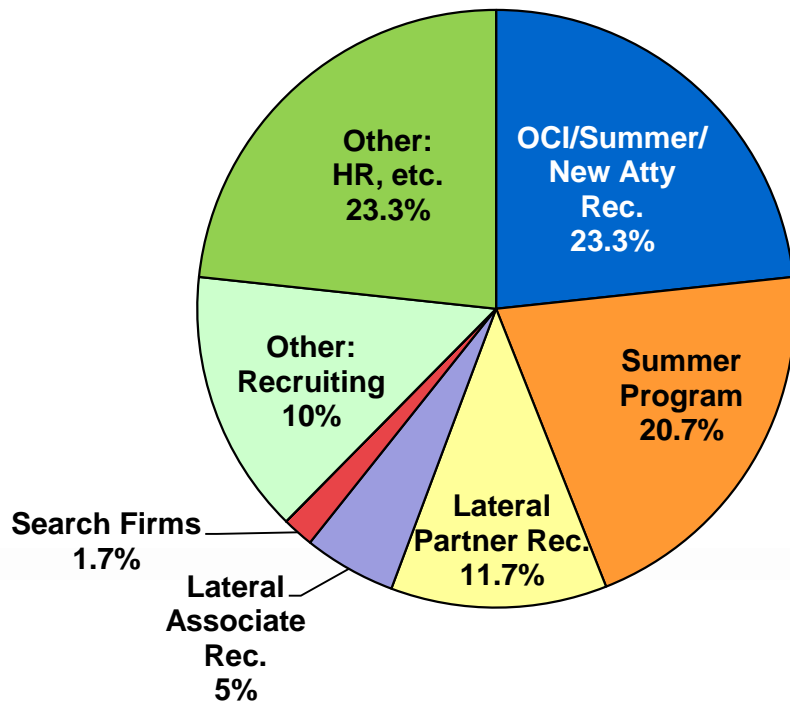


Who do you provide Recruiting services to?

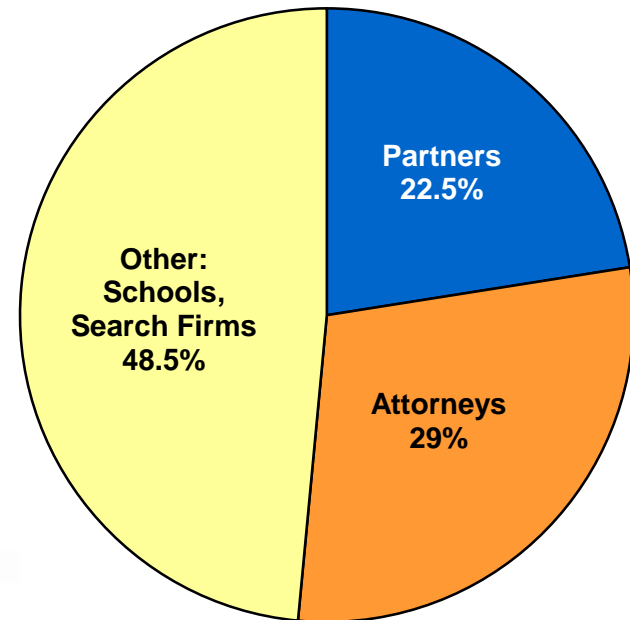


Coordinators: Recruiting Responsibilities and “Clients”

Where do you spend your time?

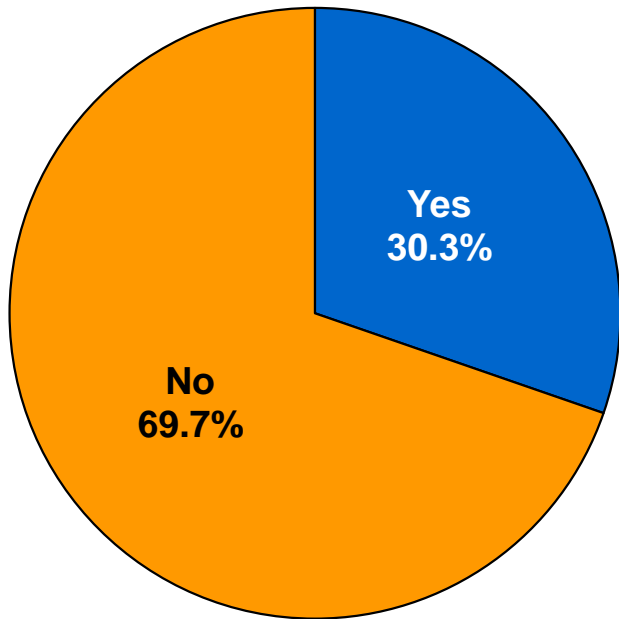


Who do you provide Recruiting services to?

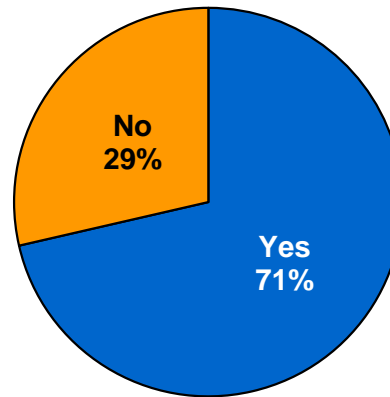


PD & Combined Departments

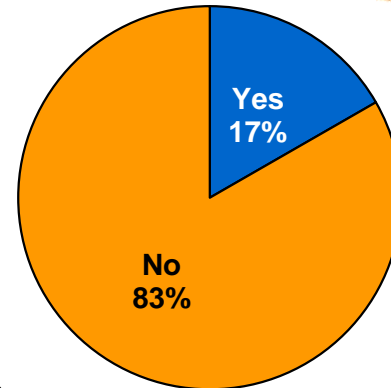
PD & Combined Depts: Have You Been Promoted With a Title Change in the Last 2 Years?



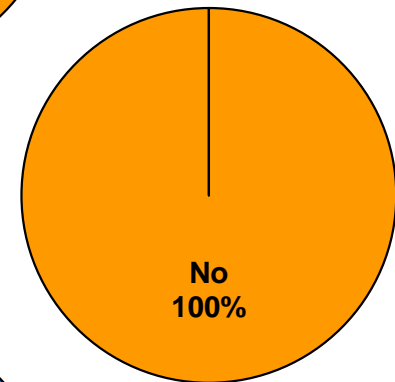
All Respondents



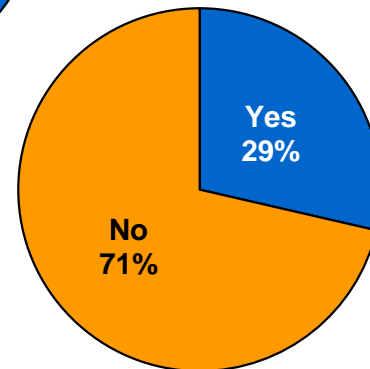
Managers



Directors

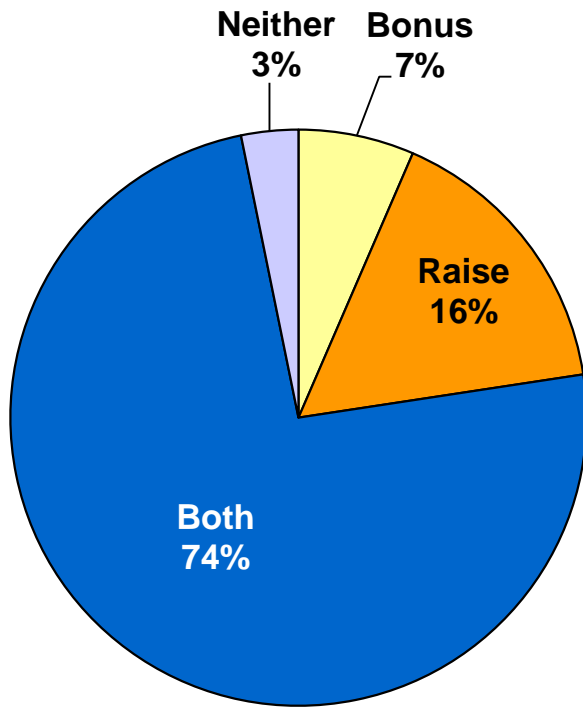


Admin/Spec.

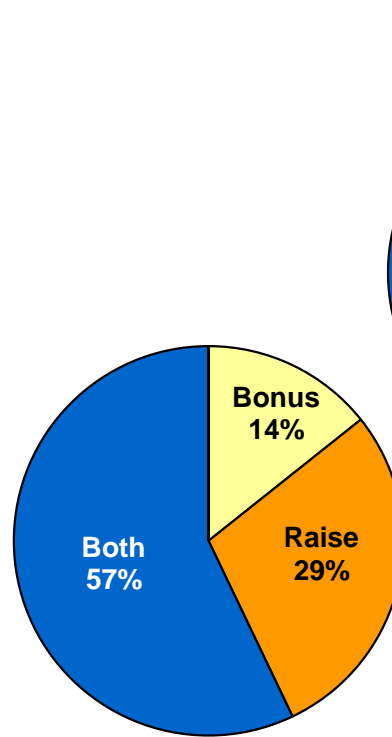


Coordinators

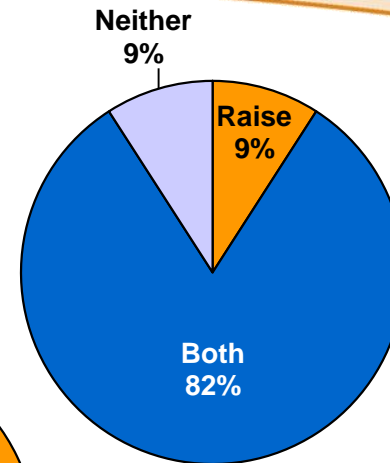
PD & Combined Depts: In 2013, Did You Receive a Bonus and/or a Raise?



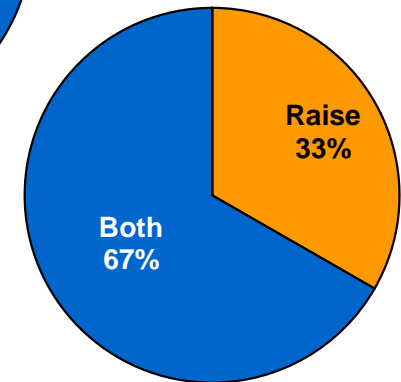
All Respondents



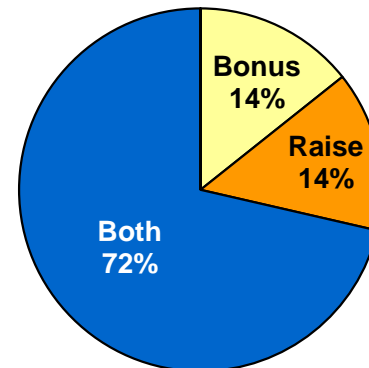
Managers



Directors

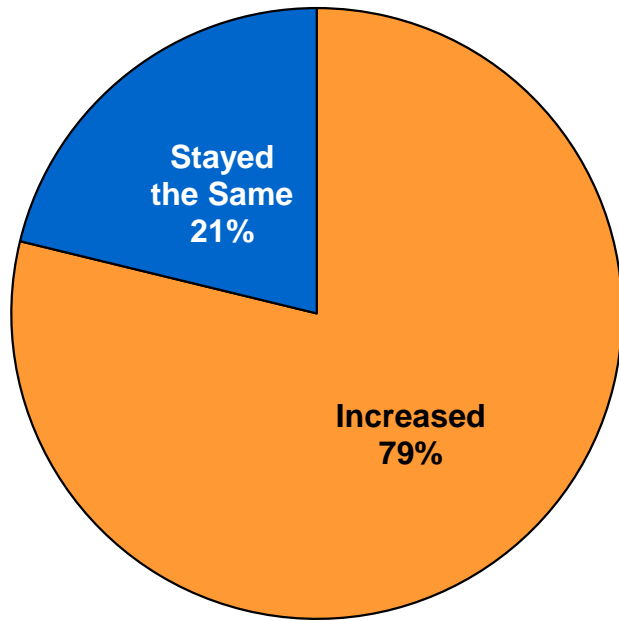


Admin/Spec.

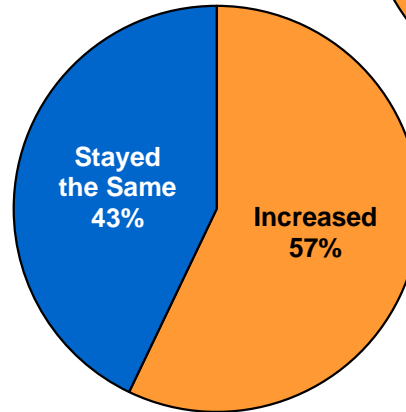


Coordinators

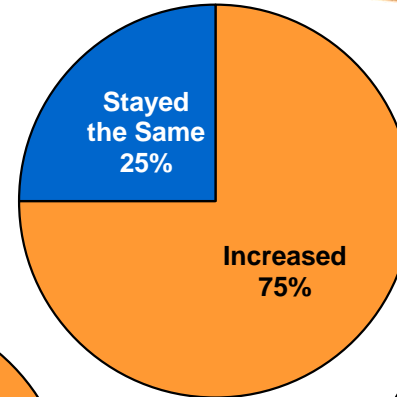
PD & Combined Depts: In the Past 12 Months, Have Your Responsibilities:



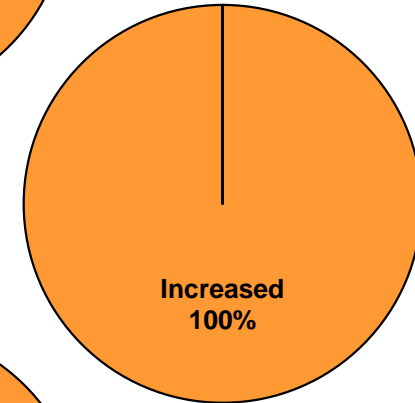
All Respondents



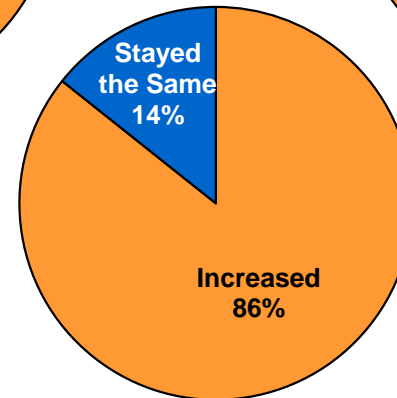
Managers



Directors



Admin/Spec.

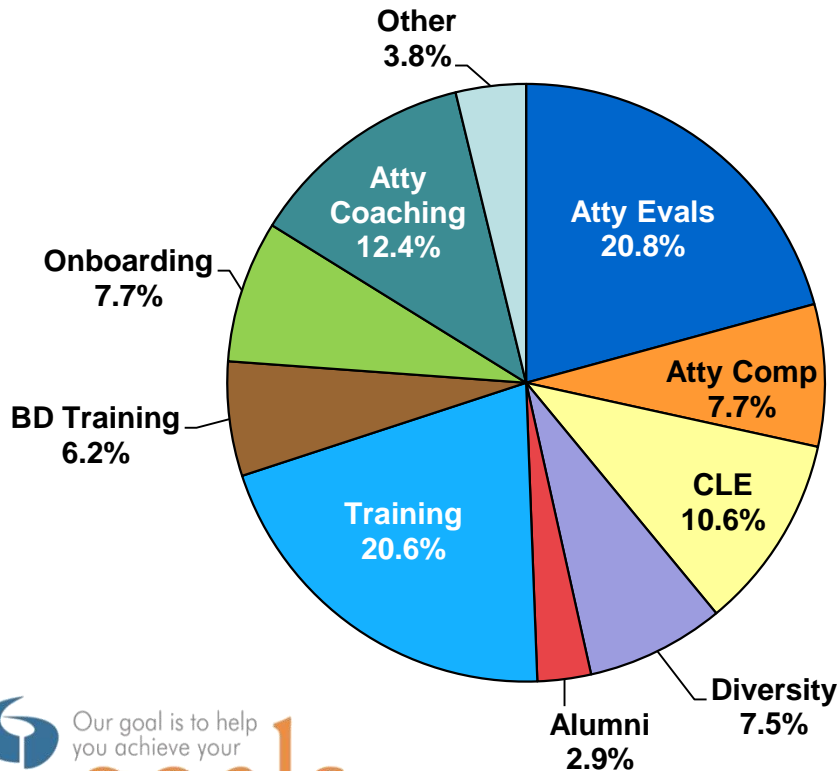


Coordinators

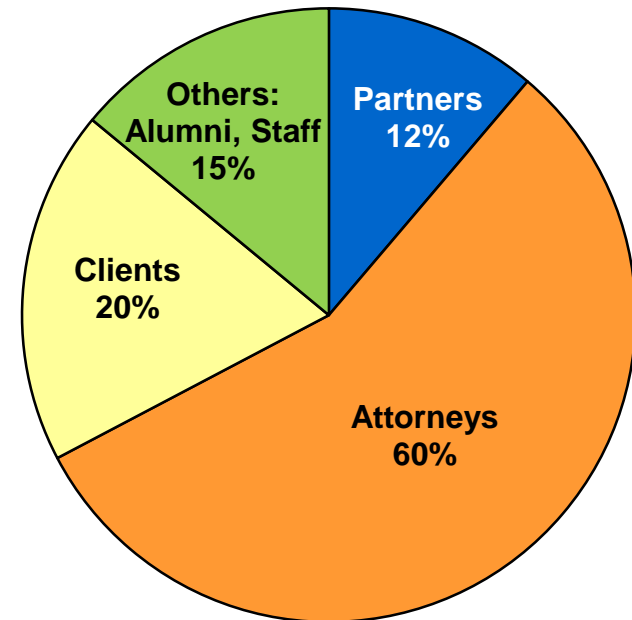
PD Dept
Average Hours
worked: 43.3

Directors: PD Responsibilities and “Clients”

Where do you spend your time?

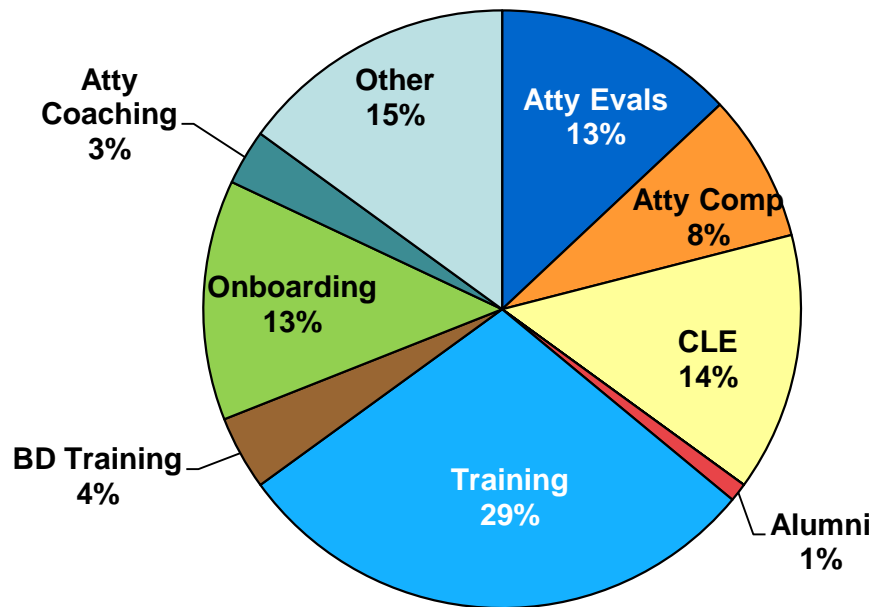


Who do you provide PD services to?

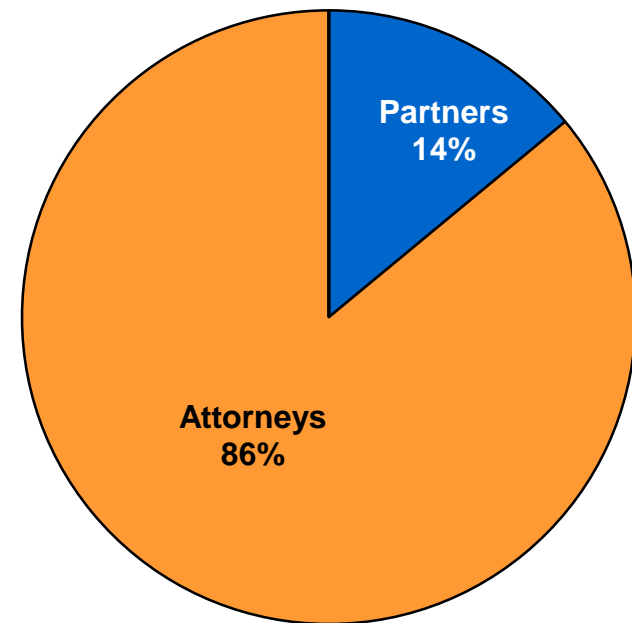


Managers: PD Responsibilities and “Clients”

Where do you spend your time?

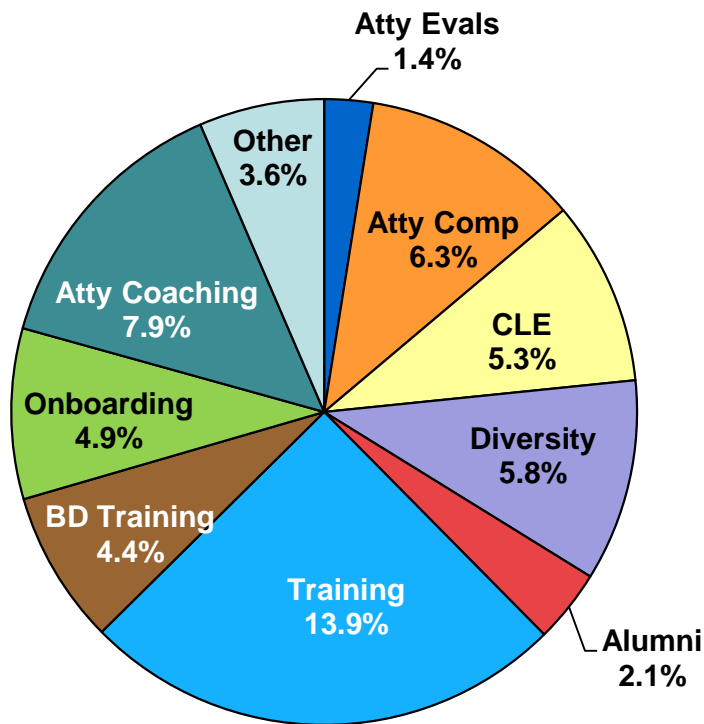


Who do you provide PD services to?



Coordinators: PD Responsibilities

Where do you spend
your time?



* Insufficient number of responses to show Coordinator "Provide PD Services To" chart

What Has Been Keeping You and the PD Department Busy Since January?

- Lateral Partner Integration
- Attorney Evaluations
- Attorney Compensation
- Training
- Business Development Training
- CLE Management
- Onboarding & Orientation
- Retreat Planning
- Attorney Departures

Interesting Findings

Recruiting & PD Trends

- Recruiting positions are gaining more and more legal personnel responsibilities: lateral integration, compensation, reviews
- PD Training initiatives have expanded into business development (not just legal skills and content)
- Junior professionals are less satisfied with their salary level than senior recruiting/PD professionals – less opportunities to move up than in the past
- Lateral recruiting (Partners and associate hiring) is taking up increasing amounts of senior recruiters' time

If You Had The Resources: What Would You Have Your Dept. Focus On?

- Better analysis of recruitment and retention data
- New training initiatives
- Implementing a Partner integration program
- Attorney coaching
- Strategic thinking and planning
- Interviewer training
- Comprehensive business development program
- Implementing a project management program
- Law school outreach
- Additional firm-wide initiatives and outreach

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