

# *New York Law Firm Recruiters Salary Survey 2007*

*Presented By  
Eva Wisnik  
For*



**November 13, 2007**

***Wisnik Career Enterprises, Inc.  
[www.wisnik.com](http://www.wisnik.com)***



## Survey Method

- Sent over 350 surveys to New York City legal recruitment professionals
  - Wisnik Career Enterprises, Inc. emailed survey on Tuesday, October 2, 2007
  - Wisnik Career Enterprises, Inc. emailed survey again on Tuesday, October 9, 2007
  - Wisnik Career Enterprises, Inc. emailed final survey reminder on Friday, October 19, 2007
  - Distributed survey results at NYCRA Meeting on Tuesday, November 13, 2007
- Received a total of 124 completed surveys via email/fax/mail



# Salary Survey Results

- Received a total of 124 Surveys
- Total Breakdown
  - Assistant: 25
  - Coordinator: 39
  - Manager: 41
  - Director/Chief Recruiting Officer: 19

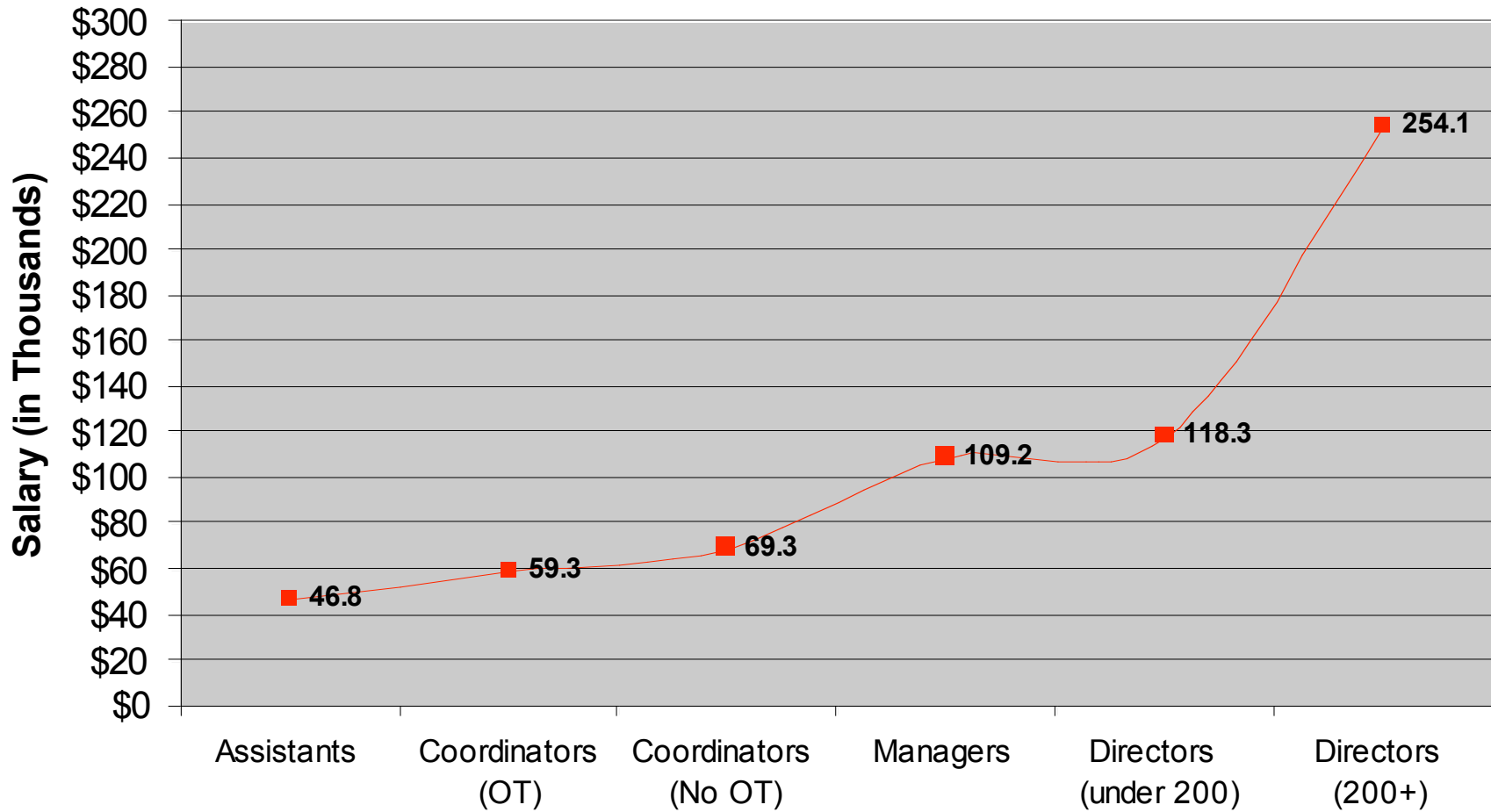


## 2007 Survey Results

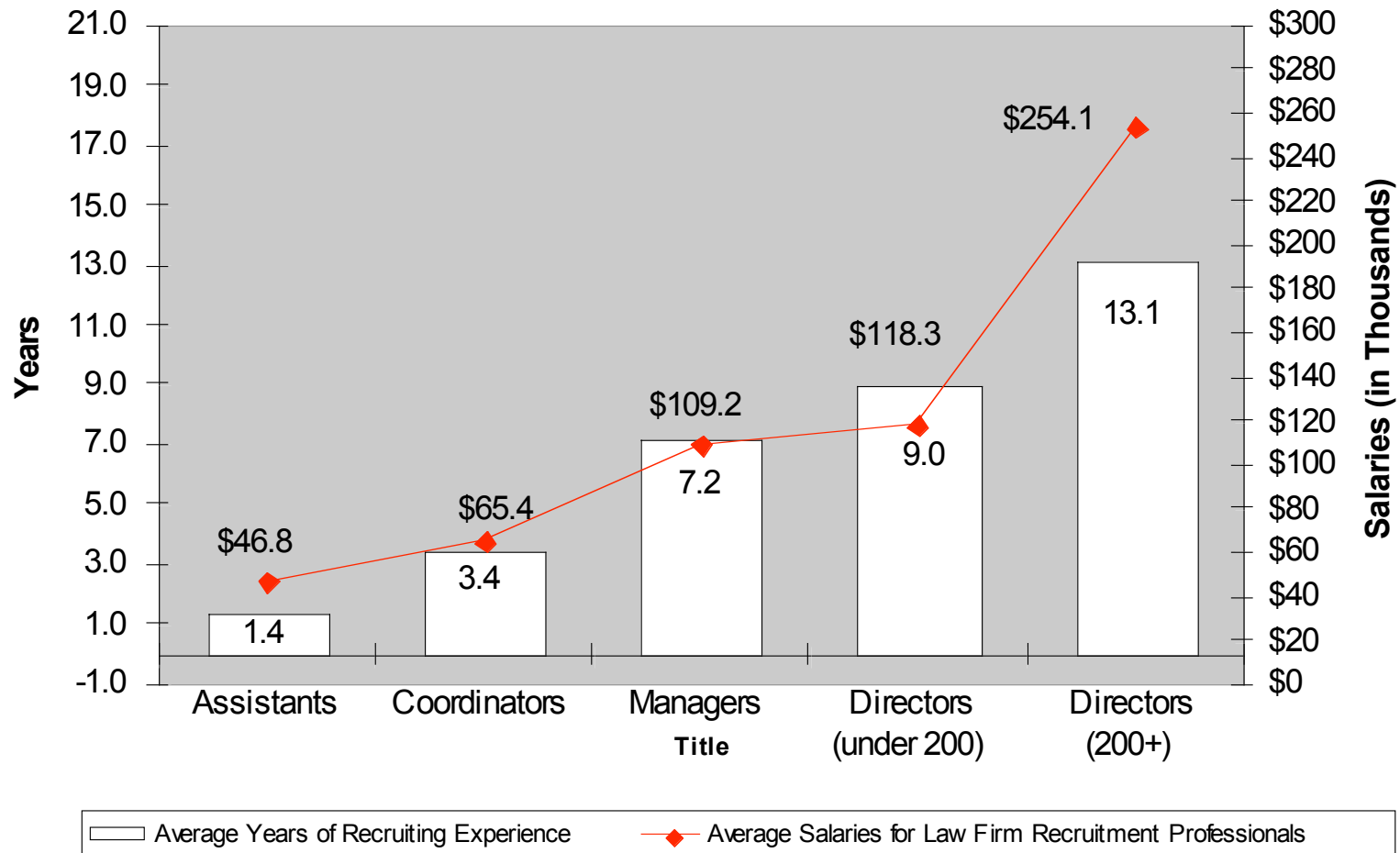
### New York Law Firm Participants' Average Salaries

<u>Title</u>	<u>Average Salary</u>	<u>Salary Range</u>
Assistants:	\$46,760	\$38k - \$60k
Coordinators (With OT):	\$59,333	\$48k - \$83k
Coordinators (No OT):	\$69,250	\$48k - \$108k
Managers:	\$109,188	\$68k - \$163k
Directors (under 200 lawyers):	\$118,313	\$63k - \$163k
Directors (200+):	\$254,091	\$140k - \$450k

# Average Salaries for Law Firm Recruitment Professionals



# Average Salaries for Law Firm Recruitment Professionals VS. Average Years of Recruiting Experience





## Average Salary, Overtime, Bonus & Summer Class by Size of New York Office

Assistant Average  
Salary= \$46.8K

Firm Size:	<u><b>1-200</b></u>	<u><b>201-350</b></u>	<u><b>351-700</b></u>
Salary:	\$46.3K	\$41.8K	\$49.4K
Overtime:	\$11.4K	*	\$15K
Bonus:	\$2.2K	*	\$2K
Summer Class:	19.5	33	107

\* Not enough information provided



## Average Salary, Overtime, Bonus & Summer Class by Size of New York Office

**Coordinator (with OT)  
Average Salary= \$59.3K**

Firm Size:	<b><u>1-200</u></b>	<b><u>201-350</u></b>	<b><u>351-700</u></b>
Salary:	\$62.4K	\$51.8K	\$63K
Overtime:	\$9.8K	\$10.7K	\$11K
Bonus:	\$3.1K	\$2K	\$15K
Summer Class:	27	37	56



# Average Salary, Overtime, Bonus & Summer Class by Size of New York Office

**Coordinator (No OT) Average Salary= \$69.3K**

Firm Size:	<u><b>1-200</b></u>	<u><b>201-350</b></u>	<u><b>351-700</b></u>	<u><b>750+</b></u>
Salary:	\$71.5K	\$66.3K	\$68.7K	\$83K
Overtime:	n/a	n/a	n/a	n/a
Bonus:	\$3.7K	\$5K	\$15.6K	*
Summer Class:	19	26	92	*

\* Not enough information provided



## Average Salary, Overtime, Bonus & Summer Class by Size of New York Office

Manager Average  
Salary= 109.2K

Firm Size:	<u><b>1-200</b></u>	<u><b>201-350</b></u>	<u><b>351-700</b></u>
Salary:	\$108.8K	\$108.9K	\$111.3K
Overtime:	n/a	n/a	n/a
Bonus:	\$9.8K	\$7.9K	\$14.7K
Summer Class:	13	43	86

**Average Manager tenure is 4 years**

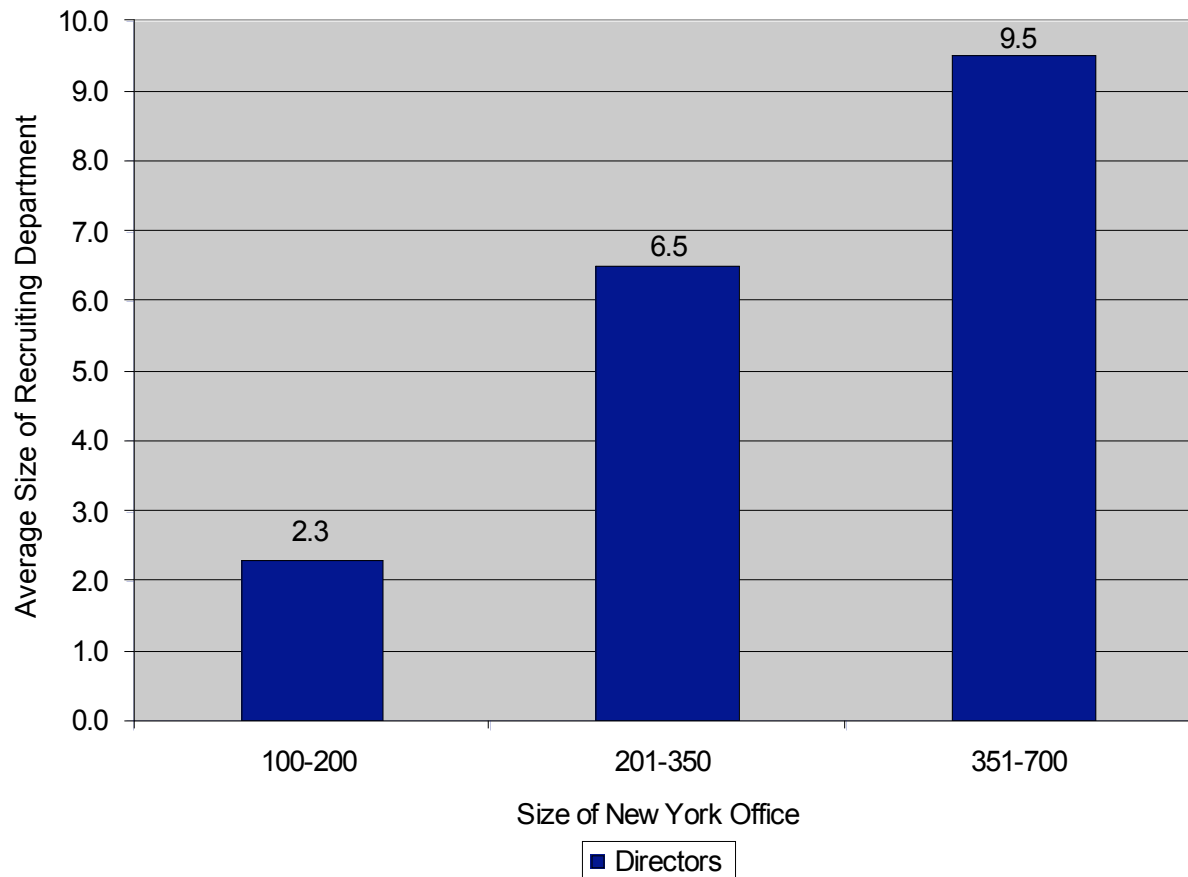
# Average Salary, Overtime, Bonus & Summer Class by Size of New York Office

**Director/  
Chief Recruiting Officer  
Average Salary= \$197K**

Firm Size:	<u><b>1-200</b></u>	<u><b>201-350</b></u>	<u><b>351-700</b></u>
Salary:	\$118.3K	\$188K	\$268.8K
Overtime:	n/a	n/a	n/a
Bonus:	\$17.5K	*	\$40.5K
Summer Class:	9	27	110

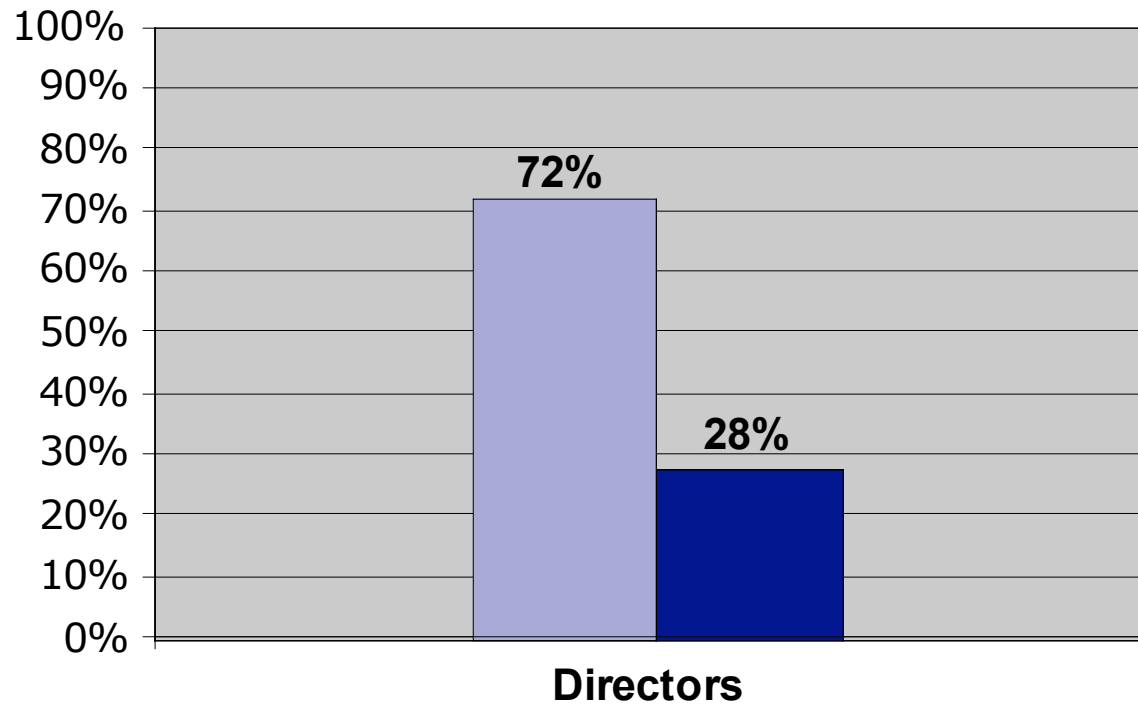
\* Not enough information provided

# Average Size of New York Office vs. Size of New York Recruiting Department by Directors



**Average Size of  
Recruiting  
Department = 6**

# Percentage of Firm-Wide Recruitment Directors



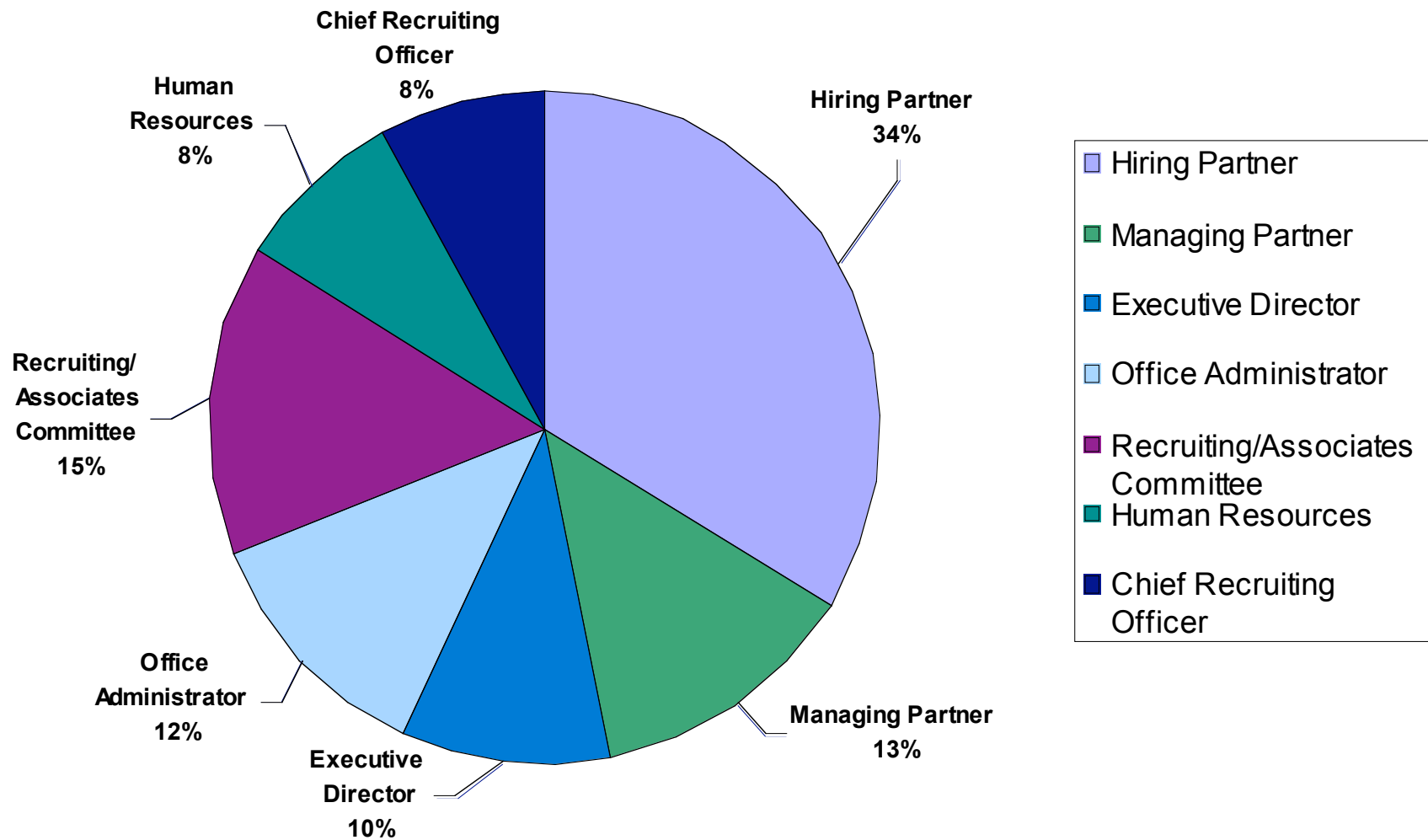


# Is your Department Appropriately Staffed?

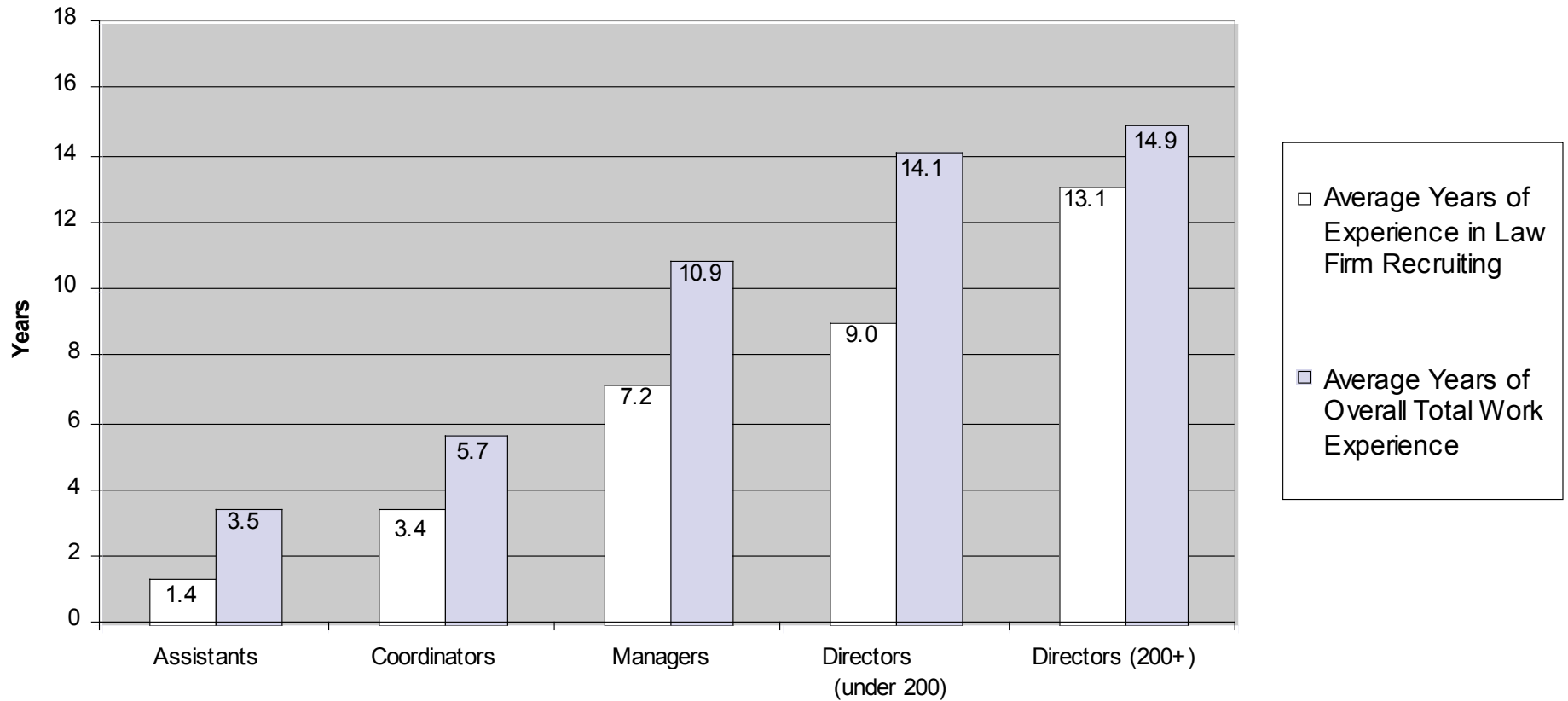
**Yes: 59%**

**No: 41%**

# Reporting Structure: Who the Recruitment Department Reports To

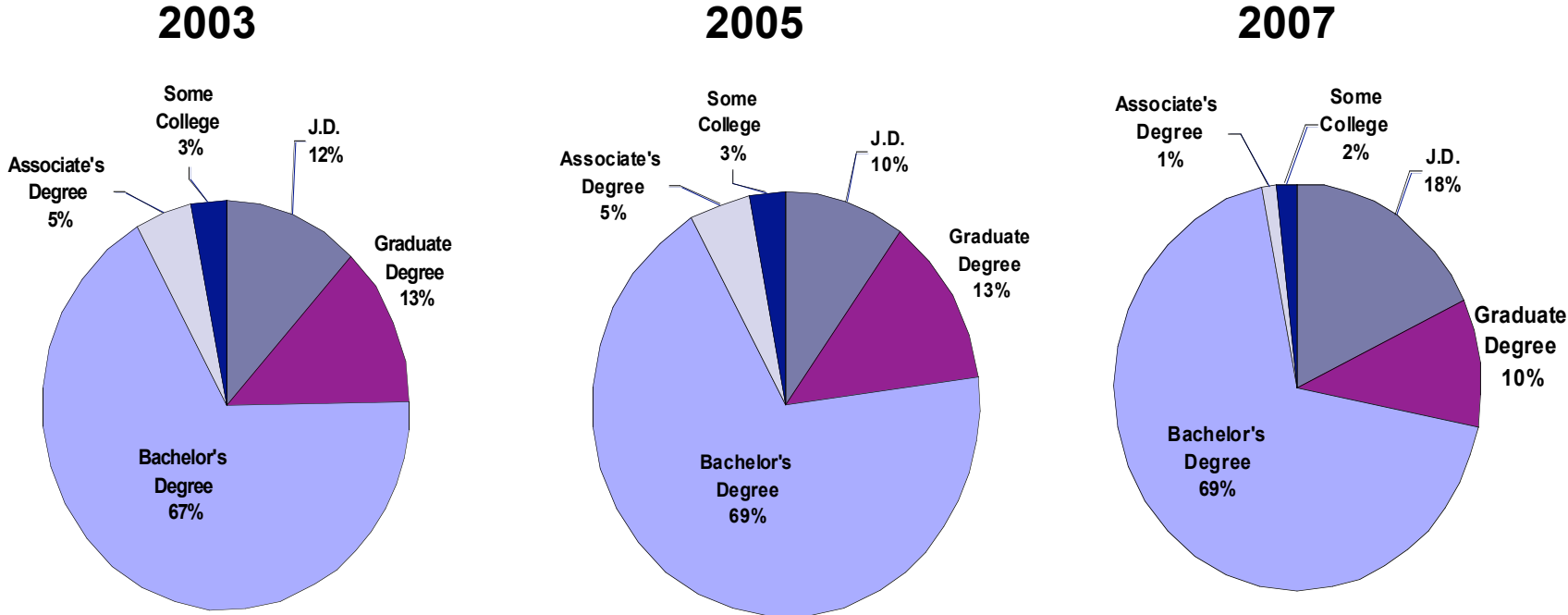


# Average Years of Experience in Law Firm Recruitment Vs. Average Years of Total Work Experience



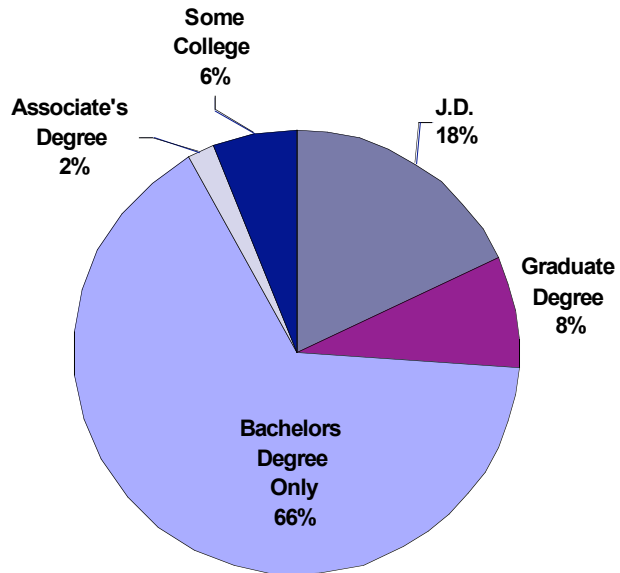


# Highest Degree of Education Attained by NYCRA Survey Participants

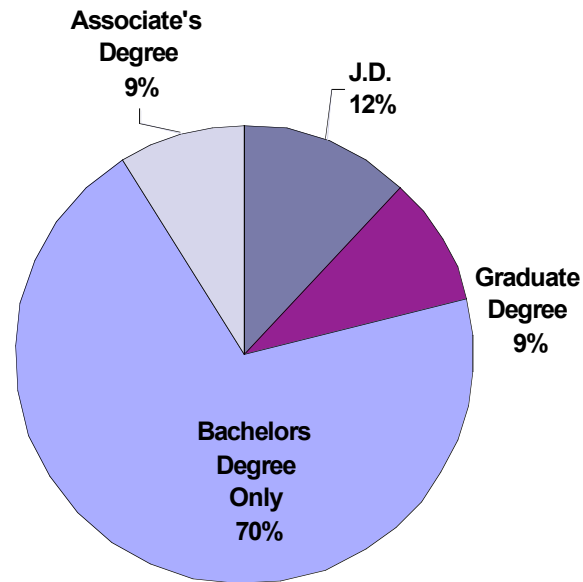


# Highest Degree of Education Attained by CALPA, BALRA and NYCRA for 2007 Survey Participants

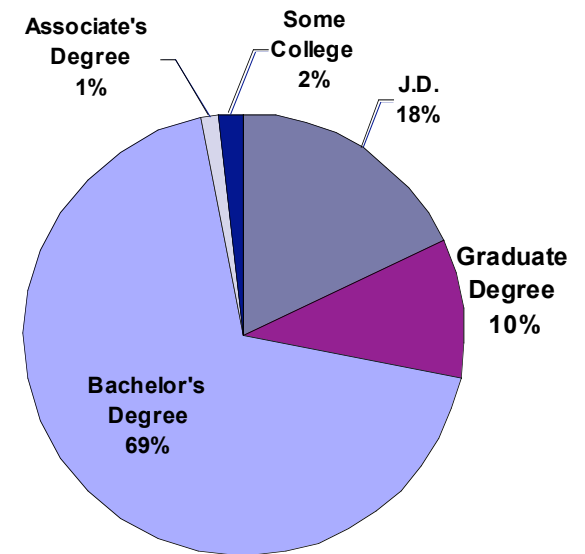
**CALPA**



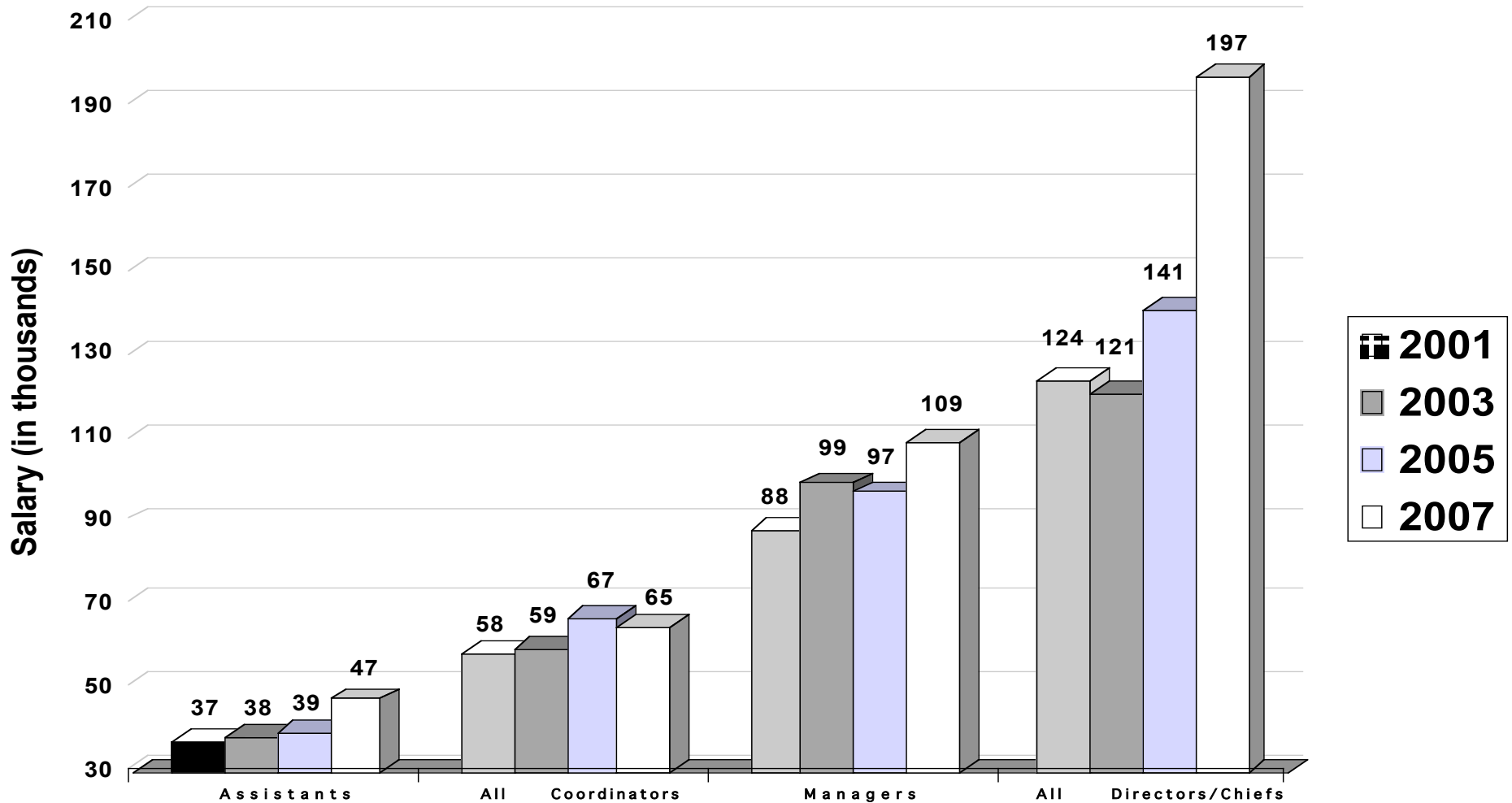
**BALRA**



**NYCRA**



# NYCRA Average Salaries for 2001, 2003, 2005 & 2007



Salaries have been rounded for graph  
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## Percentage Salary Increases from 2001 to 2007

**Over the past 6 years, salaries have increased:**

**Assistants: 27%**

**Coordinators: 12%**

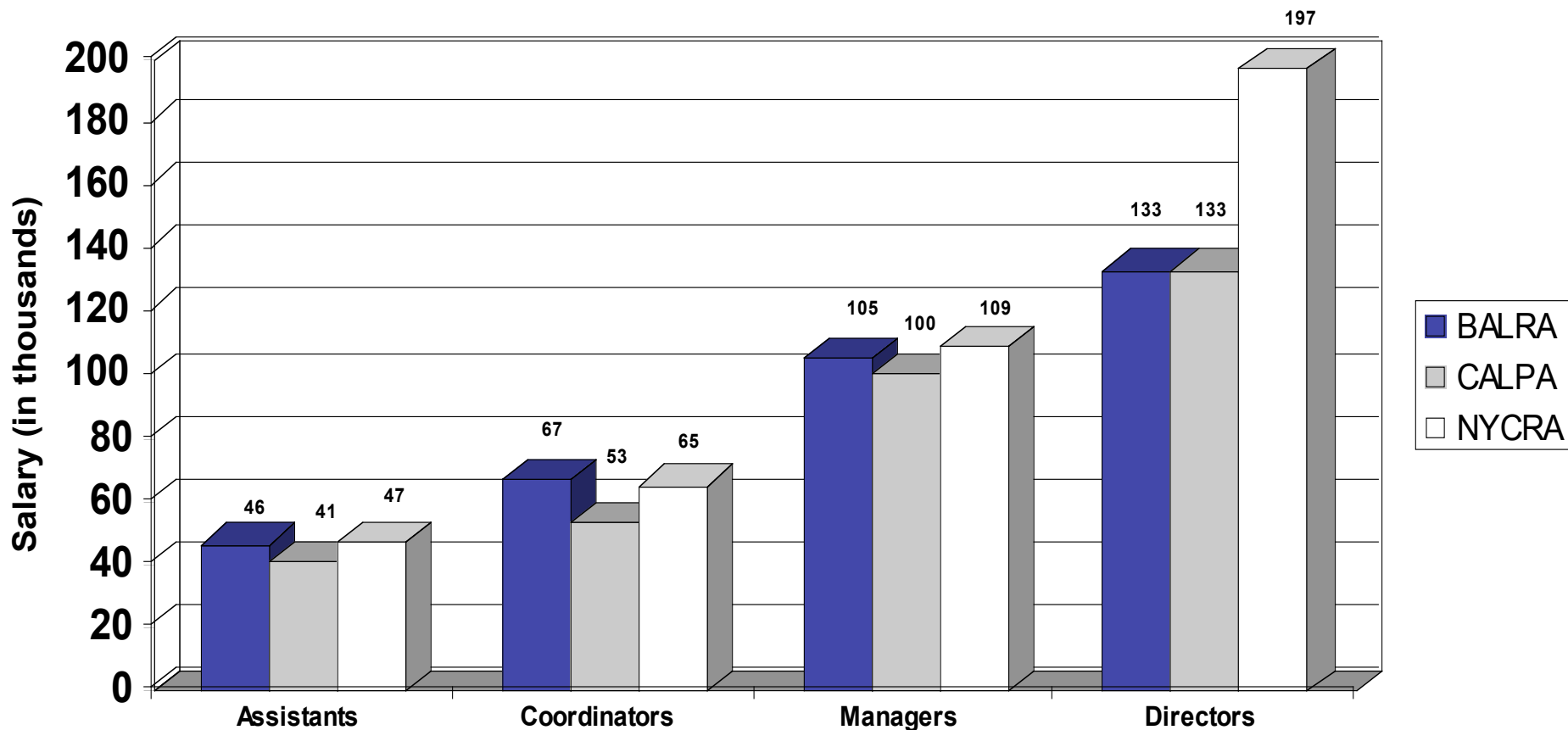
**Managers: 24%**

**Directors/Chiefs: 59%**

**\*At the same time First-Year Associate's Salary at New York Law Firms increased 28% from \$125K in 2001 to \$160K in 2007.**

*\*How Much Do Law Firms Pay New Associates? <http://www.nalp.org/content/index.php?pid=543>. 2007. 11/07/07.*

# Average 2007 Salaries Bay Area vs. Chicago vs. New York



Salaries have been rounded for graph

# Getting the Recognition & Rewards You Deserve

- Keep your employer informed of your accomplishments
- Show them how you should best spend your time and their resources
- Get professional visibility by writing, speaking, and leading
- Negotiate for non-financial rewards
- Write a pre-review memo





# Career Plan For 2008

- Conduct a self-analysis \_\_\_\_\_
- Update your job description and identify a list of responsibilities you would like to take on this coming year \_\_\_\_\_
- Openly communicate with those in your department about what skills and experiences you would like to gain \_\_\_\_\_
- Visit the research section of the NALP website frequently and choose a new area you would like to expand your knowledge in \_\_\_\_\_
- Become more active in NYCRA \_\_\_\_\_
- Present a program at one of your professional association meetings \_\_\_\_\_
- Identify who you would like to add to your existing network \_\_\_\_\_
- Learn one new computer program such as PowerPoint or Access \_\_\_\_\_



# ***Your Career Plan For 2008***



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