



2024 NYCRA Industry Survey



Wisnik Career Enterprises, Inc.
wisnik.com | 212.370.1010 | ewisnik@wisnik.com

Our goal in sharing this information with you is to offer benchmarks for where you, your staff, and your department fall as compared to your peers.

Dear NYCRA Members,

We wanted to share the current findings from the NYCRA 2024 Wisnik Salary Survey with you. The following information is based on a survey sent to all levels of legal Recruiting and PD professionals at top law firms in New York in August 2024. The results that follow were generated from 174 responses. Thank you to all of those who participated!

Our goal in sharing this information with you is to offer benchmarks for where you, your staff, and your department fall as compared to your peers. We believe that these salary and bonus numbers reflect the current market accurately. By this, I mean that if a firm were to call tomorrow and ask us what they needed to pay a Recruiting manager, we would confidently quote them the numbers in this report. We have found that the new jobs we have received in the past year fall into these ranges.

We hope that you find the enclosed information valuable. Your responses to this Wisnik NYCRA Salary Survey help us to capture and confirm market trends. Please let us know if there is any way we can help you achieve your goals!

All the best,
Eva Wisnik

Biography



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 28 years, she has worked with over 120 law firms, including 86 of the AmLaw 100. Eva has placed over 1000 recruiting and marketing professionals into law firms nationwide, and has conducted over 800 training programs for attorneys and law firm professionals on topics that include Well-Being, Time Management and Myers Briggs. In addition, **Wisnik Career Enterprises, Inc.** has conducted over 50 salary surveys for law firm professionals since 1998.

Eva holds an MBA in Marketing from Fordham University and a BA in Psychology from Barnard College. She is certified as a Health Coach through the Institute of Integrative Nutrition. In 2021, she published *Your Fairy Job Mentor's Secrets for Success*.

Participant Response Breakdown

Total of 174 Recruiting and PD professionals' salary and industry information by:



Position

- Chief: 3*
- Director: 19
- Associate Director: 7
- Sr. Manager: 23
- Manager: 44
- Specialist: 19
- Sr. Coordinator: 9
- Coordinator: 33
- Assistant: 17



Firm Size

- 1-250: 9
- 251-500: 21
- 501-750: 23
- 751-1000: 21
- 1001-1300: 24
- 1301+: 72



Office Size

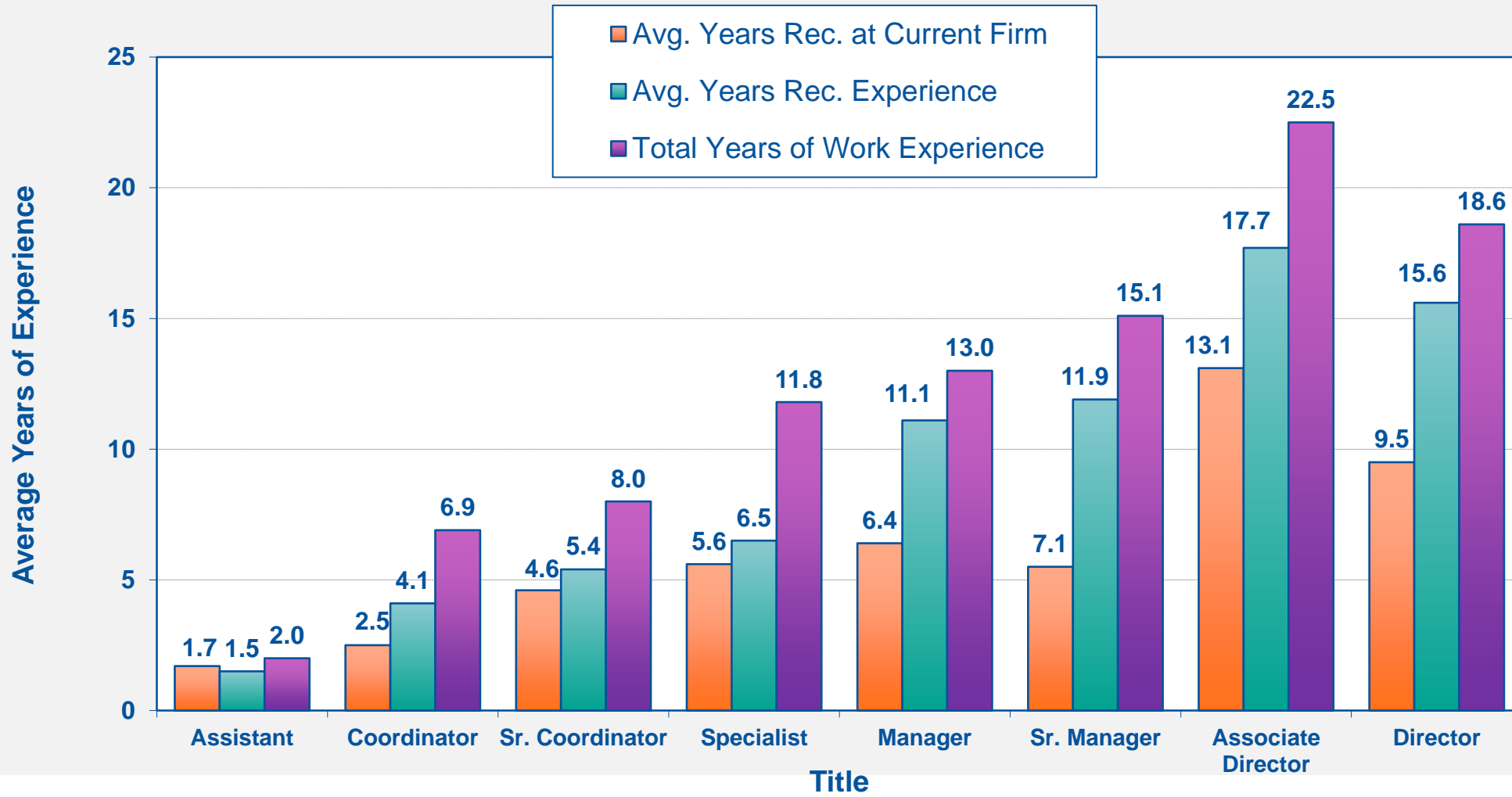
- 1-75: 7
- 76-125: 16
- 126-175: 8
- 176-225: 30
- 226-300: 23
- 301-350: 8
- 351-400: 6
- 401-500: 16
- 501-700: 17
- 701-1000: 30
- 1001-1300: 10
- 1301+*: 3

* = these results will not be included in the breakdowns, due to insufficient data

Profile of NYCRA Professionals

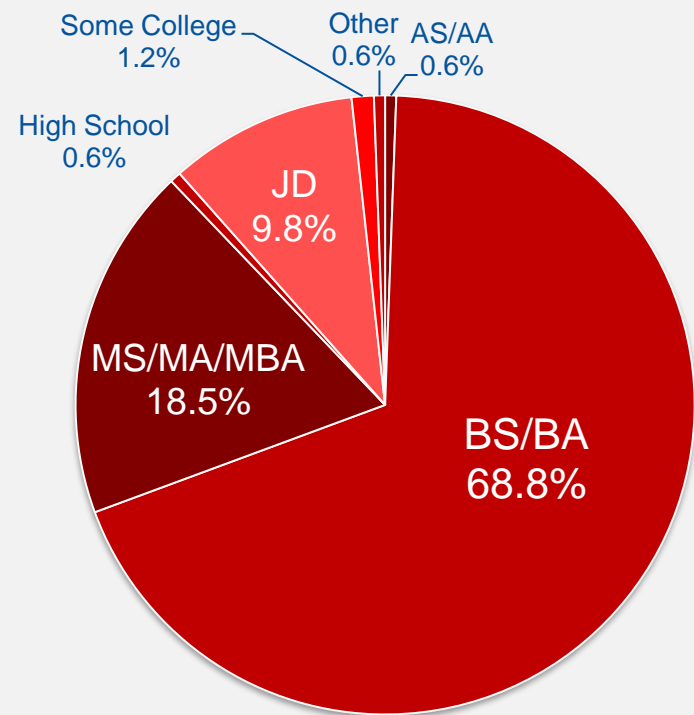


Average Years of Experience

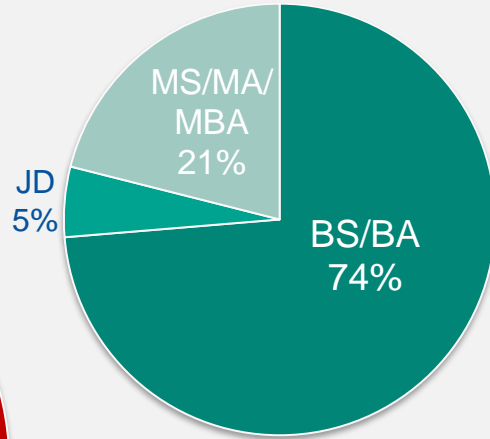


Highest Degree of Education by Job Title

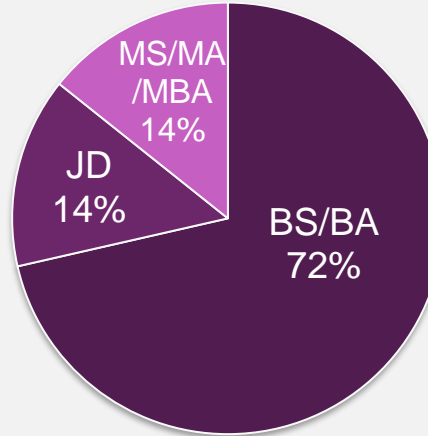
Overall



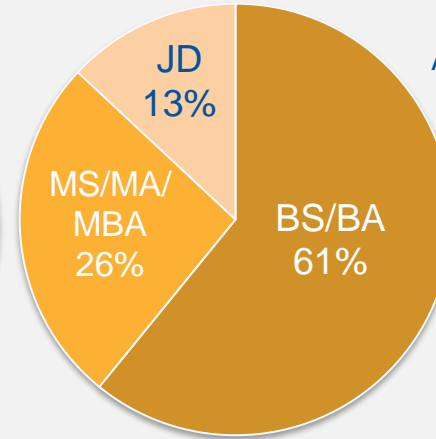
Director



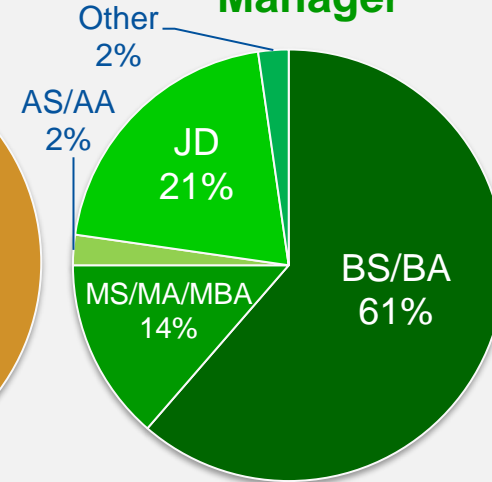
Associate Director



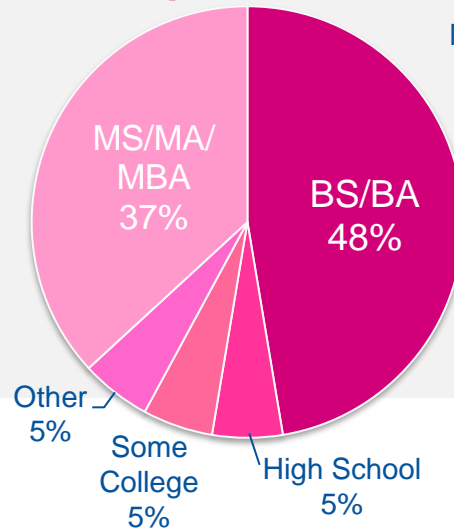
Sr. Manager



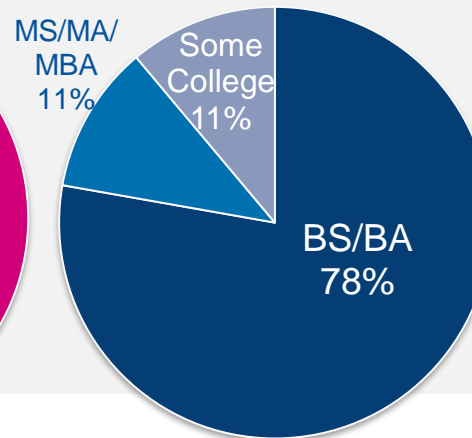
Manager



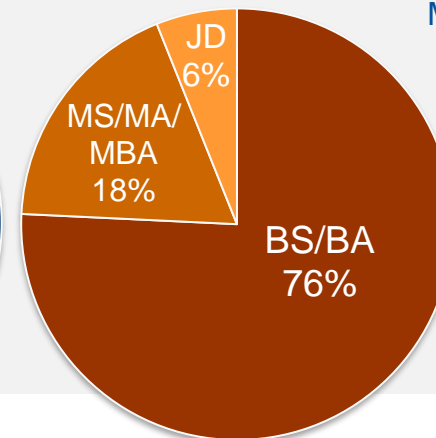
Specialist



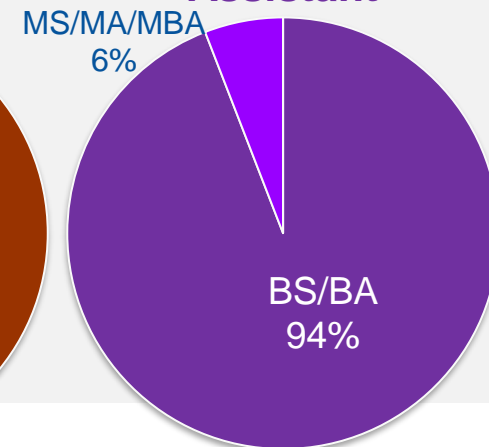
Sr. Coordinator



Coordinator

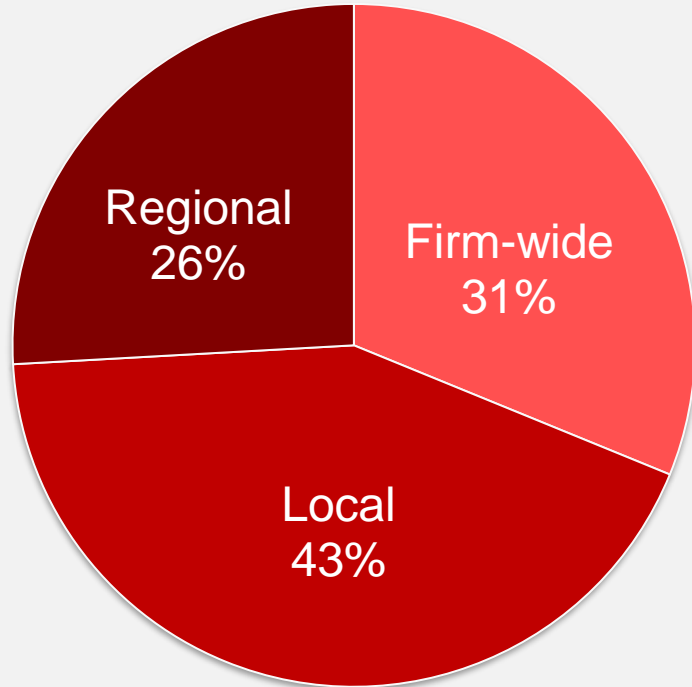


Assistant

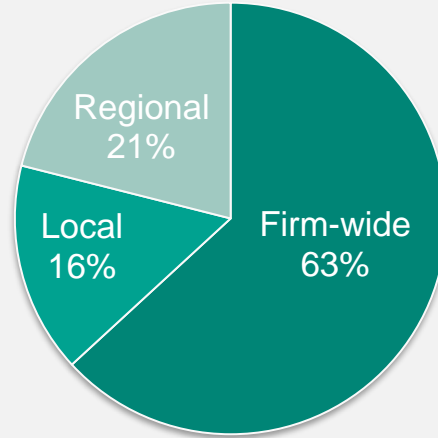


Is Your Position Firm-Wide, Regional or Local?

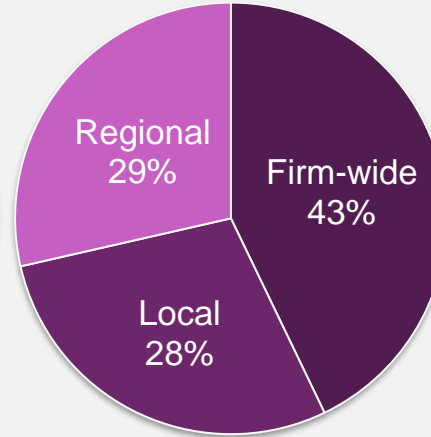
Overall



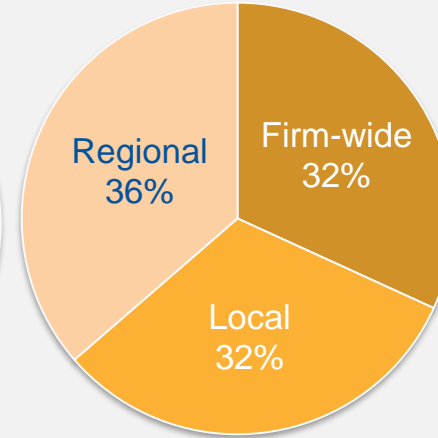
Director



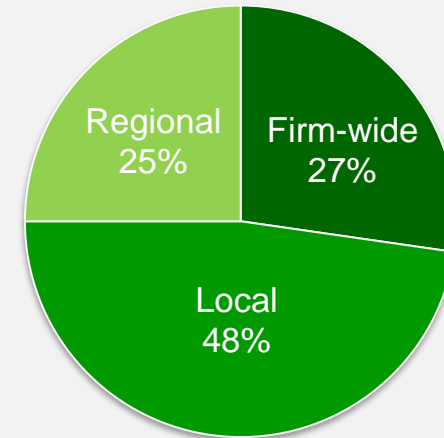
Associate Director



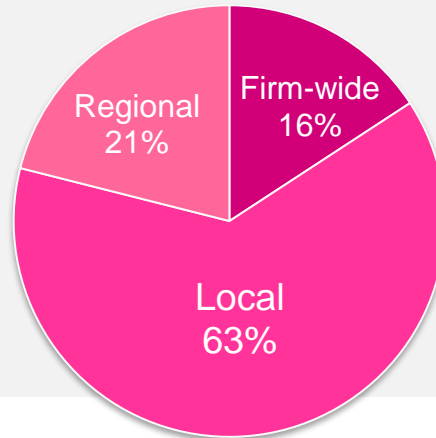
Sr. Manager



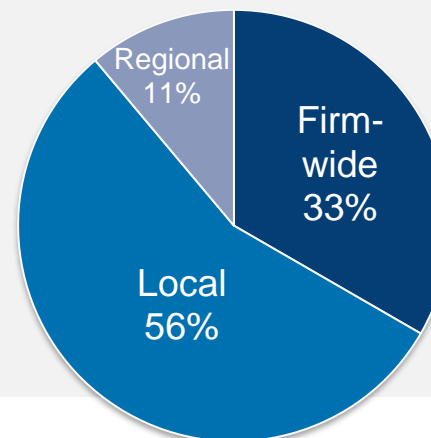
Manager



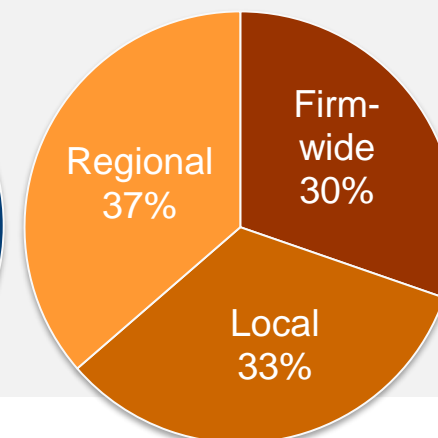
Specialist



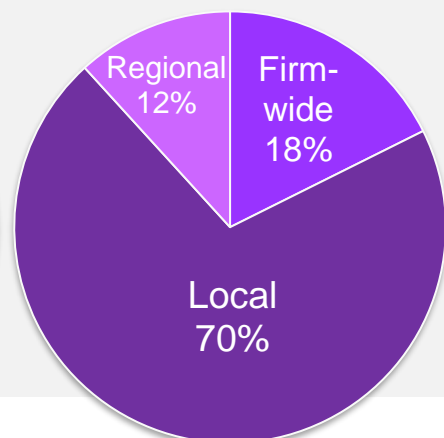
Sr. Coordinator



Coordinator



Assistant



Salary Trends



All Respondents: Average Salaries, By Title

Title (# responses with salary data)	Average Salary	Median	25 - 75% Range
Director (18):	\$279,250	\$254,250	\$226k - \$320k
Associate Director (6):	\$239,667	\$240,000	\$218k - \$290k
Sr. Manager (21):	\$204,152	\$195,000	\$185k - \$232.5k
Manager (42):	\$164,900	\$160,000	\$145.4k - \$176k
Specialist (Exempt) (9):	\$108,222	\$106,000	\$101k - \$118k
Specialist (Non-exempt) (9):	\$100,056	\$105,000	\$87.8k - \$110k
Sr. Coordinator (Exempt) (6):	\$109,667	\$112,500	\$110k - \$115k
Sr. Coordinator (Non-exempt) (3):	\$106,167	\$104,000	\$99.5k - \$115k
Coordinator (Exempt) (6):	\$94,583	\$95,000	\$87.5k - \$100k
Coordinator (Non-exempt) (27):	\$82,778	\$84,000	\$79k - \$88.4k
Assistant (14):	\$63,064	\$63,000	\$60k - \$65.6k

100% of Assistants and 82% of Coordinators were eligible for OT

Changes in average salaries since 2022 survey:

Director: 1.9% increase
Sr. Manager: 2.7% increase
Manager: 13.5% increase
Coordinator*: 7.8% increase
Assistant: 1.7% increase

**Exempt and non-exempt titles were combined to compare with 2022 data*

Law Firm Recruiters' Average Salaries by City

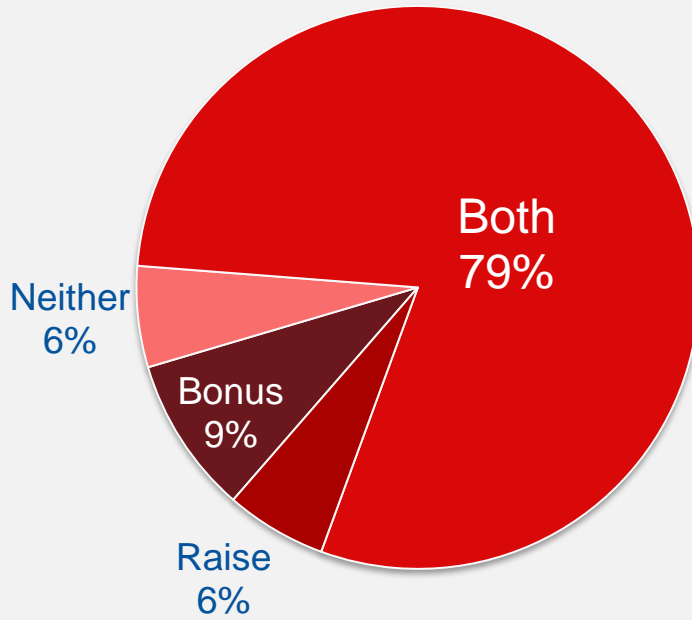
Title (# responses with salary data)	NY 2024	LA 2024	Philly 2024	DC 2023	Bay Area 2023	Chicago 2023
Director	\$279,250	\$244,750	\$190,083	\$238,375	\$223,200	\$232,182
Sr. Manager	\$204,152	\$183,192	*	\$174,577	\$181,728	\$183,667
Manager	\$164,900	\$147,285	\$120,833	\$145,335	\$157,100	\$131,640
Specialist/Sr Coord.*	\$106,821	\$103,461	\$83,601	\$94,737	\$101,944	\$88,623
Coordinator	\$84,924	\$79,846	\$68,463	\$76,579	\$79,900	\$74,617
Assistant	\$63,064	\$57,955	\$54,667	*	*	\$56,659

*Exempt and non-exempt titles were combined to compare with other cities.

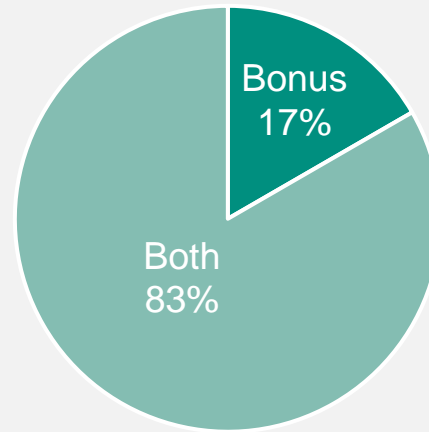
*Insufficient data for breakdowns

Did You Receive a Bonus/Raise Last Year?

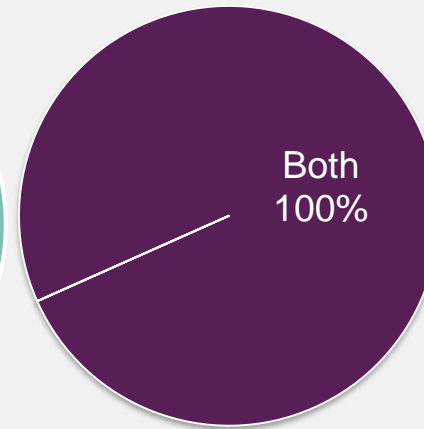
Overall



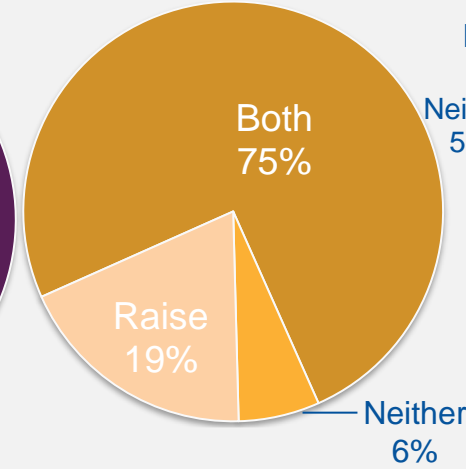
Director



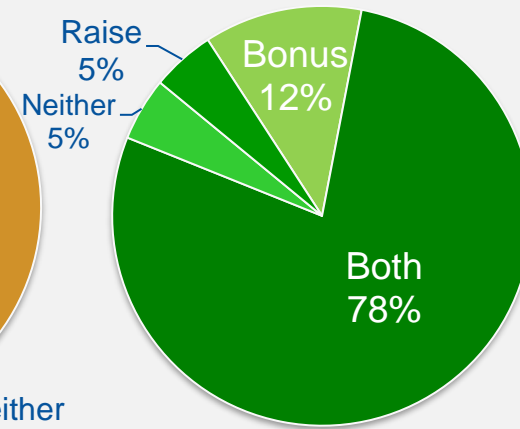
Associate Director



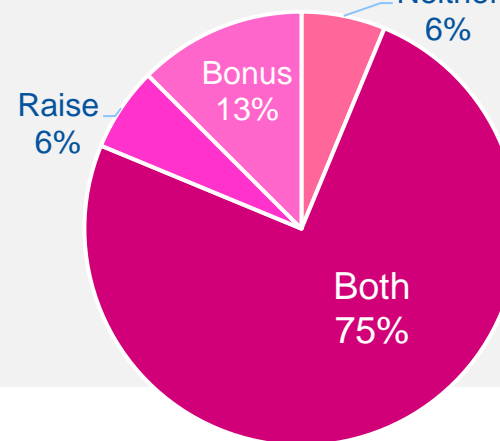
Sr. Manager



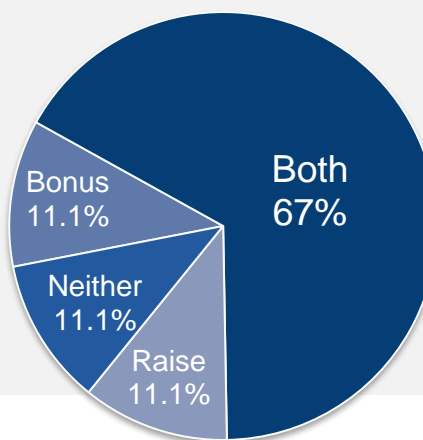
Manager



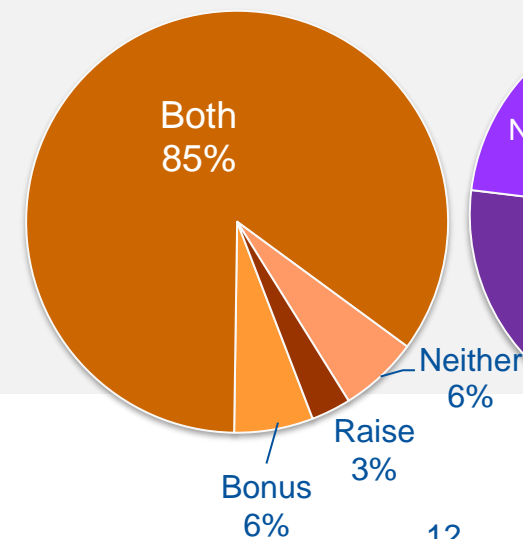
Specialist



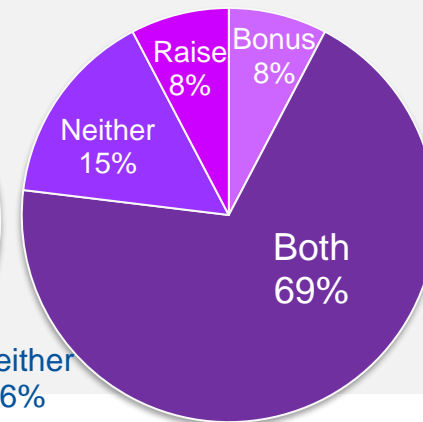
Sr. Coordinator



Coordinator



Assistant

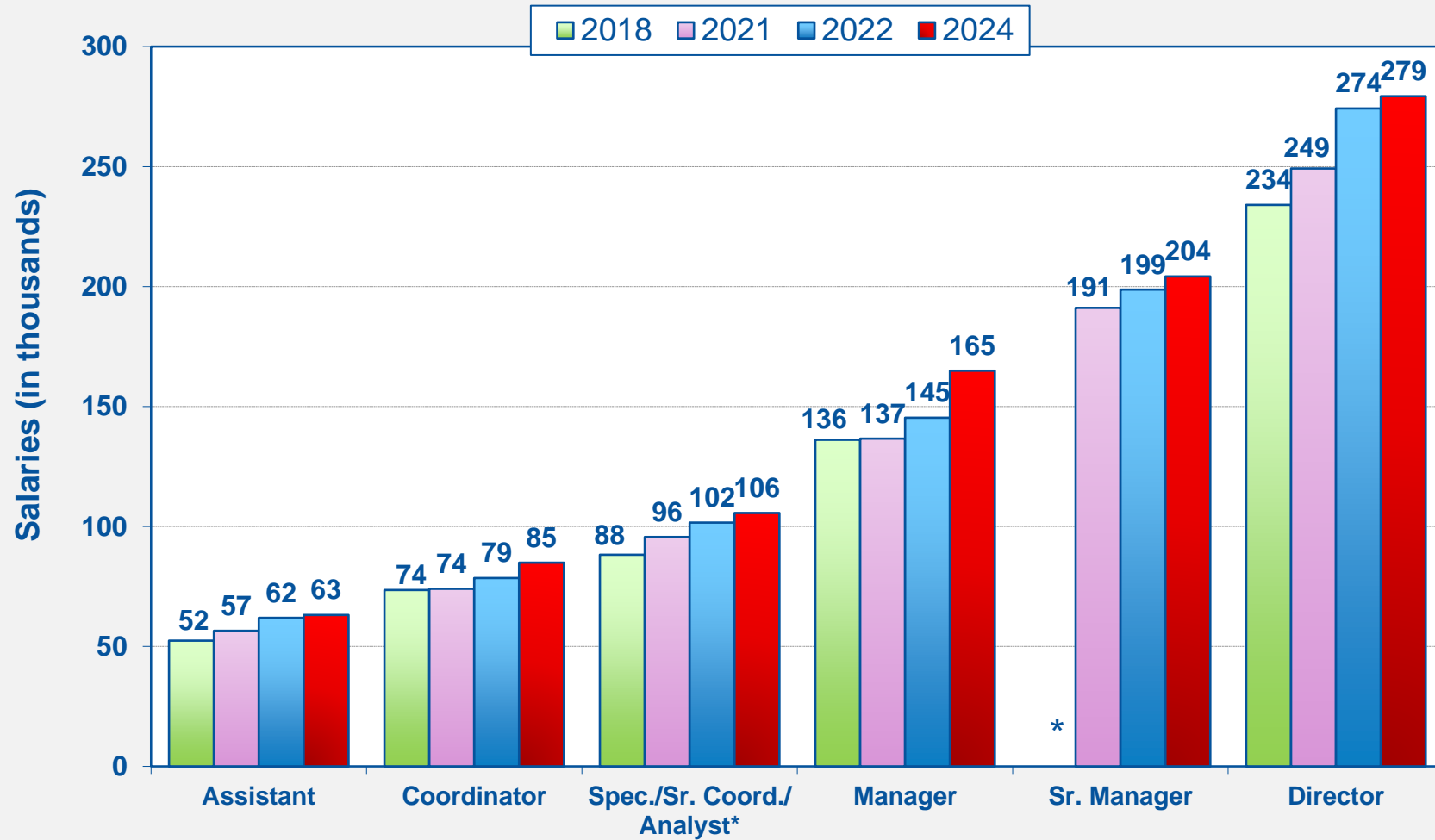


In 2022, 73% of respondents got both bonuses and raises.

All Respondents: Average Bonus and Raise, By Title

Title (# responses with 2023 Bonus data)	Average Bonus	Average Raise
Director (18):	\$41,306	5.5%
Associate Director (7):	\$35,750	6%
Sr. Manager (14):	\$24,236	7.1%
Manager (34):	\$15,750	7%
Specialist (12):	\$6,625	6.1%
Sr. Coordinator (7):	\$9,393	5.5%
Coordinator (28):	\$4,047	5.1%
Assistant (10):	\$2,440	4.5%

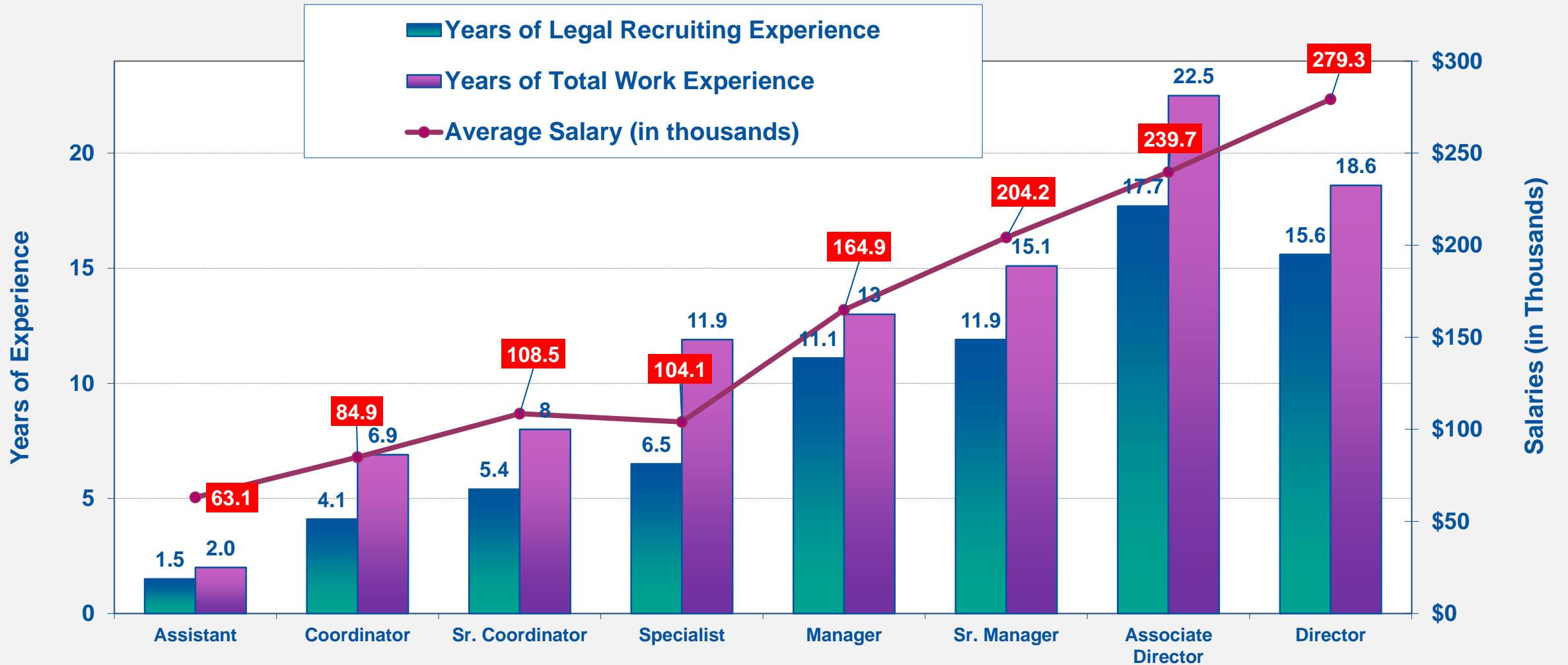
Salary Trends: 2018-2024 Averages



**insufficient data for 2018 Sr. Managers*

**titles were combined to compare with 2022 data*

Average Salary vs. Average Years of Experience



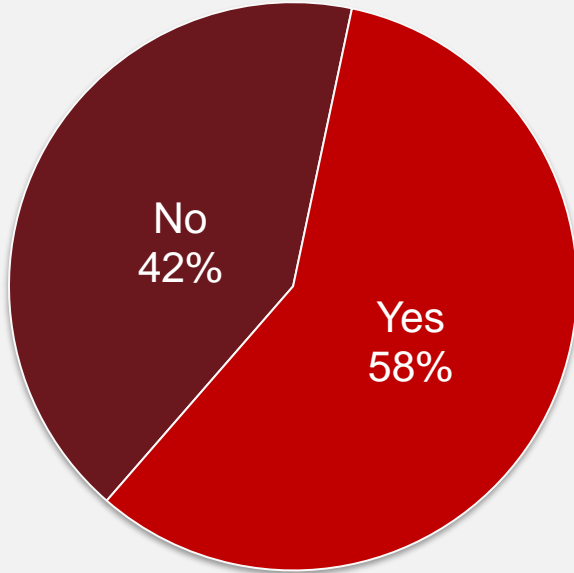
**Exempt and non-exempt titles were combined*

Industry Findings

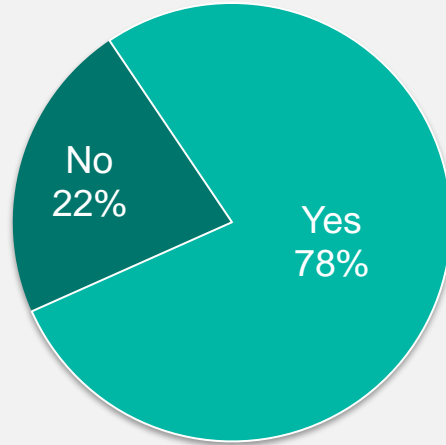


Do You Believe You Are Fairly Compensated?

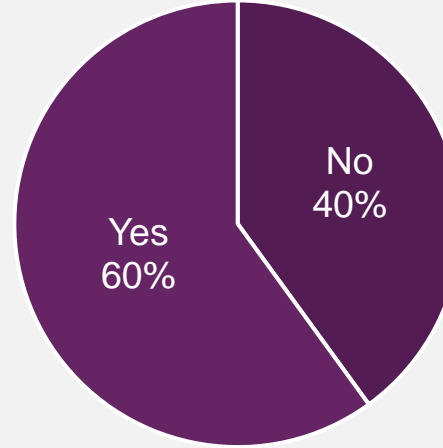
Overall



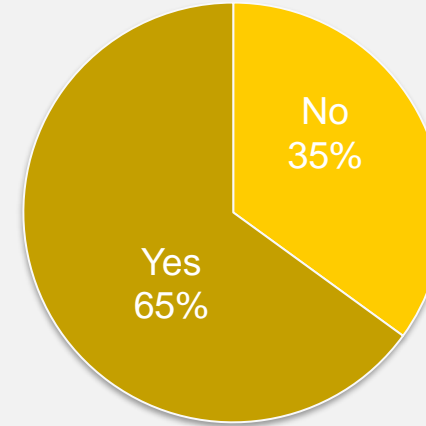
Director



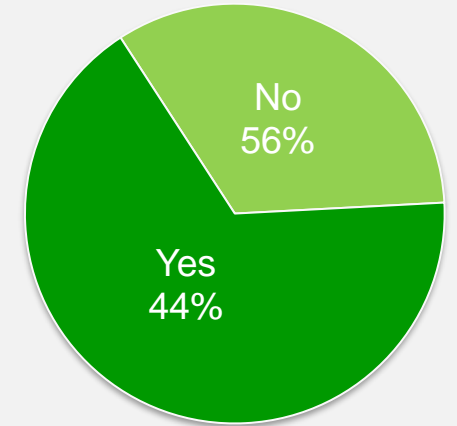
Associate Director



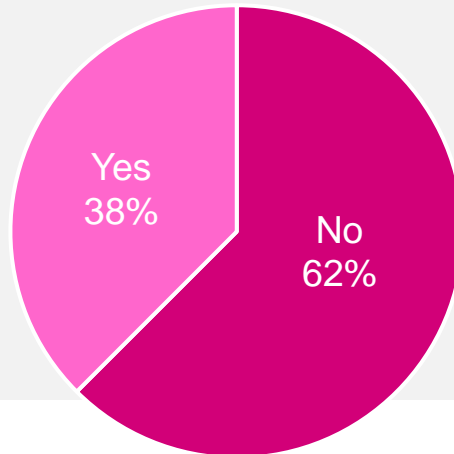
Sr. Manager



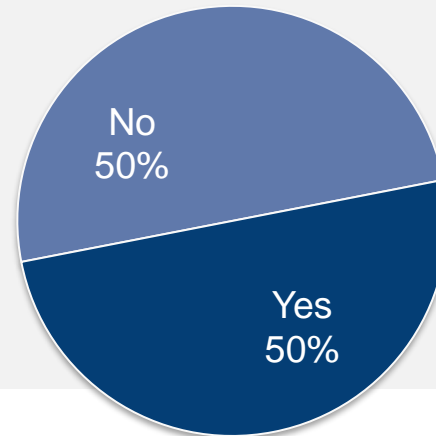
Manager



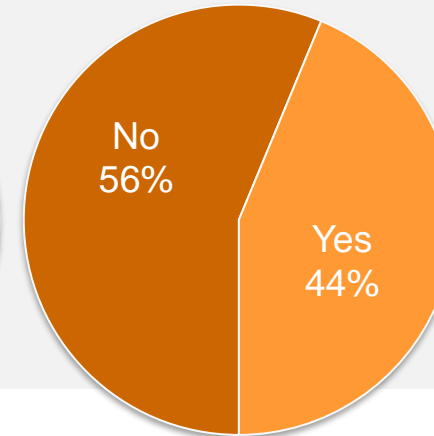
Specialist



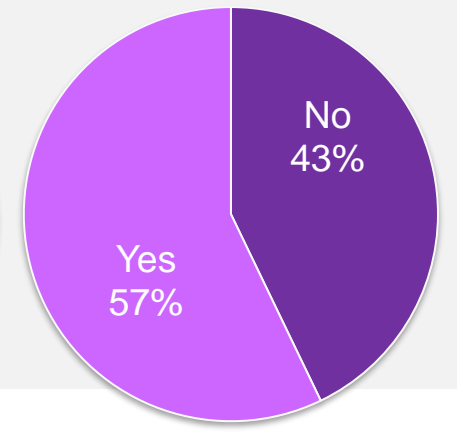
Sr. Coordinator



Coordinator



Assistant

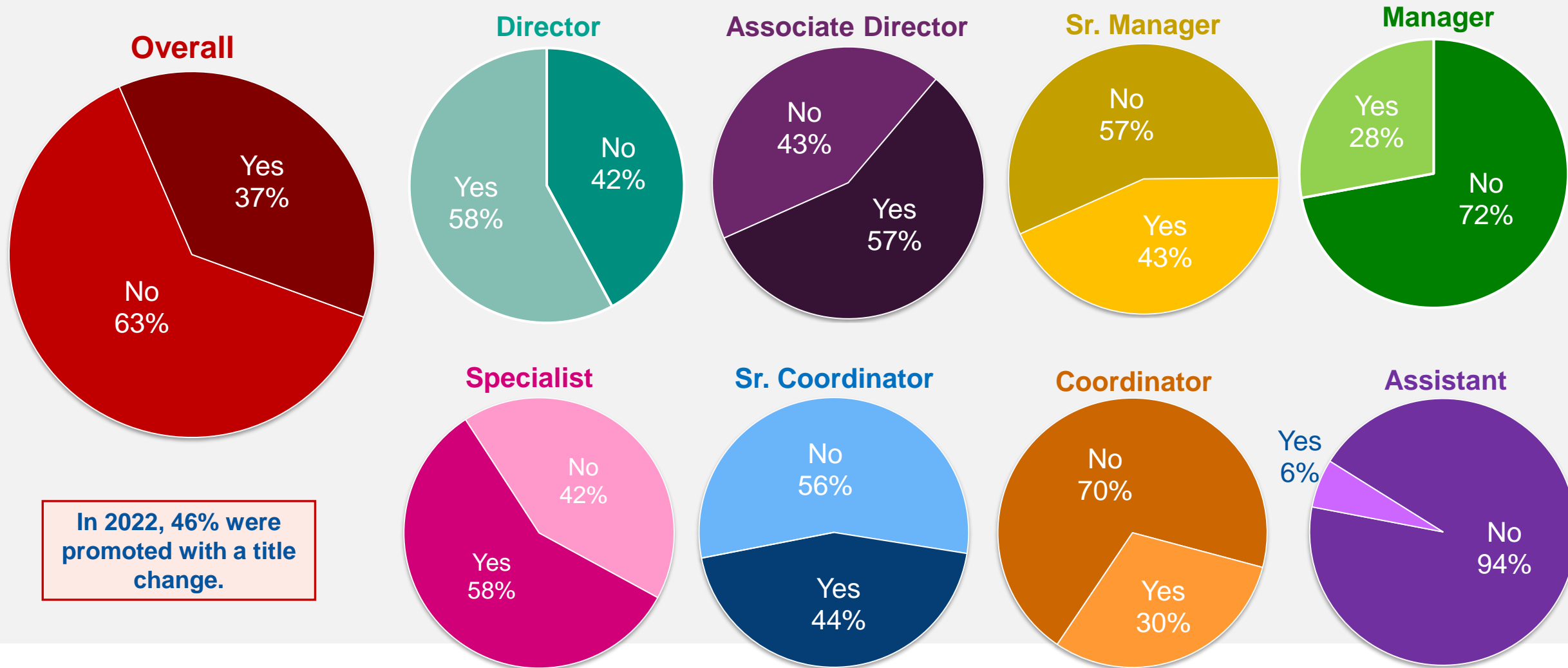


In 2022, 54% were satisfied with their salaries.

In 2020, 50% were satisfied with their salaries.

In 2018, it was higher, at 61%.

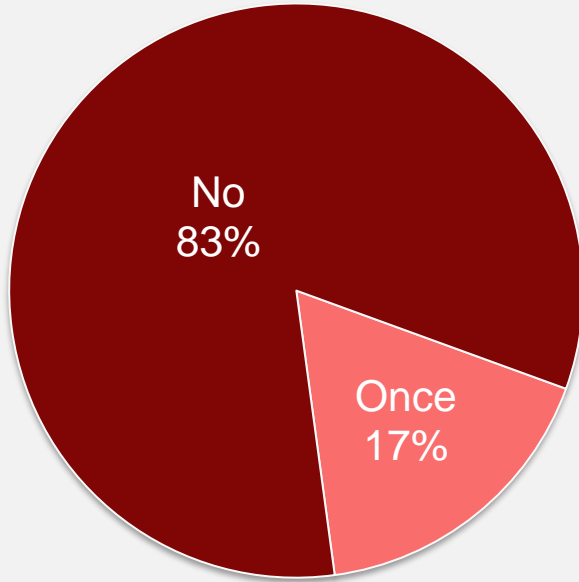
In the Past 2 Years, Have You Had a Promotion with a Title Change at Your Current Firm?



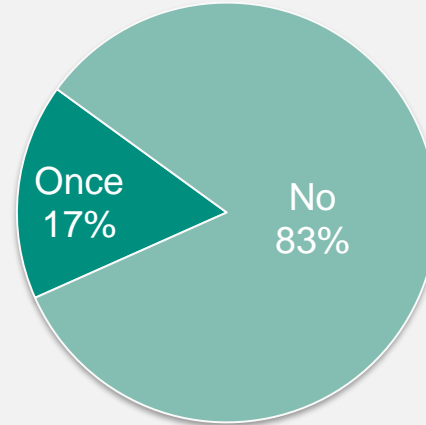
In 2022, 46% were promoted with a title change.

In the Past 2 Years, Have You Changed Firms?

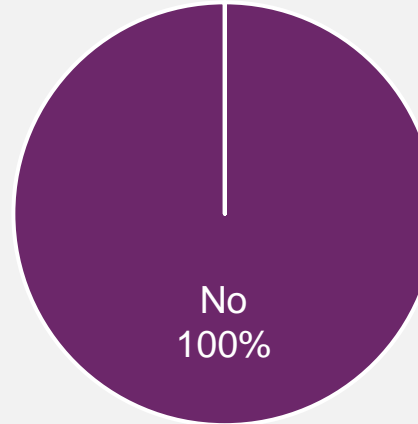
Overall



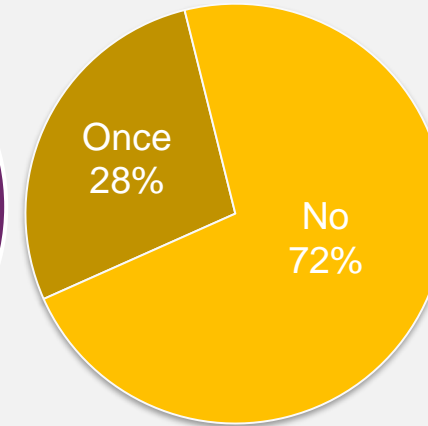
Director



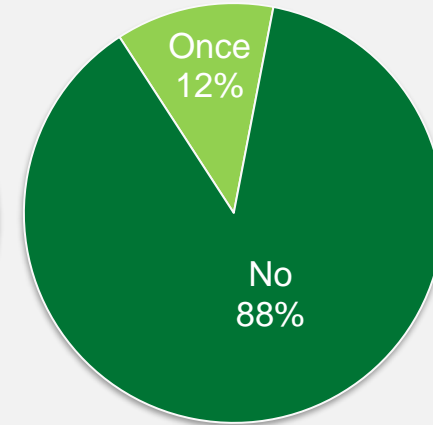
Associate Director



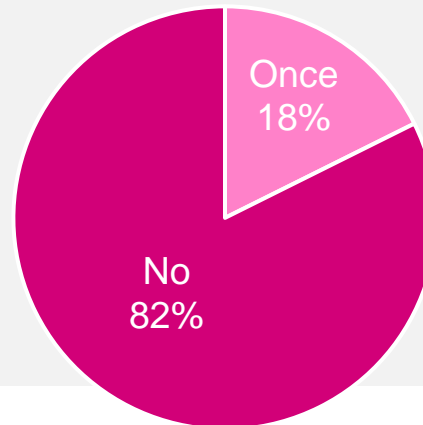
Sr. Manager



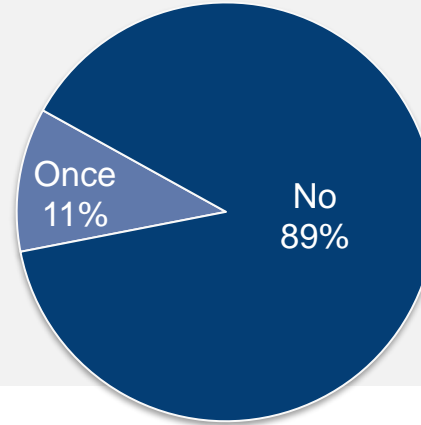
Manager



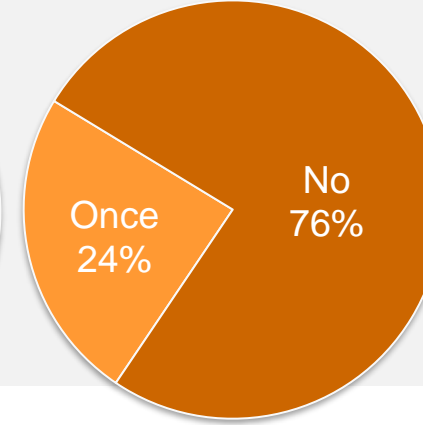
Specialist



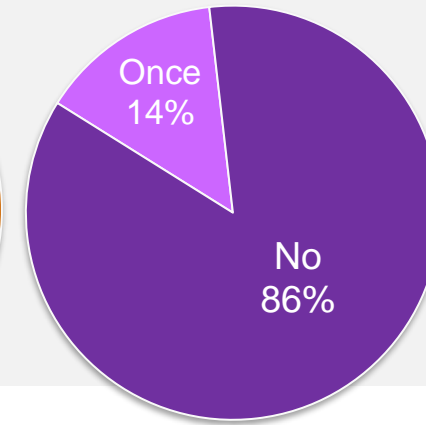
Sr. Coordinator



Coordinator



Assistant



In 2022, 27% had changed firms at least once.

Why Did You Change Firms*?

17% of respondents changed firms once in the past 2 years

Of those:

70% of respondents moved for increased salary

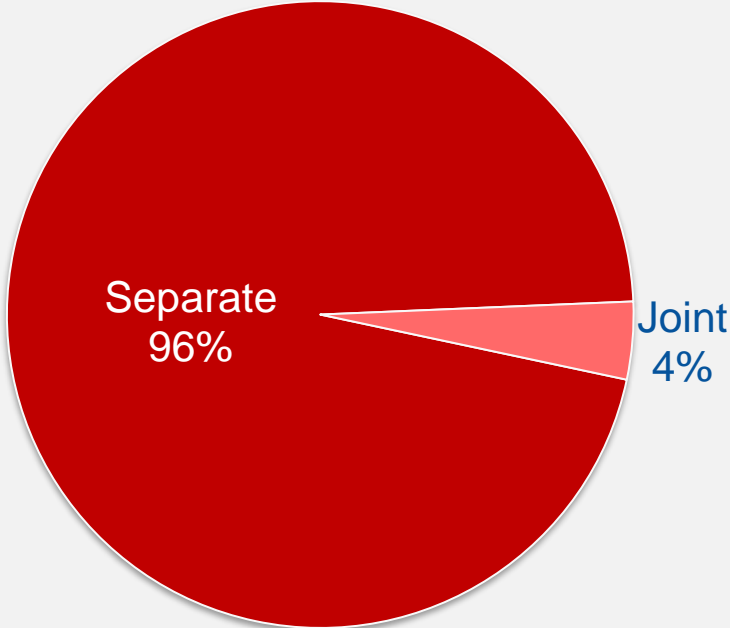
48% of respondents moved for a title change

26% of respondents moved for a more flexible work arrangement

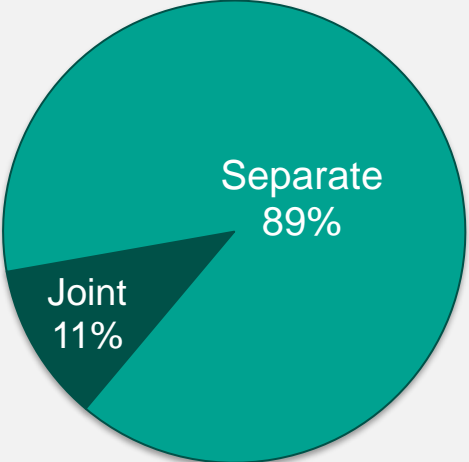
** Respondents could list more than one reason*

Are Your Recruiting and PD Departments Separate or Joint? – By Firm Size

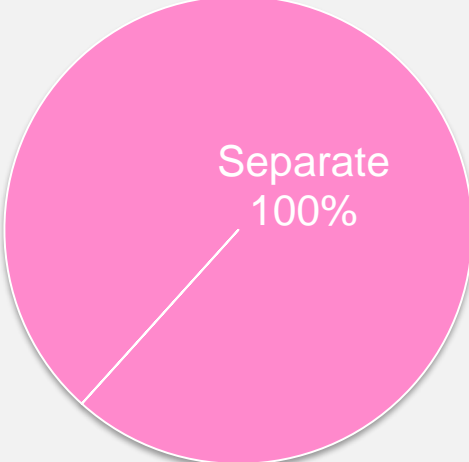
All Respondents



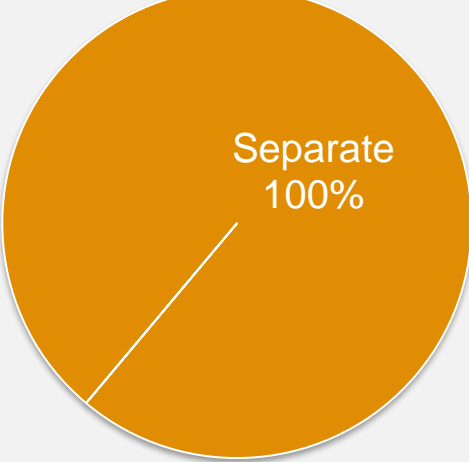
1-250



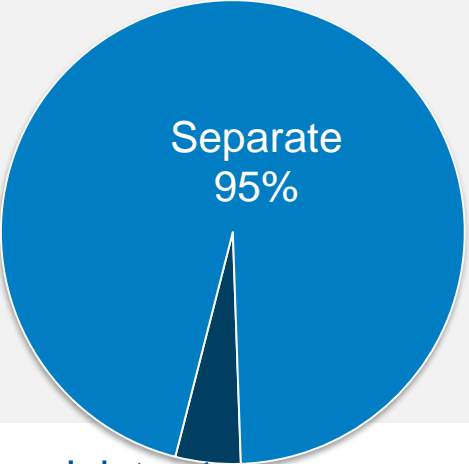
251-500



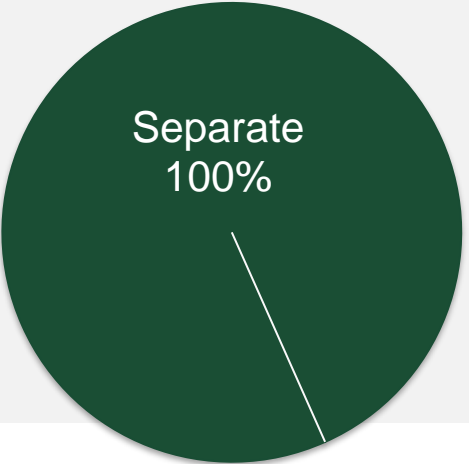
501-750



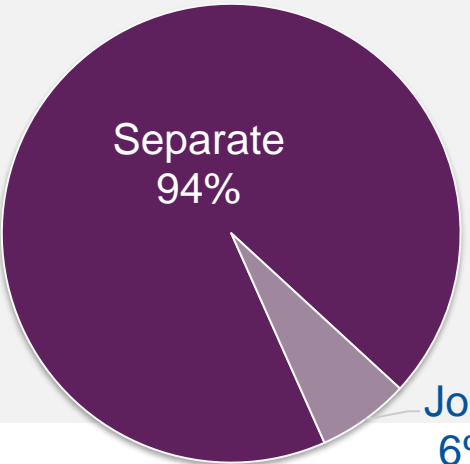
751-1000



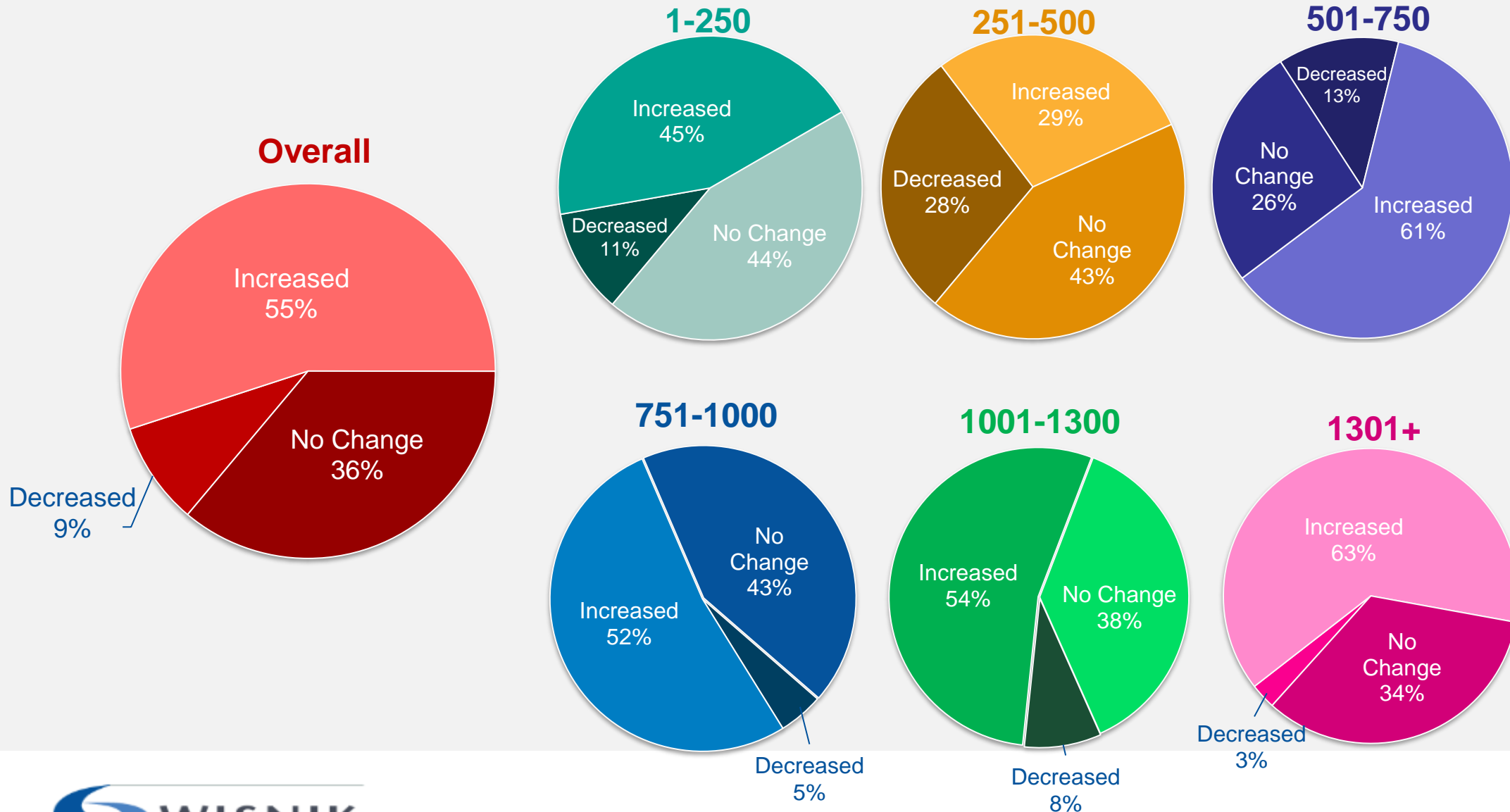
1001-1300



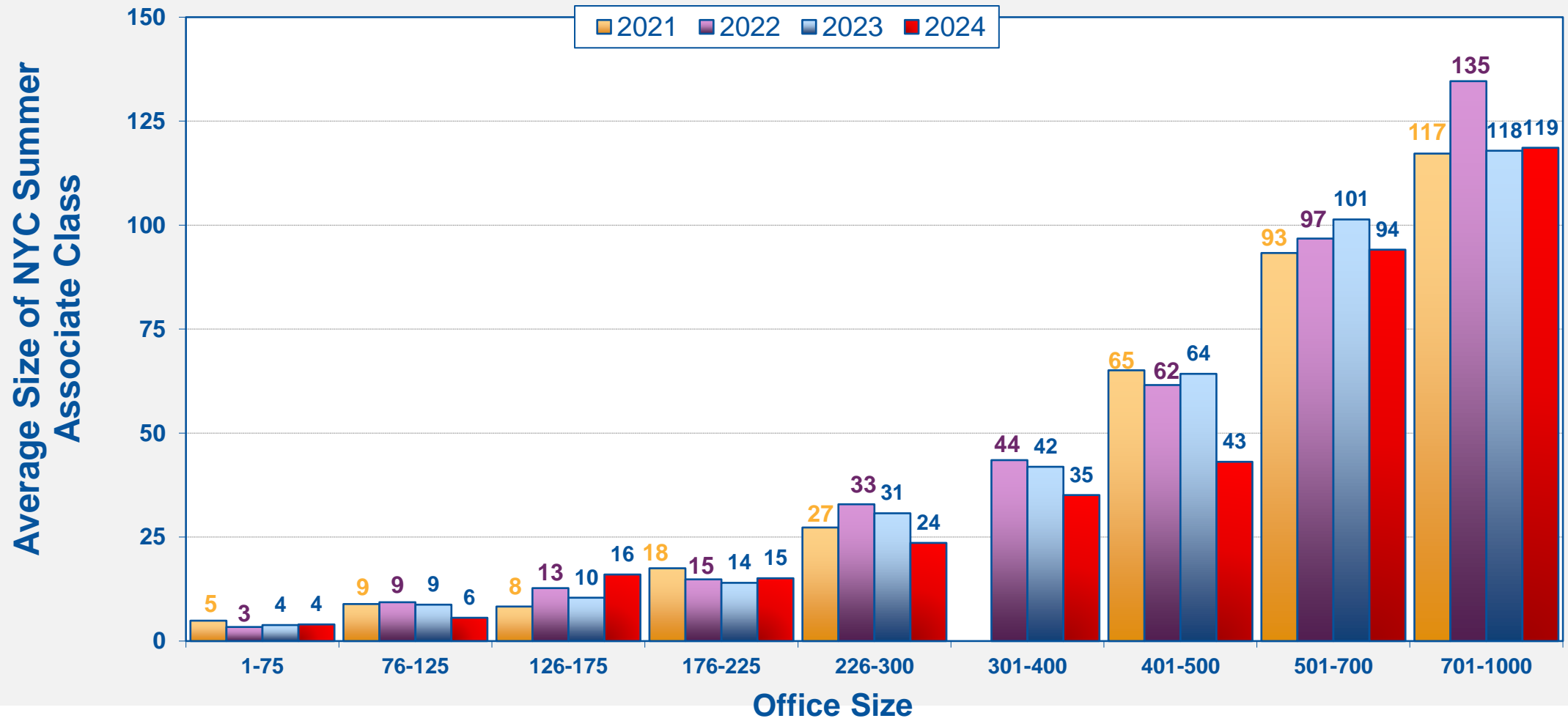
1301+



In the Past 2 Years, Has Your Dept. Size Changed?

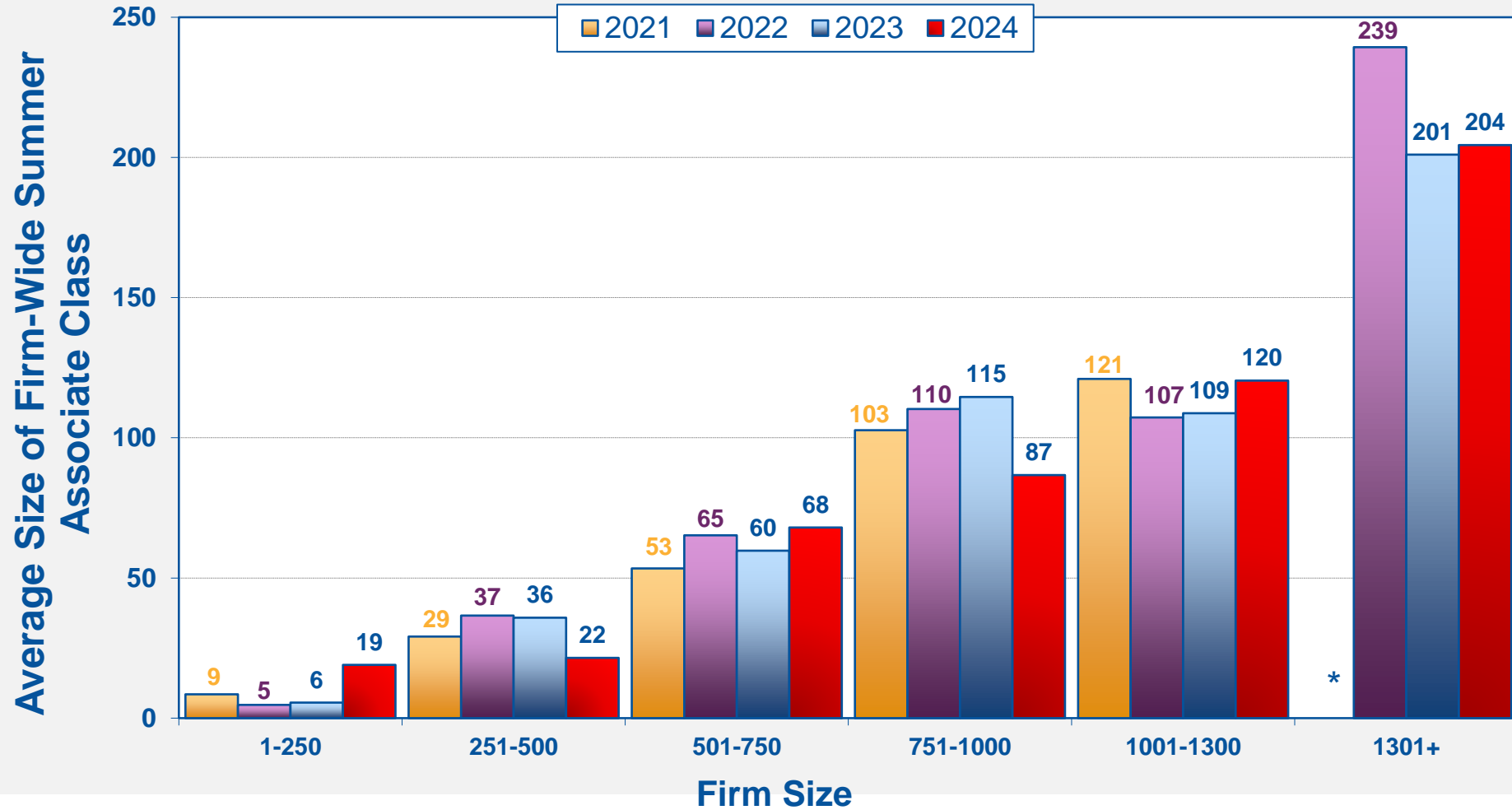


NYC Office Size vs. Size of NYC Summer Associate Class: 2021, 2022, 2023, & 2024 Comparison



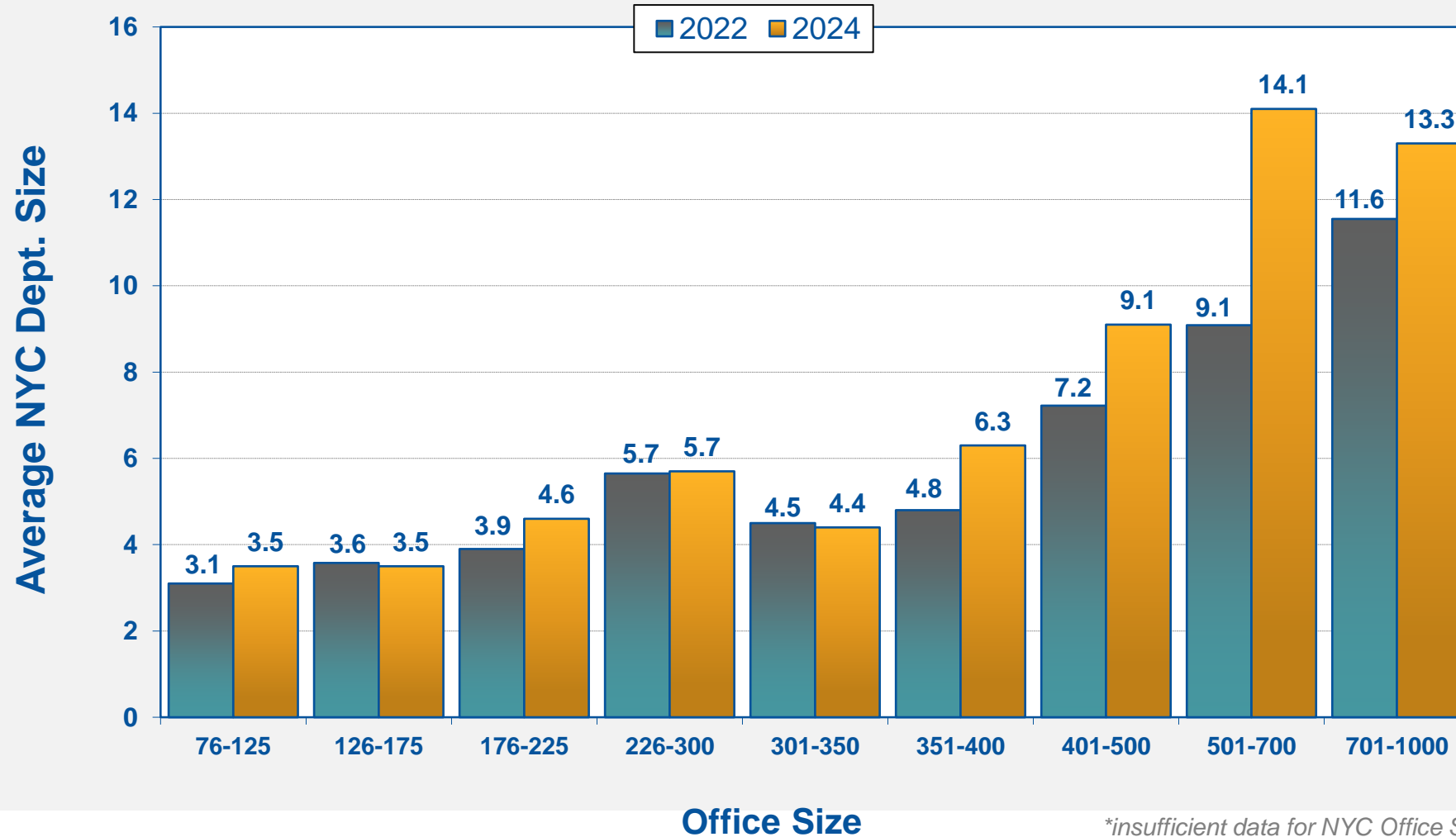
**insufficient data for 2018
201-300 and 1001+*

Firm Size vs. Size of Firm-Wide Summer Associate Class: 2021, 2022, 2023, & 2024 Comparison



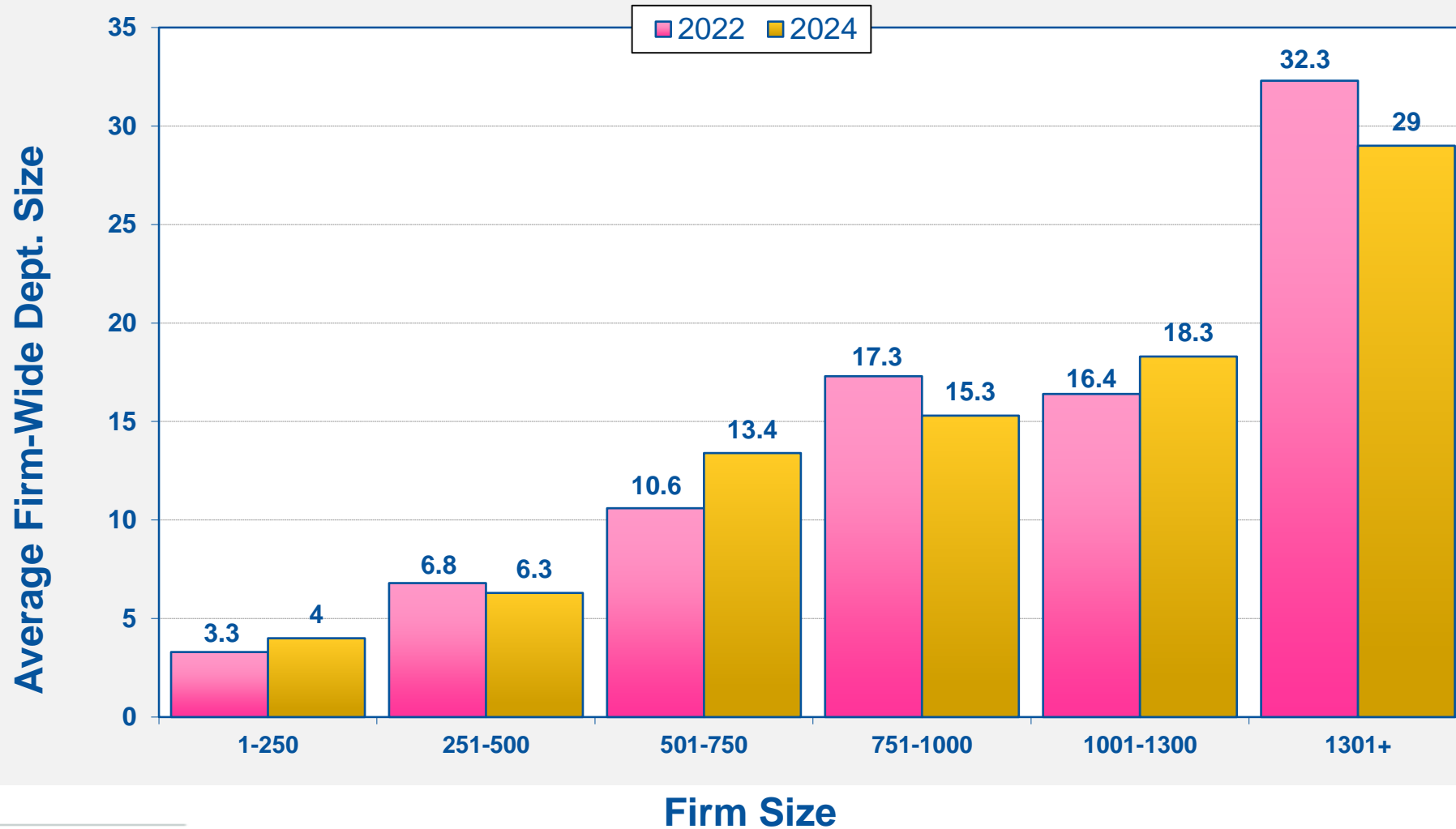
*insufficient data for 2018
Firm Size 1301+

Average NYC Department Size vs. NYC Office Size



**insufficient data for NYC Office Size 1-75 (2024), and 1001+ (2022)*

Average Firm-Wide Department Size vs. Firm Size



What Does Your Role Cover?

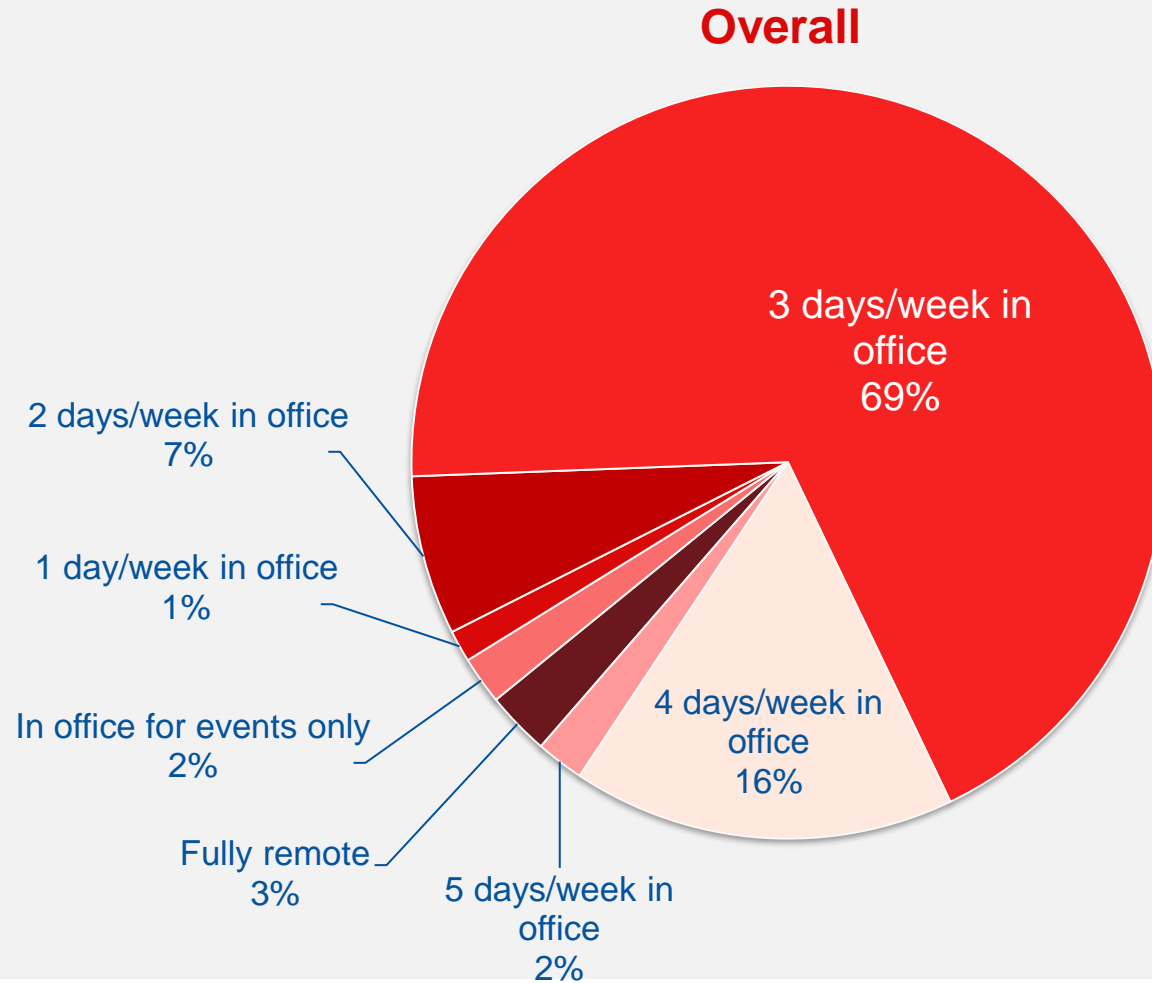
11% of respondents have responsibilities in recruiting plus at least one other area

85% of respondents are in dedicated recruiting roles

5% of respondents are involved in diversity work

13% of respondents are involved in PD work

What is Your Firm's Remote Work Policy?

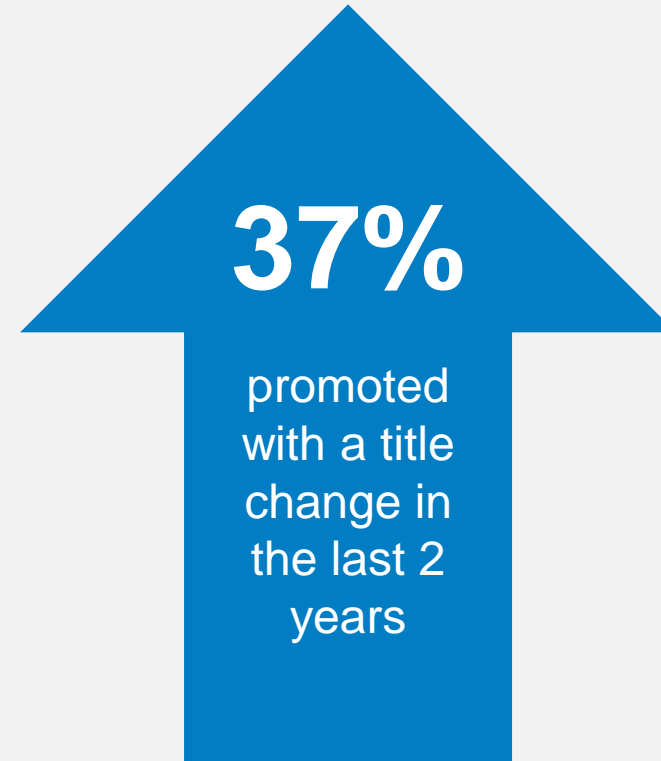


Summary of Interesting Survey Results

58% believe they are fairly compensated

69% work in the office 3 days a week

43% have been in Recruiting for 7 or more years



Addendum



Benefits Received

- 48% of Firms provide Flex Days.
- 46.7% of Firms provide backup daycare, and 6.8% of Firms have onsite daycare.
- 64.8% of Firms provide a mobile device to employees, while 70.9% offer mobile service.
- 95.9% of Firms provide employees with computers/laptops.
- 56.8% of Firms offer transportation discounts, mileage reimbursement, or transportation stipends.
- 72.5% of Firms offer a Health Club membership or discount.
- 85.6% of Firms provide a flexible spending account.
- 14.5% of Firms offer pet care.
- 66% of Firms offer fertility benefits.
- 82.1% of firms offer mental health benefits.
- 40.6% of firms offer concierge medical services.
- 87.3% of Firms provide a health savings account.
- 82.2% of employees contribute to the cost of their medical care plans.
- 98.7% of Firms have a 401k program.
- 10.7% of Firms have a pension plan.

Average Salary, Bonus & Raise by Firm Size

All Directors: 18

Avg. Salary: \$279,250 Median Salary: \$254,250
Avg. Bonus: \$41,306 Avg. Raise: 5.5%

<u>Firm Size:</u>	<u>1-500</u>	<u>501-1000</u>	<u>1001+</u>
Average Salary:	\$232,500	\$268,600	\$315,125
Median:	\$235,000	\$250,000	\$305,000
Average Bonus:	\$16,000	\$50,500	\$51,375
Average Raise:	<i>Insufficient data</i>	<i>Insufficient data</i>	5.4%

Average Salary, Bonus & Raise by Firm Size

All Associate Directors: 6

Avg. Salary: \$239,667

Median Salary: \$240,000

Avg. Bonus: \$35,750

Avg. Raise: 6%

**insufficient data for breakdowns*

Average Salary, Bonus & Raise by Firm Size

All Sr. Managers: 21
Avg. Salary: \$204,152 Median Salary: \$195,000
Avg. Bonus: \$24,236 Avg. Raise: 7.1%

Firm Size:	<u>1-500</u>	<u>501-1000</u>	<u>1001+</u>
Average Salary:	\$182,840	\$202,400	\$210,100
Median:	\$185,000	\$192,000	\$213,000
Average Bonus:	\$14,600	\$30,750	\$28,660
Average Raise:	3.25%	4.6%	12.1%

Average Salary, Bonus & Raise by Firm Size

All Managers: 42	
<i>Avg. Salary: \$164,900</i>	<i>Median Salary: \$160,000</i>
<i>Avg. Bonus: \$15,750</i>	<i>Avg. Raise: 7.05%</i>

<u>Firm Size:</u>	<u>1-500</u>	<u>501-1000</u>	<u>1001+</u>
Average Salary:	\$163,500	\$147,933	\$170,604
Median:	\$152,500	\$145,400	\$166,500
Average Bonus:	\$20,977	\$8,657	\$16,818
Average Raise:	13%	5.6%	6.2%

Average Salary, Bonus, Raise by Firm Size

All Specialists: 19	
<i>Avg. Salary (Exempt): \$108,222</i>	<i>Median Salary (Exempt): \$106,000</i>
<i>Avg. Salary (Non-exempt): \$100,056</i>	<i>Median Salary (Non-exempt): \$105,000</i>
<i>Avg. Bonus (Exempt): \$6,667</i>	<i>Avg. Raise (Exempt): 4.25%</i>
<i>Avg. Bonus (Non-exempt): \$6,583</i>	<i>Avg. Raise (Non-exempt): 8.2%</i>
<i>Avg. OT (Non-exempt): \$28,200</i>	

Firm Size:	1-500	501-1000	1001+
Average Salary:	\$100,375	\$110,000	\$101,625
Median:	\$100,000	\$110,000	\$104,000
Average Bonus:	<i>Insufficient data</i>	\$7,200	\$5,140
Average Raise:	<i>Insufficient data</i>	<i>Insufficient data</i>	6.4%

Average Salary, Bonus, Raise by Firm Size

All Sr. Coordinators: 9

Avg. Salary (Exempt): \$109,667
Avg. Salary (Non-exempt): \$106,167

Median Salary (Exempt): \$112,500
Median Salary (Non-exempt): \$104,000

Avg. Bonus (Exempt): \$8,875
Avg. Bonus (Non-exempt): \$10,083

Avg. Raise (Exempt): 6%
Avg. Raise (Non-exempt): 4.8%

Avg. OT (Non Exempt): \$47,164

Firm Size:	1001+
Average Salary:	\$108,313
Median:	\$112,500
Average Bonus:	\$10,208
Average Raise:	5.9%

**insufficient data for non-exempt respondents, and Firm sizes 1-500, 501-1000*

Average Salary, Bonus, Raise by Firm Size

All Coordinators: 33

Avg. Salary (Exempt): \$94,583 **Median Salary (Exempt): \$95,000**
Avg. Salary (Non-exempt): \$82,778 **Median Salary (Non-exempt): \$84,000**

Avg. Bonus (Exempt): \$5,200 **Avg. Raise (Exempt): 5.3%**
Avg. Bonus (Non-exempt): \$3,797 **Avg. Raise (Non-exempt): 5.1%**
Avg. OT (Non-exempt): \$14,511

<u>Firm Size:</u>	<u>1-500</u>	<u>501-1000</u>	<u>1001+</u>
Average Salary:	\$85,821	\$86,634	\$83,251
Median:	\$87,750	\$85,000	\$84,520
Average Bonus:	\$4,867	\$3,552	\$4,096
Average Raise:	3.4%	3.8%	7.1%

Average Salary, Bonus, Raise by Firm Size

All Assistants: 17

Avg. Salary: \$63,064

Median Salary: \$63,000

Avg. Bonus: \$2,440

Avg. Raise: 4.5%

Avg. OT: \$8,950

<u>Firm Size:</u>	<u>1001+</u>
Average Salary:	\$64,690
Median:	\$65,000
Average Bonus:	\$2,629
Average Raise:	3.9%

**insufficient data for Firm Sizes 1-500, 501-1000*

Benefits Received: Average Days Paid Time Off (PTO)

PTO includes Vacation, Sick and Personal Days

<u>Title (# responses)</u>	<u>Average (days)</u>	<u>Median (days)</u>	<u>Range (days)</u>
Director (13)*:	24.3	25	15 – 33
Associate Director (5):	27.2	29	20 – 32
Sr. Manager (14)*:	26.6	25.5	20 – 35
Manager (35)*:	25.8	25	15 – 35
Specialist (15)*:	23.2	22	15 – 33
Sr. Coordinator (6):	27	29	15 – 35
Coordinator (29):	21	20	11 – 32
Assistant (12):	21.8	20	14 – 45

**6 Directors, 1 Sr. Manager, 1 Manager, and 1 Specialist have unlimited PTO and were not included in the averages*



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Wisnik Career Enterprises, Inc.
wisnik.com | 212.370.1010 | ewisnik@wisnik.com