

Market Overview

With the difficult economic conditions establishing themselves globally over 2008/2009, international recruitment activity has greatly reduced compared to 2007/2008. UK firms have reduced their previously high levels of recruitment from Australia, New Zealand, South Africa, India, Hong Kong and Singapore. We have also seen a slowdown in international recruitment by firms based in the Channel Islands (Jersey, Guernsey), Caribbean (Cayman, BVI, Bermuda), Asia (Hong Kong, Singapore, China), Europe (Belgium, Russia, Prague, Budapest), Australia, New Zealand and India.

The practice areas that have been affected most acutely have been corporate and finance, while there is relatively more interest in candidates with strong international arbitration, litigation, restructuring and insolvency experience. Due to the more stringent economic environment, salaries have also been affected with very few increases in salary levels from 2008. International relocation packages are still available for international hires however, making the move more manageable for solicitors and their families.

Benefits and Trends

Benefits with international packages vary greatly depending on the jurisdiction and sector. The Middle East offers outstanding relocation packages for foreign solicitors moving into in-house positions which will often include housing benefits, living allowances, car allowances and school fees for children. There are also income tax benefits across many jurisdictions including the Middle East (tax free), the Channel Islands (20%), Moscow (13%) and the Caribbean (tax free up to 8%). Many offshore firms also run a unique (and highly lucrative!) commission incentive bonus structure which can see solicitors earn approximately US\$200,000 - \$300,000 over their basic salaries. Relocation packages have become more standard across the international market with most jurisdictions offering flights, a relocation allowance and approximately 4 weeks accommodation on arrival for most overseas recruits.

Europe	Experience							
	0-2 yrs' pqe	3 yrs' pqe	4 yrs' pqe	5 yrs' pqe	6 yrs' pqe	7 yrs' pqe	8 yrs' pqe	9 yrs' pqe
France Paris range (euros) Paris typical (euros)	40-60,000 50,000	57-72,000 65,000	70-83,000 77,000	80-105,000 92,000	100-130,000 115,000	110-145,000 127,000	130-160,000 145,000	150-175,000 167,000
Italy Milan/Rome range (euros) Milan/Rome typical (euros)	22-85,000 46,000	42-95,000 55,000	54-105,000 65,000	65-125,000 75,000	70-135,000 85,000	80-155,000 95,000	70-105,000 88,000	79-150,000 100,000
Spain Madrid range (euros) Madrid typical (euros)	27-32,000 29,000	34-40,000 37,000	40-48,000 43,000	48-58,000 52,000	58-64,000 61,000	64-70,000 66,000	70-80,000 73,000	80-90,000 84,000
Russian Federation Moscow range (US\$)	100-145,000	150-180,000	170-200,000	190-240,000	230-260,000	245-270,000	260-300,000	300,000+
Europe	NQ	1 yr's pqe	2 yrs' pqe	3 yrs' pqe	4 yrs' pqe	5 yrs' pqe	6 yrs' pqe	7 yrs' pqe
Belgium Brussels range (euros) Brussels typical (euros)	65-80,000 70,000	75-100,000 87,000	85-110,000 95,000	95-120,000 105,000	105-130,000 117,000	115-140,000 130,000	125-130,000 142,000	160,000+ 150,000+
Germany Germany range (euros) Germany typical (euros)	60-100,000 75,000	70-110,000 85,000	75-120,000 90,000	80-140,000 100,000	85-165,000 115,000	100-180,000 140,000	Discretionary Discretionary	Discretionary Discretionary
Ireland Dublin range (euros) Dublin typical (euros)	50-60,000 55,000	55-70,000 60,000	65-80,000 70,000	75-90,000 78,000	75-95,000 83,000	80-108,000 98,000	90-115,000 105,000	120,000+ 130,000

	Experience							
Asia Pacific	NQ	1 yr's pqe	2 yrs' pqe	3 yrs' pqe	4 yrs' pqe	5 yrs' pqe	6 yrs' pqe	7 yrs' pqe
Australia								
Sydney (AUS\$)	55-70,000	62-75,000	73-90,000	85-100,000	95-125,000	105-150,000	120-170,000	150-230,000
Melbourne (AUS\$)	50-70,000	50-75,000	55-80,000	80-95,000	85-115,000	90-130,000	110-150,000	120-220,000
Brisbane (AUS\$)	45-65,000	50-70,000	50-75,000	70-95,000	80-100,000	90-120,000	100-150,000	95-190,000
New Zealand								
New Zealand (NZ\$)	42-52,000	45-55,000	50-68,000	58-85,000	66-92,000	75-120,000	85-130,000	95-140,000
Hong Kong								
Range (HK\$) *	57-65,000	60-75,000	69-85,000	74-90,000	80-100,000	86-110,000	87-130,000	96,000+
Singapore								
Range (SGD\$)*	6-11,250	10-12,750	7-14,600	10-20,000	8-20,900	12-22,500	12-23,000	15-24,000
Typical (SGD\$)*	9,000	10,000	11,000	12,500	14,600	18,300	20,800	22,500
Middle East	NQ	1 yr's pqe	2 yrs' pqe	3 yrs' pqe	4 yrs' pqe	5 yrs' pqe	6 yrs' pqe	7 yrs' pqe
United Arab Emirates								
Dubai range (£) **	52-65,000	60-70,000	70-90,000	75-90,000	85-100,000	90-120,000	105-130,000	100,000+
Dubai typical (£) **	55,000	64,000	80,000	85,000	92,000	100,000	94,000	Discretionary
Offshore Jurisdictions	NQ	1 yr's pqe	2 yrs' pqe	3 yrs' pqe	4 yrs' pqe	5 yrs' pqe	6 yrs' pqe	7 yrs' pqe
Caribbean (US\$)	N/A ***	N/A ***	N/A ***	120-190,000	130-200,000	150-220,000	110-250,000	120-450,000

* Figures shown are monthly. Data provided by ALS International

** UAE gives sterling equiv. to local currency to aid comparisons

*** Overseas qualified lawyers are rarely recruited at the 0-2 year level.