

2023 In-House Lawyers in Tech Compensation Survey Report

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Thank you

First of all, we at Found Legal would like to thank everyone who has taken the time to participate in the survey.

It is your input that has allowed us to create this guide specifically for our niche, to serve as a valuable resource to thousands of in-house tech lawyers across several countries.

About the survey

There are many salary surveys on the market for the legal professionals, but so far none has focused on in-house lawyer compensation in tech companies across several countries.

This survey aims to fill in this gap and to provide reliable data to both hiring managers and to individuals making decisions about their career steps.

Confidential and anonymous compensation data was gathered in our online survey in April and May 2023. More than 700 in-house lawyers took part in the survey. Data is reported in categories where more than ten responses were collected.

In this report we provide the detailed compensation data we collected for the full range of in-house lawyer roles, including:

- Legal Counsel
- Senior Legal Counsel
- Head of Legal
- Legal Director
- Deputy or Associate General Counsel
- General Counsel

Respondents of this survey include:

- in-house lawyers working in technology companies and
- technology lawyers working in other sectors (for example, in such related industries telecommunications, media and advertising, fintech, payments and professional services).

This report covers in-house compensation across the following countries:

- United Kingdom
- France
- Germany
- Spain

Whilst lawyers from other European countries have participated, the required responses threshold for reliable reporting was achieved only for these four countries. We aim to cover more countries in Europe in next year's survey.

As this is the first survey of its kind, one of our goals was to secure as many responses as possible. To achieve that, we tried to keep the number of questions to a minimum to ensure high participation.

In the future we aim to broaden the spectrum of data to better understand the scope of the benefits and working models provided by tech companies to their in-house legal teams.

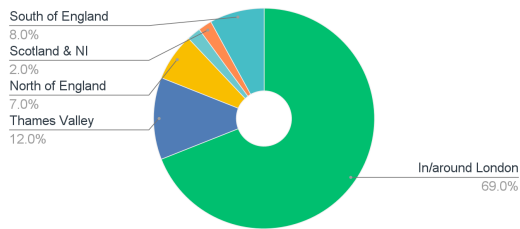
Your feedback

We aim to make this survey as useful as possible to you. Please feel free to provide your feedback anonymously by using [this link](#) or reach out to Mila Read, Director of Found Legal via LinkedIn or email.

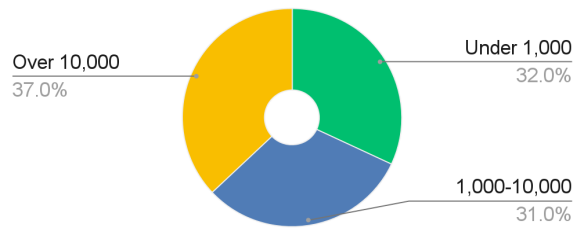
United Kingdom

UK Demographics

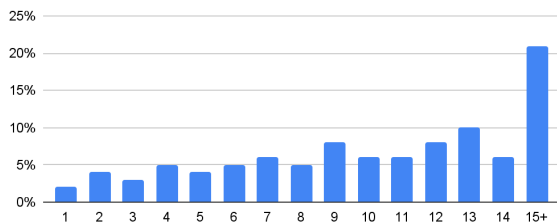
Respondents by location



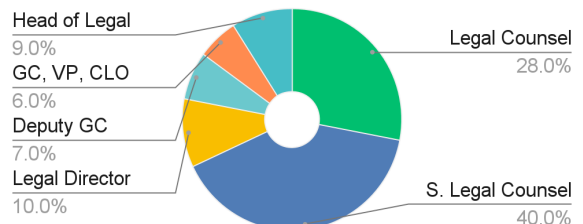
Respondents by company size



Respondents by years of PQE



Respondents by job title



UK Base Salary

London & Thames Valley Technology & Professional Services

By PQE

PQE	Salary low	Salary average	Salary high
1-2	£55,000 - £60,000	£60,000 - £80,000	£80,000 - £95,000
3-4	£70,000 - £79,500	£79,500 - £99,500	£99,500 - £105,000
5-6	£80,000 - £88,000	£88,000 - £113,500	£113,500 - £145,000
7-8	£83,000 - £93,000	£93,000 - £128,000	£128,000 - £150,000
9-10	£86,000 - £100,000	£100,000 - £137,000	£137,000 - £160,000
11-14	£90,000 - £110,000	£110,000 - £141,000	£141,000 - £186,000
15+	£90,000 - £120,000	£120,000 - £151,000	£151,000 - £200,000
Notes	Lowest ¼ of salaries	½ of all salaries are within this range	Highest ¼ of salaries

By job title

Role	Salary low	Salary average	Salary high
Legal Counsel	£55,000 - £75,000	£75,000 - £103,000	£103,000 - £134,000
Senior Legal Counsel	£77,000 - £100,500	£100,500 - £136,000	£136,000 - £151,000
Head of Legal	£107,000 - £120,000	£120,000 - £141,000	£141,000 - £160,000
Legal Director	£124,000 - £130,000	£130,000 - £150,000	£150,000 - £180,000
Deputy / Associate GC	£126,000 - £132,500	£132,500 - £159,000	£159,000 - £194,000
GC, VP Legal, CLO	£127,000 - £140,000	£140,000 - £180,000	£180,000 - £230,000
Notes	Lowest ¼ of salaries	½ of all salaries are within this range	Highest ¼ of salaries

London & Thames Valley Fintech, Payments, Financial Services, Banking

Role	Salary low	Salary average	Salary high
Legal Counsel	£70,000 - £89,000	£89,000 - £120,500	£120,500 - £140,000
Senior Legal Counsel	£80,000 - £106,000	£106,000 - £142,000	£142,000 - £156,000
Legal Director, Deputy GC, GC, VP	£125,000 - £145,000	£145,000 - £200,000	£200,000 - £280,000
Notes	Lowest ¼ of salaries	½ of all salaries are within this range	Highest ¼ of salaries

London & Thames Valley Telecoms, Media, Advertising, Communications

Role	Salary low	Salary average	Salary high
Legal Counsel	£50,000 - £60,000	£60,000 - £80,000	£80,000 - £102,000
Senior Legal Counsel	£71,000 - £82,000	£82,000 - £100,000	£100,000 - £125,000
Legal Director, Deputy GC, GC	£107,000 - £117,000	£117,000 - £145,000	£145,000 - £160,000
Notes	Lowest ¼ of salaries	½ of all salaries are within this range	Highest ¼ of salaries

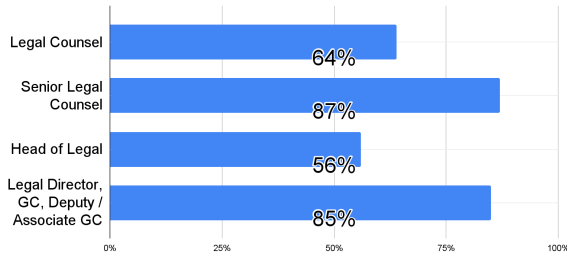
North of England, Midlands, South of England 'Regional' salaries*

Role	Salary low	Salary average	Salary high
Legal Counsel	£50,000 - £61,000	£61,000 - £80,000	£80,000 - £95,000
Senior Legal Counsel	£71,000 - £84,500	£84,500 - £98,500	£98,500 - £115,000
Legal Director, Deputy GC, GC	£82,000 - £106,500	£106,500 - £140,000	£140,000 - £175,000
Notes	Lowest ¼ of salaries	½ of all salaries are within this range	Highest ¼ of salaries

UK Other Compensation

Bonus

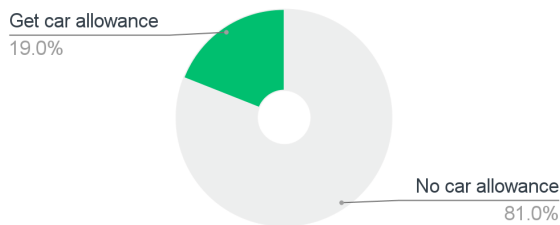
Percentage of respondents who receive a bonus



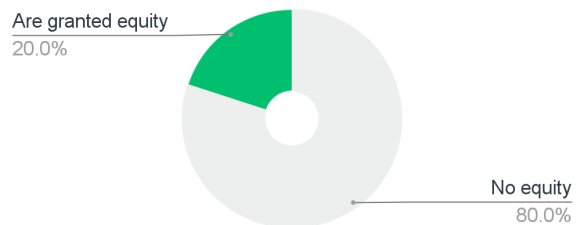
Typical bonus by seniority

Seniority	Typical Bonus
1-3 PQE	½ of respondents receive a bonus of 6-15%
4-6 PQE	¾ of respondents receive a bonus, predominantly within the range of 6-15%, while a smaller proportion receive 16-20%
7-10 PQ	¾ of respondents receive a bonus, predominantly within the range of 6-15% while a smaller proportion receive 16-20%
Head of Legal	6 out of 10 receive a bonus, predominantly within the range of 16-20%
Legal Director, Deputy/Ass. GC, GC	8 out of 10 receive a bonus, predominantly within the range of 21-30%, while a smaller proportion receive 16-20%
VP, SVP Legal	Bonus is typically over 30%

Car allowance



Equity



UK Observations

London and Thames Valley

London and Thames Valley base salaries are grouped together as they appear quite uniform. When we discuss London vs regional compensation, it is implied that London compensation includes Thames Valley compensation.

*‘Regional’ vs ‘London’ salaries outside of London

With many tech companies being remote first, regional compensation packages tend to fall into two categories: ‘regional’ packages and London level packages.

Our observations are that about 85% of in-house lawyers outside of London and Thames Valley are on regional packages (i.e. traditionally lower compared to London).

However about 15% are on London packages, typically working fully remotely or with a minimum amount of travel to London.

Based on our conversations, these 15% of in-house lawyers often transitioned into roles with London-level compensation because they had an ideal profile for the job vacancies. For example:

- They came from a competitor or from a company with a similar profile (e.g. a SaaS company lawyer moving to another SaaS company)
- They moved from private practice having specialised in an area highly relevant to the employer’s business (e.g. an IT Outsourcing company hiring an associate from Tech and Outsourcing team of a large law firm)
- Senior in-house lawyers (HoL, Director, Deputy GC, GC) with relevant in-house experience often manage to retain their London-level packages when they move out of London.

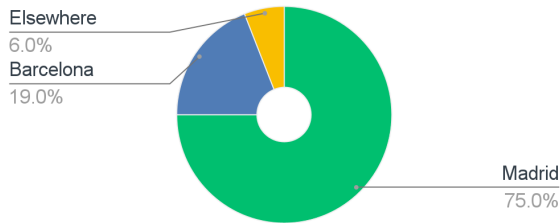
Scotland, Wales, Northern Ireland

Limited data was reported for Scotland, Northern Ireland and Wales not allowing for reliable analysis. Based on our observations, packages in these regions are typically somewhat lower than other UK ‘regional’ packages.

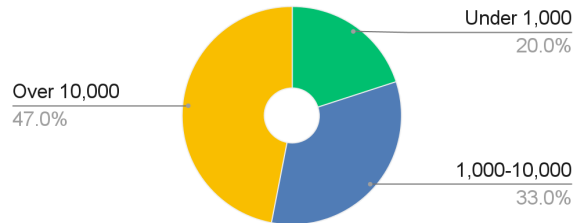
Spain

Spain Demographics

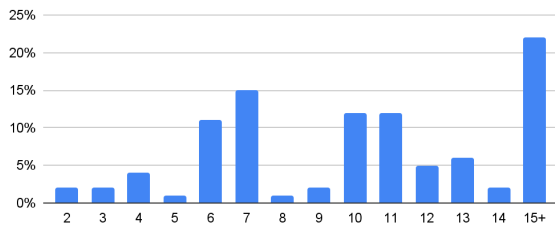
Respondents by location



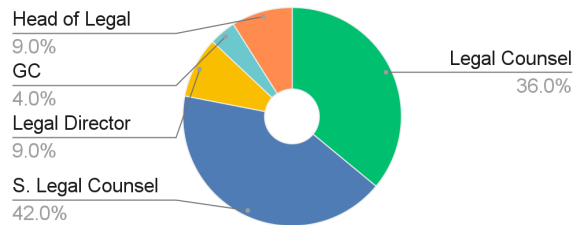
Respondents by company size



Respondents by years of post qualification experience (PQE)



Respondents by job title



Spain base salary

Madrid By job title

Role	Salary low	Salary average	Salary high
Legal Counsel	Under €46,500	€46,500 - €69,500	€69,500 - €85,000
Senior Legal Counsel	Under €63,500	€63,500 - €91,000	€91,000 - €110,000
Head of Legal, Legal Director, GC	Under €95,000	€95,000 - €121,000	€121,000 - €168,000
Notes	Lowest ¼ of salaries	½ of all salaries are within this range	Highest ¼ of salaries

Madrid By years of experience (PQE)

Years of post qualification experience (PQE)	Salary range
1-3 PQE	€30,000 - €52,000
4-7 PQE	€50,000 - €84,000
8-10 PQE	€55,000 - €100,000
11-14 PQE	€60,000 - €120,000
15+ PQE	€63,000 - €168,000

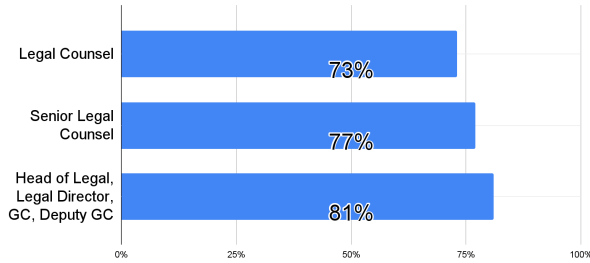
Barcelona By job title

Role	Salary range	Typical PQE
Legal Counsel	€23,000 - €53,000	Around 3-13 PQE
Senior Legal Counsel	€55,000 - €85,000	8-15 PQE
Head of Legal, Legal Director and GC	€70,000 - €105,000	8+ PQE

Spain Other Compensation

Bonus

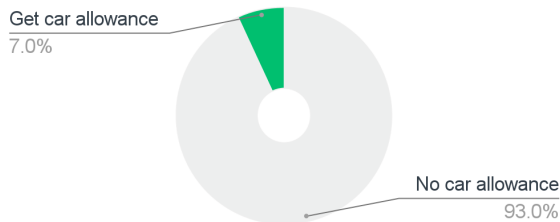
Percentage of respondents who receive a bonus



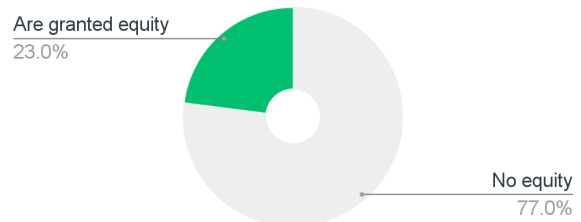
Typical bonus by job title

Job title	Typical Bonus
Legal Counsel	7 out of 10 respondents receive a bonus, predominantly within the range of 6-10%, with a smaller percentage at 1-5% and 11-15%
Senior Legal Counsel	8 out of 10 respondents receive a bonus, predominantly within the range of 6-15%, while a smaller proportion receive 16-20%, followed by 1-5%
HoL, Legal Director, Deputy GC, GC	8 out of 10 respondents receive a bonus, predominantly within the range of 16-30%, while a smaller proportion receive 6-15%

Car allowance



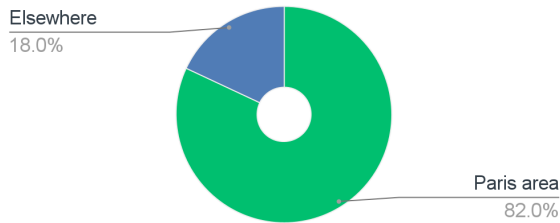
Equity



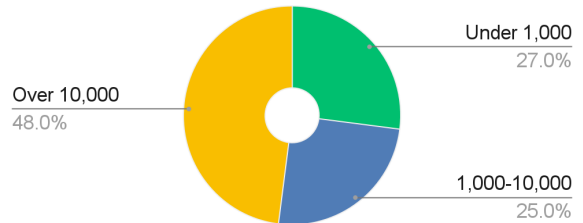
France

France Demographics

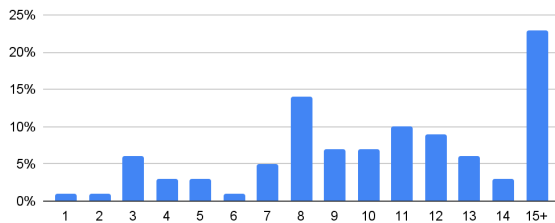
Respondents by location



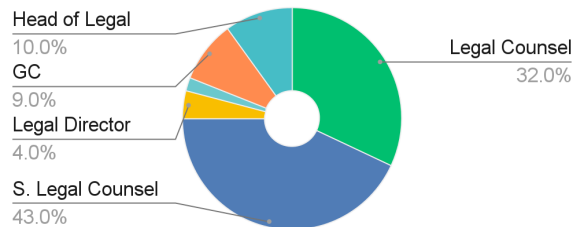
Respondents by company size



Respondents by years of post qualification experience (PQE)



Respondents by job title



France Base Salary

Paris By job title

Role	Salary low	Salary average	Salary high
Legal Counsel	Under €50,000	€50,000 - €88,000	€88,000 - €120,000
Senior Legal Counsel	Under €70,000	€70,000 - €120,000	€120,000 - €152,000
Head of Legal, Legal Director, GC	Under €117,500	€117,500 - €157,500	€157,500 - €220,000
Notes	Lowest ¼ of salaries	½ of all salaries are within this range	Highest ¼ of salaries

Paris By years of experience (PQE)

Years of post qualification experience (PQE)	Salary range
1-3 PQE	€37,000 - €60,000
4-7 PQE	€50,000 - €105,000
8-10 PQE	€60,000 - €130,000
11-14 PQE	€65,000 - €140,000
15+ PQE	€75,000 - €220,000

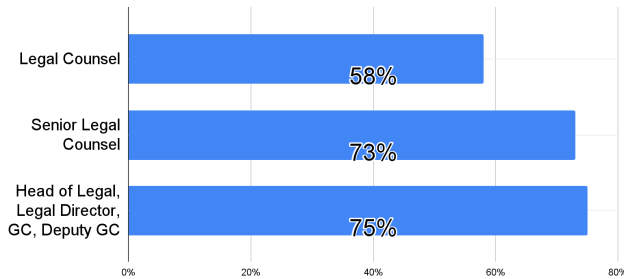
Other regions

Job title	Salary range	Typical PQE
Legal Counsel	€45,000 - €70,000	Around 3-9 PQE
Senior Legal Counsel	€70,000 - €110,000	8+ PQE
Head of Legal, Legal Director, GC	€75,000 - €125,000	10+ PQE

France Other Compensation

Bonus

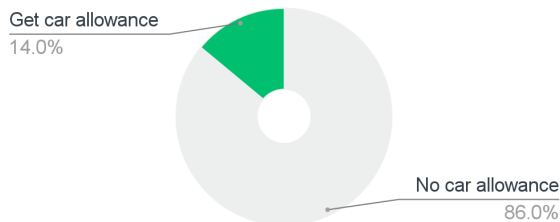
Percentage of respondents who receive a bonus



Typical bonus by job title

Job title	Typical Bonus
Legal Counsel	6 out of 10 respondents receive a bonus, predominantly within the range of 6-10% and 1-5%
Senior Legal Counsel	7 out of 10 respondents receive a bonus, predominantly within the range of 6-10%, with a smaller percentage at 11-15% and 16-20%
HoL, Legal Director, Deputy GC, GC	8 out of 10 respondents receive a bonus, predominantly within the range of 16-30%, while a smaller proportion receive over 30%

Car allowance



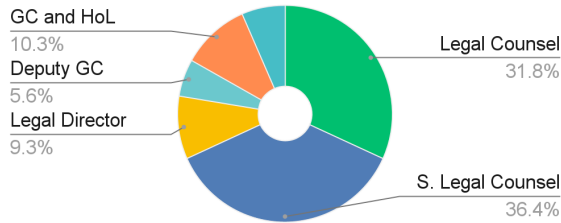
Equity



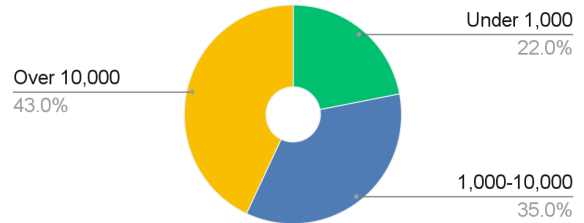
Germany

Germany Demographics

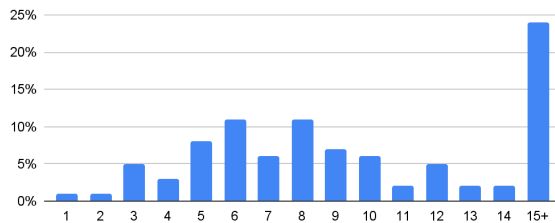
Respondents by job title



Respondents by company size



Respondents by years of post qualification experience (PQE)



Germany Base Salary

By job title

Role	Salary low	Salary average	Salary high
Legal Counsel	Under €72,000	€72,000 - €98,000	€98,000 - €134,000
Senior Legal Counsel	Under €90,000	€90,000 - €130,000	€130,000 - €165,000
Head of Legal, Legal Director, GC	Under €120,000	€120,000 - €200,000	€200,000 - €250,000
Notes	Lowest ¼ of salaries	½ of all salaries are within this range	Highest ¼ of salaries

By years of post qualification experience (PQE)

Years of post qualification experience (PQE)	Salary range
1-3 PQE	€65,000 - €78,000
4-5 PQE	€70,000 - €120,000
6-7 PQE	€75,000 - €130,000
8-14 PQE	€80,000 - €165,000
15+ PQE	€95,000 - €250,000

Notes

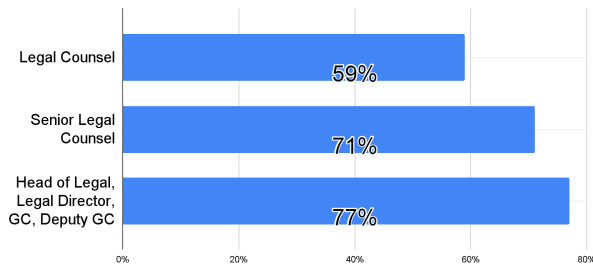
Base salaries in Germany seem to be more uniform and generally start at a higher level compared to other countries in this report.

In the 2024 survey, we plan to distinguish between different geographical regions within Germany.

Germany Other Compensation

Bonus

Percentage of respondents who receive a bonus



Typical bonus by job title

Job title	Typical Bonus
Legal Counsel	6 out of 10 respondents receive a bonus, predominantly within the range of 6-15% with a smaller percentage at 16-20% and 21-30%, followed by the minority at 1-5%
Senior Legal Counsel	7 out of 10 respondents receive a bonus, predominantly within the range of 11-15%, with a smaller percentage at 6-10% and 16-20%, followed by 1-5% and the minority at 21-30%
HoL, Legal Director, Deputy GC, GC	8 out of 10 respondents receive a bonus, predominantly within the range of 16-30%, while a smaller proportion receive 6-15%, followed by 30%

Car allowance



Equity



About Found Legal



Found Legal is a specialist recruitment agency specialising in in-house legal roles in the technology sector across the UK and Europe.

Our clients include tech companies ranging from small and medium sized businesses to major multinationals including Fortune100 organisations.

If you are looking to hire a new legal team member, are considering a new role or have other questions, please feel free to get in touch.

Your contact person is Mila Read, Director of Found Legal.

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