
USA SALARY & MARKET REPORT 2021

PRIVATE PRACTICE



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THE USA



LEGAL MARKET UPDATE

2020 was a slow year for legal recruitment as the US grappled with Covid-19. Demand from law firms decreased significantly and the outlook remained uncertain going into the first quarter of 2021.

From February 2021, we started to experience an uptick in demand from our law firm clients and by April, the market was buoyant, with unprecedented demand for Australian lawyers in both NYC and San Francisco.

At the time of writing in mid-2021, the US market still remains incredibly busy and more Australian lawyers than ever before are securing positions. In this Report we cover the main areas of demand in 2021 and salaries for US lawyers.

We hope you find the Report useful. As always, if you have any questions or would like advice about relocating to the US as a lawyer, please don't hesitate to contact us.

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NEW YORK CITY

New York is home to the majority of the world's biggest and best law firms. As an Australian lawyer working in New York, you will gain exposure to career-defining work, the opportunity to learn from the world's sharpest legal minds as well as the ability to earn multiple times your Australian salary.

The E-3 visa has made the process of obtaining a role in New York for Australian lawyers easier in recent years. Most of the large law firms are experienced hiring foreign lawyers, especially from Australia, and their in-house immigration teams guide you through the process step-by-step. Obtaining an E-3 visa is contingent on first having a job offer from a firm.

Most law firms require you to have sat, or agree to sit within a certain period of starting a position, the New York Bar. Until you pass the Bar, you cannot fully practise as a lawyer in New York. Most Australian lawyers will begin their roles with a job title such as 'Law clerk' whilst they undertake the requisite qualifications.

Key Areas of Demand 2021



Corporate / Private Equity



Finance - Structured Products



Finance - transactional



SAN FRANCISCO

In San Francisco, the work tends to reflect the economy and as a lawyer you will likely be working with clients from high growth Tech companies such as Salesforce, AirBnB, LinkedIn, Microsoft and many more, as well as Venture Capital funds.

The E-3 visa follows the same process as described for New York on the previous page.

Most law firms require you to have sit, or agree to sit within a certain period of starting a position, the California Bar. Until you pass the Bar, you cannot fully practise as a lawyer in California. Most Australian lawyers will begin their roles with a job title such as 'Law clerk' whilst they undertake the requisite qualifications.

As a lawyer in San Francisco, you tend to work fewer hours than in NYC and this has its appeal for many Australian lawyers who want free time to explore the US, as well as the lure of living in California.

Key Areas of Demand



Corporate / Private Equity



Technology, data and privacy



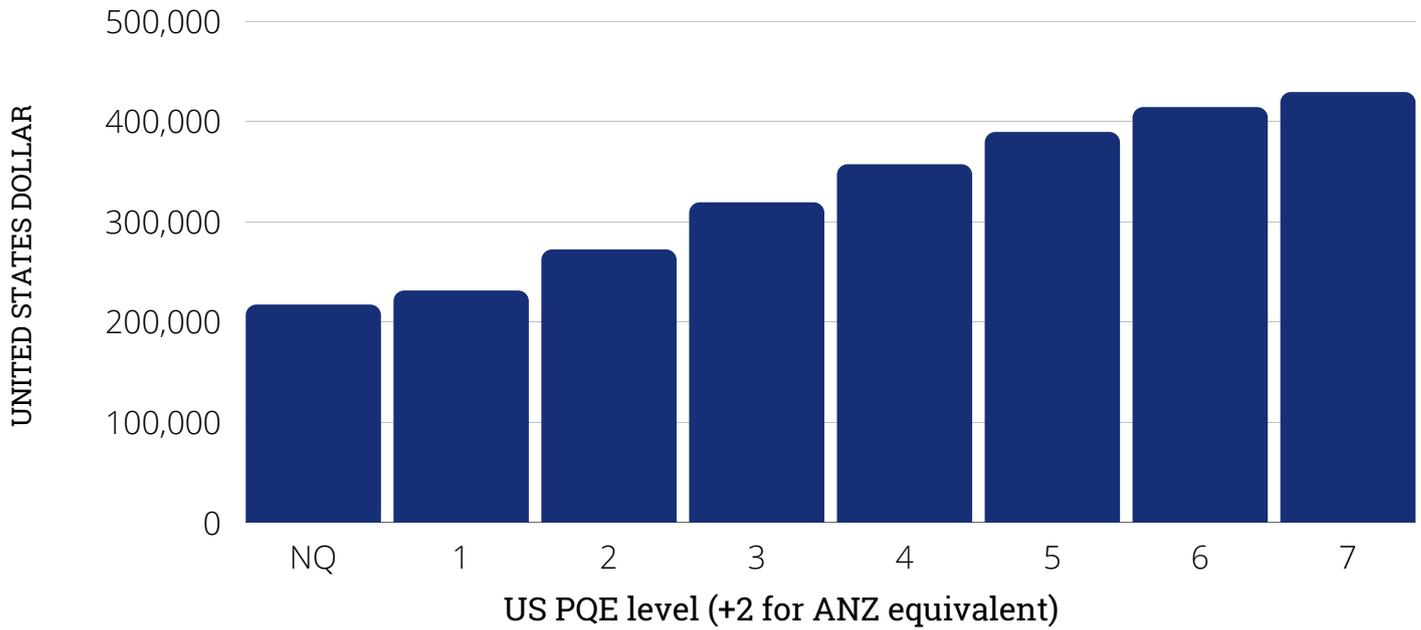
Finance - transactional



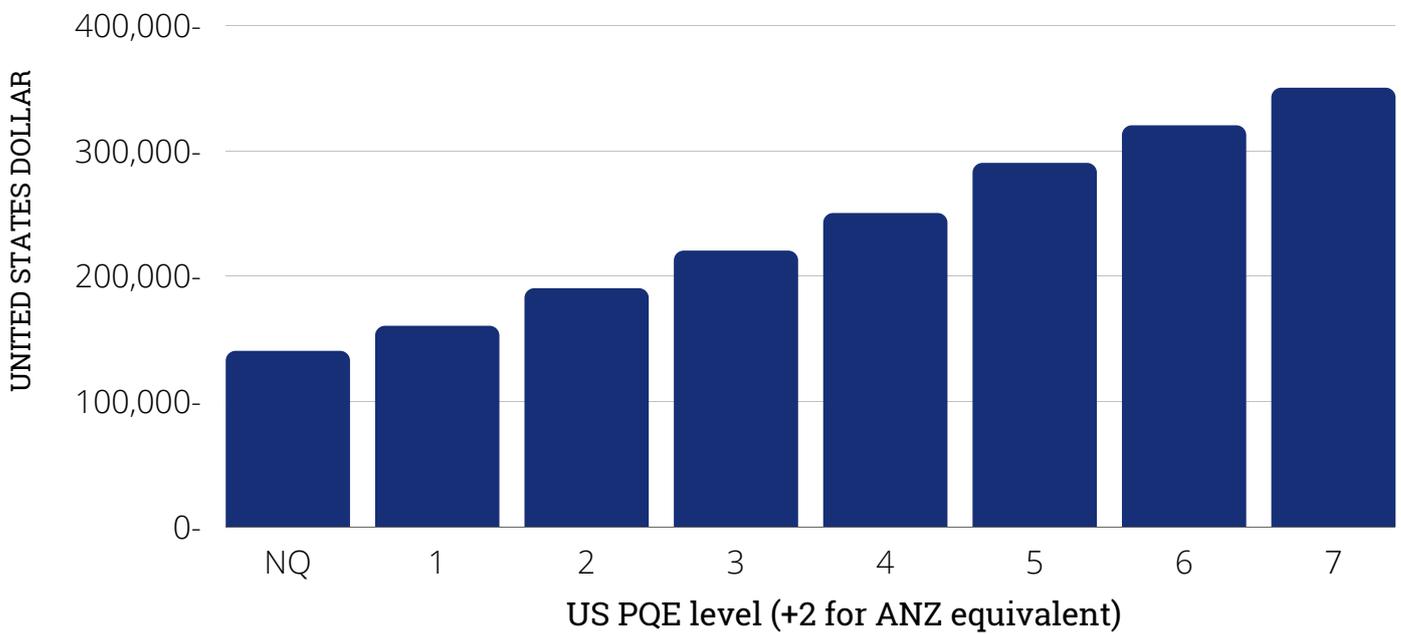
SALARY TABLES



Top US Firms on the Cravath Scale (including bonus)



Mid-Tier US Firms - Non-Cravath Scale (including bonus)



A selection of the top US law firms

Skadden

CRAVATH, SWAINE & MOORE LLP

SULLIVAN
&
CROMWELL

WHITE & CASE

KIRKLAND & ELLIS

Simpson
Thacher

Davis Polk

Weil

LW

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Alex is a former Top Tier lawyer and has 8 years experience placing Australian lawyers into the US market. Alex is a 'go to' Australian based recruiter for the top US law firms when they are looking to hire Australian lawyers.

Get in touch today and Alex will be happy to brief you on the market, hiring processes, timings for applications, timing for relocating, live vacancies and everything else you may wish to know.



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