



BEACON LEGAL
SPECIALIST LEGAL RECRUITMENT.

**USA SALARY &
MARKET REPORT -
PRIVATE PRACTICE**

AUG 2022

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TABLE OF CONTENTS

- 03** Market Update
- 04** New York City
- 05** California
- 06** Salary Tables
- 08** Top US Law Firms
- 09** Contact

MARKET UPDATE

USA SALARY & MARKET REPORT - PRIVATE PRACTICE - AUG 2022

2021/2022 was a great year to be an Australian lawyer relocating to the US.

Following the resumption of international travel, and with more certainty around deal-flow and instructions, the demand from our US clients for Australian-qualified lawyers increased significantly.

The uptick in demand continued in the first two quarters of this year, with unprecedented levels of interest in Australian lawyers being seen both in NYC and California (Los Angeles, San Francisco & Palo Alto).

At the time of writing, 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 and discuss the changes in remuneration that occurred in the last 12 months.

We hope you find the Report useful, and 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.

Alex Gotch

Director & Qualified Lawyer

Beacon Legal

alex.gotch@beacon-legal.com.au

(+61) 449 990 768



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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 we work with are experienced in hiring foreign lawyers, especially from Australia, and their in-house immigration teams guide you through the process step-by-step.

Most law firms require you to agree to sit the New York Bar Exam within a certain period of starting a position. Until you pass the Bar, most Australian lawyers will begin their roles with a title such as 'Foreign Qualified Lawyer (pending admission to the New York Bar)' whilst they undertake the requisite qualifications.

KEY AREAS OF DEMAND

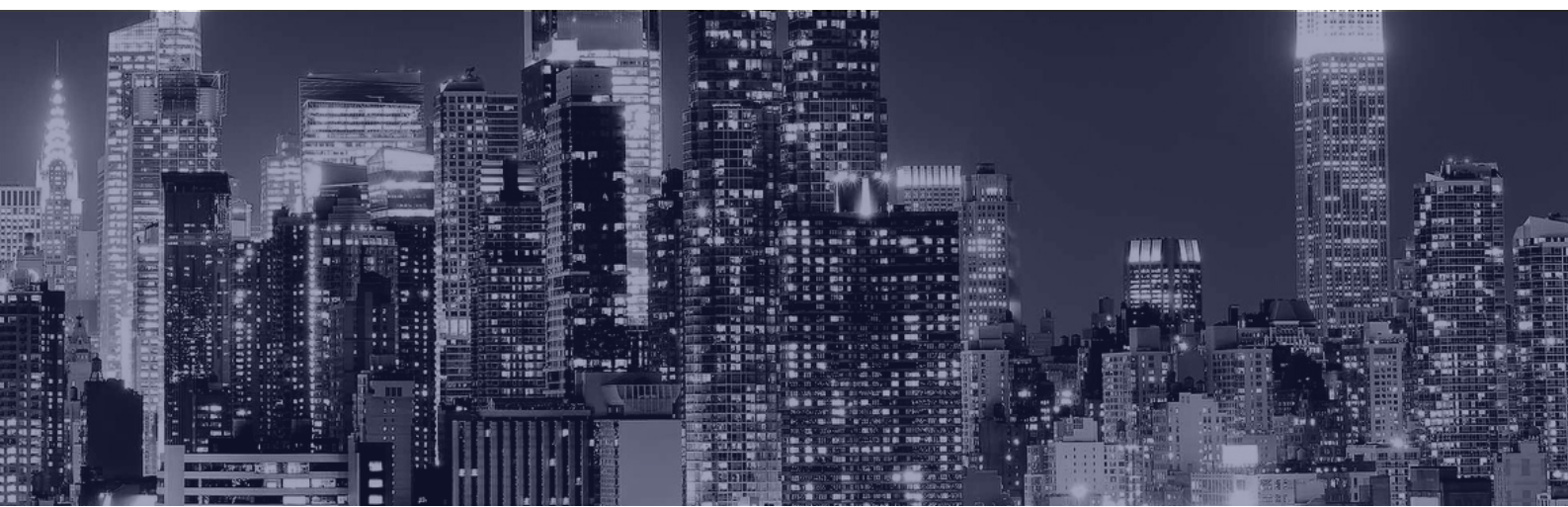
Corporate/Private Equity



Finance - transactional



Funds & Investment Funds



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CALIFORNIA

Much in keeping with the market in New York, our clients in California (Los Angeles, San Francisco and Palo Alto in particular) have maintained a high demand for Corporate, Private Equity, Real Estate and Technology transactional lawyers.

The work is generally varied and maintains the highest calibre. For lawyers with an interest in high growth Tech companies and Venture Capital-led transactions, the opportunity to work with the likes of Salesforce, AirBnB, LinkedIn, Microsoft and a variety of Venture Capital funds remains an attractive proposition.

Visa processes are comparable to New York and law firms in California expect you to agree to sit for the Californian Bar Exam within a certain period of starting a position. It is worth noting that eligibility to sit the Californian Bar usually requires Australian-qualified lawyers to have at least two or more years' post-admission experience.

Most Australian lawyers will begin their roles with a job title such as 'Law clerk' whilst they undertake the requisite qualifications, however, once you pass the Bar Exam, they then adopt the 'Associate' title.

Some key points as to why places like Los Angeles are an excellent prospect: you tend to work fewer hours than in New York, the cost of living can be lower (with remuneration being identical), and there is a particular 'lure' of the beaches, surfing and warm climates all year round.

KEY AREAS OF DEMAND

Corporate/Private Equity



Finance - transactional



Technology, data, privacy



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SALARY TABLES

All figures are average salaries, in US Dollars.

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ELITE US LAW FIRMS

The elite US law firms pay on a fixed scale, commonly known as the 'Cravath' scale, named after one of the premier US law firms.

The law firms which sit one or two rungs below the elite level firms, tend to pay 10-20% less than the Cravath scale.

Below is the current Cravath scale relevant to the elite firms.

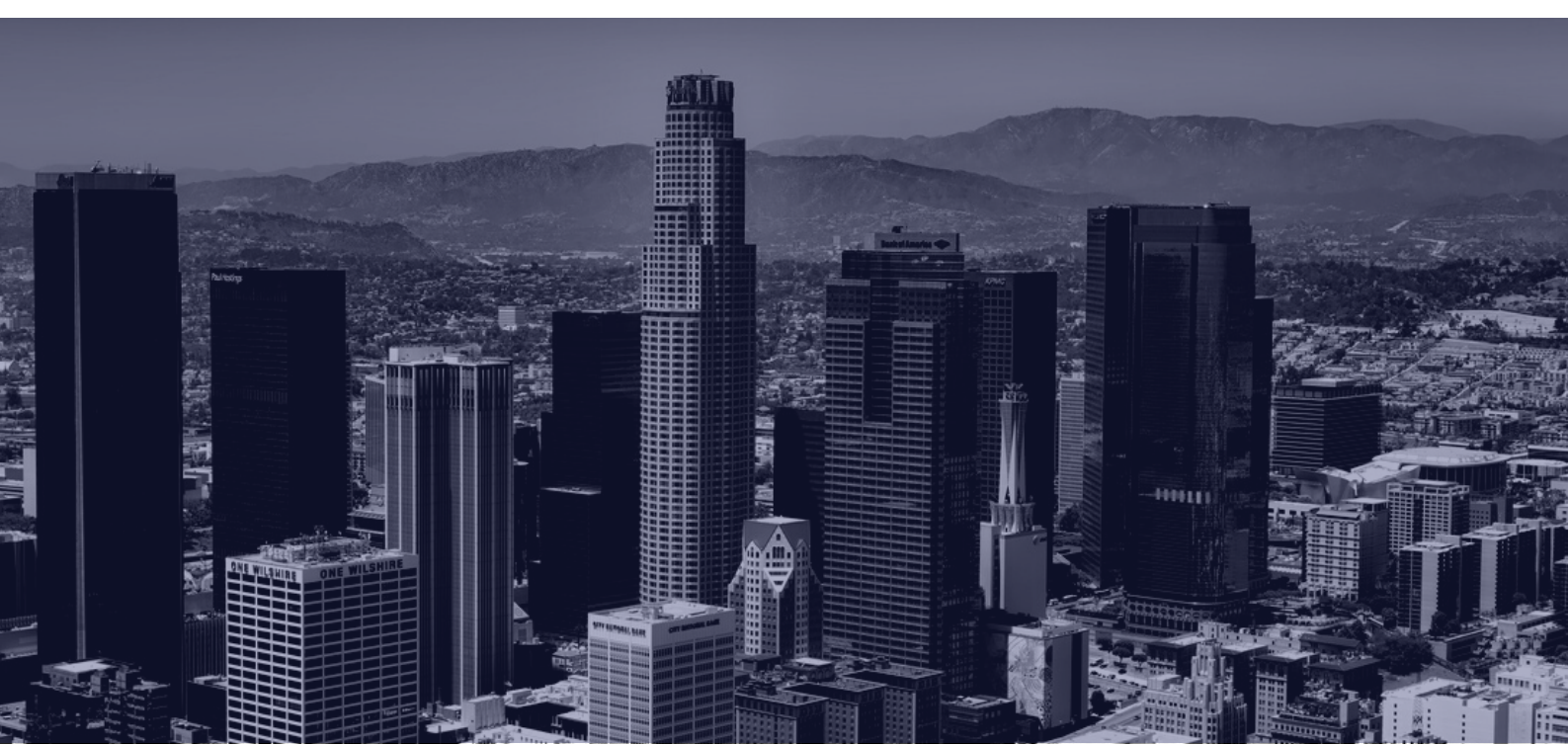
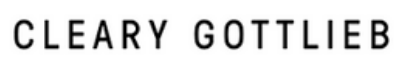
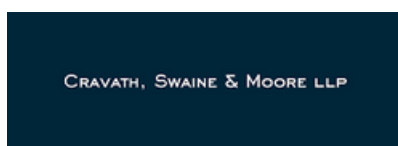
PQE LEVEL	\$USD Amount	\$USD Average Bonus
1	215,000	20,000
2	225,000	30,000
3	250,000	57,500
4	295,000	75,000
5	345,000	90,000
6	370,000	105,000
7	400,000	115,000
8	415,000	115,000+



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A selection of the top US law firms we work with:



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CONTACT US

Alex and Chad are former Top Tier transactional lawyers and have close to 15 years' experience placing Australian practitioners into the US market. They are viewed as the 'go to' Australian based recruiters for the top US law firms and have entrenched relationships with the top 'White Shoe', Magic Circle and International law firms based in the US.

Get in touch today and they would be happy to advise further on the market, hiring processes, timings for applications, timing for relocating, live vacancies and the substantial relocation packages on offer.



Alex Gotch

Director & Qualified Lawyer

+61 449 990 768

alex.gotch@beacon-legal.com.au



Chad Weerasinghe

Associate Director & Qualified Lawyer

+61 452 322 710

chad.weerasinghe@beacon-legal.com.au