



NEW ZEALAND LAWYERS INTERNATIONAL UPDATE

JULY 2024

MAPPING INTERNATIONAL MARKETS





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ABOUT BEACON LEGAL



Beacon Legal has offices in the UK (London) and Australia (Sydney, Brisbane, Melbourne), specialising in recruitment across multiple international markets including Ireland, Asia Pacific, the Middle East, the U.S., and the Cayman Islands. With expertise in relocating Antipodean lawyers across these jurisdictions, we offer tailored advice relevant to your background and career aspirations, with the ability to manage job applications for you across multiple locations.

MAPPING MULTIPLE INTERNATIONAL MARKETS

In highly competitive international markets, particularly London, there has been a noticeable trend among foreign-qualified lawyers to expand their job searches across multiple global destinations simultaneously. This strategic approach has significantly improved lawyers' prospects of securing career-enhancing roles and gaining a comprehensive understanding of all of their options abroad, thereby allowing them to realise their ambitions to work overseas.

Kiwi lawyers have found success in several international jurisdictions, including London, Dublin (Ireland), Singapore, and Australia.





BENEFITS OF EACH MARKET

FOR NZ LAWYERS

LONDON

London is renowned as a hub for international legal careers, offering access to prestigious law firms and a robust global network. It's a prime destination for Antipodean lawyers seeking career advancement, higher salaries, proximity to Europe, and a vibrant cultural experience.

London firms typically seek lawyers with 4-6 years of NZ/AUS PQE, preferably from transactional or 'jurisdictionally mobile' practice areas, often with top-tier or international law firm experience.

PQE LEVEL	MAGIC CIRCLE FIRMS	\$NZD AVERAGE
NQ	£ 150,000	\$330,000
1 PQE	£ 155,000	\$340,000
2 PQE	£ 155,000 - £ 160,000	\$350,000
3 PQE	£ 160,000 - £ 175,000	\$370,000
4 PQE	£ 170,000 - £ 185,000	\$380,000
5 PQE	£ 175,000 - £ 190,000	\$390,000
6 PQE	£ 180,000 - £ 195,000	\$400,000
7-10 PQE	£ 180,000 - £ 215,000	\$420,000



BENEFITS OF EACH MARKET

FOR NZ LAWYERS

IRELAND

In recent years, Ireland, particularly Dublin, has emerged as a popular option post-Brexit and amid global shifts. The Irish legal market, dominated by five major firms, offers opportunities across practice areas such as tax, real estate, litigation, and employment law.

Highly interconnected with London and major European centres, Ireland is a global intersecting point attracting major transactions and legal activity. Irish firms prioritize work-life balance, manageable billable hours (around 1600 annually), and strong career advancement prospects, leading as leverage into other large markets e.g. London.

Irish firms typically prioritise NZ lawyers with 3+ years of experience, advantageously to those who have Irish passports/working rights.

PQE LEVEL	TOP 5 FIRMS	\$NZD AVERAGE
1 Year	80,000 (EURO)	\$140,000
2 Years	90,000 (EURO)	\$160,000
3 Years	100,000 (EURO)	\$180,000
4 Years	115,000 (EURO)	\$200,000
5 Years	125,000 (EURO)	\$220,000



BENEFITS OF EACH MARKET

FOR NZ LAWYERS

ASIA PACIFIC

Asia Pacific, notably Singapore and Hong Kong, present as dynamic markets for lawyers aiming to establish themselves in major global economies. These cities host some of the world's largest law firms, offering substantial cross-border work opportunities in areas like transactional law, projects, construction, and international arbitration. With ongoing economic growth, particularly in Singapore, demand for skilled lawyers continues to rise. Similar to London, firms in Singapore tend to favour those with 4-6 years of NZ/AUS PQE, preferably from transactional or 'jurisdictionally mobile' practice areas, often with top-tier or international law firm experience.

PQE LEVEL	MAGIC CIRCLE FIRMS	\$NZD AVERAGE
NQ	\$186,000 (SGD)	\$225,000
1 PQE	\$202,000 (SGD)	\$250,000
2 PQE	\$222,000 (SGD)	\$270,000
3 PQE	\$244,000 (SGD)	\$300,000
4 PQE	\$269,000 (SGD)	\$325,000
5 PQE	\$290,000 (SGD)	\$350,000
6 PQE	\$310,000 (SGD)	\$375,000
7 PQE	\$318,000 (SGD)	\$390,000



BENEFITS OF EACH MARKET FOR NZ LAWYERS

AUSTRALIA

Australia serves as a strategic entry point into a larger, globally connected legal market for Kiwi lawyers. The size and strength of the market is attributed to its major international investments and strong links into major centres (e.g. UK, US and Asia Pacific) which feed into the complex and large-scale nature of legal work.

The Australian legal market offers an accelerated career pathway for lawyers, greater earning potential (true from graduate to partner level), lifestyle benefits and stronger prospects for entry into key markets (e.g. London, Singapore, New York). Key locations include:

SYDNEY remains the highest paying legal market in Australia, and a major financial hub for Australian businesses. Coupled with strong career advancement the city gives access to a great lifestyle, climate, world class beaches and culture,

Sydney Top-Tier Firms	PQE LEVEL	TOP TIER FIRMS	\$NZD AVERAGE
	1	115,000 - 130,000 (AUD)	135,000
	2	135,000 - 155,000 (AUD)	153,000
	3	150,000 - 165,000 (AUD)	170,000
	4	160,000 - 180,000 (AUD)	186,000
	5	170,000 - 190,000 (AUD)	200,000
	SA 1	190,000 - 210,000 (AUD)	220,000
	SA 2	210,000 - 235,000 (AUD)	250,000



BENEFITS OF EACH MARKET

FOR NZ LAWYERS

MELBOURNE is known as the ‘cultural capital’ of Australia and an excellent city to build a legal career. It also boasts a financially incentivising market with competitive housing prices and affordable cost-of-living.

BRISBANE provides lawyers with both career advancement opportunities and a high quality of life, thanks to its year-round sunshine. The city's housing market remains robust, with median prices significantly lower than those in Sydney and Melbourne, making it an attractive destination for Kiwi lawyers looking to settle.

BRISBANE	MEDIAN (AUD)
Houses	\$767,781
Units	\$490,997

SYDNEY	MEDIAN (AUD)
Houses	\$1,217,308
Units	\$769,773

MELBOURNE	MEDIAN (AUD)
Houses	\$897,222
Units	\$585,366



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CONSIDER YOUR APPROACH

In challenging market conditions or highly competitive legal landscapes, re-evaluating your approach and exploring more favourable jurisdictions for your practice area and career level can be crucial. Detailed knowledge of international markets enhances decision-making in your job search.

For more information, reach out to one of our experienced consultants using the following contact details...



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