



Compensation Compass for Legal Departments

The salary benchmark of PwC Legal





Understand structures. Know compensation. Retain talent.

Why this study?

For in-house legal professionals, there has so far been **no truly reliable, structured data on salary levels and composition, role profiles, and career models**. The available data does not reflect the actual salaries perceived and achieved in the market. Moreover, existing studies are based on a general job evaluation logic that applies equally to all corporate functions and often ignores compensation-relevant criteria specific to legal professionals.

We close this gap:

The underlying evaluation matrix **was developed exclusively with heads of leading legal departments** – practical, reliable, and tailored to the daily demands on these professionals. We also collect target and actual salaries across all compensation components.

How we proceed:

1

We jointly evaluate the grades in your legal department.

2

We record the salary data.

3

You receive the evaluation.

Your benefits



Truly up-to-date, reliable salary data for the first time.



Exclusive online access to PwC's Compensation Compass.



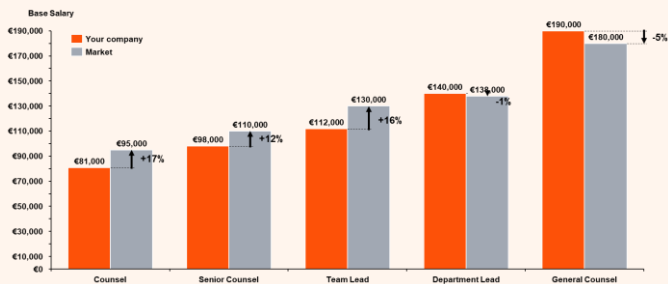
Competitive advantage in recruitment and retention.

Which evaluations do you receive free of charge?

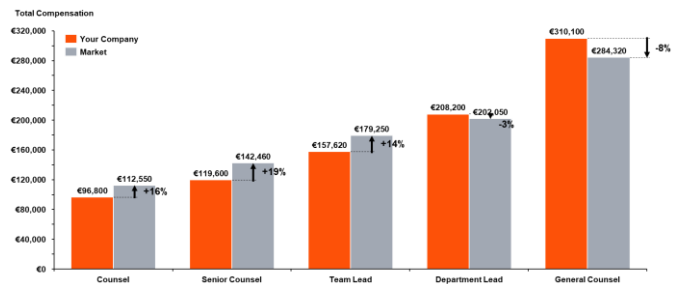
By participating, you receive free access to the following evaluations:

- 1 Base salary of your company compared to a general target group (Graphic 1)
- 2 Total compensation of your company compared to a general target group (Graphic 2)
- 3 Euro per point in the internal company comparison of grades (Graphic 3)
- 4 Requirement range Junior Counsel to General Counsel (Graphic 4)

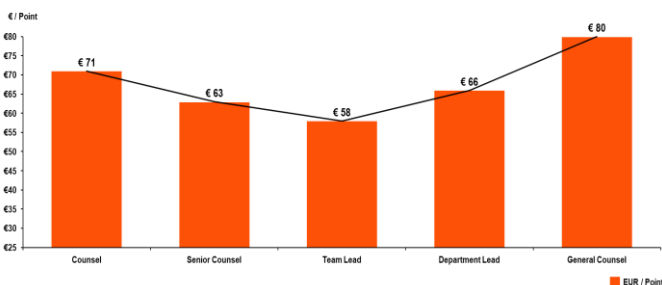
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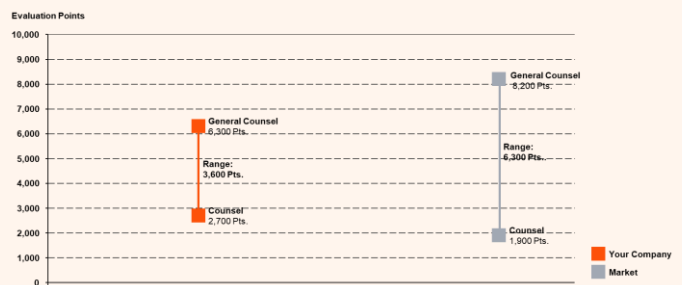
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All data is validated, anonymised, and processed in compliance with GDPR. It is not possible to draw conclusions about individual companies or persons.

Filtering by company size, region/country, industry, and detailing of variable compensation is subject to a fee.



Details regarding the process

Step 1 – We evaluate the grades in your legal department.

In this 'evaluation', we translate your qualitative requirements into requirement points during a structured interview using PwC Legal's evaluation matrix. The requirements for each hierarchical level are assessed according to various criteria – including: education, breadth of tasks and responsibility, decision-making scope and influence, strategic reach and internal visibility, communication requirements, and interfaces. The interview lasts 2 hours.

Step 2 – We record the salary data.

Using our template, we collect the typical value (median) per level in target and actual compensation for all compensation components: base salary, short-term incentives (bonuses), long-term incentives (shares), and fringe benefits (e.g., company car).

Step 3 – You receive the evaluation within a maximum of two weeks.

After successful validation of your job evaluation and the salary components provided, you can view the results online in our Compensation Compass.

Your Contacts



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