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# Italy in-house legal market report and salary guide

2022-2023



## In-house legal market update

The last year has seen unprecedented growth across multiple industries all over the world. The legal markets have been no exception. Indeed, the Italian economy, for example, grew 6.5% in 2021. The knock on is obvious. Businesses have needed to recruit in order to keep up with demand, and this includes the recruitment of lawyers. And now, in 2022, despite the war in Ukraine, gas and electricity prices soaring and a broad increase in prices in foods and services, the legal recruitment market in Italy and the rest of Southern Europe remains strong. It appears the political and financial issues are not impacting as yet.

### The candidate driven market continues

It's difficult to ignore the most pressing trend in the market right now: it's busy. Really busy. In fact, there's never been a better time to be a legal practitioner looking to make a move. We have seen the demand for lawyers, especially at the junior and mid-level end across all industry sectors at an all-time high. From energy and sports to tech and ecommerce.

What has been very interesting for our sector is that the number of businesses, which historically never worked with search consultancies before, are now looking to engage the expertise of an agency. This is because right now, talent has never been more difficult to attract and to secure. And, these businesses have such high demands for talent that their internal recruitment teams cannot keep up with the volume, let alone secure the best candidates.

The obvious knock on in this busy market has been a dramatic rise in the salaries of junior lawyers, we have seen this slightly in Italy and stronger across France and Spain. This is following a period of time where salaries remained fairly stagnant for a number of years, even before the start of the pandemic. Candidates have been reticent to move over the last year to 18 months and therefore, those that do go for





it are demanding greater reward in order to take, what they perceive, as the risk of a move.

Lawyers generally are still looking to maintain some kind of hybrid working model and do not want to go back to full time in the office. As a result, those companies which do not offer some kind of flexibility are finding it very difficult to attract talent. Italy and also the rest of Europe, on the whole, does seem to have adjusted to this way of working and we are generally seeing a 40/60 and 30/70 (home v office).

In this challenging market, not all corporates have been able to adjust their salaries to the new trends and in some cases they are reluctant to pay more for the right talent. As a result, searches become very long and exhausting both for clients and candidates.

The favourable tax regime for lawyers in law firms who earn up to 65,000€ (regime dei minimi e super minimi), as well as the better work-life balance

offered by law firms has reduced the line of those lawyers who were once desperate to make the move to in-house.

### **Brexit hasn't gone away**

During the pandemic there were times when the impact of Brexit was almost forgotten. Now it does seem, for the recruitment sector anyway, the positives of the move may be starting to come out. With the world a changed place following the pandemic and with technology continually developing at lightening pace, it is easier for roles to be based anywhere. We are also seeing many Italians as well as other Southern European citizens look to return home, giving law firms and businesses access to homegrown talent and lawyers who intrinsically understand the market and have local language skills.



### New level for environmental, social, governance (ESG) and corporate social responsibility (CSR)

ESG and legal departments have long been connected. For years General Counsel have had to keep on top of this and it has become a part of everyday life when running any kind of team. Legal teams have become more sustainable themselves and we have seen this already through the strong development of legal operations teams; through which departments look to become more efficient. However, we have seen some businesses take this to the next level and appoint a sustainable global head of environment law. These roles take the responsibility off the shoulders of the General Counsel for the first time, and firmly lay out a path that the business expects to take around the environment and sustainability. Businesses need to show their shareholders they are serious about sustainability and balance sheets need to showcase how this can be profitable. ESG compliance is also now playing a major role in M&A deals. It is no longer a fleeting part of a transaction and now requires key consideration.

By creating a dedicated role for this, a business has the best chance of producing real results. We predict these roles, at this senior level, will only continue to increase. This presents a real opportunity for many lawyers and gives them the opportunity to carve out a new niche for themselves even at the most senior level.

In Italy, we are seeing a big drive by the law firms, notably GOP, Bonelli Erede and Cleary Gottlieb, to develop their corporate social responsibility. Many are increasing their pro bono work and offering access to free legal services. They are also making moves to make their firms more inclusive and diverse. For example, Gianni & Origoni's GOP Cares covers the full gamut of policies including the environment, social and governance, all with the aim to make the firm more sustainable.

If you would like more information on the market or you would like to discuss growing your team, please get in touch with [Nicoletta Ravida](#).

## In-house Counsel salaries in Italy

Years of experience	Salary Range (€)
2-3	40,000-45,000
4-5	46,000-65,000
6-7	66,000-80,000
8-9	81,000-110,000
10-11	110,000-120,000
12-13	120,000-130,000
Head of Legal of a Subsidiary or of a Department/Division	130,000-150,000
General Counsel	500,000+

Bonuses tend to vary between 15% and 25%

Note: Please do bear in mind that the amounts indicated are a mere average and these may vary +/- depending on if we are looking at an In-house Counsel employed by a subsidiary of an international company based in Italy, a multinational company headquartered in Italy or an Italian family-owned multinational.

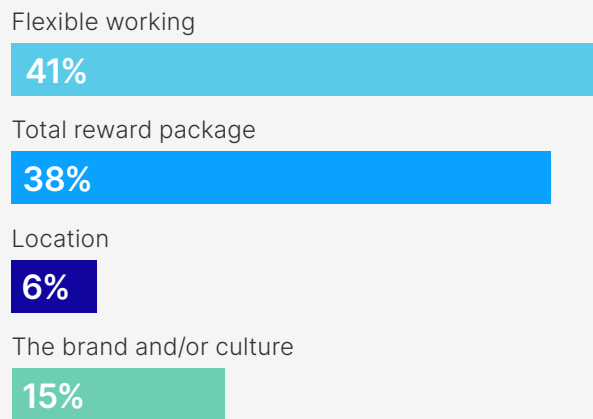
## LinkedIn poll results

Have you been headhunted in the last six months? (444 votes)

- No
- Yes

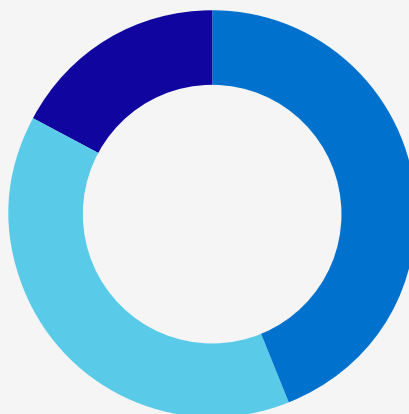


When looking to move what is the most important element of any potential new role? (381 votes)



Would you turn down a role if you were required to be in the office four or five days a week? (906 votes)

- Yes - my ideal is one or two days | 44%
- Yes - my ideal is three days | 17%
- No - the job is more important | 39%



## About Taylor Root

We are a global legal, risk and compliance search and recruitment consultancy and have been a market leader for more than 30 years.

We help global law firms and businesses to build and expand their legal, risk, compliance and corporate governance functions. Whether you're hiring your first In-house Counsel, expanding your associate team in a certain practice area or expanding your risk department internationally, we partner with businesses at every step of your journey.

Our services include contingent and retained search, permanent, temporary and interim recruitment as well as consultancy solutions.

Wherever we operate we have made an impact, from Düsseldorf to Dubai, New York to Shanghai or Milan

to Melbourne. From pioneering specialist recruitment in particular locations, to shaping how our clients have approached hiring, our influence is evident everywhere.

Today, we have 13 international offices – a truly global network of search and recruitment experts.

Put simply, no one can match our global reach, or our history.

## Key contact



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