

# SALARY GUIDE

# 2025

## INTRODUCTION

Welcome to Sphere Recruitment's Annual Salary Survey for the Legal and Compliance Sectors in Northern Ireland and London.

As the industry continues to evolve, we're seeing some fascinating trends shaping both markets.

From the rise in demand for regulatory specialists to the growing emphasis on hybrid working models, this year's survey offers a detailed snapshot of the salaries and shifting expectations across key roles and locations.

Whether you're a seasoned professional gauging your market worth or a hiring manager planning building your team, this survey is packed with insights to help you stay ahead.

We hope you find the information valuable, and as always, we're here to chat if you have questions or need advice - Let's connect!



**SPHERE**  
RECRUITMENT SPECIALISTS

# SALARY GUIDE

## LEGAL

### PRACTICE - NI

LEVEL OF EXP. (PQE)	LOWER	MID <i>Salary in £</i>	HIGHER
Newly Qualified	30,000	37,000	45,000
1-2 yrs PQE	33,000	40,000	49,000
3-4 yrs PQE	38,000	45,000	55,000
5-7 yrs PQE	45,000	55,000	65,000
Snr Associate	50,000	62,000	70,000
Salaried Partner	70,000	90,000	135,000(+)



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## LEGAL

### IN-HOUSE (NI)

LEVEL OF EXP.	LOWER	MID	HIGHER
Entry Level / NQ	37,500	42,000	45,000
Jnr Legal Counsel	40,000	45,000	50,000
Mid Level / Legal Counsel	50,000	57,500	65,000
Snr Legal Counsel	65,000	75,000	85,000
Deputy General Counsel	80,000	90,000	100,000
General Counsel	90,000	110,000	140,000 (+)



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# LEGAL

## OTHER LEGAL ROLES (NI)

LEVEL OF EXP.	LOWER	MID <i>Salary in £</i>	HIGHER
Legal Secretary / PA	23,000	27,000	35,000
Paralegal (Entry Level)	21,000	24,500	27,500
Paralegal (Experienced)	27,500	30,000	35,000
Company Secretarial (Jnr)	25,000	27,000	30,000
Company Secretarial (Mid)	35,000	40,000	45,000
Company Secretarial (Exp)	50,000	55,000	60,000



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# LEGAL

## PRACTICE - LONDON

LEVEL OF EXP. (PQE)	LOWER	MID <i>Salary in £</i>	HIGHER
Newly Qualified	65,000	115,000	175,000
1-2 yrs PQE	70,000	135,000	185,000
3-4 yrs PQE	85,000	170,000	220,000
5-7 yrs PQE	105,000	210,000	320,000
Snr Associate	120,000	230,000	350,000
Other roles/levels:	Contact the Sphere team.		



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## COMPLIANCE

### LONDON

LEVEL OF EXP. (PQE)	LOWER	MID <i>Salary in £</i>	HIGHER
Compliance Analyst	35,000	40,000	55,000
Compliance Associate	50,000	60,000	70,000
Compliance Officer / Manager	65,000	85,000	100,000
Snr Manager Compliance / DMLRO	90,000	110,000	130,000
Head of Compliance / MLRO	140,000	180,000	250,000
Global Head of Compliance	180,000	265,000	300,000+



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# FINANCIAL CRIME

## LONDON

LEVEL OF EXP. (PQE)	LOWER	MID <i>Salary in £</i>	HIGHER
Financial Crime Analyst	30,000	47,000	50,000
Senior Analyst - Financial Crime	40,000	55,000	60,000
Manager Financial Crime	60,000	70,000	80,000
Financial Crime Director	90,000	130,000	160,000
GFCO / Head of Financial Crime	150,000	180,000	250,000+



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## INTERIM RATES (DAY)

### LONDON

LEVEL OF EXP. (PQE)	LOWER	MID <i>Salary in £</i>	HIGHER
Compliance/FC Analyst	200	250	350
Snr Compliance/FC Analyst	300	400	500
Compliance/FC Manager	450	500	650
Compliance/FC Director	600	850	900
MLRO	800	1100	1300





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## SPECIALIST ROLES

### LONDON

LEVEL OF EXP. (PQE)	LOWER	MID <i>Salary in £</i>	HIGHER
Business Analyst	45,000	55,000	65,000
Project Manager	60,000	70,000	85,000
Sanctions Specialist	70,000	90,000	110,000
Regulatory Liaison Officer	80,000	120,000	140,000
FIU Analyst	40,000	55,000	80,000



# CONTACT US

Thank you for reviewing Sphere Recruitment's Annual Salary Survey.

We hope this report has provided you with useful insights into the evolving trends within the legal and compliance sectors across Northern Ireland and London. It's important to note that salaries can vary significantly depending on factors such as company size, structure, and market position, as well as the range of benefits employers offer—from flexible working arrangements to enhanced bonus schemes.

If you'd like to discuss how these variables align with your career goals or hiring plans, our team is here to help. Whether you're seeking tailored advice or simply want to explore the current market landscape, don't hesitate to get in touch. We'd love to hear from you!



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