

### Market Overview

With the difficult economic conditions establishing themselves globally over 2008/2009, international recruitment activity has greatly reduced compared to 2007/2008 levels. UK firms have reduced their previously high levels of recruitment from Australia, New Zealand, South Africa, India, Hong Kong and Singapore. We have also seen a slowdown in international recruitment by firms based in the Channel Islands (Jersey, Guernsey), Caribbean (Cayman, BVI, Bermuda), Asia (Hong Kong, Singapore, China), Europe (Belgium, Russia, Prague, Budapest), Australia, New Zealand and India.

The practice areas that have been affected most acutely have been corporate and finance, while there is relatively more interest in candidates with strong international arbitration, litigation, restructuring and insolvency experience. Due to the more stringent economic environment, salaries have pretty much flat lined. International relocation packages are still available for international hires however, making the move more manageable for solicitors and their families.

### Benefits and Trends

Benefits with international packages vary greatly depending on the jurisdiction and sector. The Middle East offers outstanding relocation packages for foreign solicitors moving into in-house positions which will often include housing benefits, living allowances, car allowances and school fees for children. There are also income tax benefits across many jurisdictions including the Middle East (tax free), the Channel Islands (20%), Moscow (13%) and the Caribbean (tax free up to 8%). Many offshore firms also run a unique (and highly lucrative!) commission incentive bonus structure which can see solicitors earn approximately US\$200,000 - \$300,000 over their basic salaries. Relocation packages have become more standard across the international market with most jurisdictions offering flights, a relocation allowance and approximately 4 weeks accommodation on arrival for most overseas recruits.

	Experience							
Europe	0-2 yrs' pqe	3 yrs' pqe	4 yrs' pqe	5 yrs' pqe	6 yrs' pqe	7 yrs' pqe	8 yrs' pqe	9 yrs' pqe
<b>France</b> Paris range (euros) Paris typical (euros)	40-60,000 50,000	57-72,000 65,000	70-83,000 77,000	80-105,000 92,000	100-130,000 115,000	110-145,000 127,000	130-160,000 145,000	150-175,000 167,000
<b>Italy</b> Milan/Rome range (euros) Milan/Rome typical (euros)	22-85,000 46,000	42-95,000 55,000	54-105,000 65,000	65-125,000 75,000	70-135,000 85,000	80-155,000 95,000	70-105,000 88,000	79-150,000 100,000
<b>Spain</b> Madrid range (euros) Madrid typical (euros)	27-32,000 29,000	34-40,000 37,000	40-48,000 43,000	48-58,000 52,000	58-64,000 61,000	64-70,000 66,000	70-80,000 73,000	80-90,000 84,000
<b>Russian Federation</b> Moscow range (US\$)	100-145,000	150-180,000	170-200,000	190-240,000	230-260,000	245-270,000	260-300,000	300,000+
Europe	NQ	1 yr's pqe	2 yrs' pqe	3 yrs' pqe	4 yrs' pqe	5 yrs' pqe	6 yrs' pqe	7 yrs' pqe
<b>Belgium</b> Brussels range (euros) Brussels typical (euros)	65-80,000 70,000	75-100,000 87,000	85-110,000 95,000	95-120,000 105,000	105-130,000 117,000	115-140,000 130,000	125-130,000 142,000	160,000+ 150,000+
<b>Germany</b> Germany range (euros) Germany typical (euros)	60-100,000 75,000	70-110,000 85,000	75-120,000 90,000	80-140,000 100,000	85-165,000 115,000	100-180,000 140,000	Discretionary Discretionary	Discretionary Discretionary
<b>Ireland</b> Dublin range (euros) Dublin typical (euros)	50-60,000 55,000	55-70,000 60,000	65-80,000 70,000	75-90,000 78,000	75-95,000 83,000	80-108,000 98,000	90-115,000 105,000	120,000+ 130,000

	Experience							
Asia Pacific	NQ	1 yr's pqe	2 yrs' pqe	3 yrs' pqe	4 yrs' pqe	5 yrs' pqe	6 yrs' pqe	7 yrs' pqe
<b>Australia</b> Sydney (AUS\$) Melbourne (AUS\$) Brisbane (AUS\$)	55-70,000 50-70,000 45-65,000	62-75,000 50-75,000 50-70,000	73-90,000 55-80,000 50-75,000	85-100,000 80-95,000 70-95,000	95-125,000 85-115,000 80-100,000	105-150,000 90-130,000 90-120,000	120-170,000 110-150,000 100-150,000	150-230,000 120-220,000 95-190,000
<b>New Zealand</b> New Zealand (NZ\$)	42-52,000	45-55,000	50-68,000	58-85,000	66-92,000	75-120,000	85-130,000	95-140,000
<b>Hong Kong</b> Range (HK\$) *	57-65,000	60-75,000	69-85,000	74-90,000	80-100,000	86-110,000	87-130,000	96,000+
<b>Singapore</b> Range (SGD\$)* Typical (SGD\$)*	6-11,250 9,000	10-12,750 10,000	7-14,600 11,000	10-20,000 12,500	8-20,900 14,600	12-22,500 18,300	12-23,000 20,800	15-24,000 22,500
Middle East	NQ	1 yr's pqe	2 yrs' pqe	3 yrs' pqe	4 yrs' pqe	5 yrs' pqe	6 yrs' pqe	7 yrs' pqe
<b>United Arab Emirates</b> Dubai range (£) ** Dubai typical (£) **	52-65,000 55,000	60-70,000 64,000	70-90,000 80,000	75-90,000 85,000	85-100,000 92,000	90-120,000 100,000	105-130,000 94,000	100,000+ Discretionary
Offshore Jurisdictions	NQ	1 yr's pqe	2 yrs' pqe	3 yrs' pqe	4 yrs' pqe	5 yrs' pqe	6 yrs' pqe	7 yrs' pqe
<b>Caribbean</b> (US\$)	N/A ***	N/A ***	N/A ***	120-190,000	130-200,000	150-220,000	110-250,000	120-450,000

\* Figures shown are monthly. Data provided by ALS International  
 \*\* UAE gives sterling equiv. to local currency to aid comparisons  
 \*\*\* Overseas qualified lawyers are rarely recruited at the 0-2 year level.