



yolk

Legal

Salary Survey - South Wales
2025



In this survey focusing on Legal roles across the South Wales market, we've outlined the average salary benchmarks to ensure your roles are competitive.

At Yolk, we're always tuned in to the latest market trends, understanding how they vary across different regions and skillsets.

Our aim is to offer a comprehensive overview of salary ranges across various roles in the Legal landscape. Factors like company size, team structure, location, client portfolio, duties, industry niche, and specialised skills all play a role in determining salary levels.

Attracting top talent goes beyond competitive pay. Offering options like flexible work arrangements, avenues for career development and progression, and an overall generous benefits package are essential in nurturing an environment wherein your employees will thrive.

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High Street Firms

Job title	Min. Salary	Max. Salary	Avg.
Legal Support	£23,000	£32,000	£27,000
Paralegal	£25,000	£35,000	£30,000
NQ Solicitor/Lawyer	£35,000	£60,000	£50,000
Residential Conveyancer	£30,000	£60,000	£45,000
Associate	£38,000	£65,000	£50,000
Senior Associate	£50,500	£75,000	£65,000
Managing Associate/Legal Director	£65,000	£90,000	£80,000
Partner	£75,000	£150,000	£80,000

Market Insight

“The Legal market is seeing notable salary variations across sectors, with roles in the financial services, energy, and tech industries offering the highest salaries. In contrast, positions in retail, property and public sector are generally falling at the lower end of salary ranges, reflecting differing industry demands and budget constraints.

Bonuses have also become increasingly common across the Legal sector. Those in junior roles are typically receiving payouts around 10% of their salary, while those in senior positions are seeing bonuses exceeding 50%. Growing use of performance-related incentives has become a seriously compelling tool to attract and retain top talent, particularly in the most competitive sectors.

Flexible working arrangements remain a priority for candidates, with hybrid setups or fully remote options becoming standard offerings by a significant percentage of employers. Businesses should continue to implement and embrace these models in order to better position themselves to meet candidate expectations and secure talent in what is, ultimately, an increasingly competitive market.”



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For more information about current market trends and recruitment into this area, please contact a member of the Legal team:



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If you'd like to hear more about how Yolk Recruitment can help reshape your recruitment needs, get in touch.

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Our cross-divisional service suite ensures we can offer recruitment solutions across multiple fields of expertise. Salary surveys are available across all of our markets upon request.

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