

Achieve Professionals

RECRUITMENT & CONSULTING

LEGAL | FINANCE | HR | FAMILY OFFICE

Solicitor Salary Guide United Kingdom

Yorkshire, North East & North West

Specialists in Legal, Finance, Family Office & HR recruitment.



RECRUITMENT & CONSULTING

L E G A L | F I N A N C E | H R | F A M I L Y O F F I C E

Welcome to our UK Solicitor Salary Guide 2026.

The legal market continues to evolve, with regional variations, shifting hiring priorities and increasing movement across both private practice and in-house environments. Whether you are reviewing your current position, planning your next move or benchmarking salaries within your team, having clear and accurate market insight has never been more important.

This guide has been compiled using live vacancies, recent placements and ongoing conversations with both clients and candidates across the UK. It reflects base salary ranges across regions, practice areas and seniority levels, providing a realistic view of today's market.

If you would like a personalised and confidential salary benchmark based on your specific experience, practice area and location, our consultants would be pleased to speak with you.



RECRUITMENT & CONSULTING

L E G A L | F I N A N C E | H R | F A M I L Y O F F I C E

This guide is based on live vacancies, recent placements and ongoing conversations with clients and candidates across the UK legal market. All figures reflect base salary ranges only and exclude bonuses or benefits unless stated.

Salaries are shown by region, practice area and seniority.

For clarity:

PQE refers to post-qualification experience.

NQ refers to Newly Qualified solicitors (typically 0–1 PQE).

Titles such as Associate, Senior Associate and Legal Director have been aligned to reflect typical UK firm structures.

London (City) figures reflect larger commercial and international firms and may differ from regional markets.

Private Practice Salary Guide United Kingdom

*Ranges are base salary only and typically exclude bonuses/benefits; figures vary by firm type (e.g., City/US vs regional).

North West

Title	Salary Range (2026)
NQ	£38,000 – £58,000
Associate (3–5 PQE)	£52,000 – £80,000
Senior Associate (6–8 PQE)	£70,000 – £115,000
Legal Director / Counsel (8+ PQE)	£85,000 – £145,000

Manchester and surrounding hubs mirror strong commercial growth, particularly in corporate and real estate teams.

Yorkshire & North East

Title	Salary Range (2026)
NQ	£36,000 – £55,000
Associate (3–5 PQE)	£50,000 – £76,000
Senior Associate (6–8 PQE)	£68,000 – £110,000
Legal Director / Counsel (8+ PQE)	£80,000 – £140,000

Growing regional demand continues in commercial disciplines and practice areas like property and litigation.

South West

Title	Salary Range (2026)
NQ	£38,000 – £58,000
Associate (3–5 PQE)	£50,000 – £80,000
Senior Associate (6–8 PQE)	£70,000 – £110,000
Legal Director / Counsel (8+ PQE)	£90,000 – £140,000

A well-established regional market, with increasing demand for cross-discipline expertise and hybrid working flexibility.

Private Practice – Typical Base Salary Ranges (Selected Bands)

Seniority	North West	Yorkshire & NE	South West
NQ	£38,000–£58,000	£36,000–£55,000	£38,000–£58,000
Associate (3–5 PQE)	£52,000–£80,000	£50,000–£76,000	£50,000–£80,000
Senior Associate (6–8 PQE)	£70,000–£115,000	£68,000–£110,000	£70,000–£110,000
Legal Director / Counsel (8+ PQE)	£85,000–£145,000	£80,000–£140,000	£90,000–£140,000



RECRUITMENT & CONSULTING

LEGAL | FINANCE | HR | FAMILY OFFICE

Key Takeaways

London consistently sits at the top of both private practice and in-house salary bands, reflecting international firm demand and a competitive labour market.

The South East closely follows, particularly for in-house roles in corporate hubs.

Midlands and North West markets are well-balanced, often offering strong career progression with a better cost-of-living trade-off.

Yorkshire & North East and South West provide competitive packages relative to regional norms, especially for candidates seeking lifestyle and hybrid working options.



RECRUITMENT & CONSULTING

LEGAL | FINANCE | HR | FAMILY OFFICE

Bonus, Benefits & Flexibility

Salary is only part of the overall package. Bonus structure, flexibility and progression remain key decision drivers in 2026.

Private Practice

- Bonus typically 5–30% (linked to billing & firm performance)
- Pension + private medical standard
- Hybrid working (2–3 days office typical)
- Billable hours directly impact progression & reward

2026 Trends

- Flexibility remains a top priority
- Counteroffers continue in competitive markets
- Firms reviewing salary bands more regularly



RECRUITMENT & CONSULTING

LEGAL | FINANCE | HR | FAMILY OFFICE

2026 Hiring Trends

The market is competitive, but more considered on both client and candidate sides. The UK legal market remains active in 2026, though hiring is more strategic and measured than in previous years.

Hiring & Retention

- Counteroffers remain common in high-demand areas
- Firms prioritising retention and internal promotion
- Longer hiring processes for senior roles

What Candidates Value

- Flexibility now expected, not a perk
- Clear progression pathways
- Strong leadership and firm culture
- Competitive and transparent remuneration structures



RECRUITMENT & CONSULTING

LEGAL | FINANCE | HR | FAMILY OFFICE

Legal Recruitment Experts

Achieve Professionals specialises in the recruitment of legal professionals across practice and in-house environments, supporting permanent, retained and confidential search assignments.

We partner with UK, US and international law firms, as well as in-house legal teams, delivering talent across a wide range of practice areas and seniority levels.

Legal roles Achieve Professionals recruit for:

- **Partners, Directors & Managers**
- **Legal Executive, Conveyancer & Solicitors**
- **Legal Assistants, Fee Earners & Paralegals**
- **Legal Office Administration & Legal Business Support**

Achieve Professionals

RECRUITMENT & CONSULTING

LEGAL | FINANCE | HR | FAMILY OFFICE

Contact us today for
help finding your next legal role
or growing your law firm team:

Sophie-Jo Grier

Legal Consultant at Achieve Professionals:



sophie-jo@achieveprofessionals.com



UK: +44 (0) 203 409 4664

DD: +44 (0) 782 818 7779



www.achieveprofessionals.com



UK | US | Europe | Middle East

