



Salary bandings 2022

In-house Legal - Blue Chip MNC's/FI's & PE/VC backed high growth Portfolio Companies

<i>Experience Level</i>	<i>Title</i>	<i>Base Salary</i>	<i>Cash/Equity Bonus</i>
5-8 years PQE	Legal Counsel, Corporate Counsel, Manager	S\$150,000 – S\$220,000 per annum	Cash of 1-3 months subject to personal/company performance. N.B. Some tech companies will allocate equity at this level.
8-12 years PQE	Senior Legal Counsel, Assistant General Counsel, Corporate Counsel, Regional General Counsel	S\$180-\$270,000 per annum	Mixture of cash and equity of 1 – 3 months subject to personal/company performance. Can vary depending on the institution.
12-18+ years PQE	General Counsel, Chief Legal Officer, Regional General Counsel, Managing Director Legal, Senior Legal Counsel	S\$300,000-\$650,000 per annum	Mixture of cash and equity of 2 to 6 months subject to personal/company performance

Private Practice – Top US Law Firms

<i>PQE</i>	<i>Mid-Atlantic Salary Rates (SGD)</i>	<i>Cravath Scale (USD)</i>
Class of 2022	200,000 – 230,000	215,000
Class of 2021	210,000 – 235,000	225,000
Class of 2020	225,000 – 250,000	250,000
Class of 2019	240,000 – 260,000	285,000
Class of 2018	255,000 – 275,000	325,000
Class of 2017	260,000 – 300,000	350,000
Class of 2016	275,000+	370,000

Private Practice – Magic Circle and other International Law Firms

<i>PQE</i>	<i>Magic Circle (SGD)</i>	<i>Silver Circle (SGD)</i>
Newly Qualified	180,000 – 196,000	145,000 – 175,000
1 year	190,000 – 200,000	160,000 – 185,000
2 years	200,000 – 225,000	170,000 – 205,000
3 years	210,000 – 240,000	185,000 – 220,000
4 years	220,000 – 260,000	195,000 – 235,000
5 years	240,000 – 280,000	210,000 – 245,000
6 years	260,000+	240,000+

(N.B. For competitor benchmarking purposes, please feel free to contact us directly for more tailored requirements on remuneration).

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