

The title 'US law firm professional services salary guide' is displayed in a large, white, sans-serif font. The word 'salary' is highlighted in a light purple color. A vertical purple bar is positioned to the left of the text.

2024-2025

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Introduction

Welcome to The SR Group US professional services support salary guide. In this guide, we have provided salary benchmarking and typical bonus structures for support professionals working in professional services firms.

We've also included some examples of our work across the US, to showcase how and where we can help you in your recruitment efforts or your own career. We hope that you find this both useful and insightful.

Our Law Firm Professional Services team is built on years of experience and expertise. We focus on the placement of paralegals and operational support professionals within all professional and business services organizations. We support Managing Partners and talent acquisition teams on their recruitment at AML Top 200, regional and boutique firms operating on an in office, hybrid or remote basis.

Since the start of 2024, our Legal Professional Services Team has placed 77 professionals on

a permanent basis in 21 states including Attorney, Associate Attorney, Director of Legal Operations, Paralegal, Legal Assistant, Billing (Director, Coordinator, and Analyst), Financial Analyst, Docket Specialist, Case Manager, Business Development/ Marketing Manager, Marketing Coordinator and Research Analyst. This team has worked with boutique, midsize and Top 200 AML Law Firms across the country. We would be happy to partner with you moving forward!

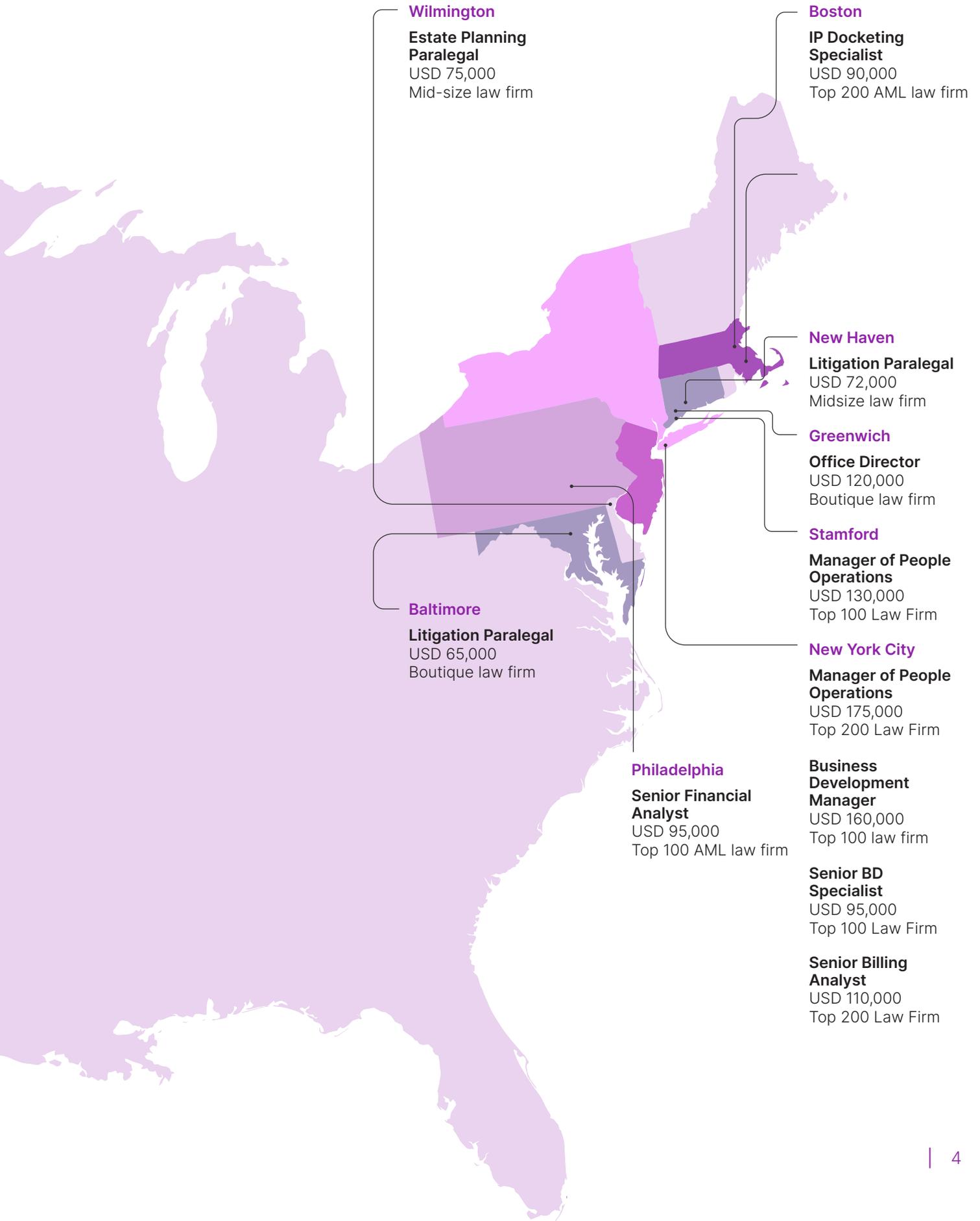
As part of our dedication to providing the best service to our clients and candidates, we have strategically hired in all five regions of the US.

To discuss your recruitment needs, your career or the market in general please do reach out today.

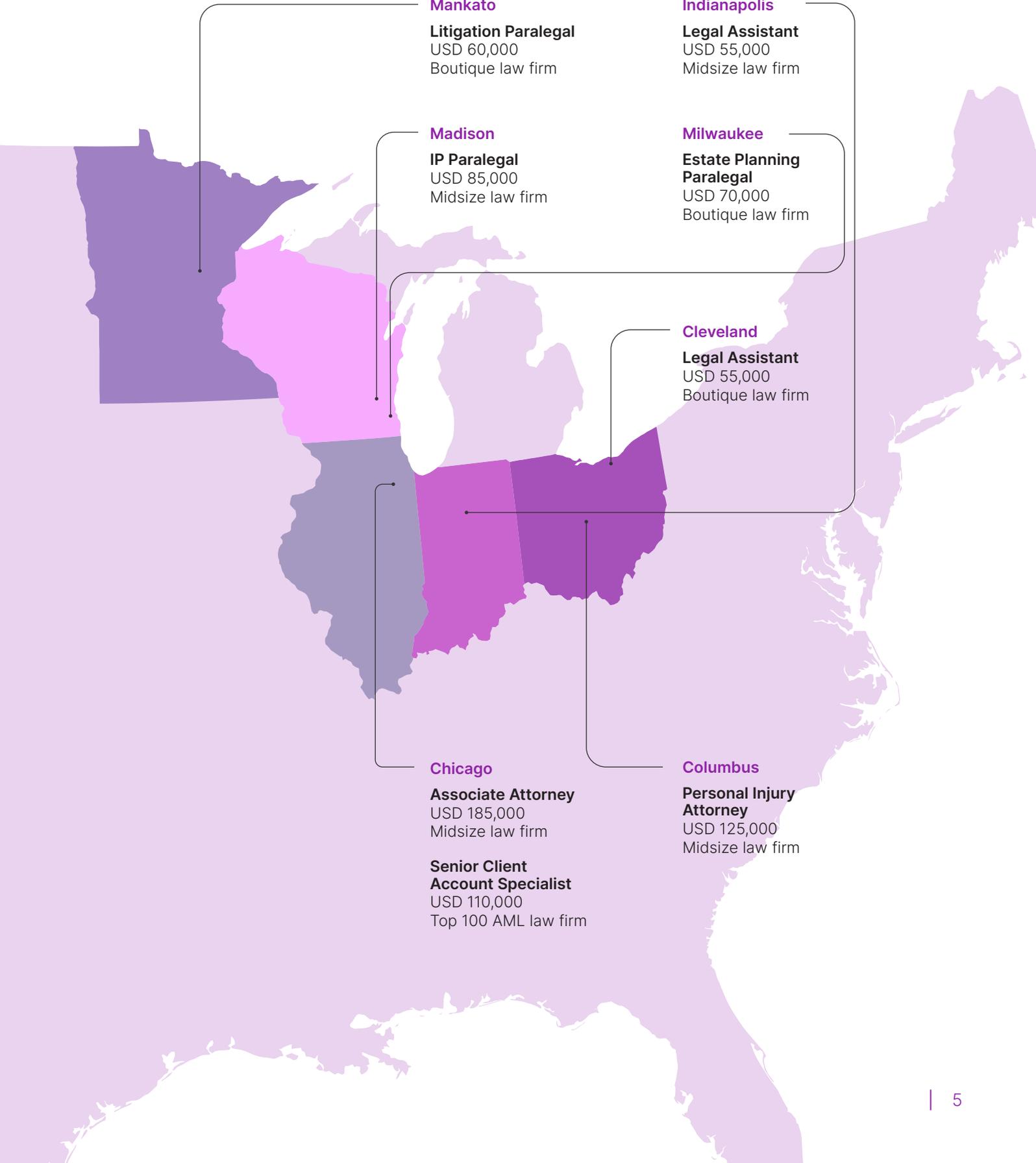


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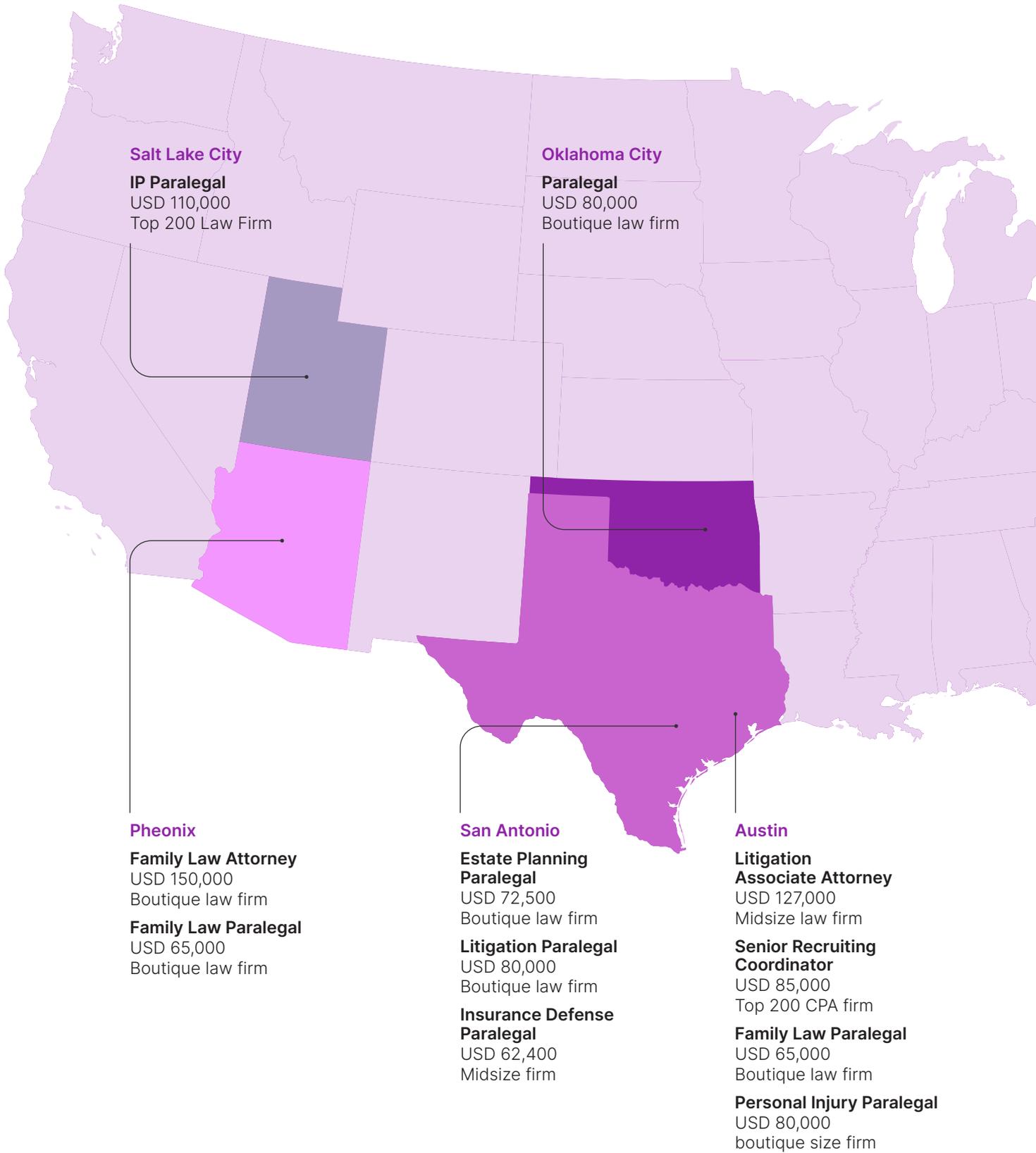
Northeast



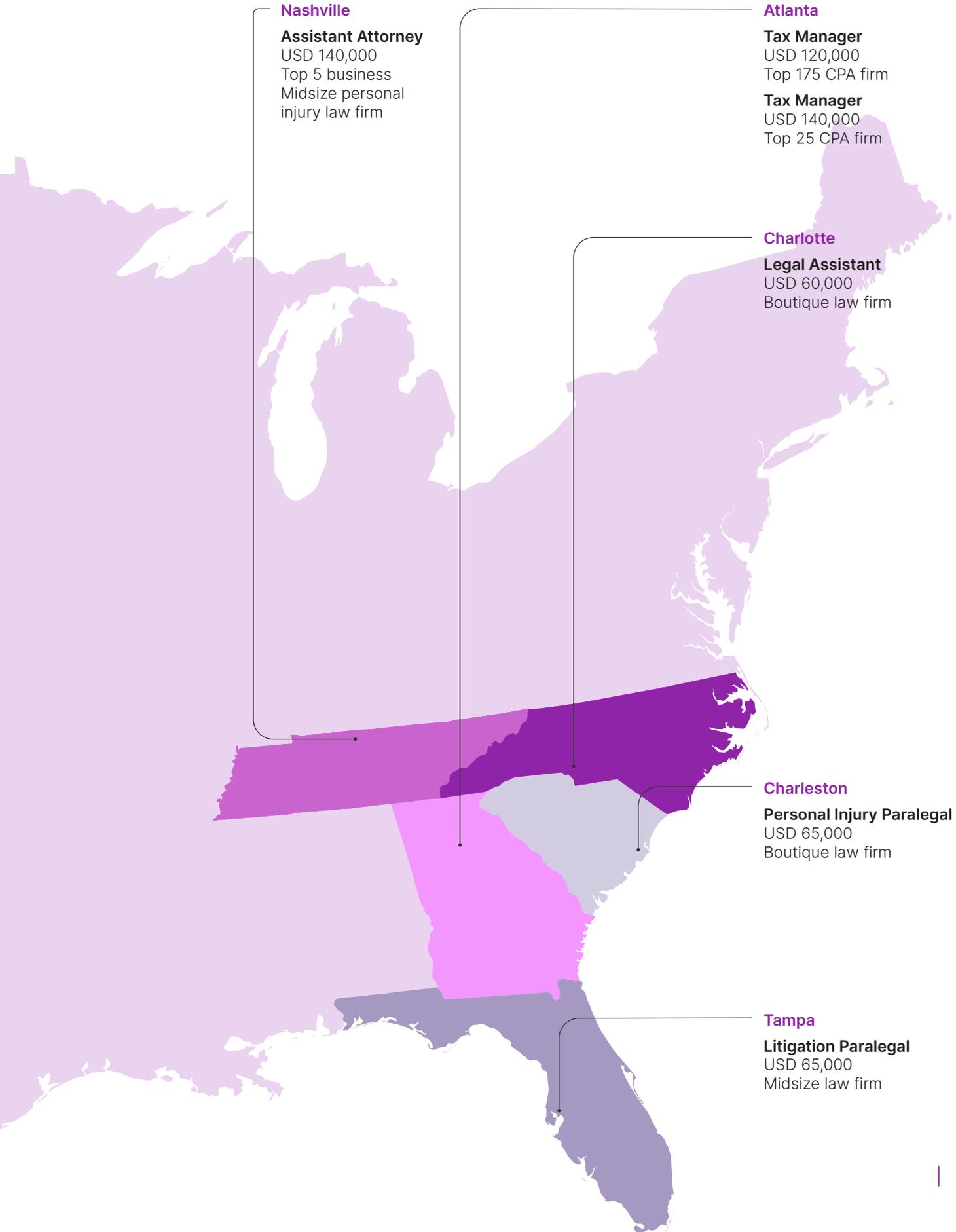
Midwest



South West



South East



Typical salary structures

Regular base and % bonus (depending on level) 3-10% all based on management review



Base and OT paid (calculation of hours worked multiplied by hourly wage)



Base and OT paid (calculation of hours worked multiplied by time and half)



Base and tiered structure of billable hours



Salary benchmarking - Paralegal and Legal Assistants

Regional law firms - Legal Assistants / Secretaries

Experience	Average salary (USD)
1 - 3 YOE	45,000-55,000
3 - 6 YOE	55,000-70,000
6+ YOE	70,000-80,000

Midsize law firms - Legal Assitants / Secretaries

Experience	Average salary (USD)
1 - 3 YOE	45,000-55,000
3 - 6 YOE	55,000-70,000
6+ YOE	70,000-80,000

Regional law firms - Paralegals

Experience	Average salary (USD)
1 - 3 YOE	45,000-60,000
3 - 6 YOE	55,000-75,000
6+ YOE	75,000-90,000

Midsize law firms - Paralegals

Experience	Average salary (USD)
1 - 3 YOE	55,000-70,000
3 - 6 YOE	70,000-80,000
6+ YOE	80,000-100,000



Salary benchmarking - Attorneys

Regional law firms - Attorneys

Experience	Average salary (USD)
1 - 3 YOE	75,000-110,000
3 - 6 YOE	110,000-130,000
6+ YOE	130,000-175,000
10+ YOE	175,000-225,000

Midsize law firms - Attorneys

Experience	Average salary (USD)
1 - 3 YOE	85,000-110,000
3 - 6 YOE	110,000-150,000
6+ YOE	150,000-200,000
10+ YOE	175,000-250,000



Salary benchmarking - Billing

Experience	Average salary (USD)	Bonus
Billing Coordinator (2-4 YOE)	70,000-90,000	0-4%
Senior Billing Coordinator (5+ YOE)	85,000-120,000	2-5%
Billing Supervisor	95,000-130,000	3-7%
Billing Manager	115,000-165,000	3-10%
Senior Manager Billing	150,000-185,000	5-15%
Director Billing	180,000-230,000	5-15%



Salary benchmarking - Business development

Regional law firms - Legal Assistants / Secretaries

Experience	Average salary (USD)	Bonus
Business Development Coordinator	70,000-90,000	5-10%
Business Development Sr. Coordinator	85,000-100,000	5-10%
Business Development Specialist	95,000-125,000	8-12%
Business Development Sr. Specialist	110,000-130,000	8-12%
Business Development Manager	140,000-180,000	8-15%
Business Development Sr. Manager	180,000-230,000	8-15%
Business Development Director	230,000-350,000	10-20%



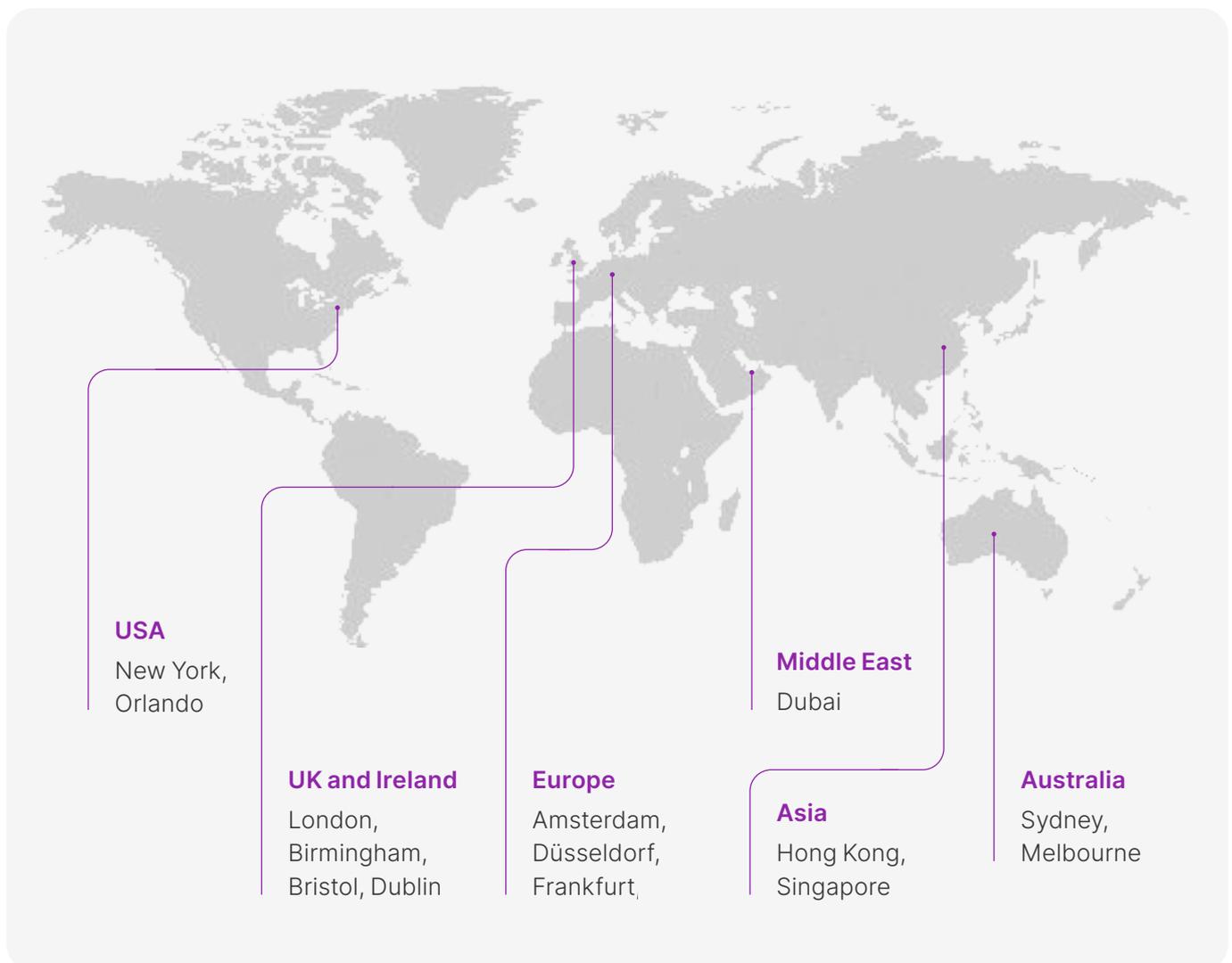
About the SR Group

We're a leading professional recruiter with five specialist brands.

Our recruitment consultancies cover a wide variety of corporate functions:

- Brewer Morris – tax, treasury and senior finance
- Carter Murray – marketing and sales*
- Frazer Jones – human resources
- Taylor Root – legal, risk and compliance
- Keller West – IT and digital

We support companies across all sectors, including everything from financial and professional services, retail and consumer to pharmaceuticals, manufacturing and non-profit – and everything in between.



Get in touch

Ready to speak to one of our expert consultants?
Whether you're in urgent need of hiring support or
want to discuss longer term plans, we'd love to hear
from you.



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