

# Navigating Salaries for In-House Counsel Positions

## Big Picture & Research Plan

- Large variation in salaries possible; variables include:
  - Industry
  - Location
  - Your qualifications/seniority
- Salaries generally lower than biglaw, but likely within range of those salaries
- Technology, financial services, professional services, and manufacturing companies may compensate more highly
- Don't lose sight of the long game: negotiate what you are due AND remember you will be working with the attorneys and staff of the company down the road

Here's how you might proceed:

1. Conduct **market research** on in-house salaries in your geographic area
2. Reflect on various **personal considerations** that could impact the salary conversation
3. Understand the salary conversation from the **company's perspective**
4. **Meet** with your OCS advisor to talk through the salary conversation



## 1. Market Research

Online resources include:

- [Robert Half In House Salary Guide](#)
- [BarkerGilmore In-House Counsel Compensation Report](#)
- [Special Counsel Salary Guide](#)

OCS has access to salary information for recent graduates:

- Contact your advisor or stop by OCS during in-person business hours

Use your network to understand salary trends

- Alumni, friends, and family may be able to share data
- In raising the subject, ask for ranges rather than specific salary numbers (individuals likely do not want to disclose specific dollar amounts)



## 2. Personal Considerations

- Know your financial needs before speaking to the employer
- Contact lenders or work with [Georgetown's Office of Financial Aid](#) to understand any loan payments that must be made
- Account for regional cost of living variations
- Other benefits/drawbacks to the company (e.g., training and development; desired practice area, etc.)



## 3. Company's Perspective

- Attorneys are generally a cost center in companies
- Understand if stock options, bonuses, and other benefits (below) enhance the overall compensation package
- Investigate how broad or narrow the benefits package may be: health insurance, CLE/bar dues, bar prep, leave/vacation policies, retirement contributions, coverage of moving costs, and/or transportation/ technology stipends can add up!



## 4. OCS Meeting

- Be prepared to negotiate – [Harvard experts have some tips](#)
- Review your research and personal considerations before talking to the employer (if possible)
- Talk through with your advisor how you might raise the topic and what you will say
- Feedback for maintaining professionalism and sustaining relationships while advocating for yourself

