

# International Legal & Compliance Recruitment

## Overview of Legal Job Market. Trends in Legal recruitment 2014

Liliya Maslova  
22 November 2013



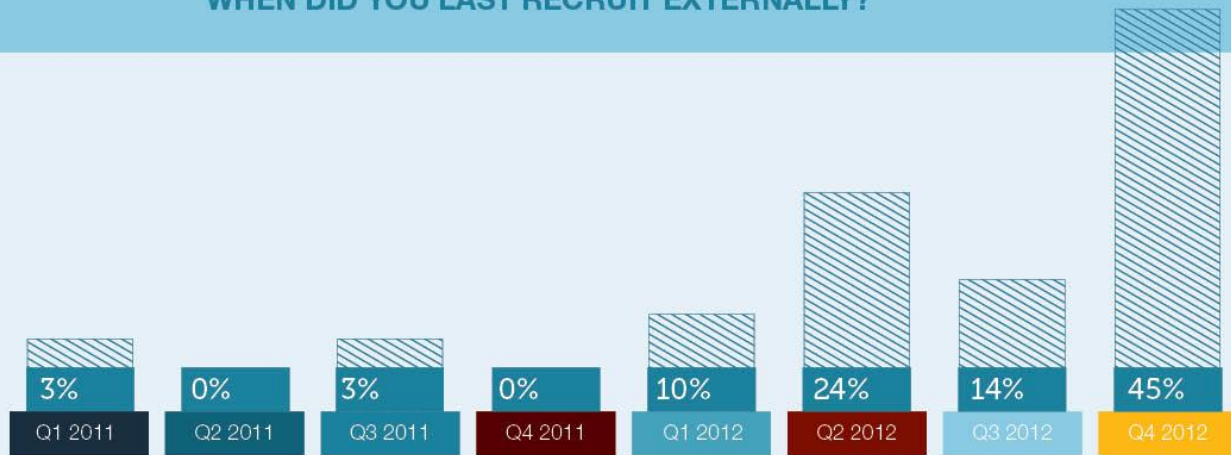
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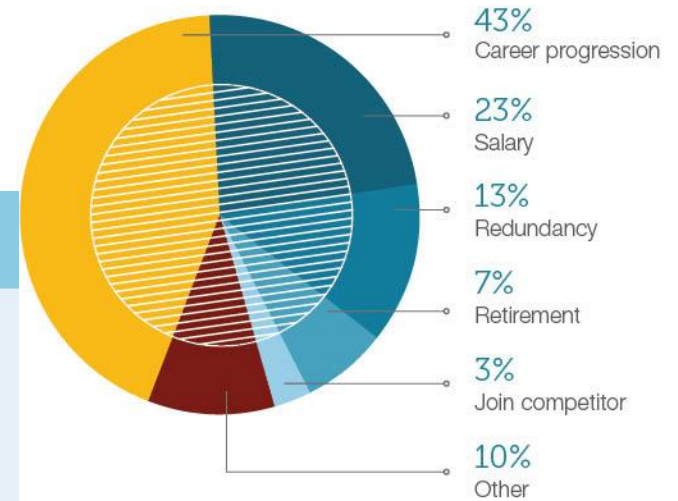
# Expectations for hiring in 2013

- 22% expected their legal team to grow in 2013
- 50% said no one had left their team in the last 12 months

## WHEN DID YOU LAST RECRUIT EXTERNALLY?



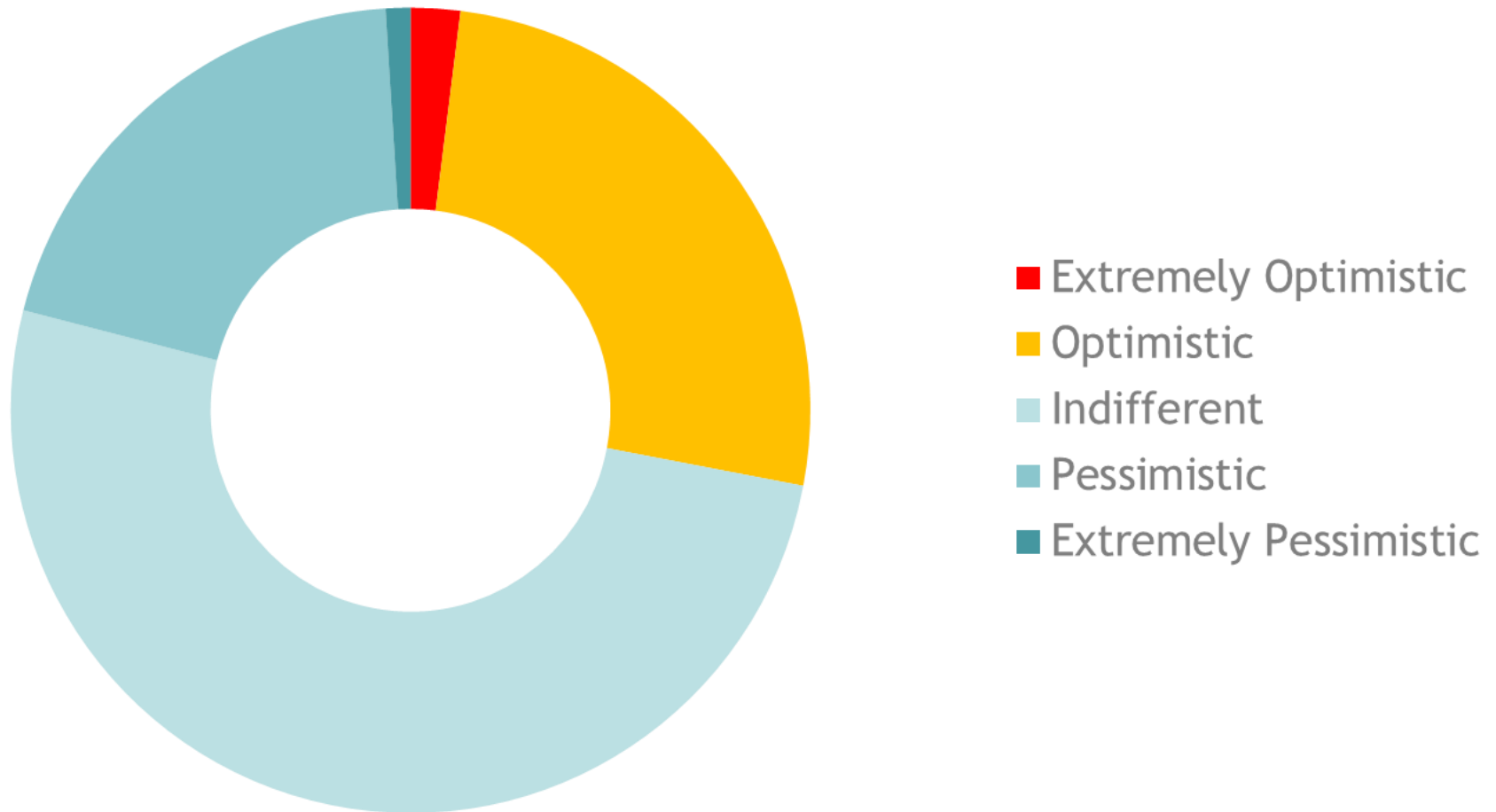
## WHAT HAVE YOU FOUND TO BE THE MOST COMMON REASON FOR PEOPLE LEAVING THE BUSINESS?



- The most common reason for people leaving is career progression



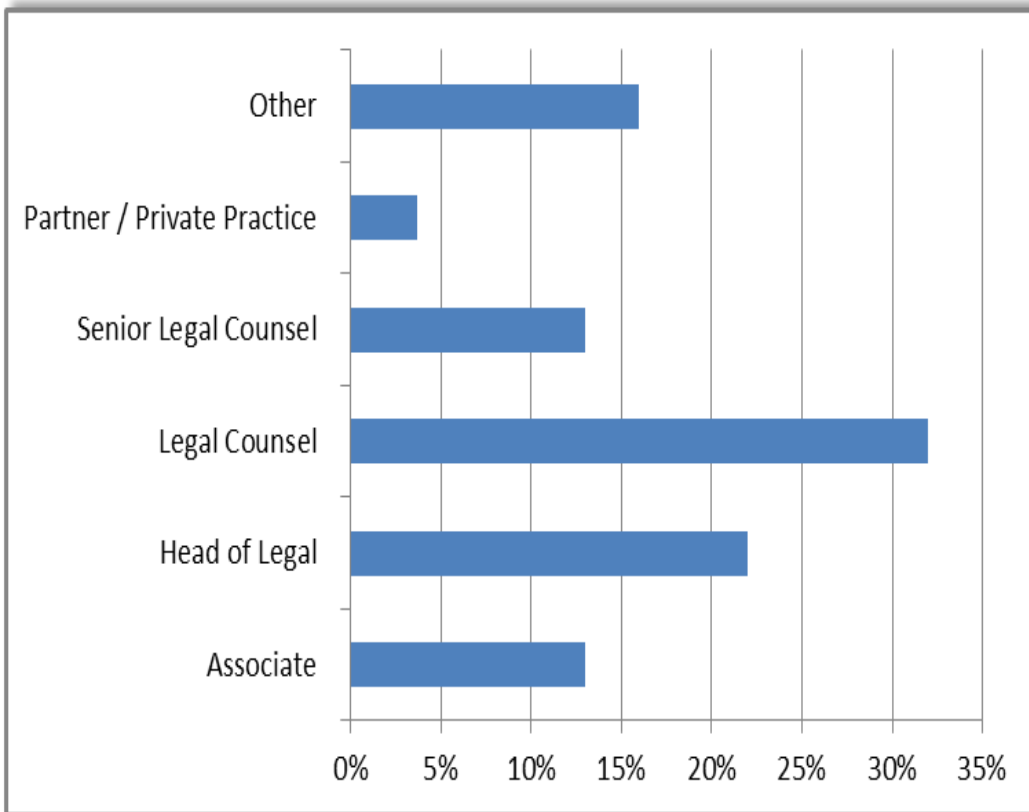
## How are you feeling about the future of the economy over the next twelve months?



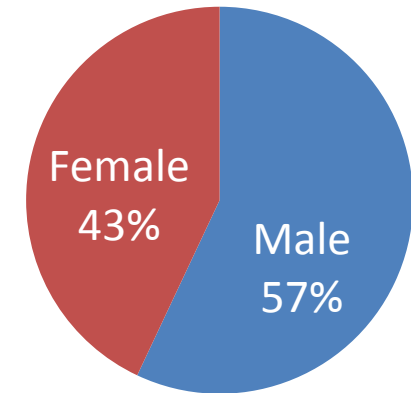
# Overview based on our new salary survey 2013/2014

## Respondents profile:

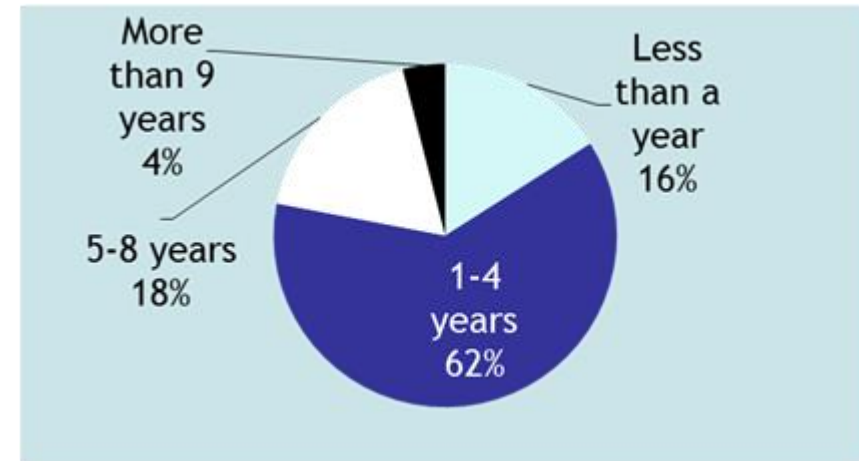
### Job title



### Gender

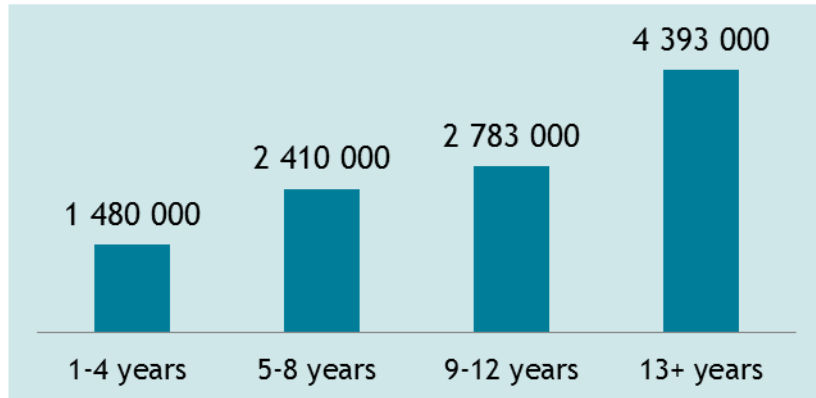


### Tenure

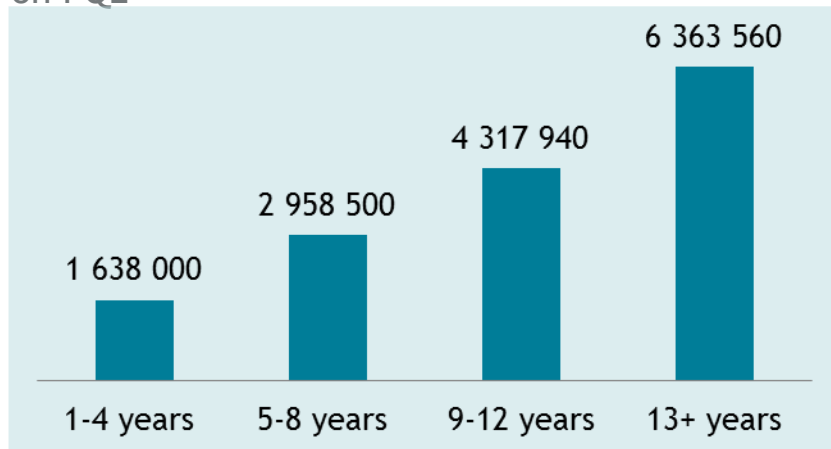


# Compensation

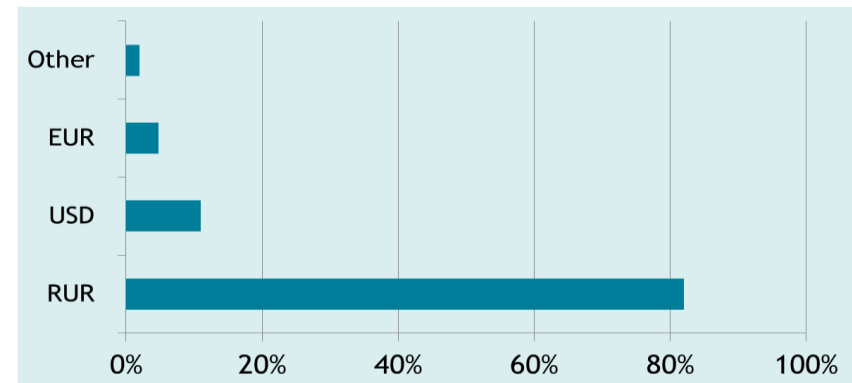
Average gross base salary in Rubles depending on PQE



Annual gross remuneration in Rubles depending on PQE



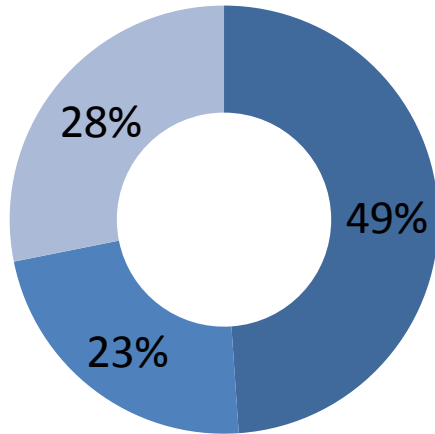
Currency in work contract



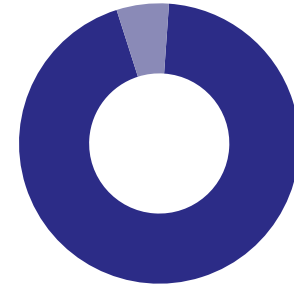
# Bonus

## Bonus received?

- Yes
- No Bonus received
- No decision at the time of the survey

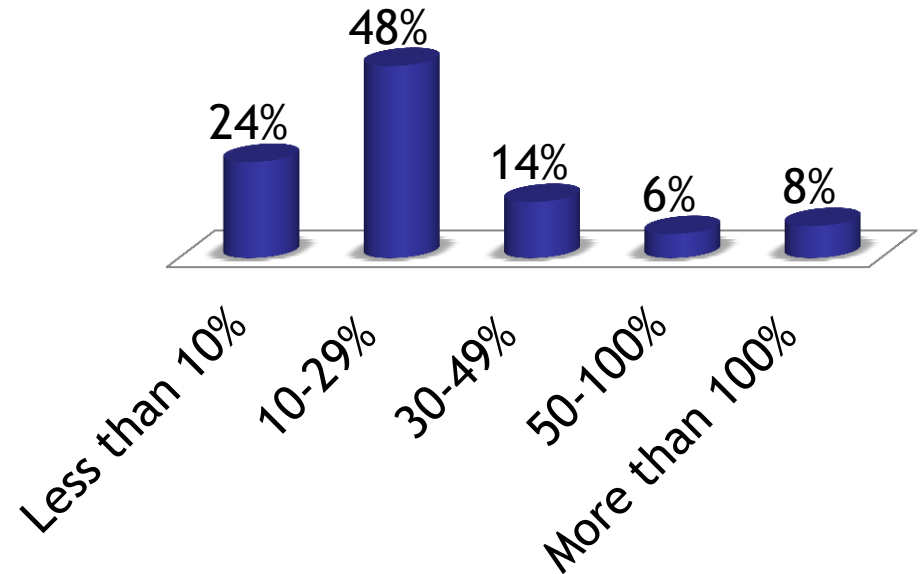


## Bonus paid



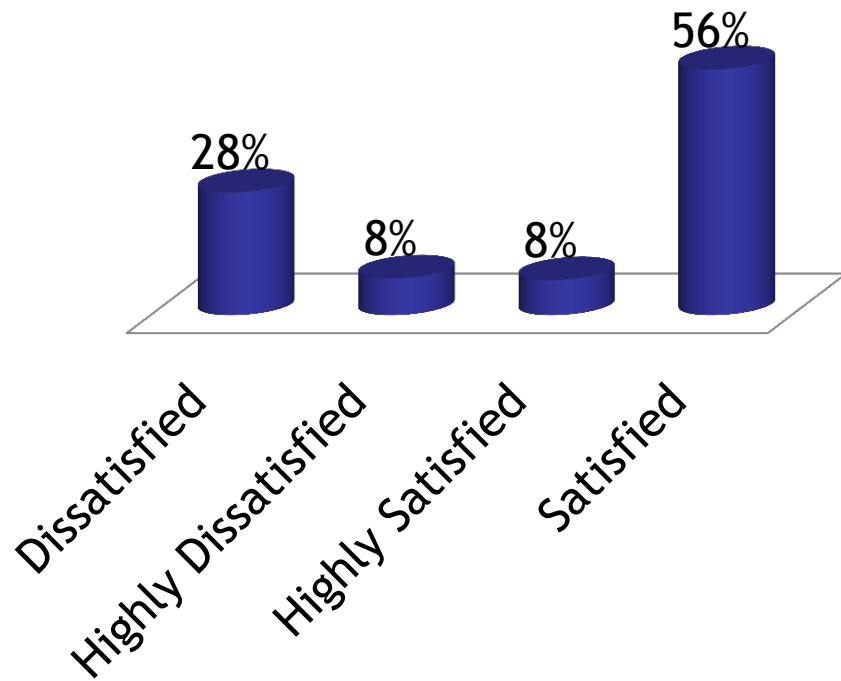
- Cash (part - cash, part - deferred)
- Fully deferred

## Level of Bonus

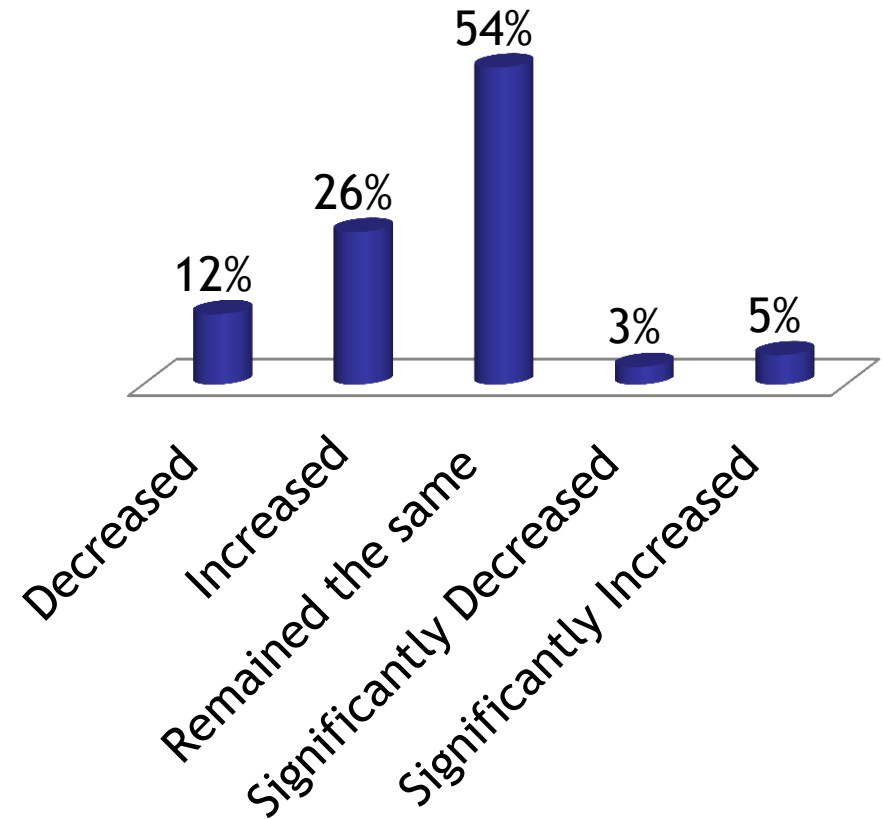


# Bonus

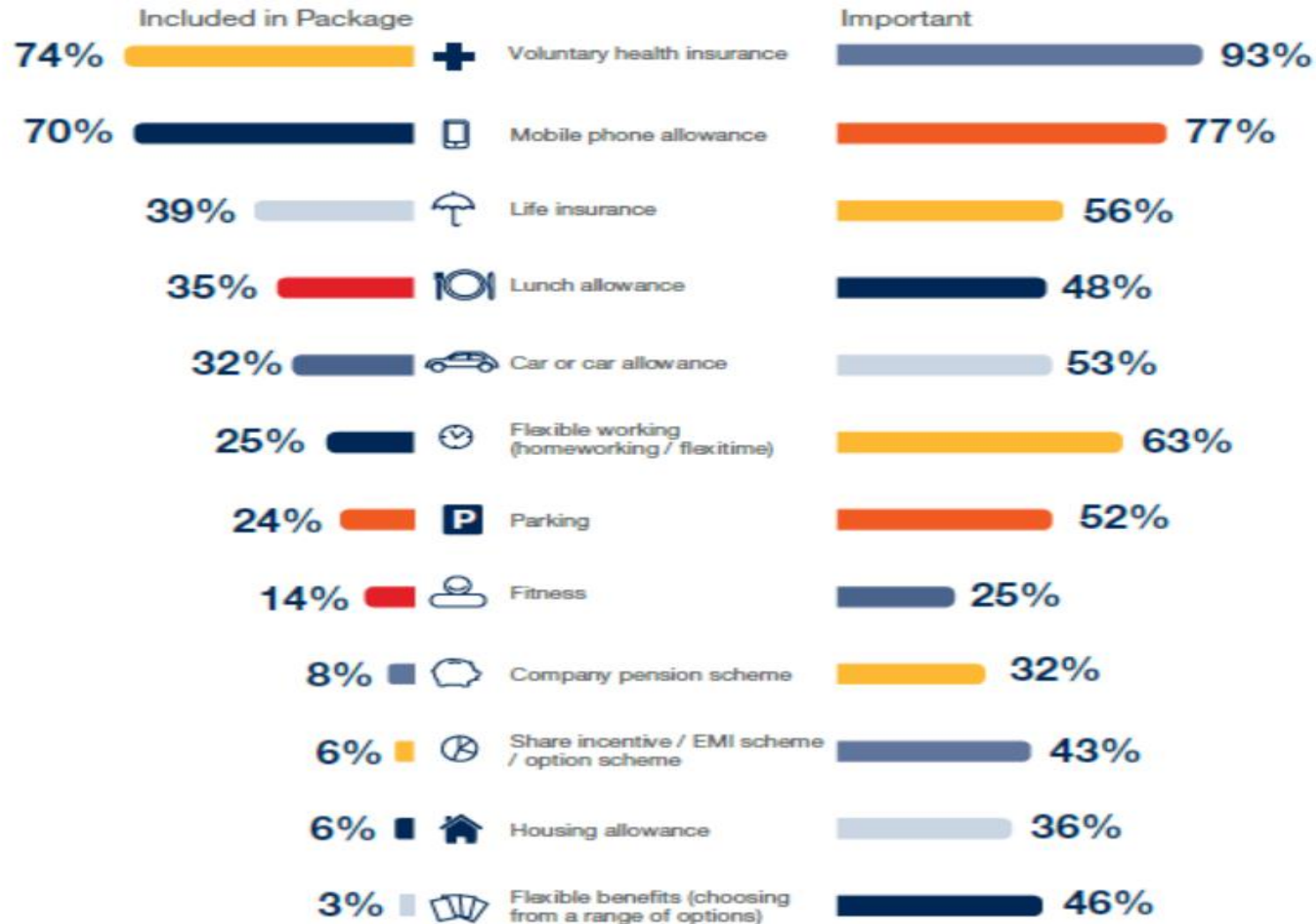
Bonus satisfaction



Bonus differs from last year?



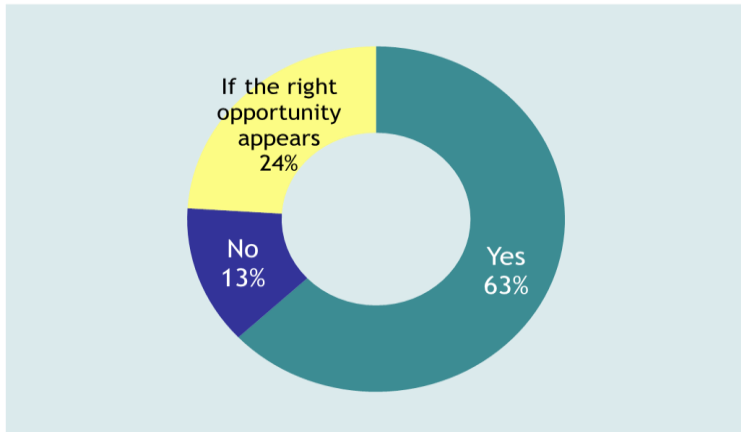
# What are the candidates' expectations in terms of fringe benefits?



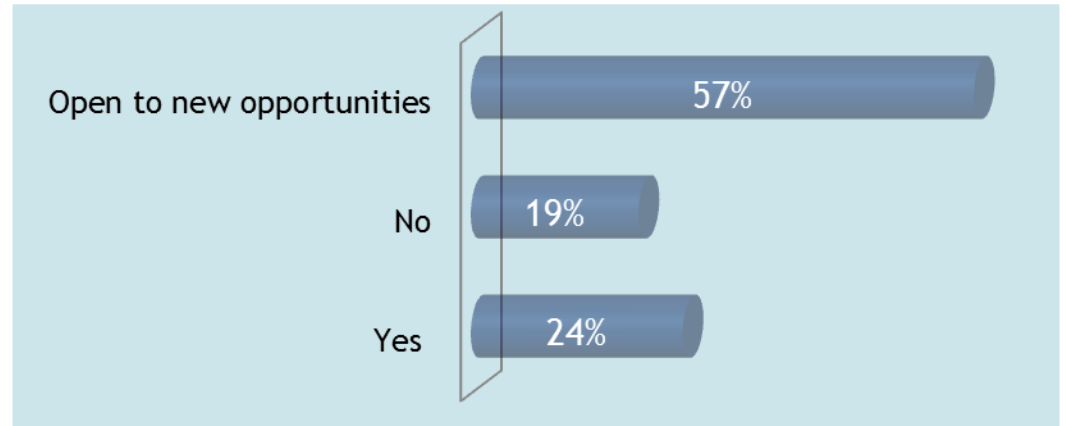


# Plans for 2014

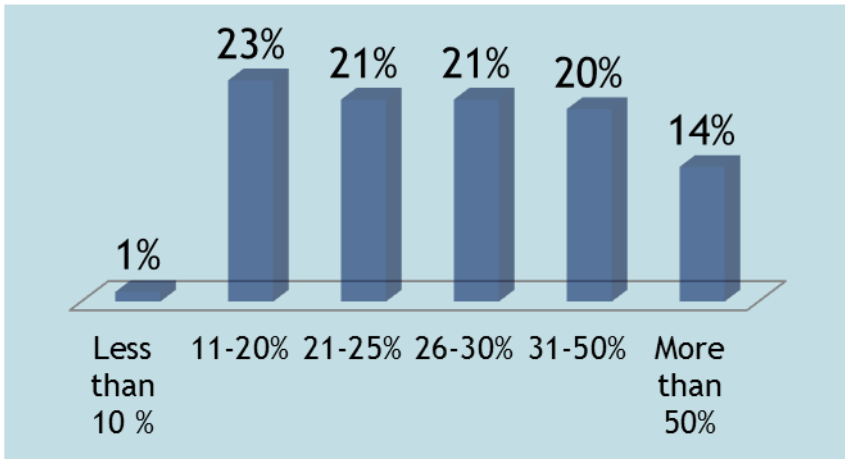
Would you consider relocation?



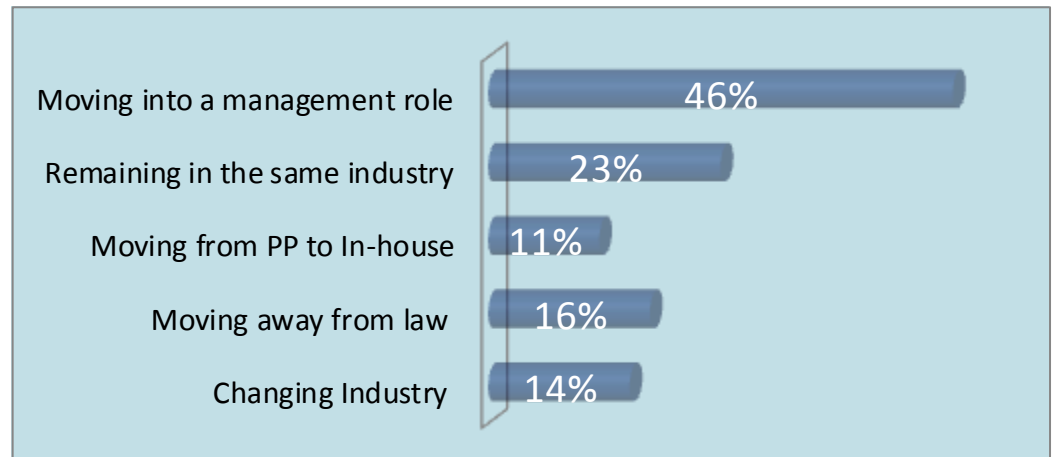
Changing Jobs



Salary increase to move



Where do you see your career progressing in Law?



# Questions?



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