



German Legal In-house Market Salary Guide

2025



Overview

We also see that flexible working arrangements remain a crucial factor for candidates at all seniority levels. Candidates nowadays expect to work from home around two to three days per week. Companies that cannot offer this, particularly those located outside of the bigger cities, are facing difficulties to attract new talent for their legal teams and stay competitive.

To address the growing candidate shortage in the German market, we recommend considering the option of hiring foreign-qualified lawyers wherever possible. This allows us to

broaden the pool of candidates in an increasingly tight market.

Finally, Artificial Intelligence is becoming progressively more important, including for legal departments. Currently, only a few companies in the market have established legal tech teams to implement artificial intelligence and develop functioning processes. However, this is clearly a growing priority that will become increasingly important over time and will also influence the demand for candidates.



Salary guide

Media / Leisure / Hospitality

Role level

Salary range in EUR (base salary)

Entry level in-house positions (no prior law firm or in-house experience / after 2nd state exam)

70,000 to 80,000

Legal Counsel

85,000 to 110,000

Senior Legal Counsel

110,000 to 140,000

Head of Legal/Legal Director

140,000 to 180,000

General Counsel

>175,000



Key contacts German market



Miriam Kuepper

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Miriam is based in Düsseldorf and heads up the European in-house practice. She specialises in recruiting lawyers into in-house positions all over Europe at all levels up to and including General Counsel.

Prior to joining MRA Search, Miriam has worked for more than fifteen years in another leading recruitment company building up their continental European search business. She has spent more than seven years in London and has subsequently helped build the German offices. Miriam has extensive experience of recruiting lawyers in various jurisdictions all over Europe.

Miriam is a German qualified lawyer and prior to moving into legal recruitment she worked in a boutique law firm in intellectual property law in Cologne. She has also spent time in Lausanne and Washington during her education.



Solveig Liv Heilmann

Co-Head In-house Continental Europe

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Solveig is co-heading MRA's in-house practice in Continental Europe and is based in Frankfurt, Germany. She joined MRA Search in 2024 coming from another leading international legal search firm where she also worked in the European in-house market focusing on the DACH region and the Nordics.

Solveig is a German qualified lawyer. She studied law at the University of Düsseldorf and trained with magic circle and boutique law firms as well as the Federal Foreign office working at the German Embassy in Bern, Switzerland. Before starting her career in legal recruitment, she worked as a lawyer in public law in a boutique law firm.

Key contacts German market



Ross Adams

German In-house Recruitment Specialist

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Ross joined MRA Search to further expand our In-house team and focus on In-house recruitment across Germany. Over the course of the last seven years, he has amassed extensive experience placing lawyers of all levels into a broad range of companies. He has advised organisations in a variety of sectors and of all sizes, from start-ups to the DAX40, in their legal hiring.

Prior to joining MRA Search, Ross led the German in-house team of a major international legal search boutique.