

LEGAL and PROFESSIONAL SERVICES SALARY GUIDE

The PROUD Recruiters - Career Toolbox

2026

Introduction

Welcome to the 2026 edition of The Proud Recruiters' Salary Guide — Ontario's most comprehensive look at compensation in the legal and professional services industry.

Unlike generic national surveys, this guide provides a practice-specific breakdown of salaries across law firms and in-house legal departments. Each practice area includes:

- A 2026 Outlook, highlighting hiring demand and compensation trends.
- Salary Tables, broken down by firm size (Small, Midsize, Large, In-House) and career stage (Junior, Intermediate, Senior).

All figures are CAD base salaries and exclude discretionary bonuses, commissions, and perks unless noted.

"Knowledge is power — but in the legal world, it's also leverage.

The right insight at the right time can shape careers, retain talent, and strengthen firms."

2026 Legal & Professional Services Salary Guide

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Litigation Outlook (Civil, Commercial, PI, Insurance Defence, Labour & Employment, Family, Wills & Estates)

Litigation remains one of the most **demand-driven practice areas** in 2026. Civil and commercial litigation are both seeing steady activity as businesses pursue contract disputes and clients continue to lean on the courts for complex matters.

Personal Injury and Insurance Defence remain active, with PI seeing steady claim volumes and insurance firms continuing to defend vigorously. **Family law** practices are reporting increased demand as hybrid family structures create novel legal disputes. **Wills & Estates** practices are seeing steady growth as intergenerational wealth transfers accelerate.

- **Salary Outlook 2026:** Demand remains stable to rising, especially for **mid-level and senior litigators**. Salaries are up by **4–6% on average** over 2025, with particular competition in Family and Estates practices.
- **Key Trend:** Clients demand efficient dispute resolution — firms are rewarding associates and clerks who can balance strong advocacy with cost control.

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Civil Litigation – Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$45k – \$50k | \$52k – \$60k | \$62k – \$70k |
| Mid | \$47k – \$55k | \$55k – \$65k | \$67k – \$75k |
| Large | \$50k – \$60k | \$60k – \$70k | \$72k – \$82k |
| In-House | \$47k – \$55k | \$55k – \$65k | \$67k – 75k |

Civil Litigation – Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$55k – \$65k | \$70k – \$80k | \$85k – \$95k |
| Mid | \$60k – \$70k | \$75k – \$90k | \$90k – \$105k |
| Large | \$65k – \$75k | \$80k – \$95k | \$100k – \$115k |
| In-House | \$60k – \$70k | \$75k – \$90k | \$90k – \$105k |

Civil Litigation – Paralegal

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$55k – \$65k | \$70k – \$80k | \$85k – \$95k |
| Mid | \$60k – \$70k | \$75k – \$90k | \$90k – \$105k |
| Large | \$65k – \$75k | \$80k – \$95k | \$100k – \$115k |
| In-House | \$60k – \$70k | \$75k – \$90k | \$90k – \$105k |

Civil Litigation – Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$85k – \$105k | \$115k – \$145k | \$160k – \$200k |
| Mid | \$95k – \$115k | \$125k – \$160k | \$175k – \$225k |
| Large | \$105k – \$125k | \$135k – \$175k | \$190k – \$260k |
| In-House | \$100k – \$125k | \$130k – \$165k | \$180k – \$230k |

Commercial Litigation – Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$47k – \$55k | \$55k – \$65k | \$65k – \$75k |
| Mid | \$50k – \$58k | \$60k – \$70k | \$70k – \$82k |
| Large | \$55k – \$65k | \$68k – \$78k | \$80k – \$90k |
| In-House | \$50k – \$60k | \$60k – \$72k | \$72k – \$85k |

Commercial Litigation – Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$60k – \$70k | \$75k – \$85k | \$90k – \$105k |
| Mid | \$65k – \$75k | \$82k – \$95k | \$100k – \$115k |
| Large | \$72k – \$82k | \$90k – \$105k | \$115k – \$130k |
| In-House | \$67k – \$78k | \$85k – \$100k | \$105k – \$120k |

Commercial Litigation – Paralegal

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$60k – \$70k | \$75k – \$85k | \$90k – \$105k |
| Mid | \$65k – \$75k | \$82k – \$95k | \$100k – \$115k |
| Large | \$72k – \$82k | \$90k – \$105k | \$115k – \$130k |
| In-House | \$67k – \$78k | \$85k – \$100k | \$105k – \$120k |

Commercial Litigation – Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$90k – \$105k | \$125k – \$145k | \$170k – \$200k |
| Mid | \$100k – \$120k | \$140k – \$165k | \$190k – \$230k |
| Large | \$115k – \$130k | \$160k – \$190k | \$220k – \$270k |
| In-House | \$100k – \$125k | \$145k – \$175k | \$200k – \$240k |

Personal Injury – Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$42k – \$48k | \$50k – \$58k | \$60k – \$68k |
| Mid | \$45k – \$52k | \$55k – \$62k | \$65k – \$72k |
| Large | \$48k – \$55k | \$60k – \$68k | \$70k – \$78k |
| In-House | \$45k – \$52k | \$55k – \$62k | \$65k – \$72k |

Personal Injury – Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$52k – \$60k | \$65k – \$75k | \$78k – \$90k |
| Mid | \$55k – \$65k | \$70k – \$82k | \$85k – \$110k |
| Large | \$60k – \$70k | \$78k – \$90k | \$95k – \$115k |
| In-House | \$55k – \$65k | \$70k – \$82k | \$85k – \$100k |

Personal Injury – Paralegal

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$52k – \$60k | \$65k – \$75k | \$78k – \$90k |
| Mid | \$55k – \$65k | \$70k – \$82k | \$85k – \$110k |
| Large | \$60k – \$70k | \$78k – \$90k | \$95k – \$115k |
| In-House | \$55k – \$65k | \$70k – \$82k | \$85k – \$100k |

Personal Injury – Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$48k – \$52k | \$53k – \$60k | \$61k – \$68k |
| Mid | \$55k – \$60k | \$61k – \$70k | \$71k – \$80k |
| Large | \$62k – \$68k | \$69k – \$78k | \$79k – \$88k |
| In-House | \$58k – \$65k | \$66k – \$74k | \$75k – \$82k |

Insurance Defence – Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$40k – \$46k | \$48k – \$55k | \$58k – \$65k |
| Mid | \$42k – \$50k | \$52k – \$60k | \$62k – \$70k |
| Large | \$46k – \$52k | \$58k – \$65k | \$68k – \$75k |
| In-House | \$42k – \$50k | \$68k – \$75k | \$62k – \$70k |

Insurance Defence – Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$50k – \$58k | \$60k – \$70k | \$75k – \$85k |
| Mid | \$55k – \$62k | \$65k – \$78k | \$82k – \$95k |
| Large | \$58k – \$65k | \$75k – \$85k | \$90k – \$105k |
| In-House | \$55k – \$62k | \$65k – \$78k | \$80k – \$95k |

Insurance Defence – Paralegal

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$50k – \$58k | \$60k – \$70k | \$75k – \$85k |
| Mid | \$55k – \$62k | \$65k – \$78k | \$82k – \$95k |
| Large | \$58k – \$65k | \$75k – \$85k | \$90k – \$105k |
| In-House | \$55k – \$62k | \$65k – \$78k | \$80k – \$95k |

Insurance Defence – Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$70k – \$85k | \$95k – \$115k | \$130k – \$160k |
| Mid | \$80k – \$95k | \$110k – \$135k | \$150k – \$185k |
| Large | \$90k – \$110k | \$125k – \$155k | \$180k – \$220k |
| In-House | \$80k – \$95k | \$105k – \$130k | \$140k – \$175k |

Family Law – 2026 Outlook

Family law continues to see steady demand, particularly in urban centers, as population growth and evolving family structures create a constant flow of work. In 2026, firms report:

- **Increased demand for divorce and custody matters**, particularly in cases involving cross-border families and complex financial portfolios.
- **Mediation and collaborative family law** are growing, but traditional litigation still dominates high-net-worth disputes.
- Salaries are projected to increase **4–6% from 2025**, with large firms and boutique specialists paying above-market for senior associates and clerks with trial experience.
- **In-house family counsel** remain rare, but non-profits and public service agencies are creating new family law roles.

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Family – Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$45k – \$48k | \$50k – \$55k | \$58k – \$62k |
| Mid | \$45k – \$50k | \$50k – \$58k | \$60k – \$68k |
| Large | \$50k – \$55k | \$55k – \$62k | \$65k – \$72k |

Family – Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$48k – \$55k | \$58k – \$68k | \$70k – \$82k |
| Mid | \$50k – \$60k | \$65k – \$75k | \$78k – \$90k |
| Large | \$55k – \$65k | \$70k – \$82k | \$85k – \$100k |

Family – Paralegal

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$48k – \$55k | \$58k – \$68k | \$70k – \$82k |
| Mid | \$50k – \$60k | \$65k – \$75k | \$78k – \$90k |
| Large | \$55k – \$65k | \$70k – \$82k | \$85k – \$100k |

Family – Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$65k – \$80k | \$90k – \$115k | \$125k – \$160k |
| Mid | \$75k – \$90k | \$110k – \$135k | \$150k – \$185k |
| Large | \$85k – \$110k | \$130k – \$155k | \$170k – \$210k |

Labour & Employment – 2026 Outlook

The labour & employment field is one of the fastest-growing areas in the legal market. With hybrid work disputes, workplace investigations, and evolving employment standards legislation, demand for skilled practitioners is at an all-time high.

- **Workplace investigations and terminations** are driving much of the demand in 2026.
- **Human rights and accessibility compliance** are areas of growing specialization.
- Salaries have grown **6–8% since 2025**, especially for mid-level lawyers and paralegals.
- **In-house roles** are becoming increasingly attractive, with corporations hiring employment counsel to manage workplace risk internally.

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and strengthen firms.”*

Labour & Employment – Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$40k – \$46k | \$48k – \$55k | \$58k – \$65k |
| Mid | \$42k – \$50k | \$52k – \$60k | \$62k – \$70k |
| Large | \$46k – \$52k | \$58k – \$65k | \$68k – \$75k |
| In-House | \$42k – \$50k | \$50k – \$58k | \$60k – \$70k |

Labour & Employment – Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$50k – \$58k | \$62k – \$70k | \$75k – \$85k |
| Mid | \$55k – \$62k | \$68k – \$78k | \$82k – \$95k |
| Large | \$58k – \$65k | \$75k – \$85k | \$90k – \$105k |
| In-House | \$55k – \$62k | \$68k – \$80k | \$82k – \$95k |

Labour & Employment – Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$70k – \$85k | \$95k – \$120k | \$135k – \$165k |
| Mid | \$80k – \$95k | \$115k – \$140k | \$155k – \$190k |
| Large | \$90k – \$110k | \$135k – \$165k | \$180k – \$230k |
| In-House | \$80k – \$100k | \$110k – \$140k | \$150k – \$185k |

Wills & Estates – 2026 Outlook

The demand for wills, trusts, and estate planning continues to rise as Canada's population ages and wealth transfers accelerate.

- **Estate litigation** is on the rise, with disputes around capacity, undue influence, and family business succession.
- Boutique firms specializing in estates are growing rapidly, and **large firms are expanding their estates groups** to meet client demand.
- Salaries are projected to grow **5–7% from 2025**, with clerks who manage complex probate and trust files seeing strong increases.
- **In-house estate planning counsel** remain niche, but financial institutions are increasingly seeking lawyers with dual backgrounds in estates and tax.

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Wills & Estates – Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$45k – \$50k | \$50k – \$55k | \$58k – \$65k |
| Mid | \$45k – \$52k | \$52k – \$58k | \$62k – \$70k |
| Large | \$50k – \$58k | \$55k – \$65k | \$65k – \$72k |
| In-House | \$48k – \$52k | \$52k – \$62k | \$58k – \$65k |

Wills & Estates – Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$45k – \$52k | \$55k – \$65k | \$68k – \$78k |
| Mid | \$50k – \$58k | \$62k – \$72k | \$75k – \$85k |
| Large | \$55k – \$62k | \$70k – \$80k | \$82k – \$95k |
| In-House | \$48k – \$55k | \$60k – \$72k | \$72k – \$85k |

Wills & Estates – Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$65k – \$80k | \$90k – \$110k | \$120k – \$150k |
| Mid | \$75k – \$90k | \$105k – \$130k | \$140k – \$170k |
| Large | \$85k – \$100k | \$125k – \$150k | \$160k – \$200k |
| In-House | \$70k – \$90k | \$95k – \$125k | \$130k – \$165k |

Real Estate Outlook (Residential & Commercial)

Real estate remains a **polarized practice area** in 2026. **Residential real estate** has slowed slightly due to high borrowing costs, but remains steady as transaction volumes stabilize. **Commercial real estate**, particularly in leasing and development, is recovering strongly, especially in major urban centers.

- **Salary Outlook 2026:** Overall increases of **3–5%** versus 2025. Commercial specialists see the stronger bump, while residential salaries remain stable with slight increases.
- **Key Trend:** Firms are rewarding real estate clerks and assistants who can handle complex closings and financing structures.

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Residential Real Estate – Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$45k – \$48k | \$50k – \$55k | \$60k – \$68k |
| Mid | \$45k – \$52k | \$55k – \$62k | \$65k – \$72k |
| Large | \$50k – \$55k | \$60k – \$70k | \$68k – \$75k |
| In-House | \$45k – \$50k | \$62k – \$68k | \$65k – \$70k |

Residential Real Estate – Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$45k – \$52k | \$55k – \$65k | \$68k – \$78k |
| Mid | \$50k – \$58k | \$62k – \$72k | \$75k – \$85k |
| Large | \$55k – \$62k | \$70k – \$80k | \$85k – \$95k |
| In-House | \$48k – \$55k | \$60k – \$72k | \$75k – \$82k |

Residential Real Estate – Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$70k – \$80k | \$90k – \$110k | \$115k – \$140k |
| Mid | \$75k – \$90k | \$105k – \$125k | \$135k – \$165k |
| Large | \$85k – \$105k | \$120k – \$145k | \$165k – \$190k |
| In-House | \$70k – \$90k | \$95k – \$120k | \$130k – \$160k |

Commercial Real Estate – Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$42k – \$50k | \$52k – \$60k | \$65k – \$75k |
| Mid | \$45k – \$55k | \$58k – \$68k | \$72k – \$85k |
| Large | \$650k – \$60k | \$65k – \$75k | \$80k – \$95k |
| In-House | \$44k – \$52k | \$55k – \$65k | \$70k – \$82k |

Commercial Real Estate – Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$55k – \$65k | \$70k – \$85k | \$95k – \$110k |
| Mid | \$62k – \$75k | \$80k – \$95k | \$105k – \$125k |
| Large | \$70k – \$85k | \$90k – \$110k | \$120k – \$140k |
| In-House | \$60k – \$72k | \$75k – \$95k | \$100k – \$125k |

Commercial Real Estate – Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$80k – \$95k | \$115k – \$140k | \$150k – \$185k |
| Mid | \$90k – \$110k | \$135k – \$160k | \$175k – \$225k |
| Large | \$110k – \$130k | \$155k – \$190k | \$200k – \$260k |
| In-House | \$85k – \$105k | \$120k – \$150k | \$160k – \$210k |

Leasing – Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$40k – \$46k | \$48k – \$55k | \$58k – \$66k |
| Mid | \$44k – \$52k | \$52k – \$60k | \$62k – \$72k |
| Large | \$48k – \$56k | \$58k – \$68k | \$70k – \$82k |
| In-House | \$42k – \$50k | \$50k – \$58k | \$60k – \$70k |

Leasing – Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$50k – \$60k | \$65k – \$78k | \$72k – \$95k |
| Mid | \$55k – \$68k | \$75k – \$88k | \$90k – \$105k |
| Large | \$65k – \$75k | \$85k – \$100k | \$105k – \$120k |
| In-House | \$52k – \$65k | \$70k – \$85k | \$85k – \$100k |

Leasing – Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$75k – \$90k | \$105k – \$125k | \$135k – \$160k |
| Mid | \$85k – \$105k | \$120k – \$145k | \$150k – \$185k |
| Large | \$100k – \$120k | \$140k – \$170k | \$175k – \$225k |
| In-House | \$80k – \$95k | \$110k – \$135k | \$135k – \$175k |

Corporate Outlook (Corporate Commercial, Governance, Securities, Franchise)

Corporate legal demand has rebounded as businesses push forward on growth and restructuring after a period of economic uncertainty. **M&A activity is recovering**, driven by consolidation in tech, finance, and healthcare. **Corporate governance** and compliance remain hot as boards face regulatory and shareholder scrutiny. **Franchise and leasing practices** continue to grow with the expansion of retail and service-based businesses. **Securities law** shows steady upward demand as capital markets stabilize.

- **Salary Outlook 2026:** Corporate roles are up by **5–7% from 2025**, with the strongest increases in **M&A, governance, and leasing**. Firms are competing heavily for mid-market talent.
- **Key Trend:** Companies are leaning on legal teams to enable growth strategies, making corporate lawyers with commercial fluency increasingly valuable.

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Corporate - Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$42k – \$48k | \$50k – \$58k | \$60k – \$68k |
| Mid | \$45k – \$52k | \$55k – \$62k | \$65k – \$75k |
| Large | \$50k – \$58k | \$60k – \$70k | \$72k – \$82k |
| In-House | \$45k – \$55k | \$55k – \$65k | \$65k – \$75k |

Corporate - Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$55k – \$65k | \$70k – \$80k | \$85k – \$95k |
| Mid | \$65k – \$75k | \$80k – \$90k | \$95k – \$105k |
| Large | \$75k – \$85k | \$90k – \$100k | \$105k – \$115k |
| In-House | \$65k – \$78k | \$80k – \$95k | \$90k – \$110k |

Corporate - Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$85k – \$100k | \$110k – \$130k | \$140k – \$160k |
| Mid | \$95k – \$115k | \$125k – \$150k | \$160k – \$180k |
| Large | \$110k – \$130k | \$150k – \$170k | \$180k – \$210k |
| In-House | \$95k – \$120k | \$130k – \$155k | \$160k – \$185k |

Corporate Commercial - Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$45k – \$52k | \$55k – \$62k | \$65k – \$72k |
| Mid | \$50k – \$58k | \$60k – \$70k | \$72k – \$82k |
| Large | \$55k – \$65k | \$70k – \$80k | \$85k – \$95k |
| In-House | \$50k – \$60k | \$62k – \$75k | \$75k – \$88k |

Corporate Commercial - Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$65k – \$75k | \$80k – \$95k | \$100k – \$115k |
| Mid | \$75k – \$85k | \$95k – \$110k | \$115k – \$135k |
| Large | \$85k – \$95k | \$110k – \$125k | \$135k – \$155k |
| In-House | \$75k – \$88k | \$95k – \$115k | \$115k – \$140k |

Corporate Commercial - Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$100k – \$120k | \$130k – \$160k | \$175k – \$200k |
| Mid | \$120k – \$140k | \$160k – \$190k | \$200k – \$240k |
| Large | \$140k – \$160k | \$190k – \$230k | \$240k – \$300k |
| In-House | \$115k – \$140k | \$150k – \$185k | \$190k – \$250k |

Corporate Securities - Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$50k – \$58k | \$62k – \$70k | \$72k – \$82k |
| Mid | \$55k – \$65k | \$70k – \$80k | \$82k – \$95k |
| Large | \$65k – \$75k | \$80k – \$95k | \$95k – \$110k |
| In-House | \$55k – \$68k | \$70k – \$85k | \$85k – \$100k |

Corporate Securities - Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$75k – \$85k | \$95k – \$110k | \$115k – \$130k |
| Mid | \$85k – \$100k | \$110k – \$125k | \$130k – \$150k |
| Large | \$100k – \$115k | \$125k – \$145k | \$150k – \$170k |
| In-House | \$85k – \$105k | \$105k – \$130k | \$125k – \$155k |

Corporate Securities - Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$120k – \$140k | \$160k – \$190k | \$210k – \$240k |
| Mid | \$140k – \$170k | \$190k – \$230k | \$240k – \$290k |
| Large | \$170k – \$200k | \$230k – \$280k | \$290k – \$350k |
| In-House | \$135k – \$165k | \$180k – \$220k | \$220k – \$280k |

Franchise - Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$44k – \$50k | \$52k – \$60k | \$62k – \$70k |
| Mid | \$48k – \$55k | \$58k – \$68k | \$70k – \$80k |
| Large | \$55k – \$65k | \$68k – \$78k | \$80k – \$90k |
| In-House | \$48k – \$58k | \$55k – \$70k | \$68k – \$85k |

Franchise - Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$65k – \$75k | \$80k – \$90k | \$95k – \$110k |
| Mid | \$75k – \$85k | \$90k – \$105k | \$110k – \$125k |
| Large | \$85k – \$90k | \$105k – \$120k | \$125k – \$145k |
| In-House | \$68k – \$85k | \$88k – \$110k | \$110k – \$130k |

Franchise - Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$95k – \$115k | \$125k – \$150k | \$160k – \$190k |
| Mid | \$115k – \$140k | \$150k – \$180k | \$190k – \$225k |
| Large | \$140k – \$160k | \$180k – \$220k | \$225k – \$275k |
| In-House | \$110k – \$135k | \$145k – \$175k | \$175k – \$220k |

Technology & IP Outlook (Tech, Media, IP, Crypto)

Technology practices remain in high demand. **IP and media law** continue to grow as companies expand into content and innovation-heavy spaces. **Technology transactions** are strong, driven by cloud, SaaS, and AI-related deals. The standout in 2026: **Crypto & Web3 law**, which has rapidly become a niche in demand across fintech, compliance, and securities contexts.

- **Salary Outlook 2026:** Salaries are up **7–10%** compared to 2025 across most tech-related practices. **Crypto lawyers** are among the most aggressively compensated, with firms paying premiums to secure rare expertise.
- **Key Trend:** Niche technology expertise is commanding a significant premium. Specialists who can bridge law with innovation are in short supply.

“Knowledge is power — but in the legal world, it’s also leverage.

The right insight at the right time can shape careers, retain talent, and strengthen firms.”

Technology – Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$46k – \$52k | \$55k – \$62k | \$65k – \$75k |
| Mid | \$50k – \$58k | \$60k – \$70k | \$75k – \$82k |
| Large | \$55k – \$65k | \$70k – \$80k | \$82k – \$92k |
| In-House | \$50k – \$60k | \$72k – \$85k | \$72k – \$85k |

Technology – Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$65k – \$75k | \$80k – \$95k | \$100k – \$115k |
| Mid | \$75k – \$85k | \$95k – \$110k | \$115k – \$130k |
| Large | \$85k – \$95k | \$110k – \$125k | \$130k – \$150k |
| In-House | \$75k – \$88k | \$90k – \$115k | \$110k – \$135k |

Technology – Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$105k – \$125k | \$135k – \$160k | \$175k – \$200k |
| Mid | \$125k – \$145k | \$160k – \$190k | \$200k – \$240k |
| Large | \$145k – \$165k | \$190k – \$230k | \$240k – \$290k |
| In-House | \$120k – \$145k | \$150k – \$185k | \$190k – \$240k |

Intellectual Property - Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$48k – \$55k | \$58k – \$65k | \$68k – \$78k |
| Mid | \$52k – \$60k | \$65k – \$75k | \$78k – \$88k |
| Large | \$60k – \$70k | \$75k – \$85k | \$88k – \$100k |
| In-House | \$52k – \$65k | \$65k – \$78k | \$78k – \$95k |

Intellectual Property - Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$70k – \$82k | \$90k – \$105k | \$115k – \$130k |
| Mid | \$80k – \$92k | \$110k – \$125k | \$135k – \$155k |
| Large | \$95k – \$110k | \$125k – \$145k | \$155k – \$180k |
| In-House | \$85k – \$100k | \$105k – \$130k | \$130k – \$160k |

Intellectual Property - Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$115k – \$135k | \$145k – \$175k | \$190k – \$220k |
| Mid | \$135k – \$160k | \$175k – \$210k | \$220k – \$270k |
| Large | \$160k – \$190k | \$210k – \$250k | \$270k – \$330k |
| In-House | \$130k – \$160k | \$170k – \$210k | \$200k – \$250k |

Blockchain/Crypto – Legal Assistant

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$50k – \$58k | \$60k – \$70k | \$72k – \$82k |
| Mid | \$55k – \$65k | \$70k – \$80k | \$82k – \$95k |
| Large | \$65k – \$75k | \$80k – \$95k | \$95k – \$110k |
| In-House | \$55k – \$70k | \$55k – \$70k | \$85k – \$105k |

Blockchain/Crypto – Law Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$75k – \$88k | \$95k – \$110k | \$120k – \$140k |
| Mid | \$90k – \$105k | \$115k – \$135k | \$140k – \$165k |
| Large | \$105k – \$120k | \$135k – \$160k | \$165k – \$190k |
| In-House | \$95k – \$115k | \$115k – \$145k | \$135k – \$165k |

AI – Ethics & Governance Counsel

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$85k – \$105k | \$115k – \$135k | \$145k – \$165k |
| Mid | \$100k – \$180k | \$135k – \$160k | \$170k – \$190k |
| Large | \$120k – \$140k | \$160k – \$185k | \$190k – \$225k |
| In-House | \$100k – \$125k | \$140k – \$170k | \$175k – \$210k |

AI – Legal Technologist / Specialist

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$70k – \$185k | \$90k – \$110k | \$115k – \$130k |
| Mid | \$80k – \$95k | \$105k – \$125k | \$130k – \$150k |
| Large | \$90k – \$110k | \$120k – \$145k | \$150k – \$175k |
| In-House | \$80k – \$100k | \$110k – \$135k | \$135k – \$165k |

AI – Lawyer

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$95k – \$115k | \$125k – \$145k | \$155k – \$175k |
| Mid | \$110k – \$130k | \$140k – \$165k | \$175k – \$200k |
| Large | \$125k – \$150k | \$160k – \$185k | \$200k – \$235k |
| In-House | \$110k – \$135k | \$145k – \$170k | \$180k – \$220k |

Other Professional Roles Outlook (Assistants, HR, Accounting, Recruiters, Social Media, Reception, Floaters)

Law firms and in-house teams continue to invest in professional staff. **Legal assistants and administrative staff** remain essential, while **HR, recruiters, and accounting professionals** are more valued than ever as firms manage retention, DEI, and cost efficiency. **Social media specialists** are an emerging niche as firms expand their digital branding and recruitment marketing.

- **Salary Outlook 2026:** Increases of **3–4% over 2025**, with the largest jumps in HR and digital roles.
- **Key Trend:** Firms are treating professional staff as strategic assets, not just support functions.

“Knowledge is power — but in the legal world, it’s also leverage.

The right insight at the right time can shape careers, retain talent, and strengthen firms.”

Administrative Assistants

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$45k – \$52k | \$55k – \$62k | \$60k – \$65k |
| Mid | \$50k – \$58k | \$58k – \$62k | \$62k – \$68k |
| Large | \$55k – \$62k | \$62k – \$70k | \$70k – \$75k |
| In-House | \$50k – \$60k | \$60k – \$65k | \$65k – \$70k |

HR Coordinator / Generalist

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$50k – \$58k | \$60k – \$70k | \$72k – \$80k |
| Mid | \$55k – \$65k | \$68k – \$78k | \$82k – \$92k |
| Large | \$62k – \$72k | \$75k – \$88k | \$92k – \$105k |
| In-House | \$55k – \$68k | \$68k – \$82k | \$80k – \$98k |

HR Manager

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$75k – \$85k | \$90k – \$105k | \$110k – \$125k |
| Mid | \$85k – \$95k | \$105k – \$120k | \$125k – \$140k |
| Large | \$95k – \$110k | \$120k – \$135k | \$140k – \$160k |
| In-House | \$85k – \$100k | \$105k – \$125k | \$125k – \$150k |

HR Director

| Firm Type | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|---------------------------|-----------------|
| Small | \$125k – \$140k | \$145k – \$165k |
| Mid | \$140k – \$160k | \$165k – \$185k |
| Large | \$160k – \$185k | \$185k – \$225k |
| In-House | \$140k – \$175k | \$165k – \$210k |

Accounting Clerk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$48k – \$55k | \$56k – \$65k | \$66k – \$75k |
| Mid | \$52k – \$60k | \$62k – \$72k | \$75k – \$85k |
| Large | \$58k – \$65k | \$70k – \$80k | \$85k – \$95k |
| In-House | \$50k – \$62k | \$62k – \$75k | \$75k – \$90k |

Billing Specialist

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$50k – \$58k | \$60k – \$68k | \$70k – \$80k |
| Mid | \$55k – \$65k | \$68k – \$78k | \$82k – \$92k |
| Large | \$62k – \$72k | \$75k – \$88k | \$92k – \$105k |
| In-House | \$55k – \$68k | \$68k – \$82k | \$80k – \$98k |

Financial Analyst

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$60k – \$70k | \$75k – \$85k | \$90k – \$105k |
| Mid | \$70k – \$80k | \$85k – \$95k | \$105k – \$120k |
| Large | \$78k – \$88k | \$95k – \$110k | \$120k – \$130k |
| In-House | \$70k – \$85k | \$85k – \$105k | \$100k – \$125k |

Controller

| Firm Type | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|---------------------------|-----------------|
| Small | \$95k – \$115k | \$120k – \$140k |
| Mid | \$110k – \$130k | \$135k – \$160k |
| Large | \$125k – \$150k | \$160k – \$200k |
| In-House | \$110k – \$140k | \$140k – \$185k |

Recruiters

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$55k – \$65k | \$68k – \$78k | \$80k – \$90k |
| Mid | \$60k – \$70k | \$75k – \$88k | \$92k – \$110k |
| Large | \$65k – \$75k | \$85k – \$100k | \$110k – \$125k |
| In-House | \$60k – \$672k | \$78k – \$95k | \$95k – \$115k |

Social Media

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$48k – \$55k | \$56k – \$64k | \$61k – \$68k |
| Mid | \$52k – \$60k | \$62k – \$72k | \$71k – \$80k |
| Large | \$58k – \$68k | \$70k – \$82k | \$79k – \$88k |
| In-House | \$52k – \$62k | \$62k – \$75k | \$75k – \$90k |

Floaters

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$4k – \$50k | \$52k – \$58k | \$60k – \$66k |
| Mid | \$48k – \$55k | \$58k – \$65k | \$66k – \$75k |
| Large | \$55k – \$62k | \$65k – \$75k | \$75k – \$80k |
| In-House | \$48k – \$58k | \$58k – \$65k | \$65k – \$70k |

Reception

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$40k – \$45k | \$45k – \$50k | \$50k – \$55k |
| Mid | \$45k – \$50k | \$52k – \$55k | \$55k – \$60k |
| Large | \$50k – \$55k | \$55k – \$60k | \$60k – \$65k |
| In-House | \$45k – \$50k | \$50k – \$55k | \$55k – \$60k |

IT Support Specialist / Help Desk

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$52k – \$60k | \$62k – \$70k | \$72k – \$82k |
| Mid | \$58k – \$68k | \$70k – \$80k | \$82k – \$95k |
| Large | \$65k – \$75k | \$78k – \$90k | \$95k – \$110k |
| In-House | \$58k – \$70k | \$70k – \$85k | \$82k – \$100k |

Systems Administrator

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$65k – \$75k | \$78k – \$88k | \$90k – \$105k |
| Mid | \$72k – \$85k | \$90k – \$105k | \$110k – \$125k |
| Large | \$82k – \$95k | \$105k – \$120k | \$125k – \$145k |
| In-House | \$70k – \$88k | \$90k – \$115k | \$110k – \$135k |

IT Manager

| Firm Type | Junior (0–2 yrs) | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|------------------|------------------------|-----------------|
| Small | \$90k – \$105k | \$110k – \$125k | \$130k – \$145k |
| Mid | \$105k – \$120k | \$125k – \$145k | \$150k – \$170k |
| Large | \$120k – \$140k | \$145k – \$165k | \$170k – \$200k |
| In-House | \$105k – \$125k | \$125k – \$150k | \$150k – \$185k |

Director of IT / CIO

| Firm Type | Intermediate (3–5 yrs) | Senior (6+ yrs) |
|-----------|---------------------------|-----------------|
| Small | \$135k – \$155k | \$160k – \$185k |
| Mid | \$155k – \$180k | \$185k – \$210k |
| Large | \$180k – \$220k | \$210k – \$250k |
| In-House | \$160k – \$200k | \$185k – \$240k |

2026 Legal & Professional Services Salary Guide

FINAL THOUGHT

The legal profession in 2026 is at a crossroads of tradition and transformation. While the **core practice areas**—litigation, corporate, real estate, family, estates—remain in steady demand, new specialties in **technology, privacy, AI, and crypto law** are reshaping the industry's future. Salaries across the board have risen compared to 2025, reflecting both **competition for top talent** and the expanding role of law in a complex global economy.

For professionals—from **legal assistants to managing partners, from recruiters to IT directors**—the opportunity in 2026 lies in adaptability. Those who embrace **new tools, evolving practice demands, and cross-functional skills** will not only thrive financially but will also play a defining role in shaping the future of Canada's legal landscape.



PROUD RECRUITERS

Specialized Legal Recruitment