



IN-HOUSE LEGAL MARKET SNAPSHOT

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This market snapshot was compiled from data provided by [Urbis](#), [The Law Society of New South Wales](#) and the [Australian Bureau of Statistics \(ABS\)](#) and has been summarised for clarity.

TYPICAL IN-HOUSE LAWYER



Location

53% work in Sydney.



Urbanity

87% are based in the city / suburbs.



Gender

63% of In-House lawyers are female.



Age

Average age is 41 years old.



Experience

64% of In-House lawyers have 11+ years post-qualification.



Earnings

54% earn over \$150K.

How do you compare to the average Australian in-house lawyer?

A 41-year-old woman living in a city – most likely Sydney, with over 11 years' experience and earning \$150K + p/a.

The average in-house lawyer compared to the average Australian employee.

In-House Lawyers:

- Are more concentrated in cities (87% compared to 73% population), particularly Sydney (53%, compared to a population 16% of the Australian population).
- 63% are women, while the broader workforce is predominantly male (employment to population: 68% males, 60% females).

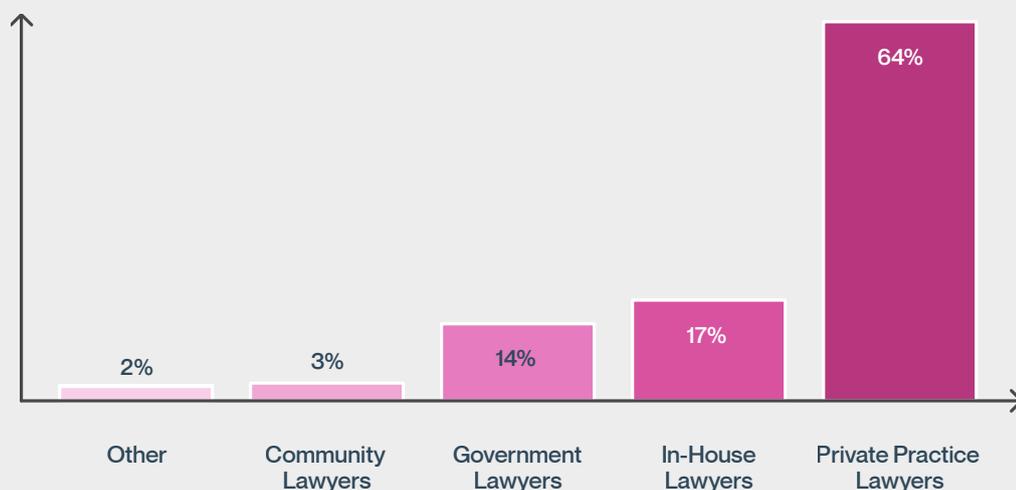
- Are more likely to attend university with 38% of Australians holding a bachelor's degree.
- Are almost the same age as the average Australian worker, 42 years old.
- Earn over 44% more than the average Australian worker (\$104K p/a full-time).

PRACTICE SECTORS

The growth in the number of in-house lawyers compared to private practice shows the preference for building internal capability and reducing reliance on firms. It demonstrates a buoyant market with more opportunities than ever for candidates. We anticipate the in-house market will continue to grow and potentially accelerate with AI and tech, giving legal counsel more opportunities to do more internally.

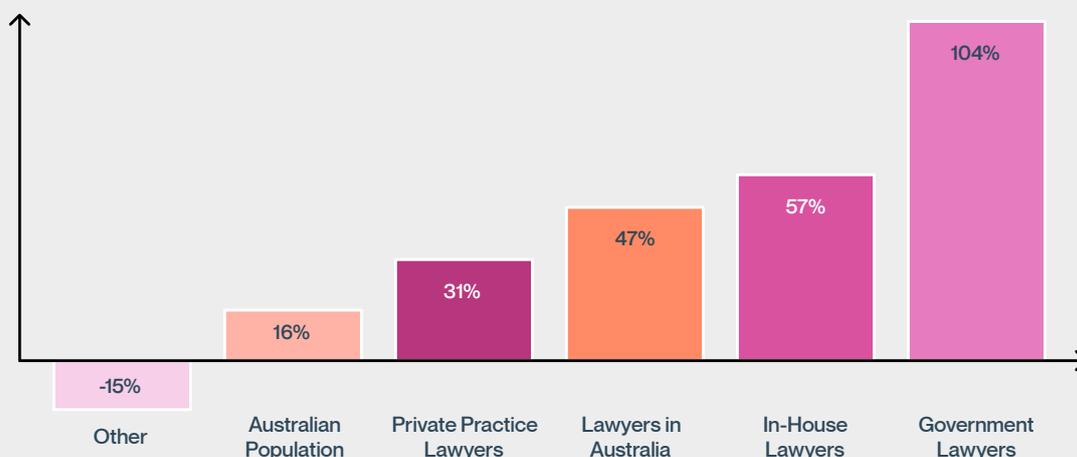
Distribution by Sector

97,500 Lawyers (2025)



Growth by Sector

(2014 to 2024)



DISTRIBUTION BY STATE

The market is highly centralised: 77% of in-house lawyers live in Melbourne and Sydney. Employers outside Sydney and Melbourne may face recruitment challenges and need to consider remote and hybrid work arrangements.

It highlights the strong career opportunities in Sydney, which also come with higher housing and living costs. Sydney's average house price is now 70% higher than Melbourne.

Since COVID, few in-house lawyers have relocated for roles, creating city-centric in-house labour markets.

All Lawyers

97,500 Lawyers (2025)



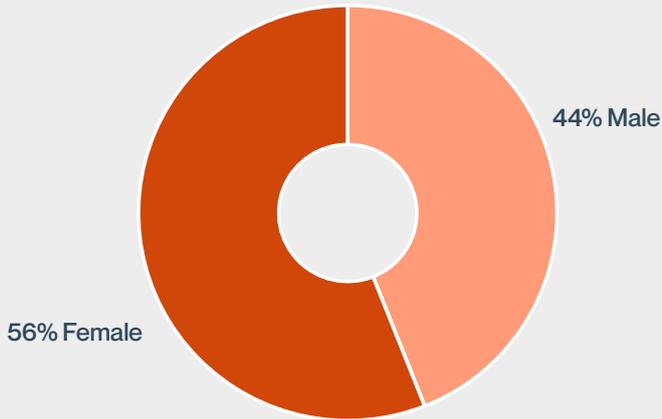
In-House Lawyers

16,500 Lawyers (2025)



DISTRIBUTION BY GENDER

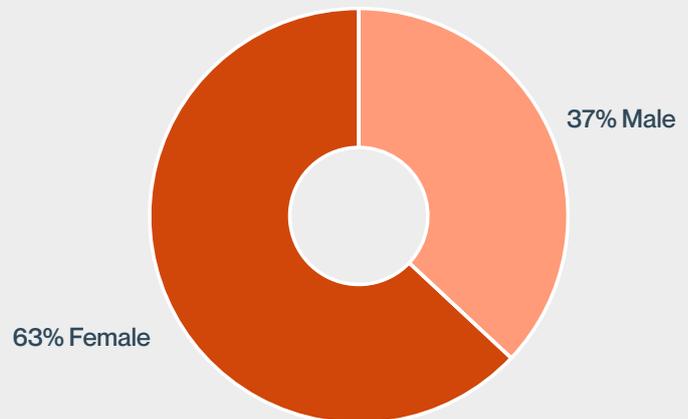
All Lawyers



In 2014, 48% of the profession was female; however, since 2018, women have outnumbered men.

This trend has continued, with 56% of all lawyers and 63% of in-house lawyers now female.

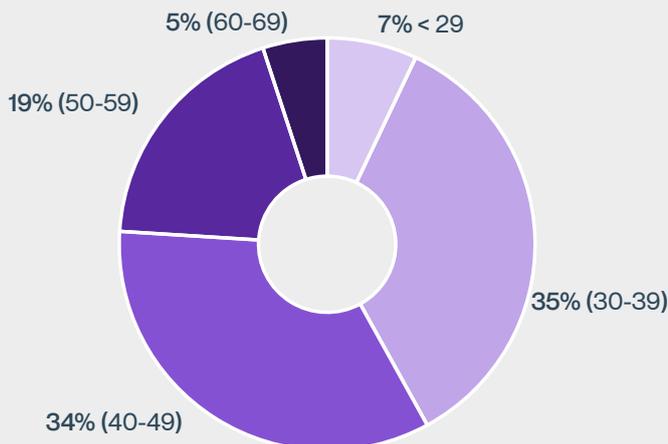
In-House Lawyers



We anticipate this trend to continue, with females accounting for 71% of new entrants to the profession since 2014. We now see requests from clients with all-female teams for male candidates to have greater gender diversity.

DISTRIBUTION BY EXPERIENCE

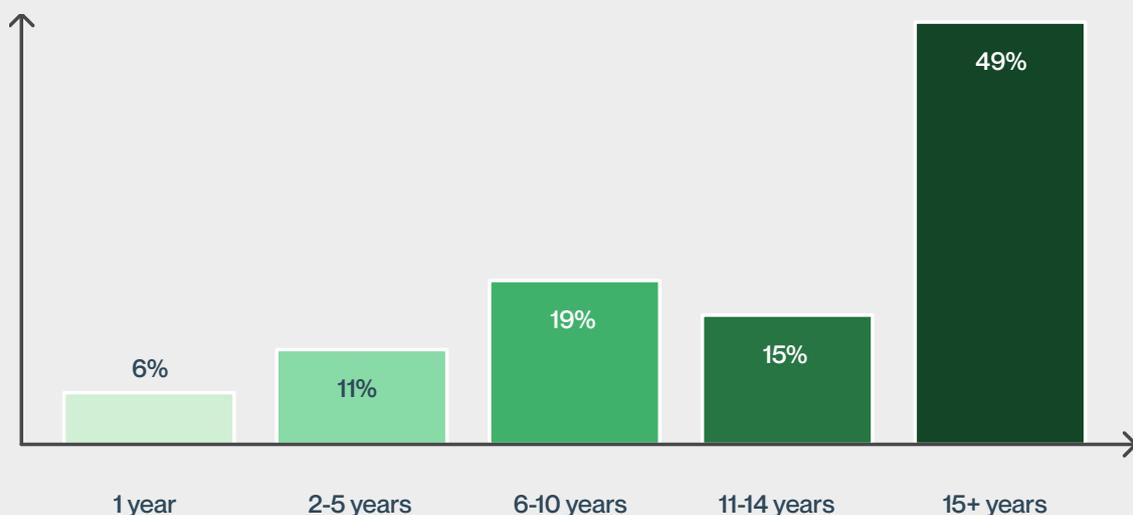
Age of In-House Lawyers



The mean age of solicitors is 42, with 48% aged between 25 and 39. The single largest group are aged 30–34 (17%), followed closely by 25–29 (16%) and 35–39 (15%). At the older end, 9% of solicitors are 65 or older. Female solicitors are generally younger (40 years) than their male counterparts (46 years), and 40% of women in the profession are under 35 compared to 28% of men.

The in-house sector has more experienced practitioners. Two-fifths of solicitors have been admitted for 15 years (41%), however, In-house lawyers have more experience, with nearly half (49%) having been admitted for 15+ years, while only 6% are in their first year, making this sector more senior compared to private practice (41% 15+ years, 13% in their first year).

Years Since Admission of In-House Lawyers





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