

**Robert—
—Walters**



Legal Market Overview 2025

Robert Walters New Zealand



Global Talent Solutions



Introduction | Whakatuwheratanga

This comprehensive market overview provides insights into current trends for 2024, challenges facing the market, and predictions for the next year across Aotearoa New Zealand within private practice, in-house and the public sector.

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Private practice | Umanga ake

Despite the tumultuous job market in the public sector and some instability across some sectors in-house, many firms have still been eager to hire and secure good talent across 2024. However, many firms have been less willing to compromise on their requirements and are more selective in their hiring processes.

At the beginning of 2024 we saw a high demand in the corporate space with most firms continuing to demand quality corporate lawyers experienced in mergers and acquisitions. This space proved difficult for obtaining talent, with some firms searching for over a year or shuffling staff internally. Firms that considered foreign qualified corporate lawyers were able to fill this talent gap faster. There was also a continued interest in banking and finance lawyers.

We saw a piqued interest from private practice lawyers considering the move in-house, or at least wanting to understand more about legal counsel opportunities and career paths from there. This is an annual trend we see at the start of each year when people return to work and are more motivated to consider their options.

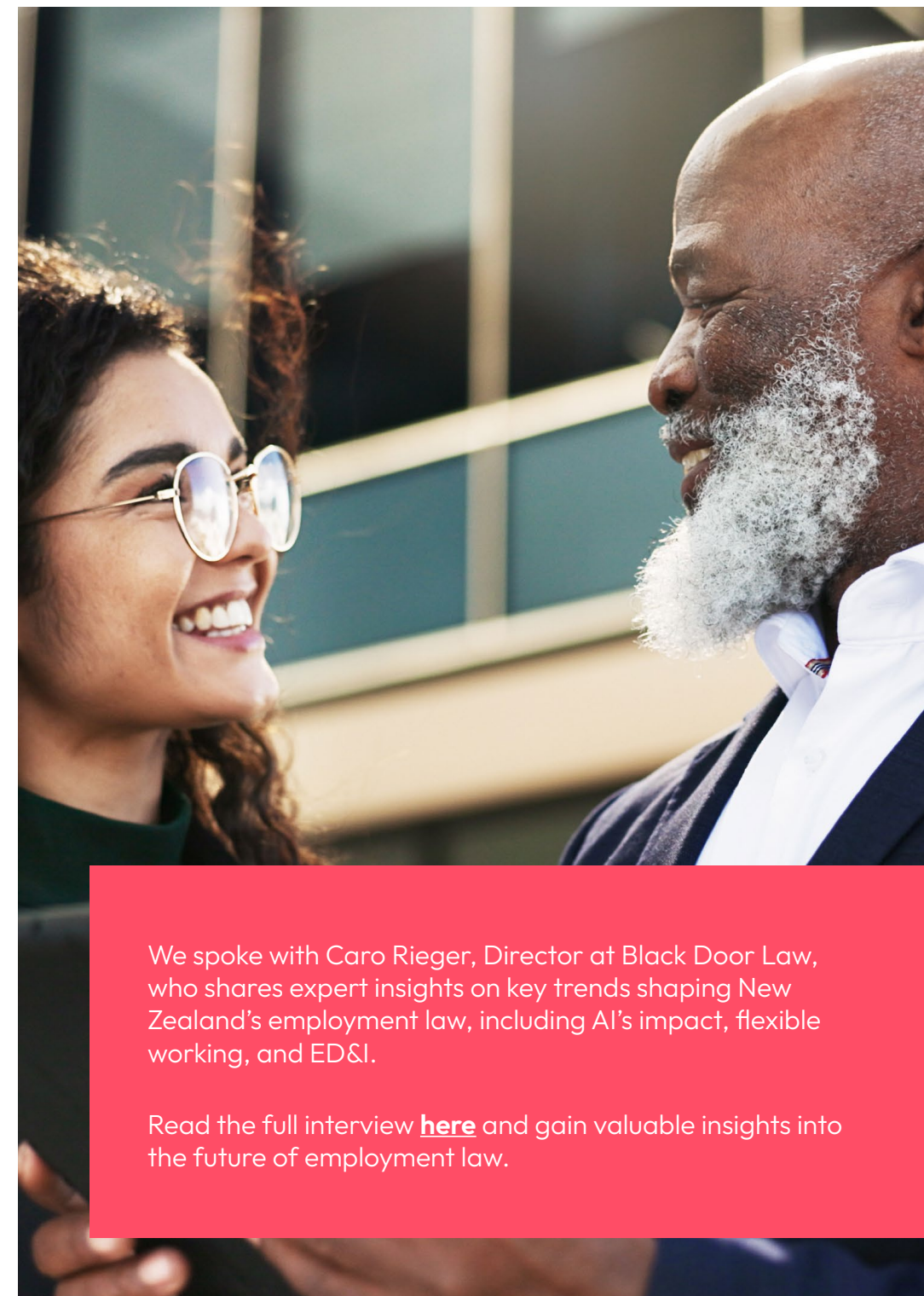
In the second and third quarters, as economic shifts and cost-cutting measures increased, firms became more selective in their hiring processes. Even highly qualified and experienced lawyers faced challenges securing roles. Longer recruitment timelines meant that firms able to move quickly secured the best talent. During this period, demand shifted from the corporate and commercial sectors to litigation and employment, especially across the North Island. This trend continued into the fourth

quarter, where the corporate market slowed and litigation activity increased, as is typical during tougher economic times. There was also a growing demand for private client solicitors, driven by ageing populations and the resulting need for expertise in trusts, wills, and estates.

While the property market remained subdued, firms are anticipating an increase in workload going into 2025 and are actively seeking qualified lawyers in this space.

The desire to enter the property market, combined with Christchurch's affordability, is driving more lawyers to relocate from the North Island. This is helping the South Island secure more legal talent than in previous years when many were moving in the opposite direction. We expect job opportunities in the South Island to increase as North Island firms open new offices and other sectors expand their presence in the region.

Regions outside the main cities have felt less of an impact from the economic shifts in the corporate and transactional sectors. However, the effects are more evident in the property market and in the areas of employment and litigation. Our consultants often have conversations with lawyers who are considering a move from the main cities to the regions, but a common reservation is around workflow and the scale and complexity of work accessible to lawyers based in the regions. Despite these concerns, many are motivated to relocate for a better quality of life and reduced cost of living.



We spoke with Caro Rieger, Director at Black Door Law, who shares expert insights on key trends shaping New Zealand's employment law, including AI's impact, flexible working, and ED&I.

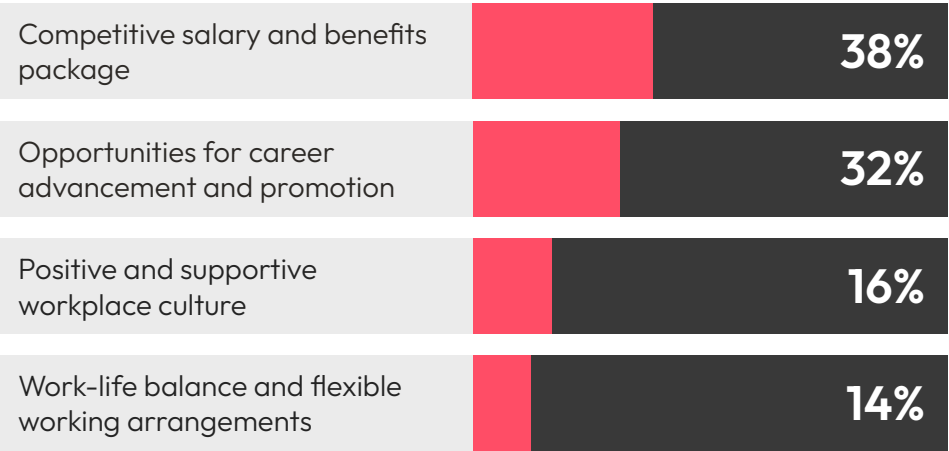
Read the full interview [here](#) and gain valuable insights into the future of employment law.

Evolving firm cultures and compensation models

Across the market, several smaller firms are moving away from the standard target methods and have other means of measuring success. This shift is successfully attracting lawyers that typically may have moved in-house for better work/life balance. Additionally, to promote collegiality, retain staff and attract talent, several firms are moving away from the ‘eat what you kill’ mentality and instead turning to other compensation models.

The need for employers to focus on establishing cultures that offer both work/life balance and a values-based approach to work will continue to rise within private practice, as it is these factors that are driving many lawyers in this space to look elsewhere. Nevertheless, law firms face an ongoing need to also accommodate more senior staff who prefer to have employees work in the office. This is mainly due to the adverse effects that remote work can have on junior employees. The limited opportunities for learning and reduced social interactions can also have an impact on the overall work culture.

Top factors influencing job retention



Source: Robert Walters 2024/2025 Salary Survey

Impact of market conditions on legal recruitment

Many external market factors influence the way recruitment works within the legal market. Firms are dealing with clients that are delaying payments or even facing liquidation, which we expect to flow into 2025, given the state of the market. The need for strong litigators across Aotearoa New Zealand is expected to persist through the end of 2024 and into 2025. However, there is optimism among lawyers that the corporate sector will rebound in the latter half of 2025. Regardless, the demand for quality corporate and banking and finance experience will remain high due to ongoing talent shortages especially at the intermediate and senior associate level. Wellington is expected to continue to be busy in the employment space. With a wealth of government infrastructure projects with values reaching billions of dollars, the demand for experienced construction and infrastructure lawyers is expected to rise across Aotearoa New Zealand too. Additionally, as technology becomes more advanced and startups more prevalent, we expect law firms to continue to build and invest in this capability.



Trends in lawyer migration

While lawyers are returning from overseas, it is not at the level of lawyers leaving. The UK market has typically attracted the most Kiwi lawyers; however, London is facing a saturated market with Kiwi and Australian lawyers competing with Commonwealth qualified lawyers at an increased level than what we have seen previously. Many lawyers are not able to obtain work until they are physically in the UK and in many situations, not until they are 4-6 weeks away from being able to commence a new position.

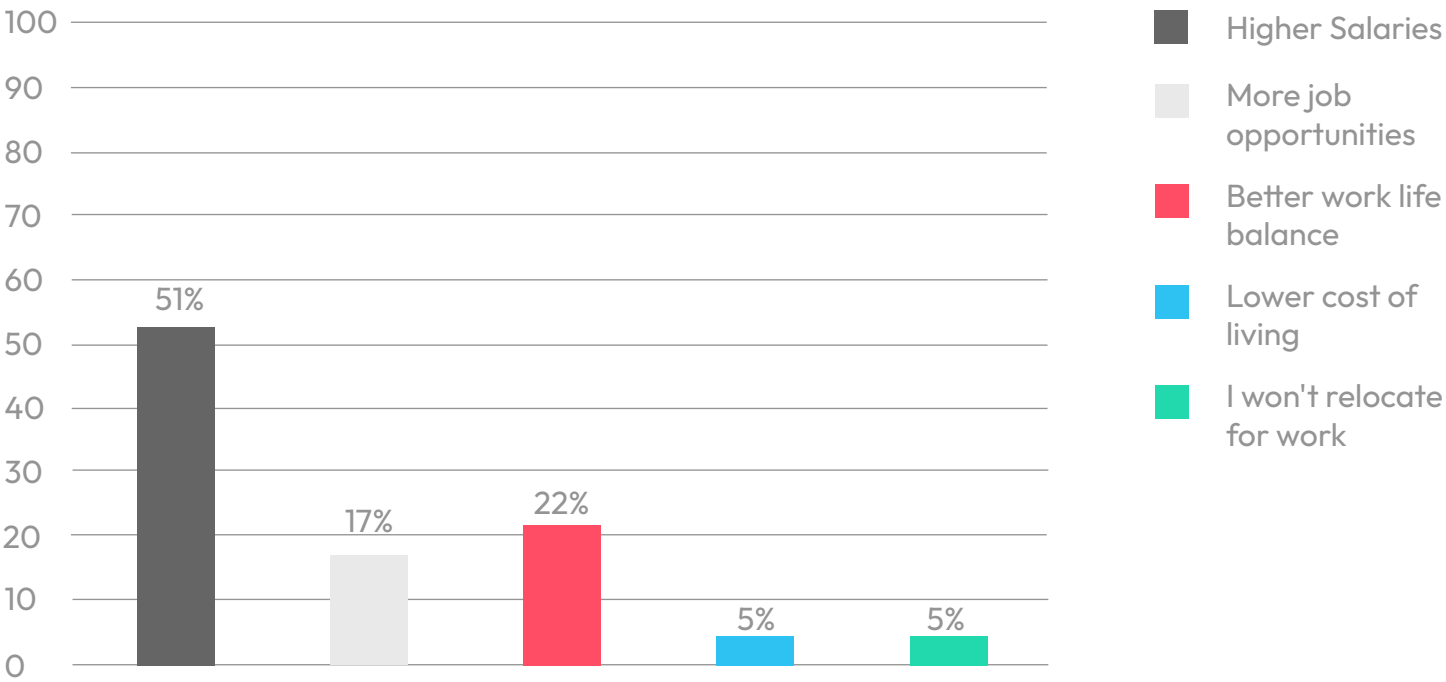
Many lawyers leaving Aotearoa New Zealand are now heading to Australia. What is concerning, is it is no longer just the typical 2-6 year PQE lawyers eager to go on their overseas experience (OE), there are a number of senior lawyers who previously have remained settled in Aotearoa New Zealand moving their families to Sydney, Brisbane or Melbourne in search of higher salaries.

While being selective in hiring is important to a certain degree, especially regarding fit, there is risk in waiting for a ‘unicorn’. The continued exodus of lawyers overseas is widening the already existent talent gap, meaning if firms do not hire before they are in urgent need, they will be under significant pressure to retain current staff under work pressures while they try to recruit.

To address this, firms may need to consider overseas-qualified candidates and hire well in advance of start dates—sometimes up to 6-9 months—to ensure they are prepared for future demand and talent shortages. Hiring lawyers well before their start date helps firms to be well equipped for when lawyers leave and the market picks up, but also because they are aware it can take that long to find quality talent so they need to secure it when they can.

A strong work/life balance, competitive salary and opportunities for growth continue to be key considerations for lawyers when determining their next career move.

Key reasons for relocation



Source: Robert Walters 2024/2025 Salary Survey

Top relocation destinations for legal professionals



Source: Robert Walters 2024/2025 Salary Survey

Private practice salary guide

Auckland top tier / boutique specialists		
PQE	Salary	Benefits
Graduate or Law Clerk	\$60,000 - \$69,000	<ul style="list-style-type: none">• Car Park• Medical Insurance• 24 weeks full paid maternity leave• Wellness benefits• Koru Lounge• Senior Associates + additional 1 week annual leave• 20% Bonus• \$5,000-\$20,000 sign-on bonuses
Solicitor 1-2 years	\$70,000 - \$95,000	
Solicitor 2-4 years	\$85,000 - \$115,000	
Senior Solicitor / Associate	\$120,000 - \$140,000	
Senior Associate	\$160,000 - \$220,000	
Special Counsel	\$210,000 - \$250,000	
Partner	Due to the variations across firms and partnership structures, please contact your consultant for more information on Partners' earning capabilities.	

Auckland medium size or full-service firms		
PQE	Salary	Benefits
Graduate or Law Clerk	\$55,000 - \$65,000	<ul style="list-style-type: none">• Sign-on bonuses• Work from home polices
Solicitor 1-2 years	\$65,000 - \$75,000	
Solicitor 2-4 years	\$75,000 - \$100,000	
Senior Solicitor / Associate	\$90,000 - \$140,000	
Senior Associate	\$140,000 - \$195,000	
Special Counsel	\$170,000+	
Partner	Due to the variations across firms and partnership structures, please contact your consultant for more information on Partners' earning capabilities.	



Private practice salary guide

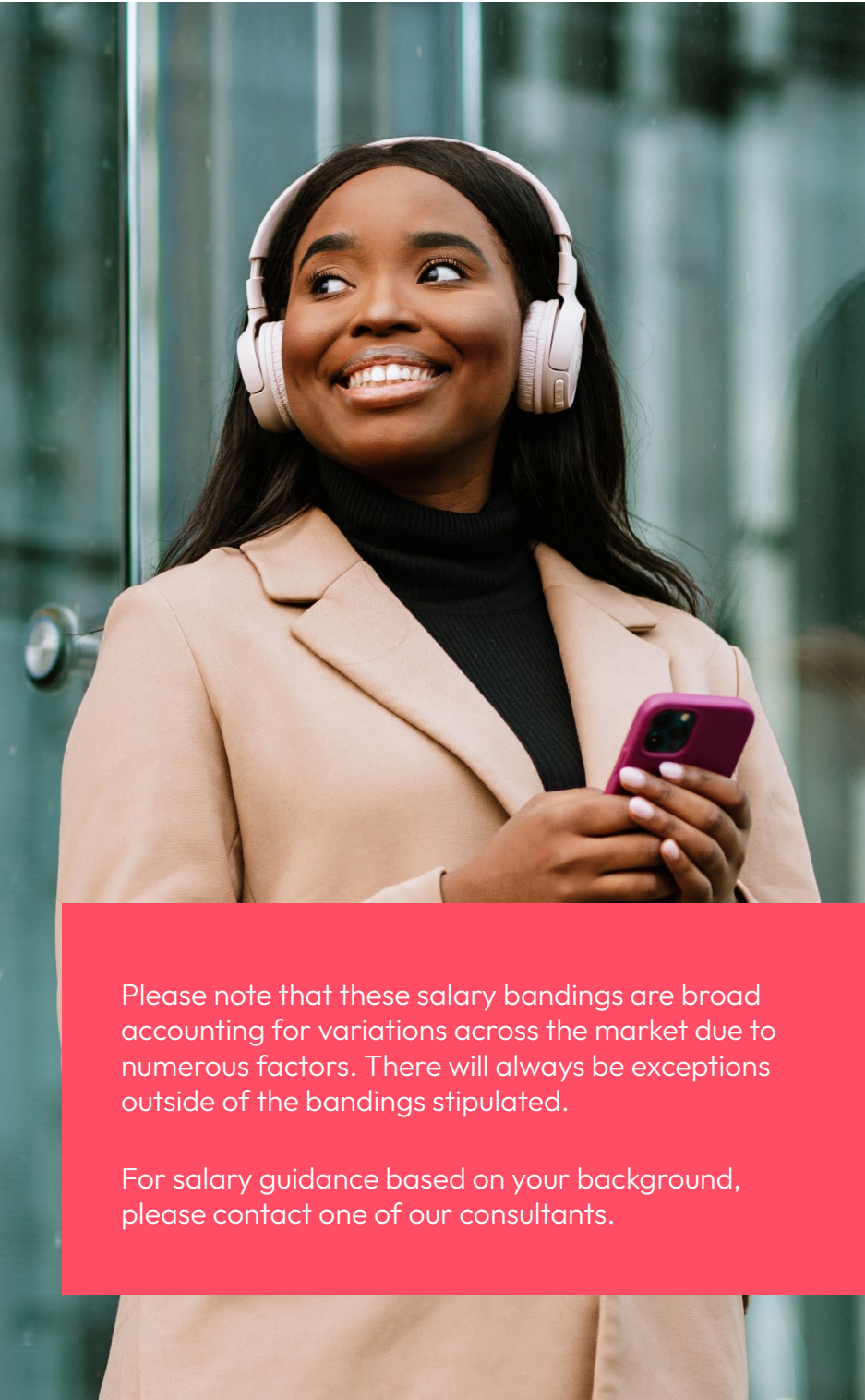
Wellington top tier / boutique specialists		
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Wellington medium size or full-service firms		
PQE	Salary	Benefits
Graduate or Law Clerk	\$55,000 - \$65,000	<ul style="list-style-type: none">• Wellness benefits• Sign-on bonuses• Work from home polices
Solicitor 1-2 years	\$65,000 - \$75,000	
Solicitor 2-4 years	\$75,000 - \$110,000	
Senior Solicitor / Associate	\$100,000 - \$140,000	
Senior Associate	\$140,000 - \$190,000	
Special Counsel	\$170,000+	
Partner	Due to the variations across firms and partnership structures, please contact your consultant for more information on Partners’ earning capabilities.	



Private practice salary guide

Christchurch, West Coast, Tasman, Otago & Southland		
PQE	Salary	Benefits
Graduate or Law Clerk	\$55,000 - \$60,000	<ul style="list-style-type: none">• Employee Assistance Programme (EAP)• Wellness benefits (approx. \$450 annually)• Car Park• Full or subsidised medical insurance• Flexible working arrangements• 3 months on-top of government paid parental leave
Solicitor 1-2 years	\$60,000 - \$70,000	
Senior Solicitor	\$70,000 - \$100,000	
Associate (5-7 years)	\$100,000 - \$140,000	
Senior Associate (7+ years)	\$140,000+	
Special Counsel	\$150,000+	
Partner	Due to the variations across firms and partnership structures, please contact your consultant for more information on Partners' earning capabilities.	



Please note that these salary bandings are broad accounting for variations across the market due to numerous factors. There will always be exceptions outside of the bandings stipulated.

For salary guidance based on your background, please contact one of our consultants.

In-house

The Aotearoa New Zealand in-house legal market is largest in Auckland, followed by Wellington. The South Island still lacks a well-established in-house presence, although this is noticeably growing. When recruiting for in-house roles, these positions attract a high number of applicants, making them extremely competitive positions.

The in-house market has experienced growth and transformation over the past year. This growth reflects broader global trends and is driven by economic, regulatory, and technological changes. As organisations navigate an increasingly complex legal landscape, the role of in-house counsel has become more critical than ever.

One of the most notable trends in Auckland’s in-house legal market is the increasing demand for legal professionals with specialised expertise. As industries such as technology, finance, and healthcare continue to evolve, companies are seeking lawyers who possess deep knowledge in areas such as data privacy, intellectual property, and regulatory compliance. This demand for specialisation is reshaping the in-house legal teams, leading to a greater emphasis on targeted recruitment and ongoing professional development.

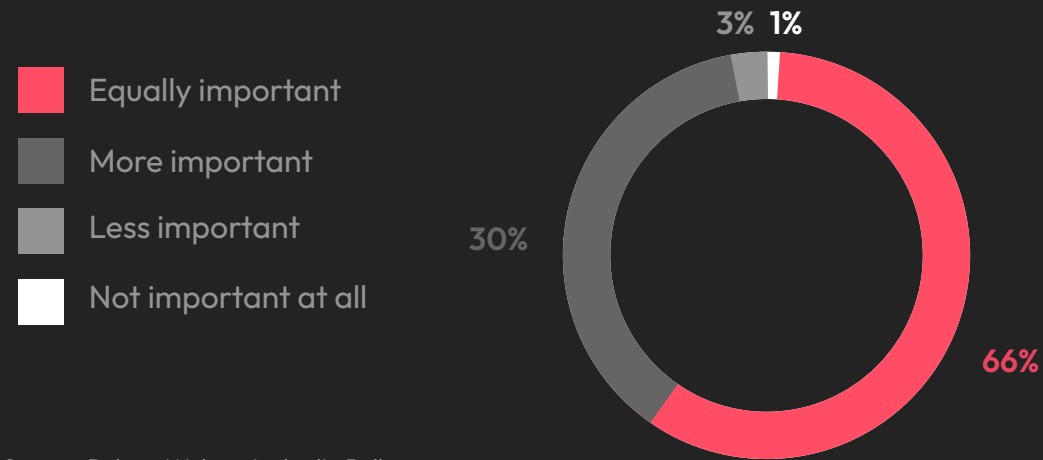
In Wellington, the most sought-after professionals typically have a strong corporate and commercial skillset, but there are growing needs for the specialised skillsets too. In Christchurch, because head offices are often located in Wellington,

Auckland, or offshore, hiring managers tend to look for soft skills such as flexibility in their approach to work and strong business partnering skills.

The role of in-house counsel has expanded beyond traditional legal advisory functions. Today, in-house lawyers are expected to be strategic business partners, providing guidance on risk management, corporate governance, and even business development. This shift is driven by the need for companies to navigate complex regulatory environments while maintaining a competitive edge. This trend is particularly evident in large corporations and multinational companies, where in-house legal teams are integrated into the broader decision-making processes.

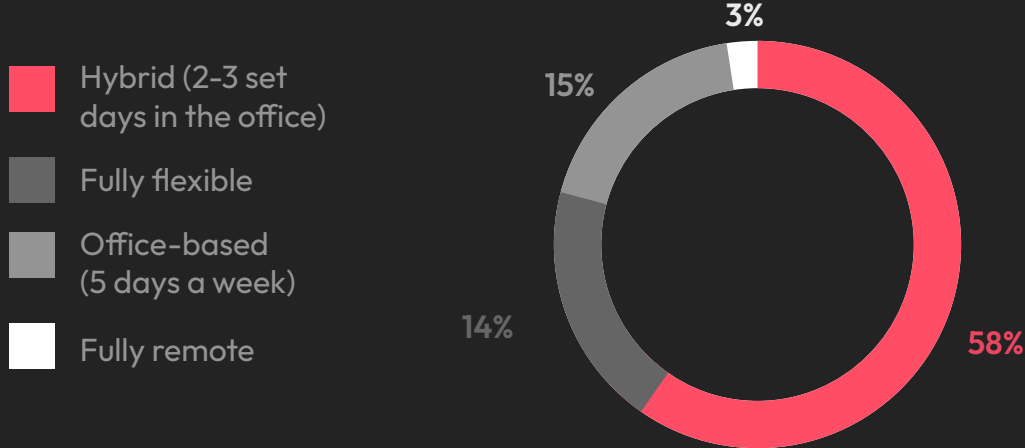
These technologies are enabling in-house teams to handle larger volumes of work with fewer resources, freeing up time for more strategic activities. Additionally, the COVID-19 pandemic has accelerated the adoption of remote working arrangements, prompting legal teams to invest in secure communication and collaboration platforms. This has also resulted in more capability to expand teams that had previously only been Auckland based into other parts of Aotearoa New Zealand.

Soft skills vs. Hard skills: importance in candidate evaluation



Source: Robert Walters LinkedIn Poll

What work arrangement would you prefer?



Source: Robert Walters 2024/2025 Salary Survey

Despite these positive developments, the in-house legal market in Auckland faces several challenges. One major challenge is talent retention. With the increasing demand for specialised legal professionals, companies are struggling to retain top talent, who are often lured away by higher salaries and more attractive opportunities in law firms or other industries. To address this issue, many organisations are offering more flexible working conditions, career development opportunities, and competitive compensation packages.

With a few exceptions, retention rates in other areas of Aotearoa New Zealand remain relatively strong. The desire to transition to an in-house role remains an attractive proposition. In Wellington, job security is front of mind for lawyers and is a key consideration for them when deciding if they will apply for an advertised position.

While law firms have made significant changes to the way they approach work/life balance, there is still an evident feeling amongst lawyers that in-house will provide them better balance, despite that not always being the case. Many are also attracted to the ability to embed themselves within a business, see projects through, and move away from time recording. Given the desirable nature of these roles, it is important for organisations to ensure applicant’s motivations are aligned with the values of the company. Junior professionals going into in-house positions often have greater autonomy and responsibility, so lawyers who are resilient and have a proactive attitude are desirable. As in-house legal teams tend to be smaller, the focus is not only on the immediate team but also on the organisational culture.

In a Q&A with Patrick Tapper, Senior Legal Counsel at New Zealand Rugby, he shares the day-to-day realities, challenges, and rewards of the role. From balancing legal and business priorities to navigating New Zealand’s evolving legal landscape, Patrick’s insights offer valuable perspectives on succeeding in-house.

Read the full Q&A [here](#) for more on how in-house lawyers shape business outcomes and tackle dynamic challenges.



“As both a candidate and client, I found Robert Walters to be highly professional, conveying expertise and experience in their field which facilitates a smooth recruitment process. They have a deep knowledge of their client’s business requirements and of their candidate’s profiles which gives confidence to candidates and clients alike. You can trust Robert Walters will find the right candidate for the role, and the right role for the candidate. I recommend working with Robert Walters”

Heather, Head of Legal and Regulatory, TAB NZ

In-house salary guide

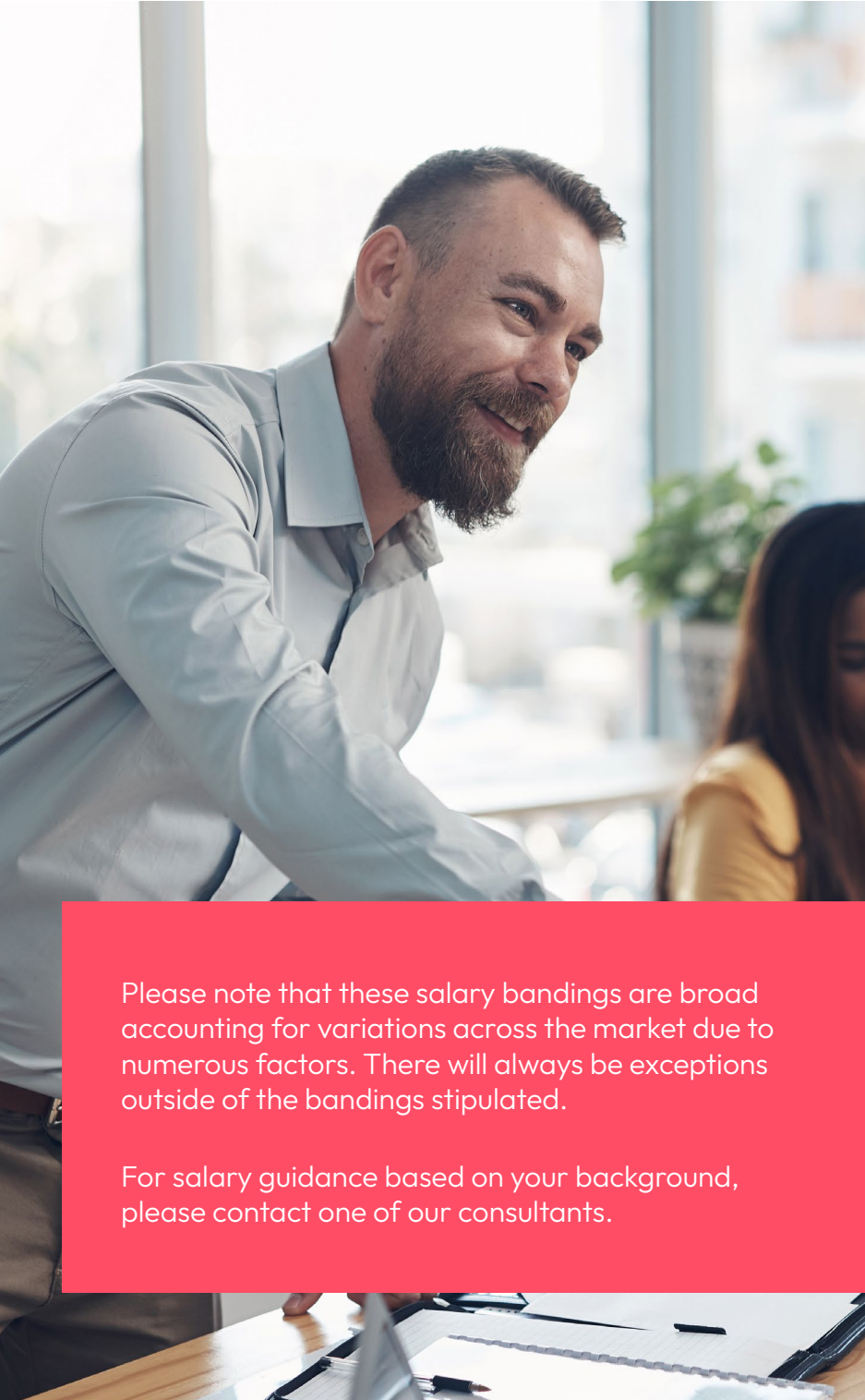
Industry	PQE	Salary	Benefits
Financial Services and Insurance	Legal Counsel	\$80,000 - \$150,000	<ul style="list-style-type: none">• 20-30% bonus• 6 weeks annual leave• Health Insurance• LTIPS,• Flexible working• 6 month paid maternity policies
	Senior Legal Counsel	\$150,000 - \$240,000	
	Principal	\$200,000 - \$280,000	
	General Counsel	\$500,000+	
Telecommunications and Technology	Legal Counsel	\$80,000 - \$130,000	<ul style="list-style-type: none">• Health Insurance• Wellness benefits
	Senior Legal Counsel	\$100,000 - \$180,000	
	Principal	\$180,000 - \$220,000	
	General Counsel	\$350,000+	
Construction, Energy, Infrastructure and Real Estate	Legal Counsel	\$80,000 - \$140,000	<ul style="list-style-type: none">• Industry related discounts• Work from home 80-100%
	Senior Legal Counsel	\$130,000 - \$200,000	
	Principal	\$200,000+	
	General Counsel	\$350,000+	



In-house salary guide

Industry	PQE	Salary	Benefits
FMCG, Media, Retail and Entertainment	Legal Counsel	\$70,000 - \$90,000	<ul style="list-style-type: none">• Industry related discounts• Work from home 80-100%
	Senior Legal Counsel	\$90,000 - \$130,000	
	Principal	\$130,000+	
	General Counsel	\$250,000+	
Start-ups and SME's	Legal Counsel	\$90,000 - \$130,000	<ul style="list-style-type: none">• LTIPs & Share incentives• Wellness benefits
	Senior Legal Counsel	\$130,000 - \$190,000	
	Principal	\$190,000+	
Public Sector	Solicitor / Legal Counsel 1-5 years*	\$75,000 - \$125,000	<ul style="list-style-type: none">• Relocation up to \$6,000
	Senior Solicitor / Senior Legal Counsel*	\$130,000 - \$200,000	
	Principal	\$160,000 - \$210,000	
	Legal Manager / Associate General Counsel	\$185,000 - \$210,000	
	Chief Legal Adviser / General Counsel	\$190,000+	

*These are broad accounting for the variable salary bands within public sector. Crown entities typically pay at the higher end of the noted bandings. Our consultants are happy to discuss this with you further.



Please note that these salary bandings are broad accounting for variations across the market due to numerous factors. There will always be exceptions outside of the bandings stipulated.

For salary guidance based on your background, please contact one of our consultants.

Public sector

Written in collaboration with Stuart Nash

These are indeed tough times across the public sector; the catalyst was the change in government. We saw Christopher Luxon and David Seymour make manifesto promises around cuts to contractor and consultant numbers in an effort to reign in government spending.

It was acknowledged that the growth in public service numbers under the previous government (and partly in response to Covid policies put in place) was unsustainable and there did need to be an element of rationalisation: the level and extent was one of the topics of debate during the 2023 election. However, we are yet to see the last of the cost-cutting measures. The Treasury stated in May that the cost of meeting inflation and wage pressures between budget 2024 and budget 2025 could be as high as \$2.5b. Considering the budget allocated for new spend, there needs to be another \$1.75b in savings found over the next 12 months.

Compounding this is the fact that a sluggish economy means the Government will fall short of its revenue targets, thus further increasing pressure to deepen the cuts to State Sector spending or risk a massive fiscal blowout. While cutting jobs has very little meaningful impact, axing public sector numbers is a real and measurable statistic. The Minister of Finance can go to the public with this as an example of where they have managed to get government spending under control. The only counter to this is that very shortly Ministers are going to be asking their departmental Chief Executives why they are not delivering on the programmes and initiatives funded in Budget 2024, and the answer will be “we just don’t have the staff to do the work”.

We foresee that Ministries and Government Agencies will be provided the mandate to be innovative in the way they implement appropriated initiatives (only under rare circumstances are Ministers allowed to carry over funding from one budget year to the next; and in such times of fiscal restraint, if a Minister hasn’t spent their appropriation then generally they won’t get a second chance). So, expect to see extremely creative ways to bring consultants and contractors back into the public sector agencies, albeit at much reduced rates.

What does this mean for the legal profession? The most obvious is the contracting out of non-essential legal services to approved suppliers, as public sector agencies seek to cut internal roles that are not vital to their lean operational requirements. However, there will always be a demand for lawyers as their advice provides cover and mitigates risk at a time when risk mitigation is paramount. We expect that approved suppliers will have to (re)negotiate fees and do not be surprised if briefs are thinned down in their terms and the advice requested: even if this does mean that an element of risk is reintroduced.

Bucking the general downward trend in overall employment and engagement, experts in employment law, contract, litigation, and treaty legislation can expect to be busy as well funded, resourced and enabled groups challenge the government on a number of critical decisions that will be made over the next 12 to 18 months. Expect these groups to try and delay policy implementation until after the 2026 election in order to leverage change off competing parties.



The Government may seek to confront this head-on by simply passing legislation that clarifies any ambiguity that might exist. This will also, however, provide opportunities for those with specific expertise in contentious areas. Public lawyers will continue to be in demand going into 2025, particularly those with a depth of legislative experience.

Many public sector agencies are experiencing frustration already with teams that are verging on burnout, but they are constrained and unable to hire to take the pressure off. This, combined with redundancies, is causing many to leave the public sector and even Aotearoa New Zealand, following a similar trend to what we are seeing in private practice where lawyers at a senior level who would typically be settled here are moving their families overseas. We expect this to be detrimental to institutional knowledge within the public sector, at a time when this knowledge would be crucial to have by many.

There have been more lawyers looking for jobs than jobs available in 2024. However, the end of 2024 has turned

with applicant numbers remaining higher than last year but of less quality at the senior level, largely due to the risk averse nature of lawyers and their reluctance to move in this environment. Hiring managers are having trouble during recruitment processes too as while they are receiving relatively high application numbers, many people are sporadically applying for positions without being genuinely motivated to join that particular organisation. They are essentially disaster planning in case something goes wrong in their current position or using an offer elsewhere to leverage change within their current role. This results in recruitment processes failing at the final stages.

Lawyers and their expertise will always be in demand in the public sector, but only essential services will be contracted in by the Government. We expect to see an increase in fixed-term opportunities in the near future. However, there remains a very real risk of an incoming talent shortage in the public sector, with many lawyers at all levels moving or planning to move offshore or away from the public sector centric city of Wellington.



Written in collaboration with



Stuart Nash
Commercial Director
Robert Walters New Zealand

Stuart Nash is a former Minister of Economic and Regional Development, Revenue, Small Business, Police, Tourism, Forestry, and Fisheries, serving from 2017 to 2023. With extensive experience in the public sector, he has played a pivotal role in shaping economic policies and frameworks that impact various industries, including the legal market.

Stuart has a strong commitment to public service and a deep understanding of the complexities facing government and regulatory environments. Now the Commercial Director of Robert Walters NZ, his leadership in diverse sectors has equipped him with a unique perspective on the intersection of public policy and legal framework.

International lawyers in Aotearoa New Zealand

Aotearoa New Zealand is held highly on the global stage as a fantastic location to migrate too. With beautiful landscapes, a dynamic economy laid-back culture and a real work life balance being the key attractions.

Robert Walters Legal as a global entity facilitates many of these international career moves. As a National Legal Team, we frequently connect with brilliant international lawyers from the likes of the UK, Australia, and South Africa with the hope of securing a role in Aotearoa New Zealand prior to making the move across the world. Unfortunately, the market here is particularly cautious when considering international lawyers without local experience.

In the current market, it is widely recognised by both legal professionals and employers that the talent pool has become increasingly limited. We've just observed the annual trend of 3-6 year PQE solicitors moving across to Australia, Europe and the UK for their overseas experience. In addition to this, we have observed a rare increase in lawyers with over 6 years' experience considering their options overseas.

This is due to the intersect of three things; Aotearoa New Zealand's lower salaries on an international stage, the current economic climate, and the changes to the

UK Youth Mobility Scheme, particularly the increase in eligibility from 30 years to 35 years old allowing them the ability to easily move and work in the UK before securing a sponsored position.

At the start of this year the reserve bank maintained the Official Cash Rate (OCR) of 5.50% driving interest rates to 7.25%. This put pressure on more senior lawyers who sought economic relief through higher salaries overseas.

The good news is that New Zealand has seen recent economic relief with inflation decreasing to 3.3%, and economists expecting the OCR to decrease later this year. ANZ expects the 1-year interest rate to decrease to 5.7% by March 2025. (<https://www.stats.govt.nz/information-releases/international-migration-may-2024/>).



"Apyrl was an excellent recruiter to work with as I navigated trying to relocate from the UK to New Zealand as a lawyer. Her knowledge and contacts helped so much in my job search and she was able to help me to secure a position with a top firm in New Zealand. I've no idea how I would have done it without her. She was also very friendly, checked in regularly and was brilliant in helping me to prepare for interviews too. I'd definitely recommend working with Robert Walters to anyone who is looking for a change."

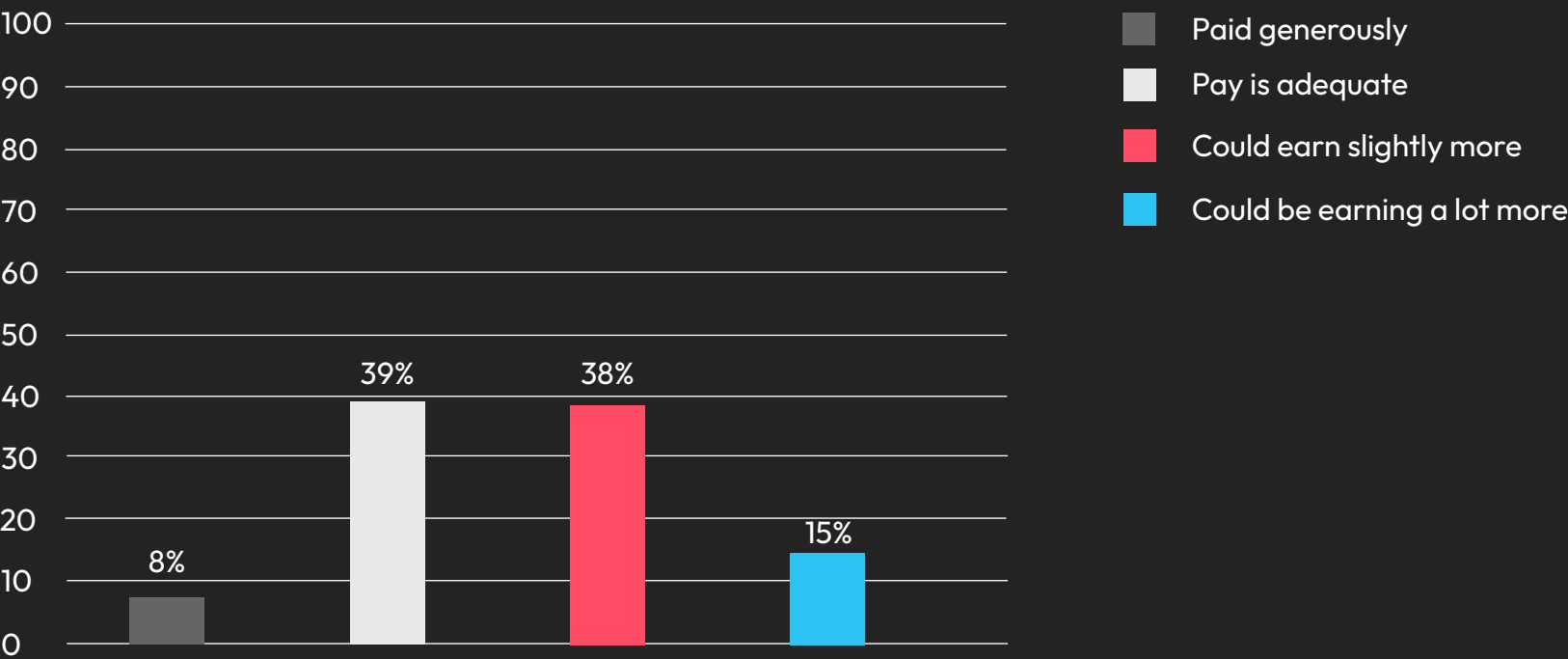
Anna, Lawyer, Tier 1 Firm

Australia’s Bureau of Statistics recorded 41,320 New Zealand citizens arriving in 2022-2023 which is higher volumes than the pre-pandemic five-year average. (<https://www.abs.gov.au/statistics/people/population/overseas-migration/latest-release>).

It should also be acknowledged that as overseas movement was limited during the pandemic an influx of movement was to be expected once restrictions were lifted and people had the ability to plan their move with greater certainty.

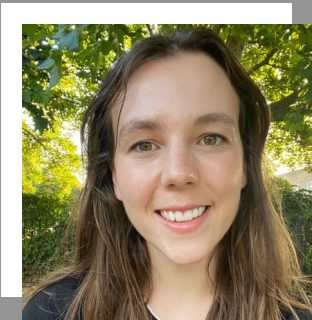
With a high rate of New Zealand’s professionals immigrating, it would be largely beneficial for our legal market to increase flexibility when considering these highly skilled international lawyers. The main benefit of this will mean a more robust legal workforce, where you will be able to deliver increased legal expertise and specialisation, a more efficient service and better economic growth and stability.

Perception of pay



Source: Robert Walters 2024/2025 Salary Survey

Written in collaboration with



Jennifer Gilbert
International Career Manager
Robert Walters

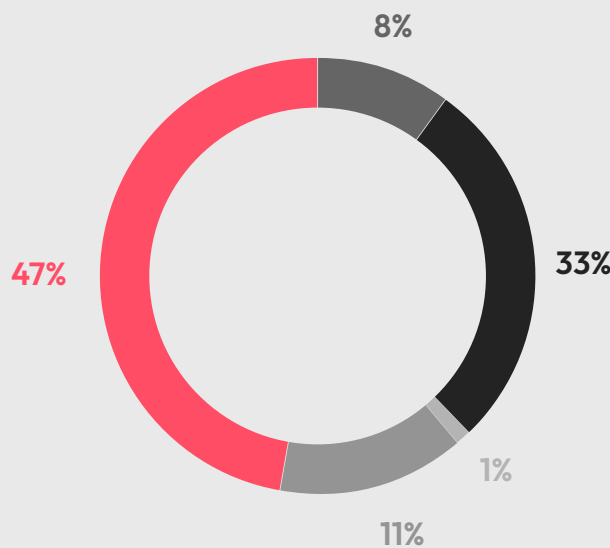
Jennifer specialises in helping returning ex-pats and skilled international professionals transition seamlessly into the Australian and New Zealand job markets. With a strong background in brand management, she excels in crafting strategic narratives that bridge geographical divides. Her expertise in market trends and commitment to client success make her a key partner for those navigating global career transitions.

AI and the future of law

- AI is predicted to have a transformational impact on the legal industry within 5 years.
- Some areas that are more easily automated will be more quickly affected such as discovery, legal research and document reviews
- In the short term, AI will optimise back-office functions and will result in less need for support staff and non-fee earners
- In the long term, AI is predicted to evolve to perform more complex tasks. This means firms will need to relook at their business models to adapt – billable hours may no longer be considered the most accurate way to measure productivity and value. More efficient systems may be brought in.
- Within 5-10 years, AI has the potential to lead to a total overhaul of the legal system, with AI acting as a facilitator for day-to-day tasks that are easily automated and legal practitioners taking on more strategic roles, using AI to bolster their productivity.

How has AI impacted your work?

- I find it helpful and use it regularly
- It helps me with some parts of my job
- AI has replaced parts of my job
- AI is used in my company, but I don't personally use
- AI has not impacted my work



Source: Robert Walters 2024/2025 Salary Survey



Elevate your career

Experience the difference with our expertise



Contact us

We have offices in Auckland and Wellington and recruit across the North and South Island with specialised consultants dedicated to each relevant area.

Our non-commission model encourages our National Legal Team to work collaboratively across New Zealand. We also have a strong legal presence in Malaysia, Singapore, Australia, Hong Kong, Japan, Canada, Switzerland, South Africa, Spain, France, The United Kingdom, Germany, The Netherlands, United Arab Emirates and the USA who refer returning New Zealand qualified lawyers to our team.

If you would like to discuss any of the above in more detail then please don't hesitate to reach out to our team.

Auckland

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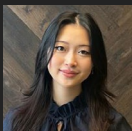
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Apryl Burgess
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Johnny Gowland
Principal Consultant



Sources:

Robert Walters 2025 Salary Survey – an annual report offering insights into salary trends and employment conditions. Statistics drawn from 146 responses from professionals in the legal sector.

LinkedIn Polls – Insights from targeted polls on the Robert Walters LinkedIn account, reflecting real-time trends and perspectives from professionals across industries.



Winner of the
‘Recruitment Professional 2023’ and
‘Outstanding Agency Over 40 Staff’
categories at the annual RCSA Industry
Awards 2023.

Robert—
—Walters