

Ottawa-Toronto Salary Guide

LEGAL SERVICES

2025



RELATIONSHIPS MATTER.
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CHARTING INDUSTRY SALARIES FOR FUTURE SUCCESS

LRO Staffing is dedicated to equipping clients and candidates with up-to-date market intelligence to make informed employment decisions.

Our 2025 Legal Services Salary Guide offers salary data based on placements in Ottawa and Toronto, compensation trends, and other labour market insights to support strategic planning.

Our team is currently observing key trends in the Ontario legal market, including a strong demand for lawyers specializing in litigation, employment and labor law, corporate commercial law, and intellectual property law. Professionals with portable books of business are especially sought after, as are associates with 3+ years of experience. The need for qualified support staff in these and other practice areas also remains high.

We hope our 2025 guide empowers legal professionals and organizations to navigate today's competitive landscape confidently. For additional data not included in the guide, contact us at:

legalsearch@lrostaffing.com



DESIGNING COMPENSATION PACKAGES FOR TALENT GROWTH

In today's competitive job market, a strong compensation package is crucial for attracting and retaining talent. Compensation extends beyond salary to include benefits that enhance employees' quality of life and financial security. Here's how to create a package that appeals to prospective and current employees alike.

CORE ELEMENTS OF A COMPENSATION PACKAGE



HEALTH BENEFITS



BONUSES



PAID TIME OFF



ADDITIONAL PERKS



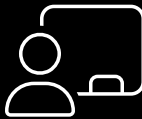
BASE SALARY



RETIREMENT PLANS



FLEXIBILITY



PROFESSIONAL DEVELOPMENT



TAILORING YOUR PACKAGE TO REMAIN COMPETITIVE

ANALYZE INDUSTRY STANDARDS:

Conduct a compensation analysis yearly to ensure packages align with market rates.

CONSIDER EMPLOYEE NEEDS:

Regular surveys to obtain employee feedback can help adjust benefits to what employees value most.

TIER BENEFITS:

Introduce perks that grow with employee tenure, which fosters loyalty and helps them see a path for growth within the company.

MAINTAIN TRANSPARENCY:

Clearly communicate the package's full value, so employees appreciate and understand its components.

By thoughtfully designing and consistently reviewing your compensation packages, you can build a strong foundation for attracting and retaining the best talent in your industry. When employees feel valued and supported in all aspects of their lives, they are more likely to be engaged, productive, and loyal to your organization for years to come.



DESIGNATIONS AND CERTIFICATIONS

SUPPORT SERVICES

- Legal Assistant Diploma
- Law Clerk Diploma
- Paralegal Diploma
- ILCO Course Offerings

LAWYERS

- LL.B
- LL.L
- Patent Agent
- Trademark Agent

THE DUAL BENEFITS OF CONTRACT AND PERMANENT WORK

Professionals often weigh the benefits of contract or temporary work against those of permanent employment in today's dynamic workforce. Each type of employment offers unique advantages that cater to varying career goals and personal lifestyles.



BENEFITS OF CONTRACT WORK

Contract work appeals to those who **value flexibility and diverse experiences**. These roles enable professionals to work across industries, **gaining skills and boosting resumes**. Temporary roles are great for work-life balance, as they have clear start and end dates, allowing for breaks between assignments.

For newcomers to a city, contract work **provides industry experience** and helps establish them in a new job market. Additionally, it supports financial commitments while offering potential future opportunities. Contractors may even secure full-time offers if both parties find a good fit, offering a possible path to permanence.



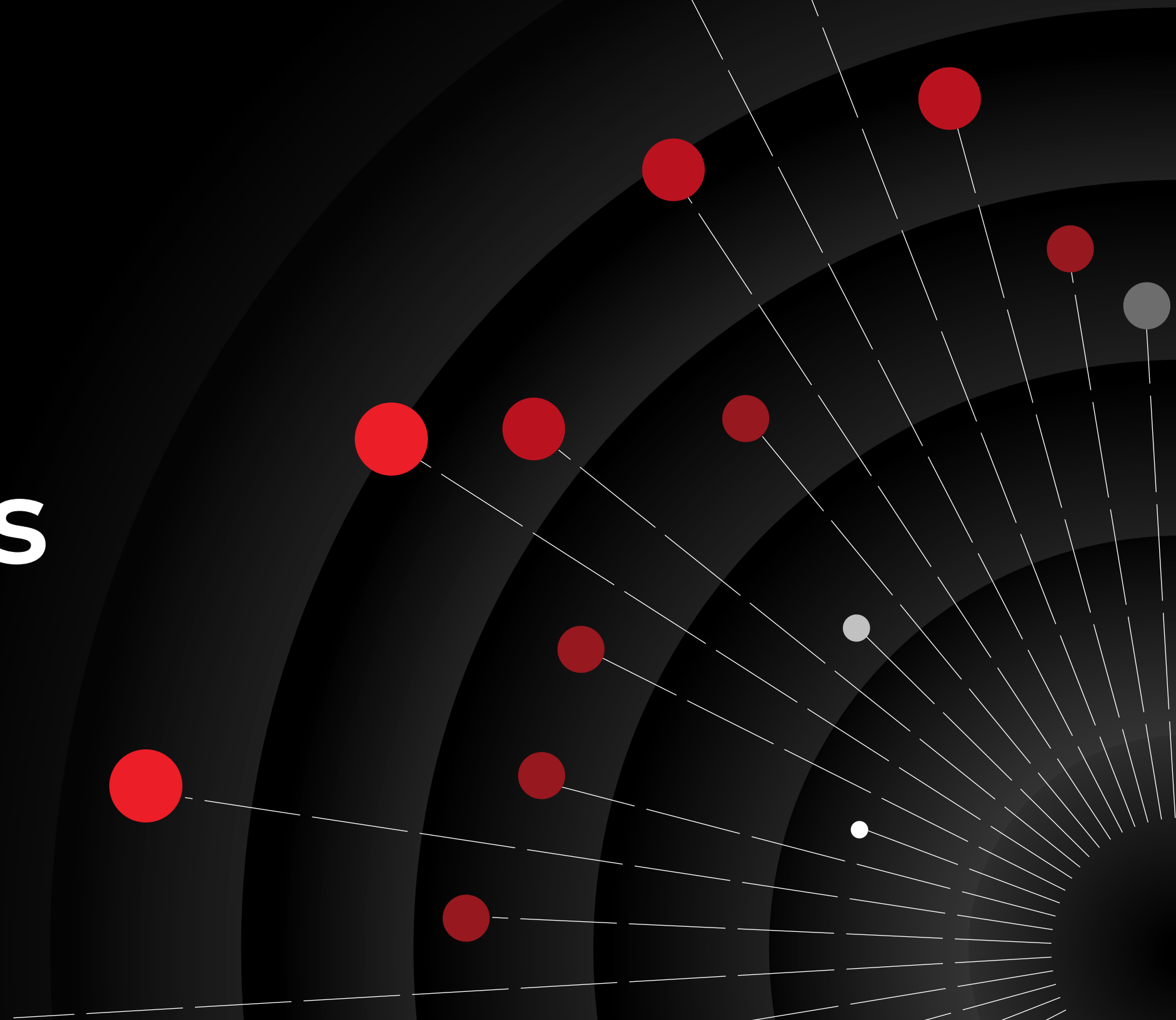
BENEFITS OF PERMANENT EMPLOYMENT

Permanent employment **provides stability and benefits** that support long-term financial security. Full-time employees often receive **health insurance, retirement plans, paid time off**, and other perks that enhance well-being.

These roles allow individuals to focus on long-term projects, take ownership of goals, and align with a company's mission. With **clearer paths for career growth**, permanent roles suit those seeking steady advancement within one organization. They are ideal for those valuing **security** and long-term commitment.

Salary Ranges

Ottawa



LEGAL SERVICES SALARIES

OTTAWA REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
LAW FIRM	Lawyer (10+ years experience)	\$190,000	\$220,000	250,000+
	Lawyer (4-9 years experience)	\$120,000	\$170,000	\$215,000
	Lawyer (2-3 years experience)	\$90,000	\$120,000	\$135,000
	First-Year Associate	\$80,000	\$95,000	\$105,000
CORPORATE (IN-HOUSE)	In-House Counsel (10+ years experience)	\$105,000	\$180,000	200,000+
	In-House Counsel (4-9 years experience)	\$105,000	\$130,000	\$165,000
	In-House Counsel (0-3 years experience)	\$90,000	\$110,000	\$135,000
LAW FIRM ADMINISTRATION	Office Manager	\$60,000	\$90,000	\$110,000
LEGAL SUPPORT	Paralegal/Law Clerk Manager	\$80,000	\$90,000	\$100,000
	Senior/Law Clerk/Paralegal (7+ years experience)	\$65,000	\$78,000	\$95,000
	Midlevel Law Clerk/Paralegal (4-6 years experience)	\$60,000	\$65,000	\$80,000
	Law Clerk/Paralegal (2-3 years experience)	\$52,000	\$55,000	\$60,000
	Senior Law Clerk or Paralegal/Legal Assistant (Hybrid)	\$60,000	\$65,000	\$75,000
	Law Clerk or Paralegal/Legal Assistant (Hybrid)	\$50,000	\$55,000	\$60,000
	Senior/Executive Legal Assistant (12+ years experience)	\$65,000	\$72,000	\$85,000
	Legal Assistant (7-11 years experience)	\$60,000	\$65,000	\$73,000

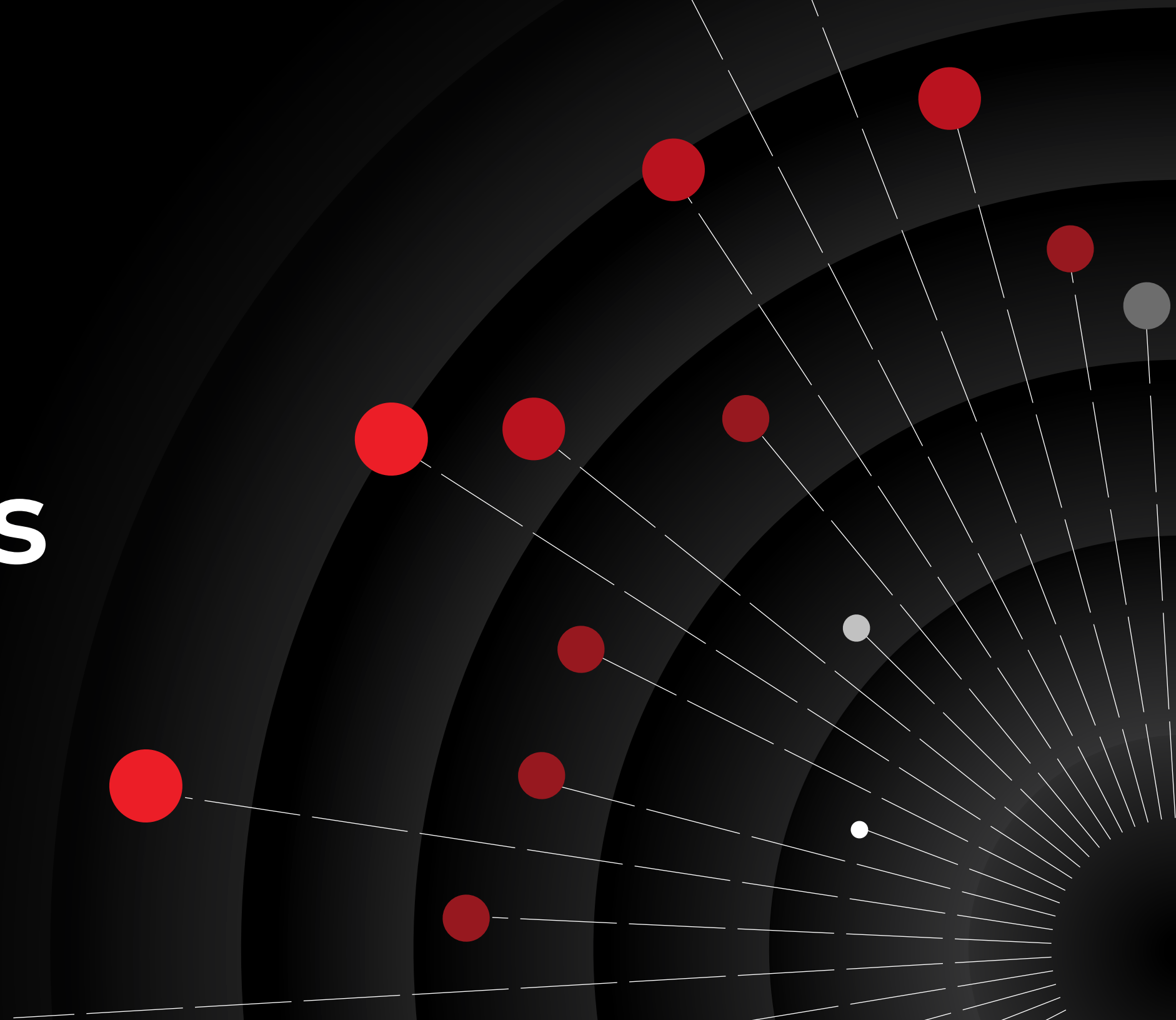
LEGAL SERVICES SALARIES

OTTAWA REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
	Legal Assistant (3-6 years experience)	\$52,000	\$55,000	\$60,000
	Legal Assistant (1-2 years experience)	\$42,000	\$48,000	\$55,000
	Administrative Assistant	\$40,000	\$42,000	\$44,000
LEGAL SPECIALIST	Patent Agent	\$100,000	\$120,000	\$150,000
	Records Clerk	\$36,000	\$39,000	\$42,000
	File Clerk	\$35,000	\$40,000	\$45,000
CONTRACT ADMINISTRATION	Contract Manager (7+ years experience)	\$98,000	\$110,000	\$125,000
	Contract Administrator (4-6 years experience)	\$75,000	\$82,000	\$90,000
	Contract Administrator (1-3 years experience)	\$53,000	\$57,000	\$65,000
LITIGATION SUPPORT/E-DISCOVERY	Litigation Support/eDiscovery Director (10+ years experience)	\$105,000	\$115,000	\$125,000
	Litigation Support/eDiscovery Manager (3-9 years experience)	\$87,000	\$92,000	\$99,000
	Litigation Support/eDiscovery Analyst (1-2 years experience)	\$54,000	\$58,000	\$64,000
GENERAL ADMINISTRATIVE	Legal Word Processor	\$36,000	\$42,000	\$47,000
	Office Clerk	\$35,000	\$37,000	\$44,000
	Legal Receptionist	\$36,000	\$47,000	\$57,000

Salary Ranges

Toronto



LEGAL SERVICES SALARIES

TORONTO REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
LAW FIRM	Lawyer (10+ years experience)	\$205,000	\$235,000	270,000+
	Lawyer (4-9 years experience)	\$125,000	\$170,000	\$210,000
	Lawyer (2-3 years experience)	\$95,000	\$115,000	\$135,000
	First-Year Associate	\$80,000	\$95,000	\$110,000
CORPORATE (IN-HOUSE)	In-House Counsel (10+ years experience)	\$160,000	\$180,000	220000+
	In-House Counsel (4-9 years experience)	\$112,000	\$136,000	\$175,000
	In-House Counsel (0-3 years experience)	\$95,000	\$114,000	\$140,000
LEGAL SUPPORT	Senior/Law Clerk/Paralegal (7+ years experience)	\$69,000	\$82,000	\$100,000
	Midlevel Law Clerk/Paralegal (4-6 years experience)	\$63,000	\$69,000	\$84,000
	Law Clerk/Paralegal (2-3 years experience)	\$55,000	\$58,000	\$63,000
	Legal Assistant (7-11 years experience)	\$63,000	\$69,000	\$77,000
	Legal Assistant (3-6 years experience)	\$55,000	\$58,000	\$63,000
	Legal Assistant (1-2 years experience)	\$44,000	\$51,000	\$58,000
	Patent Agent	\$116,000	\$142,000	\$179,000

LEGAL SERVICES SALARIES

TORONTO REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
CONTRACT ADMINISTRATION	Contract Manager (7+ years experience)	\$105,000	\$115,000	\$125,000
	Contract Administrator (4-6 years experience)	\$80,000	\$88,000	\$95,000
	Contract Administrator (1-3 years experience)	\$55,000	\$62,000	\$70,000
LITIGATION SUPPORT/EDISCOVERY	Litigation Support/eDiscovery Director (10+ years experience)	\$125,000	\$145,000	\$175,000
	Litigation Support/eDiscovery Manager (3-9 years experience)	\$88,000	\$96,000	\$125,000
	Litigation Support/eDiscovery Analyst (1-2 years experience)	\$60,000	\$70,000	\$90,000
GENERAL ADMINISTRATIVE	Office Manager	\$68,000	\$90,000	\$110,000
	Office Clerk	\$40,000	\$47,000	\$55,000
	Legal Receptionist	\$40,000	\$47,000	\$57,000

EMPOWERING GROWTH THROUGH STRATEGIC WORKFORCE SOLUTIONS

At LRO Staffing, relationships are at the core of our work. Built on trust and respect, our strong connections with clients and candidates reflect our business approach.

This commitment keeps partners returning to us for staffing needs and confidently referring others. As a full-service staffing agency, we specialize in placing top talent in permanent and contract roles across Corporate Services, Finance & Accounting, Legal Services, Technology, and Construction & Development.

In a constantly evolving job market, finding quality candidates is increasingly competitive. Having the right staffing partner can make all the difference. If your organization is seeking top talent, LRO Staffing connects you with the best in the market. Contact us today to reach one of our experienced recruiters!

Contact Us Today

613-566-7048 | info@lrostaffing.com

