



ROBUST RECRUITMENT ACTIVITY IS EXPECTED FOR BOTH LAW FIRMS AND COMPANIES LOOKING TO FILL IN-HOUSE ROLES IN 2017.

PRIVATE PRACTICE

Established English and American law firms will be expanding their business operations and strengthening their recruitment strategies. Consulting services groups will continue to tap into their existing client portfolio for legal services, driving a demand for legal professionals with the relevant experience. Asian firms will adopt an inclusive approach by actively recruiting and leveraging on their increasing portfolio of clients.

IN-HOUSE

Many companies will recruit in-house lawyers for the first time, to address the increasing complexities in business operations of companies. This strong demand has prompted private practice lawyers to pursue in-house opportunities; those with relevant and transferrable skills will be highly sought after. We foresee that this trend will continue in the near future.

A strong demand for in-house legal counsel with relevant experience is expected for the FMCG, pharmaceutical and real-estate business industries. Legal talent with

commercial experience in setting up companies will be valued by hiring managers from start-ups and green field investment companies. E-commerce and IT employers will value candidates with excellent problem-solving skills and understand how to manage the rapidly evolving nature and ambiguity of the legal framework.

There will also be increasing demand for compliance positions, driven by the tightening regulations for banking and insurance, and financial crime compliance.

Successful job movers in this field can expect salary increments of 20-30%.

VIETNAM

LEGAL

POSITION	PERMANENT SALARY PER ANNUM USD (\$)
Practice Area	
Top tier foreign firms	
4 - 6 yrs' PQE	\$35 - \$60k+ gross
6+ yrs' PQE	\$60 - \$120k+ gross
Regional foreign firms	
< 4 yrs' PQE	\$24 - \$35k+ gross
5+ yrs' PQE	\$40 - \$72k+ gross
Top tier Vietnamese firms	
4 - 6 yrs' PQE	\$35 - \$50k+ gross
8+ yrs' PQE	\$60 - \$100k+ gross
In-house	
Banking and Financial Services	
Legal Executive/officer	\$18 - \$24k+ gross
(Snr.) Legal Counsel (Manager)	\$35 - \$60k+ gross
Head of Legal	\$60 - 140k+ gross
Commerce and Industry	
Legal Executive/officer	\$18 - \$24k+ gross
(Snr.) Legal Counsel (Manager)	\$24 - \$60k+ gross
Head of Legal	\$48 - \$120k+ gross

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.