
Berlin, Germany 2025 In-House Salary Report

The definitive benchmarking guide for in-house legal teams in the capital.

Based on first-hand data from GCs and senior legal leaders, this report offers clear insights into salaries, bonuses, and team structures in the Berlin market.

Introduction

The Berlin 2025 In-House Legal Salary Report draws on data and insights from 65 General Counsels and senior legal leaders across the capital, gathered through a Q3 2025 survey of local and international businesses operating in Berlin.

It provides a clear, data-driven view of how salaries, bonuses, and team structures compare across industries and company sizes.

In this report, we explore salary levels for in-house legal counsel in Berlin.

The aim is to offer practical, transparent benchmarking that supports informed decision-making for both employer and legal professionals in Berlin.

As Germany prepares to implement the EU Pay Transparency Directive, organisations and legal teams alike will need to ensure their pay structures, documentation and benchmarking data can stand up to increasing scrutiny.

This report is not just a snapshot of compensation today - it is a tool for future-proofing your in-house legal function, helping you align with transparency requirements, support fair pay and attract top talent.

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(1) Introduction

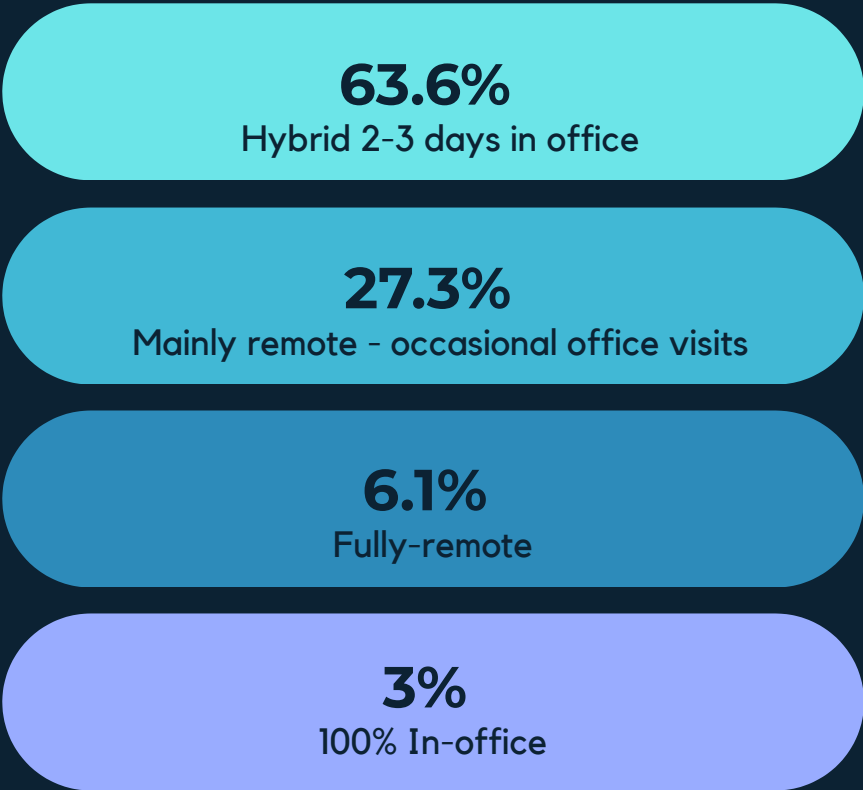
(2) Participating Companies

(3) Salary Guide: German-Qualified Lawyers (Volljurist:innen)

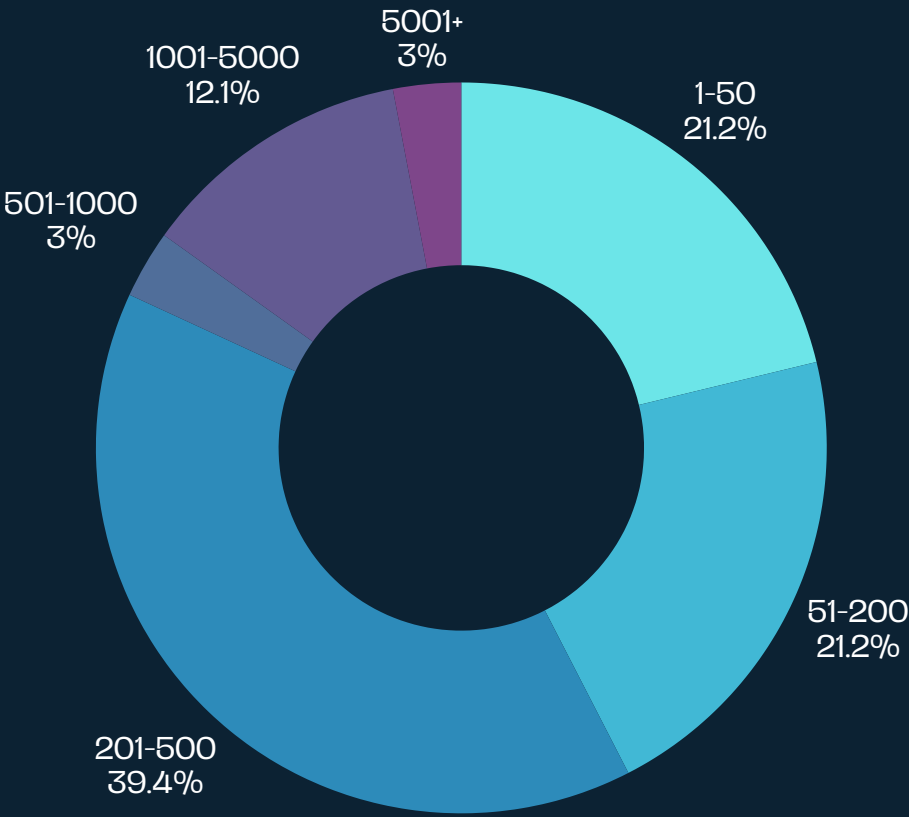
Participating Companies

Participants included legal leaders from companies at every stage - from bootstrapped startups and high-growth scaleups to well-established, publicly listed firms. Together, they give a good overall representation of Berlin’s business community.

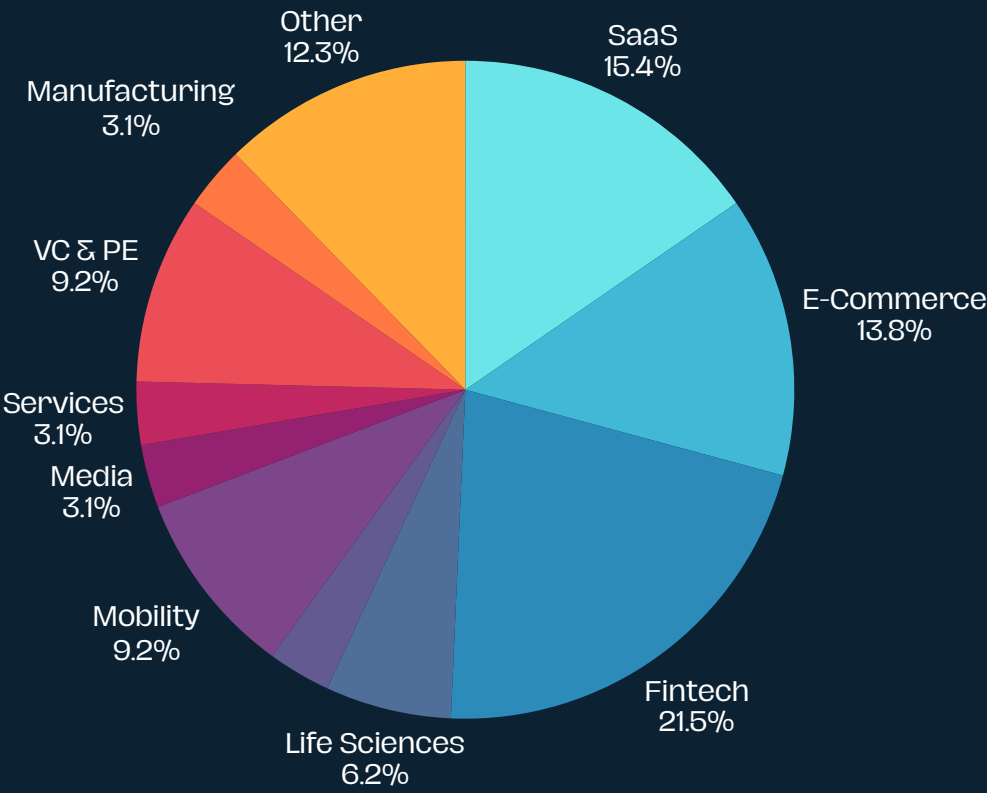
Here’s a snapshot of the 65 participating organisations.



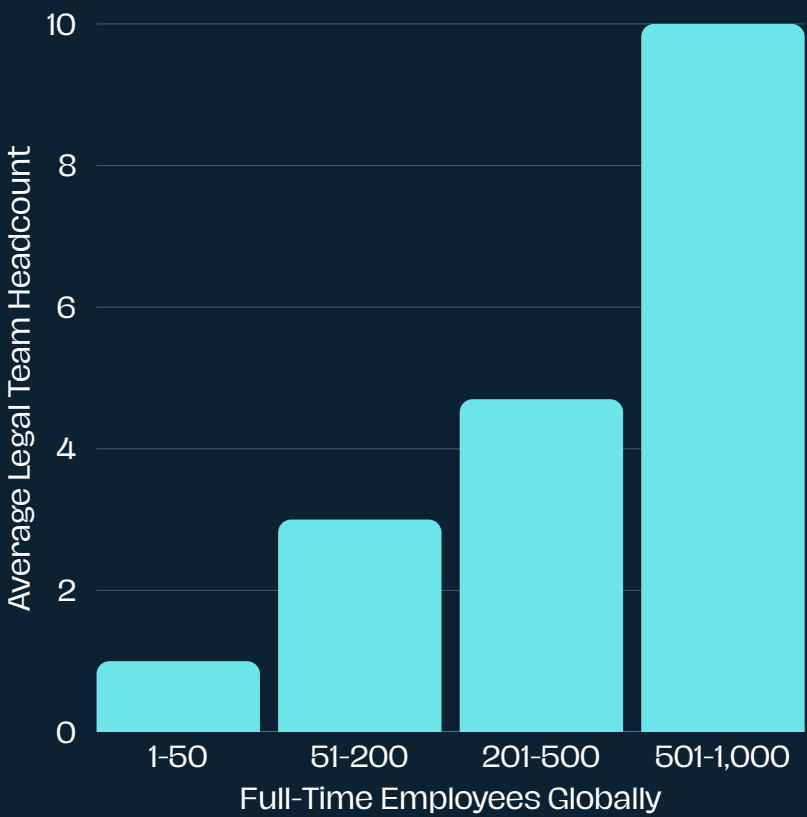
Workplace Setup



Full-time Employees



Industry Split



Legal Team Ratio

For companies with over 1,000 employees, legal team size varied substantially depending on the sector and regulatory complexity of the business.

Salary Guide: German-Qualified Lawyers (Volljurist:innen)

Salaries for in-house counsel are not one-size-fits-all. There can be a high level of variation depending on experience, scope of the role, and the complexity of the organisation’s legal needs.

To reflect this, the salary data are presented across three indicative tiers:

- **Tier 1:** Lawyers with common areas of legal expertise and usually ‘sufficient’ academic results.
- **Tier 2:** Satisfactory academics, working independently - representing the market median.
- **Tier 3:** Top-tier training, specialist expertise, and good standing with academic results.

Bonuses and other benefits are not included.

| Experience | Tier 1 | Tier 2 | Tier 3 |
|------------|----------|----------|----------|
| -1 year | €65,000 | €74,300 | €86,250 |
| 1-2 years | €78,500 | €87,000 | €102,500 |
| 3-4 years | €80,000 | €91,000 | €105,000 |
| 5-6 years | €95,000 | €113,300 | €135,000 |
| 7-8 years | €100,000 | €123,600 | €150,000 |
| 9-10 years | €120,000 | €136,000 | €160,000 |
| 10+ years | €125,000 | €150,000 | €180,000 |

Note: “Experience” refers to post-qualification experience (PQE).

- 39% of in-house lawyers receive a bonus in addition to base salary, with an average value of 10%.
- 49% of companies offer equity or stock to all lawyers, 25% offer it selectively, and 25% offer none.
- In-demand skill sets - including M&A, VC & PE, Data Protection, Life Sciences, Financial Regulatory, Energy, and Employment Law - can command salary ranges 10%-20% higher than the numbers indicated.