



LARSON MADDUX

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United Kingdom

COMPENSATION GUIDE

In-House Legal: Energy, Construction & Infrastructure

Salary and bonus benchmarks for key in-house legal roles across the UK's energy, construction & infrastructure industry



Introduction

As the UK drives forward with infrastructure investment, net zero targets, and major public-private projects, the demand for in-house legal professionals with sector-specific expertise is rising. Companies operating in energy, construction & infrastructure are under increasing legal and regulatory pressure – across planning law, procurement, environmental compliance, labour regulation, and project finance.

From renewables and transport to utilities and major works, organisations are expanding legal teams to manage complex contract frameworks (NEC, FIDIC, JCT), mitigate dispute risk, and support delivery on high-value, long-term projects. Legal counsel with experience navigating UK regulation, supply chain risk, ESG reporting, and stakeholder engagement are in short supply, especially those able to work across joint ventures, government contracts, and cross-border transactions.

Legal functions are also modernising. Many are adopting contract automation, AI-driven review tools, and compliance technology to manage growing workloads and support commercial agility. These changes are transforming role profiles and driving movement in compensation, with employers competing for legal talent that combines specialist knowledge with strategic capability.

Our latest In-House Legal Salary Guide for UK Energy, Construction & Infrastructure provides detailed insight into current salary and bonus benchmarks across the industry. It supports hiring managers in building competitive offers and helps legal professionals assess their market value with clarity.

Whether you're hiring to support delivery on complex infrastructure projects or evaluating your own next move, this guide offers the data needed for well-informed decisions.

Applying These Insights

The following guidance has been collated by our regulatory & legal talent specialists, and is based on real placement data.

However, it should be used as a reference point only, as compensation will vary depending on various factors such as a candidate's experience, the exact requirements of the role, and the size and location of the firm.

Please contact us for bespoke benchmarking.



Compensation Guidance

In-House Legal - Energy, Construction & Infrastructure			GBP
Career Level	Base Salary	Bonus	
NQ	£70k - £90k	10%	
1-3 PQE	£75k - £110k	10 - 35%	
3-5 PQE	£90k - £120k	10 - 35%	
5-7 PQE	£105k - £140k+	10 - 35%	
Legal Counsel	£120k+	20 - 30%	
General Counsel	£180k+	25 - 40%	



About Larson Maddox

At Larson Maddox, we give essential guidance to leading firms by connecting them with the best in-house counsel talent for their regulatory & legal needs.

From data privacy and formalising financial resilience, to ensuring umbrella companies are compliant and approving innovative technologies for use, an ever complex regulatory landscape is emerging.

With an increasing number of laws and governance comes the need to secure the right talent to scale for growth, but also to protect your organisation best. With Larson Maddox as your leading talent partner, you can rest assured that you have the expertise needed to succeed in a regulated market.

SECTORS

- ◆ Regulatory
- ◆ In-House Legal
- ◆ Private Practice

INDUSTRIES

- ◆ Financial Services
- ◆ Life Sciences & Healthcare
- ◆ Energy, Construction & Infrastructure
- ◆ Manufacturing & Consumer Goods
- ◆ Technology, Media & Telecoms

Connecting businesses with top regulatory & legal professionals

Larson Maddox works across several key sectors and industries, placing the best legal minds into career-defining roles to help companies drive innovation, growth, and compliance. Leverage Larson Maddox's regulatory & legal recruitment expertise today.

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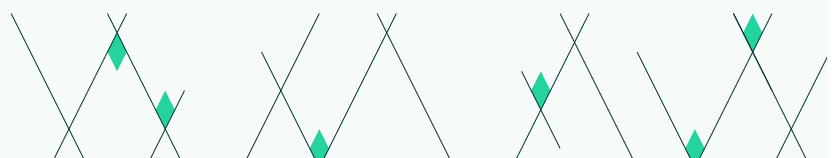
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For further information, or to discuss how we can support your hiring or career goals, please contact:

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