



LARSON MADDUX

PART OF PHAIDON INTERNATIONAL ▼

United Kingdom

COMPENSATION GUIDE

In-House Legal: Life Sciences & Healthcare

Salary and bonus benchmarks for key in-house legal roles
across the UK's life sciences & healthcare industry



Introduction

As the life sciences & healthcare industry continues to face complex regulatory, commercial, and cross-border challenges, demand for experienced in-house legal professionals is rising. Pharmaceutical companies, biotech firms, and medical device manufacturers are investing in legal teams to support R&D, manage commercial risk, navigate compliance obligations, and protect intellectual property.

Specialists with expertise in areas such as contract negotiation, licensing, IP, market access, digital health, and regulatory interpretation are in short supply, particularly those with experience working across the MHRA, EMA, and international frameworks. As a result, salary expectations are rising, and hiring strategies must adapt to reflect the value of industry-specific legal knowledge.

The role of the in-house legal function itself is also evolving. Legal teams are increasingly involved in strategic decision-making, supporting early-stage innovation, clinical partnerships, and digital product development. Tools such as contract lifecycle management systems, AI review platforms, and data privacy tech are also impacting how legal work is delivered, influencing compensation and career expectations.

Our latest In-House Legal Compensation Guide for Life Sciences & Healthcare provides a detailed view of compensation trends across the UK. It helps hiring managers structure competitive offers and supports legal professionals in benchmarking their pay and planning their next move.

Whether you're building out your legal function or assessing your market position, this guide provides clear, practical insight for stronger hiring and career 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 - Life Sciences & Healthcare			GBP
Career Level	Base Salary	Bonus	
NQ	£75k - £90k	10%	
1-3 PQE	£85k - £110k	10 - 35%	
3-5 PQE	£100k - £130k	10 - 35%	
5-7 PQE	£120k - £160k	10 - 35%	
Legal Counsel	£130k - £180k	25 - 40%	
General Counsel	£180k - £300k+	30 - 50%+	



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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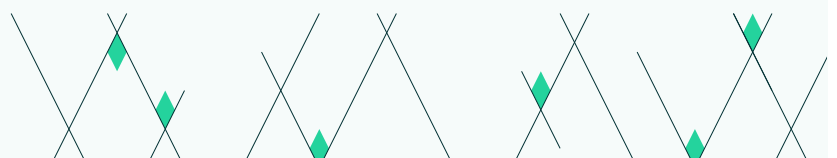
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Contact Larson Maddox

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

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