



LARSON MADDOX

PART OF PHAIDON INTERNATIONAL

United Kingdom

COMPENSATION GUIDE

In-House Legal: Technology, Media & Telecoms

Salary and bonus benchmarks for key in-house legal roles across the UK's technology, media & telecoms industry



Introduction

As organisations respond to tightening UK and EU data laws, evolving regulation of AI and digital markets, and increasingly complex IP and content ownership challenges, the demand for experienced in-house counsel across the technology, media & telecoms industry is growing.

Technology companies, broadcasters, publishers, and telecoms operators are expanding legal teams to address risk across product launches, data governance, commercial contracts, and digital infrastructure. High demand exists for lawyers with experience in cross-border commercial work, data privacy (GDPR, UK DPA), platform regulation, and telecoms compliance, particularly those familiar with Ofcom and CMA frameworks.

Legal functions are also modernising. Companies are investing in contract management systems, AI review tools, and legal operations to streamline delivery and reduce exposure. These are driving change in how teams are structured and how legal work is valued – reflected in rising compensation, broader role scopes, and more strategic positioning of in-house counsel.

Our latest In-House Legal Compensation Guide for the UK Technology, Media & Telecoms industry provides detailed data on salaries and bonuses across a range of legal roles. It enables hiring managers to build informed, competitive offers and supports professionals in understanding their market value and career options.

Whether you're growing your legal team to support digital expansion or planning your next career move, this guide provides the benchmarks make confident, 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 - Technology, Media & Telecoms			GBP
Career Level	Base Salary	Bonus	
NQ	£70k - £85k	10%	
1-3 PQE	£80k - £105k	10 - 35%	
3-5 PQE	£100k - £125k	10 - 35%	
5-7 PQE	£125k - £160k	10 - 35%	
Legal Counsel	£150k - £180k	25 - 35%	
General Counsel	£160k - £280k+	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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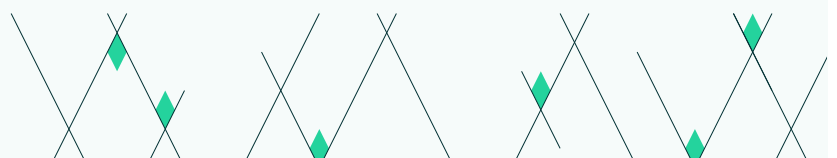
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For further information, or to discuss how we can support your hiring or career goals, please contact:

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