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ZSA

2025 Private Practice Lawyer Salary Guide



Total Compensation by Location



TORONTO

Private Practice

YEARS OF EXPERIENCE	LARGE FIRM	MEDIUM FIRM	SMALL FIRM
1 year	\$135,000	\$110,000	\$90,000
2 years	\$155,000	\$120,000	\$105,000
3 years	\$180,000	\$140,000	\$115,000
4 years	\$200,000	\$156,000	\$130,000
5 years	\$230,000	\$172,000	\$140,000
6 years	\$255,000	\$188,000	\$155,000
7 years	\$275,000+	\$204,000+	\$175,000+



Want to know more about legal salaries in Toronto?

Contact us at info@zsa.ca



MONTREAL

Private Practice

YEARS OF EXPERIENCE	LARGE FIRM	MEDIUM FIRM	SMALL FIRM
1 year	\$115,000 – \$120,000	\$90,000 – \$100,000	Varies
2 years	\$130,000 – \$140,000	\$100,000 – 115,000	
3 years	\$150,000 – \$160,000	\$115,000 – \$130,000	
4 years	\$165,000 – \$180,000	\$130,000 – \$140,000	
5 years	\$180,000 – \$200,000	\$140,000 – \$150,000	
6 years	\$200,000 – \$220,000	\$150,000 – \$160,000	
7 years	\$220,000+	\$160,000+	



Want to know more about legal salaries in Montreal?

Contact us at montreal@zsa.ca





VANCOUVER

Private Practice

YEARS OF EXPERIENCE	LARGE FIRM	MEDIUM FIRM	SMALL FIRM
1 year	\$115,000 – \$118,000	\$113,000 – \$115,000	Varies
2 years	\$125,000 – \$130,000	\$123,000 – \$129,000	
3 years	\$142,000 – \$145,000	\$133,000 – \$142,000	
4 years	\$157,000 – \$165,000	\$147,000 – \$155,000	
5 years	\$175,000 – \$185,000	\$160,000 – \$170,000	
6 years	\$190,000 – \$205,000	\$170,000 – \$190,000	
7 years	\$200,000 – \$220,000	\$178,000 – \$195,000	



Want to know more about legal salaries in Vancouver?

Contact us at vancouver@zsa.ca



CALGARY

Private Practice



YEARS OF EXPERIENCE	LARGE FIRM	MEDIUM FIRM	SMALL FIRM
1 year	\$115,000	\$90,000	\$85,000
2 years	\$125,000	\$105,000	\$100,000
3 years	\$150,000	\$125,000	\$110,000
4 years	\$170,000	\$135,000	\$120,000
5 years	\$195,000	\$155,000	\$130,000
6 years	\$210,000	\$160,000	\$140,000
7 years	\$230,000	\$170,000	\$160,000



Want to know more about legal salaries in Calgary?

Contact us at calgary@zsa.ca



Please note that the salary information provided pertains to base salaries only, and does not include additional guaranteed or anticipated compensation, including signing or retention bonuses, equity-related compensation or other incentives, allowances or expenses.