



NALP 2026 Canadian Survey of Legal Career Professionals

Intended Audience: Recruiting; Professional Development; Diversity, Equity, and Inclusion; Alumni Relations; and other Lawyer Personnel Management Professionals in Law Firms and Employer Organizations

For Review Purposes Only

About the Survey

Please take a few minutes to complete this survey about your job responsibilities and salary. Responses should reflect your job role and salary as of **June 1, 2026**. As always, your data is completely confidential. No information about your firm specifically, or that could be attributed to you, or your firm will be published.

This survey has been distributed to all NALP Canadian-based employer members. You are encouraged to share the link to this survey with other staff working in capacities related to lawyer personnel in Canadian offices to complete, regardless of whether the person is an individual member of NALP.

If your job does not involve any duties related to law student and/or lateral recruiting, lawyer professional development, lawyer personnel management, diversity, equity, and inclusion, or alumni relations, this survey is not applicable to you.

Results of this survey will be made available free of charge to all NALP members in fall 2026. Prior year reports are available for access at: www.nalp.org/membersalariesurveys.

How to Complete the Survey

Although Qualtrics should allow you to return to a survey that is in progress for up to one week after you begin (if you use the same browser), we recommend completing the survey in one sitting to avoid losing any work.

If you need to go back to a previous page while working on the survey, use the back arrow button at the bottom of each page. When numbers are requested, please enter numbers only, and no characters.

When you are satisfied with your survey responses, press Submit.

Once you have submitted your survey you will automatically have the option to save a report of your responses. Save it before closing the window and moving on. You will not be able to return to this report window or have another chance to save this report once you have closed the window.

Thank you for your participation!

Please submit your survey by Friday, June 26, 2026.

Questions? Please contact NALP's research team at research@nalp.org.

The report compiled from this survey will provide analyses in different ways, including by firm size, department structure, and job duties, e.g., recruiting, professional development, or both. To assist NALP in correctly categorizing your position for these analyses, please complete sections I-VI below.

I. YOUR JOB TITLE AND OFFICE STRUCTURE.

What is your full title? _____

What is the full title of the person to whom you report?

1a. Check the item that best describes the scope of your responsibilities.

Single office (one office only or employer has single office)

Regional (most or all offices within one geographic region)

National (multiple offices nationwide)

North America (multiple offices nationwide and offices in one or more additional countries in North America, such as the United States or Mexico)

Global (multiple offices nationwide and offices outside North America)

1b. Check the item that best describes where your position fits into the structure or hierarchy of the department or administrative unit in which you work. In your organization that department or unit may be responsible for a single (or only) office, multiple offices, or all offices of the organization. **Because titles and structures vary by organization, you should select the level that best matches your level within your organization and department structure.** Do not count a managing partner or similar position as the department head unless that individual has day-to-day responsibility for the department in addition to lawyer duties. Note that the titles included for each level listed below are examples of a structure that may be applicable to a large firm. In your firm, the department head may be a director, and the first-level position a manager.

- Department head (e.g., Chief/Senior Director, National Director)
- First-level professional below department head (e.g., Director)
- Second-level professional below department head (e.g., Manager)
- Third-level professional below department head (e.g., Coordinator, Specialist, Administrator)
- Administrative support position

II. JOB DUTIES.



2. Please describe your job by indicating as accurately as possible the percent of time you spend on each area of responsibility described below, including any time you may spend supervising others who perform these functions. You must use whole numbers, which may be a zero, for each of the percentages requested. Do not put dashes, % signs or other non-numeric characters in these fields. Percentages in lines a-g should add to 100%.

a. Law School Recruitment [e.g., recruitment and hiring of summer and articling students, summer or articling program administration, recruitment and hiring of entry-level lawyers] : _____

b. Lateral Recruitment [e.g., recruitment and hiring of lateral lawyers, either associates or partners] : _____

c. Lawyer Professional Development [e.g., lawyer evaluation, work assignments, ongoing training, CLE compliance, maintaining professional licenses/bar memberships, mentoring, and retention efforts] : _____

d. Diversity, Equity, and Inclusion Initiatives [e.g., implementing and administering a legal employer's diversity, equity, and inclusion programs] : _____

e. Career Coaching [e.g., coaching and career development advice, career planning and development programming/training, and career counseling] : _____

f. Lawyer Personnel Management [e.g., orientation for new hires (students, entry-level associates, and laterals), benefits administration, exit interviews, and outplacement] : _____

g. Other duties - Indicate the percent of time you spend on any of the duties listed below, and then check as many of the items as applicable below. : _____

Total : _____

Check as many boxes as applicable to indicate which of these functions you perform directly or oversee.

- Alumni initiatives
- Office/facilities management
- Marketing/business development/public relations
- Pro bono coordination
- Paralegal hiring/supervision/evaluation
- Other professional and/or administrative staff hiring/supervision/evaluation
- Benefits or payroll for professional and/or administrative staff
- Well-being initiatives
- Knowledge management
- Practice management
- Organize social events other than those for summer program
- Other (please specify):

III. YEARS OF EXPERIENCE.

3a. **Please indicate your total years of professional experience as a legal career professional and in related positions** (rounded to the nearest year or half year). Include experience with your current and previous employers. Relevant experience includes work in NALP-related positions (e.g., as a legal career professional) at legal employers, law schools, or search firms, as well as experience in curriculum development, undergraduate or other career services, human resources, recruiting outside of the legal industry, and other related roles. Be sure to include a decimal point when reporting a number that includes one decimal place, e.g., 3.0, NOT 30; 3.5, NOT 35.

3b. Do you have law practice experience (e.g., working as a licensed lawyer)? This may include time where you practiced law concurrently while handling NALP-related duties.

Yes

No

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IV. EDUCATION AND PROFESSIONAL AFFILIATIONS.

4a. What is the highest degree you have earned?

High school diploma

2-year or associate degree

BA or BS (specify field/concentration):

MA or MS (specify field/concentration):

MEd

MBA

PhD (specify field/concentration):

LLB or JD

LLM

Other (please specify):

4b. Was an advanced degree **required** for your current position?

Yes

No

If yes, which was required?

- Masters (e.g., MA, MS, MBA, MEd)
- PhD
- LLB or JD
- Other (please specify): _____

4c. Was an advanced degree **preferred** for your current position?

- Yes
- No

If yes, which was preferred?

- Masters (e.g., MA, MS, MBA, MEd)
- PhD
- LLB or JD
- Other (please specify): _____

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V. SALARY/COMPENSATION. Please answer items 5b and 5f using a single whole number, without \$, commas, decimals, or other non-numeric characters. You must enter all digits of your salary; the salary figure entered cannot be less than 1000. For 5d you may use a decimal point but no other non-numeric character.

5a. Is your position:

Full-time (35+ hours/week)

Part-time



5b. What is your annual gross salary, in Canadian dollars, excluding bonuses and overtime, as of **June 1, 2026**? If you work part-time, please report your actual salary, not one adjusted to a full-time equivalent amount.

5c. The next item (5d) is about the salary increase, if any, that you received from your current employer between June 1, 2025, and May 31, 2026. If you were not eligible for a raise from your current employer because of a job change during this time period, please check the box below.

If you were employed in your current role at your organization prior to June 1, 2025, and did not receive a raise, do not check this box.

I was not eligible for a **raise** from my current employer because of a job change that took place between June 1, 2025, and May 31, 2026.



5d. If you received a raise between June 1, 2025, and May 31, 2026, enter a number 1 or greater to report the percentage of your base salary that the raise represented. For example, report a bonus that is 5 percent of your salary as 5, NOT 0.05. If you did not received a raise, enter '0'.

5e. The next item (5f) is about the bonus amount, if any, that you received from your current employer between June 1, 2025, and May 31, 2026. If you were not eligible for a bonus from your current employer because of a job change during this time period, please check the box below. **If you were employed in your current role at your organization prior to June 1, 2025, and did not receive a bonus, do not check this box.**

I was not eligible for a **bonus** from my current employer because of a job change that took place between June 1, 2025, and May 31, 2026.



5f. If you were received a bonus between June 1, 2025, and May 31, 2026, what was the value in Canadian dollars, before taxes, of this bonus? If you did not receive a bonus, enter '0'.

5g. If you received a bonus, on what was your bonus based? (Check all that apply.)

- Merit
- Seniority
- Year-end/holiday
- Firm profitability
- Other (please specify):

5h. What best describes your current work arrangement?

- Fully on-site
- Hybrid - some remote (1-2 days remote per week)
- Hybrid - mostly remote (3-4 days remote per week)
- Fully remote
- Remote but required to live within a commuting distance

5i. Check the associations to which you belong and for which your employer pays your membership dues. (Check all that apply.)

- Canadian Bar Association
- NALP
- The Law Office Management Association (TLOMA)
- Professional Development Consortium (PDC)
- Provincial Law Society(ies) (please specify):

- Other Provincial or National Human Resources Institutes or Professional Organizations (please specify):

- Other Provincial or National Career Development Practitioners Associations (please specify): _____
- Other (please specify):

VI. EMPLOYER DEMOGRAPHICS.

6a. For purposes of organizing and assessing the demographics of employers represented, please provide the following information.

City where you work (or are based):

6b. Province:

- Alberta
- British Columbia
- Manitoba
- New Brunswick
- Newfoundland and Labrador
- Northwest Territories
- Nova Scotia
- Nunavut
- Ontario
- Prince Edward Island
- Quebec
- Saskatchewan
- Yukon

6c. Type of employer:

- Law firm
- Government office or agency
- Public interest organization
- Corporation
- Other (please specify): _____



6d. Employer demographics (law firms only). Please enter whole numbers, greater than zero, without commas or other non-numeric characters.

- Numbers of offices in Canada:

- Number of lawyers in Canada:

- Number of lawyers in your office:

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