



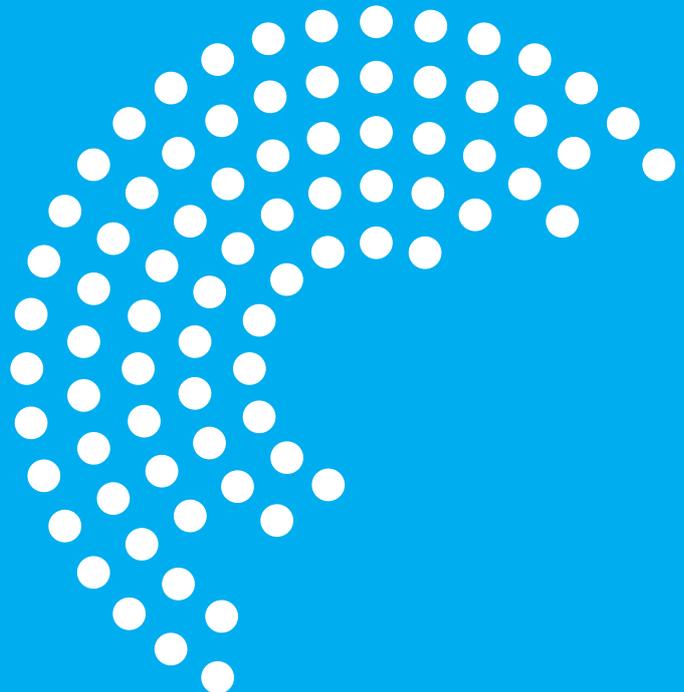
in partnership with



Intellectual Property Salary Survey

Europe

2015





in partnership with



Welcome to our European Intellectual Property Salary Survey for 2015.

We have surveyed a large number of our industry contacts regarding their salary, specialisation, qualification level and preferences.

Throughout the survey we have tried to combine the results with our commentary.



We would love for you to comment on the results and perhaps add your insight into the reasons for certain differences across the regions.

Finally, we want to thank everyone that took part in the survey and take this opportunity to remind you about our regular IP updates via our monthly newsletter and our Job Alert service - both of which you can find on our website - www.caseltonclark.co.uk

Many thanks,

Stephen Gill

Stephen Gill
Head of Intellectual Property Recruitment

Countries Represented

Austria



4.9%

Belgium



6.3%

Denmark



5.5%

France



17.8%

Germany



15.5%

Ireland



2.6%

Italy



9.8%

Netherlands



8.9%

Norway



0.9%

Spain



5.3%

Sweden



5.5%

Switzerland



17.8%



in partnership with



European Salaries by Level

Most of our data came from patent professionals working in France (17.8% of respondents), Germany (15.5% of respondents) and Switzerland (17.8% of respondents.)

The below figures represent all the salary data collected in this survey. It consists of both In-house and Private Practice.

Patents

	Average Salary
Trainee Patent Attorney	€43,500
PQ Patent Attorney	€66,562
Associate Patent Attorney	€88,498
Senior Associate Patent Attorney	€115,630
Partner or Head of IP	€145,900

Trademarks

	Average Salary
Trainee Trademark Attorney	€42,200
PQ Trademark Attorney	€61,000
Associate Trademark Attorney	€79,258
Senior Associate Trademark Attorney	€94,800
Partner	€110,220

Administration

	Average Salary
Patent Administration	€50,000
Trademark Administration	€39,750

*Associate Level refers to Newly Qualified Attorneys up to 5 years of experience post qualification.

*Senior Associate refers to professionals with more than 5 years experience that are not yet considered a 'Partner' or 'Head of Department'



in partnership with



European Salaries by Qualification

Qualifications are important for progressing through the ranks as a patent professional.

We looked at average salaries for fully qualified and part qualified Patent Attorneys with their national patent attorney qualification and individuals with the European Patent Attorney qualification.

As you can see by the below figures, fully qualified dual qualification holders are likely to earn more than singular qualification holders.

	Average Salary
European Patent Attorney	€98,666
National Patent Attorney	€103,880
Dual Qualified	€113,630

European Salaries by Specialisation

In this below graphic we used the average salaries for professionals working in different specialisms from Associate and Senior Associate level respondents.

Our results suggest Electronics and Physics specialists are the best paid with Chemistry and Pharmaceutical professionals in second.

Like in the UK, Mechanical Engineering seems to be the least well paid on average.

	Average Salary
Electronics / Physics	€126,333
Technology / Software	€119,890
Chemistry / Pharmaceuticals	€122,210
Biotech / Life Sciences	€116,400
Mechanical Engineering	€113,100

Germany in Focus

Just over 2/3 of our respondents were from industry or in-house positions, with the remainder from Private Practice. In 2014, Germany were responsible for 11% of patents filed at the EPO.

Average Salaries

Trainee	€43,500
PQ Attorney	€57,200
Associate Level	€74,500
Senior Associate Level	€108,000
Partner / Head of IP	€155,000
Patent Counsel	€125,000
Patent Manager	€93,000

65%
don't
think they will get a salary
increase in the next 12
months

60% of our respondents were a FQ or PQ European Patent Attorney as well as their domestic qualification. [We think that this shows the need to 'get ahead' in the jobs market and ensure that you study towards the EPA qualification.](#)

Company Benefits

Company Bonus	64%	Christmas Bonus	27%
Individual Bonus	54%	Share Scheme	9%
Health Insurance	45%	Pension Scheme	54%
Flexi-time	54%	Gym Membership	18%
Company Car	9%	Childcare Incentives	18%

Most Important Aspect

- #1 Basic Salary - 29%
- #2 Location - 16%
- #3 Advanced Technical Work - 13%

65%
think they will get a
company bonus in the
next 12 months

Least Important Aspect

- #1 Partnership Prospects - 40%

France in Focus

Half of the respondents from France thought that they were likely to receive a salary increase over the next 12 months and 79% think they will get a company bonus.

Average Salaries

Trainee	€45,000
PQ Attorney	€59,733
Associate Level	€73,000
Senior Associate Level	€103,000
Partner / Head of IP	€131,205
Patent Counsel	€118,750
Patent Manager	€86,770

50%
think they will get a salary increase in the next 12 months

Location was the key aspect for French Attorneys with basic salary and flexi-time also important aspects of any role. *We think more and more people will consider flexi-time as a crucial aspect of their position - especially as they move up in the business.*

Company Benefits

Company Bonus	79%	Christmas Bonus	6%
Individual Bonus	89%	Share Scheme	10%
Health Insurance	52%	Pension Scheme	16%
Flexi-time	26%	Gym Membership	11%
Company Car	5%	Childcare Incentives	5%

Most Important Aspect

- #1 Location - 29%
- #2 Basic Salary - 26%
- #3 Flexi-time - 23%

79%
think they will get a company bonus in the next 12 months

Least Important Aspect

- #1 Company Prestige - 33%



in partnership with



Switzerland in Focus

Swiss professionals seem to have the highest salary levels compared to its EU counterparts. This is especially true at the top end of the profession.

Average Salaries

Trainee	€48,500
PQ Attorney	€61,000
Associate Level	€88,000
Senior Associate Level	€133,210
Partner / Head of IP	€195,000
Patent Counsel	€155,000
Patent Manager	€175,100

50%
think they will get a salary increase in the next 12 months

Most of our respondents were working as in-house attorneys which is perhaps why partnership prospects was recorded as the least important aspect of the role.

The company benefits seem to be inline with other countries except for healthcare and health insurance, which was surprisingly low.

Company Benefits

Company Bonus	74%	Christmas Bonus	11%
Individual Bonus	79%	Share Scheme	16%
Health Insurance	11%	Pension Scheme	53%
Flexi-time	32%	Gym Membership	11%
Company Car	16%	Childcare Incentives	16%

Most Important Aspect

- #1 Basic Salary - 28%
- #2 Location - 24%
- #3 Salary Review - 16%

80%
think they will get a company bonus in the next 12 months

Least Important Aspect

- #1 Partnership Prospects - 33%

Netherlands in Focus

All of our respondents from the Netherlands were in-house professionals. Many major technology and licensing businesses were represented, which is why we have included this role in this section.

Average Salaries

Trainee	€42,000
PQ Attorney	€57,225
Associate Level	€83,333
Senior Associate Level	€128,750
Partner / Head of IP	€172,500
Patent Counsel	€114,000
Licensing Director	€155,000

80%
think they will get a salary increase in the next 12 months

It is very clear that Basic Salary is the most important aspect for patent professionals based in the Netherlands. [We were surprised that location was not considered to be one of the main aspects for choosing a role.](#)

Company Benefits

Company Bonus	93%	Christmas Bonus	10%
Individual Bonus	89%	Share Scheme	66%
Health Insurance	41%	Pension Scheme	92%
Flexi-time	11%	Gym Membership	31%
Company Car	63%	Childcare Incentives	9%

Most Important Aspect

- #1 Basic Salary - 64%
- #2 Flexi-time - 17%
- #3 Company Prestige - 14%

Least Important Aspect

- #1 Partnership Prospects - 43%

96%
think they will get a company bonus in the next 12 months

Nordics in Focus

We had representation from across the Nordic region. On the whole the profession is very optimistic with salary increases and company bonuses expected over the next 12 months.

Average Salaries

Trainee	€38,500
PQ Attorney	€42,200
Associate Level	€54,900
Senior Associate Level	€101,400
Partner / Head of IP	€135,000
Patent Counsel	€115,000

87%
think they will get a salary increase in in the next 12 months

It is interesting that flexi-time came out on top as the most important aspect. The Nordics are the only region that regarded Advanced Technical Work as the least important aspect.

Company Benefits

Company Bonus	56%	Christmas Bonus	9%
Individual Bonus	57%	Share Scheme	21%
Health Insurance	54%	Pension Scheme	67%
Flexi-time	63%	Gym Membership	23%
Company Car	0%	Childcare Incentives	5%

Most Important Aspect

- #1 Flexi-time - 38%
- #2 Partnership Prospects - 25%
- #3 Location - 14%

76%
think they will get a company bonus in the next 12 months

Least Important Aspect

- #1 Advanced Technical Work - 29%

Italy in Focus

Compared to the other European countries analysed in this survey salary levels for Italian patent professionals were lower. We also noticed that when dual qualified salaries were significantly higher,

Average Salaries

Trainee	€37,750
PQ Attorney	€44,000
Associate Level	€59,500
Senior Associate Level	€103,000
Partner / Head of IP	€131,900

77%
think they will get a salary increase in the next 12 months

Once again Basic Salary and Flexi-time were considered the most important aspects for roles. 64% of patent professionals already have Flexi-time as part of their company benefits.

Company Benefits

Company Bonus	41%	Christmas Bonus	19%
Individual Bonus	73%	Share Scheme	3%
Health Insurance	50%	Pension Scheme	54%
Flexi-time	64%	Gym Membership	18%
Company Car	10%	Childcare Incentives	18%

Most Important Aspect

- #1 = Flexi-time - 19%
- #1 = Basic Salary - 19%
- #3 Salary Review - 14%

63%
think they will get a company bonus in the next 12 months

Least Important Aspect

- #1 Company Prestige - 41%



in partnership with



Industry Comments

What are the main challenges for the profession over the next 12 months?

The responses to this question has brought three clear themes to the fore. IP Professionals are most concerned about the affect of **reform and changes** in 2016. The other two themes are clearly interlinked with a number of comments on the **increased level of competition** (from a variety of sources) in the industry and the **changing nature of the role** of IP teams.

Reform and changes

The Unitary Patent and the Unified Patent Court (UPC) is seen as a concern for the industry although ratification seems to have been delayed to at least 2016. Advising clients over the potential introduction of the scheme is something that needs to be considered. A worry amongst some professionals was whether Patent Attorneys would be completely acknowledged by the UPC, and whether there would need to be additional qualifications taken in order to represent clients in these proceedings.

Increased competition

IP spending is often seen as a luxury and is reduced in a period of economic instability. Due to improved economies (in the main) there seems to have been an increase in the amount of IP-related expenditure.

The results comment on an increased amount of IP work which has seemingly incentivised law firms, solicitors and non-IP specialists to take on patent and trademark work. Similarly, there have been several comments on the number of smaller IP firms starting up which only adds to the increased level of competition over the next 12 months.

Changing nature of the role

The increased level of competition is a positive challenge for the IP industry as it should create an environment of excellence - where high standards, reputation and exceptional quality of work rule. It is clear from a number of responses that this competition is changing the nature of the role for attorneys and administrators.

There is an increased focus being placed on business development and marketing to attract clients seeking IP work. Unless you have a dedicated team for business development and marketing the emphasis of attracting new clients is falling on the shoulders of partners and associates, taking them away from the technical nature of their role.

The next 12 months will be an interesting period for IP firms as they seek to attract clients while performing high quality work. To succeed they will have to find the right balance between technical work and business development.



in partnership with



Contact our IP team

+44 20 7559 6702



Stephen Gill

Head of IP

Stephen is the head of our fast-growing IP business, working closely with clients and senior executives from across the sector. Stephen is a former senior executive at LexisNexis.

stephen@caseltonclark.co.uk

+44 20 7559 6702



Perry Clayman

IP Advisor

Perry has spent more than two decades working closely with some top names in IP including Siemens, Astra-Zeneca, Pfizer, GSK, Phillips and Microsoft. He brings a wealth of industry knowledge to his advisory role with our IP business.

peter@caseltonclark.co.uk

+44 20 7559 6702



Danielle Muir

Managing Consultant

Danielle spent a decade at market-leading IP recruiter the Perry Clayman Agency having started her career at Beresfords, the patent and trademark private practice. She works closely with IP professionals at all levels.

danielle@caseltonclark.co.uk

+44 20 7559 6702



Zoe South

Research Manager

Zoe heads up our Intellectual Property recruitment research team working across patents, trademarks and support staff vacancies. Zoe is a former financial advisor and has been with the business since 2013.

zoe@caseltonclark.co.uk

+44 20 7559 6702

Caselton Clark
Centric House
390 Strand
London
WC2R 0LT

www.caseltonclark.co.uk

+44 20 7559 6702



@caseltonclark



CaseltonClark