



IP Salary Survey 2025

With a foreword by Stephen Gill



Welcome to our 2025 Intellectual Property salary survey

Welcome to our 2025 Caselton Clark Intellectual Property Salary survey and thank you to everyone who took part. This year saw the largest ever participation, and an increase on the previous year.

As this is our 10th survey, we decided to take a retrospective look back and present trends to showcase what has changed. We have included the 2024 data as part of this overview but will also present this data in the context of the current year having introduced new counties and expanded the types of roles we featured last year.

We also need to emphasise that when we first published the survey 10 years ago, we collected data on patent attorneys without distinguishing between those in industry or private practice, nor did we differentiate between single or dual qualification. As a result, our trend analysis reflects the salaries of patent attorneys overall, presented as a combined average for each PQE level, without separating by industry/ private practice or single/dual qualification.

A lot has happened since 2015 and no one expected the rise of COVID in 2020, which changed how we work and interact with each other. We briefly witnessed salaries increase above market rate as firms were keen to capitalise on those who had suddenly found themselves jobless.

In the last 18 months we have noticed a plateau (or maybe a readjustment) in salaries, particularly at the more senior and experienced end. Those who moved within the last 5 years and enjoyed a ‘higher than inflation’ salary increase during COVID are now finding it more difficult to move on.

There has been further economic turmoil, fuelled by conflict on Europe’s doorstep, an energy crisis and perhaps an awakening to the downside of globalisation.

These changes and rapid advancement of AI is moving us into uncharted territory. We have seen, first-hand how some businesses are embracing AI with the automation of tasks, allowing them to focus on other IP related projects not otherwise possible. This synergy, of man and machine is being embraced rather than being seen as a threat, it will be interesting to see what happens during the next 10 years.

For now, we hope you enjoy the results of this survey and welcome any thoughts on this, or comments for inclusion in the next survey.



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Data Disclaimer

Please be aware that the salaries listed in this document are exclusively from data received during our collection period. Your colleagues submitted their information, qualification level, salary, bonus figures as well as additional information on the longevity of their career and benefits they may receive.

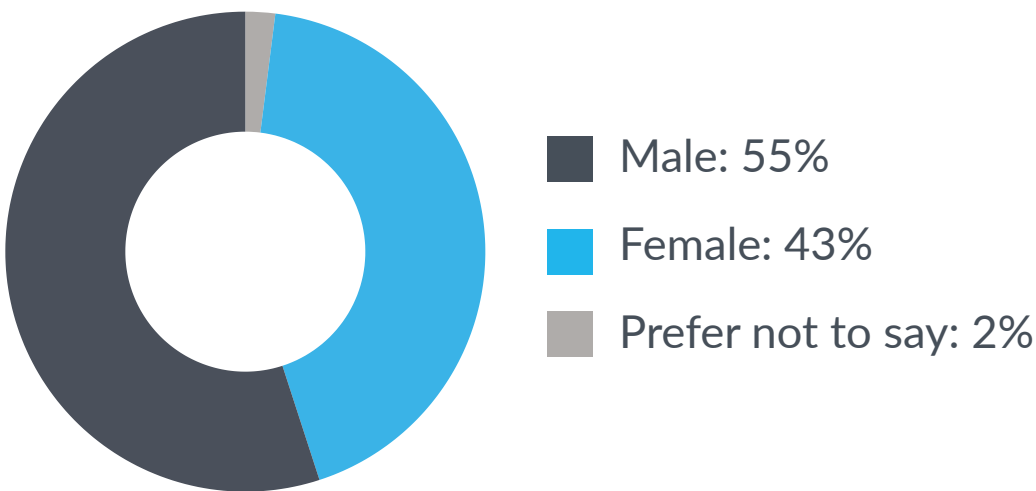
The data can be used as a reference for discussions around salary but not as the definitive source of information for patent attorney vacancies. Having reviewed the data there are instances where people didn’t answer full or didn’t answer at all some important points such as dual-qualification or number of years’ post qualification experience – this has an effect on the final data.

We have published salary information for each region where we received enough data that allowed us to fairly benchmark.

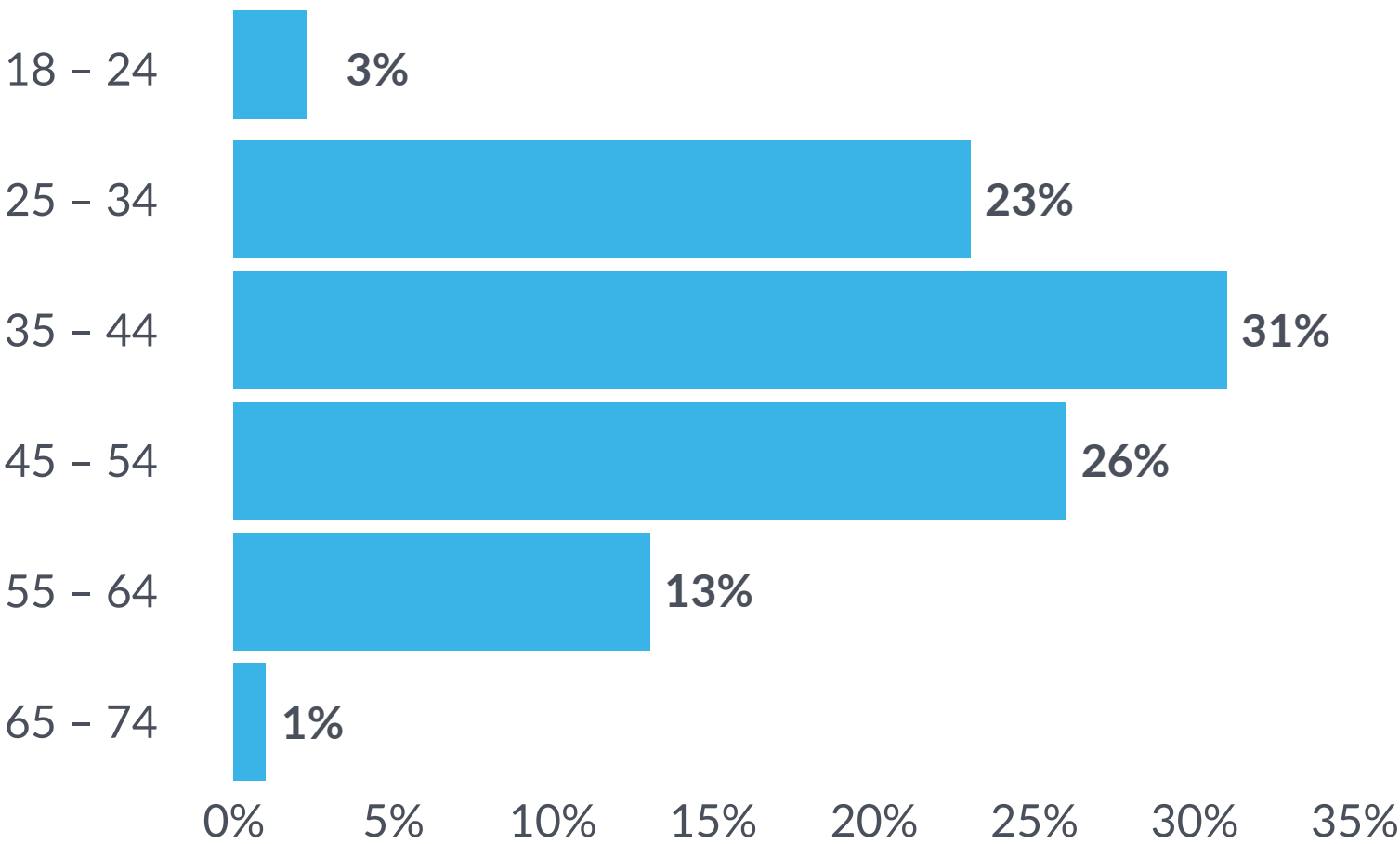
The comments submitted via the survey are presented anonymously and bear no association with Caselton Clark.

General findings across all countries

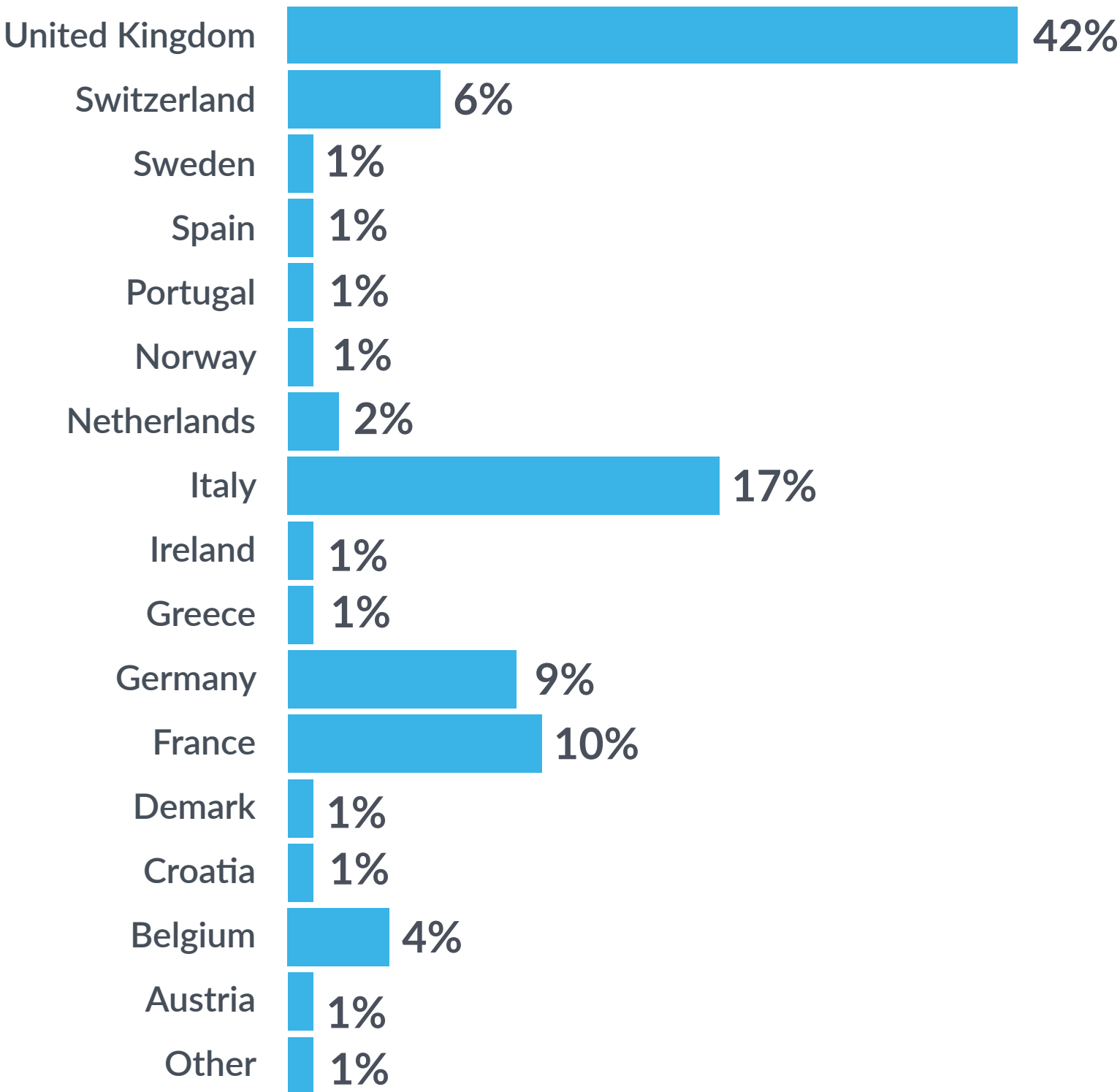
What is your gender?



What is your age?



In which country do you work?

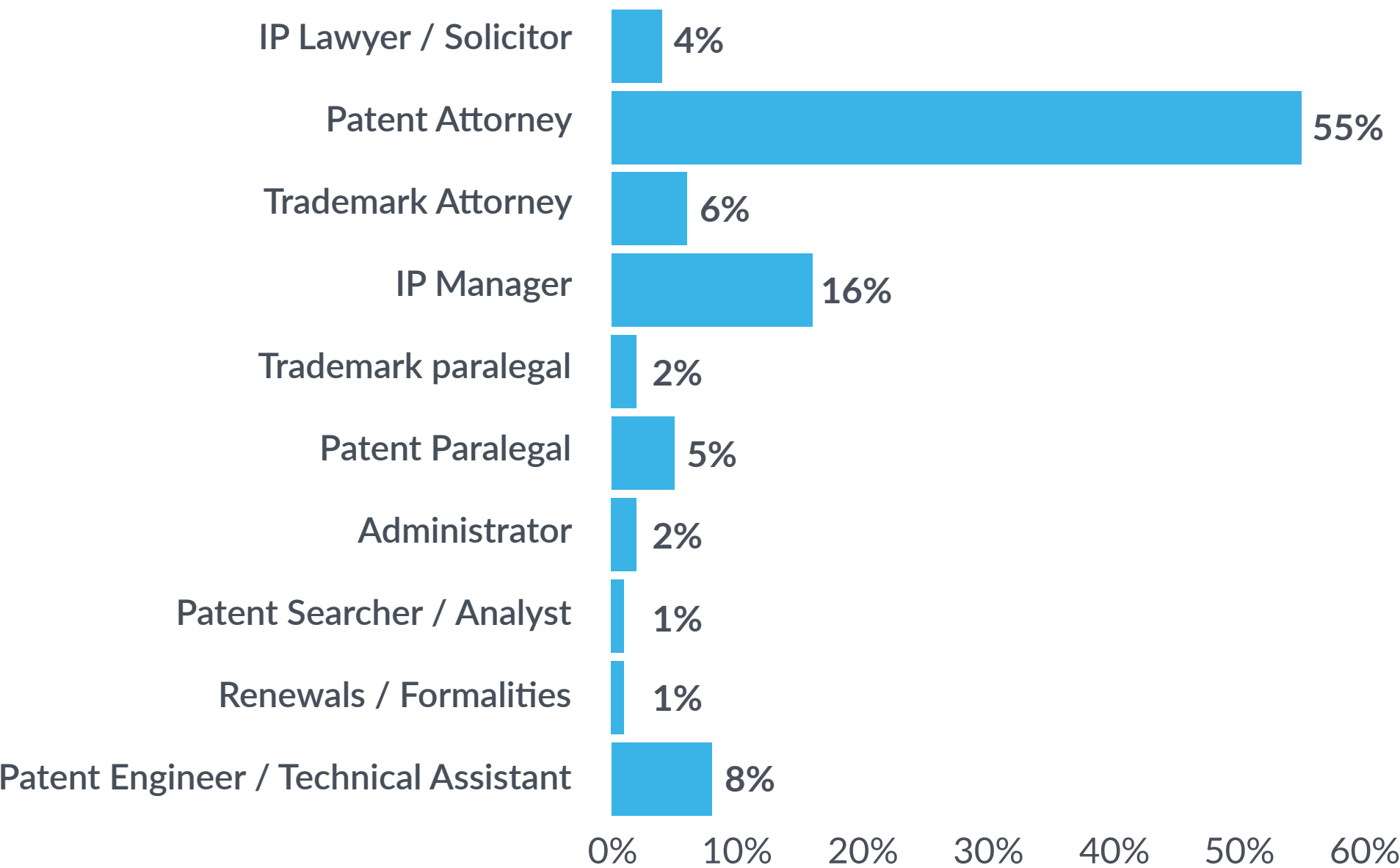


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Geographical boundaries were no longer a concern due to lockdowns so many were recruited remotely. However, and particularly during the last 6 months there is a change of mindset with firms who are trying to go back to a pre-COVID working culture and we foresee in the next 5 years changes in hybrid working with more emphasis on being in the office up to 4 days a week.
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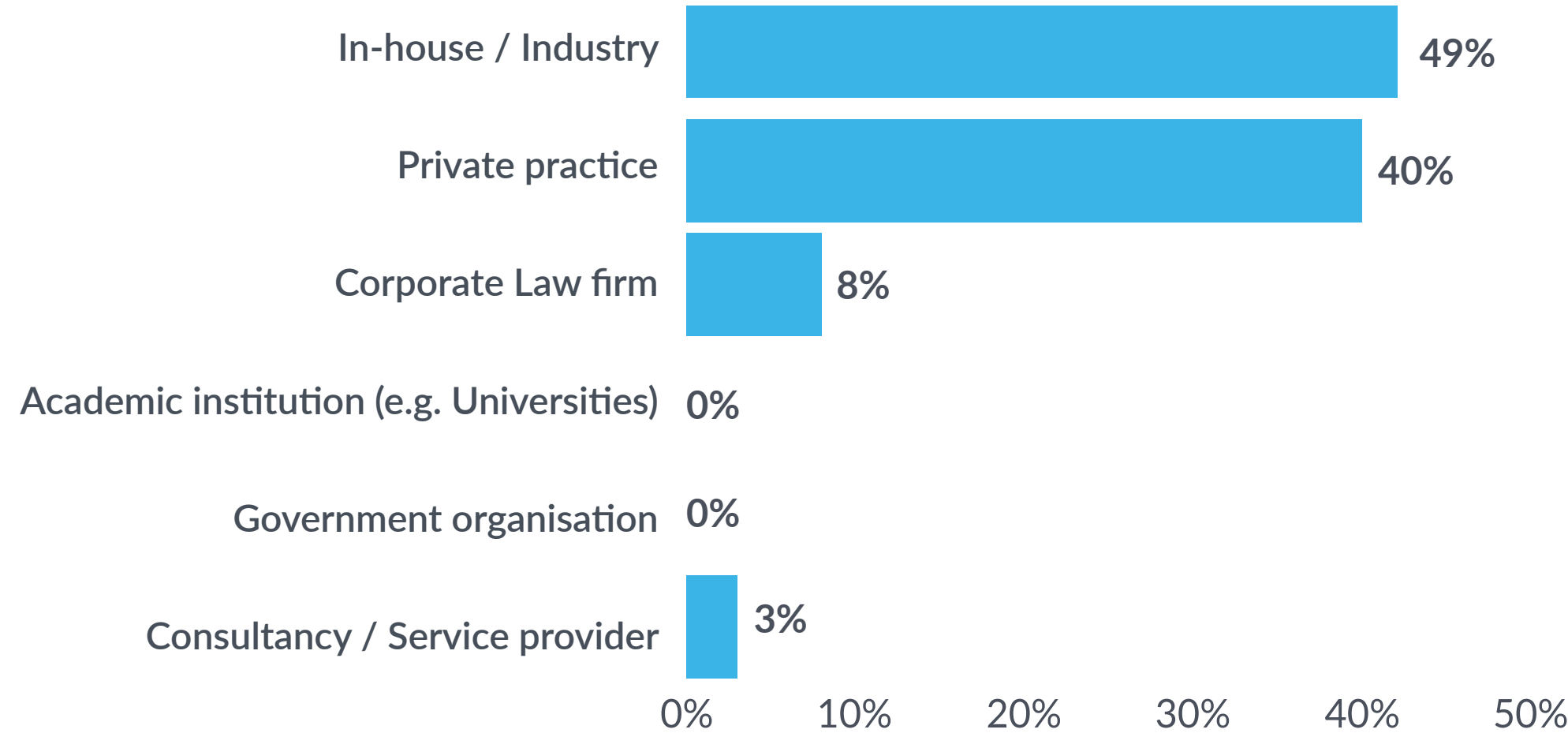
– Participant, Anonymous

General findings across all countries

Which field of IP do you currently work in?



How would you describe your employer?

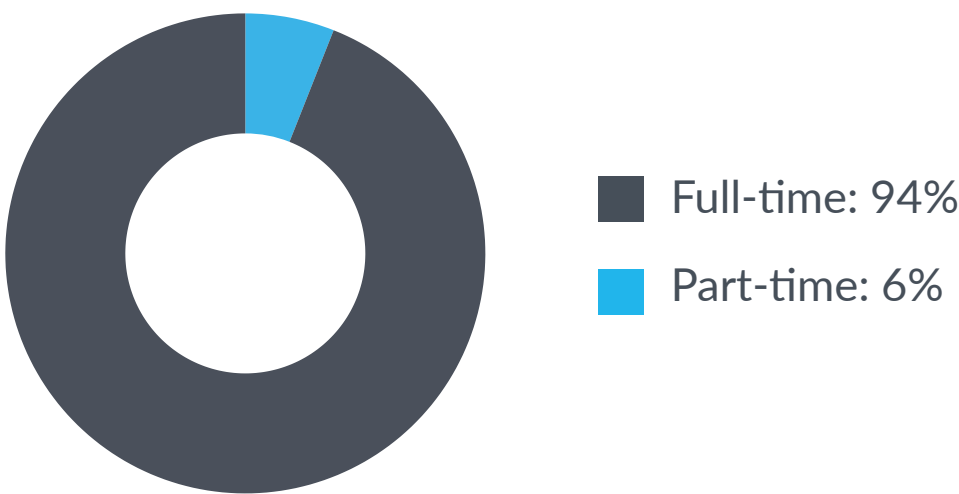


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The pandemic shift to digital meetings, and enduring cost pressures leading to travel budget cuts has drastically changed the way we network. Younger professionals are much more tech savvy but exposed to a limited range of senior professionals active in these forums. 10 years ago, we would have been bumping shoulders at various conferences and courses, now the newer professionals might find it harder to build up their contacts. Likewise, the more experienced who are not active on many platforms are not being exposed to the range of talent emerging in our industry.
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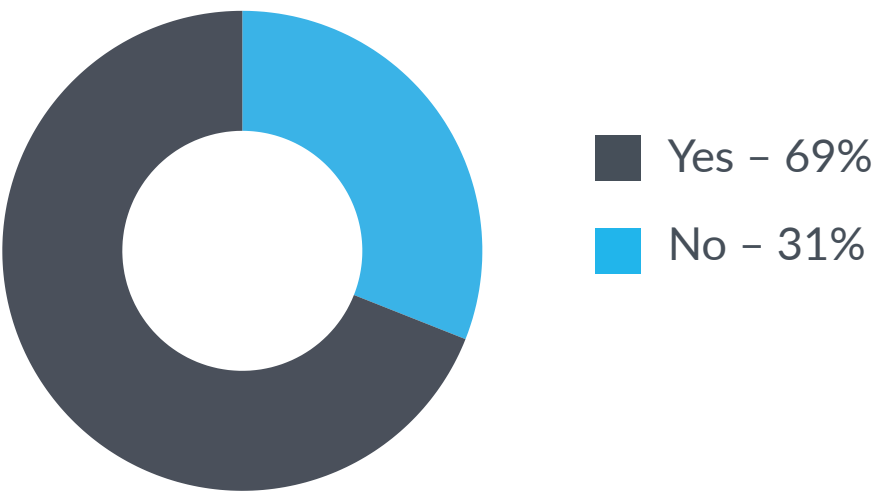
– Participant, Anonymous

General findings across all countries

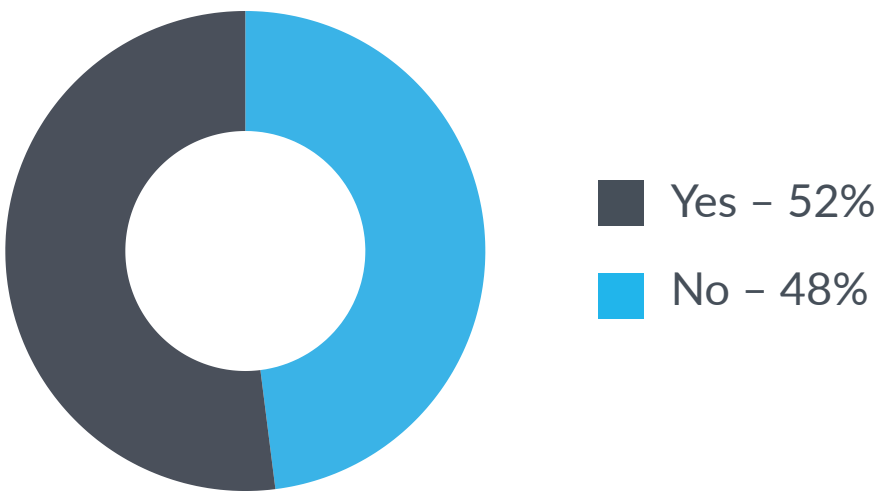
Are you currently part-time or full-time?



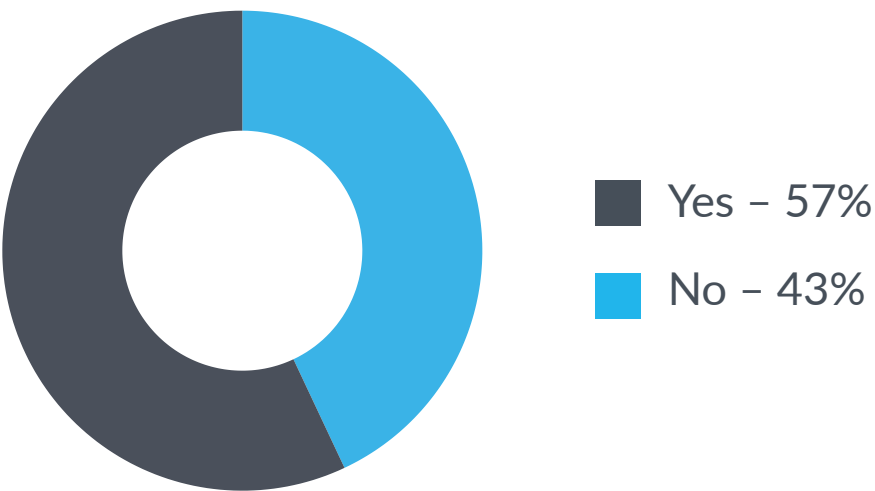
Have you had a pay increase this year?



Do you expect to receive an INDIVIDUAL bonus this year?



Do you expect to receive a COMPANY bonus this year?

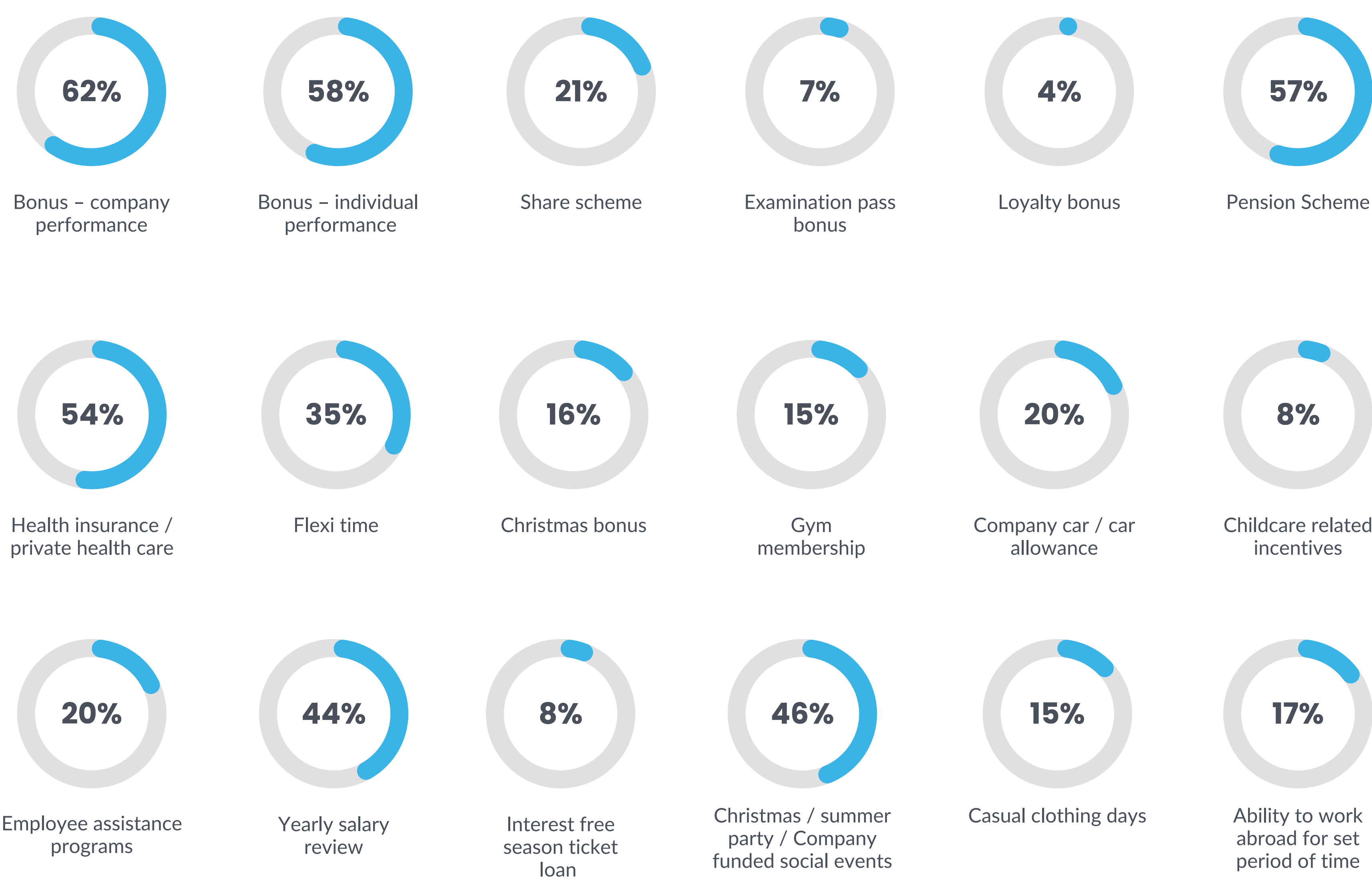


“Over the last decade, the landscape for IP firms has transformed significantly, driven by technological advancements, globalization and evolving client expectations. The competition from legal service providers, has reshaped the market for IP services, putting pressure on IP law firms to innovate and adapt. These new players offer technology-driven solutions, alternative pricing models, and specialized expertise that challenge the conventional law firm model. Service Providers often specialize in high-volume, routine tasks like patent renewals, filing, and trademark monitoring, which they handle at a lower cost than traditional firms. By focusing on efficiency and cost savings, they attract clients who need standardized services rather than custom, high-touch representation. IP law firms have been forced to reconsider their value proposition. Many firms are developing more specialized services, such as advanced IP litigation and portfolio strategy.

– Participant, Anonymous

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What benefits do you receive from your employer across all countries?



Other:

- Commuter allowance
- Income protection, Life insurance, Tax-free employee reward program
- Cycle to work scheme
- Lunch fee for working days
- Income protection, Life insurance, Tax-free employee reward program
- Extra £10k on top of basic for being a dual qualified attorney. Bonus likely only 2-3%
- Long term incentive plan

Full data for support staff salaries:

Technical Staff

	BELGIUM - € EUR	FRANCE - € EUR	GERMANY - € EUR	ITALY - € EUR	UK - £ GBP
IP Manager	94,250	86,420	97,500	53,200	83,000
Patent Engineer/ Technical Assistant/ PQ Patent Attorney	82,500	78,630	89,620	59,500	55,850

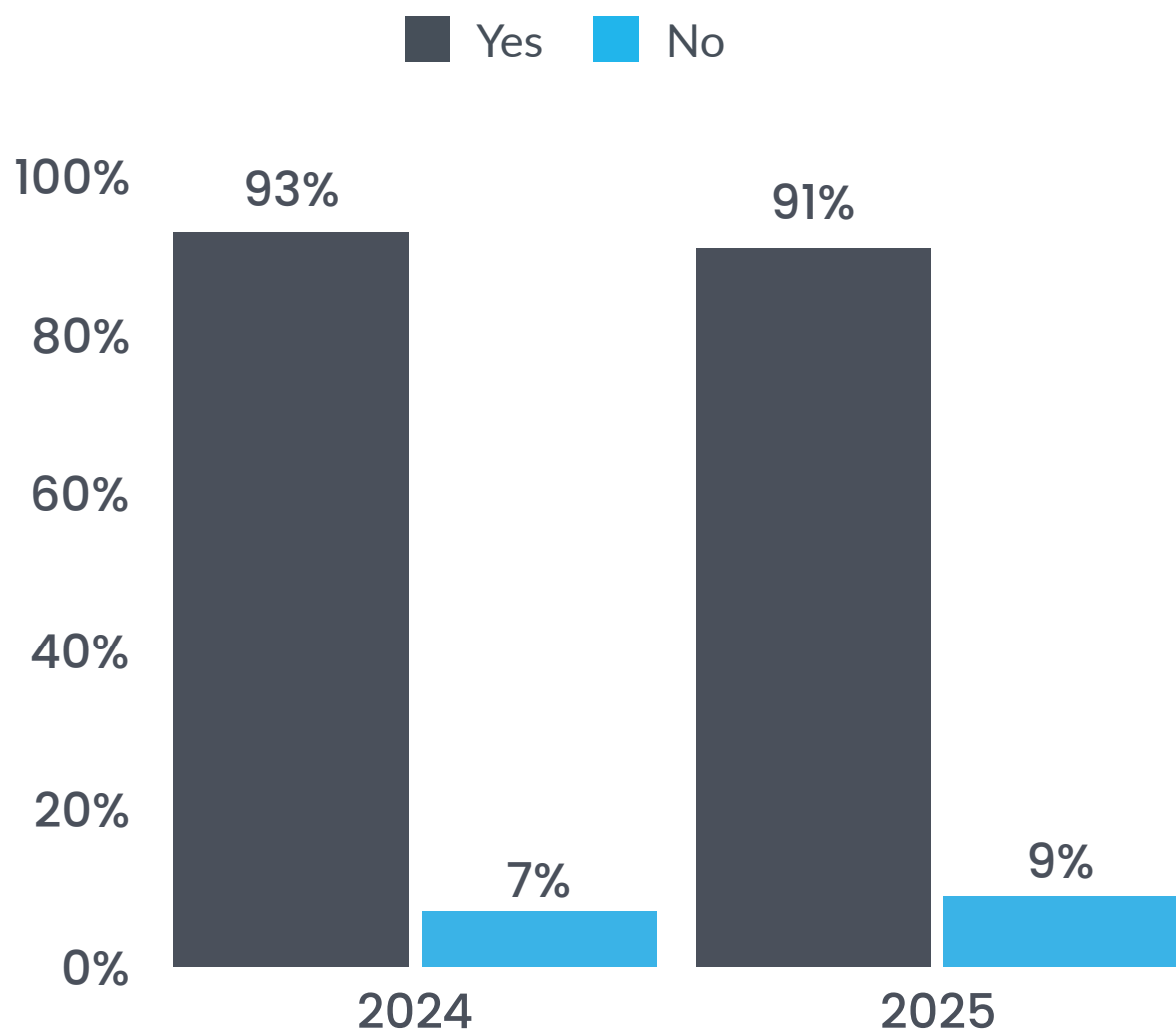
Business Support Staff

	BELGIUM - € EUR	FRANCE - € EUR	GERMANY - € EUR	ITALY - € EUR	UK - £ GBP
Trademark Paralegal	53,650	51,230	68,450	42,400	41,000
Patent Paralegal	58,500	54,930	73,200	46,750	44,200
Patent Searcher/Analyst	69,250	63,240	84,620	38,300	41,500
Renewals/Formalities	43,850	41,350	49,350	31,250	35,500

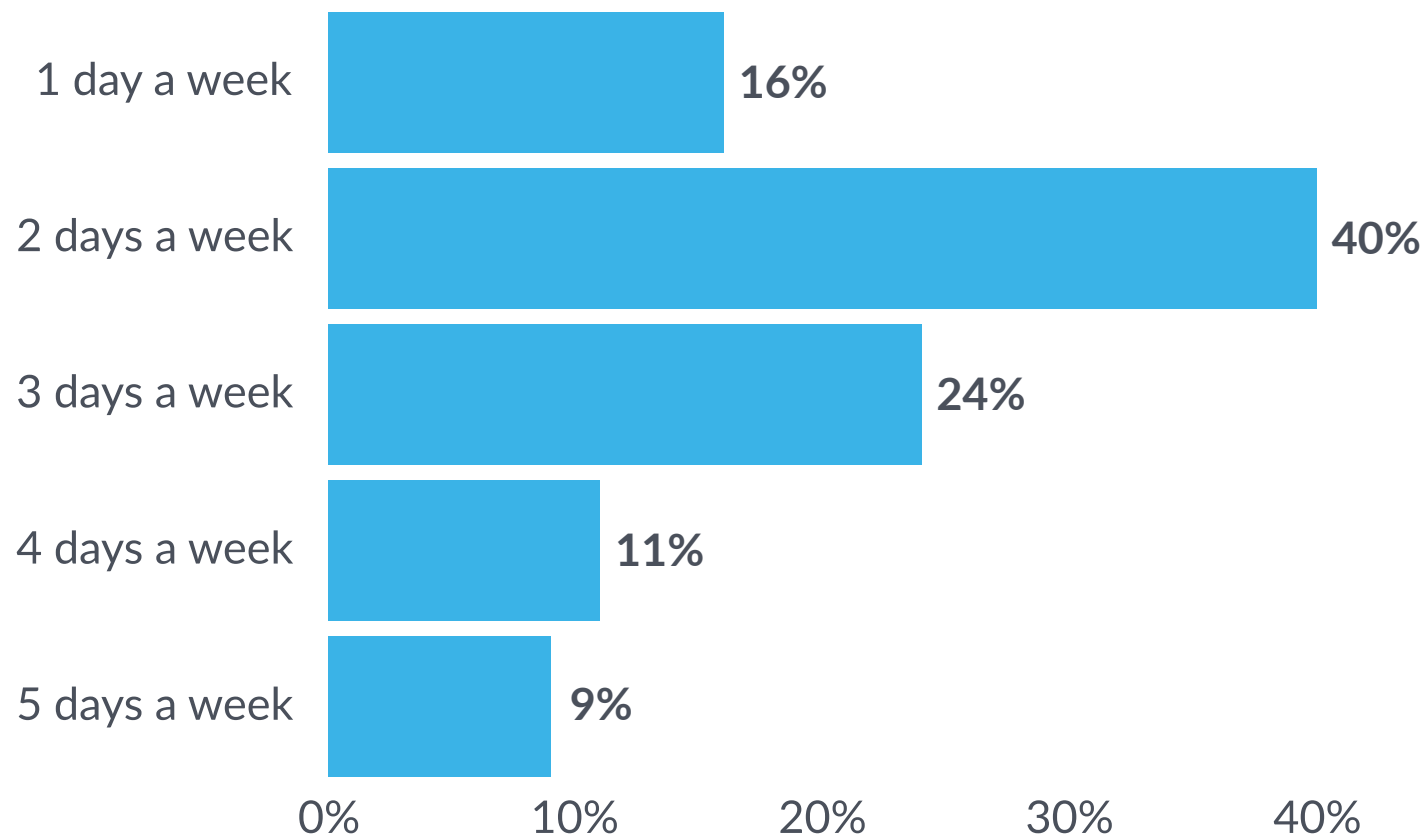
“
The introduction of GenAI in IP law represents more than a technological advancement; it’s a gateway to innovative practices. Traditionally, patent law has been labour-intensive, with significant resources dedicated to patent writing and office actions. These activities account for half of a firm’s revenue and are dominated by human resource costs, which make up 90% of the total expenditure. GenAI’s integration promises to dramatically reduce these costs and enhance operational efficiency, creating a symbiotic relationship between attorneys and AI technology.
– Participant, Anonymous
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Home Office & Cost of Living

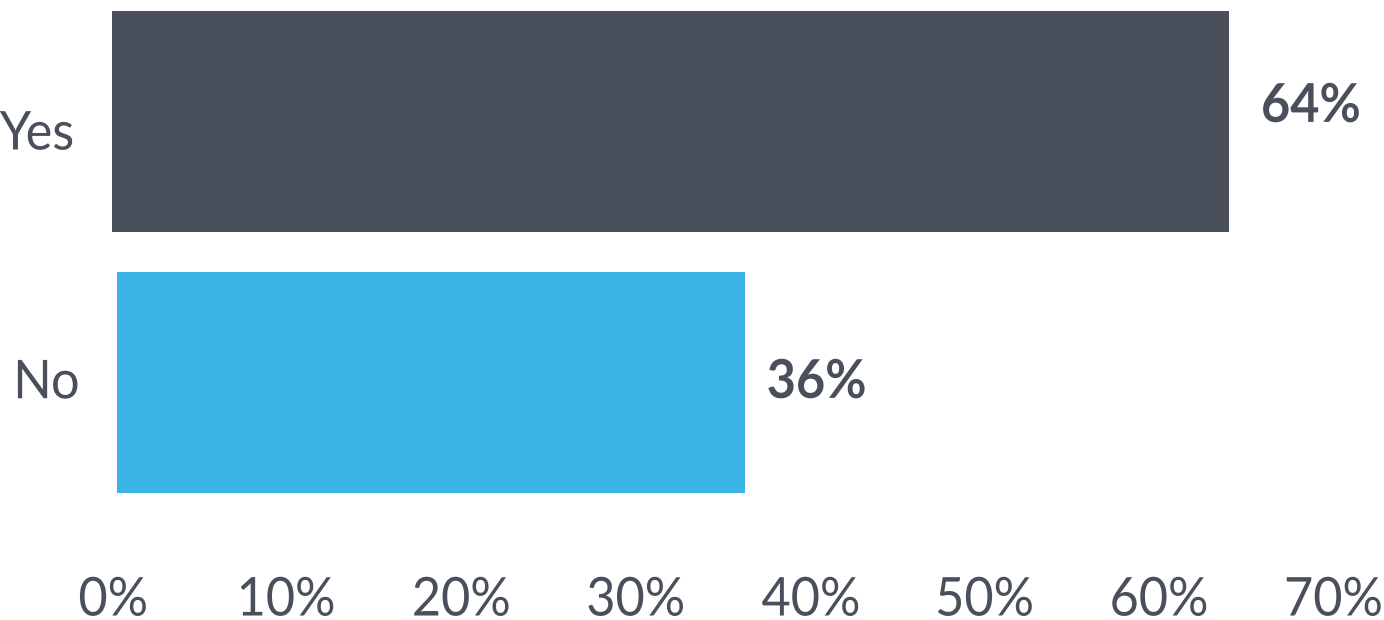
Do you work from home?



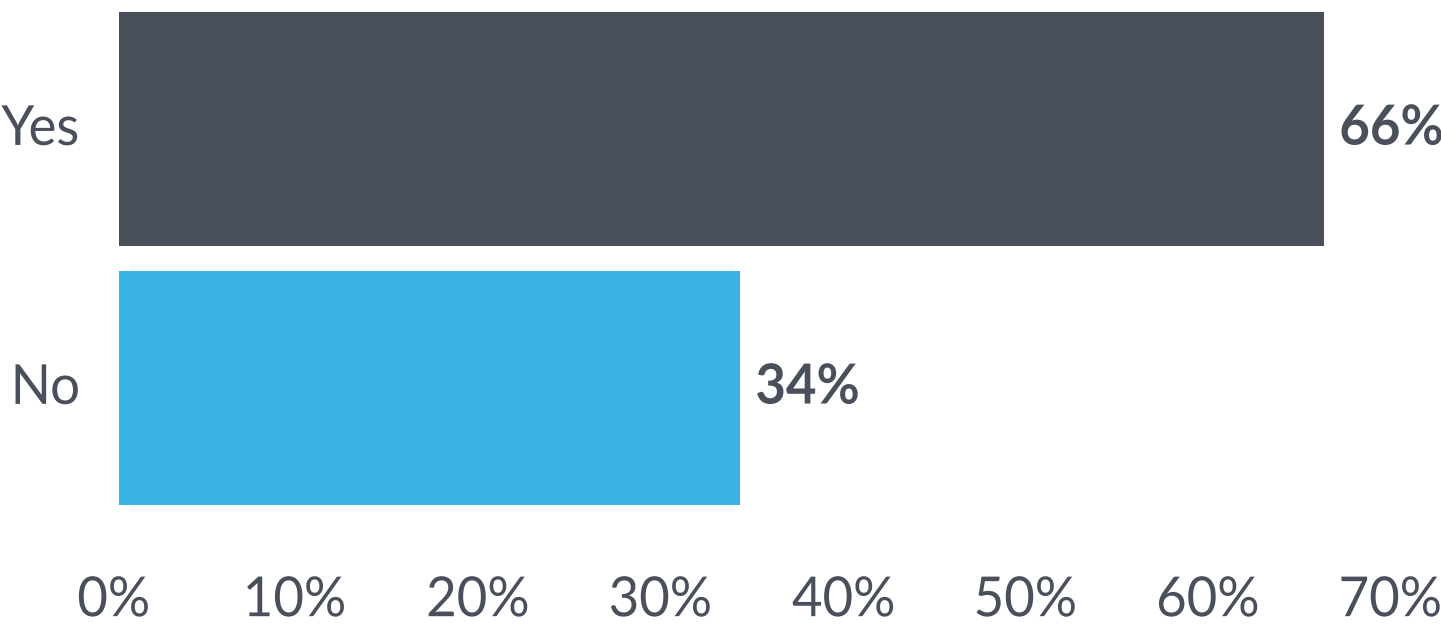
How often do you work from home?



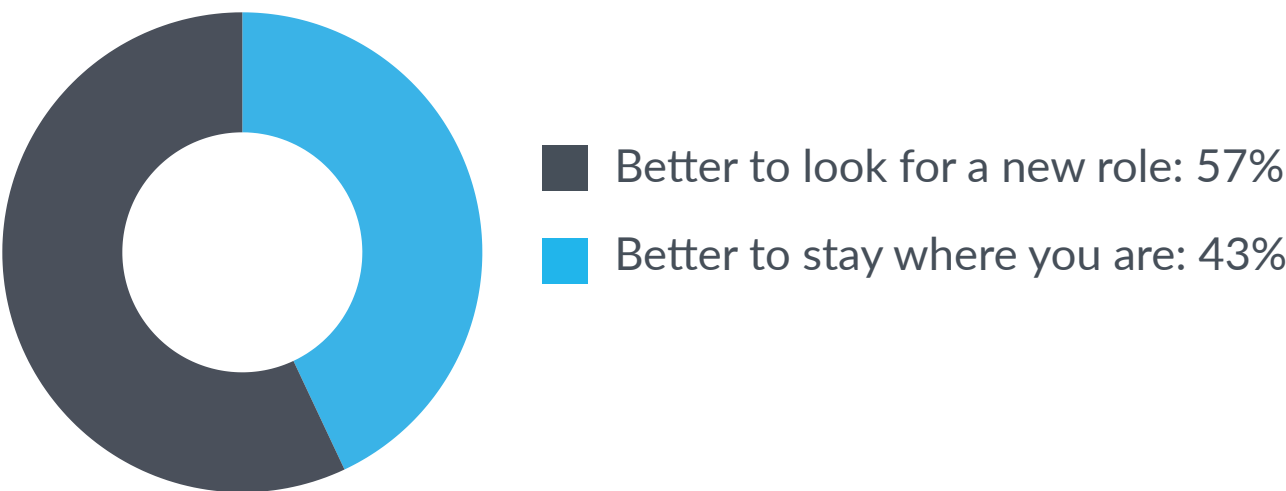
For the right position would you relocate?



Do you feel you are compensated fairly?



In order to progress within your career, do you feel it would be:





UK Findings

Salaries based on qualifications and years of PQE

UK – In house – Patent Attorney – £ GBP

QUALIFICATION PQE	SINGLE	DUAL
1 – 5 years	71,500	82,400
5 – 10 years	92,500	106 090
10 – 15 years	102,500	132,292
15+ years	112,350	139,00

UK – In house – Trademark Attorney – £ GBP

QUALIFICATION PQE	
1 – 5 years	59,740
5 – 10 years	69,010
10 – 15 years	77,250
15+ years	82,460

UK – Private practice – Patent Attorney – £ GBP

QUALIFICATION PQE	SINGLE	DUAL
1 – 5 years	81,370	96,875
5 – 10 years	88,580	118,450
10 – 15 years	101,558	125,660
15+ years	123,600	169,00

UK Data – Private practice – Trademark Attorney – £ GBP

QUALIFICATION PQE	
1 – 5 years	70,000
5 – 10 years	74,160
10 – 15 years	79,310
15+ years	86,600





Belgium Findings

Salaries based on qualifications and years of PQE

Belgium – In house – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	77,250
5 – 10 years	85,490
10 – 15 years	98,980
15+ years	129,780

Belgium – Private practice – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	87,500
5 – 10 years	95,275
10 – 15 years	111,240
15+ years	150,380

Belgium – In house – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	65,096
5 – 10 years	74,160
10 – 15 years	83,430
15+ years	99,970

Belgium Data – Private practice – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	70,555
5 – 10 years	83,430
10 – 15 years	92,700
15+ years	122,005





France Findings

Salaries based on qualifications and years of PQE

France – In house – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	83,945
5 – 10 years	95,481
10 – 15 years	115,566
15+ years	124,630

France – Private practice – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	91,670
5 – 10 years	114,330
10 – 15 years	130,810
15+ years	149,500

France – In house – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	81,370
5 – 10 years	93,730
10 – 15 years	116,390
15+ years	120,660

France Data – Private practice – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	84,460
5 – 10 years	100,940
10 – 15 years	132,870
15+ years	143,260





Germany Findings

Salaries based on qualifications and years of PQE

Germany – In house – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	96,665
5 – 10 years	119,630
10 – 15 years	136,020
15+ years	154,420

Germany – Private practice – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	105,360
5 – 10 years	128,810
10 – 15 years	147,290
15+ years	165,315

Germany – In house – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	84,460
5 – 10 years	94,245
10 – 15 years	110,210
15+ years	136,350

Germany – Private practice – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	89,610
5 – 10 years	100,940
10 – 15 years	118,450
15+ years	143,590





Italy Findings

Salaries based on qualifications and years of PQE

Italy – In house – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	63,860
5 – 10 years	77,765
10 – 15 years	92,500
15+ years	105,500

Italy – In house – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	52,530
5 – 10 years	63,860
10 – 15 years	95,540
15+ years	103,700

Italy – Private practice – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	75,500
5 – 10 years	85,516
10 – 15 years	96,820
15+ years	133,900

Italy Data – Private practice – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	60,105
5 – 10 years	73,890
10 – 15 years	96,065
15+ years	113,750





Netherlands Findings

Salaries based on qualifications and years of PQE

Netherlands – In house – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	90,000
5 – 10 years	91,670
10 – 15 years	121,540
15+ years	133,385

Netherlands – Private practice – Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	84,460
5 – 10 years	107,500
10 – 15 years	126,690
15+ years	147,290

Netherlands – In house – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	69,010
5 – 10 years	75,190
10 – 15 years	101,970
15+ years	119,480

Netherlands Data – Private practice – Trademark Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	73,130
5 – 10 years	84,460
10 – 15 years	105,060
15+ years	129,780





Spain Findings

Salaries based on qualifications and years of PQE

Spain – In house/Industry
Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	59,740
5 – 10 years	62,500
10 – 15 years	84,460
15+ years	98,800

Spain – Private practice
Patent Attorney – € EUR

QUALIFICATION PQE	
1 – 5 years	78,280
5 – 10 years	82,500
10 – 15 years	87,500
15+ years	90,640





Switzerland Findings

Salaries based on qualifications and years of PQE

Switzerland – In house
Patent Attorney – CHF (Swiss Francs)

QUALIFICATION PQE	
1 – 5 years	156,560
5 – 10 years	167,890
10 – 15 years	188,490
15+ years	203,940

Switzerland – Private practice
Patent Attorney – CHF (Swiss Francs)

QUALIFICATION PQE	
1 – 5 years	165,315
5 – 10 years	177,160
10 – 15 years	194,670
15+ years	226,600





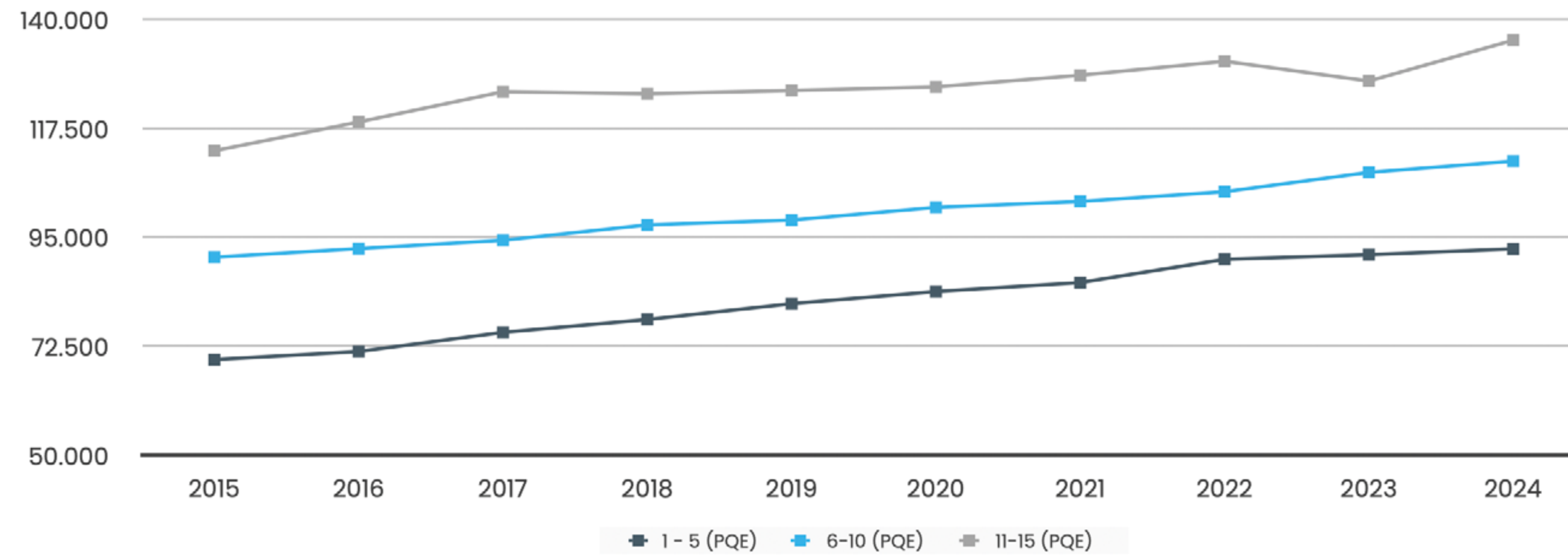
10 Year Trends

When we launched the survey 10 years ago, we collected data on patent attorneys without distinguishing between those in industry or private practice, nor did we differentiate between single or dual qualification. As a result, our trend analysis reflects the salaries of patent attorneys overall, presented as a combined average for each PQE level, without separating by industry/private practice or single/dual qualification.

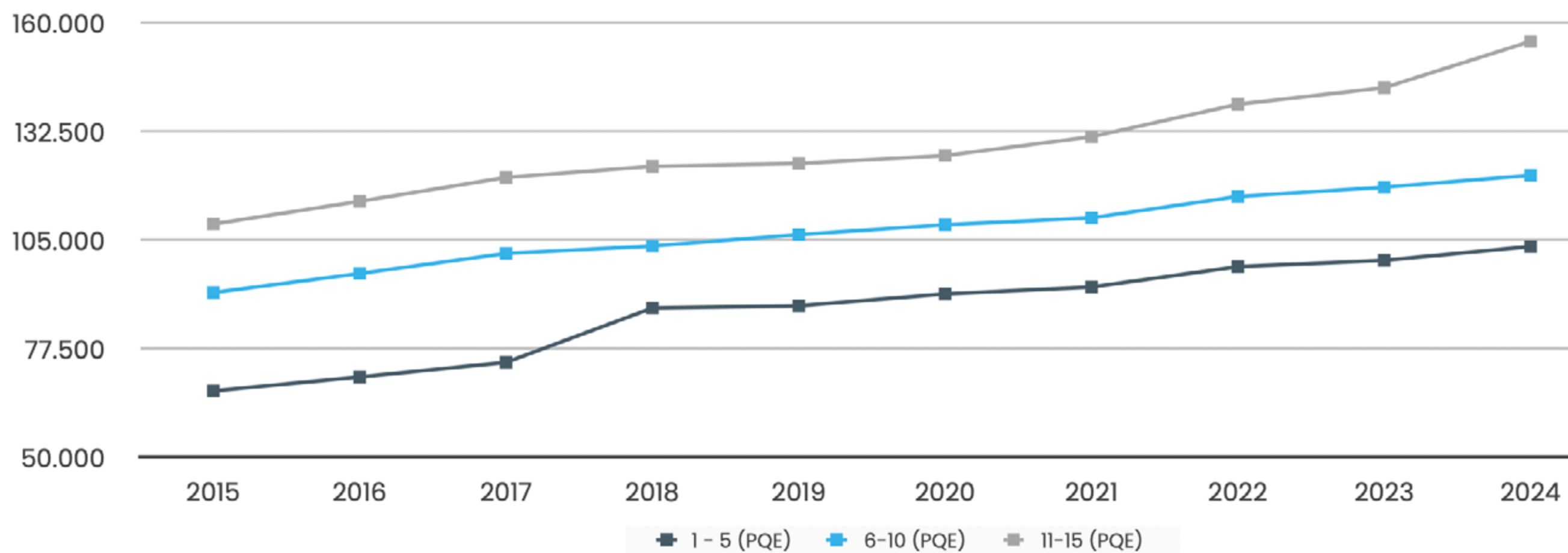




UK



Germany



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In some cases, the data showed an interesting pattern in that we see a steady increase of salaries between 2015 – 2019 where it then flattens out for a couple of years. COVID then hit Europe in 2020 with lockdowns enforced from spring that year.

What you then see is an upward jump (above normal) in salaries between 2021 – 2023, this mirrors what we found when working on some roles in that period.

– Stephen Gill

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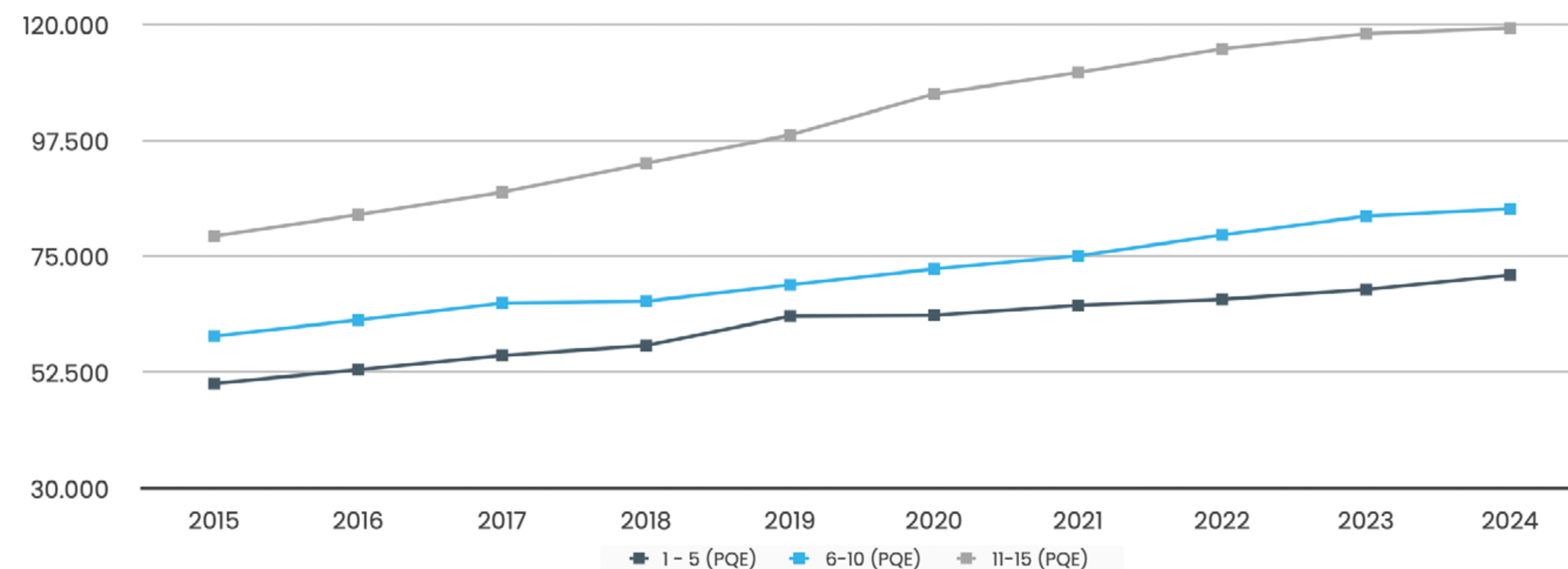
A combination of cross border recruiting, the need to retain staff, and difficulty in attracting talent during that period possibly influenced salaries and whereas there was more flexibility back then, we are seeing the opposite today. The market has shifted from being candidate to employer led.

Equally, some people are now priced out of the market when looking to move. Candidates already at the top end (if not above) for their level of professional experience and qualification are finding it difficult the enjoy the same salary increase when moving to a new role, in some cases only very small percentage increases are offered and, in some situations, this has been a decrease in overall package.

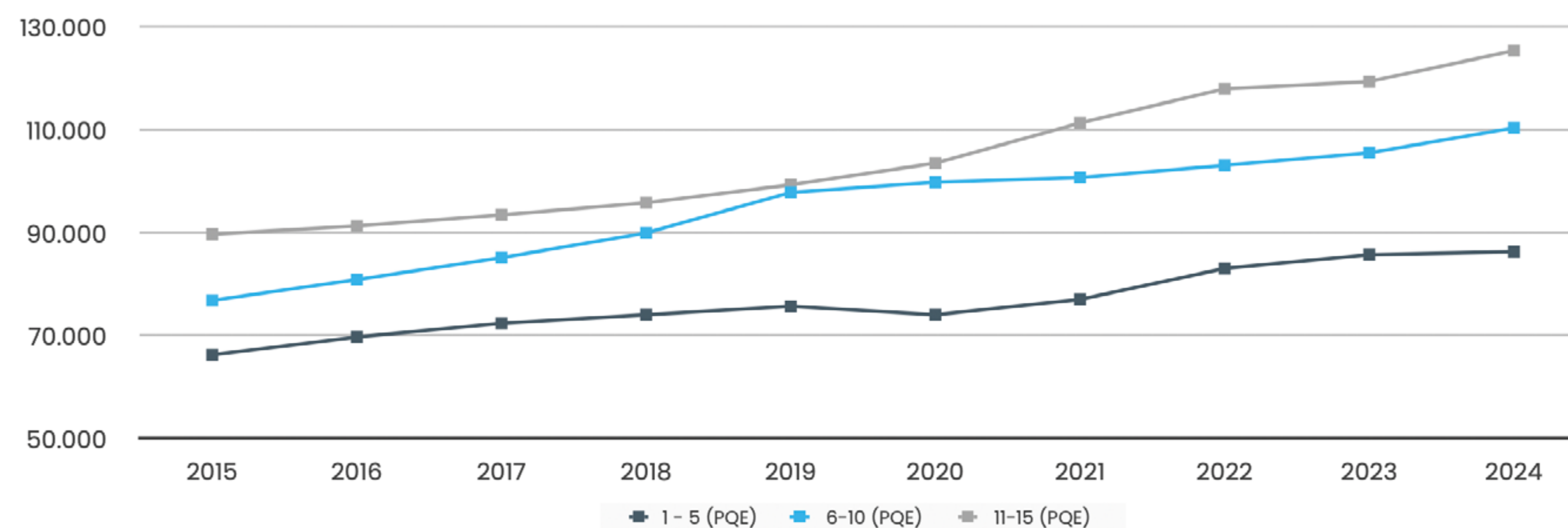
– Stephen Gill

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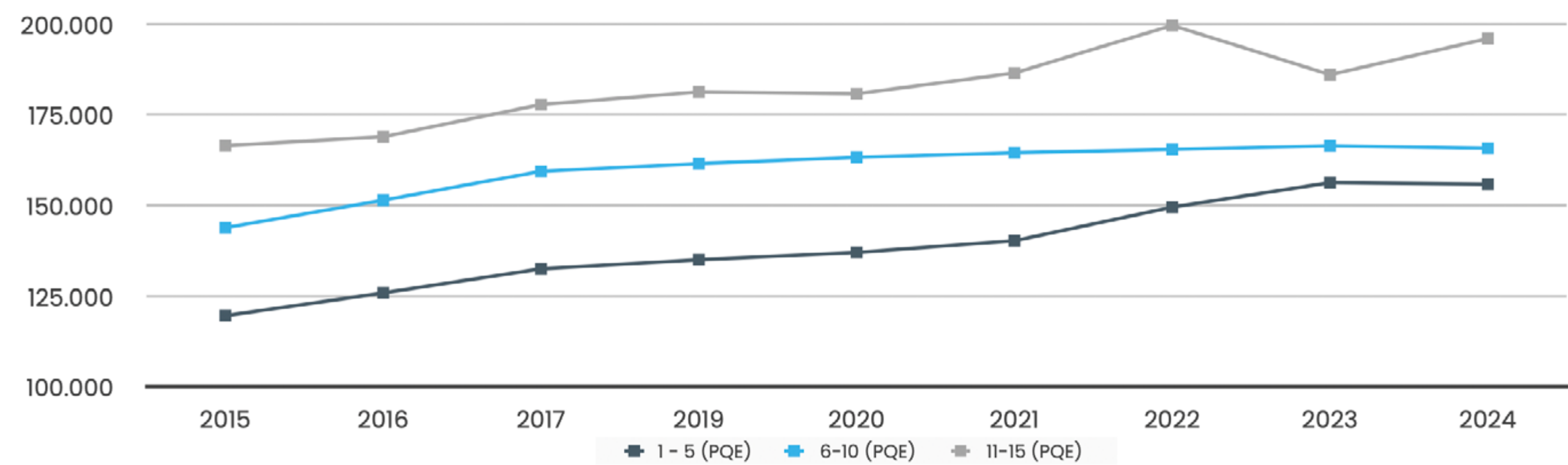
Italy



France



Switzerland



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Businesses will have to do more if they want to differentiate themselves amongst their competitors and industry standards, if they can't do this with salary then they will have to look at what else they can change.

It will be interesting to see how these trends change over the next 10 years.

– Stephen Gill

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Benefit Priority Trend

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Because the data across all European countries we surveyed is relatively similar, the 10 year priority benefit trend includes all countries in one graph.

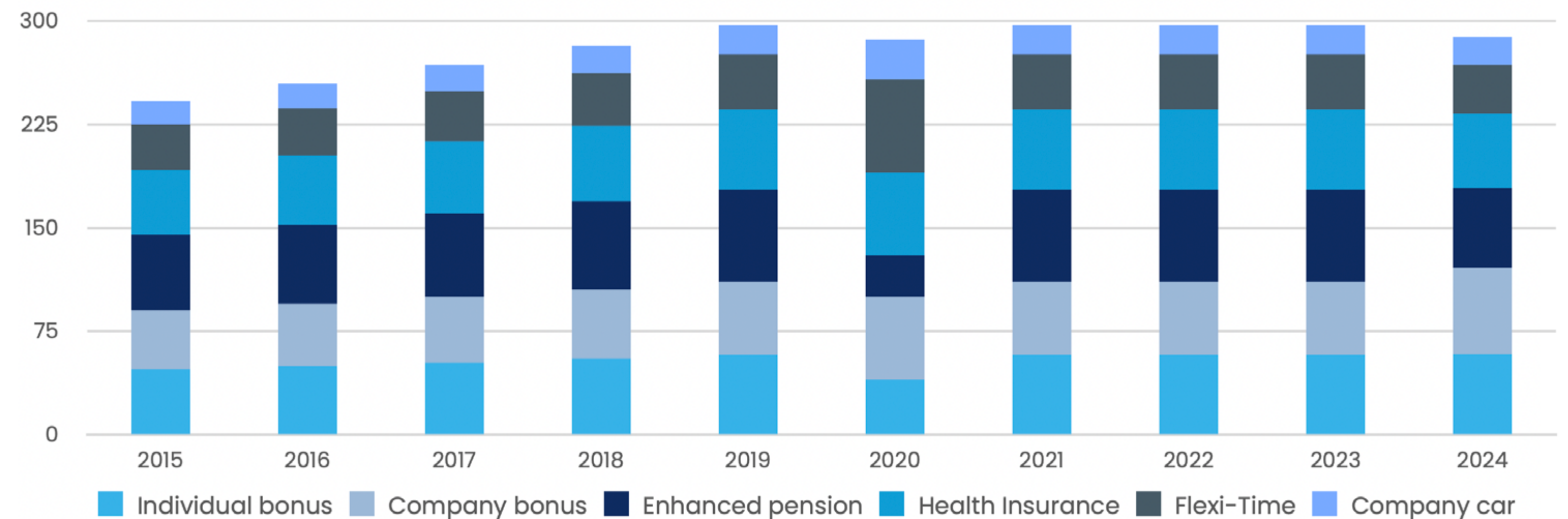
Little has changed over the last 10 years. Despite expected variations year on year, things generally were the same. However, during 2020 when COVID came to Europe things took a turn with individual bonuses decreasing across the board but company bonuses performing better than individual.

No surprise to see the flexitime changed dramatically (in subsequent years this has returned back to the norm, if not slightly higher than pre-COVID). Pension priority significantly decreased in 2020 before increasing in 2021 onwards (with a slight dip in 2024).

All other benefits, in priority order seem to have remained the same with no major trends to report on.

– Stephen Gill

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Thank you to all who took part in this year's survey. Should you have any questions or wish to discuss the survey, then please let us know.

If there is anything we can do to help your recruitment needs, then please get in contact.

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