FOR LAWYERS

Before you apply to an advert

From our article: **Why legal job adverts should show the salary, and what to show**

Read it in full, with the sources for every figure: https://www.wilsonmannion.co.uk/insights/why-legal-job-adverts-should-show-the-salary

Checked 22 October 2026. General information, not legal advice.

> **IN SHORT**
> A legal job advert should show the pay band, the working pattern in days, the place and the date posted. Many UK jobseekers use pay to decide whether to apply, and a firm that hides it loses people before it meets them. In a CV-Library survey of 1,043 UK jobseekers in August 2026, 41% said they would not apply without salary information.

Key takeaways

- Pay is the first thing many jobseekers look for. In a CV-Library survey of UK jobseekers, 41% said they would not apply without it.
- About 58% of UK adverts show pay, on both CV-Library's and Indeed's figures. The rest leave lawyers guessing.
- A range beats "competitive". A narrow range beats a wide one.
- "DOE" is honest only when the range comes with it.
- The government consulted from 14 July to 27 October 2026 on requiring pay on every advert. The consultation has closed. Nothing is law yet.

Before you apply to an advert

- [ ] The advert shows a pay band for this role, or I have asked for one.
- [ ] I know whether the figure is base pay or a package.
- [ ] I know which level the band covers.
- [ ] I have the working pattern in days, the place and the date posted.
- [ ] I have a range of my own, built on the role and the market.
- [ ] I have not named my current pay first.
- [ ] I know what "DOE" means for this role.

Reading a wide band

1. **Ask which levels it covers**
   Is it one role as advertised, or several levels in one advert?
2. **Give your years, not your pay**
   Say how many years PQE you have and ask where that would land.
3. **Ask what moves a person up it**
   Caseload, supervision of others, a qualification or a client base.
4. **Ask for the typical offer**
   A firm that hires often knows where most people start.
5. **Check it against the market**
   The salary guide and what a conveyancer earns give outside figures.

6 **Decide with what you have**
If nobody can answer, treat the width itself as the answer.

What to do with "DOE"

QUESTION	IF YES	IF NO
Is there a range next to it?	Read it as a band, and ask where you would sit in it.	Ask for the range before you apply. "DOE" alone is "competitive" in fewer letters.
Do they ask what you earn now in return?	Give the range you would accept, not your current pay.	Good. Compare their band with the market.
Does the band cover several levels?	Ask which level this role is.	Ask what the typical offer is.