

The State of the AI Governance and Data Privacy Job Market

TRU Staffing Partners, Inc.

June 22, 2025



eDiscovery, Legal AI, Data Privacy & AI Gov, and Cybersecurity Staffing

Meet the Team



Jared Coseglia

CEO & Founder



Jess Barre, JD

Partner



Rachael Haher

Partner

Agenda

- What's Driving the Job Market?
- Privacy: Contract vs. Direct Hire
- Speed of Hire
- Privacy Compensation Benchmarks
- Salary Growth Year-Over-Year in Data Privacy
- AI Governance Compensation Benchmarks
- AI Governance vs. Privacy Salary Ranges
- Who has AI Governance Skills?
- Job Seeker Motivations
- Privacy: Fully Remote vs. Hybrid vs. In-Office
- TRU's Guidance

CPO Career Semi-Annual Check-In

1.

What are you doing that you shouldn't be doing?

2.

What are you not doing that you should be doing?

3.

Once space is created, where are the gaps in you and your team's skills?

CPO Career Semi-Annual Check-In

Fill those gaps with
fractional talent.

What's Driving the Job Market?



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Top 4 Trends in the Data Privacy Job Market

01

Hyper use of contract privacy talent

02

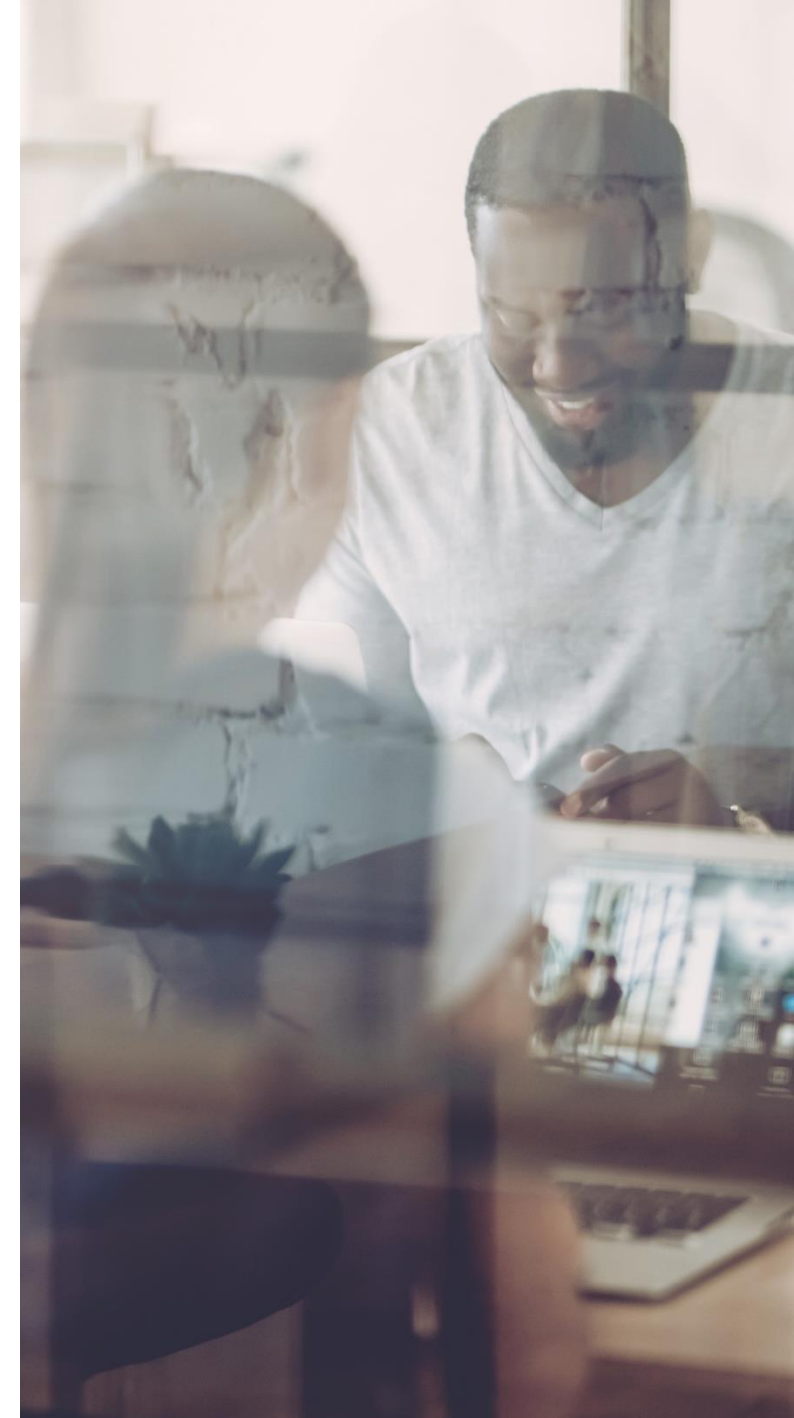
Slowest speed of hire for FTEs in 11 years

03

Salary stagnation or misalignment

04

Money and mission drive job seekers today



What's driving the job market?

- Macroeconomics
- Geopolitical tensions
- Litigation/innovation over regulation
- Competition over capitulation
- AI race
- Privacy AND...or...AND privacy
- Disproportionate increase in responsibility relative to increase in compensation



CPO Survey 2025

TRU's ongoing conversations with more than 250+ CPOs

90%

Of CPOs are involved in AI Governance

25-50%

Time spent on A.I. Governance by CPOs
(Up from 15-25% in 2023)

5%

CPOs that say their programs are adequately staffed

2025 AI Governance and Data Privacy Jobs Report

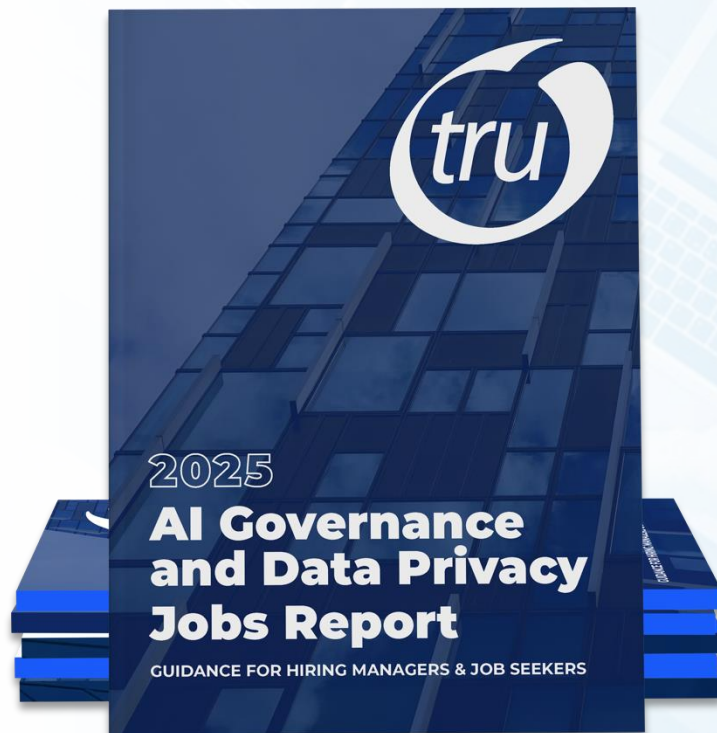


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NEW!

2025 AI Governance and Data Privacy Jobs Report

This report offers a comprehensive analysis of hiring trends, salary benchmarks, and evolving job dynamics in the data privacy and AI governance markets. This year's report goes beyond traditional salary surveys, offering deep insights into the changing nature of employment in the sectors.



TRU's Data Sources



eDiscovery, Legal AI, Data Privacy & AI Gov, and Cybersecurity Staffing

Where is the data coming from?

2025
AI Gov &
Data Privacy
Jobs Report

TRU 2024
Data Privacy
Jobs Report

35,000+
TRU
Hot Jobs
Subscribers

7,500+
Inbound
Privacy/AIG
Applicants
2024

3,122
Privacy Job
Seekers
Presented
2024

Eye on
Privacy
Webinar
Series

LinkedIn
Insights

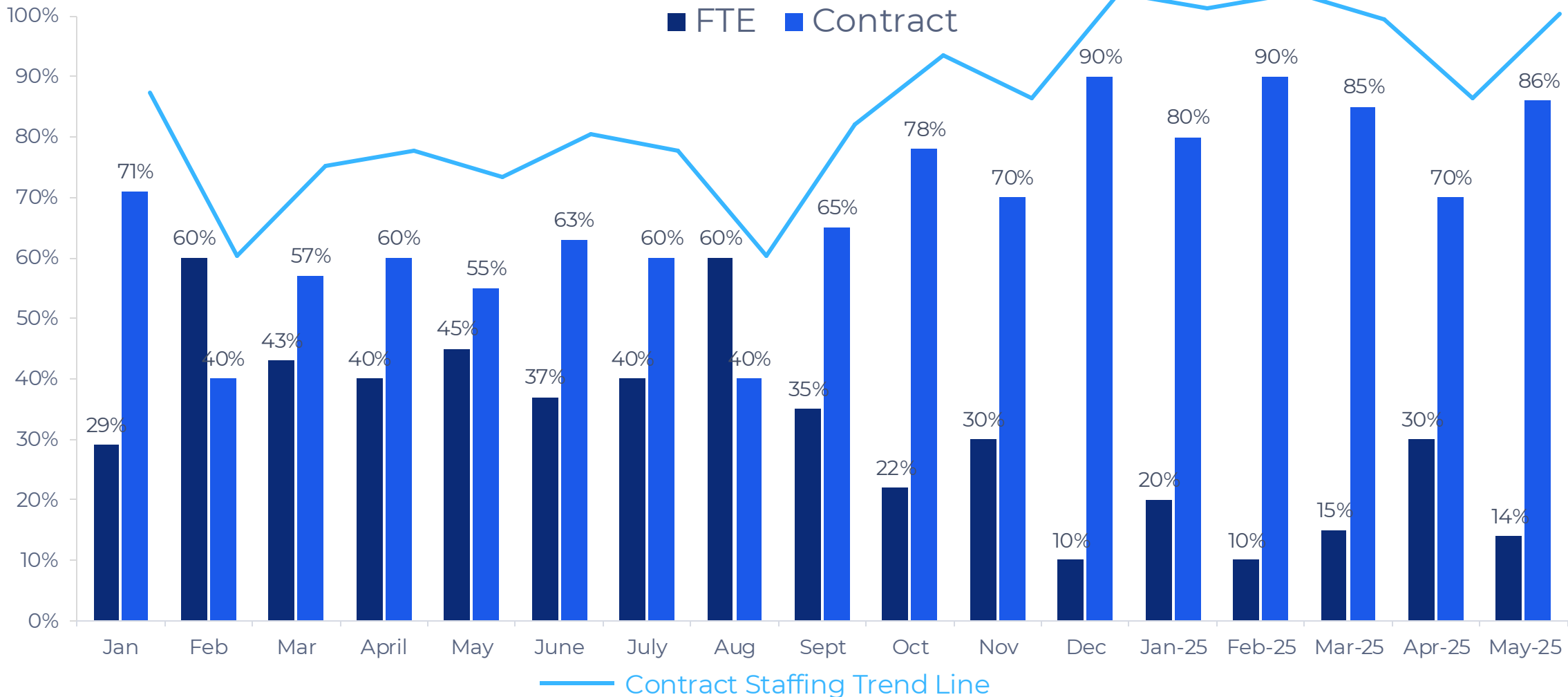
Ongoing
Conversations
with 250+
CPOs

Privacy: Contract vs. Direct Hire

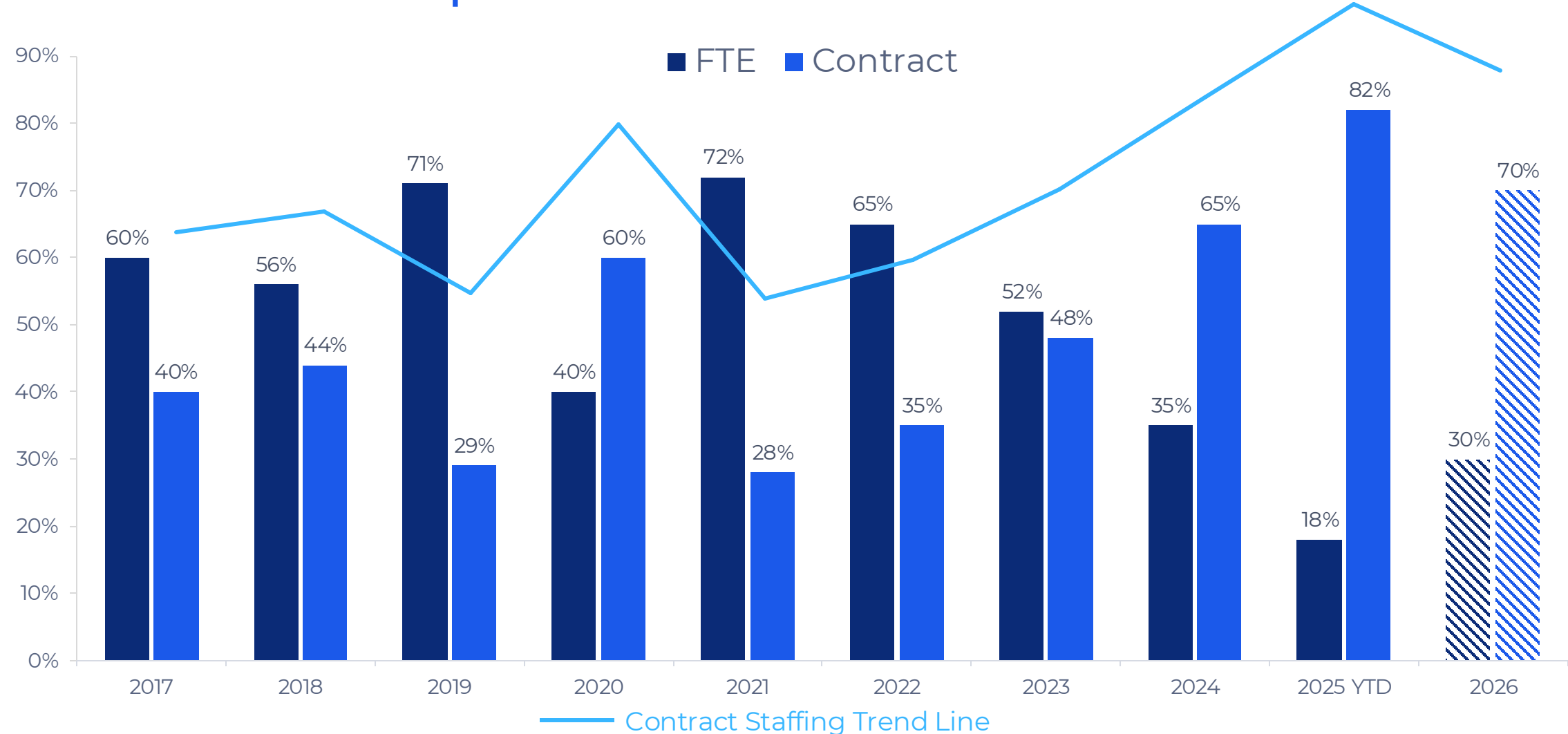


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Privacy Contract vs. Direct Hire Staffing Trends (MoM 2024-YTD) Based on Offers Accepted



Privacy Contract vs. Direct Hire Staffing Trends (Last 8 Years) Based on Offers Accepted



Contractor Utilization, Retention, & Attrition

80%

Of TRU customers engage in both contract and direct hire modalities

90%

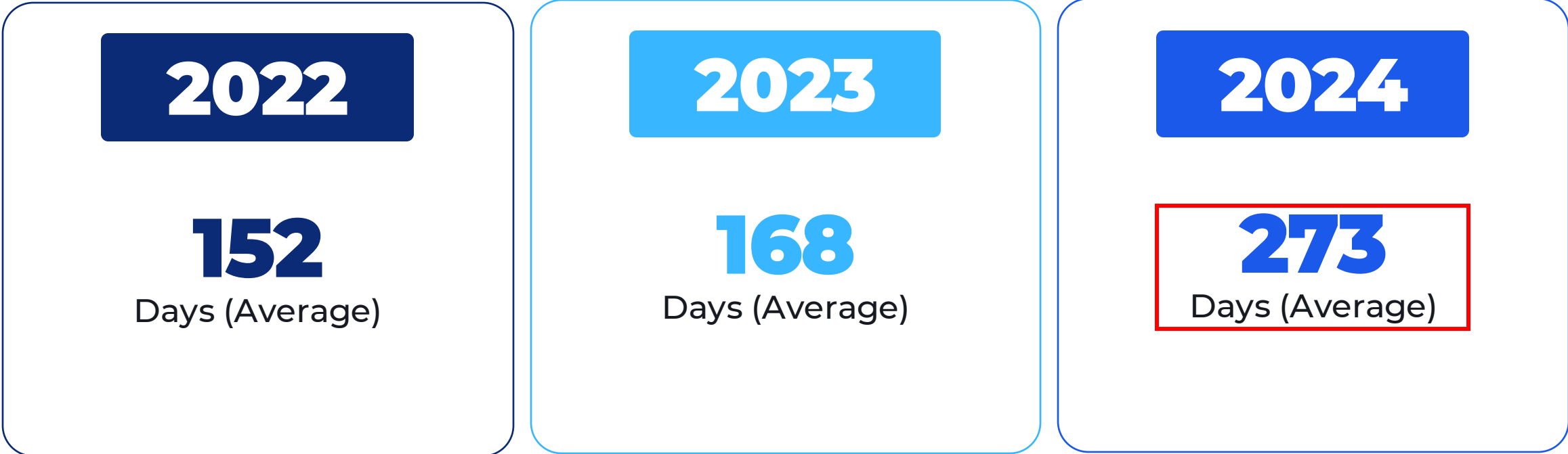
Of TRU contractors finish their assignment, convert to direct hire, or are still on assignment

3%

Of TRU contractors take direct hire positions at different employers after an average of 260 days on assignment

Contractor Length of Assignment

Number of days year-over-year:

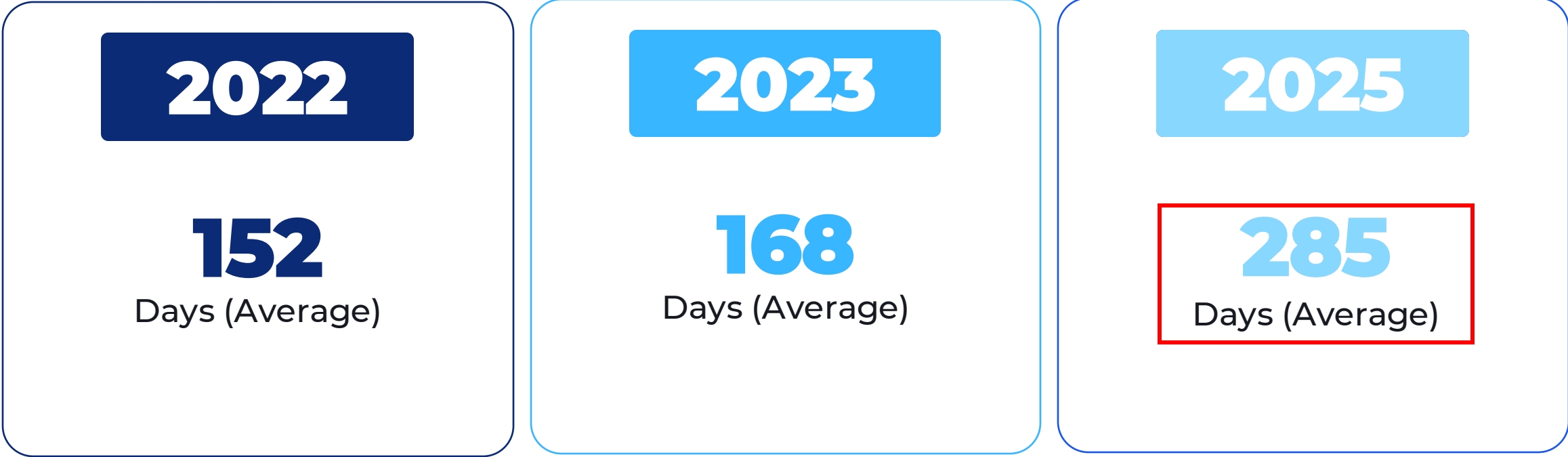


For contractors that convert to direct hire since Jan 1, 2023, typical length of assignment:

255
Days (Average)

Contractor Length of Assignment

Number of days year-over-year:



For contractors that convert to direct hire since Jan 1, 2023, typical length of assignment:

255
Days (Average)

Data Privacy Contractor Conversion Statistics

Conversion acceptance, utilization, & attrition metrics

42%

TRU privacy contractors who worked Jan 1, 2023-Jan 1, 2025, and were offered direct-hire conversions

95%

Of those contractors accepted the conversion

3%

TRU privacy contractors who started Jan 2, 2025-present and have since been direct hire conversions

100%

Of those contractors accepted the conversion

Top 10 Reasons Hiring Managers are Using Contractors

1. No full-time headcount approval
2. Check fit before you commit
3. Plug and play for high-impact projects
4. FTE hiring timeline too long/shorten time to hire
5. Covering a long-term leave
6. Circumvent in-office policy
7. Geographic talent shortage
8. Defense against FTE attrition/burnout
9. Upleveling existing staff
10. Culture of contractors

Privacy Contract Talent A La Carte Menu

Business-as-Usual (BAU)

- Consent and preference management (cookies, opt-in/out, etc.)
- Conduct data discovery for PII, PHI
- Data mapping
- DSAR program development
- Incident management
- PIA and DPIA execution and automation
- Policy and notice management
- Retention standards design and implementation
- AI policy creation

Product Engineering & Diligence

- Custom application development and deployment
- Privacy and security software engineering
- Privacy by design integration
- Privacy product enablement
- Privacy technology research and analysis
- Privacy by design integration
- Privacy product enablement
- Privacy technology research and analysis
- SDLC acceleration

Privacy Contract Talent A La Carte Menu

Legal

- Advisory: Counsel on compliance requirements
- Contract review and negotiation
- CPO-as-a-service
- Legal privacy consulting and transactional counsel
- M&A due diligence
- Managing obligations related to incident response
- Regulatory framework analysis: GDPR, PIPL, LGPD, PIPEDA, DSA, DPA
- Templating DPAs
- Updating SCCs (standard contractual clauses)

Enterprise Technology

- API creation and management
- Data migrations
- Exploring PETs (privacy-enhanced technology)
- Information governance for enterprise technology
- Selecting and implementing privacy management tools (OneTrust, TrusArc, WireWheel, BigID, etc.)
- Third-party software due diligence
- Technology customization and workflow creation
- Training new and existing staff

Privacy Contract Talent A La Carte Menu

Risk & Compliance (GRC)

- Audit and issue management
- Certification issuance (HITRUST)
- IT and security risk management
- Policy management (creation or revision)
- Risk management and assurance
- framework standardization (NIST)
- ROPA and third-party risk management

Strategic

- Board report preparation/executive debriefing
- Business intelligence/dashboarding (Power BI, Tableau, Hadoop)
- Creating a corporate privacy posture
- Creating a privacy program roadmap
- CPO-as-a-service
- Data monetization
- Gap assessments
- Geographic or service expansion

AI Governance Contract Talent A La Carte Menu

- Advisory: Responsible AI compliance guidance (AI/ML-specific)
- AI-specific regulatory analysis (EU AI Act, NIST AI RMF, OECD AI Principles, FDA/EMA)
- AI risk assessments
- Policy impact analysis for AI governance controls
- Negotiation and structuring of AI-related vendor and partner agreements
- RAI (Responsible AI) governance framework development
- Creation of AI governance playbooks, SOPs, and training content
- Tracking and documentation of AI program adoption and progress
- Integration of AI governance into broader compliance and risk functions
- Dataset audit design and support for third-party validation
- Coordinating governance tasks across business units, IT, legal, and cybersecurity



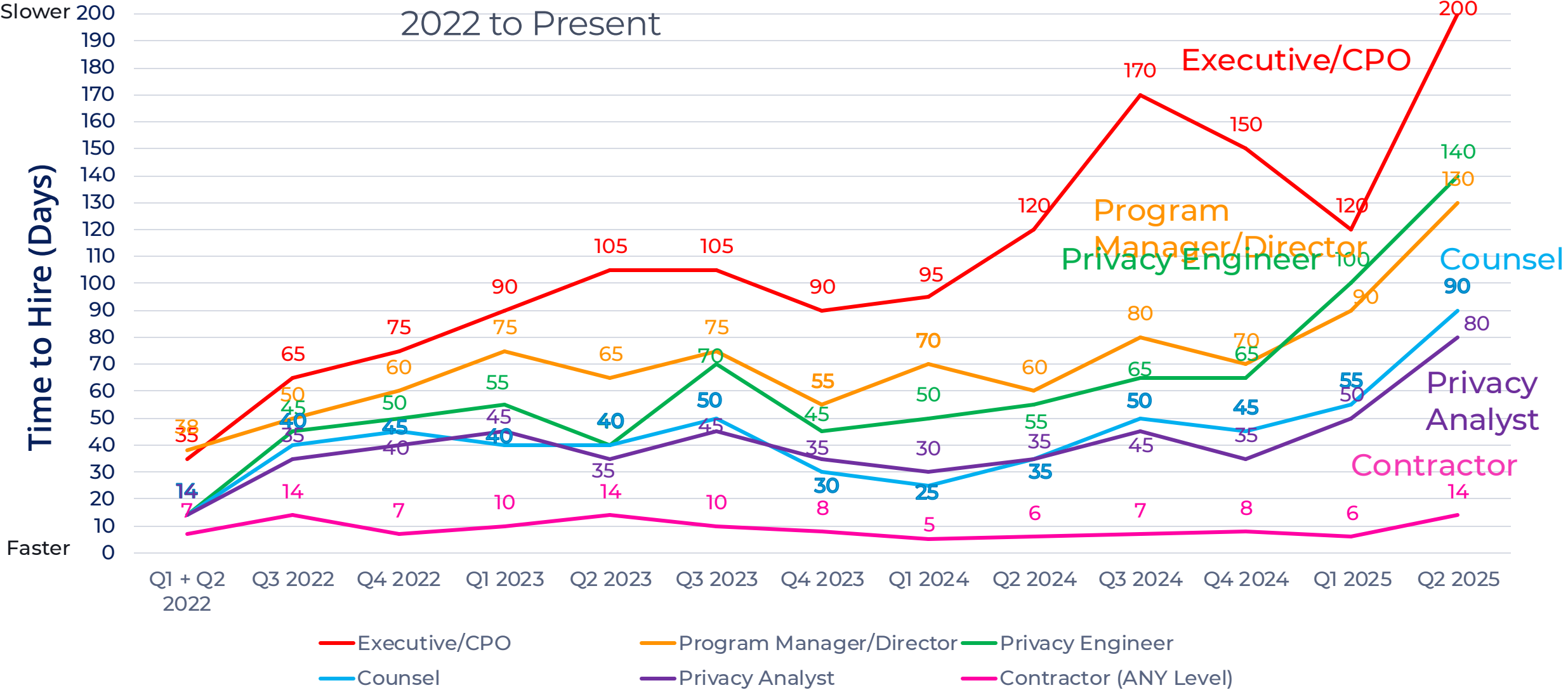
Speed of Hire



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Speed of Hire for Privacy Through TRU

2022 to Present



(from resume sent to verbal offer accepted)

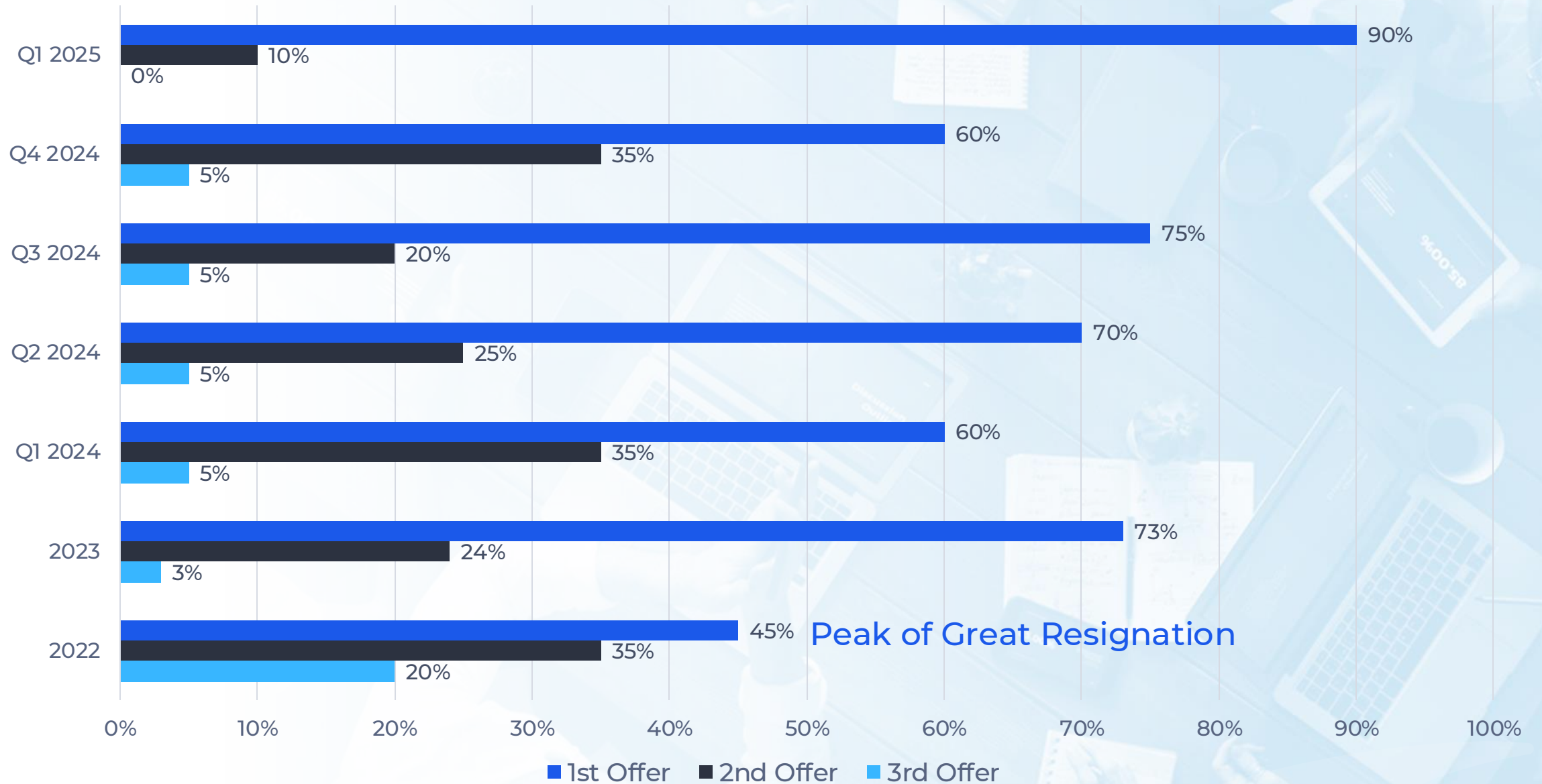
Speed of Hire for Privacy Through TRU



Employer hiring in April slowed to its lowest level in a decade — the lowest since August 2014 — a trend that applies almost exclusively to full-time, direct-hire roles.

(from resume sent to verbal offer accepted)

Offer Acceptance Likelihood: Based on Order of Offer Received



Peak of Great Resignation

Privacy Compensation Benchmarks



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TRU Privacy Compensation Benchmarks

\$ base (total comp) at point of hire based on industry (U.S.)

	Fortune 500/BigTech	Healthcare/Bio/ Pharma/HealthTech	Telecomm/Retail/ Entertainment/ Financial
Early Career	\$50K–85K (70-95K)	\$50K –85K (70-95K)	\$40K–75K (70-85K)
Privacy Analyst/Specialist	\$100K–160K (110-195K)	\$100K–140K (90-165K)	\$90K–145K (100-165K)
Privacy Program/Project Manager	\$140K–190K (165-250K)	\$130K–165K (145-185K)	\$130K–175K (145-200K)
Privacy Directors/SMEs (reporting to CPO/Privacy Lead)	\$175K–250K (250-400K)	\$175K–225K (190-275K)	\$165K–225K (180-275K)
Privacy Engineer	\$175K–375K (225-800K)	\$150K–275K (175-400K)	\$165K–250K (185-350K)
Privacy Counsel	\$275K–425K (325-900K)	\$225K–320K (250K-425K)	\$200K–350K (250K-450K)
CPOs/Business Unit Privacy Lead	\$325K–725K (400K-2.5M)	\$235K–425K (275K-800K)	\$250K–475K (275K-750K)

TRU Privacy Compensation Benchmarks

\$ base (total comp) at point of hire based on industry (U.S.)

	Fortune 500/BigTech	Healthcare/Bio/ Pharma/HealthTech	Telecomm/Retail/ Entertainment/ Financial
	\$50K–85K	(K)	
	\$100K–150K	55K)	
	\$140K–180K	185K)	
	\$175K–225K	275K)	
	\$175K–300K	400K)	
Privacy Counsel	\$275K–425K (325-900K)	\$225K–320K (250K-425K)	\$200K–350K (250K-450K)
CPOs/Business Unit Privacy Lead	\$325K–725K (400K-2.5M)	\$235K–425K (275K-800K)	\$250K–475K (275K-750K)

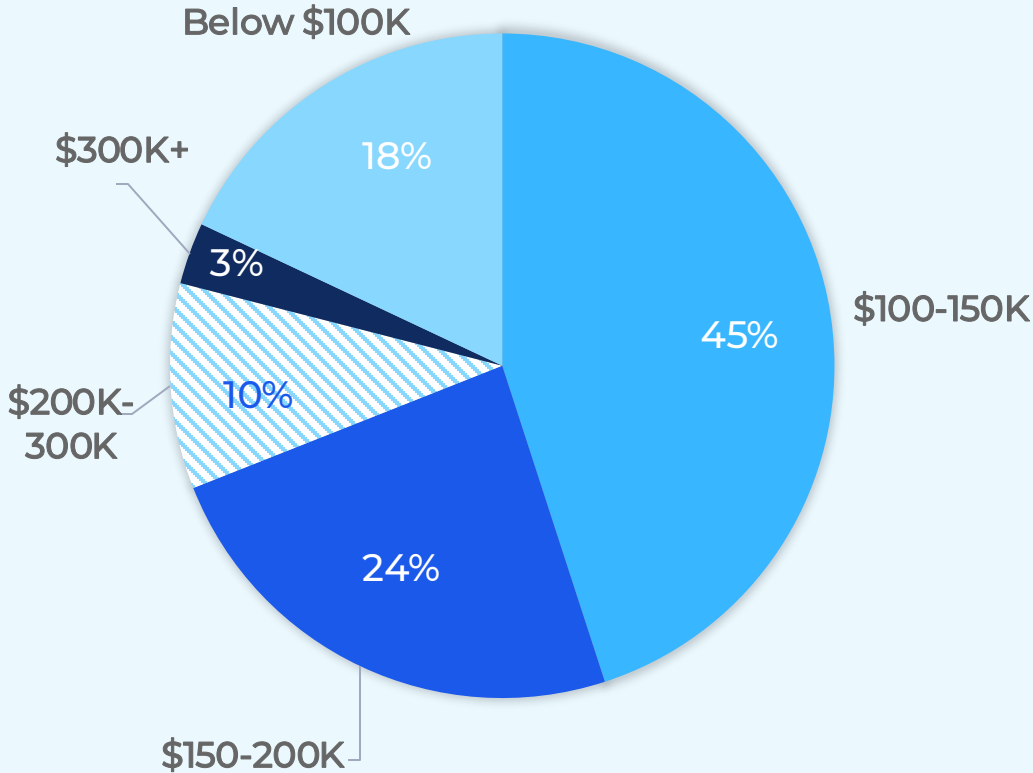
These ranges have remained unchanged for the past 20 months.

However, Q1 2025 placements are nearing the ceiling for mid-market.

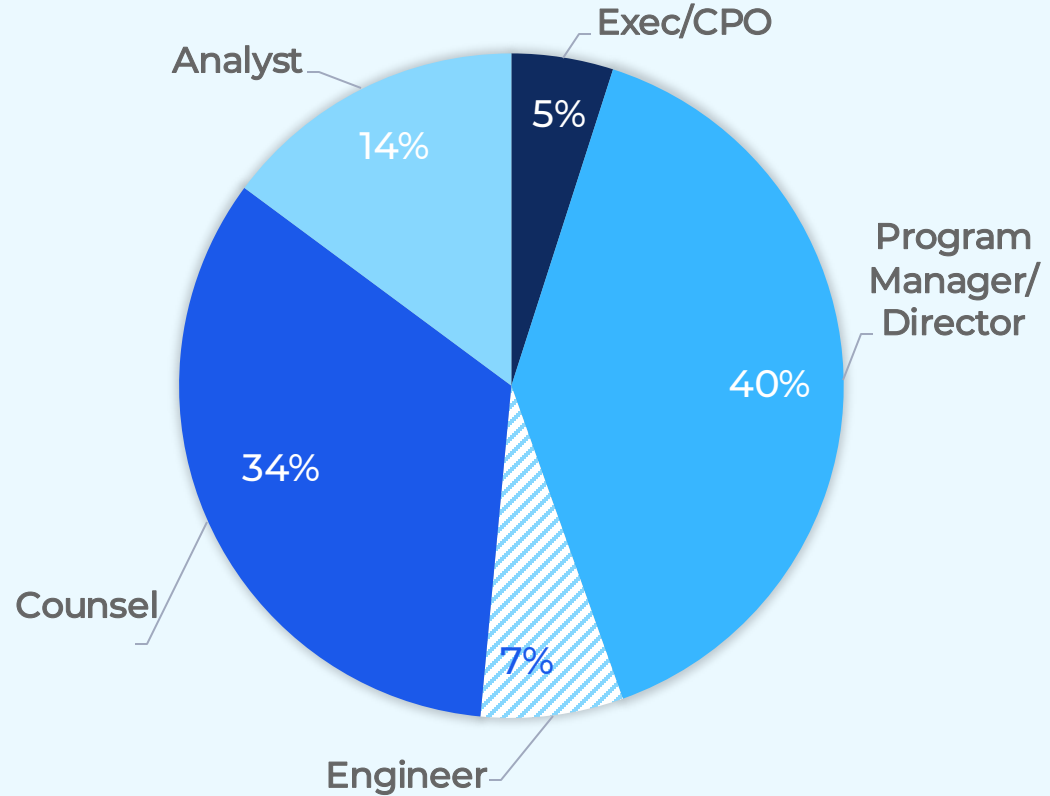
Executive compensation is flat.

Where are the corporate privacy jobs?

BY BASE COMPENSATION (2025)



BY ROLE (2025)



Salary Growth Year-Over-Year in Data Privacy



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Salary Increases at Point of Hire

2021, 2022, 2023, 2024 YTD (TRU Data)

98%

Percentage of placements who received increases in compensation when changing jobs

23%

The average increase in base salary at the point of hire in 2021

99%

Percentage of placements who received increases in compensation when changing jobs

35%

The average increase in base salary at the point of hire in 2022 (Peak of Great Resignation)

65%

Percentage of placements who received increases in compensation when changing jobs

18%

The average increase in base salary at the point of hire in 2023

55%

Percentage of placements who received increases in compensation when changing jobs

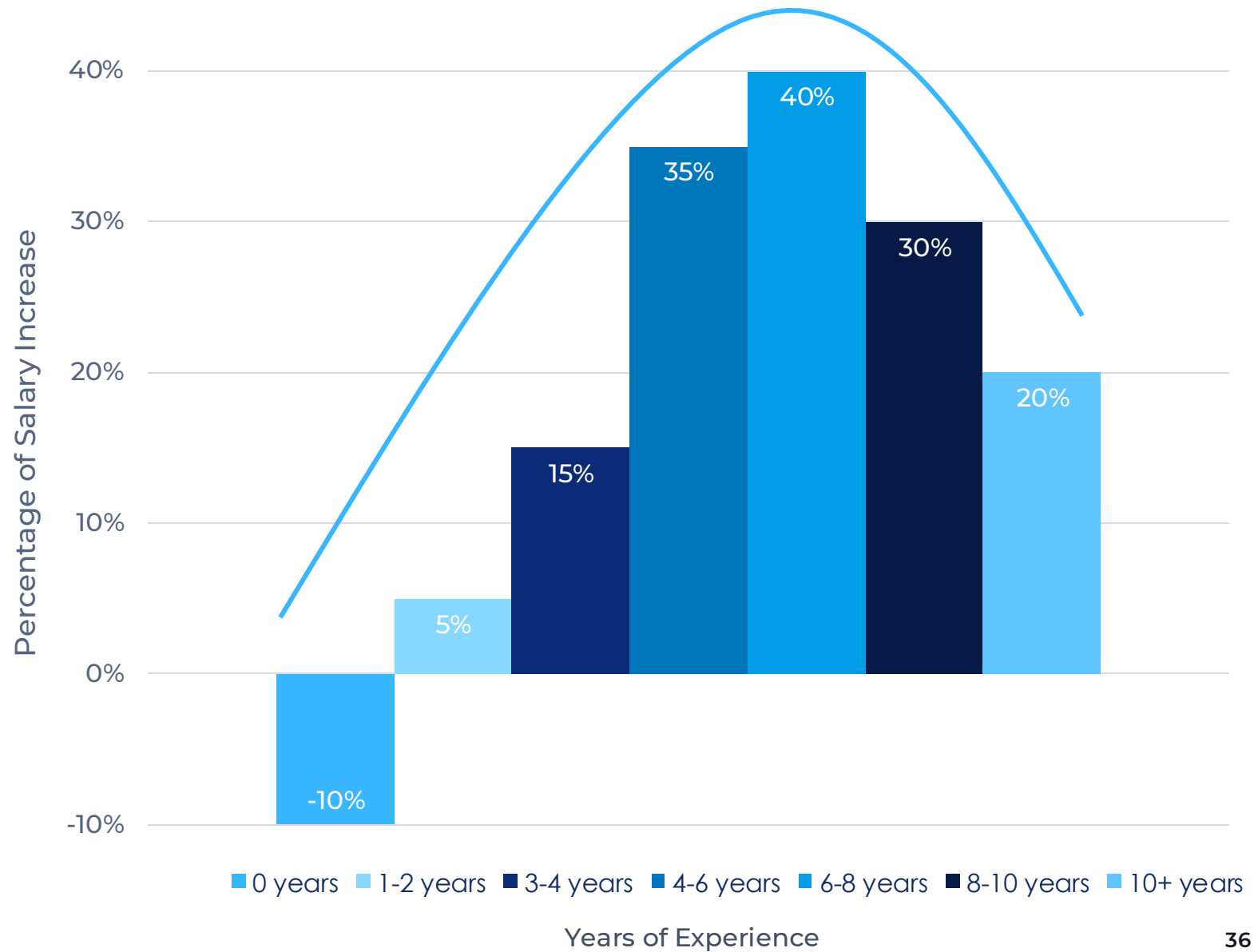
8%

The average increase in base salary at the point of hire in 2024



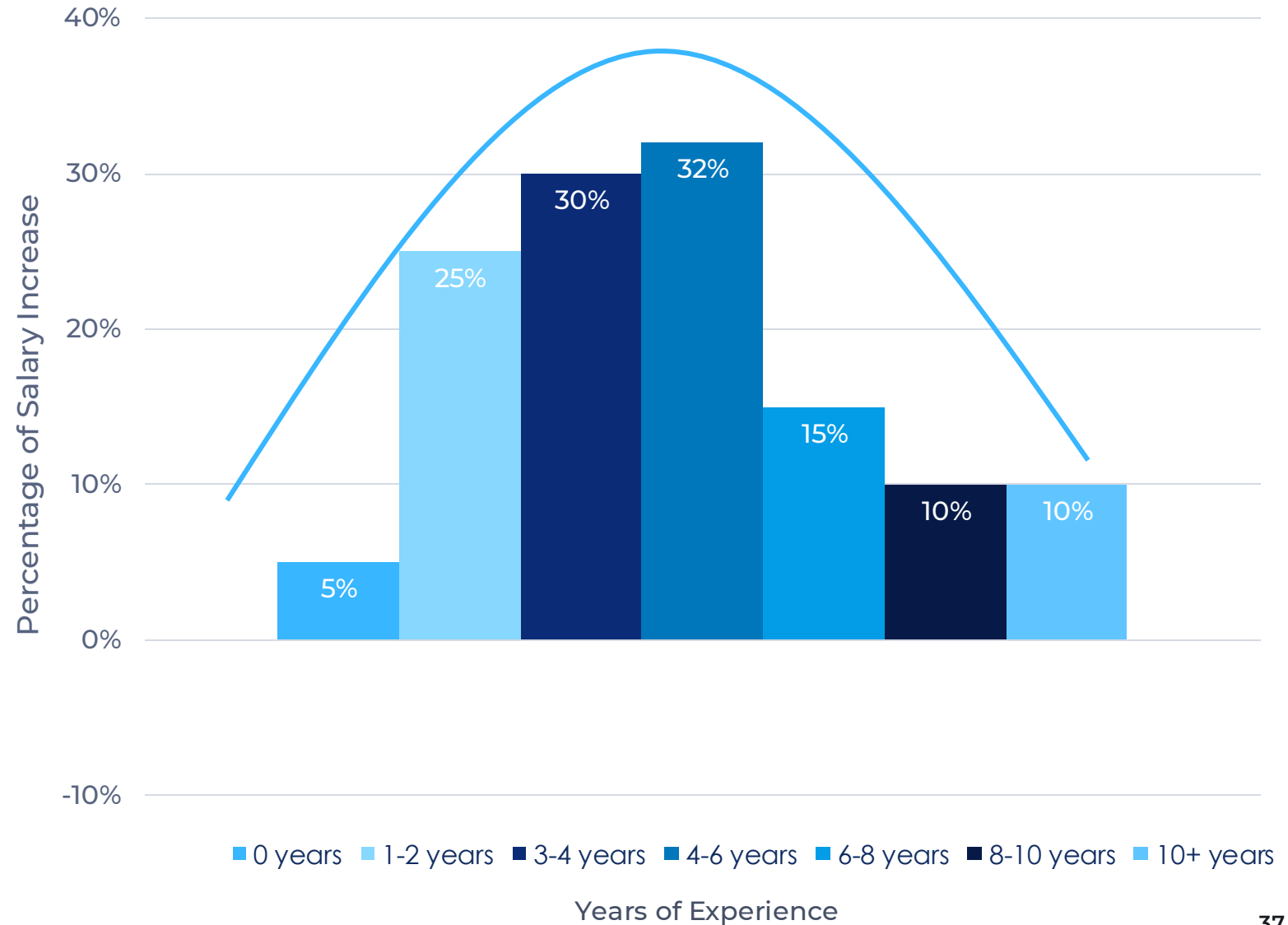
2022

Percentage of Salary Increase Based on Years of Experience at Point of Hire (2022)



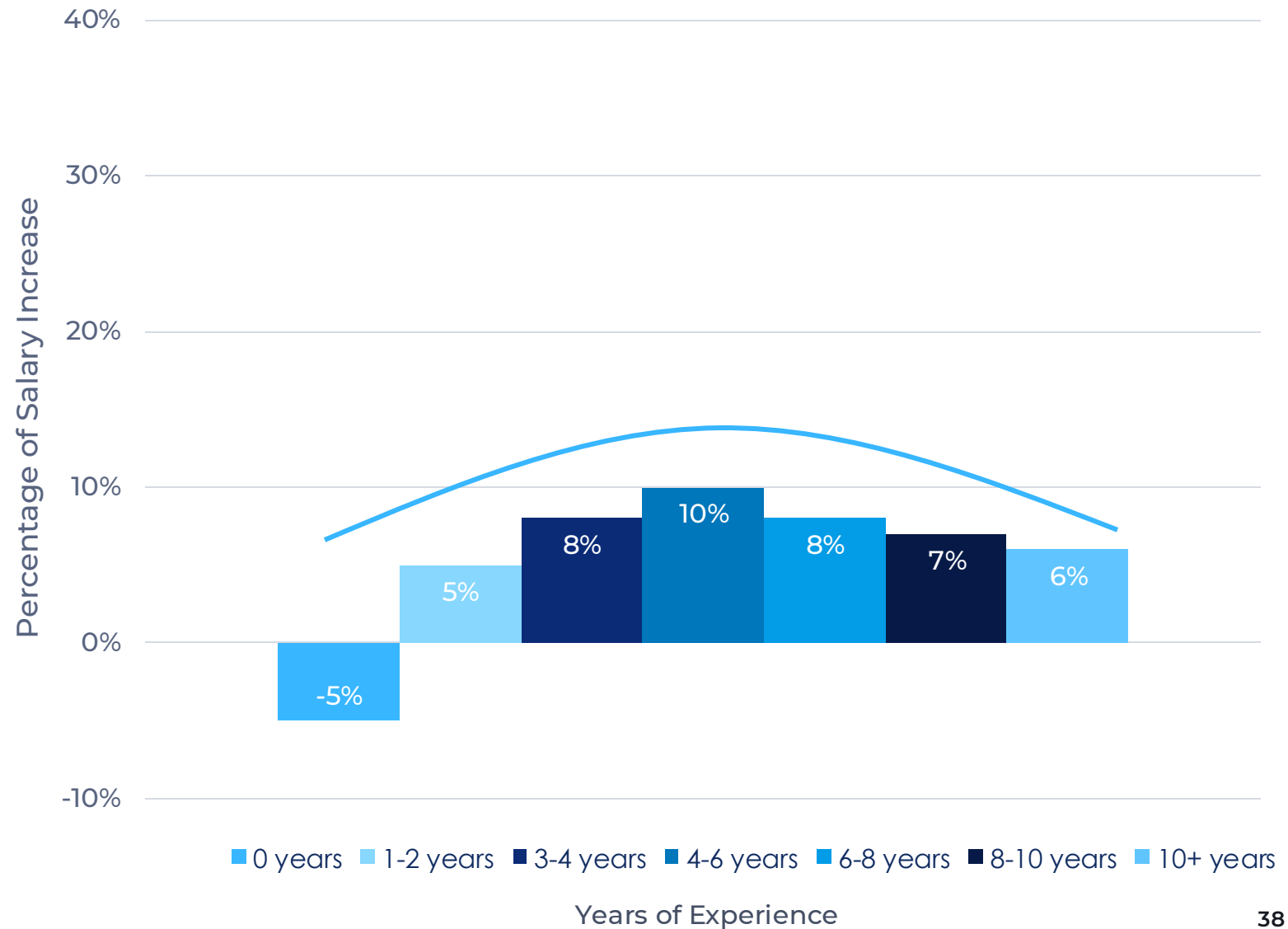
2023

Percentage of Salary Increase Based on Years of Experience at Point of Hire (2023)



2024

Percentage of Salary Increase Based on Years of Experience at Point of Hire (2024)



AI Governance Compensation Benchmarks



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AI Governance Base Salary Ranges

As advertised Through Q4 2024*

	Min	Median	Max
Analyst	\$59,800	\$100,650	\$151,600
Specialist	\$60,000	\$130,000	\$268,900
Lead	\$80,000	\$160,000	\$325,000
Engineer	\$108,000	\$167,300	\$296,300
Manager	\$100,000	\$153,900	\$321,000
Director	\$110,000	\$186,140	\$425,800
Executive	\$123,000	\$202,000	\$500,000

*Updated metrics released for the first time

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Executive	\$123,000	\$202,000	\$500,000

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AI Governance vs. Privacy Salary Ranges



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AI Governance vs. Privacy Median Salary Ranges 2024

	(As advertised)	(At the Point-of-Hire)	
	AI Governance	Privacy	Percentage Difference
Analyst	\$100,650	\$130,000	29%
Specialist	\$130,000	\$150,000	15%
Manager	\$160,000	\$165,000	3%
Engineer	\$167,300	\$225,000	35%
Director	\$153,900	\$225,000	46%
Executive	\$186,140	\$275,000	48%

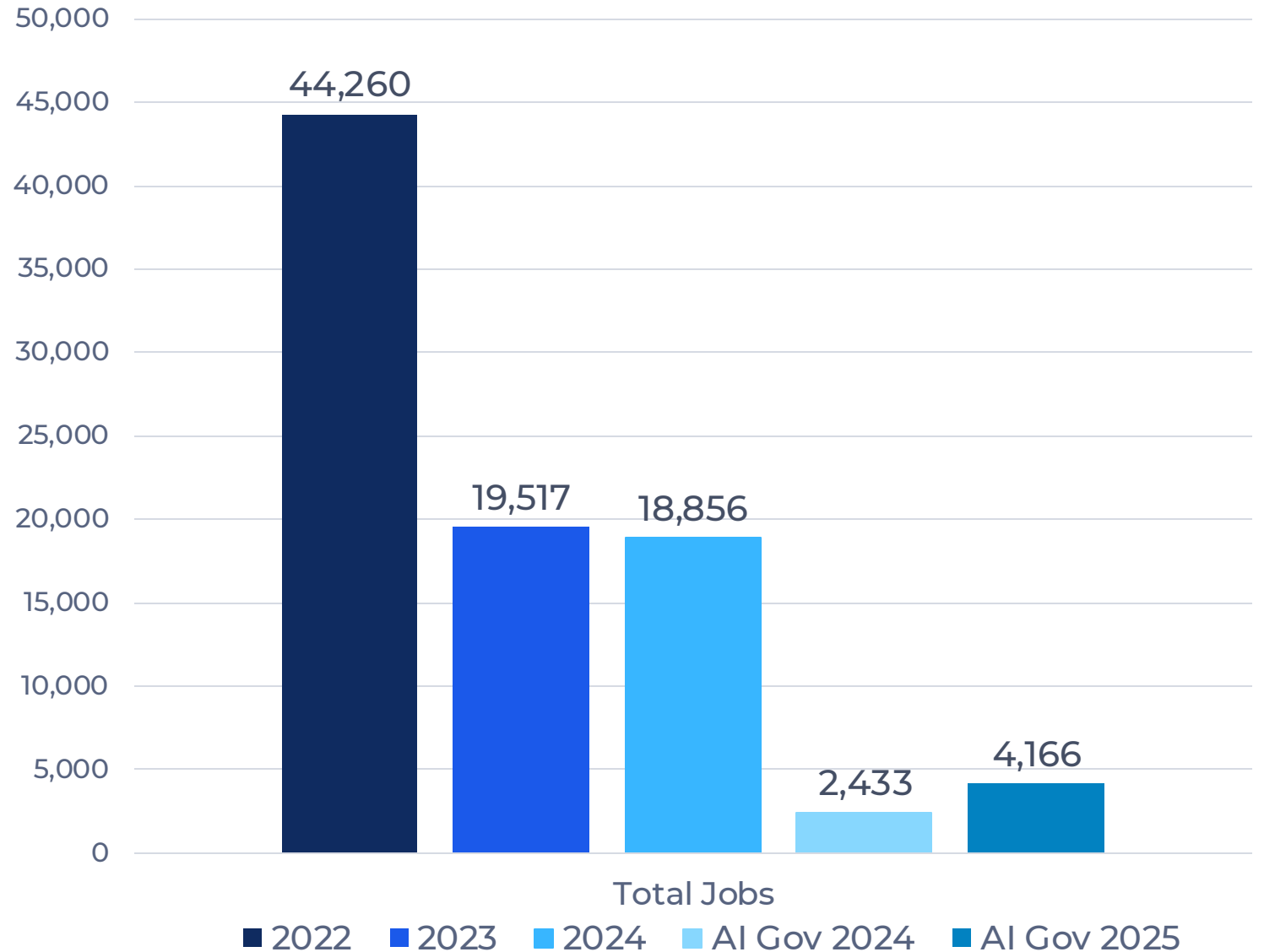
Who Has AI Governance Skills?



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U.S. Privacy Job Postings 2022 – 2024 & AI Gov Jobs 2024 – 2025

U.S. Privacy & AI Gov Job Postings



Privacy, AI, and Governance **Skills** Landscape on LinkedIn – Global Overview (2024)

Privacy + AI Governance Skills

1,782,388
Professionals

2,433
Job Posts

Privacy + Governance Skills

1,774,182
Professionals

1,377
Job Posts

AI + Governance Skills

383,996
Professionals

217
Job Posts

of professionals on LinkedIn within this talent pool
(SKILLS on profile)

Privacy, AI, and Governance **Skills** Landscape on LinkedIn – Global Overview (2025 YTD)

Privacy + AI Governance Skills

889,666 Professionals ↓ 67%

4,166 Job Posts ↑ 53%

Privacy + Governance Skills

638,993 Professionals ↓ 94%

3,927 Job Posts ↑ 96%

AI + Governance Skills

321,475 Professionals ↓ 18%

1,258 Job Posts ↑ 141%

of professionals on LinkedIn within this talent pool (SKILLS on profile)

AI Governance vs. Privacy Median Salary Ranges 2024

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Job Seeker Motivations



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Motivations for Privacy Job Seekers (YoY)

2022

- 1) Working remotely
- 2) \$\$\$\$\$\$
- 3) Mentorship
- 4) Upskilling
- 5) DEI

2023

- 1) Working remotely
- 2) More challenge
- 3) \$\$\$\$\$\$
- 4) Unemployment
- 5) Burnout

2024

- 1) Burnout
- 2) More buy-in
- 3) \$\$\$\$\$\$
- 4) Opportunism
- 5) Unemployment

Motivations for Privacy Job Seekers (YoY)

2023

- 1) Working remotely
- 2) More challenge
- 3) \$\$\$\$\$\$
- 4) Unemployment
- 5) Burnout

2024

- 1) Burnout
- 2) More buy-in
- 3) \$\$\$\$\$\$
- 4) Opportunism
- 5) Unemployment

2025

- 1) \$\$\$\$\$\$
- 2) Mission alignment
- 3) Burnout/boredom
- 4) Opportunism
- 5) Unemployment

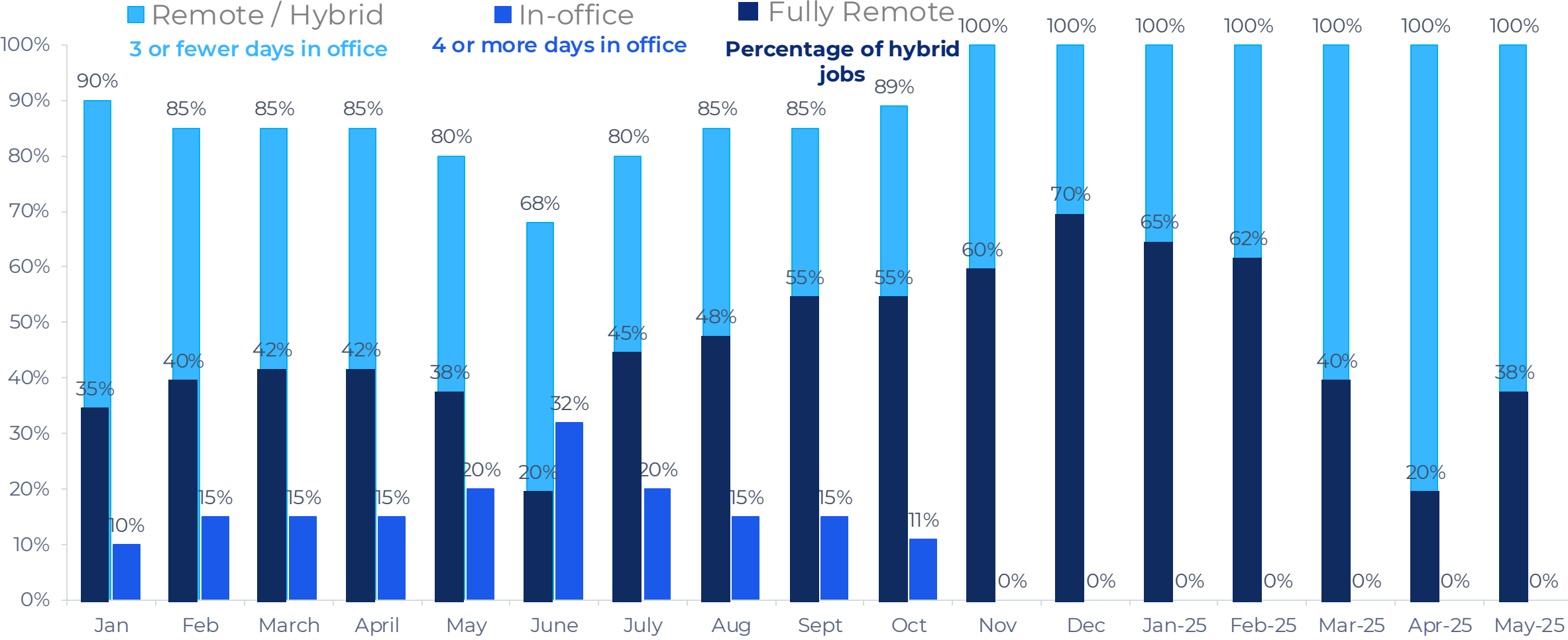
Fully Remote vs. Hybrid vs. In-Office



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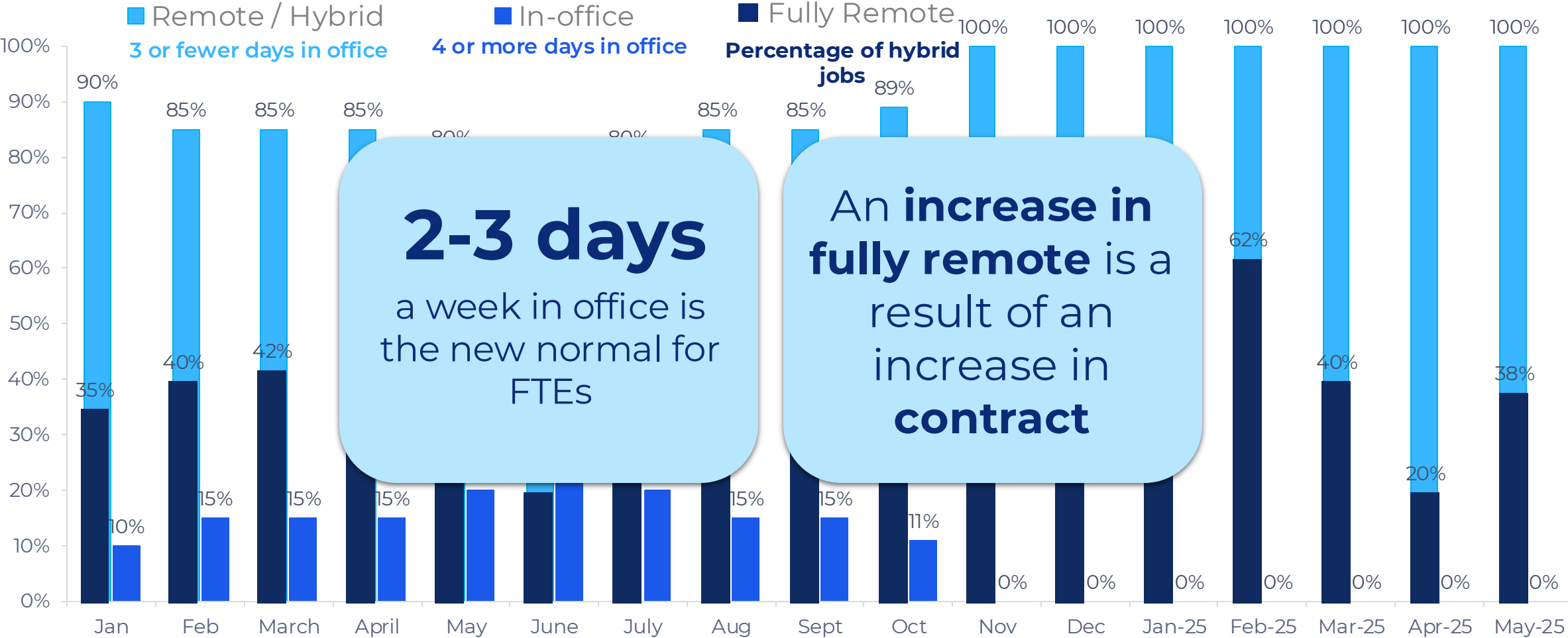
Remote/Hybrid vs. In-Office (2024 to Present)

Based on Offers Accepted



Remote/Hybrid vs. In-Office (2024 to Present)

Based on Offers Accepted

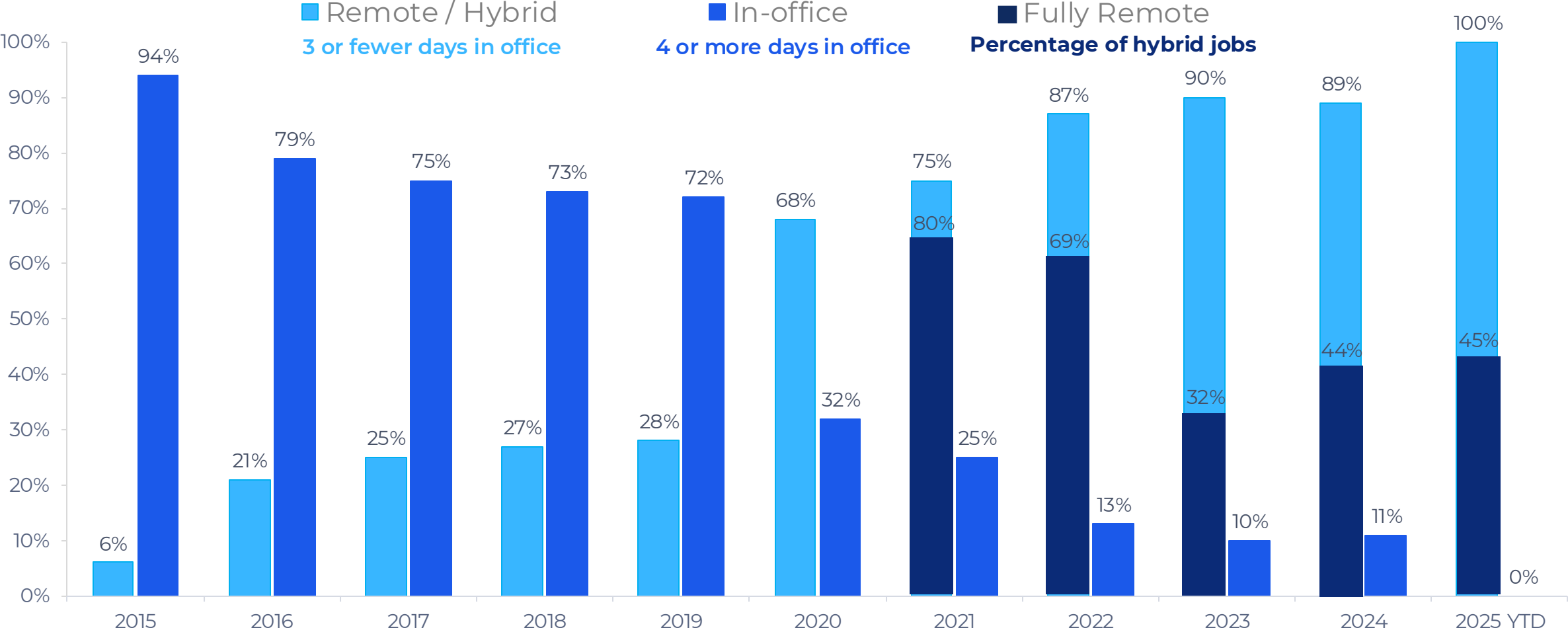


2-3 days
 a week in office is
 the new normal for
 FTEs

An **increase in
 fully remote** is a
 result of an
 increase in
contract

Remote/Hybrid vs. In-Office (Year-Over-Year)

Based on offers accepted



Remote/Hybrid vs. In-Office: By the Numbers

25%

Average increase in base compensation required for a job seeker to leave a fully remote job for hybrid

60%

Average increase in applicants when moving from working 3 days in-office to 2 days

85%

of U.S. jobs posted as “fully remote” still have state-specific requirements based on corporate tax registrations

TRU's Guidance



eDiscovery, Legal AI, Data Privacy & AI Gov, and Cybersecurity Staffing

TRU's Guidance for 2025

01

Use contract staffing as an ongoing, integral component for scaling any privacy or AI governance program.

02

Reallocate budget from outside counsel and consulting firm spend to hire more contract resources at a lower cost but equal caliber.

03

Cash doesn't combat burnout—only more staff will. Use contract staffing to eliminate burnout of your valuable tenured existing employees.

04

Use contract-to-hire as a way to get approval for direct hire resources.

05

Uplevel existing staff with high-level fractional AI governance contract resources.

TRU's Guidance for 2025

06

Be the first offer a candidate receives to dramatically increase the likelihood of an employer getting an acceptance.

07

Align the tempo of your interview process with TRU's average speed of hire to maximize first-choice candidate offer acceptance.

08

Throttle in-office requirements down to dramatically increase the volume of available job seekers.

09

Regulation will not drive the job market in 2025 — litigation and business impact will.

10

Map, measure, and present how your program increases sales, grows customer acquisition, enables marketing, decreases customer attrition, or otherwise grows the bottom line.



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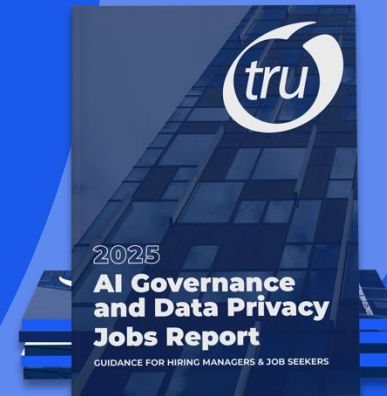
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