

The AI & Privacy Job Market: Trends, Tech, and Opportunities

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Meet the Experts



Jared Coseglia

CEO & Founder
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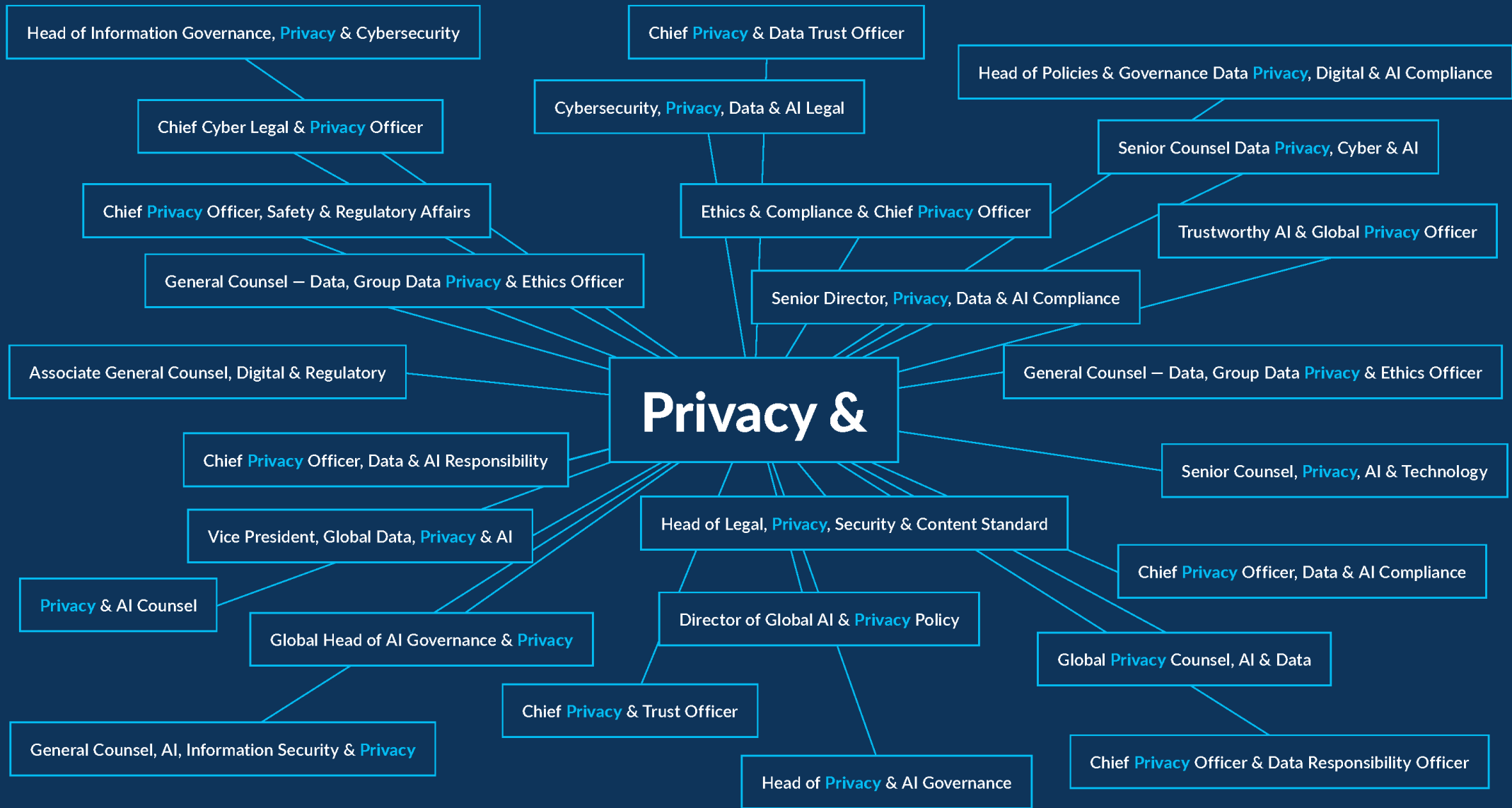


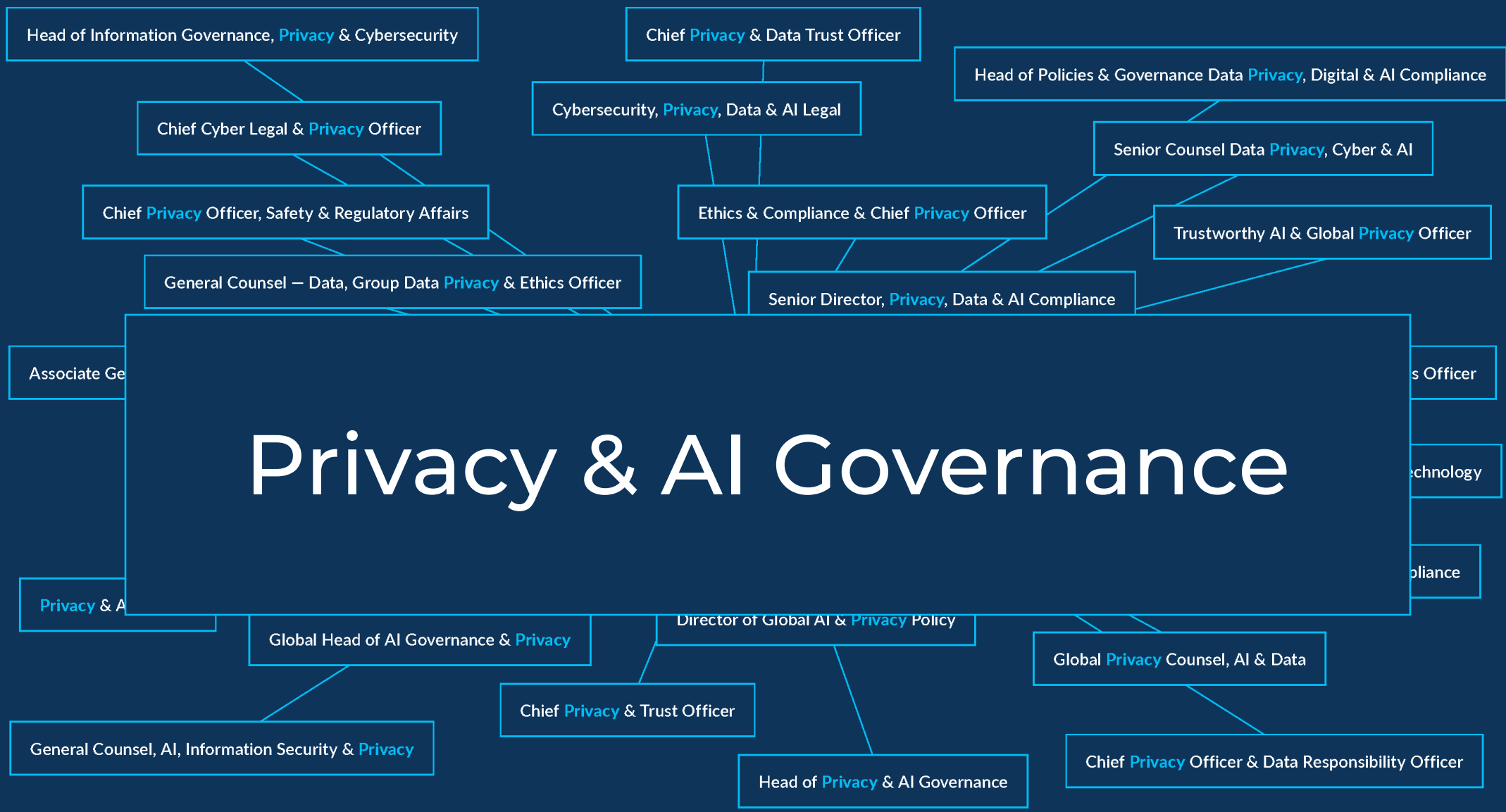
Ron De Jesus

Field Chief Privacy Officer
Transcend

Impact of AI Governance on the Privacy Job Market







By the Numbers

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%

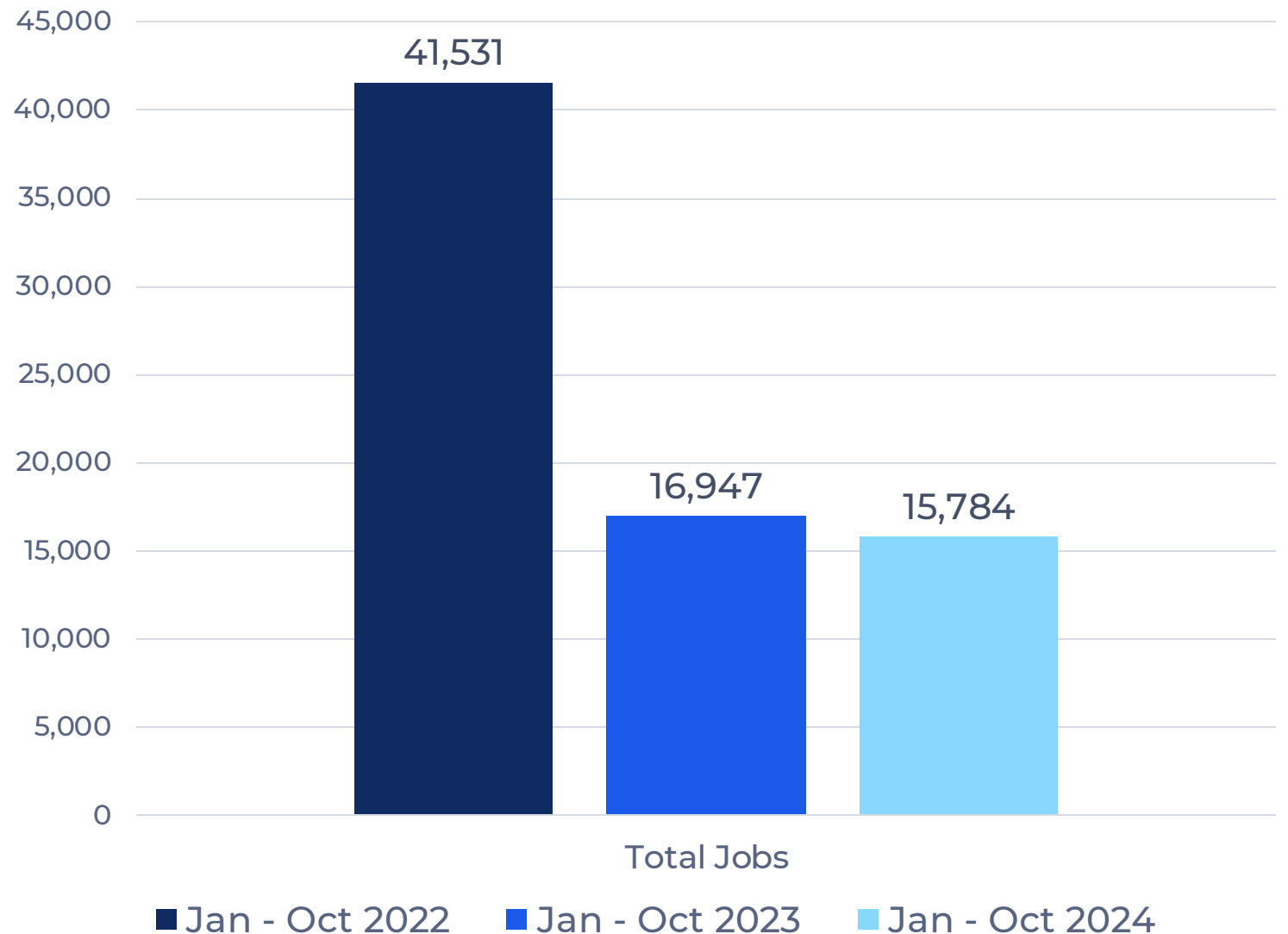
CPOs that say their programs are adequately staffed

Privacy & AI Gov: Jobs vs. Job Seekers



U.S. Privacy Job Postings 2022 - 2024

U.S. "TRUE"* Privacy Job Postings 2022-2024



*"TRUE" = exclusively privacy-focused jobs

Privacy **Skills** Landscape on LinkedIn – Global Overview (November 2024)

Privacy + AI Governance Skills

1,782,388
Professionals

2,433
Job Posts

Privacy + Governance Skills

1,774,182
Professionals

1,377
Job Posts

Privacy + Compliance Skills

1,557,358
Professionals

4,548
Job Posts

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

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

Privacy + AI Governance Skills

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Professionals

2,433
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AI + Governance Skills

383,996
Professionals

217
Job Posts

AI + Compliance Skills

102,097
Professionals

52
Job Posts

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



AI Governance Compensation Benchmarks



AI Governance Base Salary Ranges

As advertised Through Q3 2024

	Min	Median	Max
Analyst	\$59,000	\$107,500	\$151,600
Specialist	\$63,200	\$103,150	\$220,000
Lead	\$76,600	\$175,000	\$325,000
AI Engineer	\$80,000	\$170,000	\$338,000
Manager	\$105,400	\$161,000	\$321,000
Director	\$110,000	\$200,000	\$282,800
Executive	\$133,700	\$203,700	\$500,000

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Privacy Compensation Benchmarks



TRU Privacy Compensation Benchmarks

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

	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)

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These ranges have remained unchanged for the past 12 months.



AI Governance vs. Privacy Salary Ranges



AI Governance vs. Privacy Median Salary Ranges 2024

	(As advertised)	(At the Point-of-Hire)	
	AI Governance	Privacy	Percentage Difference
Analyst	\$107,500	\$130,000	21%
Specialist	\$103,150	\$150,000	45%
Manager	\$161,000	\$165,000	3%
Engineer	\$170,000	\$225,000	32%
Director	\$200,000	\$225,000	13%
Executive	\$203,700	\$275,000	35%

TRU's Guidance

AI Governance vs. Privacy Salary

Executive AI Governance jobs won't be filled with CPOs based on current market rate. CPOs: Own both programs, increase your comp significantly, eliminate the need for a second role, save the business \$\$\$, and increase delegation.

Privacy programs that have grown to encompass AI Governance but have not grown proportionally in human capital are at the **highest risk of mid-market employee attrition in 2025.**

Train to retain existing staff on AI Gov, and hire privacy contractors as program demands exceed staff bandwidth because an AI Governance mid-market temp talent pool doesn't exist yet.

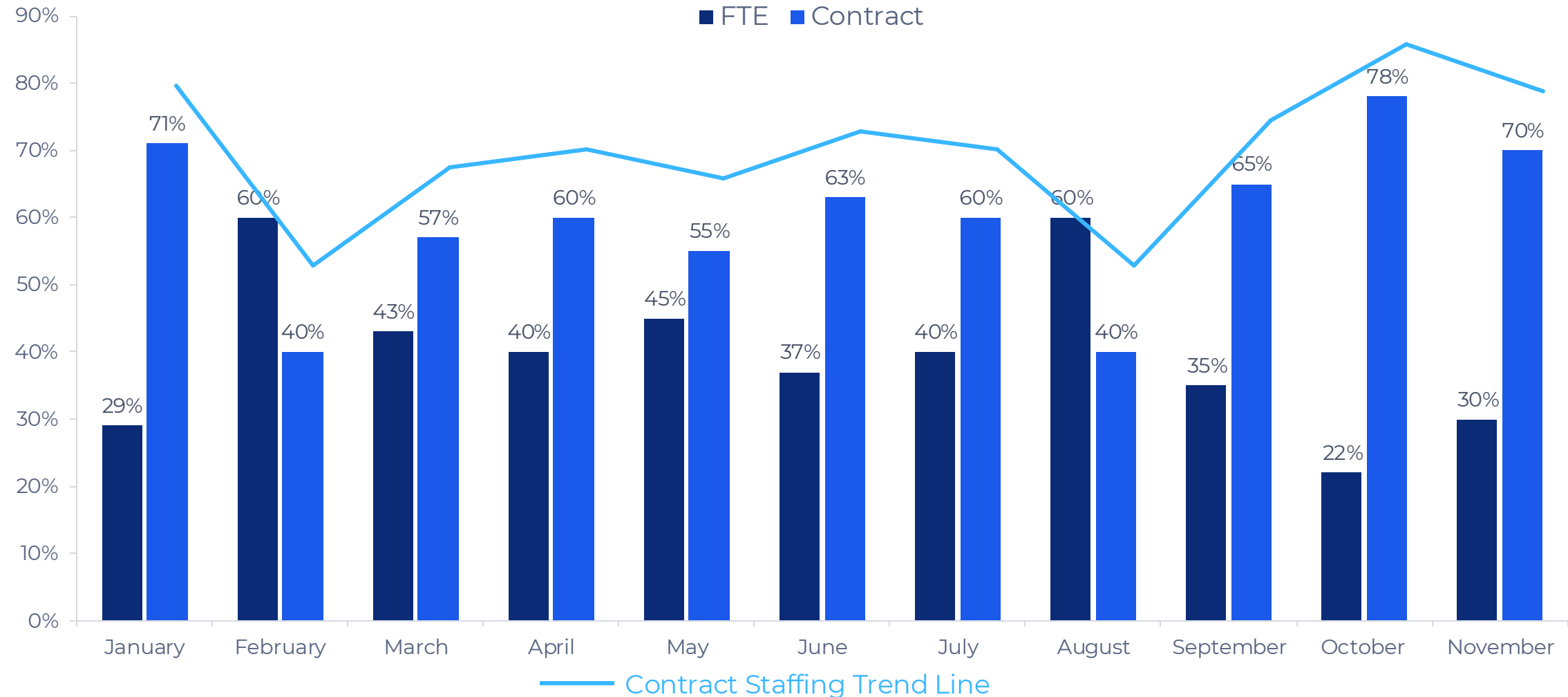


Contract vs. Direct Hire

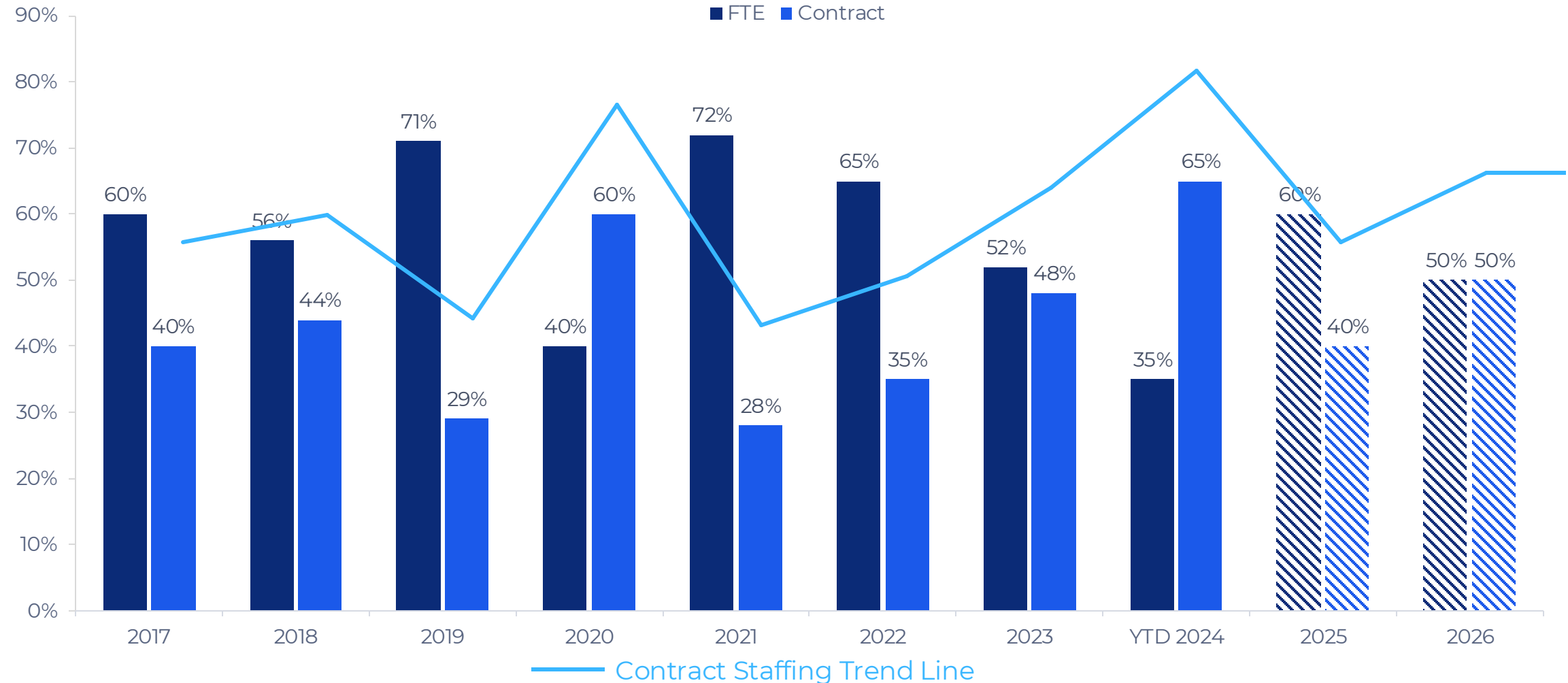


Privacy Contract vs. Direct Hire Staffing Trends (MoM 2024)

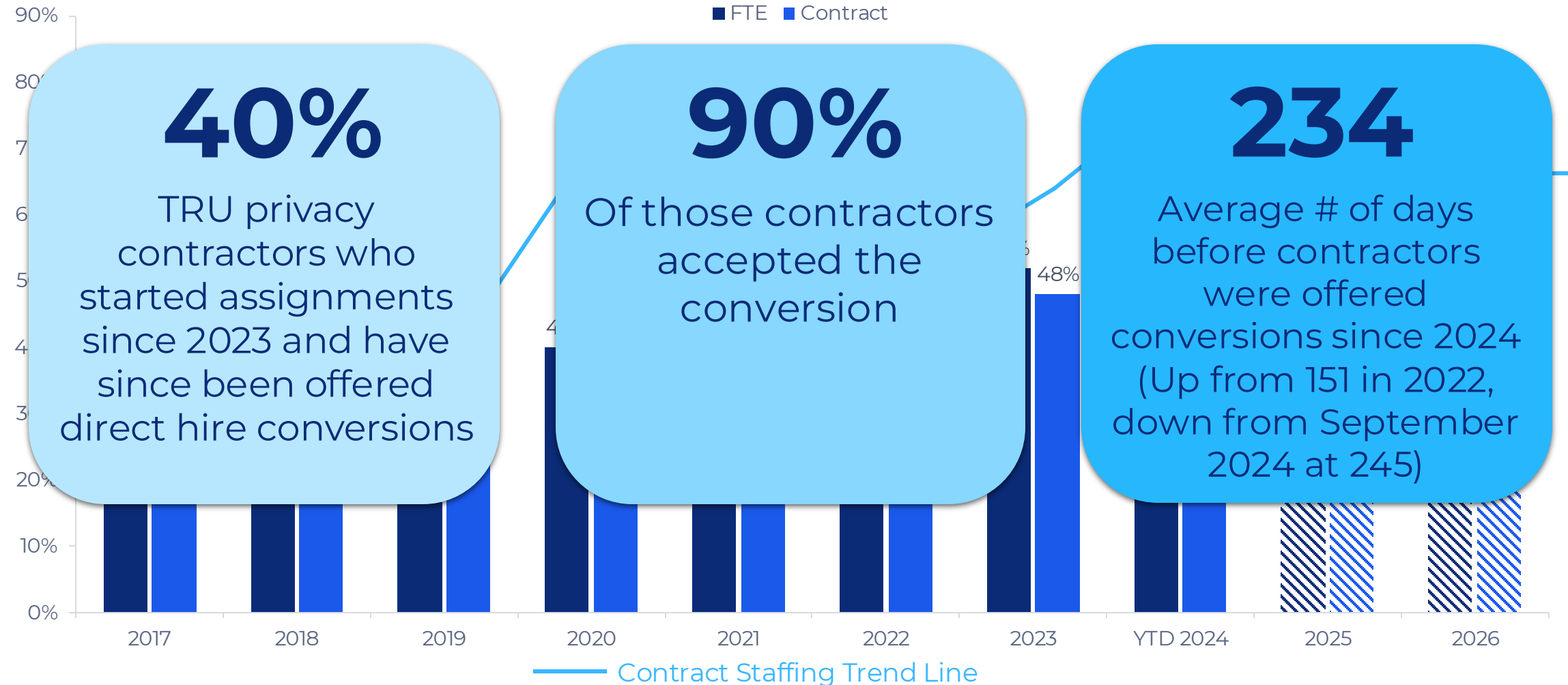
Based on Offers Accepted



Privacy Contract vs. Direct Hire Staffing Trends (Last 7 Years) Based on Offers Accepted

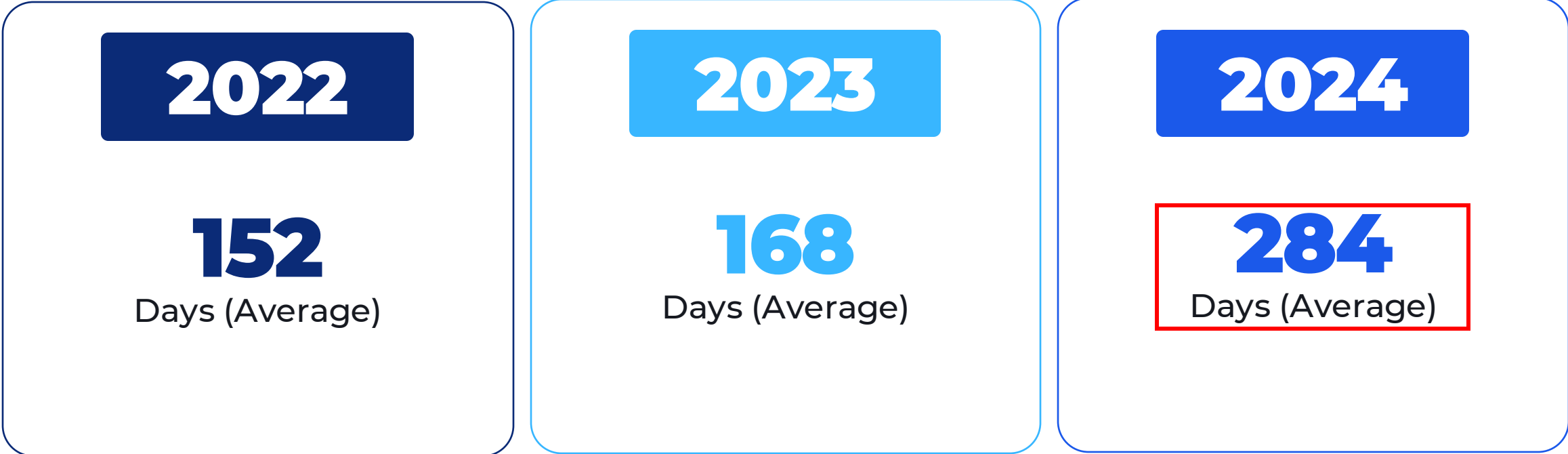


Privacy Contract vs. Direct Hire Staffing Trends (Last 7 Years) Based on Offers Accepted



Contractor Length of Assignment

Length of assignment for contractors ending their assignment:



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

228
Days (Average)

Contractor Length of Assignment

Length of assignment for contractors ending their assignment:

65%

Of TRU customers engage in both contract and direct hire modalities

92%

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

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

228

Days (Average)

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

The Magic Eleventh Reason: No AI Gov Temp Pool

Leadership and soon middle management will no longer have the bandwidth to handle the job responsibilities given to them a year ago because they know handle responsibilities associated with AI Governance.



Middle management delegates more responsibility to subordinates.



Your legal and operational privacy professionals max out on utilization.



Commoditized data privacy tasks left undone.



Hire contractors for privacy tasks: software customization/implementation, DPAS, DPIAS, ROPA, etc.

TRU's Guidance

Contract vs FTE

Make contract augmentation an **ongoing part of** evolving your **program**.

As CPOs and senior staff take on more AI Governance responsibilities, **leverage fractional contractors for baseline program tasks:** DPAs, PIAs, ROPA, DSAR, etc.

Staffing contract-to-hire currently has an incredibly **high success rate** (90% acceptance) and is potentially the best way to grow a program in an uncertain economy.

Reallocate budget from outside counsel and consulting spend to **gain more resources at lower costs** and handle greater work volume.

The **fastest way to provide support** to the business is with a **contractor**.





Potential Impact of Election Results on the Privacy and AI Governance Job Market



Preparing for Potential Outcomes

1. AI takes priority over privacy: Weak regulatory enforcement will shift budgets away from compliance risk and more towards business opportunity.

2. Shift to contract and flexible roles: The anticipation of dramatic policy shifts has some CFOs encouraging the business to augment only with contract resources, not full-time staff.

3. Litigation drives demand: Deregulation will likely increase private-sector litigation, particularly in areas of IP, causing spikes in hiring for privacy litigation related contracts.

4. Greater U.S. fragmentation: A federal U.S. privacy law is unlikely under the new administration, as is federal AI legislation. The growing regulatory fragmentation among states for both privacy and AI will drive the need for technology to manage this complexity and increase reliance on outside counsel.



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