

Eye on ESI

TRU Staffing Partners & ACEDS

April 15, 2025



AI Governance & Legal AI, Cybersecurity, Data Privacy & eDiscovery Staffing

Where is the data coming from?

TRU Job
Seeker
Automation
Updates

TRU 2024
eDiscovery
Jobs Report

35,000+
TRU
Hot Jobs
Subscribers

13,340
Inbound ESI
Applicants
2024

1,970
ESI Job
Seekers
Presented
2024

Eye on ESI
Webinar
Series

LinkedIn
Insights

Ongoing
conversations
with 400 +
ESI Hiring
Managers

Top 5 Hottest Jobs

Interested?



Michael Fox
Michael.fox@trustaffingpartners.com



Michelle Shanik
Michelle.shanik@trustaffingpartners.com

eDiscovery Litigation Support Manager – Direct Hire | NY

Our client, a top-ranked law firm, is hiring an eDiscovery Manager to lead operations and support litigation workflows. Ideal for a tech-savvy leader with EDRM expertise and experience in tools like Relativity and Brainspace.

Director of eDiscovery, Project Management – Direct Hire | Remote

Our client, a cutting-edge eDiscovery and forensic vendor, is seeking a Director of eDiscovery, Project Management to lead their high-performing PM team. This role focuses on team leadership, client success, and workflow excellence—ideal for a Relativity-proficient pro with strong people management skills.

eDiscovery Analyst – Direct Hire | NY

Our client, a top consulting firm, is hiring an eDiscovery Analyst in NYC to support its Digital Legal Delivery team. This hybrid role involves hands-on work in RelativityOne, data processing, and supporting legal teams—ideal for detail-oriented candidates with eDiscovery experience.

eDiscovery Analyst – Direct Hire | Remote

Join us as an eDiscovery Analyst and dive into the world of complex data management and legal tech. If you have a knack for detail and a passion for innovation, this is for you!

eDiscovery Project Manager – Direct Hire | Remote

Our client, a boutique eDiscovery and forensic vendor, is seeking a remote Project Manager to join their dynamic team. This role is ideal for someone with Relativity experience who excels at managing eDiscovery matters, building client relationships, and delivering creative solutions.



Takeaways from LegalWeek 2025

- ESI and litigation support leaders are taking increasingly larger roles in AI firmwide — not just for ESI.
- ESI hiring managers want FTE hires at law firms that they can monetize versus privacy hiring managers who need contractors in corporate cost centers.
- Conferences post-COVID are critical for gaining facetime with customers, as it is becoming increasingly difficult for sales professionals to access their customers outside of conferences.



How did the eDiscovery job market react to Wall Street last month?

- TRU experienced **zero job search cancellation** in eDiscovery.
- **Job seekers of all levels of experience began reaching out for guidance** on this question.
- **Hiring managers with FTE headcount accelerated search efforts to fill positions in case they lose headcount.**
- **The speed of hire in April and May will accelerate as a result.**
- **Job seeker motivation continues to prioritize cash over other forms of compensation at the point-of-hire.**



TRU Trends April 2025

- More eDiscovery job seekers accepted positions in March than in any month in two years
- FTE hiring continues to dominate over contract in eDiscovery
- Fully remote work spiked at 84% of all jobs accepted in March and 90% of those were direct hires; with an even split between law firms and vendors
- Fully remote jobs get filled almost 100 days faster than in-office positions
- Salaries continued to increase for offers accepted in March by 10-20%



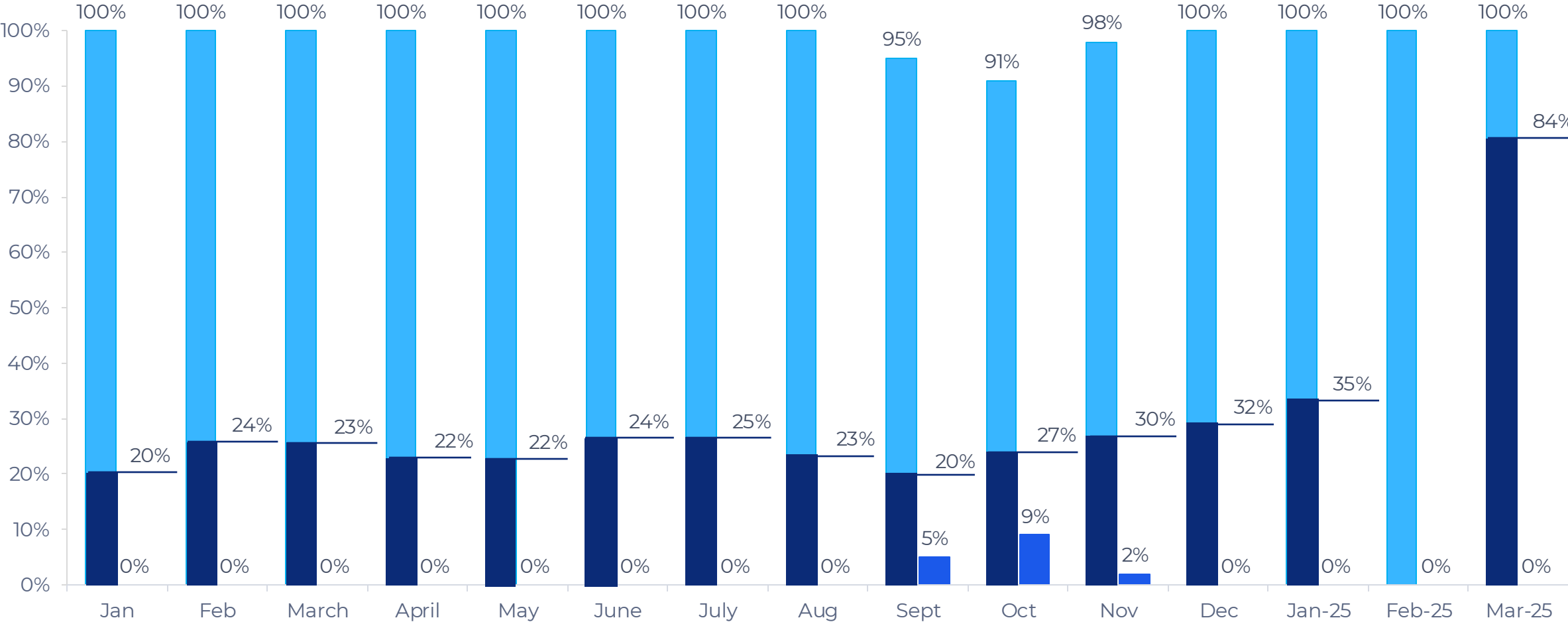
Remote/Hybrid vs In-Office (MoM)

Based on Offers Accepted

■ Remote / Hybrid
 3 or fewer days in office

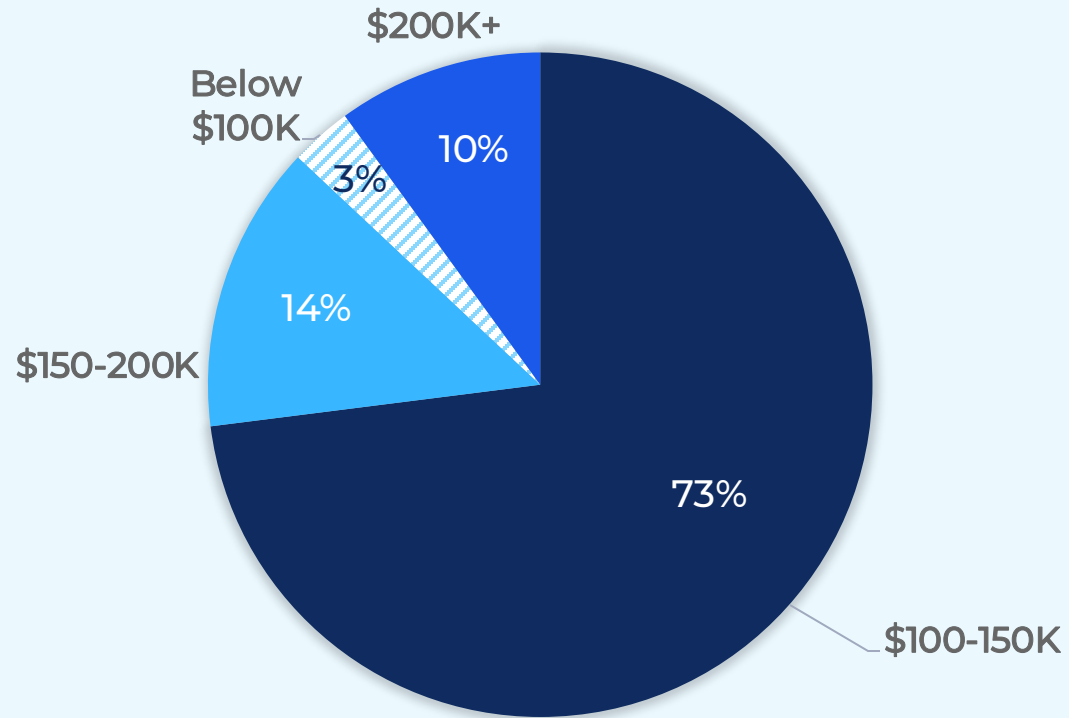
■ In-Office
 4 or more days in office

■ Fully Remote

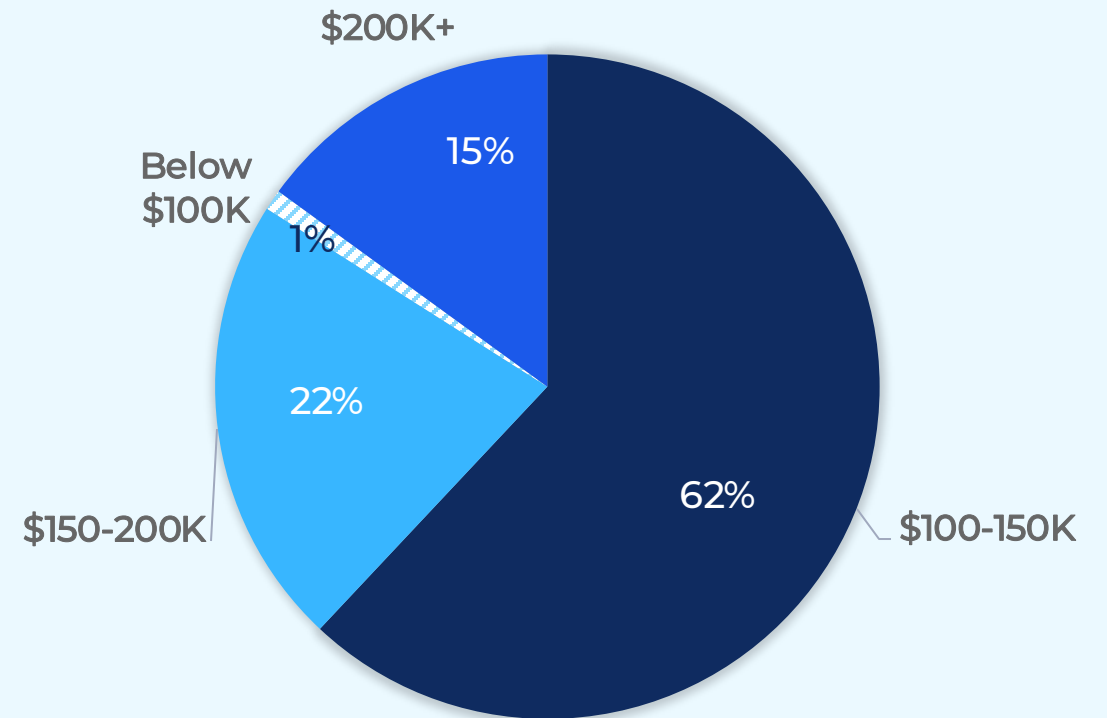


Where are the jobs 2024 vs March 2025?

BY COMPENSATION (2024)

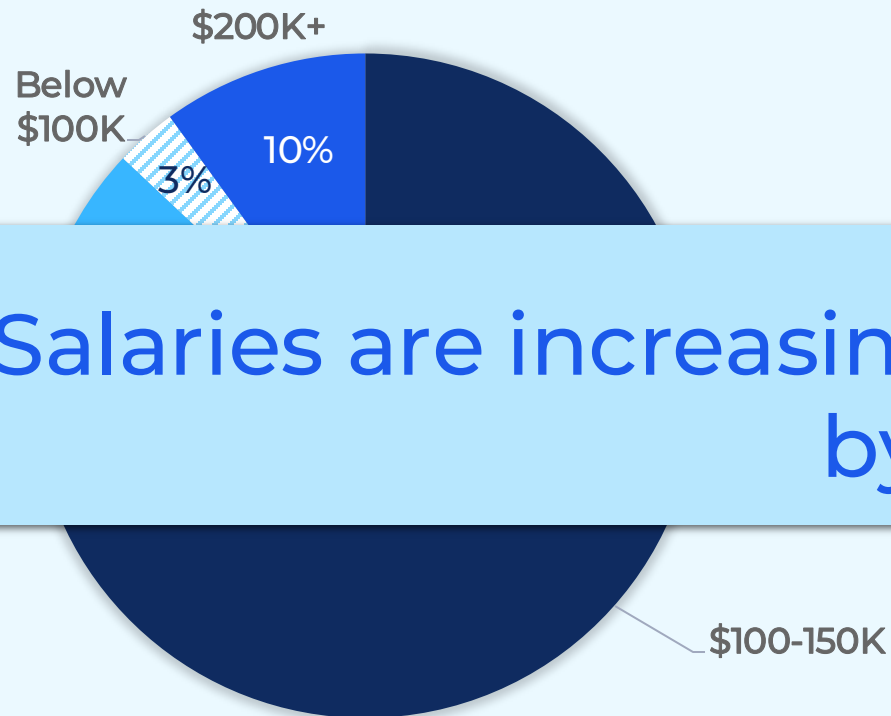


BY COMPENSATION (March 2025)

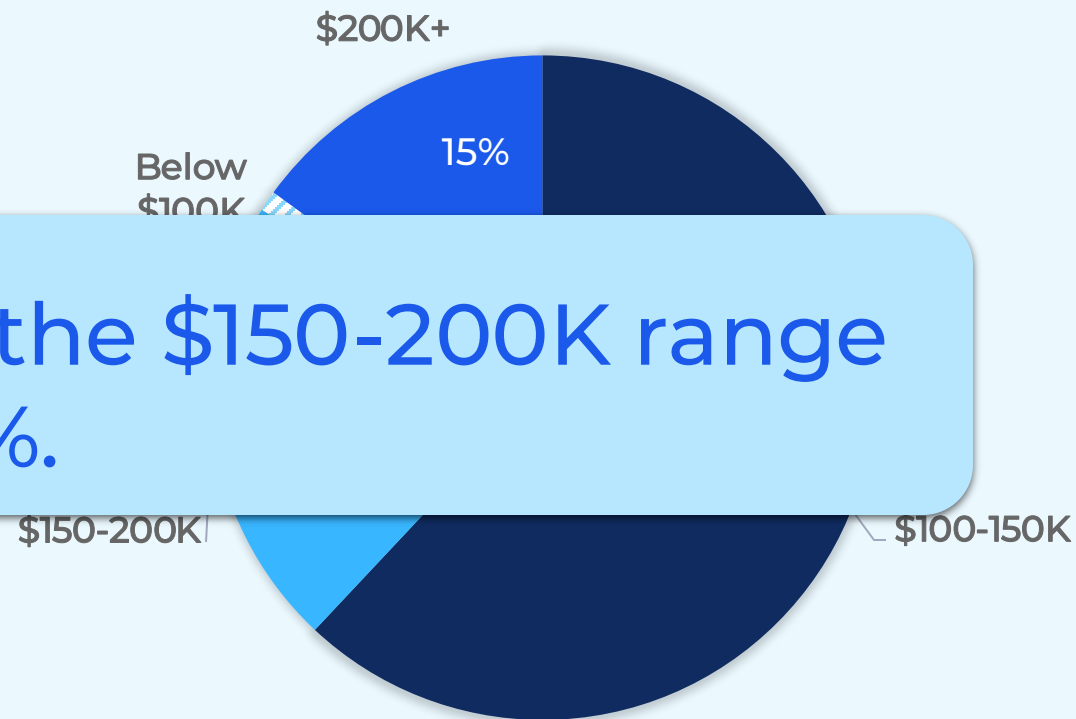


Where are the jobs 2024 vs March 2025?

BY COMPENSATION (2024)



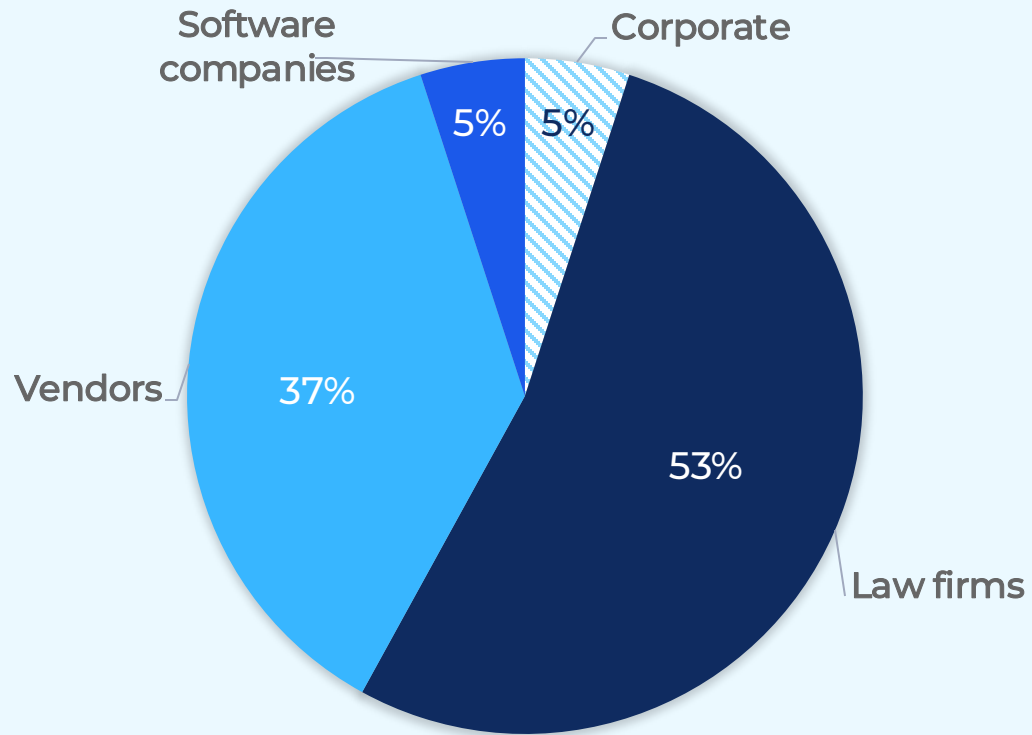
BY COMPENSATION (March 2025)



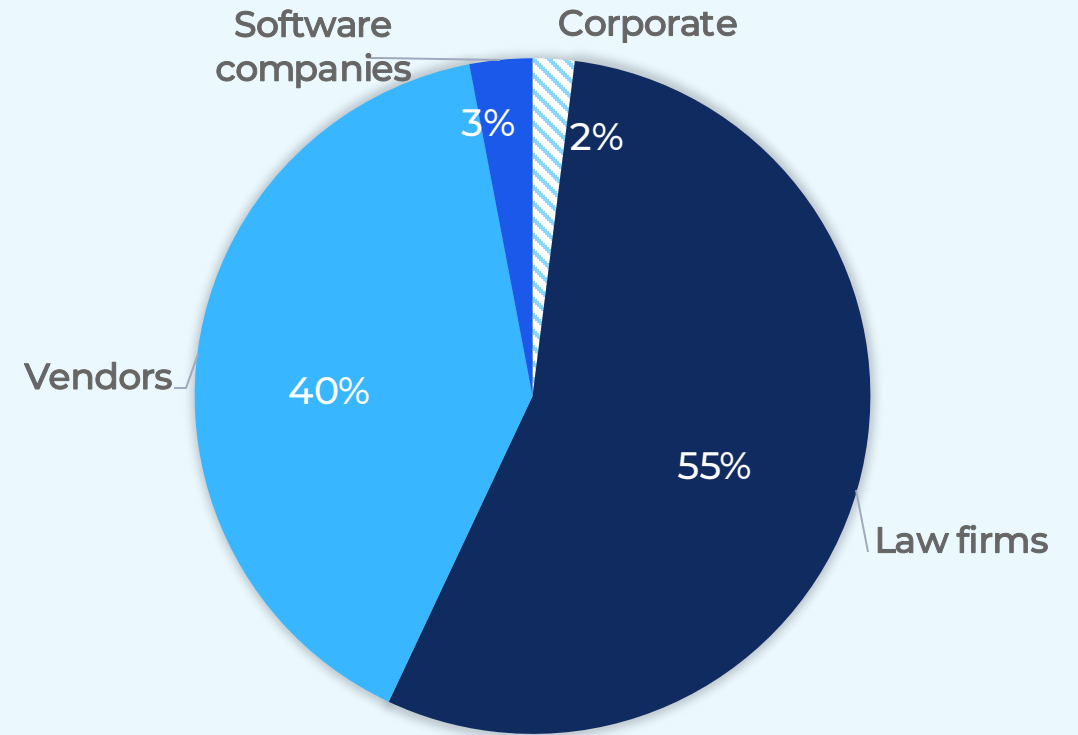
Salaries are increasing in the \$150-200K range by 80%.

Where are the jobs 2024 vs March 2025?

ORGANIZATIONAL BREAKDOWN
2024



ORGANIZATIONAL BREAKDOWN
March 2025



US Law Firm ESI Salary Averages by Region

(rates of hire, not rates of existing market comp)

	First Tier	Second Tier	Third Tier
Technician (entry level)	55K-75K + OT	55K-75K + OT	55K - 75K + OT
Analyst (2-3 years)	110K-130K + OT*	110K-130K + OT*	105K-125K + OT*
Specialist (3-5 years)	135K-165K + OT	125K-165K + OT	↑ 110K - 150K + OT
PM/Coordinator (4-7 years)	125K-175K + OT or 145-185K + bonus	120K-175K + OT or 135-185K + bonus	↑ 112K-145K + OT or 120K-160K + bonus
Consultant/Sr PM (7-10 years)	175K-225K + bonus	175K-225K + bonus	160K-200K + bonus
Director/Manager (10+ years)	280K-325K + bonus	250K-325K + bonus	250K-300K + bonus

*High end requires RelOne Processing

US Service Provider ESI Salary Averages

(rates of hire, not rates of existing market comp)

Role	Base (total comp)
Technician (entry level)	55K (55-75K)
Analyst (proc/prod) (2-3 years)	85K-110K (85K-125K)
Specialist/Sr Analyst (3-5 years)	120K-140K (125K-150K)
Coordinator (Assoc) (2-4 years)	65K-100K (70K-110K)
Project Manager (Senior Assoc) (4-8 years)	110K-150K (120K-160K)
Sr PM/Team Lead (7-10+ years)	140K-175K (150K-205K)
Review Manager	95K-145K (100K-160K)

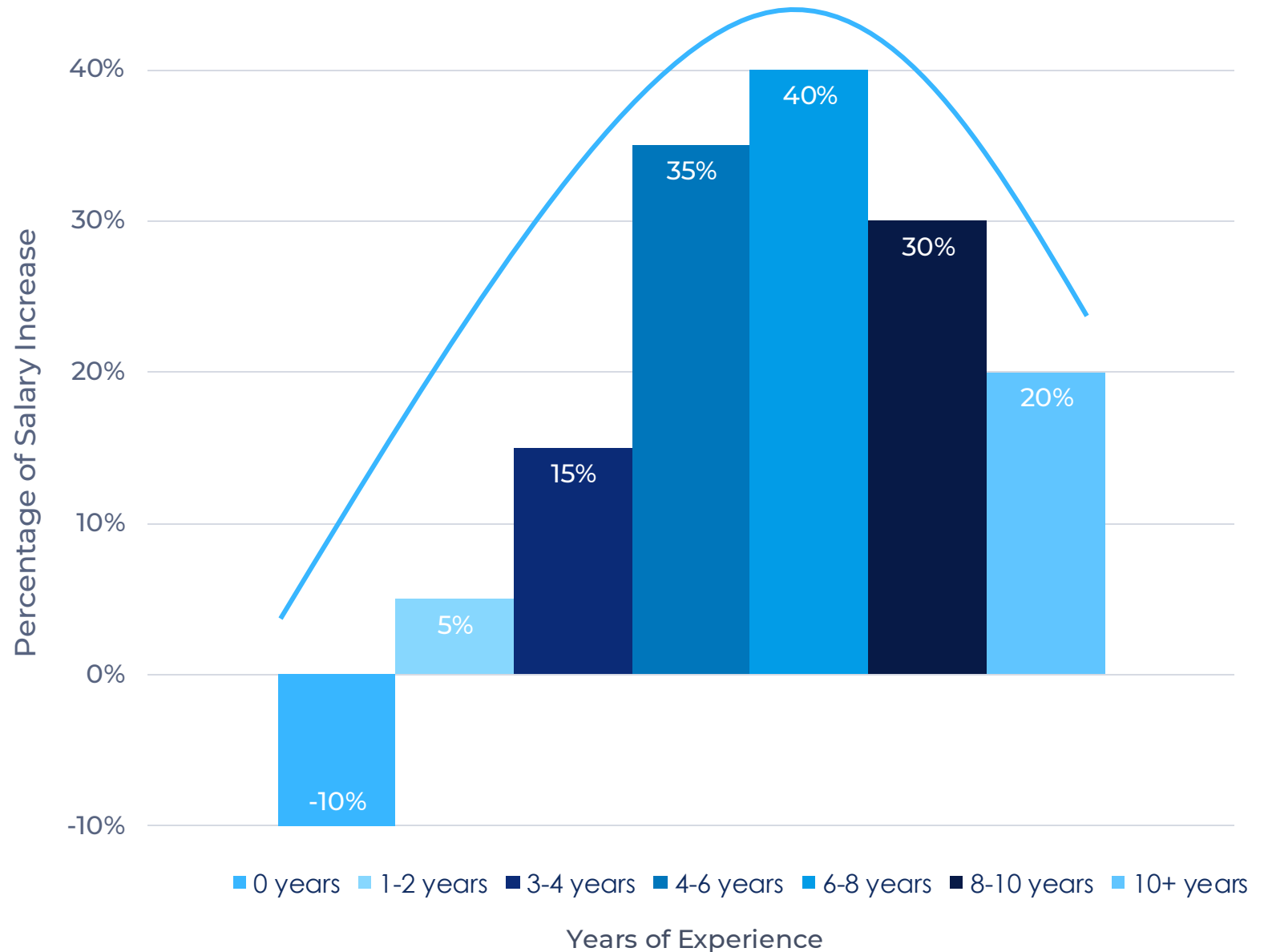
Role	Base (total comp)
Client Services (Manager)	165K-225K (165K-240K)
Client Services (Director)	175K-250K (200K-300K)
Analytics Overlay	165K-225K (175K-265K)
VP, Divisional Lead	225K-350K (285K-575K)
ESI Sales (10+ years)	150K-300K (150K-350K+ & equity)
Information Governance Manager/Director	140K-200K (145K-250K)

2022

6-10+ years' experience
in highest demand but
lowest relative supply

20-40% base
compensation increase
for midmarket and
executive professionals
at point of hire in 2022

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

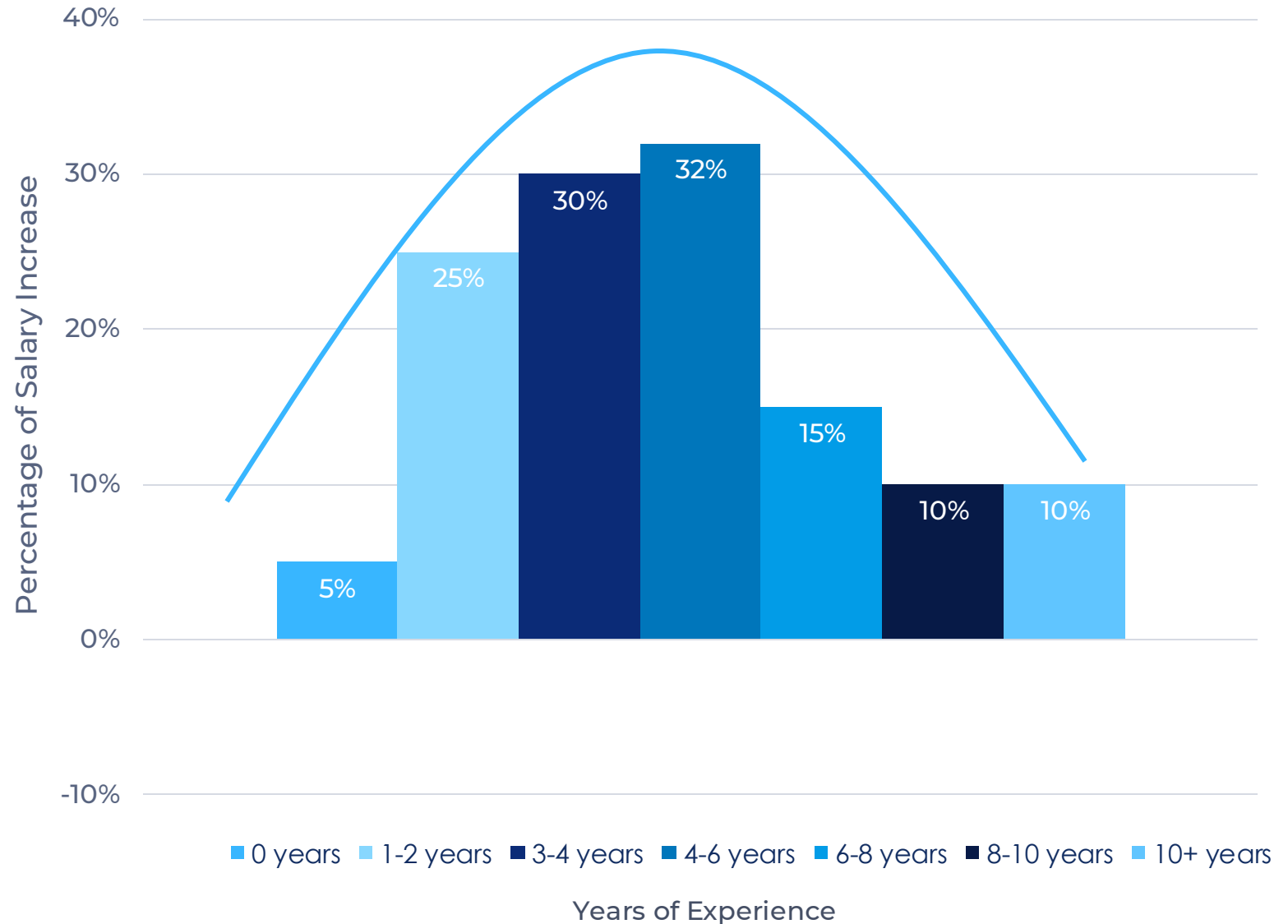


2023

1-6+ years' experience
in highest demand but
lowest relative supply

25-32% base
compensation increase
for early career
professionals at point
of hire in 2023

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

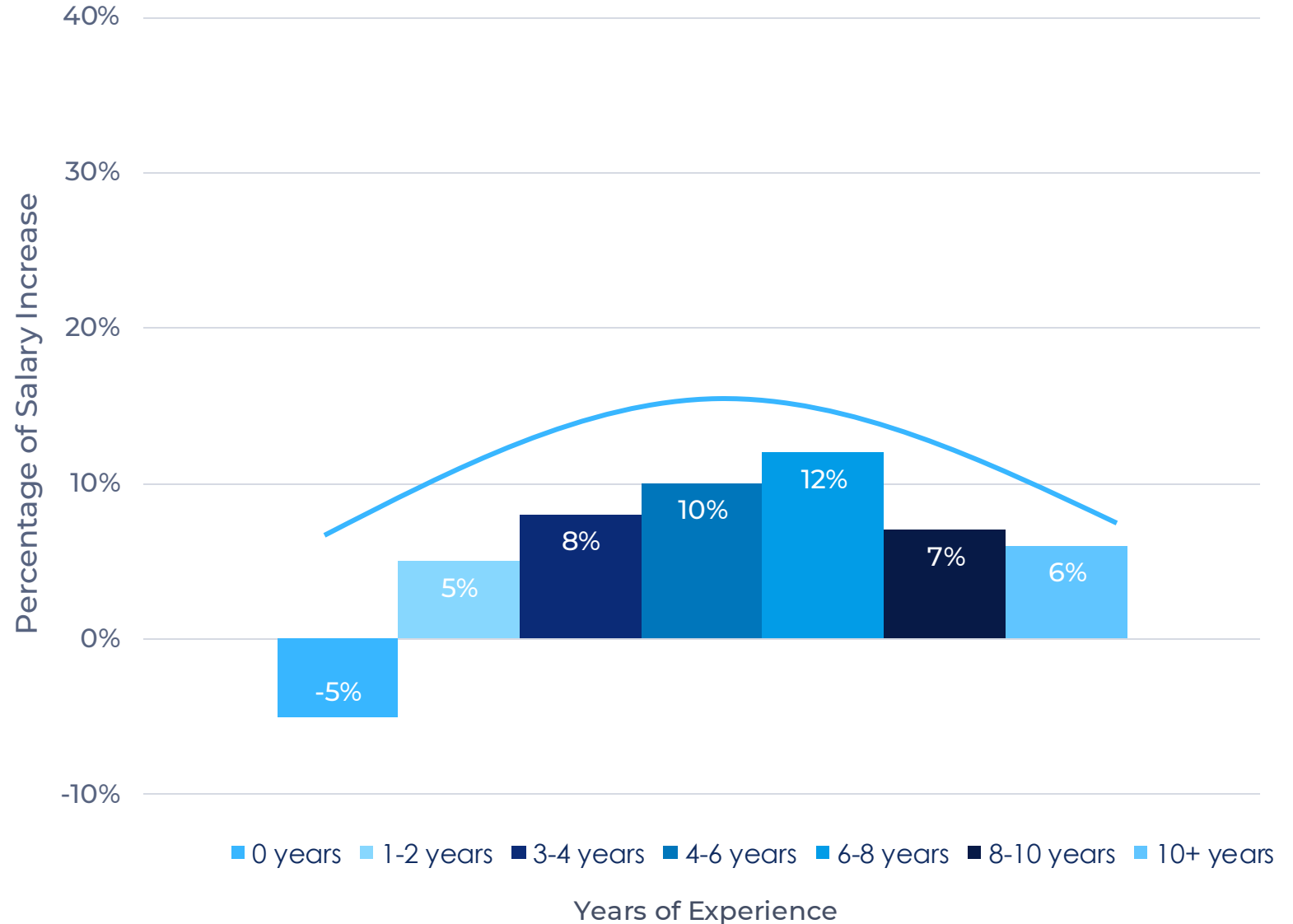


2024

3-8 years' experience in highest demand but lowest relative supply

9% base compensation increase on average for point of hire ESI professionals

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

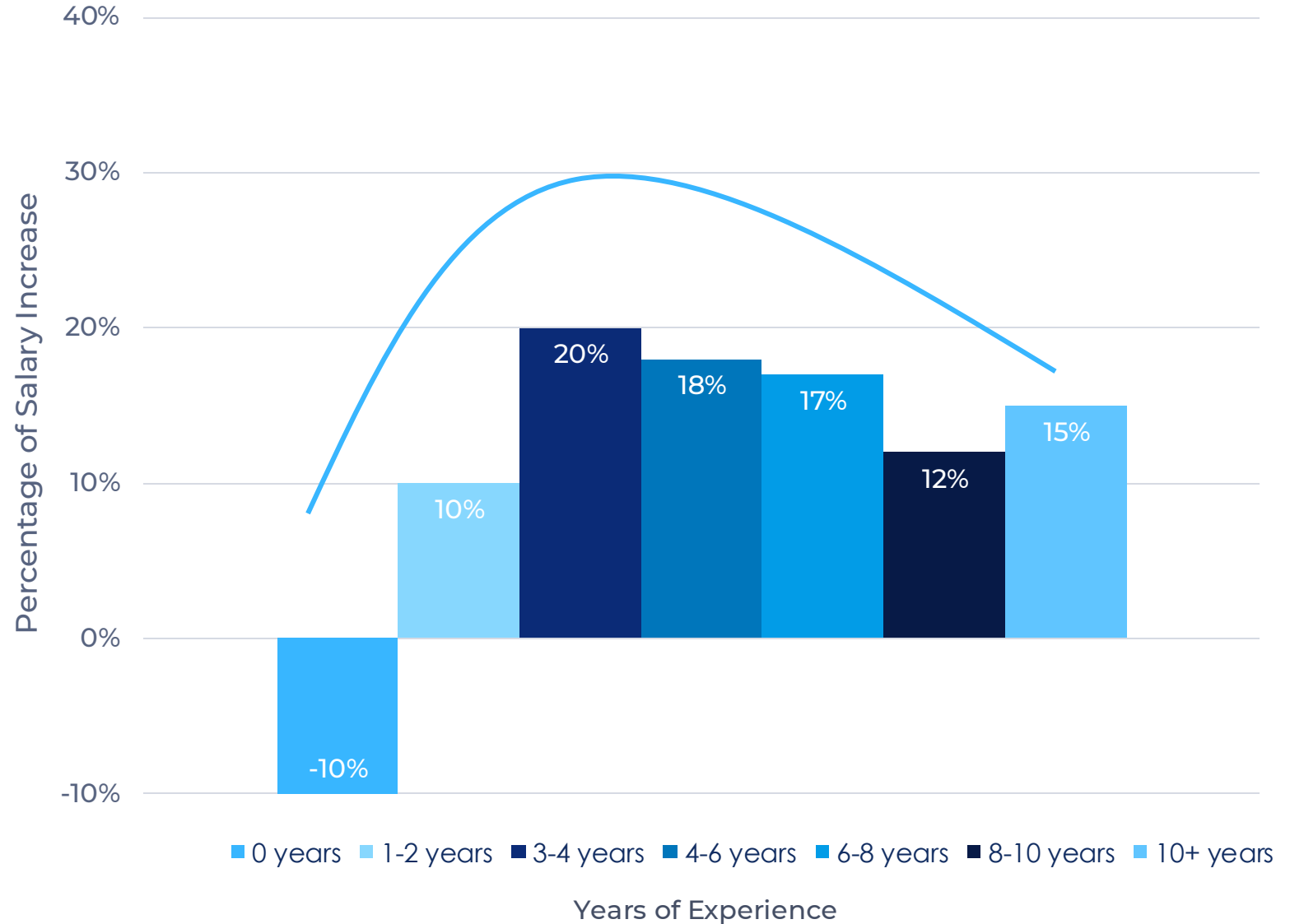


2025

3-8 years' experience in highest demand but lowest relative supply

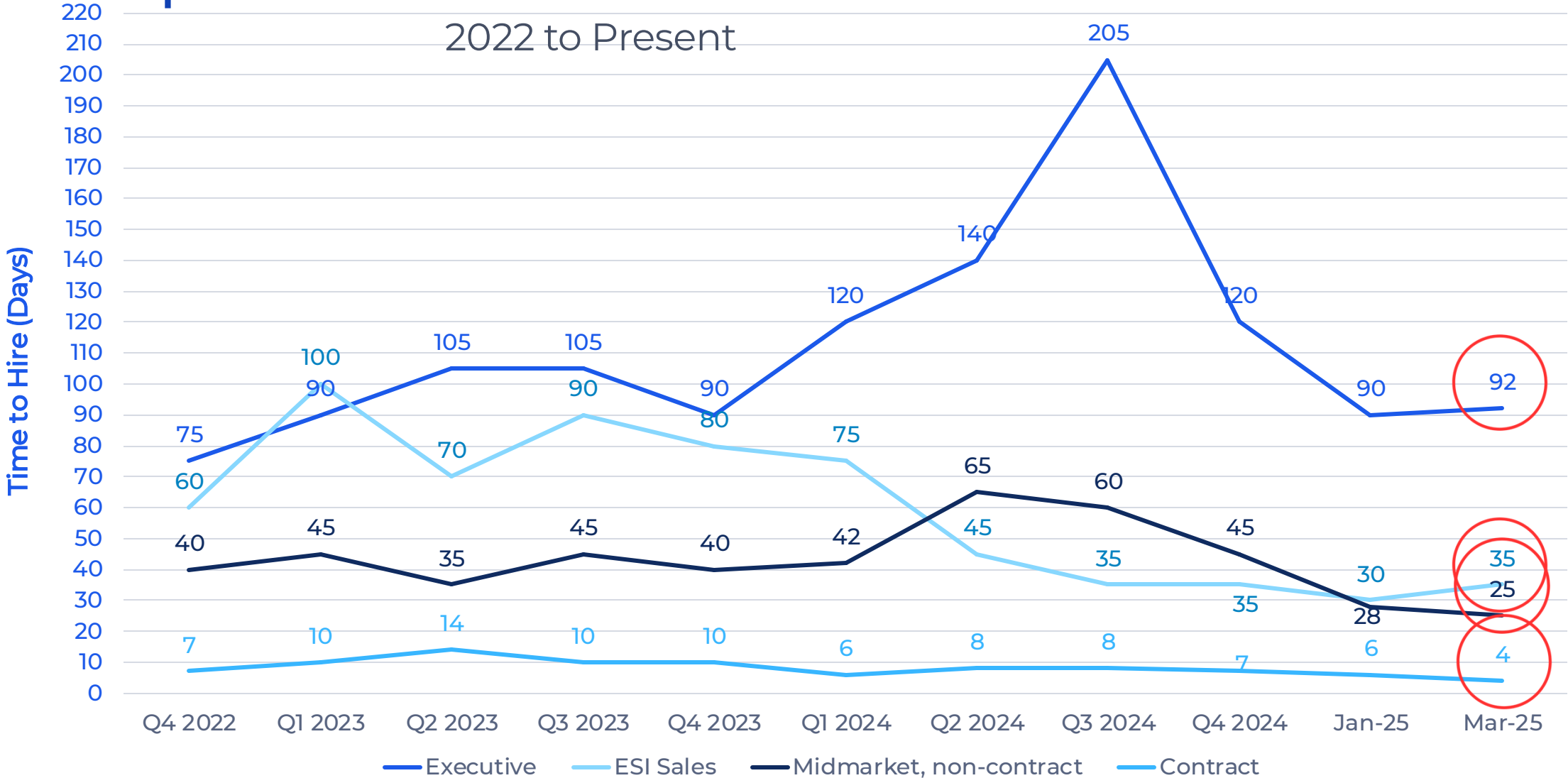
10-20% base compensation increase on average for point of hire ESI professionals

Percentage of Salary Increase Based on Years of Experience at Point of Hire (2025 YTD)



Speed of Hire for ESI

2022 to Present

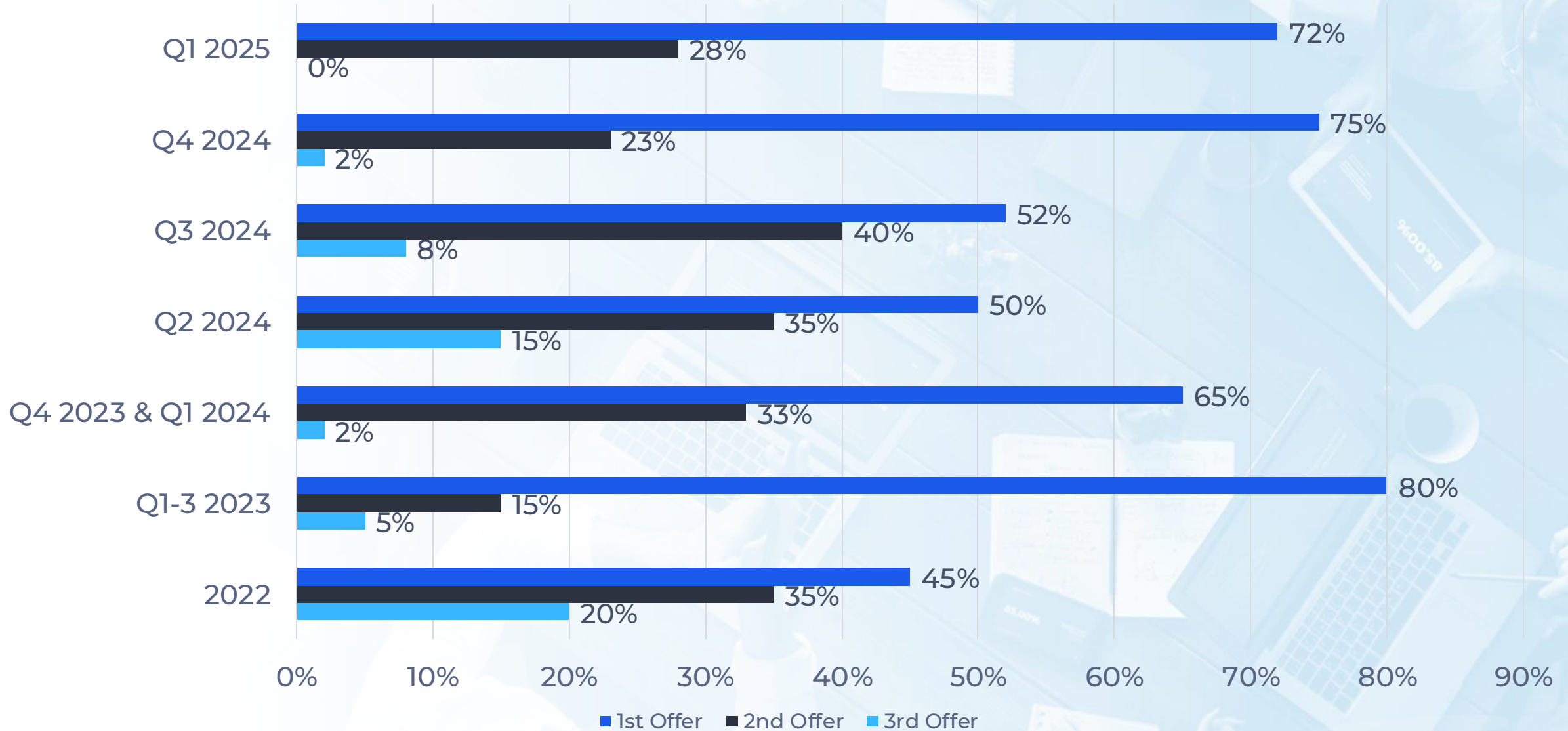


*from resume sent to verbal offer accepted

○ = No. of days until a candidate likely starts receiving other offers

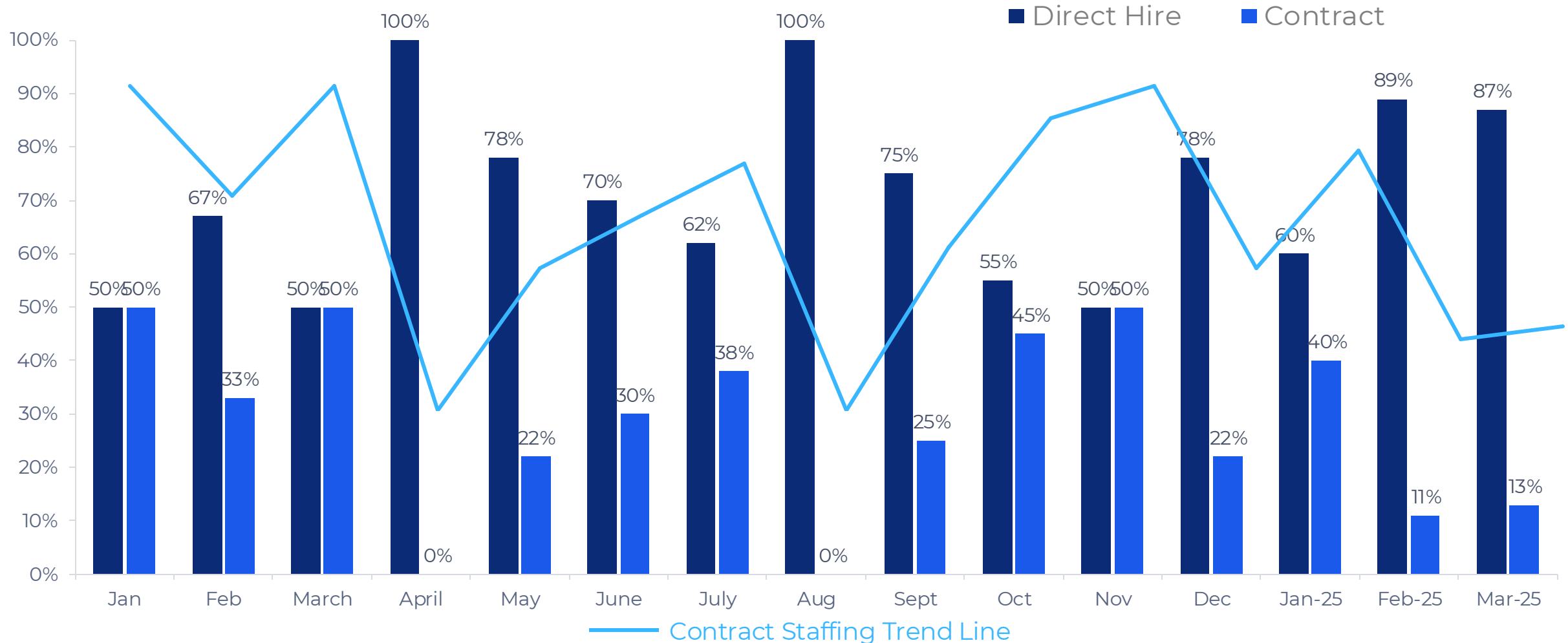


Offer Acceptance Likelihood ESI



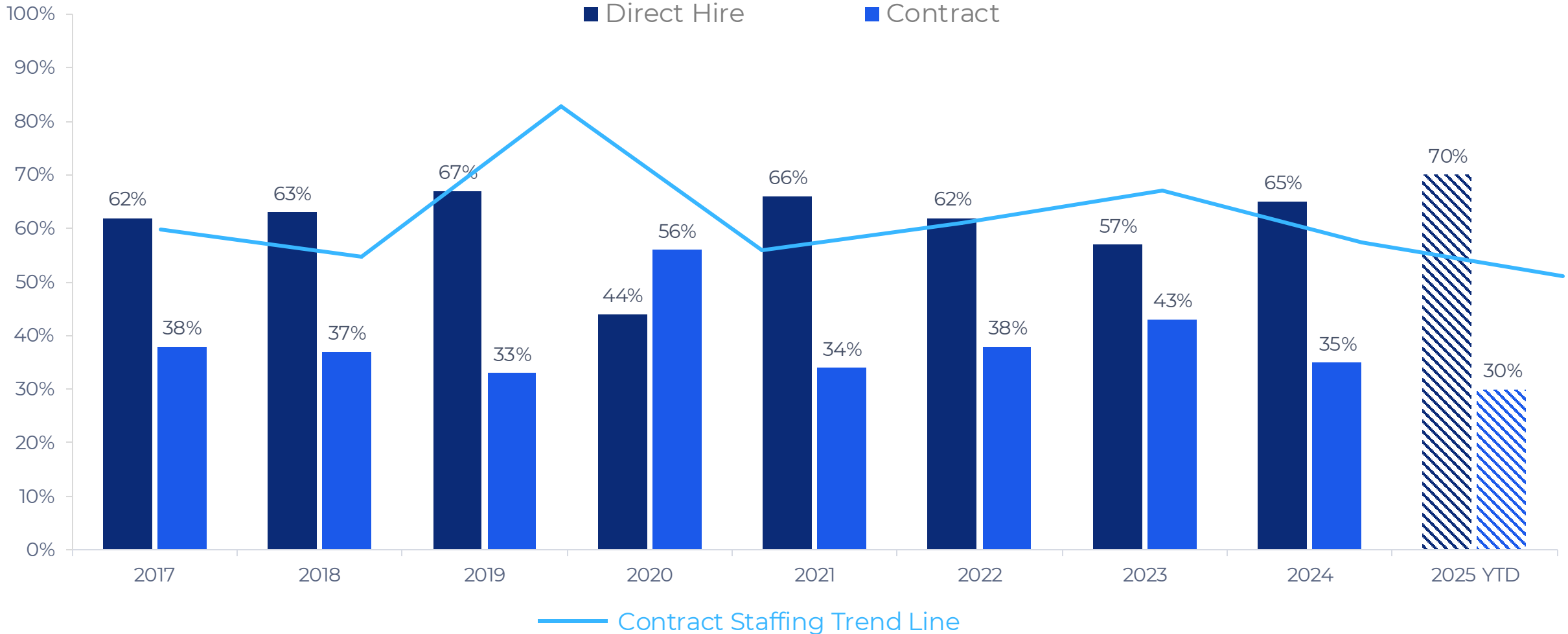
Contract vs Direct Hire For ESI (2024 to Present)

Based on Offers Accepted



Contract vs Direct Hire For ESI (Past 8 Years)

Based on Offers Accepted



Motivations for ESI Job Seekers





TOP 5

MOTIVATIONS OF JOB SEEKERS IN 2024

1. Burnout
2. \$\$\$\$\$\$
3. Unemployment
4. Boredom/lack of challenge
5. Remote/hybrid work

TOP 5

MOTIVATIONS OF JOB SEEKERS IN MARCH

1. \$\$\$\$\$\$
2. Opportunism/passive job seekers 
3. Burnout 
4. Unemployment 
5. Fully remote work 

Coming in May...



Jim Sullivan

Founder
eDiscoveryAI.com

Jim Sullivan is a seasoned attorney and co-founder of eDiscovery AI, widely recognized for his leadership in applying artificial intelligence to legal workflows. With 20 years of experience and thousands of predictive coding projects under his belt, he's a trusted expert in modernizing document review through AI. A frequent speaker and published author, Jim champions the use of AI to boost efficiency, accuracy, and defensibility in eDiscovery, helping legal professionals stay ahead in a rapidly evolving field.



Thank You!

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