

Eye on ESI

TRU Staffing Partners & ACEDS

August 7, 2024



Privacy, Ediscovery, & Cybersecurity Staffing

AVAILABLE NOW!

2024 eDiscovery Jobs Report



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What's Included:

- Contract vs. Direct Hire Analysis
- Remote vs. Hybrid vs. In-office Analysis
- Law Firm Salary Averages
- Vendor Salary Averages
- Speed of Hire Metrics
- Offer Acceptance Likelihood
- ESI Sales Talent
- ESI Job Seeker Motivations
- And More!



Top 5 Hottest Jobs

Interested?



Michael Fox
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GenAI and Machine Learning Applications Evangelist – Direct Hire

Top Am Law 100 global firm is looking for an AI & ML Evangelist to lead the charge in implementing cutting-edge generative AI technologies. Reporting to top leadership, this role will revolutionize attorney workflows, craft firmwide AI strategies, and champion ethical AI use to drive innovation and efficiency in legal services.

eDiscovery Analysts (x 6!!) – Direct Hire

Analysts needed in NYC. Responsible for providing technical support to litigation case teams during all phases of the discovery process and will work closely with the firm's lawyers, case teams, and eDiscovery vendors. Relativity experience needed.

Director of Review Management – Direct Hire

If you have a knack for leading review teams, ensuring quality, and driving efficient processes, we want to hear from you. Help us maintain excellence and lead with innovation.

Director of Information Governance – Direct Hire

Seeking an experienced Director of IG to lead a top law firm's IT Services Dept. Ideal for those with a strong background in info governance/records management and leadership in global operations. Bachelor's required; IGP, CIPP, or JD a plus.

ESI Project Managers – Direct Hire

Multiple Am Law 100 firms need ESI project managers with deep Relativity expertise, required to be in-office three days a week. Positions available in New York or Washington, DC.



What's Happening? TRU Trends

August 2024

- The legal AI and Gen AI job market is **beginning to codify**
- Career ESI (and privacy) professionals are **moving into AI, GenAI, AI Governance roles**
- The current AI job market and subsequent job descriptions suffer from **"catch-all syndrome"**
- **Volume** of law firm hiring is **equal** to volume of vendor hiring
- Speed of hire **decelerated in July** due to holidays and vacations (Expect a lot of resignations in August)
- Law firms continue to show **preference and priority** to candidates **willing to come into an office**
- **Boredom/lack of challenge/growth** was the #2 motivator in July for ESI candidates seeking representation



Motivations for ESI Job Seekers

July of 2024

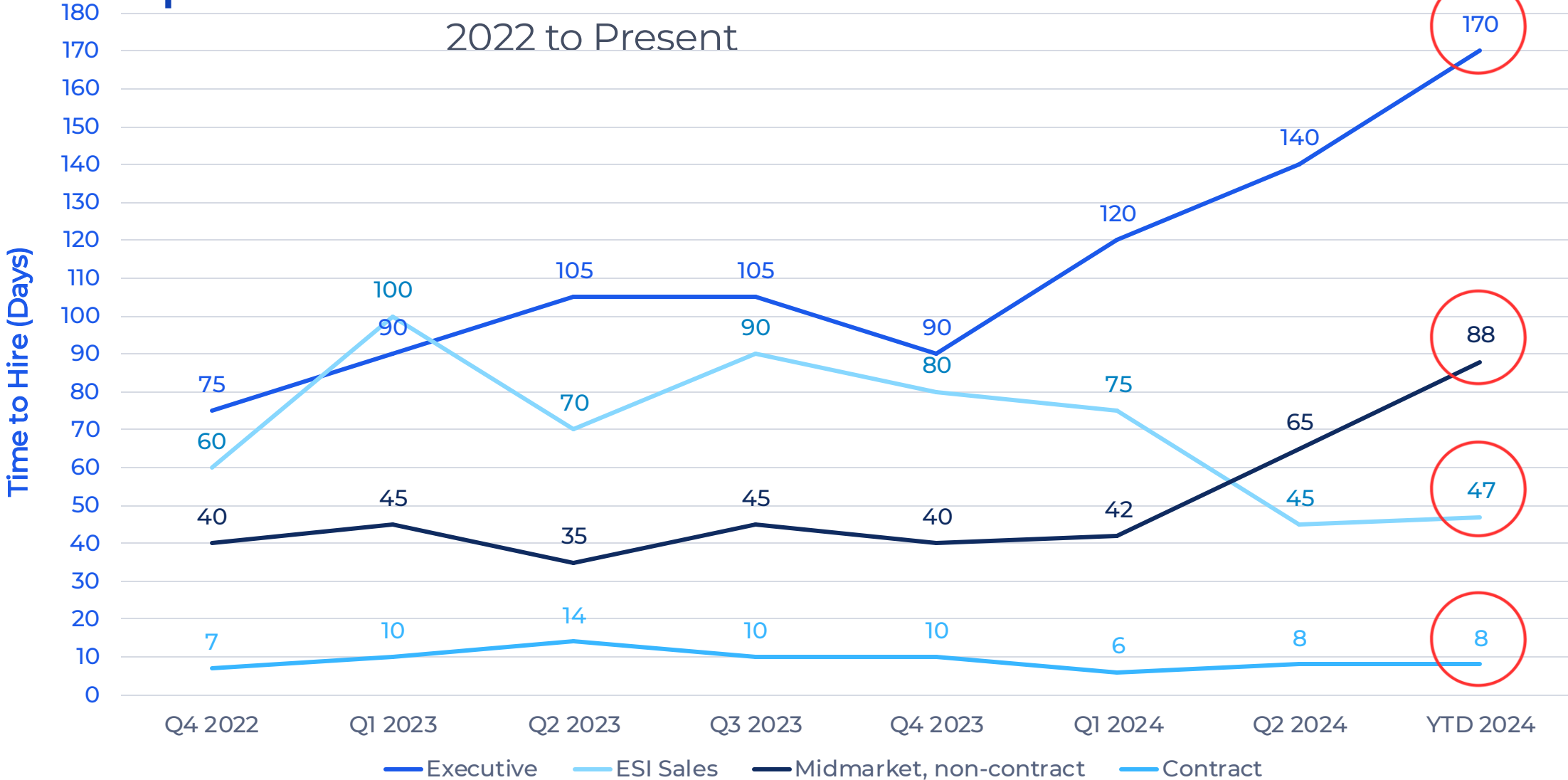
1. Burnout

2. Boredom/Lack of Challenge
3. Replied Specifically to AI Job Posting
4. \$\$\$\$\$\$
5. Unemployment



Speed of Hire for ESI

2022 to Present

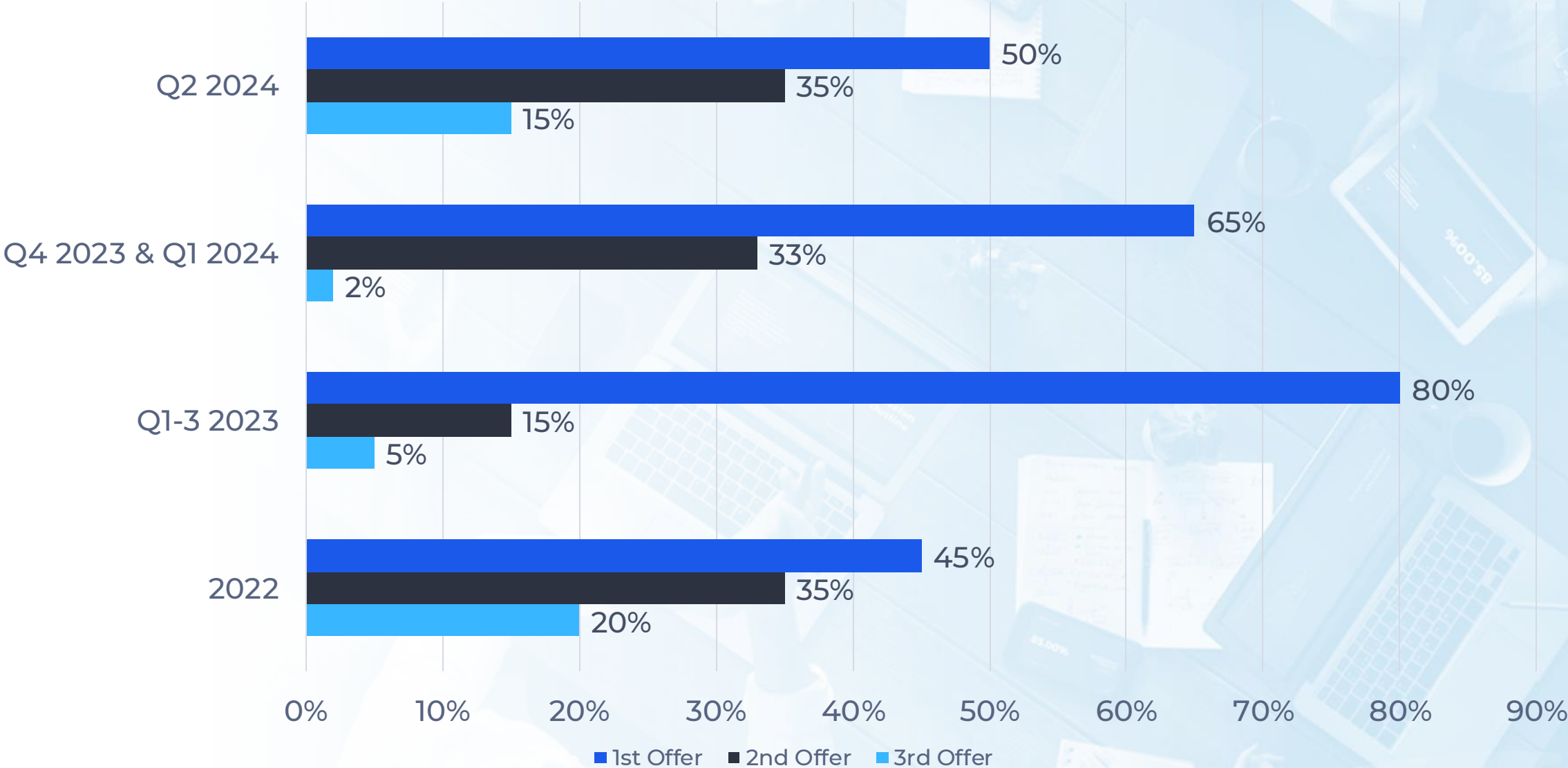


*from resume sent to verbal offer accepted

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








Offer Acceptance Likelihood



US Law Firm ESI Salary Averages by Region

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

	East	West	Midwest
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)	120K-155K + OT	120K-165K + OT	90K - 140K + OT
PM/Coordinator (4-7 years)	110K-165K + OT or 125-185K + bonus	110K-175K + OT or 135-185K + bonus	100K-130K + OT or 110K-160K + bonus
Consultant/Sr PM (7-10 years)	165K-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-135K (125K-150K)
Coordinator (Assoc) (2-4 years)		65K-100K (70K-110K)
Project Manager (Senior Assoc) (4-8 years)	↓	100K-125K (110K-140K)
Sr PM/Team Lead (7-10+ years)	↓	125K-165K (140K-200K)
Review Manager	↑	80K-145K (90K-160K)

Role		Base (total comp)
Client Services (Manager)		150K-200K (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)	↓	125K-225K (150K-350K+ & equity)
Information Governance Manager/Director		110K-150K (125K-175K)

Thank You!

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