

Eye on ESI

TRU Staffing Partners & ACEDS

December 17, 2024



Privacy, Ediscovery, & Cybersecurity Staffing

Top 5 Hottest Jobs

Interested?



Michael Fox
Michael.fox@trustaffingpartners.com



Michelle Shanik
Michelle.shanik@trustaffingpartners.com

Litigation Support Services Manager – Direct Hire

TRU is representing a top law firm seeking a Litigation Support Services Manager to lead a team in providing efficient, high-quality litigation support. This remote role requires experience with document review and case management tools, strong organizational skills, and proximity to New York, San Francisco, or DC.

Senior Forensic Consultant – Direct Hire

Join a global ESI leader as a Senior Forensic Consultant. Dive into data assessments, forensic investigations, mentor juniors & manage the forensic lab. Travel required up to 50%.

Manager, Digital Forensics Technology Services – Direct Hire

A leading global professional services firm is seeking a Manager of Digital Forensics to join their San Francisco-based Forensic team. This role involves overseeing forensic data collection, analysis, and documentation, with significant experience in digital forensics tools and client-facing professional services required.

Director of eDiscovery, Project Management – Direct Hire

Seeking a Director of eDiscovery, Project Management to lead a dynamic team! Focus on people management, client support, and leadership. Must have eDiscovery experience and be skilled with Relativity. Bachelor's degree required.

CONTRACT eDiscovery Project Manager– Contract Hire

Our client, a boutique eDiscovery and forensic vendor, is seeking a Contract eDiscovery Project Manager to oversee document review and eDiscovery projects. The role requires expertise in ESI management, project workflows, and Relativity, with strong experience in litigation support and project management.



Top Takeaways from 2024

- **Law firm hiring outpaced providers** for first time in 10 years
- **Burnout held the #1 slot for job seeker motivation** for 11 consecutive months in 2024
- **Focus was on full-time hires**, NOT contract augmentation
- **Executive opportunities** were **scarce**
- **70%+ of jobs were hybrid**, because of heavy law firm and direct hire focus from the market
- **Less than 30% of jobs were fully remote**, and most of those roles were contract

Top Predictions for 2025

- **eDiscovery contract** job opportunities will **skyrocket** in 2025
- **Adoption of AI in ESI** document review will **accelerate talent growth**
- **Law firms/ALSPs** will focus on **hiring more attorneys** for ESI and AI roles
- **Individual innovators** will **reshape corporate** legal buying habits
- **Executive-level** opportunities will continue to be **scarce**
- **Legal operations expands scope** but not necessarily staff

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)

US Service Provider ESI Salary Averages

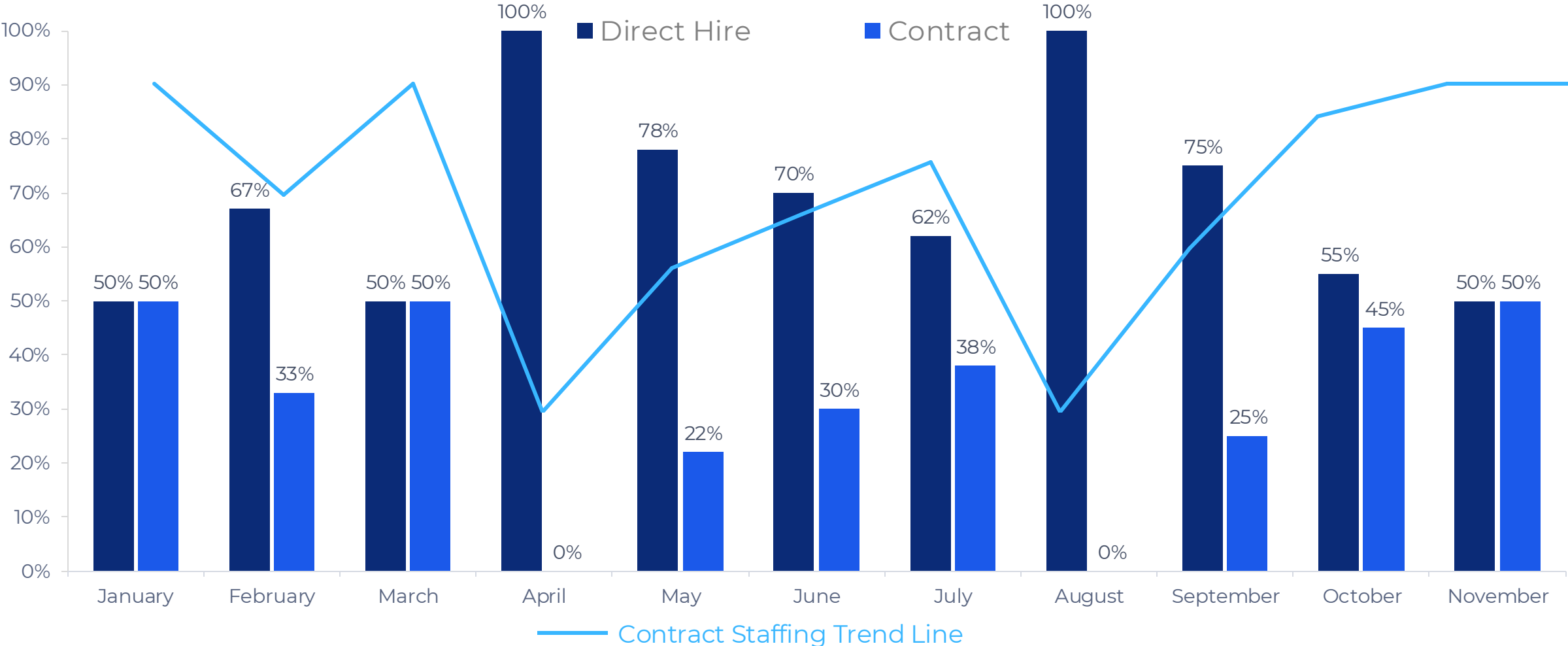
(rates of hire, not rates of existing market comp)

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)	100K-140K (110K-150K)
Sr PM/Team Lead ↑ (7-10+ years)	140K-175K (150K-205K)
Review Manager ↑	95K-145K (100K-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 ↑	125K-200K (125K-250K)

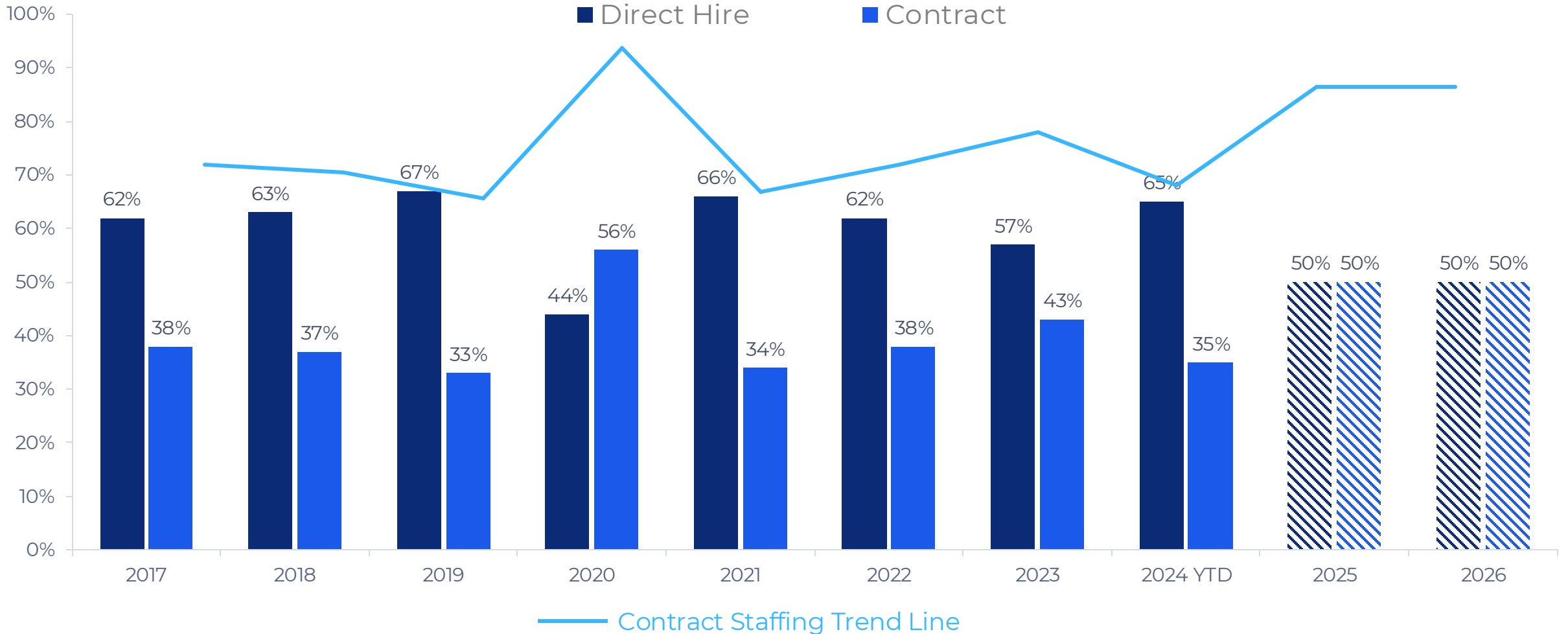
Contract vs Direct Hire For ESI (2024)

Based on Offers Accepted



Contract vs Direct Hire For ESI (Past 7 Years)

Based on Offers Accepted



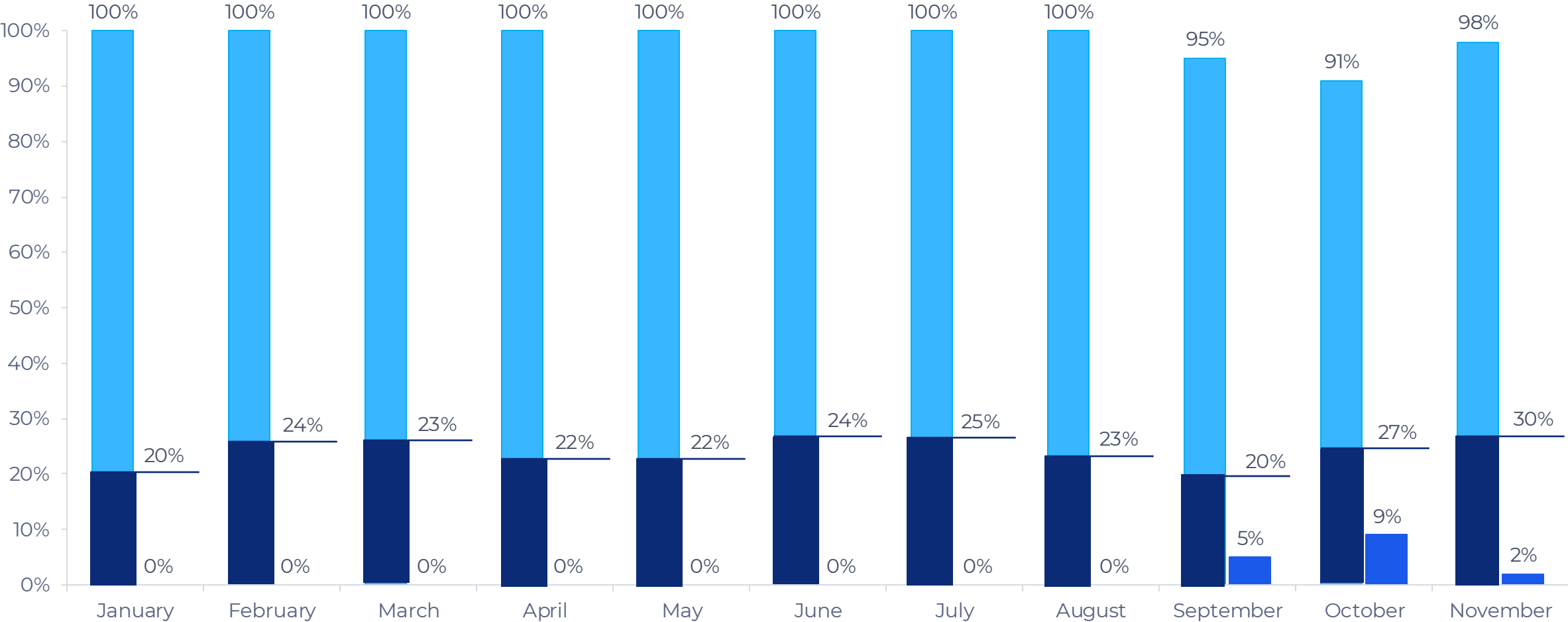
Remote/Hybrid vs In-Office (MoM)

Based on Offers Accepted

■ Remote / Hybrid
3 or fewer days in office

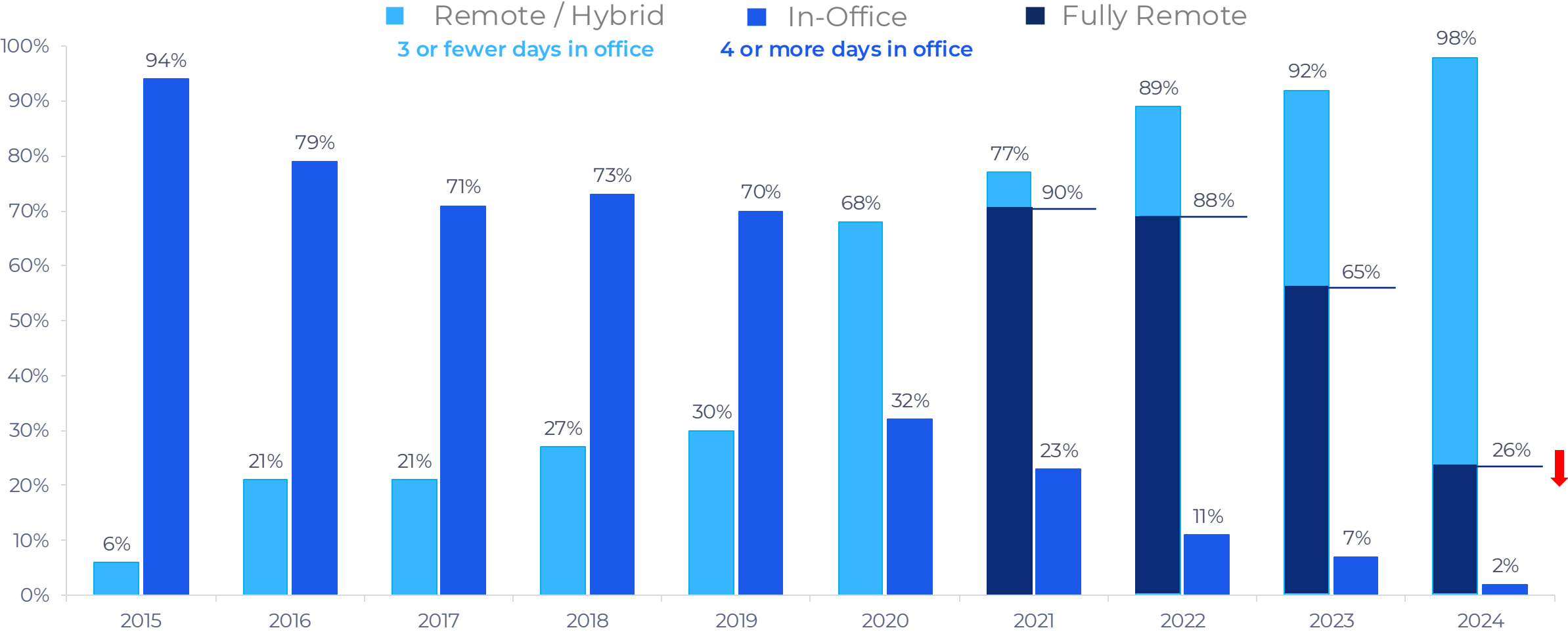
■ In-Office
4 or more days in office

■ Fully Remote



Remote/Hybrid vs In-Office (YoY)

Based on Offers Accepted



Motivations for ESI Job Seekers

2024 Snapshot

1. Burnout (11 consecutive months)
2. \$\$\$\$\$\$
3. Unemployment
4. Boredom/lack of challenge
5. Remote/hybrid work



Coming in January...



Stephen Dooley

Director of Electronic Discovery and
Litigation Support, Sullivan &
Cromwell

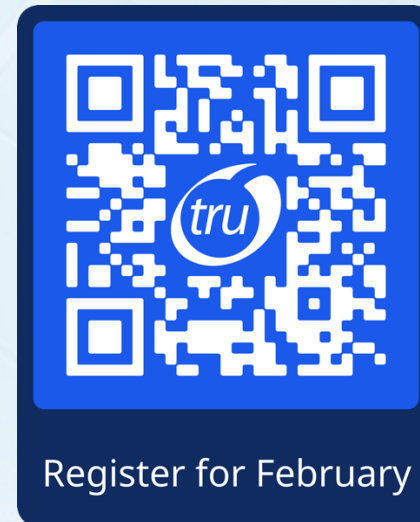


Coming in February...



Rose Jones

Partner,
Hilgers Graben PLLC



Thank You!

Connect with TRU

Follow us on social



Visit our website

| www.trustaffingpartners.com

Email us

| info@trustaffingpartners.com

Subscribe

| [TRU Newsletters](#)



CONNECT WITH JARED



Privacy, Ediscovery, &
Cybersecurity Staffing