

Eye on ESI

TRU Staffing Partners & ACEDS

February 18, 2025



Privacy, Ediscovery, & Cybersecurity 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
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eDiscovery Project Manager – Direct Hire | DC, MD, VA

Top law firm seeking an experienced eDiscovery Project Manager to join its growing litigation support team. This hybrid role requires expertise in Relativity, strong communication skills, and the ability to manage the entire eDiscovery process while collaborating with case teams, clients, and third-party providers.

Contract-to-Hire eDiscovery Project Manager, 2nd shift | Remote

A boutique eDiscovery vendor seeks a remote Contract-to-Hire Project Manager for their 2nd shift. Responsibilities include managing eDiscovery matters and client relationships. Ideal candidates have expertise in Relativity and industry experience. This role offers independence and collaboration.

eDiscovery Manager – Direct Hire | CA, DC, & NY

Leading global law firm seeks eDiscovery Managers to join their team. Manage multiple matters, support US disputes, and foster client relationships. Relativity admin experience a plus. Hybrid role in the US.

eDiscovery Project Manager – Direct Hire | NY

Join a leading law firm as an eDiscovery Project Manager in New York! Manage Relativity workspaces, coordinate with case teams and vendors, and oversee eDiscovery projects. Ideal for proactive, detail-oriented professionals with a passion for project management.

eDiscovery Manager – Direct Hire | Dublin

Seeking an eDiscovery Manager to lead projects, manage stakeholder relationships, and drive innovation in legal tech. Ideal for those with expertise in eDiscovery & litigation support. Hybrid role: 3 days/week in Dublin. Willing to sponsor and relocate a US national.



TRU Trends February 2025

- **Increase in volume of ESI jobs** (3x growth from December)
- **Speed of hire accelerating** rapidly
- **Buying loyalties are aligning with individuals** rather than brands
- Desired ESI **skillsets shifting**
- Being the **first offer a candidate receives mattered** in January
- **Fully remote** work is mostly **contract work**
- **Burnout remains #1 motivator** but opportunism for passive job seekers joins the list for the first time
- **Vendor hiring increases** in January
- **Salaries jumped for offers accepted** in January by 10-20%



Hottest ESI Skills in Demand

- RelativityOne
- Relativity aiR, other GenAI solutions experiences
- Consultative over technical, unless technical is extreme expertise
- Data migration from Prem to Cloud
- Unique data types
- Cost benefit analysis
- Large matter/MDL experience
- Second, third, and overnight shift
- eDiscovery case law/precedent



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Individual innovators will reshape corporate legal buying habits.

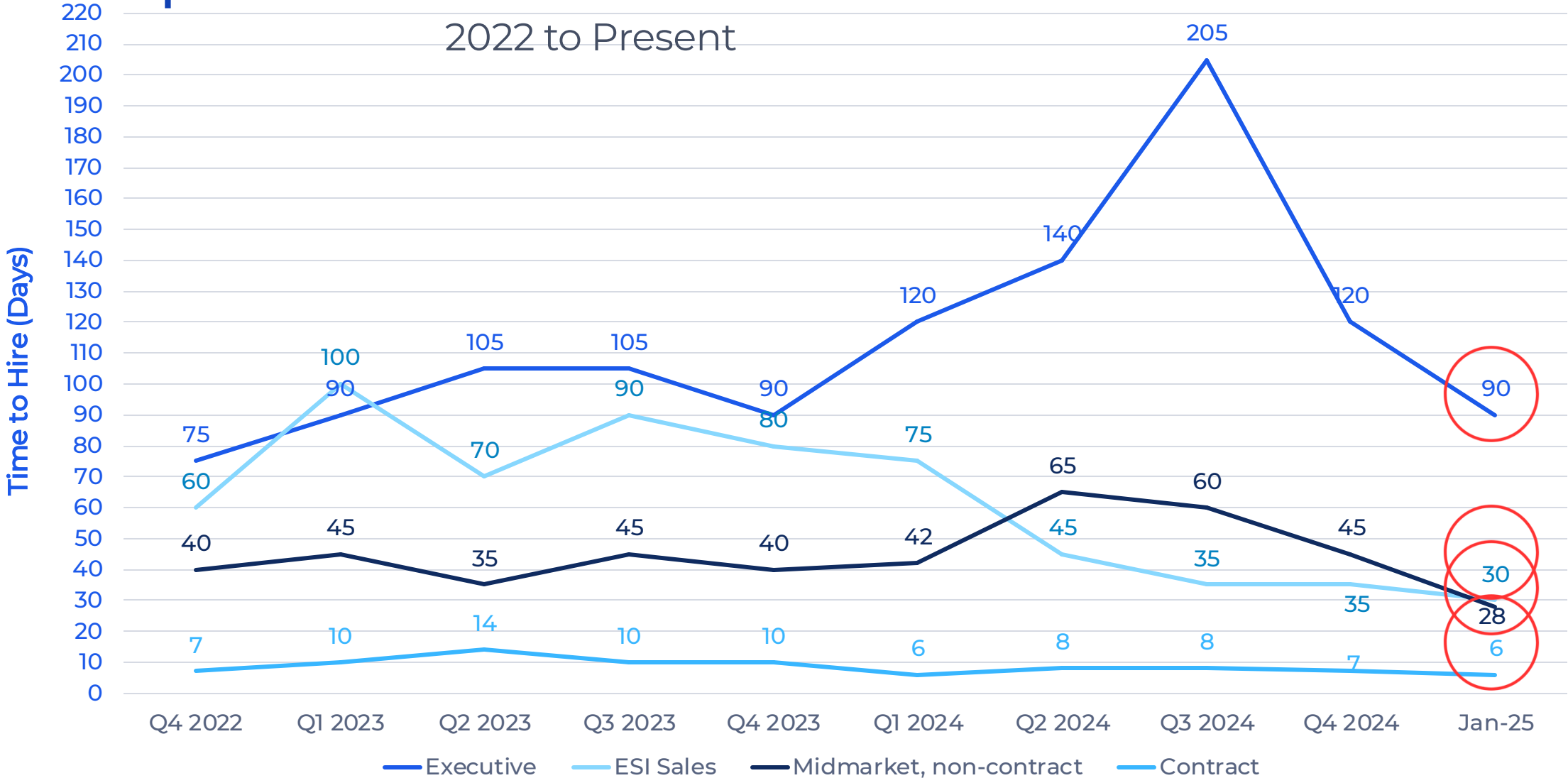


Corporate legal departments will reconsider and realign outside counsel spend in 2025. Corporate legal departments will look for outside counsel that can balance cost with expertise and innovation, and studies show (see "[What Today's Rainmakers Do Differently](#)," Harvard Business Review) **buying loyalties will be aligned with individuals rather than brands.** Articulating value beyond historical firmwide reputation will be crucial for individual partners at outside counsel to maintain and grow a book of business. In late 2024 in e-discovery, partners from [Sidley](#) and [King & Spalding](#) joined more specialized firms Redgrave and Hilgers, and brought major Fortune 500 companies with them. Discovery partners—as well as AI, cyber, and data protection partners—are no longer just servicing the clients of litigators and partners from other practice groups within their firms. They are now the rainmakers. In 2025, individual reputations—particularly those of innovators—will be pivotal in shaping where legal business is directed by corporate counsel.

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Speed of Hire for ESI

2022 to Present

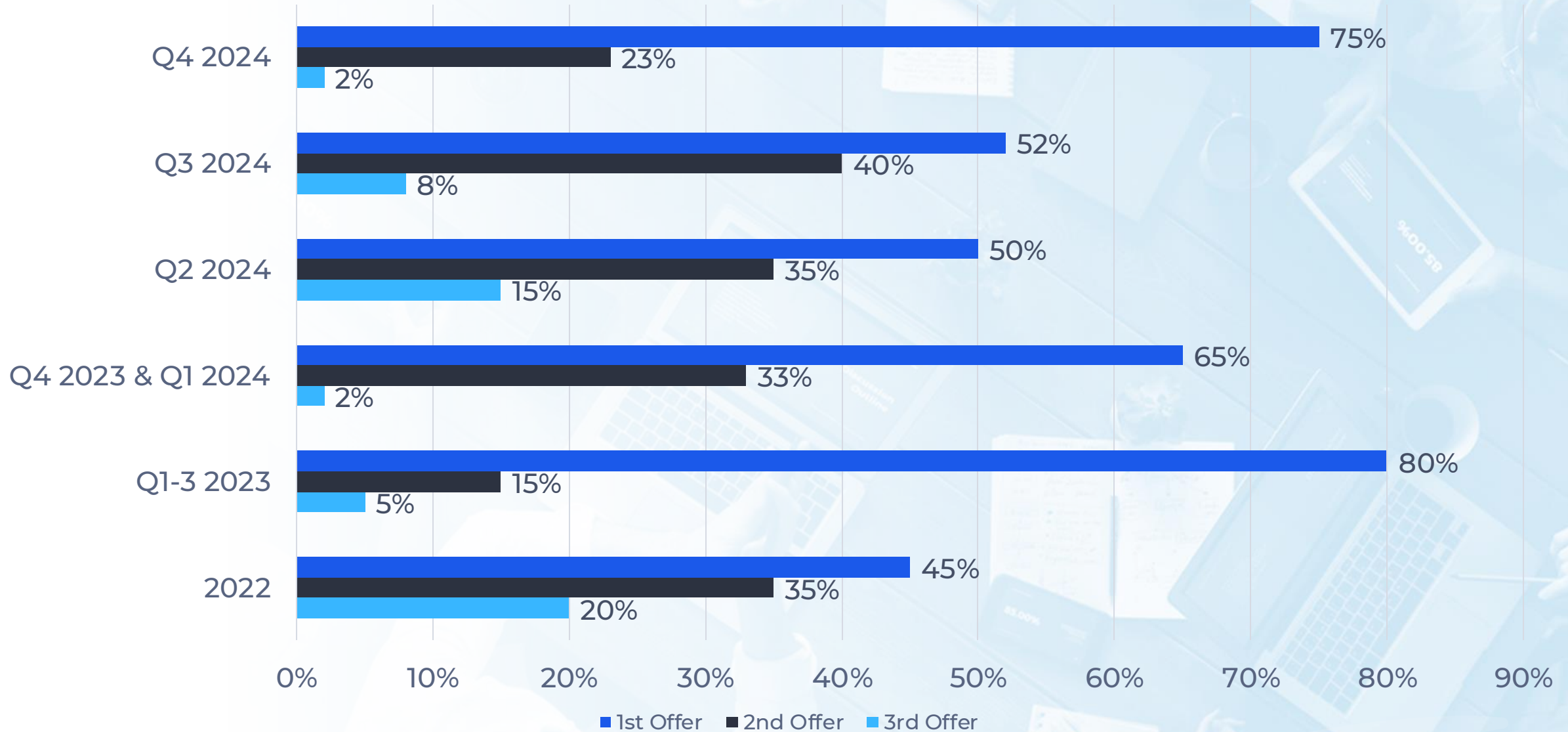


*from resume sent to verbal offer accepted

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

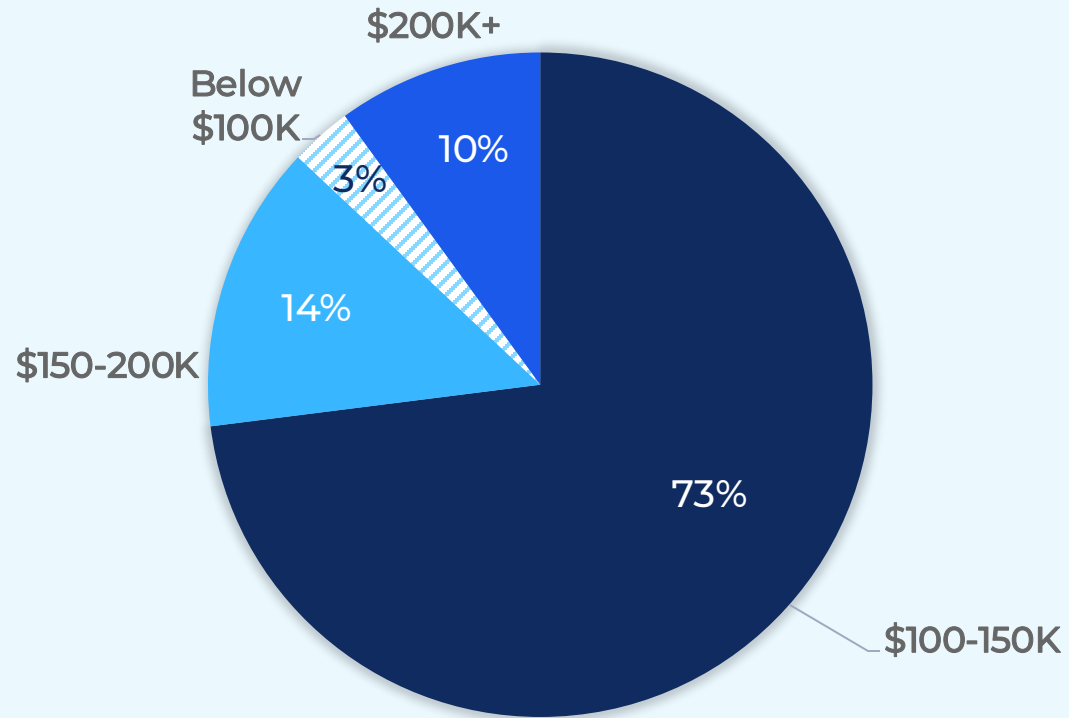


Offer Acceptance Likelihood ESI

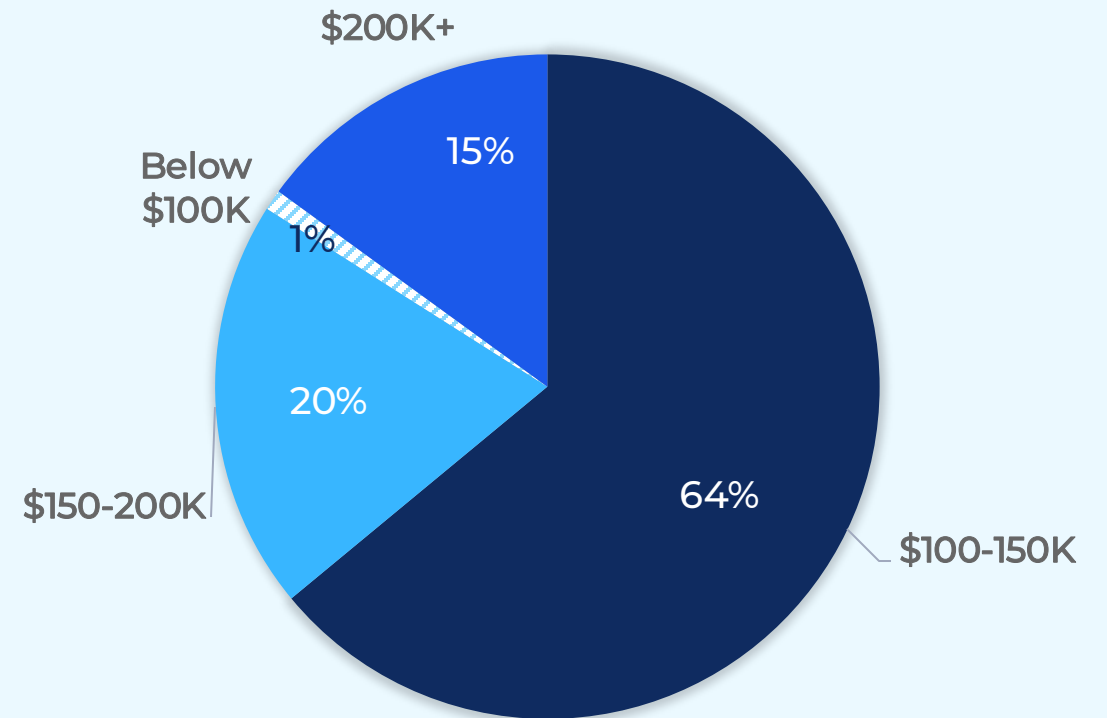


Where are the jobs 2024 vs January 2025?

BY COMPENSATION (2024)

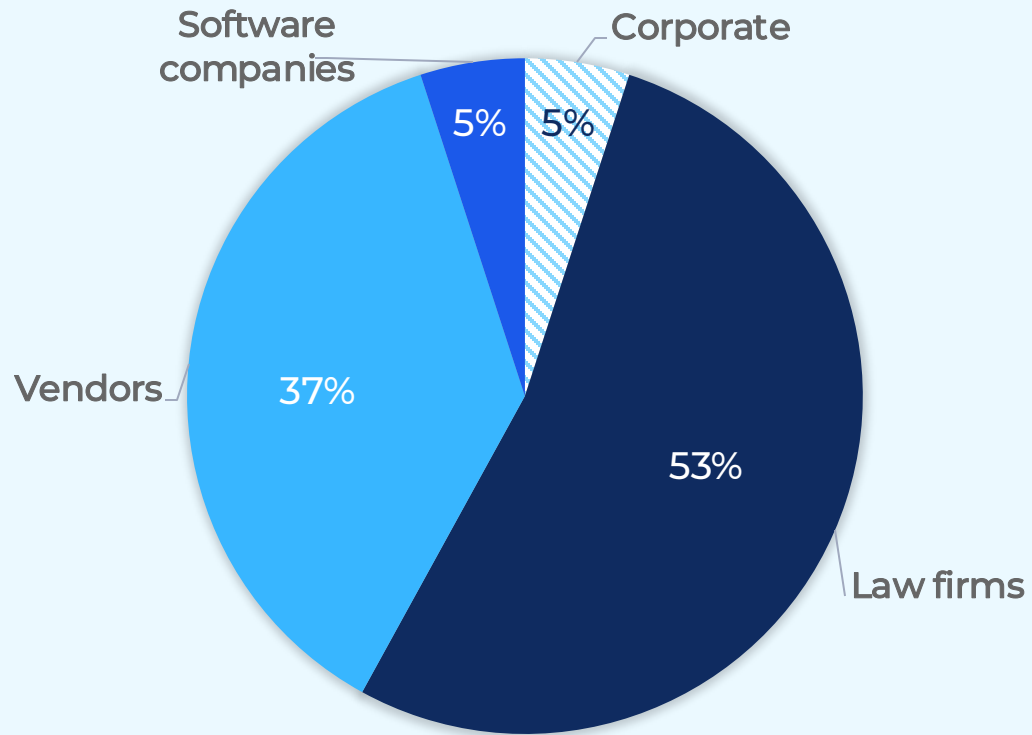


BY COMPENSATION (January 2025)

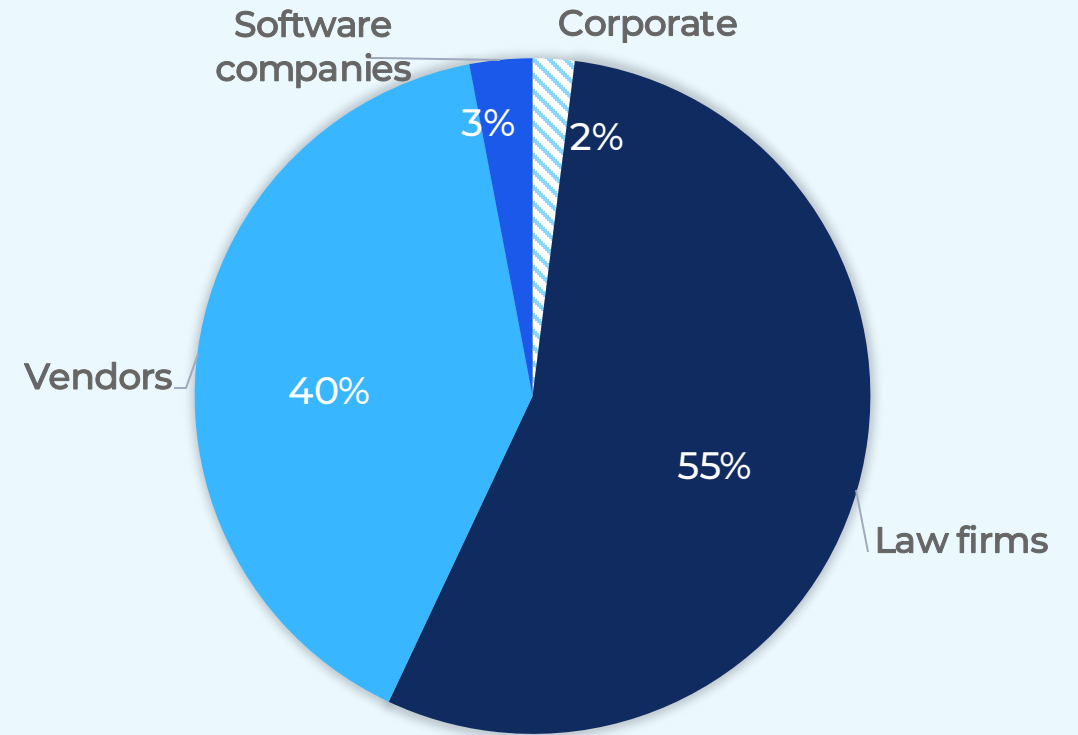


Where are the jobs 2024 vs January 2025?

ORGANIZATIONAL BREAKDOWN
2024



ORGANIZATIONAL BREAKDOWN
January 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	↑ 100K - 150K + OT
PM/Coordinator (4-7 years)	↑ 125K-175K + OT or 145-185K + bonus	↑ 120K-175K + OT or 135-185K + bonus	100K-130K + OT or 110K-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

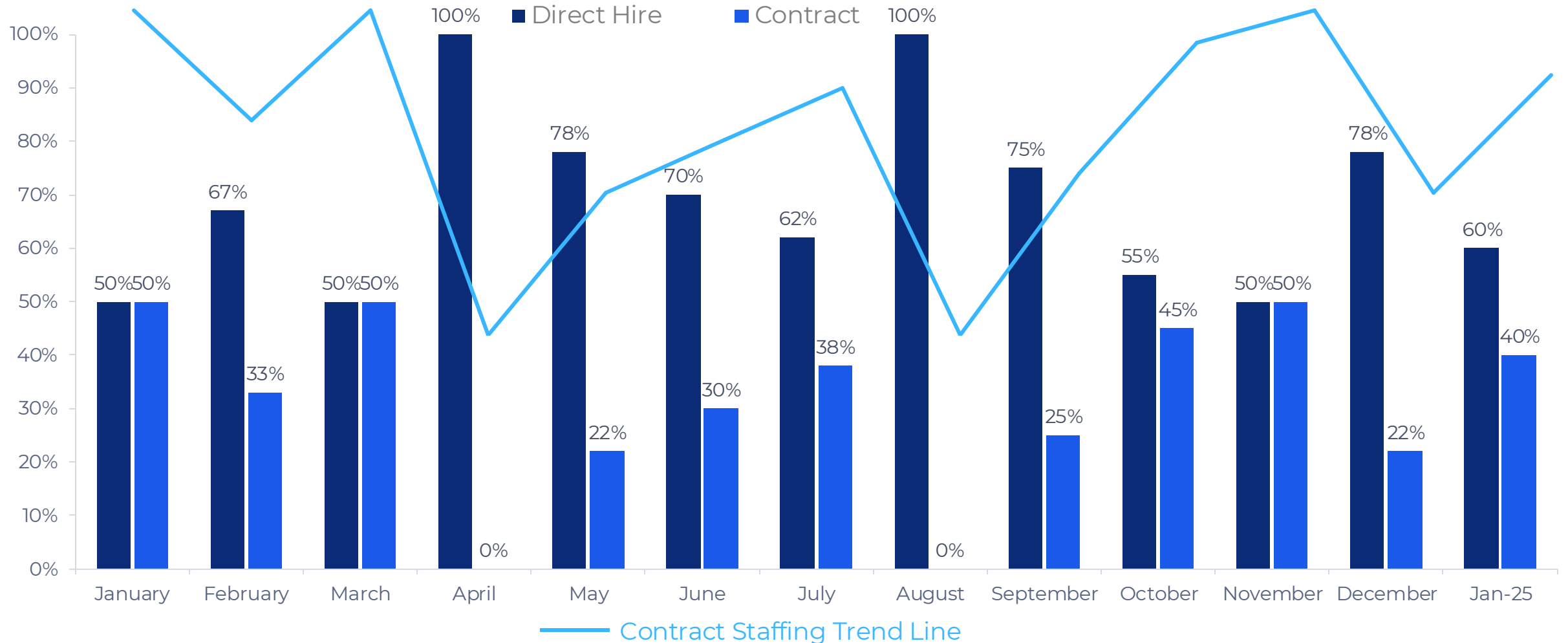
(rates of hire, not rates of existing market comp)

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)

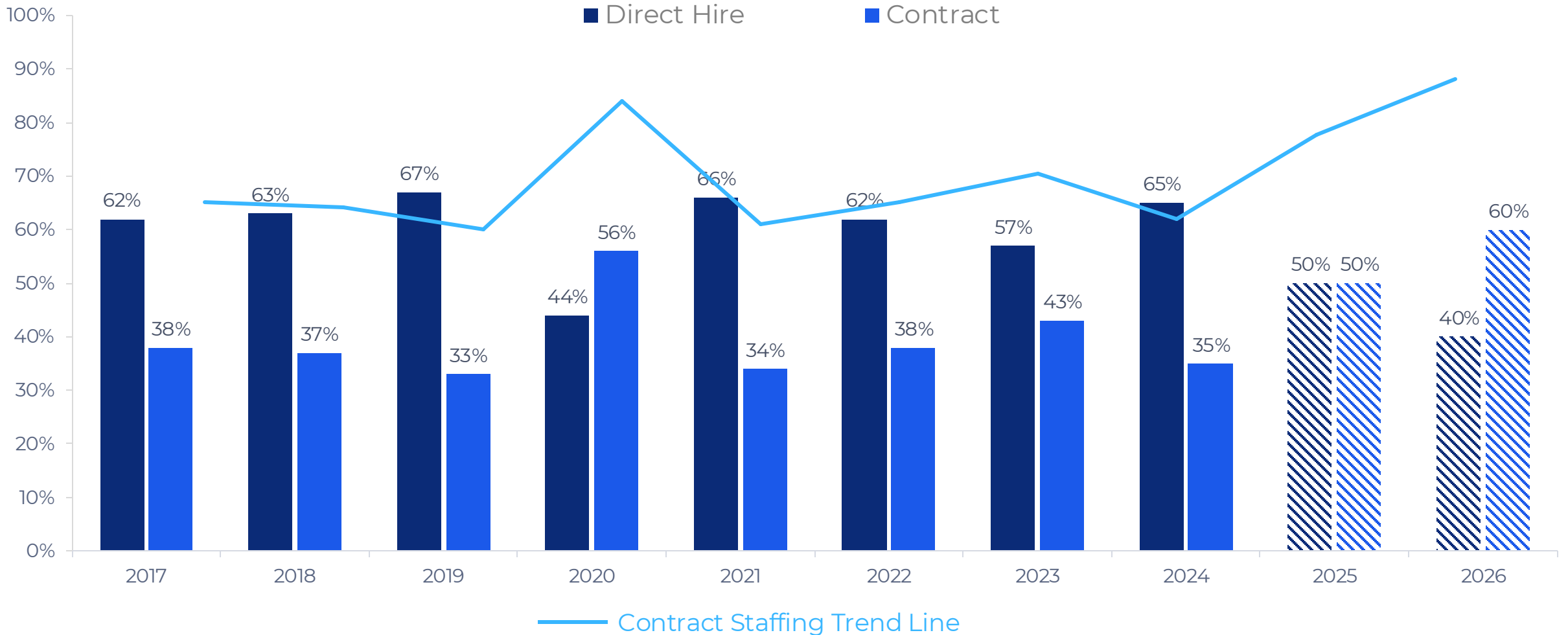
Contract vs Direct Hire For ESI (2024 to Present)

Based on Offers Accepted



Contract vs Direct Hire For ESI (Past 7 Years)

Based on Offers Accepted



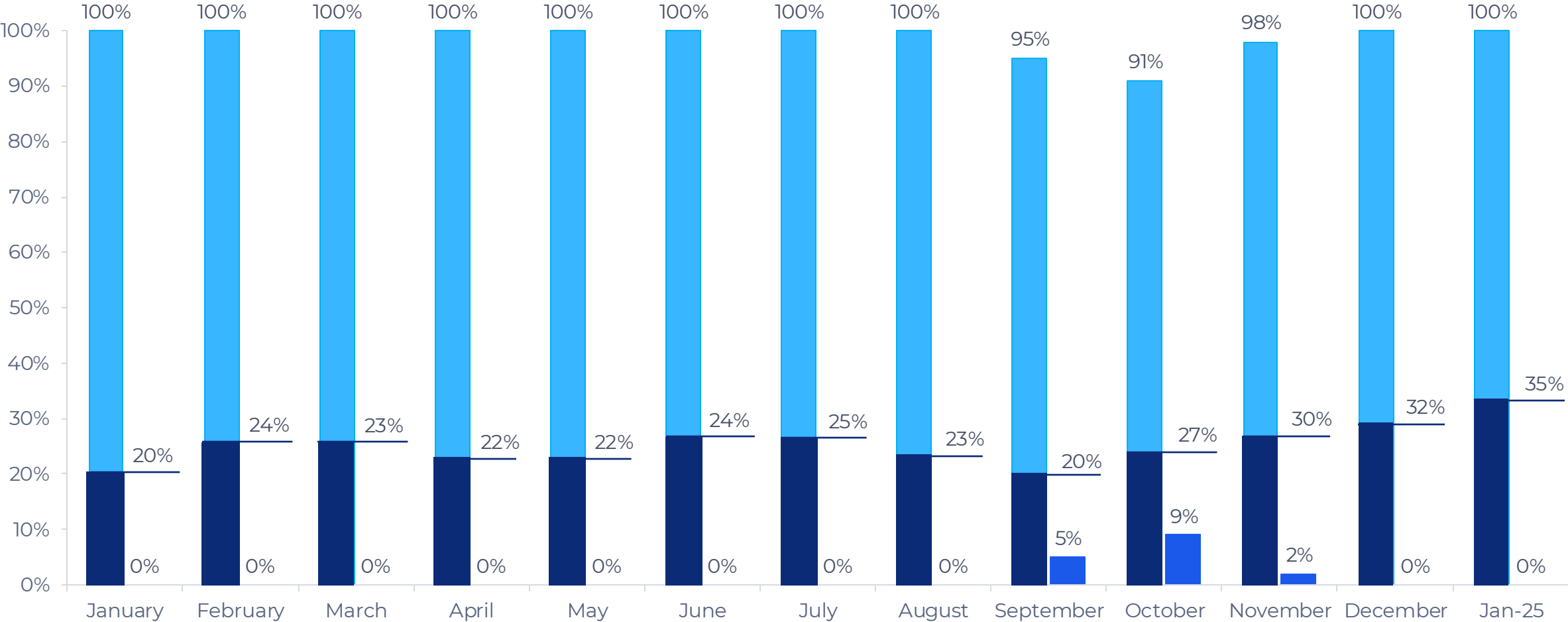
Remote/Hybrid vs In-Office (2024 to Present)

Based on Offers Accepted

■ Remote / Hybrid
3 or fewer days in office

■ In-Office
4 or more days in office

■ Fully Remote



Motivations for ESI Job Seekers

January 2025

1. Burnout (13 consecutive months)
2. \$\$\$\$\$\$
3. Unemployment
4. Opportunism/passive job seekers
5. Fully remote work



Coming in March...



Kelly Twigger

CEO,
eDiscovery Assistant

Join us on March 18th as we present data on increases in litigation trends based on political party and control of the White House.



Thank You!

Connect with us



CONNECT WITH JARED



CONNECT WITH MARIBEL



CONNECT WITH MICHAEL



CONNECT WITH ROSE



Privacy, Ediscovery, &
Cybersecurity Staffing