

# Eye on ESI

TRU Staffing Partners & ACEDS

January 21, 2025



Privacy, Ediscovery, & Cybersecurity Staffing

# Where is the data coming from?

TRU AI  
Tech

TRU 2024  
eDiscovery  
Jobs Report

35,000+  
TRU  
Hot Jobs  
Subscribers

13,340  
Inbound ESI  
Applicants  
2024

1,933  
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](mailto:Michael.fox@trustaffingpartners.com)



Michelle Shanik  
[Michelle.shanik@trustaffingpartners.com](mailto:Michelle.shanik@trustaffingpartners.com)

## Legal AI Specialists– Direct Hire

A leading law firm is expanding its team to develop Legal AI solutions and is hiring multiple Legal AI Specialists for Knowledge Management. Candidates should have legal industry experience and expertise in areas like AI workflows, deposition intakes, text summarization, and data retrieval, using tools such as Harvey, Co-Counsel, and Kira. The role can be part-time, full-time, or contract-to-hire.

## Contract-to-Hire eDiscovery Project Manager, 2nd shift

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.

## Senior Practice Support Analyst– Direct Hire

Join a top-notch law firm as a Senior Practice Support Analyst! You'll work on eDiscovery, master Relativity, and support litigation teams. If you're detail-oriented and strong in project management, we want you! #fullyremote

## eDiscovery Project Manager – Direct Hire

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.

## Senior eDiscovery Project Manager – Cyber – Direct Hire

Join us as a Senior eDiscovery Project Manager with a focus on Cyber Incident Response. If you excel in client communication, have experience with Relativity, and love solving problems, this role is for you!



# Top Takeaways from 2024

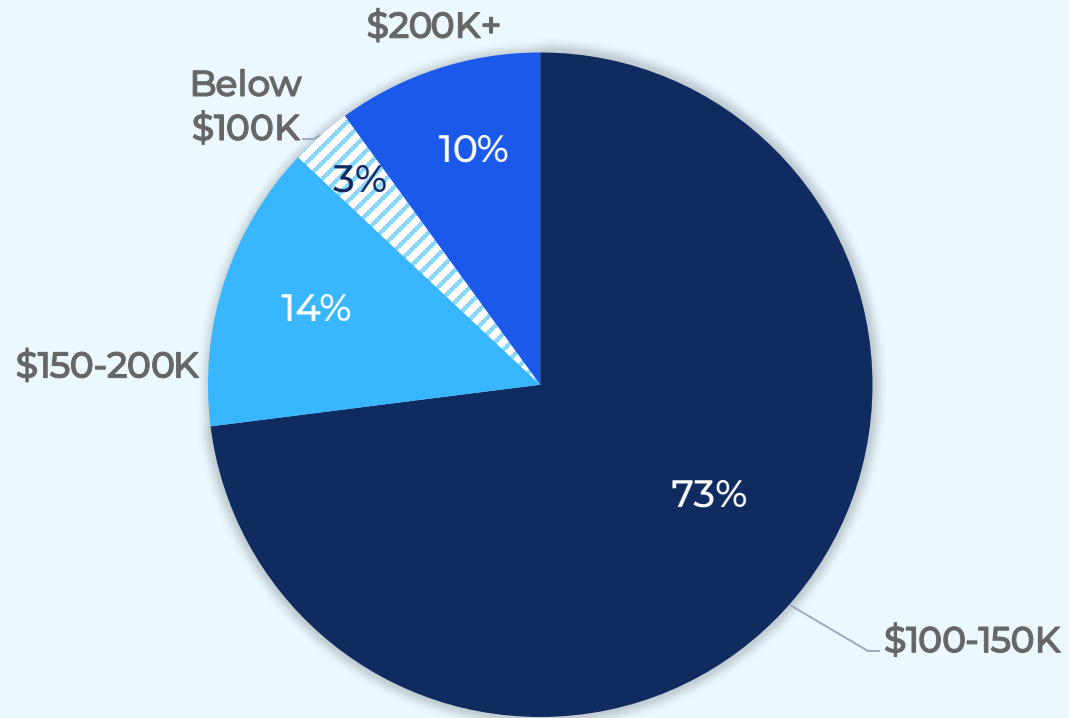
- **Law firm hiring outpaced providers** for first time in 10 years
- **Burnout held the #1 slot for job seeker motivation** for 11 consecutive months in 2024
- **Focus was on full-time hires**, NOT contract augmentation
- **Executive opportunities** were **scarce**
- **70%+ of jobs were hybrid**, because 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

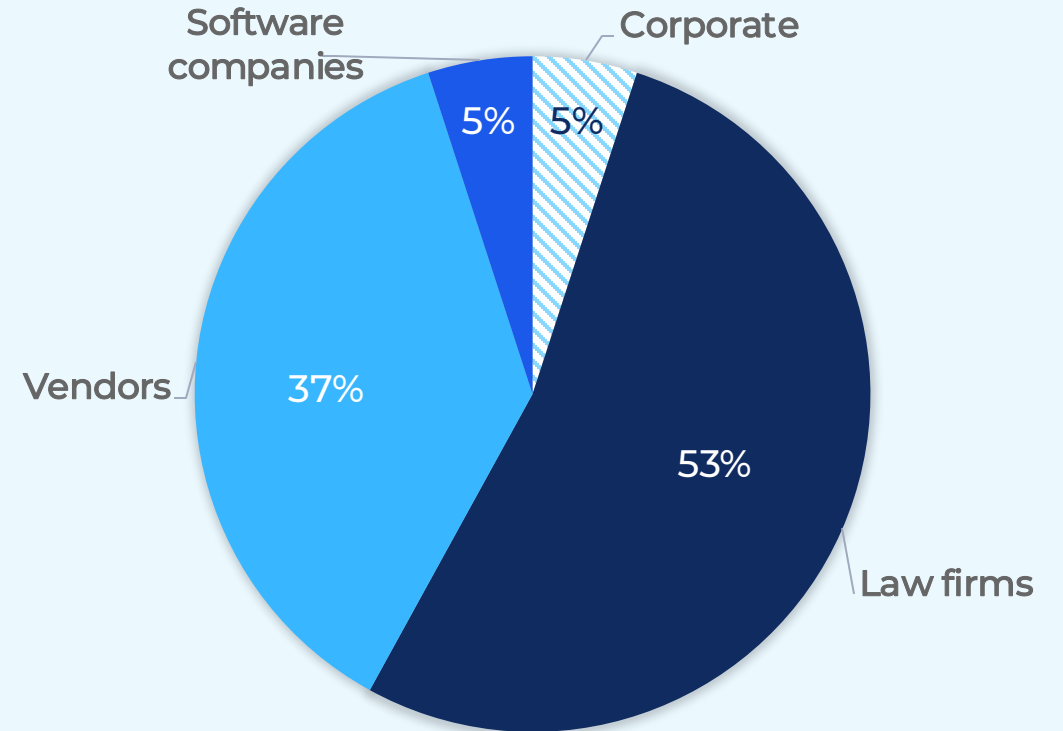
- **eDiscovery contract** job opportunities will **skyrocket** in 2025
- **Adoption of AI in ESI** document review will **accelerate talent growth**
- **Law firms/ALSPs** will focus on **hiring more attorneys** for ESI and AI roles
- **Individual innovators** will **reshape corporate** legal buying habits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

# Where are the jobs?

## BY COMPENSATION



## ORGANIZATIONAL BREAKDOWN



# US Law Firm ESI Salary Averages by Region

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

	East	West	Midwest
<b>Technician</b> (entry level)	55K-75K + OT	55K-75K + OT	55K – 75K + OT
<b>Analyst</b> (2-3 years)	110K-130K + OT*	110K-130K + OT*	105K-125K + OT*
<b>Specialist</b> (3-5 years)	120K-155K + OT	120K-165K + OT	90K - 140K + OT
<b>PM/Coordinator</b> (4-7 years)	110K-165K + OT or 125-185K + bonus	110K-175K + OT or 135-185K + bonus	100K-130K + OT or 110K-160K + bonus
<b>Consultant/Sr PM</b> (7-10 years)	165K-225K + bonus	175K-225K + bonus	160K-200K + bonus
<b>Director/Manager</b> (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)
<b>Technician</b> (entry level)	55K (55-75K)
<b>Analyst (proc/prod)</b> (2-3 years)	85K-110K (85K-125K)
<b>Specialist/Sr Analyst</b> (3-5 years)	120K-135K (125K-150K)
<b>Coordinator (Assoc)</b> (2-4 years)	65K-100K (70K-110K)
<b>Project Manager (Senior Assoc)</b> (4-8 years)	100K-125K (110K-140K)
<b>Sr PM/Team Lead</b> (7-10+ years)	125K-165K (140K-200K)
<b>Review Manager</b>	80K-145K (90K-160K)

Role	Base (total comp)
<b>Client Services (Manager)</b>	150K-200K (165K-240K)
<b>Client Services (Director)</b>	175K-250K (200K-300K)
<b>Analytics Overlay</b>	165K-225K (175K-265K)
<b>VP, Divisional Lead</b>	225K-350K (285K-575K)
<b>ESI Sales</b> (10+ years)	125K-225K (150K-350K+ & equity)
<b>Information Governance Manager/Director</b>	110K-150K (125K-175K)



# US Service Provider ESI Salary Averages

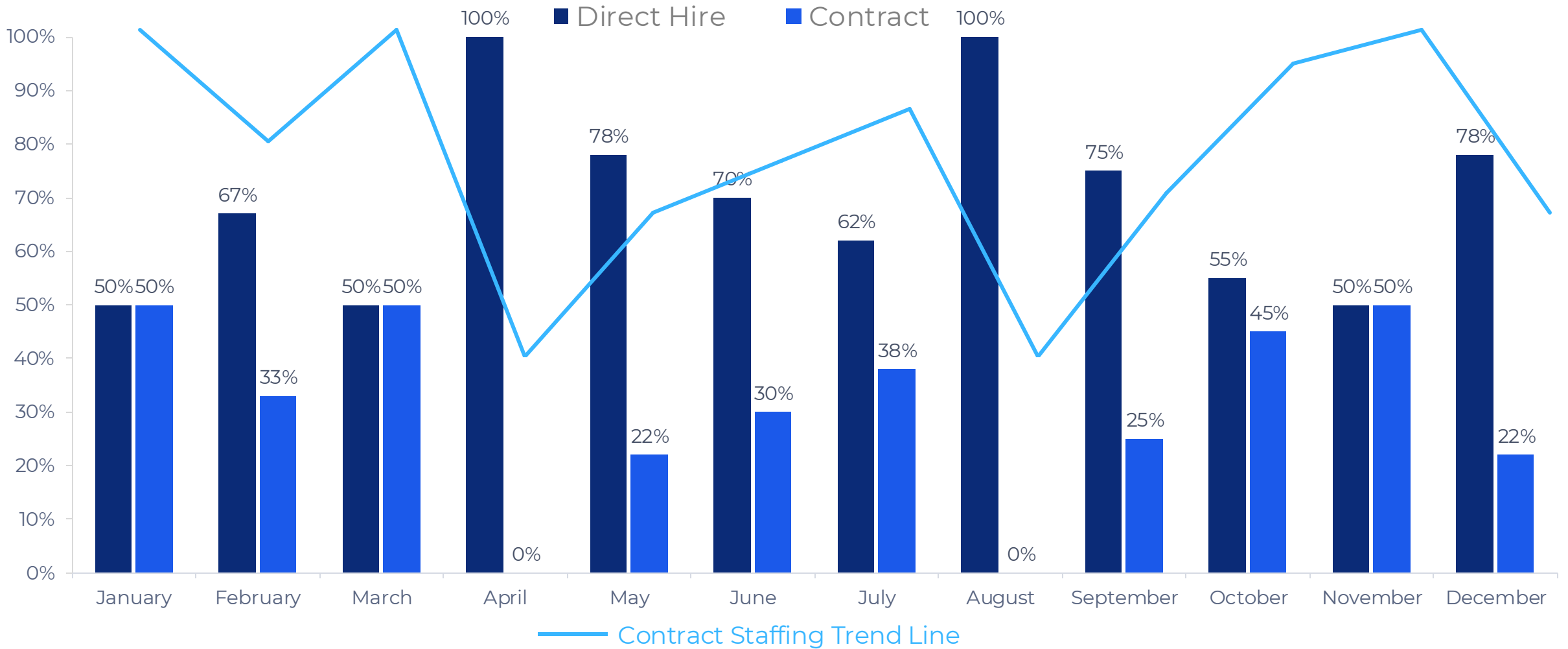
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<b>Project Manager (Senior Assoc)</b> (4-8 years)	↑ 110K-150K (120K-160K)
<b>Sr PM/Team Lead</b> (7-10+ years)	140K-175K (150K-205K)
<b>Review Manager</b>	95K-145K (100K-160K)

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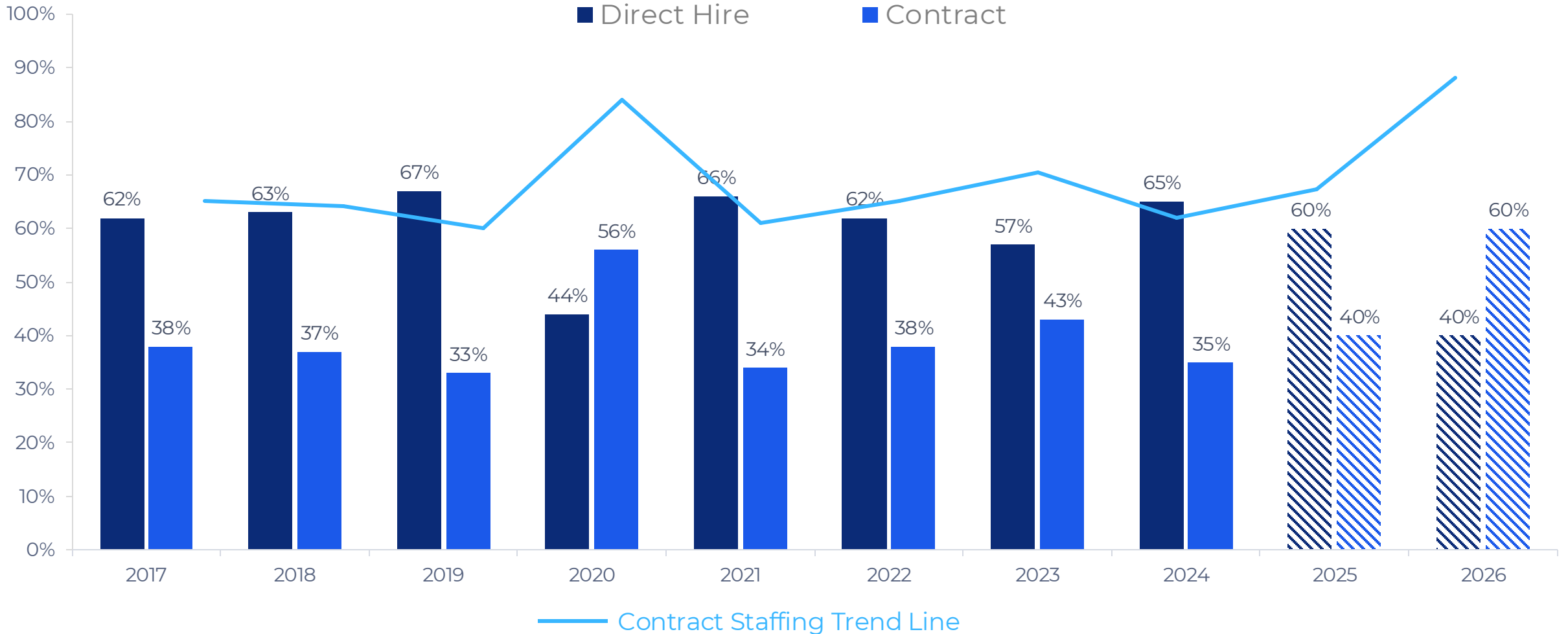
# Contract vs Direct Hire For ESI (2024)

## Based on Offers Accepted



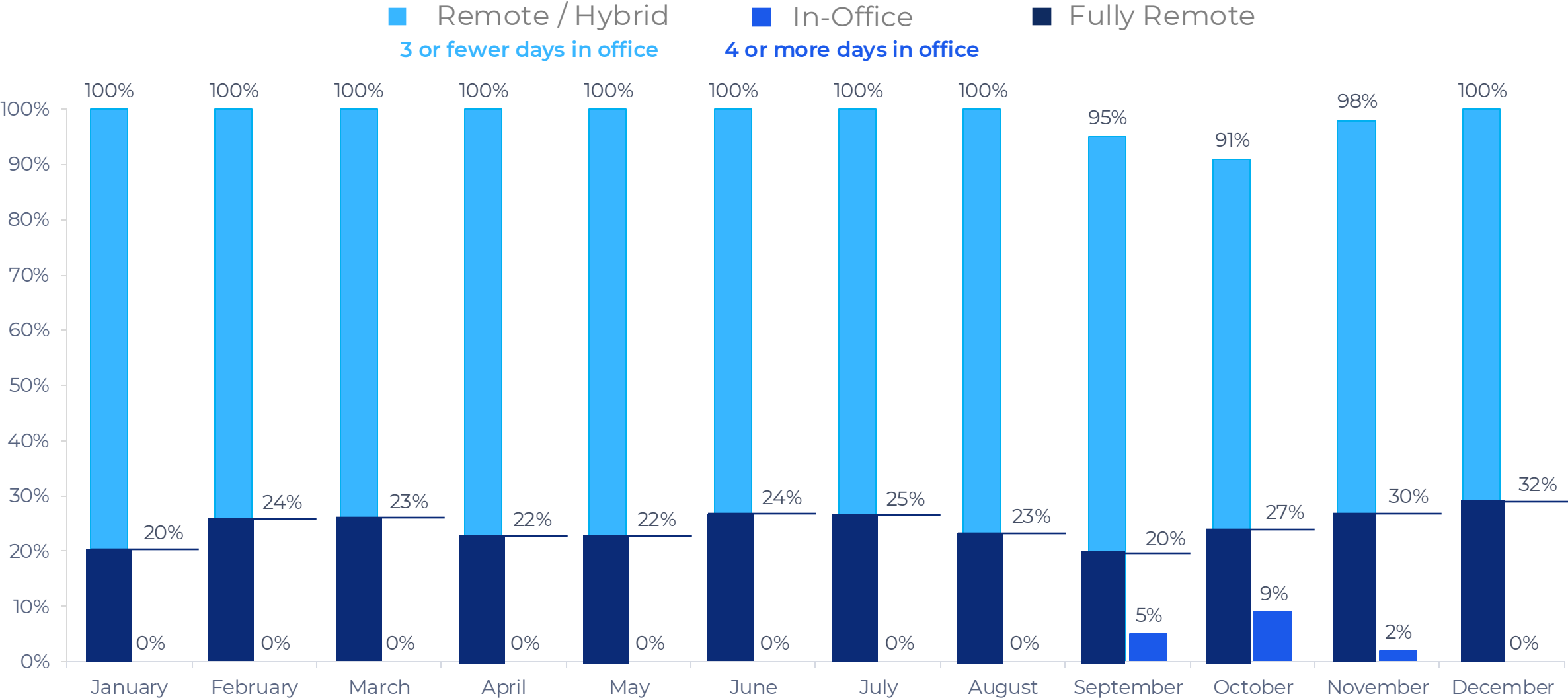
# Contract vs Direct Hire For ESI (Past 7 Years)

## Based on Offers Accepted



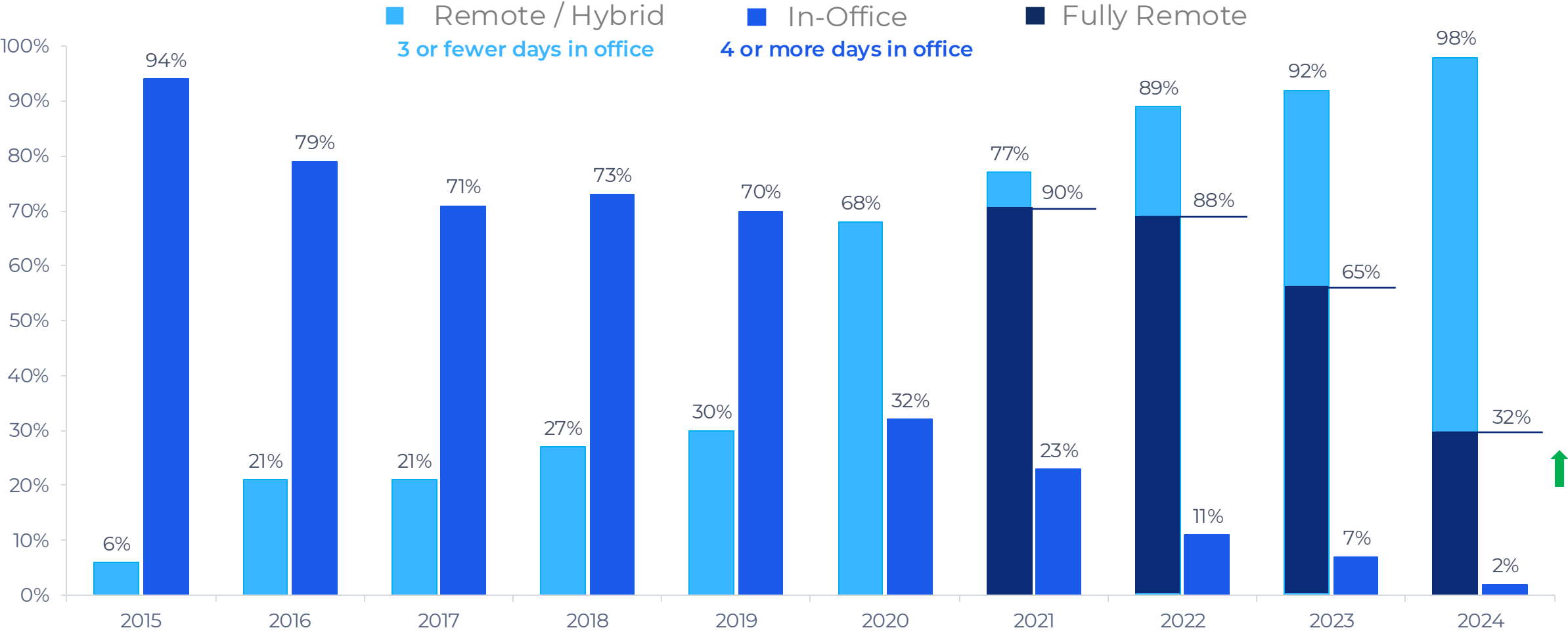
# Remote/Hybrid vs In-Office (2024)

Based on Offers Accepted



# Remote/Hybrid vs In-Office (YoY)

Based on Offers Accepted



# Motivations for ESI Job Seekers

2024 Snapshot

1. Burnout (12 consecutive months)
2. \$\$\$\$\$\$
3. Unemployment
4. Boredom/lack of challenge
5. Remote/hybrid work



# Coming in February...



**Rose Jones**

Partner,  
Hilgers Graben PLLC



Register for February

# Coming in March...



**Kelly Twigger**

CEO,  
eDiscovery Assistant



Register for March

# Thank You!

Connect with us



CONNECT WITH JARED



CONNECT WITH MARIBEL



CONNECT WITH MICHAEL



CONNECT WITH STEPHEN



Privacy, Ediscovery, &  
Cybersecurity Staffing