

Eye on ESI

TRU Staffing Partners & ACEDS

July 11, 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!



Interested?

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Senior ESI Counsel - Contract

Corporate Big Tech, Fortune 1000, with over 500 million worldwide users, needs an experienced attorney who will provide strategic and tactical support, advise on tools, assist with fact development, and handle complex privilege work in Los Angeles.

Managing ESI Director – Direct Hire

Am-law top 50 firm needs a Managing Director for the ESI Practice Group. The candidate must be located in New York City and have experience managing teams.

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.

Senior ESI Project Manager – Direct Hire

UK based. Handle client engagements from start to finish, manage complex cases, and ensure top-notch service. Experience with Relativity and UK/EU legal discovery is a plus.

Legal Technology Advisor – Direct Hire

3 day in-office requirement in NYC or Washington, D.C. Must have exposure to Kira, Litera Transact, High Q, PowerBI, OpenAI, and Copilot.



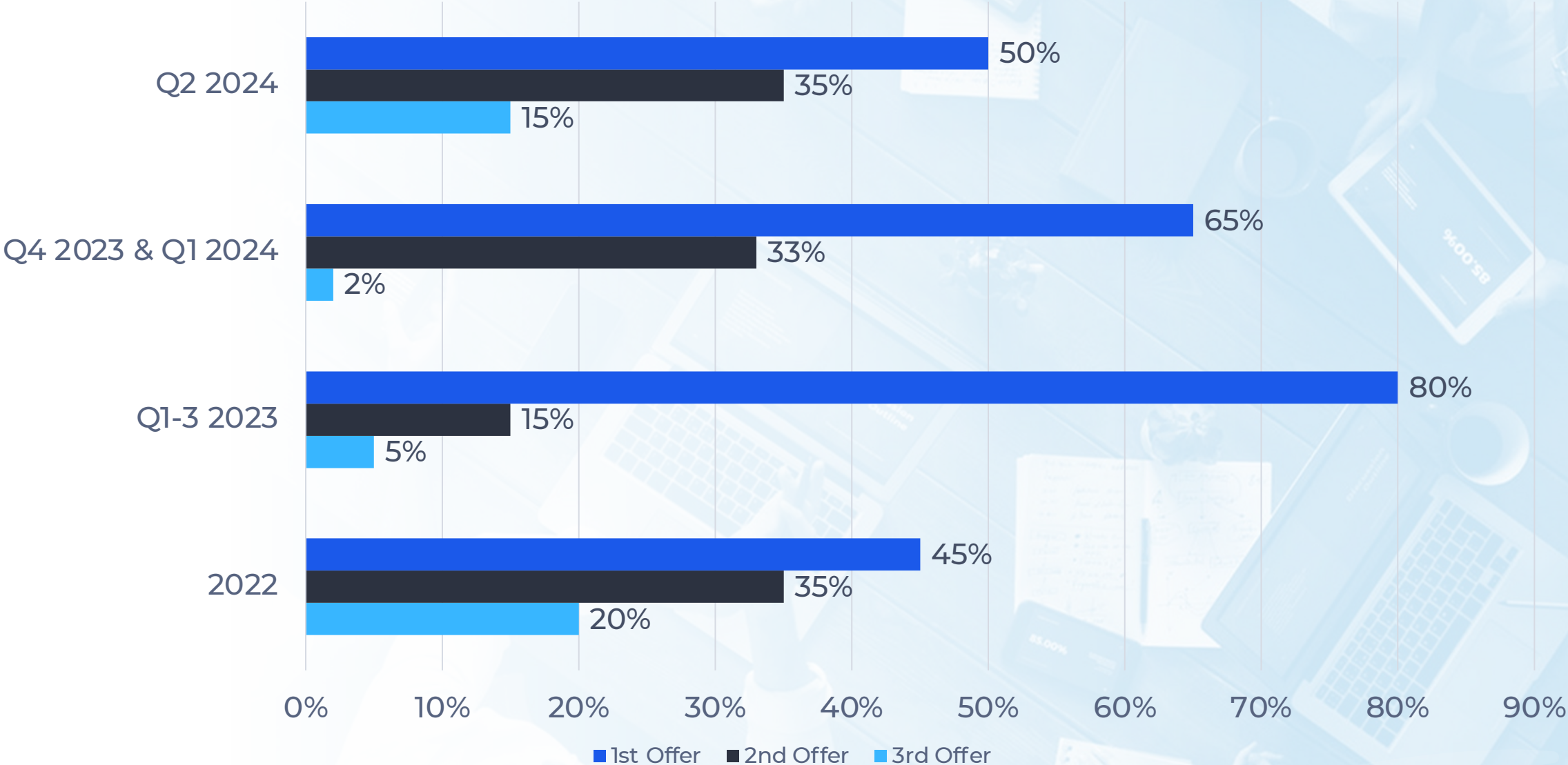
What's Happening? TRU Trends

July 2024

- TRU has filled **30% more ESI jobs** in the first half of 2024 relative to the first half of 2023
- June 2024 had the **2nd highest amount of offers declined** of any month this year
- The way to break into **corporate** is on **contract**
- In June, more law firms downshifted from a **3 day to a 1 day** a week in-office requirement than in any other month this year
- As of end of Q2, 3 out of 4 ESI job seekers would rather **take a fully remote contract job than a direct hire position** with a 3 day or more in-office requirement
- As of end of Q2, **burnout** has taken over as the #1 motivator for ESI job seekers over the last 12 months
- ESI attorney hiring hit a **12-month high** in June
- **Slow move toward** a candidate job market continues

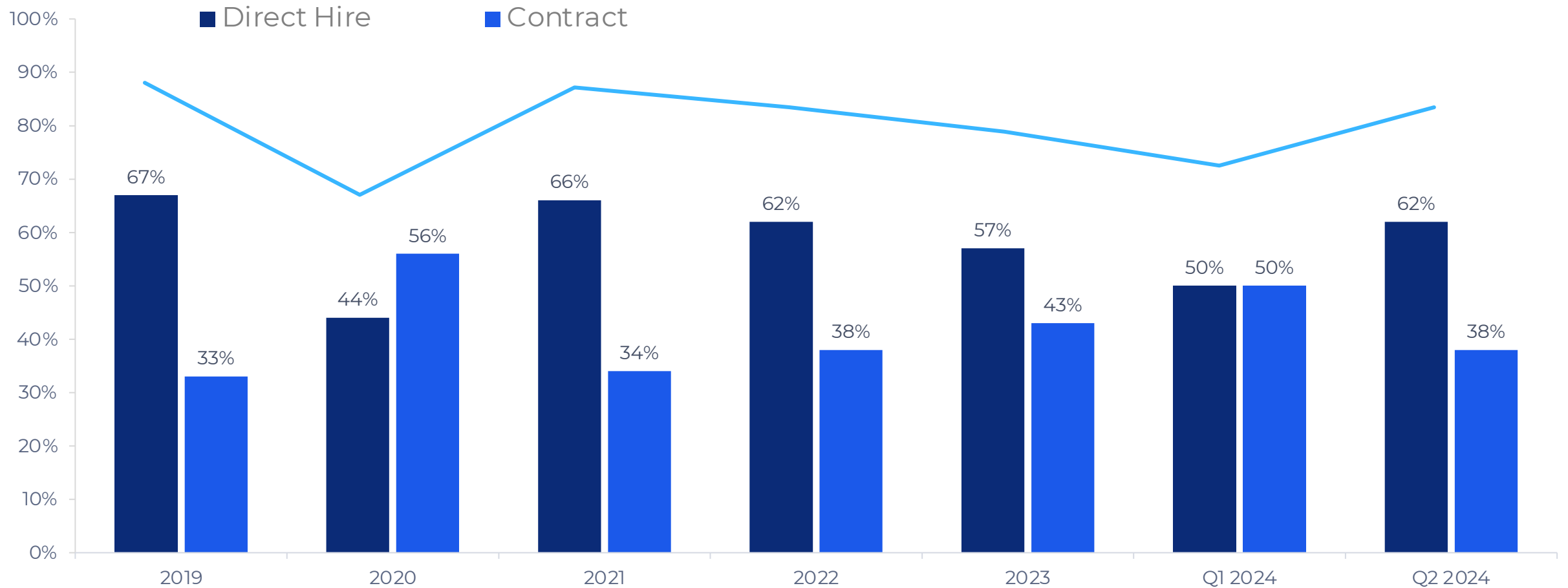


Offer Acceptance Likelihood



Contract vs Direct Hire For ESI (2019 to Present)

Based on Offers Accepted



Motivations for ESI Job Seekers

First Half of 2024

1. Burnout

2. Burnout/Can't Take More Business
3. Burnout/Toxic Culture or Leadership
4. \$\$\$\$\$\$
5. Unemployment



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)	100K-120K + OT	100K-130K + OT	100K-115K + 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-210K + bonus ↑	175K-225K + bonus ↑	160K-200K + bonus ↑
Director/Manager (10+ years)	250K-325K + bonus	250K-325K + bonus	250K-300K + bonus



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)	165K-225K (180K-275K)
Analytics Overlay	165K-225K (175K-265K)
VP, Divisional Lead	225K-350K (285K-575K)
ESI Sales (10+ years)	125K-275K (150K-500K+ & equity)
Information Governance Manager/Director	110K-150K (125K-175K)



Tuesday, July 16th | 12:30 PM ET

30-Minute Workshop: Resume Clinic for Ediscovery Sales Professionals



Jared Coseglia,
CEO & Founder



Sarah Roberts,
Senior Vice President of
Recruitment and Account
Management

Key Takeaways:

- Insights into what hiring managers look for in eDiscovery sales resumes.
- Practical examples of how to enhance your resume.
- Strategies to highlight your skills and experience effectively.



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