

# Eye on ESI

TRU Staffing Partners & ACEDS

June 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!



# What's Happening? TRU Trends

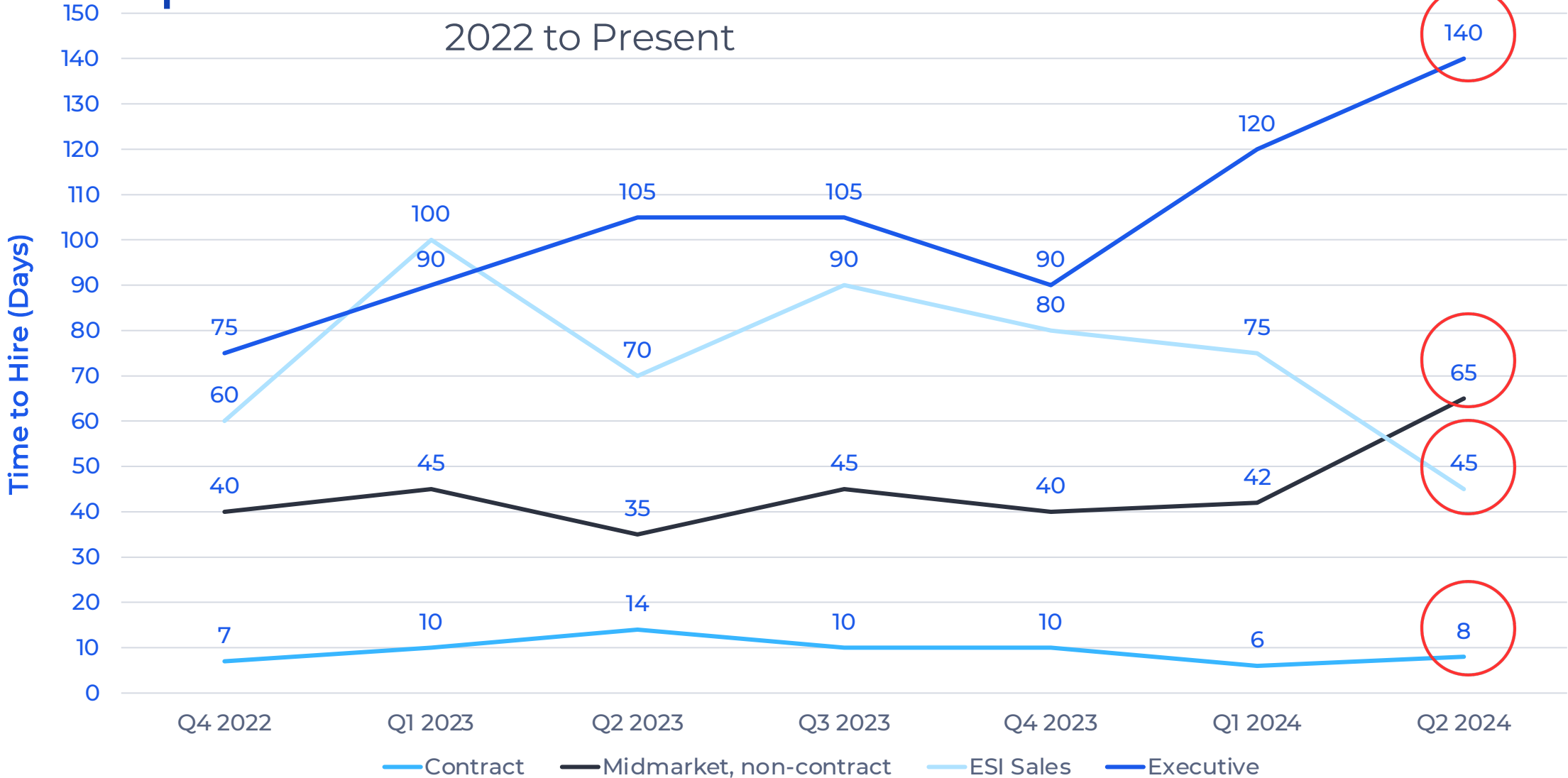
June 2024

- May 2024 had the **highest amount of offers declined** of any month this year
- May 2024 had the **highest amount of inbound resume applications** of any month this year
- May 2024 had the **lowest amount of first-round interviews** of any month this year
- **Little to no compromise** from either employee or employer on compensation, commuting, caliber requirements
- Active and passive job seekers feel **understaffed, overworked, under paid/valued, or bored**
- #1 reason job seekers pass on opportunities = **in-office requirements**
- **Slow move** toward candidate job market continues



# Speed of Hire for ESI

2022 to Present

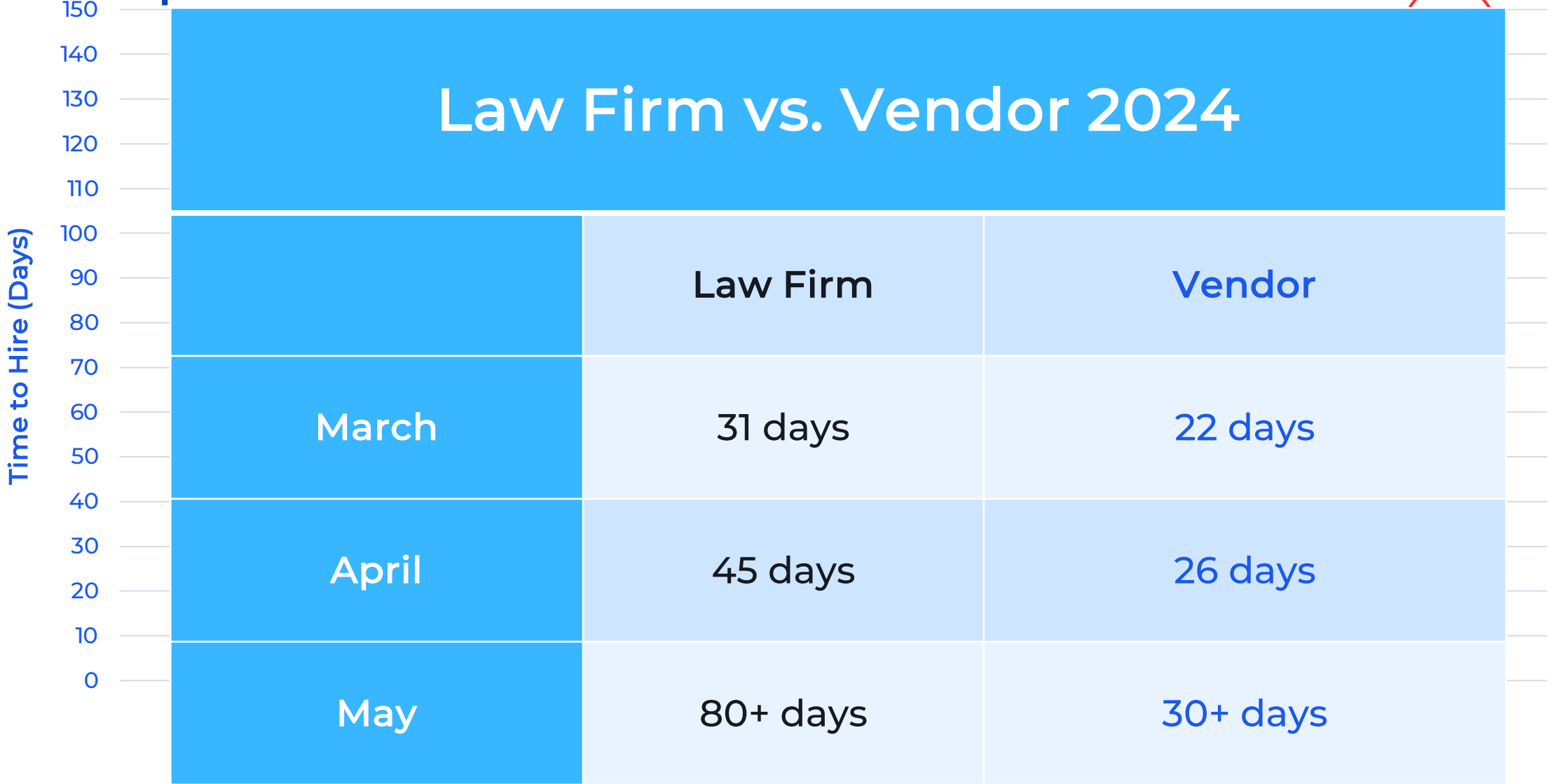


\*from resume sent to verbal offer accepted

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



# Speed of Hire for ESI

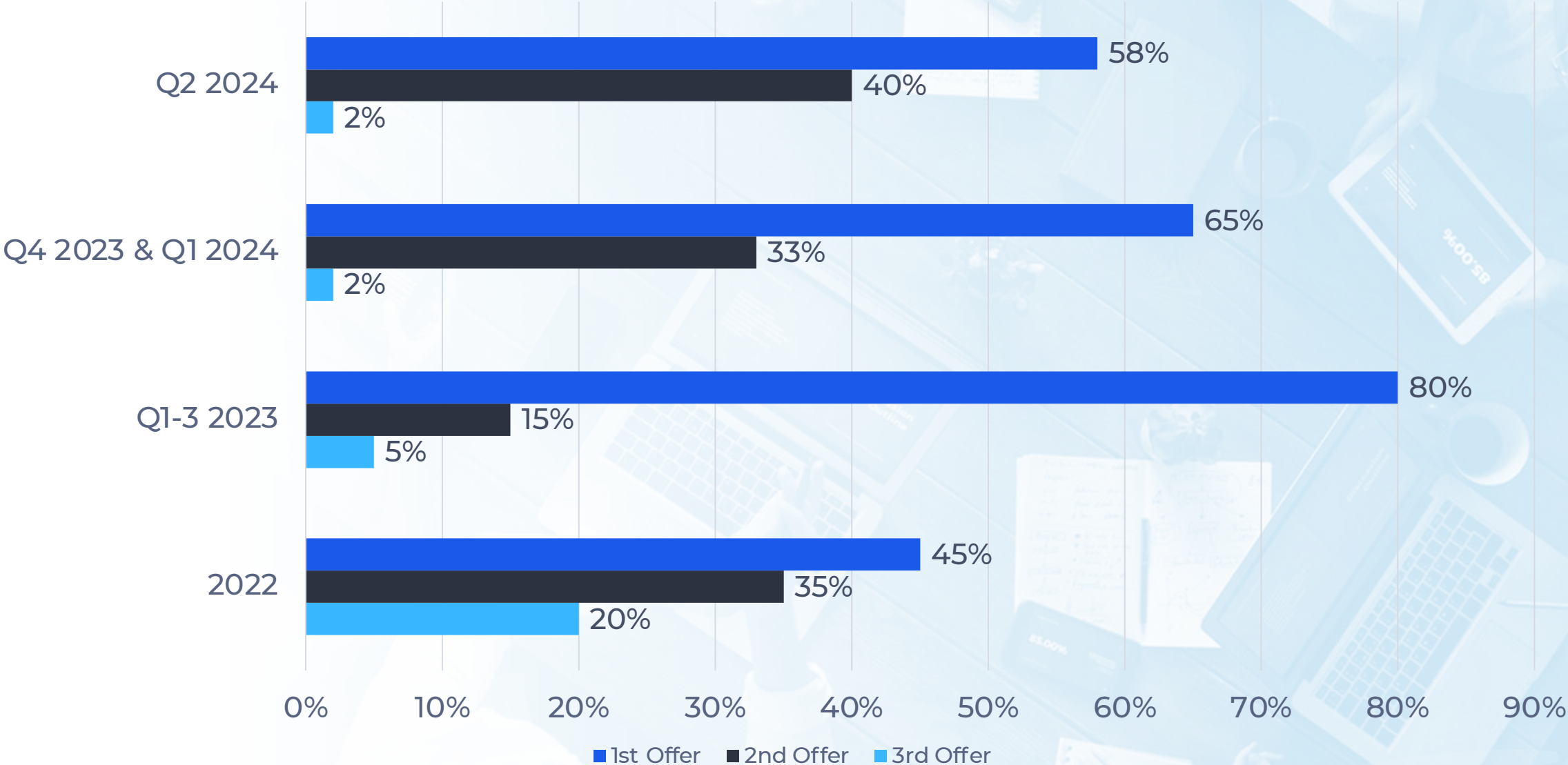


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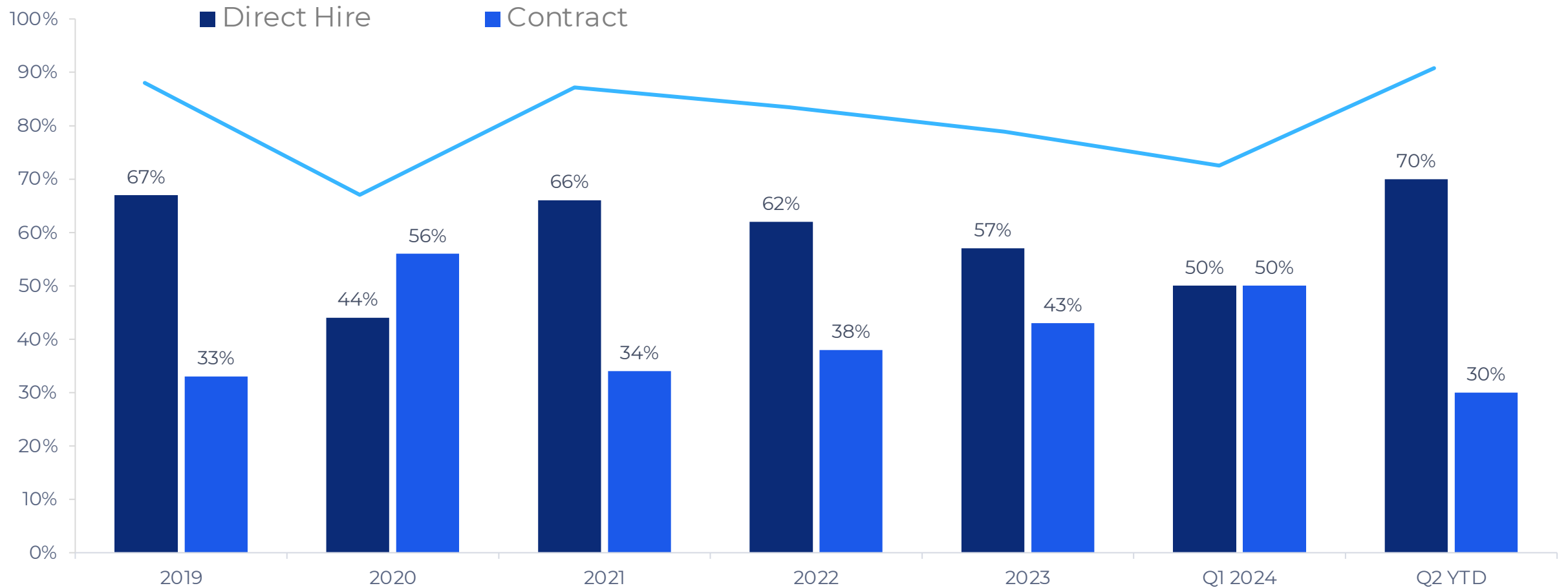


# Offer Acceptance Likelihood



# Contract vs Direct Hire For ESI (2019 to Present)

## Based on Offers Accepted



# US Law Firm ESI Salary Averages by Region

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

	<b>East</b>	<b>West</b>	<b>Midwest</b>
<b>Technician</b> (entry level)	55K-75K + OT	55K-75K + OT	55K – 75K + OT
<b>Analyst</b> (2-3 years)	100K-120K + OT	100K-130K + OT	100K-115K + OT
<b>Specialist</b> (3-5 years)	120K-140K + OT	120K-150K + OT	90K - 130K + OT
<b>PM/Coordinator</b> (4-7 years)	110K-150K + OT or 125-185K + bonus	110K-150K + OT or 135-185K + bonus	100K-130K + OT or 110K-160K + bonus
<b>Consultant/Sr PM</b> (7-10 years)	165K-195K + bonus	175K-195K + bonus	160K-195K + bonus
<b>Director/Manager</b> (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)
<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-135K (110K-155K)
<b>Sr PM/Team Lead</b> (7-10+ years)	125K-175K (140K-200K)
<b>Review Manager</b>	80K-125K (90K-160K)

Role	Base (total comp)
<b>Client Services (Manager)</b>	150K-200K (165K-240K)
<b>Client Services (Director)</b>	165K-225K (180K-275K)
<b>Analytics Overlay</b>	165K-225K (175K-265K)
<b>VP, Divisional Lead</b>	225K-350K (285K-575K)
<b>ESI Sales</b> (10+ years)	125K-275K (150K-500K+ & equity)
<b>Information Governance Manager/Director</b>	110K-150K (125K-175K)



## Interested?

Email:

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

[Michael.fox@trustaffingpartners.com](mailto:Michael.fox@trustaffingpartners.com)

### Senior ESI Counsel

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

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

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.

### ESI Senior Project Manager

Six-month, high-impact, Relativity-certified ESI senior project manager needed for rapidly growing service provider. Plug-and-play.

### Director of Litigation Support

Washington, DC. Must work in-office 3 days a week or more and live in the WDCVA area. Must be managing or directing at a peer firm.



Thursday, June 20<sup>th</sup> | 12:30 PM ET

# 30-Minute Workshop: Resume Clinic for Ediscovery Project Manager



**Jared Coseglia,**  
CEO & Founder



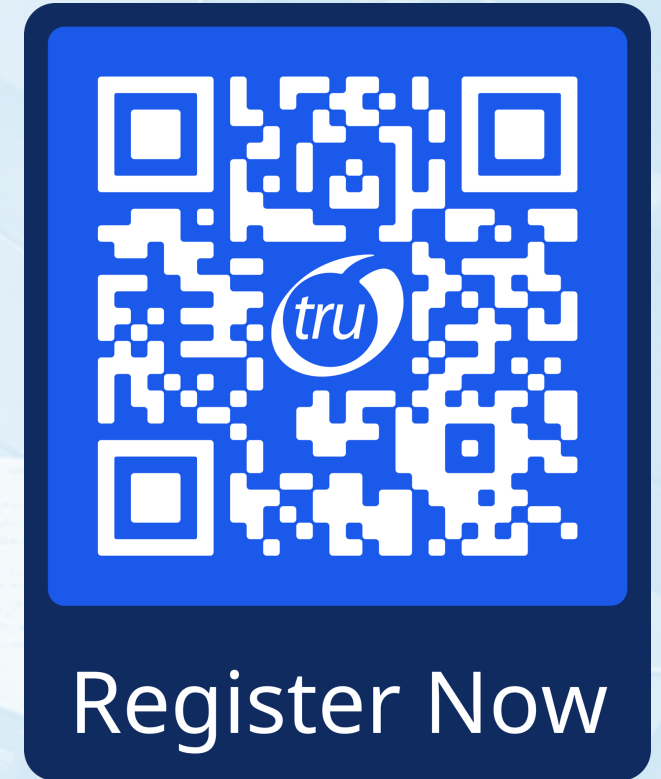
**Jess Barre, J.D.**  
Senior Vice President of  
Recruitment and Account  
Management



**Annette Habib,**  
Senior Vice President of  
Recruitment and Account  
Management

## Key Takeaways:

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



# Thank You!

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