

Eye on ESI

TRU Staffing Partners & ACEDS

March 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
Michael.fox@trustaffingpartners.com



Michelle Shanik
Michelle.shanik@trustaffingpartners.com

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 Relativity, eDiscovery, & litigation support. Hybrid role: 3 days/week in Dublin.

eDiscovery Analyst – Direct Hire | London

Our client is looking for an experienced eDiscovery Analyst to manage cases and collaborate with Partners in London. This hybrid role requires expertise in RelativityOne, stellar communication skills, and a solid project management background.

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

Join a dynamic team as an eDiscovery Specialist! Manage multiple eDiscovery matters, provide Relativity support, and deliver training sessions. Hybrid role with 2 days in-office in the US. Advanced Relativity skills required.

Chief Revenue Officer– Direct Hire | Remote

Chief revenue opportunity at a growing mid-market eDiscovery vendor. Must have experience scaling a business above \$100 million in revenue.

Litigation Support & eDiscovery Project Manager – Direct Hire | DC

A leading civil rights law firm seeks a Litigation Support & eDiscovery Project Manager to oversee electronic discovery and data management. This hybrid Washington, D.C. role requires expertise in eDiscovery platforms (iCONNECT/Xera), project management, and technical troubleshooting.



TRU Trends March 2025

- **More money takes #1 motivation slot** after burnout remained #1 for 14 consecutive months
- **Direct hire/FTE hiring accelerated** in February
- **Fully remote work hit zero placements** for the first month in five years
- **Fully remote** work is mostly **contract** work
- **Salaries continued to increase** for offers accepted in February by 10-20%
- **Skillset requirements** for ESI are **evolving**



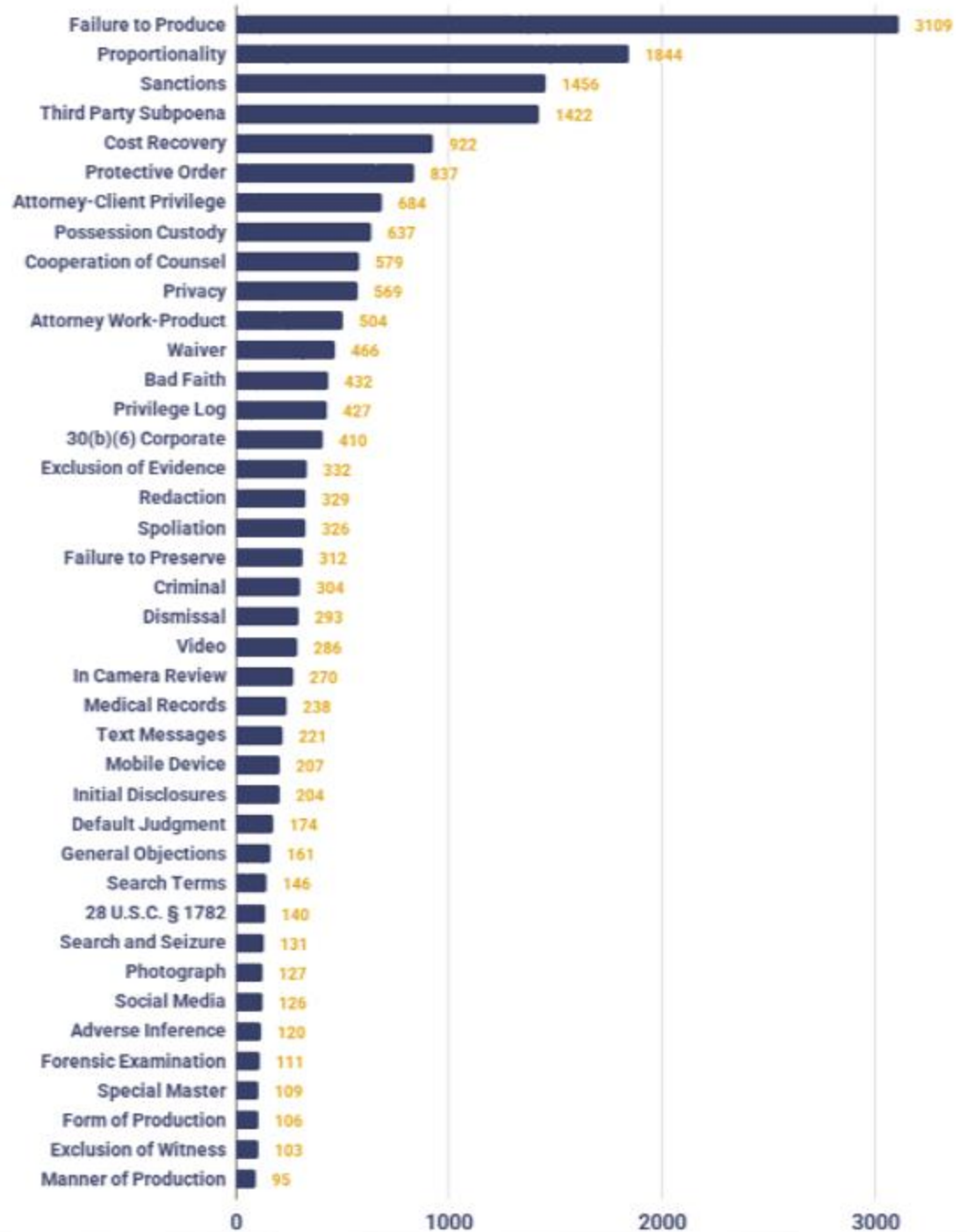
Hottest ESI Skills in Demand

- 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



Top 40 eDiscovery Issues of 2024

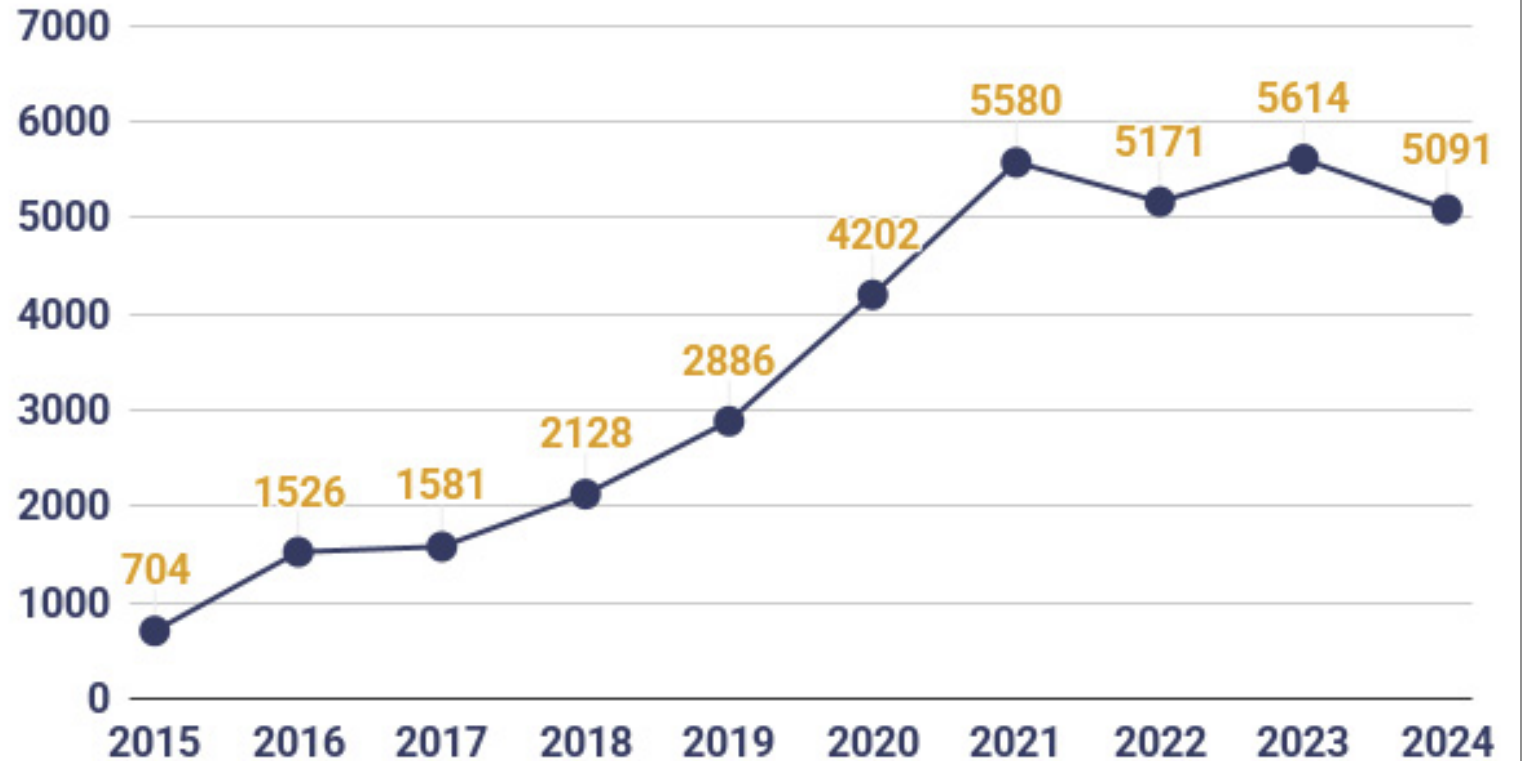
*eDiscovery Assistant. (2024). 2024
eDiscovery Case Law Year in Review.*



Distribution of Case Law in 2024

eDiscovery Assistant. (2024). 2024 eDiscovery Case Law Year in Review.

Number of Cases with eDiscovery Issues



“2024 saw a 22% increase in the number of civil cases filed in the United States District Courts.¹”

<https://www.uscourts.gov/data-news/reports/statistical-reports/federal-judicial-caseload-statistics/federal-judicial-caseload-statistics-2024>



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	↑ 110K - 150K + OT
PM/Coordinator (4-7 years)	125K-175K + OT or 145-185K + bonus	120K-175K + OT or 135-185K + bonus	↑ 112K-145K + OT or 120K-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

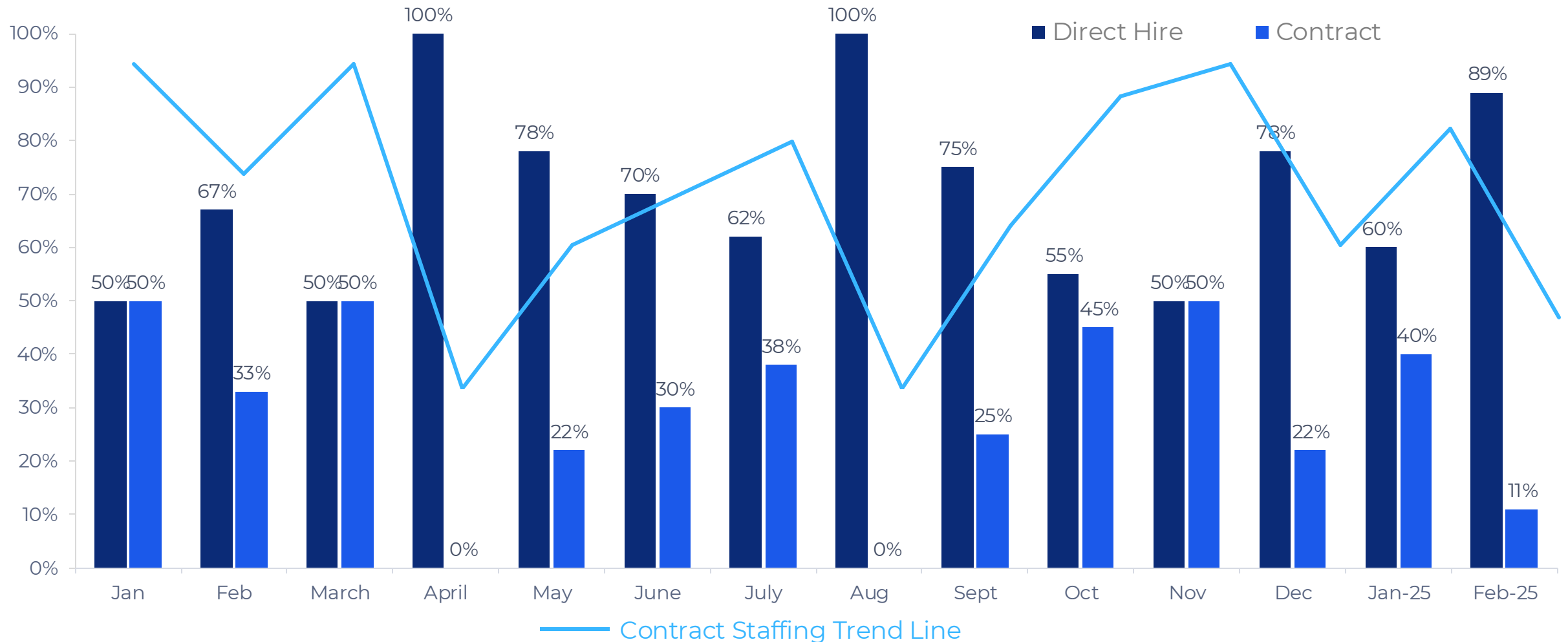
(rates of hire, not rates of existing market comp)

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)

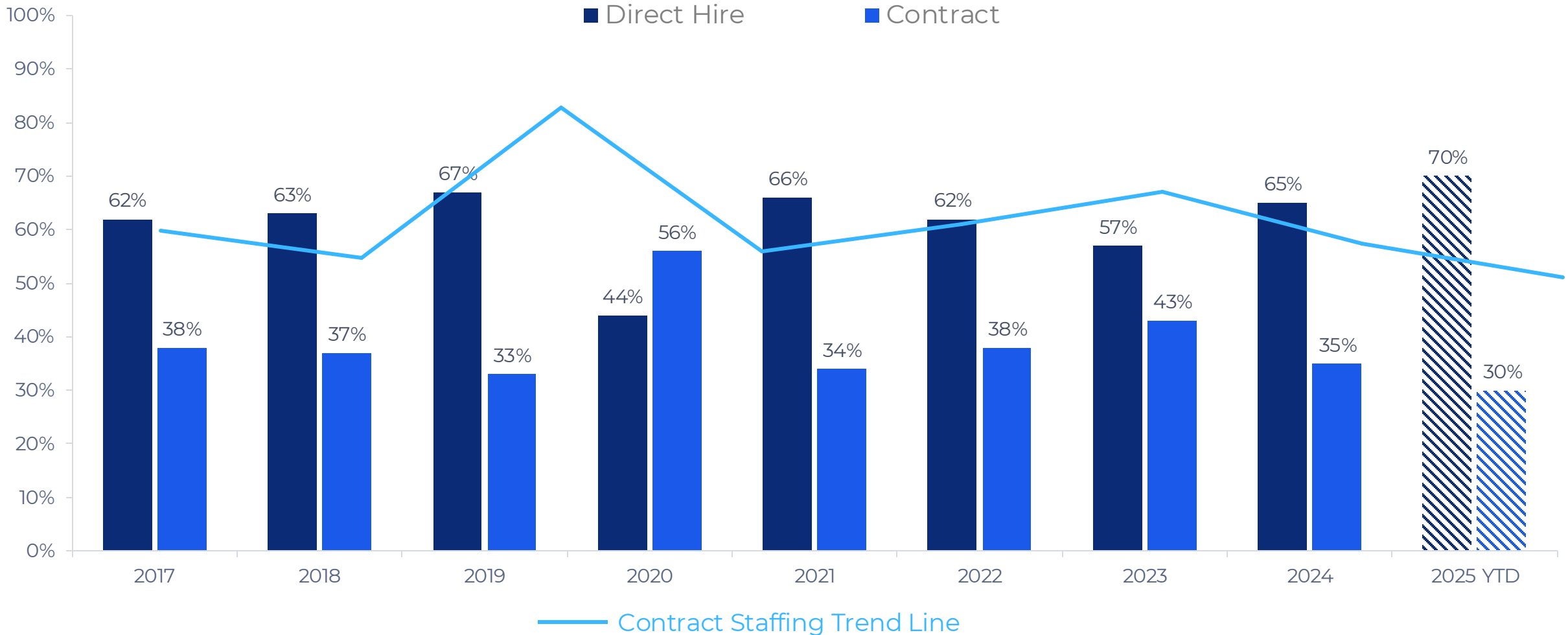
Contract vs Direct Hire For ESI (2024 to Present)

Based on Offers Accepted



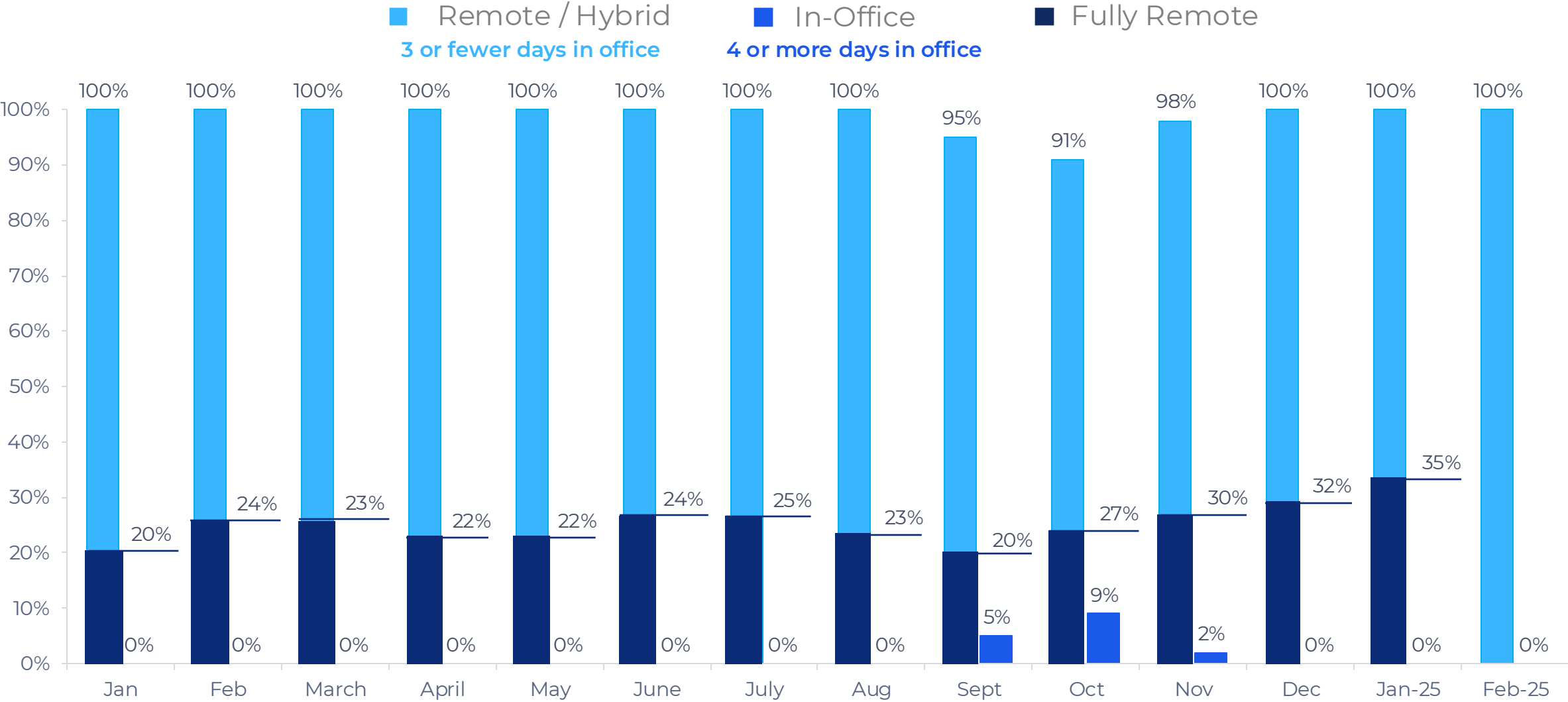
Contract vs Direct Hire For ESI (Past 7 Years)

Based on Offers Accepted



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

Based on Offers Accepted



Motivations for ESI Job Seekers

February 2025

1. \$\$\$\$\$\$
2. Burnout
3. Opportunism/passive job seekers
4. Fully remote work
5. Unemployment



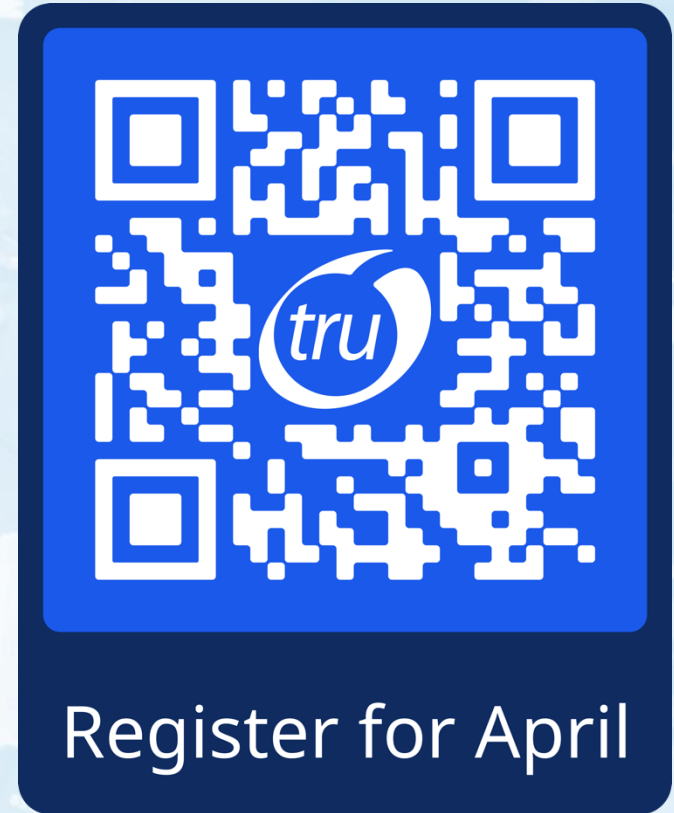
Coming in April...



Glen McFarlane

Managing Director, Cyber & Data Resilience, Discovery Solutions, Kroll

Glen McFarlane is Managing Director in the Data Insights and Forensics practice at Kroll, based in New York. Glen leverages more than 20 years of senior management experience in corporate legal operations, where he focused on improving legal service delivery, streamlining processes, enhancing client experience and leveraging cutting-edge technologies to better enable teams in large, complex environments.



Thank You!

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