

# Eye on ESI

TRU Staffing Partners & ACEDS

May 2, 2024



Privacy, Ediscovery, & Cybersecurity Staffing

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## 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

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May 2024

- Cautiously optimistic investment hiring is **driving** direct hire acceleration
- **80K-100K**: The Sweet Spot or The Dead Zone?
- Active job seekers feel **understaffed, overworked, or under paid/valued**
- **Slow move** toward candidate job market has begun
- Sales, project management and ESI attorney roles **lead demand**
- Fully remote roles get filled **5x** faster than hybrid and **9x** faster than fully in-office



# Motivations for ESI Job Seekers

Q1 2024

01 Working remotely more

02 Burnout

03 \$\$\$\$\$\$

04 Diversified business/horizontal growth

05 Getting RelativityOne Experience

# Motivations for ESI Job Seekers

April 2024

01 Burnout

02 Working remotely more

03 Dissatisfaction with current employer

04 \$\$\$\$\$\$

05 Vertical growth potential

# Motivations for ESI Job Seekers

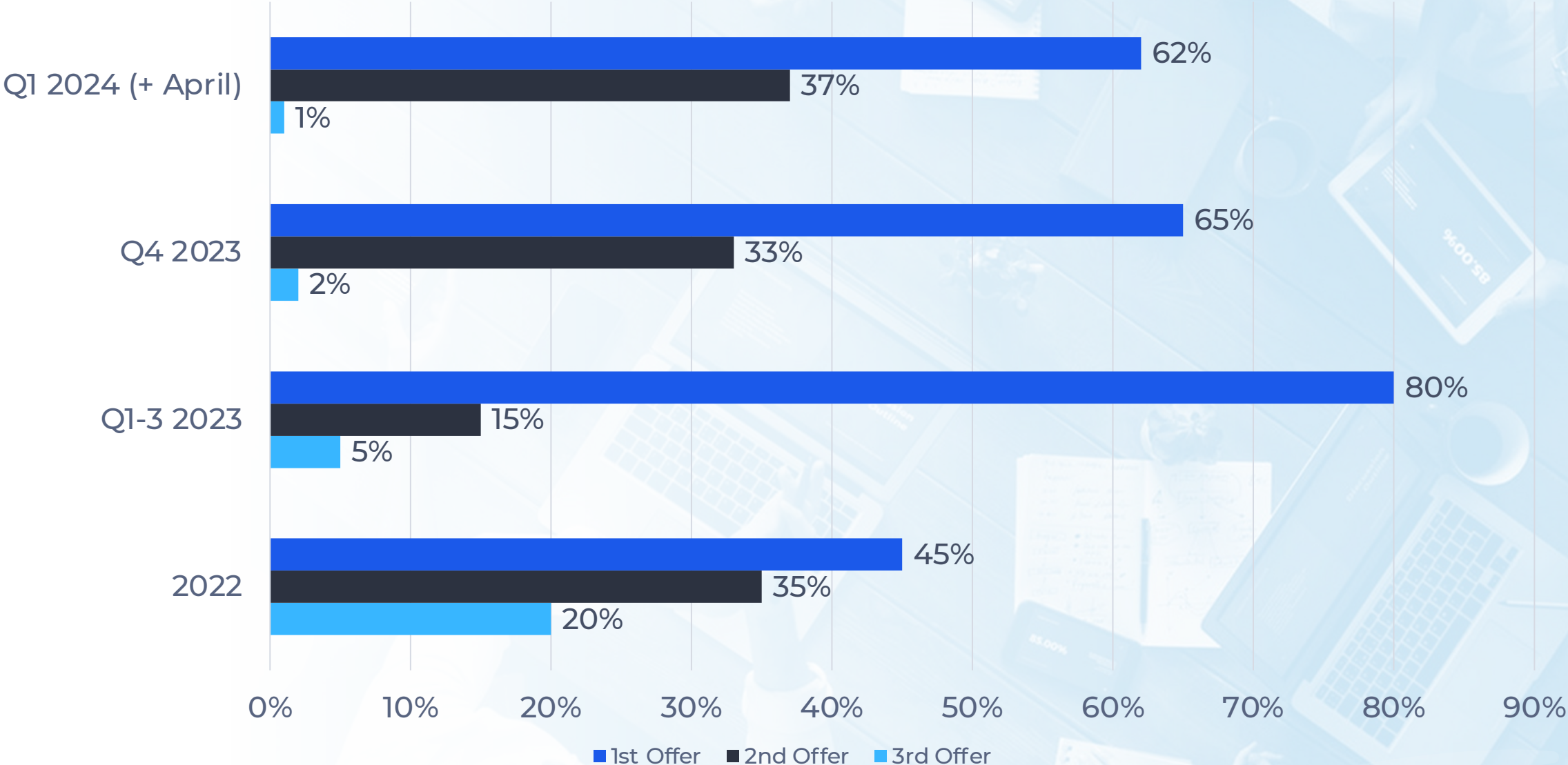
April 2024

01 Burnout

Active job seekers feel understaffed, overworked, or under paid/valued.

05 Vertical growth potential

# Offer Acceptance Likelihood



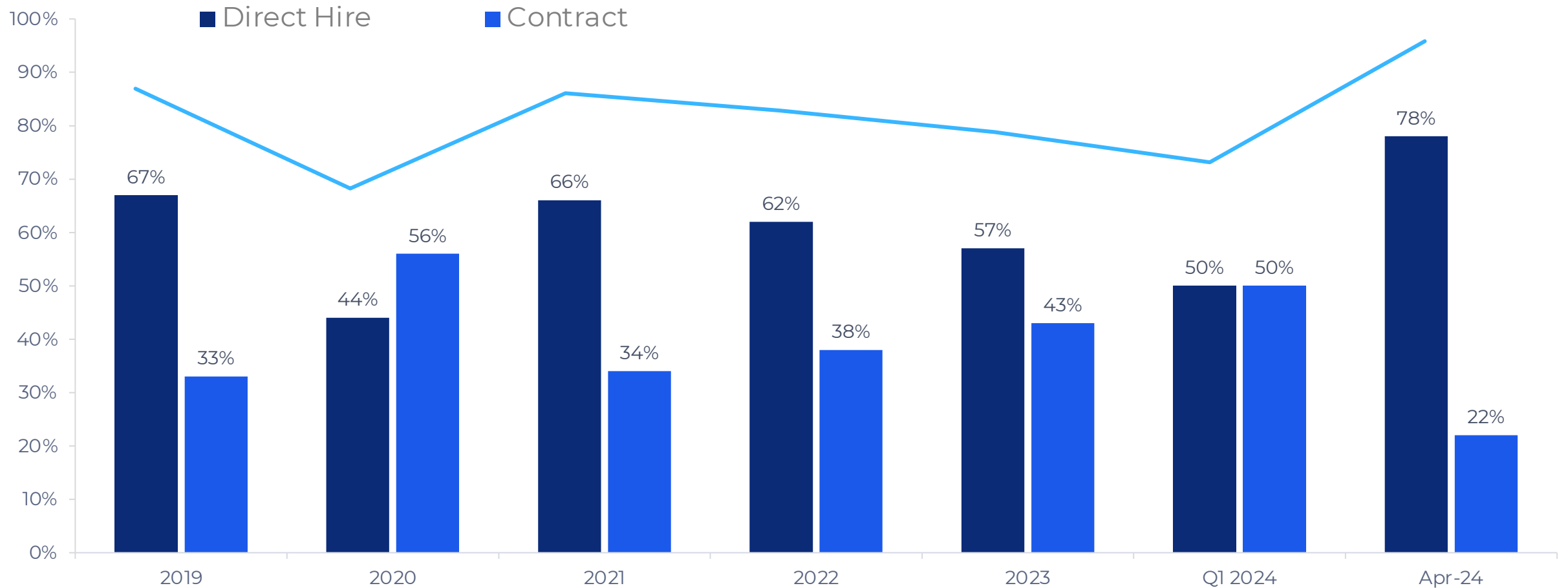
# Offer Acceptance Likelihood



Slow move toward candidate job market has begun.

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

## Based on Offers Accepted



# 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



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<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

## 80K- 100K: The Sweet Spot or The Dead Zone?

- Finite talent pool
- Truncated timeline to promotion or exiting for other opportunities
- Additional time to hire

# 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)



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2024 eDiscovery  
Jobs Report



2024 Data Privacy  
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CLOC Global  
Institute 2024



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Hiring Managers



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