

Eye on ESI

TRU Staffing Partners & ACEDS

May 20, 2025



AI Governance & Legal AI, Cybersecurity, Data Privacy & eDiscovery 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?



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www.trustaffingpartners.com

Director of Litigation Support – Direct Hire | Hybrid

A top national law firm is looking for a Director of Litigation Support to lead their strategic litigation support program. Ideal candidates have strong technical expertise, especially in Relativity. This is a hybrid role based in any U.S. office.

eDiscovery Specialist – Direct Hire | Hybrid

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.

Review Manager – Direct Hire | Remote

Our client, a top eDiscovery provider, is hiring a fully remote Review Manager to lead document review projects and optimize workflows using Relativity and aiR. Ideal candidates have a JD, strong Relativity skills, and vendor experience, with a focus on innovation and problem-solving in review management.

CONTRACT Consultant, Digital Forensics – Direct Hire | Remote

Our client, a global consulting firm, is hiring a fully remote Digital Forensics Investigation Consultant to support forensics, eDiscovery, and investigations. Ideal candidates have experience with EnCase, Xiom, Relativity, and a background in litigation or regulatory matters.

eDiscovery Sales Manager – Direct Hire | Remote

Our client, a leading legal services firm, is seeking a fully remote Sales Manager to drive new business across the U.S. This hunter role focuses on expanding a client base of LSPs, law firms, and corporates—ideal for someone with a strong sales track record, strategic mindset, and entrepreneurial drive.

TRU Trends May 2025

- **\$\$\$\$\$** remains #1 motivator, but culture and ethics enters the top 5
- **ESI hiring managers are not considering contract resource solutions enough**
- **Speed of hire slowed in April as ESI hiring overfocused on FTE and underexplored contract augmentation**
- **First offer acceptance likelihood at all-time high for offers extended**
- **Industry-wide salary growth remained flat in April but has consistently been 10-20% increases for job seekers**



Motivations for ESI Job Seekers

TOP 5

MOTIVATIONS OF JOB SEEKERS IN 2024

1. Burnout
2. \$\$\$\$\$\$
3. Unemployment
4. Boredom/lack of challenge
5. Remote/hybrid work

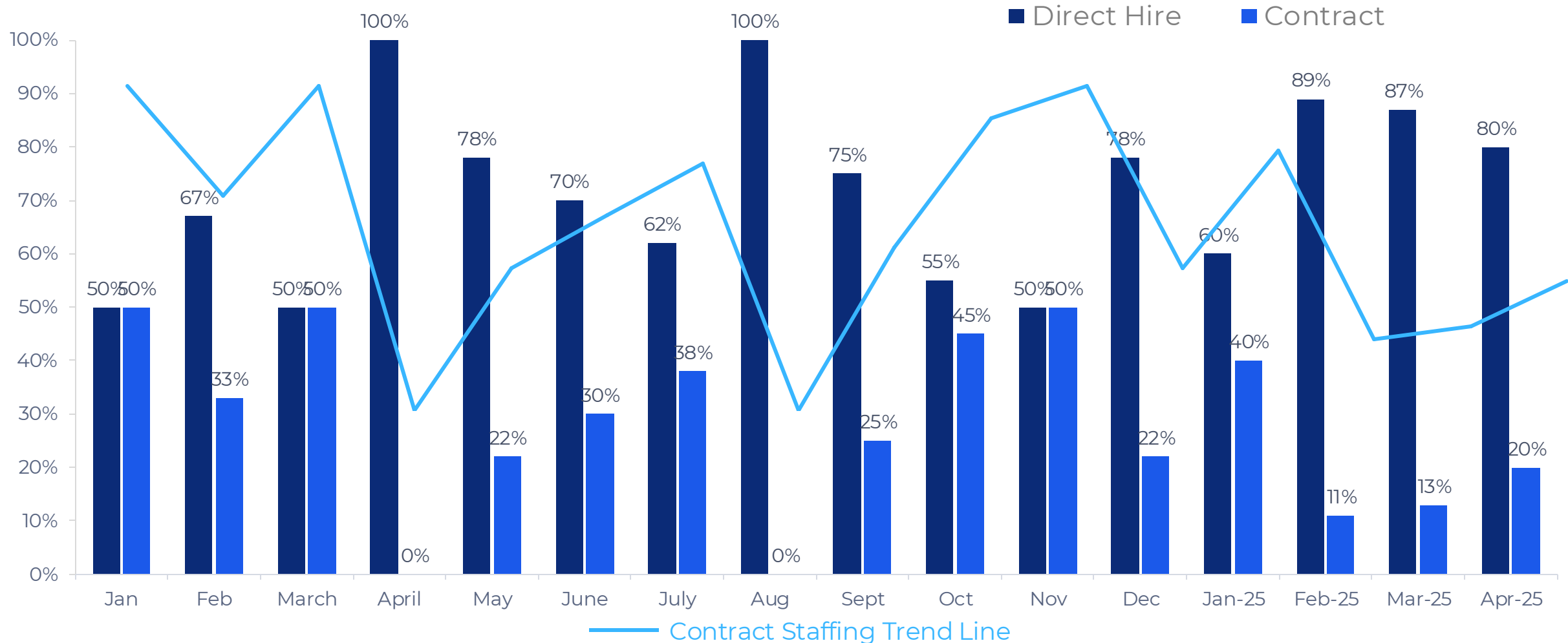
TOP 5

MOTIVATIONS OF JOB SEEKERS IN APRIL

1. \$\$\$\$\$\$
2. Opportunism/passive job seekers
3. Unemployment 
4. Burnout 
5. Culture and ethics 

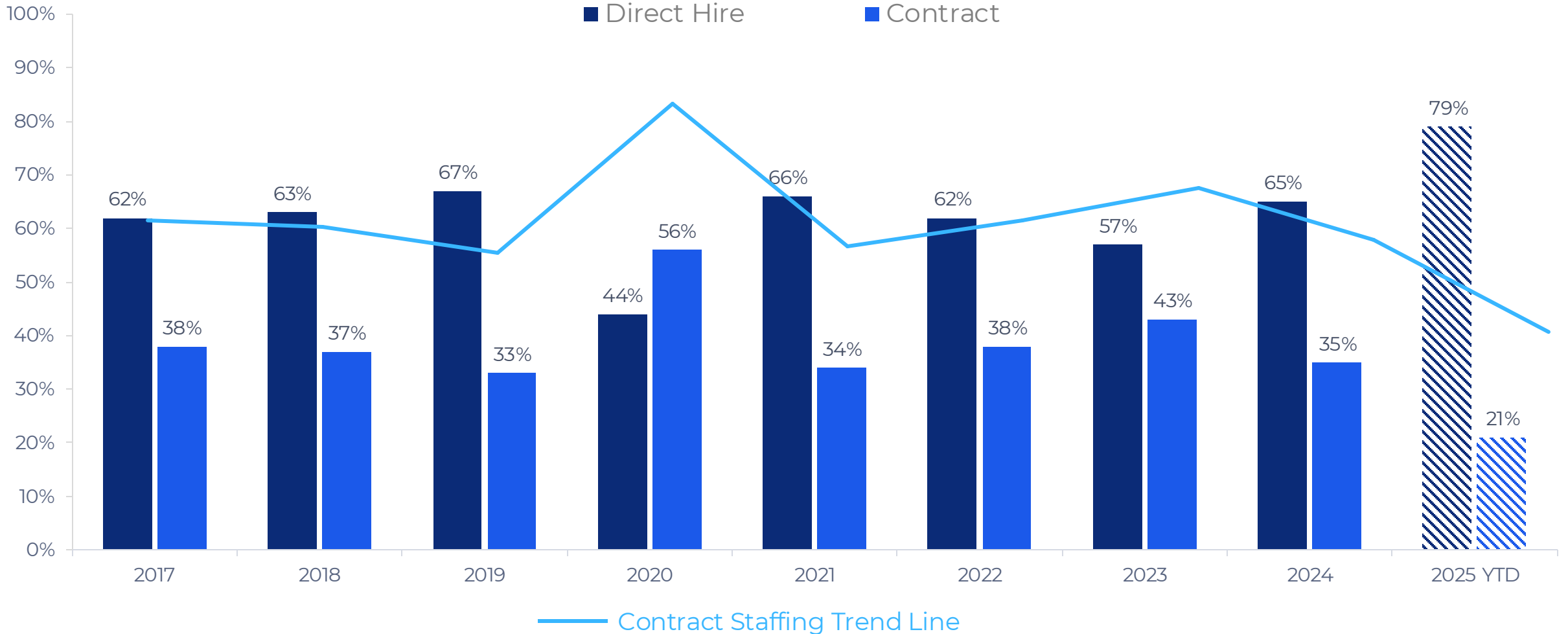
Contract vs Direct Hire For ESI (2024 to Present)

Based on Offers Accepted



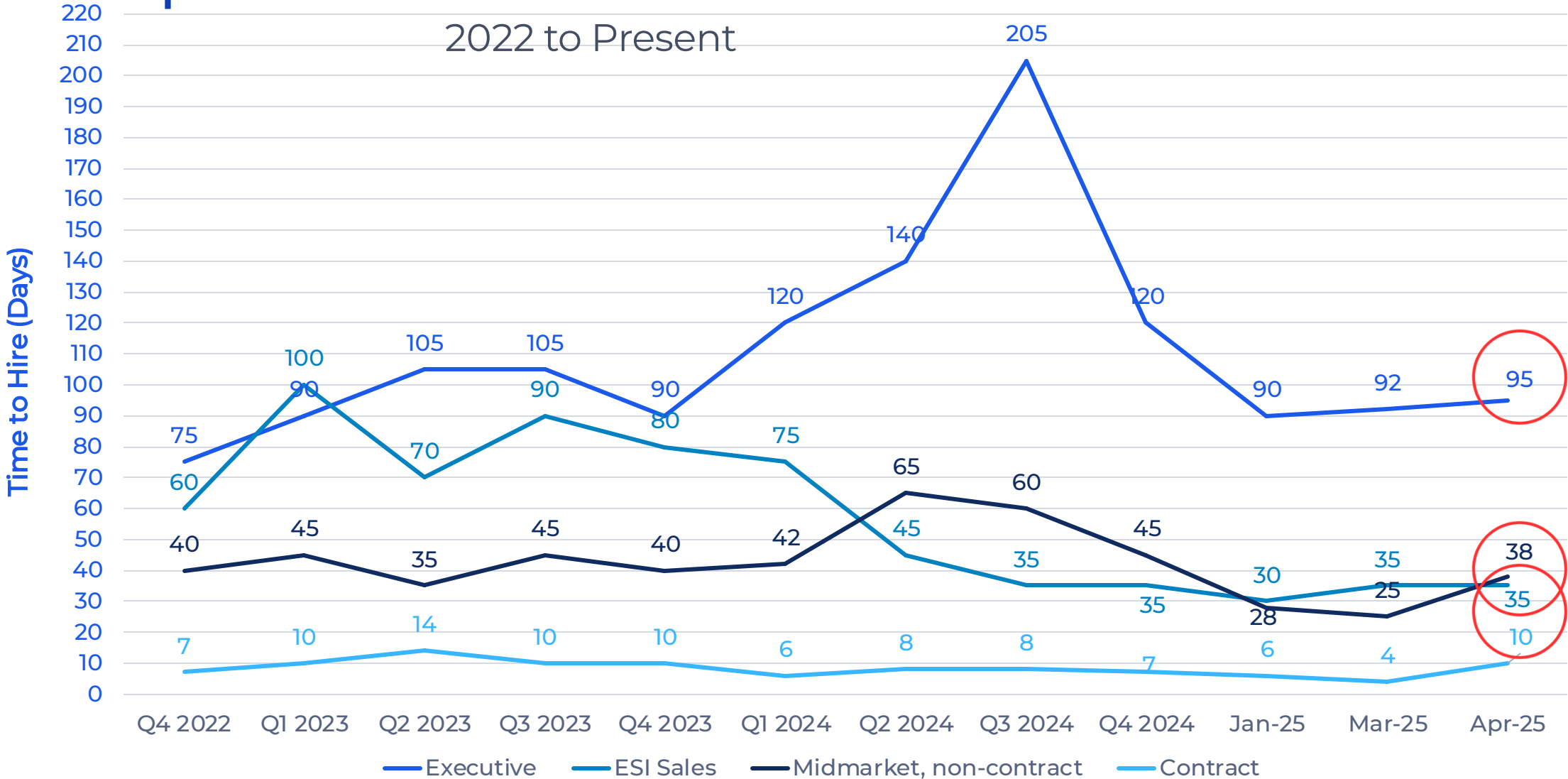
Contract vs Direct Hire For ESI (Past 8 Years)

Based on Offers Accepted



Speed of Hire for ESI

2022 to Present

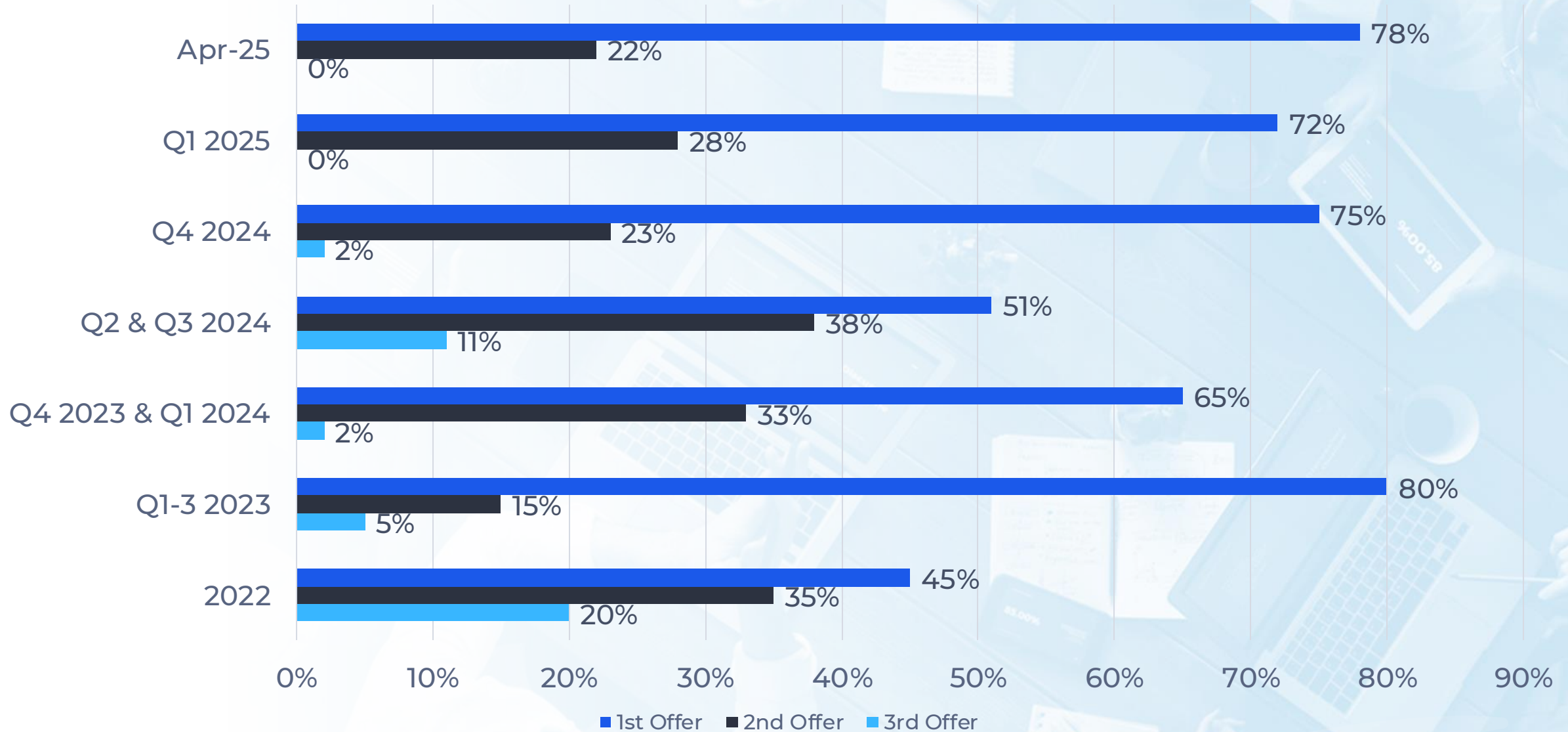


*from resume sent to verbal offer accepted

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



Offer Acceptance Likelihood ESI



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)

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



Thank You!

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AI Governance & Legal AI,
Cybersecurity, Data Privacy,
& eDiscovery Staffing