

Eye on ESI

TRU Staffing Partners & ACEDS

November 19, 2024



Privacy, Ediscovery, & Cybersecurity Staffing

ICYMI!!

2024 eDiscovery Jobs Report



DOWNLOAD NOW

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!



Weren't able to attend?

Unlock the Future of eDiscovery with AI: Essential Skills, Jobs, and the Latest in Relativity



Jared Coseglia
TRU Staffing Partners



Danielle Urban
Relativity



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Relativity

Key Takeaways:

- **Skill Up:** Identify the essential skills needed to thrive in the AI-driven future of eDiscovery.
- **Career Insights:** Understand how AI is reshaping job roles and training opportunities within the industry.
- **Relativity Deep Dive:** Get an exclusive look at the latest AI features in the Relativity platform and how they can enhance your workflows.



Top 5 Hottest Jobs

Interested?



Michael Fox
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Senior Staff Attorney eDiscovery Technology – Direct Hire

Seeking a Senior Staff Attorney - eDiscovery Technology to join our elite legal team. Work on high-stakes litigation, investigatory, and regulatory matters. Top law firm eDiscovery experience required.

Managing Discovery Attorney – Direct Hire

Oversee a team, manage resources, and lead ESI strategies across NYC & DC. Key role in eDiscovery with a mix of leadership and technical responsibilities. Must be NY-barred & have strong eDiscovery expertise.

eDiscovery Counsel – Direct Hire

TRU is looking for an experienced eDiscovery Counsel! If you're an admitted attorney with deep knowledge in eDiscovery platforms like Relativity, advanced analytics, and TAR/CAL workflows, we want you.

eDiscovery Counsel (Staff Attorney) – Direct Hire

Our client is on the hunt for experienced eDiscovery Counsel to join their team in Houston, Austin, Dallas, or Washington, D.C. Lead the charge on electronic discovery matters, data governance, and records management.

Senior Staff Attorney – Litigation – Direct Hire

Seeking a Senior Staff Attorney to join a top law firm's Litigation team! Collaborate on eDiscovery, AI, and Info Governance for large-scale cases. Must have top law firm or consulting eDiscovery experience.



What's Happening? TRU Trends

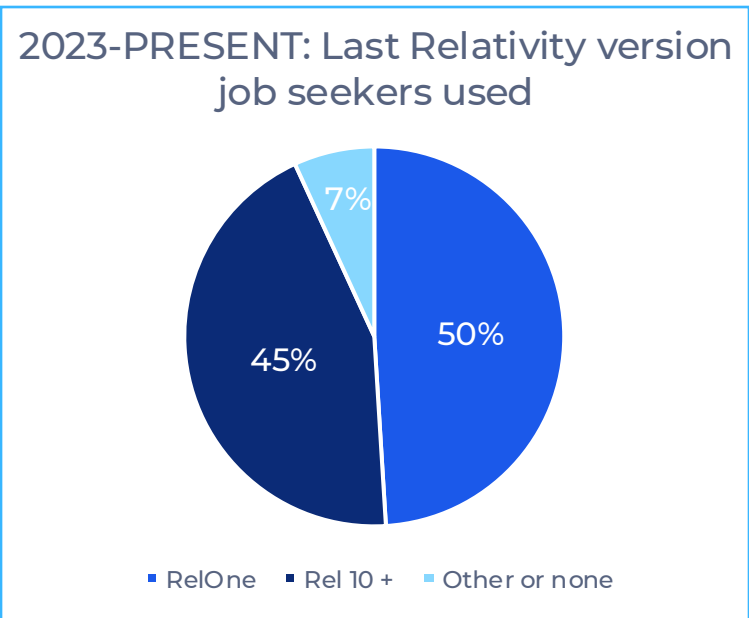
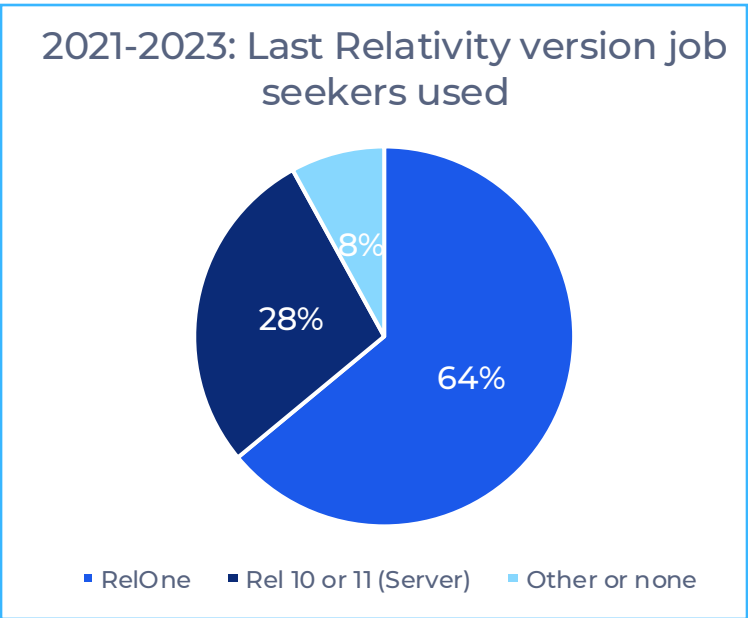
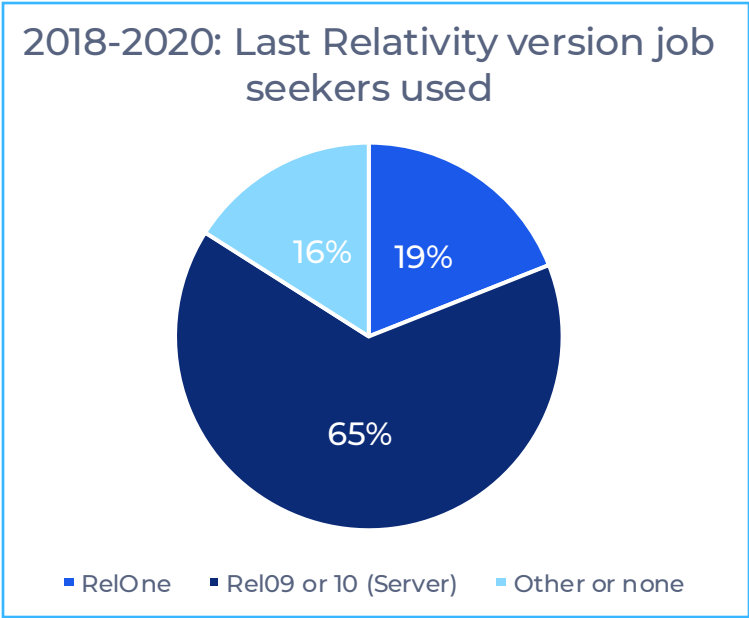
November 2024

- **ESI leaders entrenched in law firm innovation** are getting **big raises**.
- **Staff attorney/ESI attorney roles are in abundance** right now and look to be the gateway for GenAI ESI lawyers.
- **Rainmaking ESI attorneys are making employment changes in rapid succession** to monetize their books of business and/or provide more progressive legal and ancillary services to their clients. Expect more movement in 2025.
- **85% of TRU job seekers** who accepted positions in October had **multiple offers to consider** at the point-of-hire.
- **New contract and vendor job opportunities** coming to market **hit a six-month high** in October.
- **New York, San Francisco, and DC** ESI jobs with a **3 day or more in-office requirement take two to four times as long to fill** as fully remote similar jobs.



RelativityOne Job Seeker Adoption 2018-Present

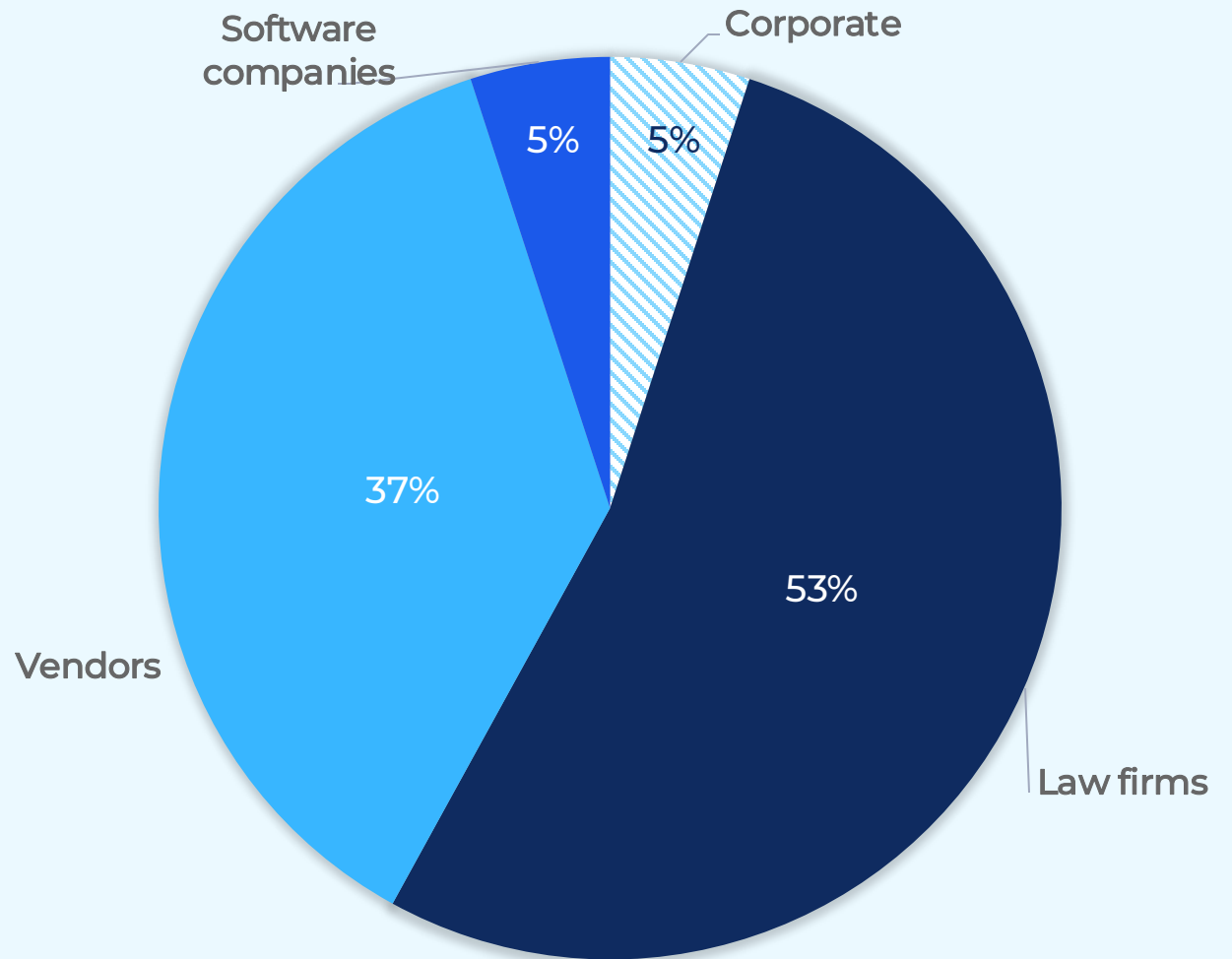
In 2018 to 2020, only **19%** were using RelativityOne. From 2021 to 2023, **64%** are using RelativityOne.



What version are job seekers using the most?

RelOne's Impact on Hiring Trends in 2024

ORGANIZATIONAL BREAKDOWN



(2024 YTD)

Relativity Review Job Seeker Skill Trends

REVIEW Question Breakdown:	No Experience %	Some Experience %	Advanced %	Expert %
Configuring and using Review workflows	10%	28%	30%	32%
Creating custom workflows using fields, choices, layouts, views, and dashboards	7%	18%	28%	47%
Creating and managing batches	8%	20%	26%	46%
Using Relativity Event Handler Express	26%	30%	23%	20%
Running scripts	18%	25%	27%	31%
Creating and using persistent highlight sets	10%	19%	25%	47%
Creating markup sets	13%	21%	25%	41%
Using RelativityOne Redact	29%	27%	23%	21%
Using the Relativity Short Message Viewer	25%	36%	23%	16%
Creating Relativity Dynamic Objects	34%	35%	19%	12%
Using Automated Workflows	26%	36%	24%	14%
Creating and running reports: Dashboards, Pivots, STR, Audit, sampling	12%	23%	30%	36%
Managing queues	23%	29%	27%	21%
Using Case Dynamics	43%	35%	15%	7%
Importing and supporting Transcripts	38%	34%	19%	9%
Total	20%	27%	25%	28%



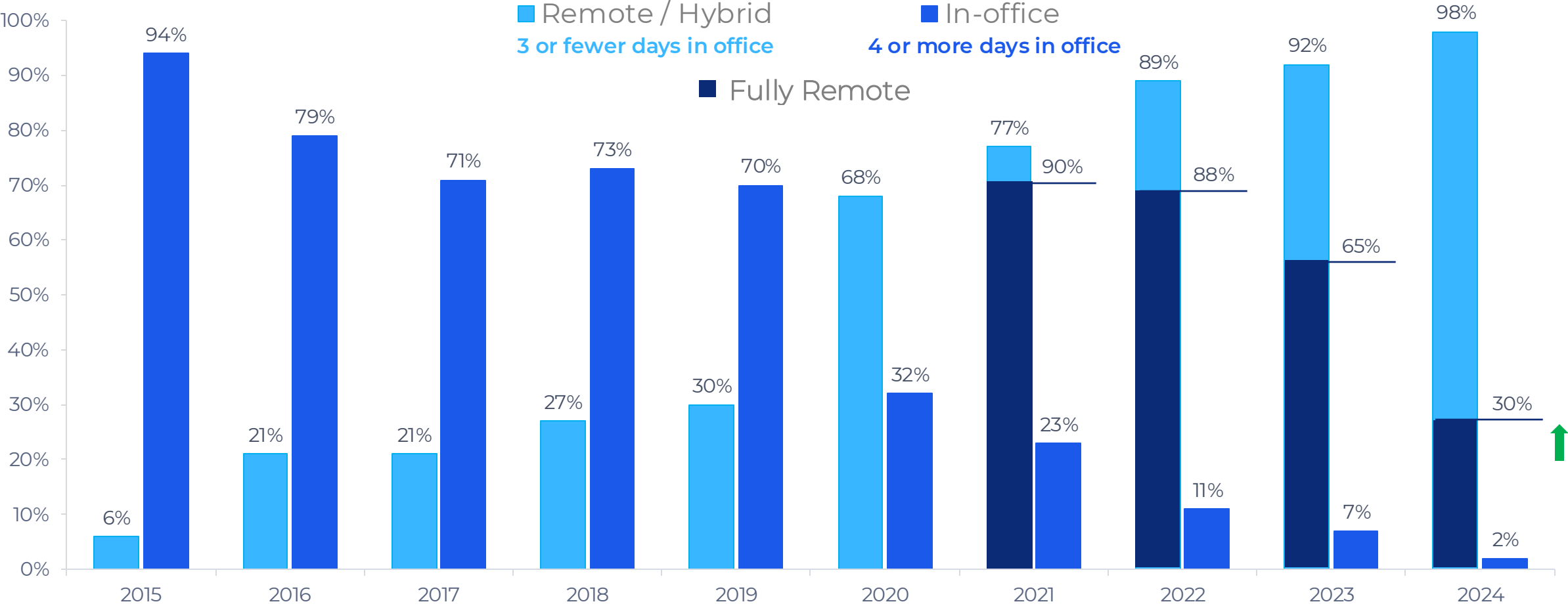
Relativity Advanced Analytics Job Seeker Skill Trends

ANALYTICS Question Breakdown:	No Experience %	Advanced %	Expert %
Using Analytics	14%	24%	12%
Designing and using Conceptual Analytics workflows	11%	9%	5%
Designing and using Structured Analytics workflows	9%	10%	6%
Using Review Center	30%	16%	7%

aiR Question Breakdown:	No Experience	Some Experience	Advanced	Expert
Using aiR for Review	68%	24%	7%	2%

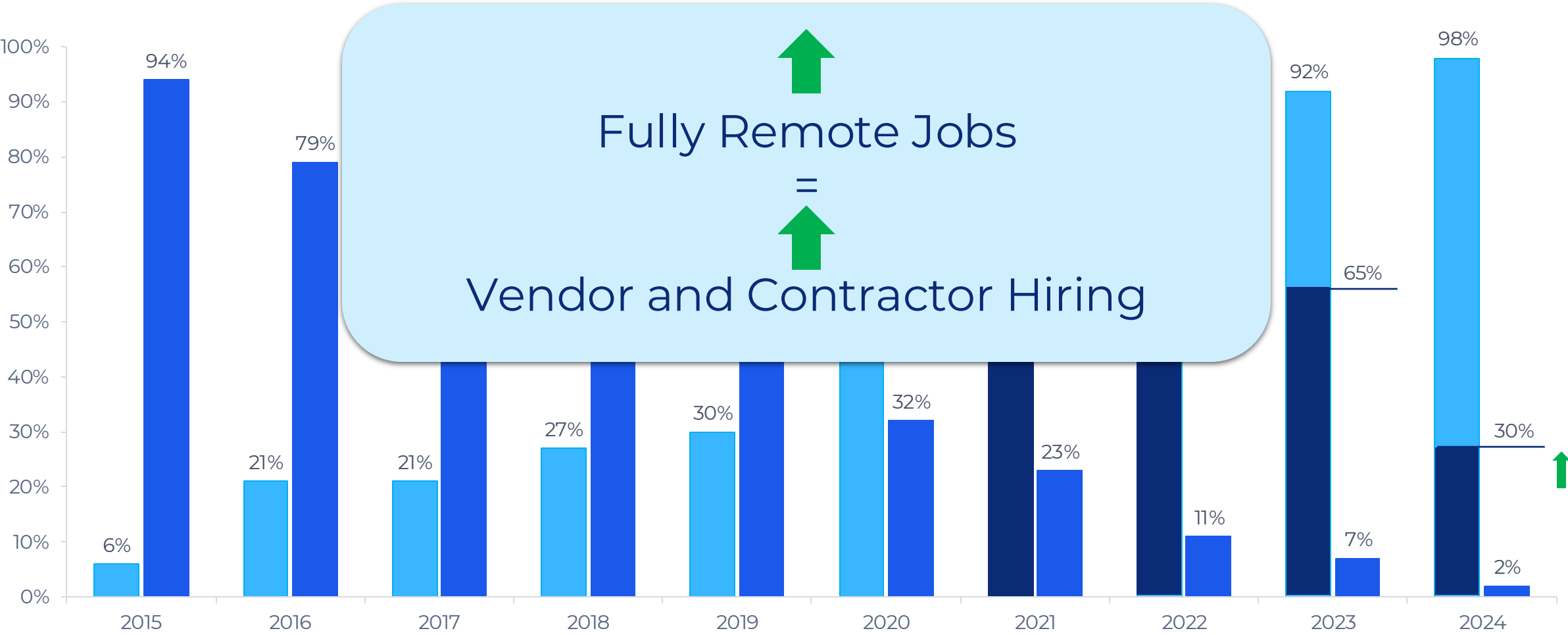
Remote/Hybrid vs In-Office

Based on Offers Accepted



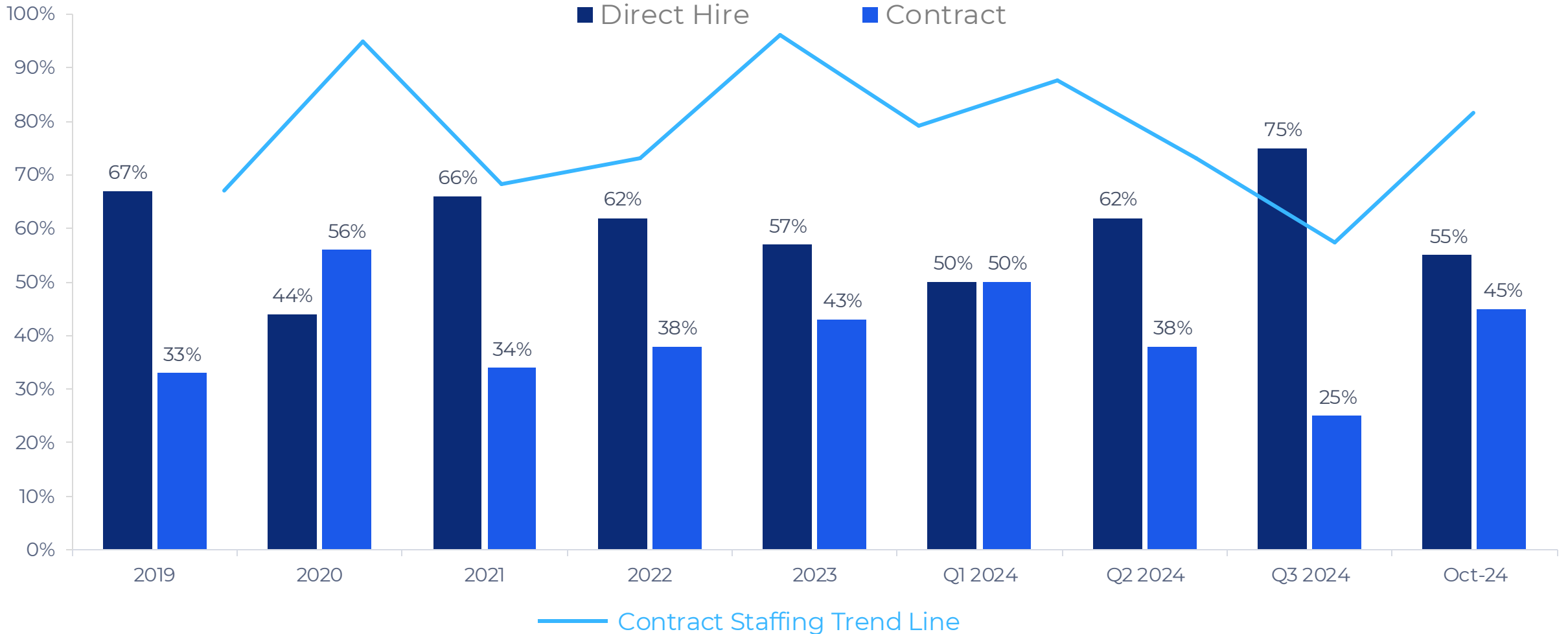
Remote/Hybrid vs In-Office

Based on Offers Accepted



Contract vs Direct Hire For ESI (2019 to Present)

Based on Offers Accepted



Motivations for ESI Job Seekers

October of 2024

1. \$\$\$\$\$\$
2. Burnout
3. Boredom/Lack of Challenge
4. Replied to a Specific Job Post
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)	110K-130K + OT*	110K-130K + OT*	105K-125K + 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-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-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)	175K-250K (200K-300K)
Analytics Overlay	165K-225K (175K-265K)
VP, Divisional Lead	225K-350K (285K-575K)
ESI Sales (10+ years)	125K-225K (150K-350K+ & equity)
Information Governance Manager/Director	110K-150K (125K-175K)

Thank You!

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