

# Eye on ESI

TRU Staffing Partners & ACEDS

October 15, 2024



Privacy, Ediscovery, & Cybersecurity Staffing

# ICYMI!!

# 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!



Tuesday, November 7<sup>th</sup> | 12:30 PM ET

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



Jared Coseglia  
TRU Staffing Partners



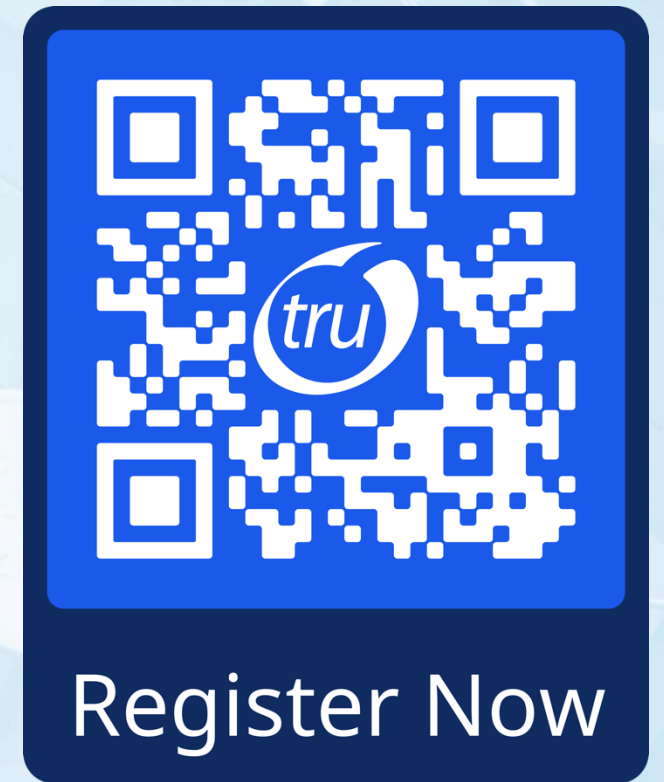
Danielle Urban  
Relativity



Parker Strubhar  
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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Michelle Shanik  
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## Senior Practice Support Project Manager – Direct Hire

A top law firm in New York is looking for a Senior Practice Support Project Manager – eDiscovery to lead its Technology & Information Services team. This role involves managing a project team, guiding eDiscovery strategies, and serving as a trusted advisor on cutting-edge litigation matters.

## eDiscovery Project Manager – Direct Hire

Top law firm seeking a skilled eDiscovery Project Manager to join their growing litigation support team. In this hybrid role, you'll manage the entire eDiscovery process, working closely with case teams and clients, with expertise in Relativity and strong communication skills essential. Multiple locations.

## eDiscovery Project Manager / Senior Project Manager – Direct Hire

Manage high-value client relationships, lead project kick-offs, gather requirements, perform analysis, conduct training, and ensure quality control on all deliverables. RCA preferred. Must be MST or PST time zones.

## eDiscovery Senior Project Manager – Direct Hire

Exciting opportunity for a Senior Project Manager in eDiscovery! Manage projects, lead teams, and ensure client success. Work with cutting-edge tech in a dynamic environment. RCA required.

## Manager, Information Governance– Direct Hire

Manager of Information Governance in Newark, NJ. Hybrid role with 2 days in office. If you're experienced in info governance, privacy, or compliance, this is your chance to step into a management role.

# Top 5 Takeaways From Relativity Fest 2024

01

The pricing of aiR is actualizing the choice between technology or human first-pass document review.

02

Law firms are and will be hiring more talent than in years past because of adoption of RelativityOne.

03

aiR users are now moving past exploration and into adoption and execution in a meaningful way.

04

Role definition and skill adjustments are needed for the future state of the eDiscovery talent ecosystem.

05

Without a farming system, where is the next generation of talent?

# What's Happening? TRU Trends

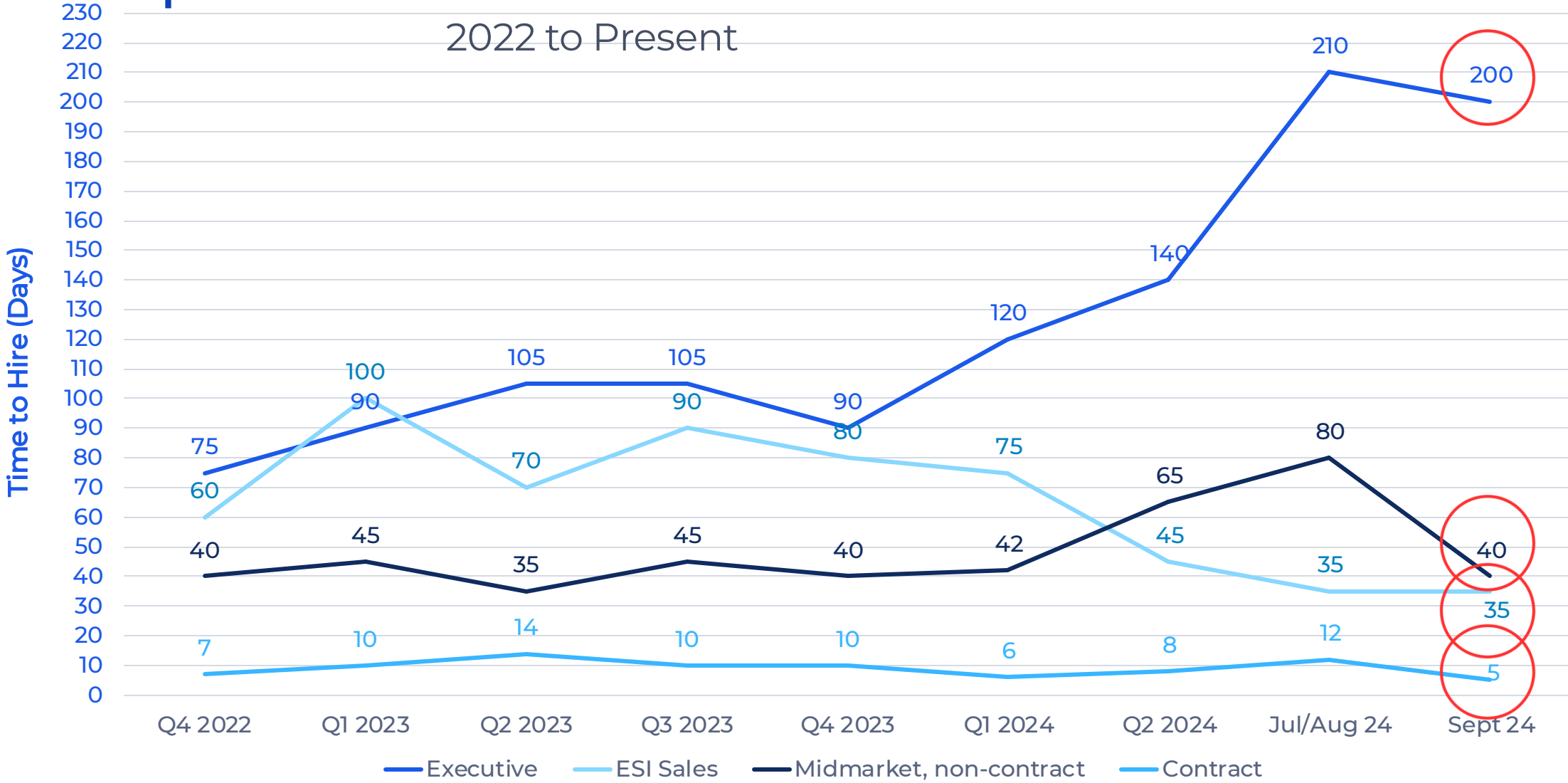
October 2024

- The **speed of hire for ESI project managers increased aggressively** in September (offers accepted in September were from resumes sent in the last two weeks of August)
- For the 2nd straight month, every **ESI job seeker** who accepted a job offer had **multiple job offers at the point-of-hire**
- **Net new ESI jobs** hitting the market in September **matches** the pace of the **last two weeks of August**
- **Law firms are hiring mid-market professionals** at a **higher pace than vendors** 1.3:1 (RelOne adoption)
- **RelativityOne skills** are moving from **desired to required** in the job market
- **Hiring managers** aren't yet asking for new hires to have **aiR skills** yet, but they are **on the lookout** for people who have them
- **Fully remote law firm opportunities** are being filled in **under 30 days** versus similar hybrid openings that can take upwards of 90 days



# Speed of Hire for ESI

2022 to Present

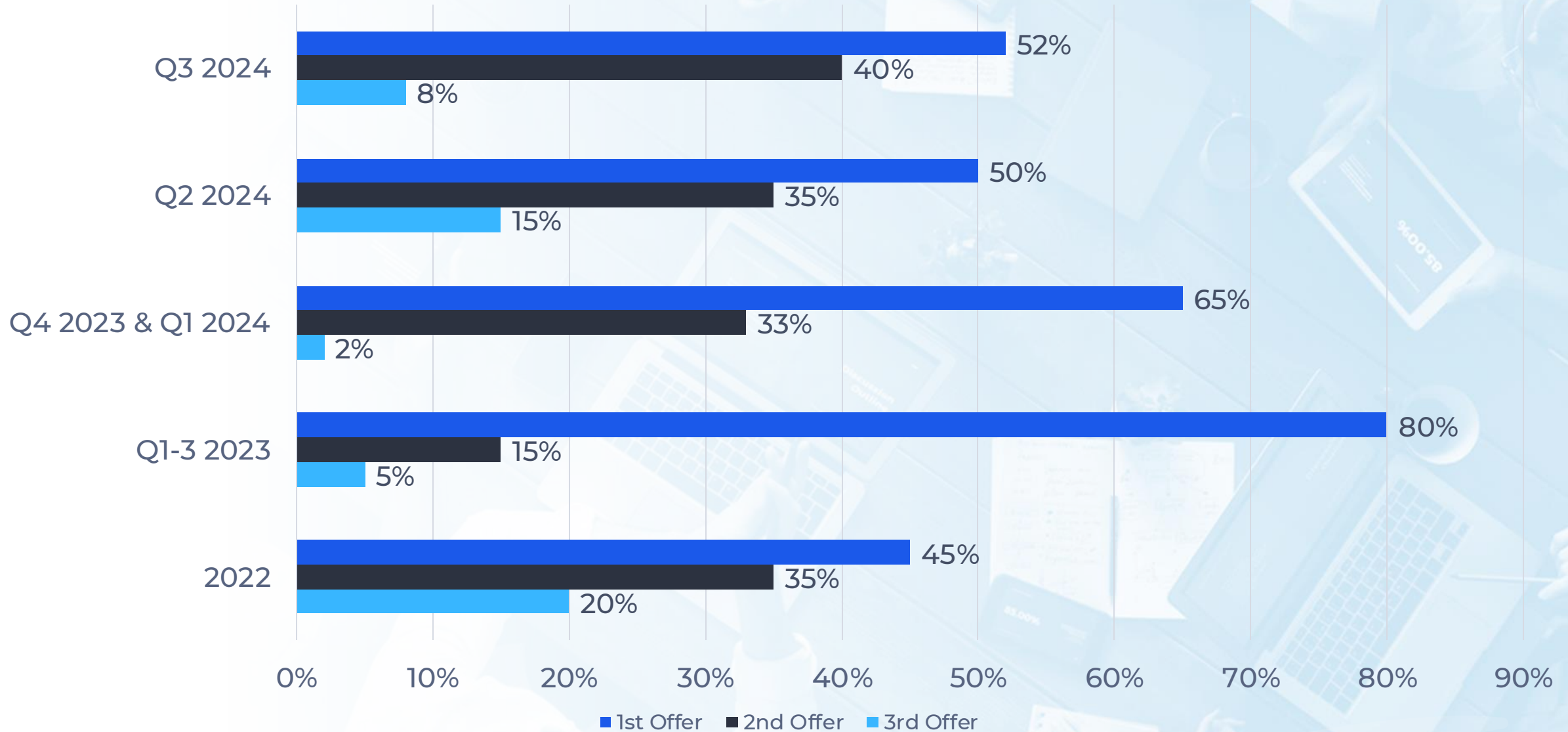


\*from resume sent to verbal offer accepted

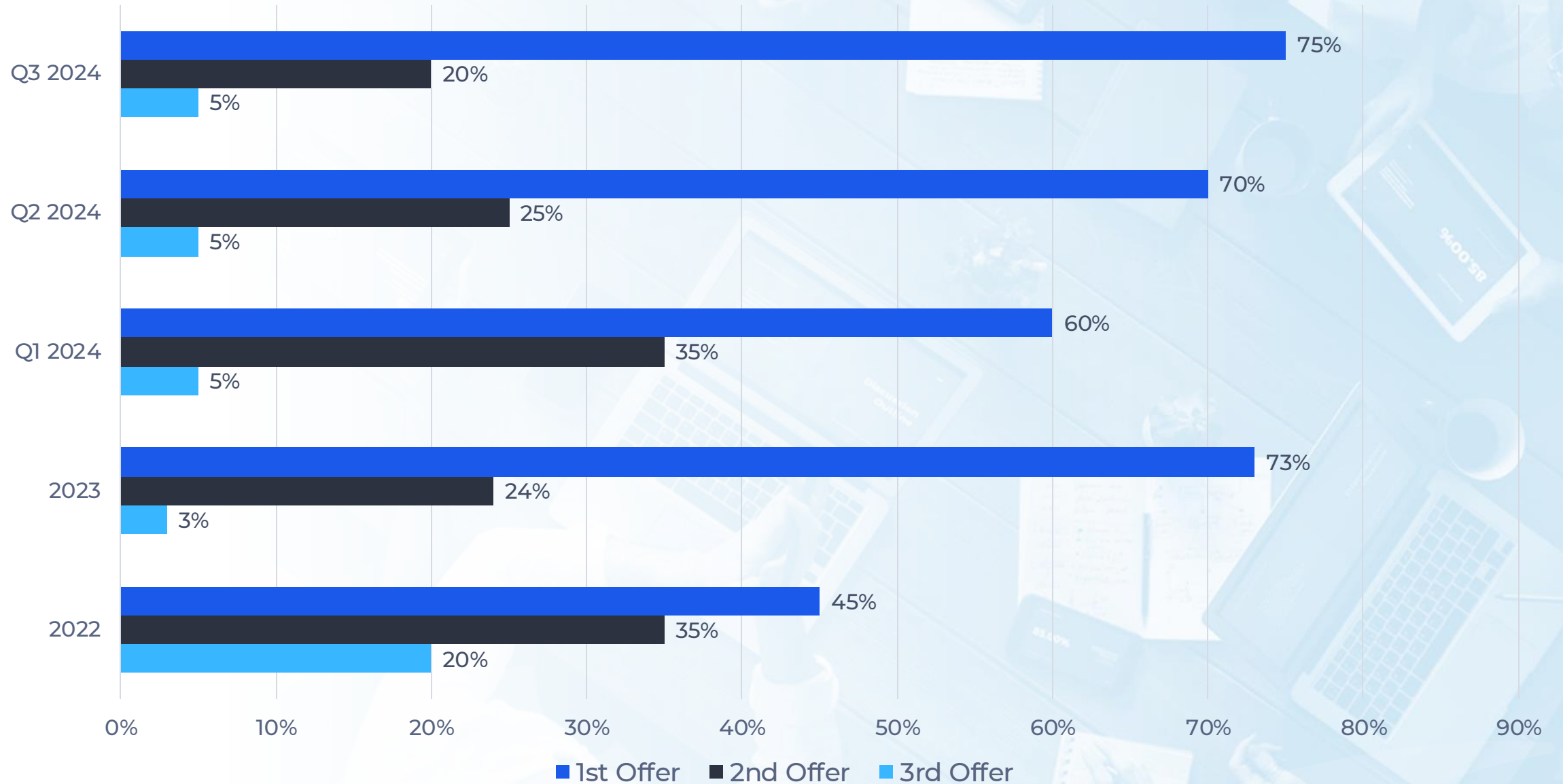
○ = No. of days until a candidate likely starts receiving other offers



# Offer Acceptance Likelihood ESI

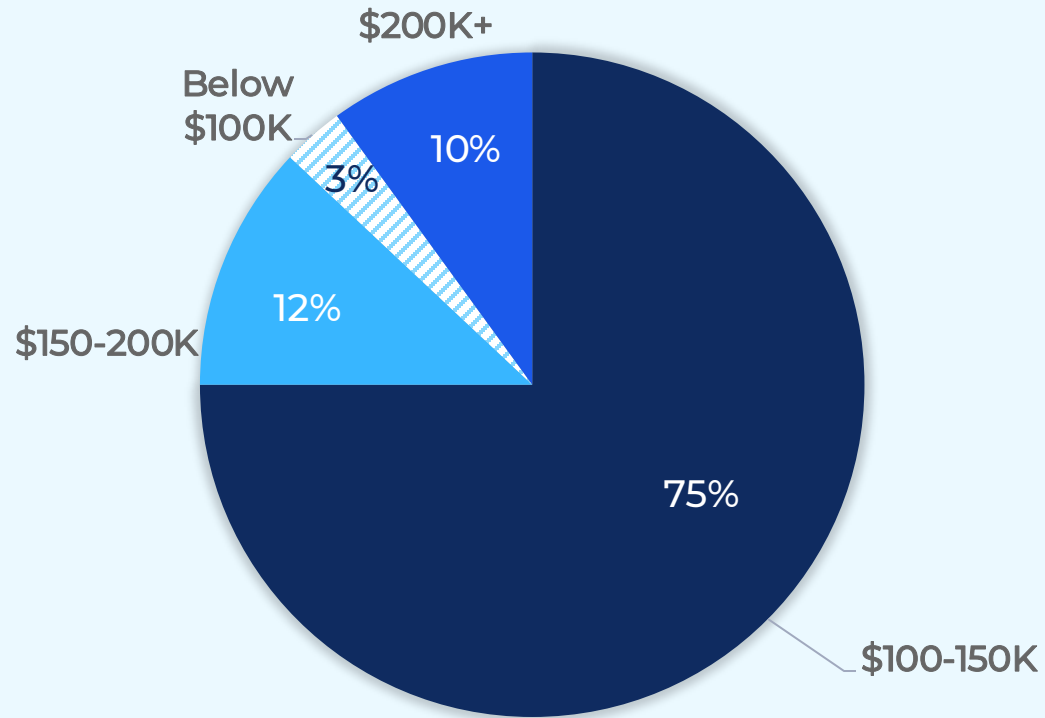


# Offer Acceptance Likelihood Privacy

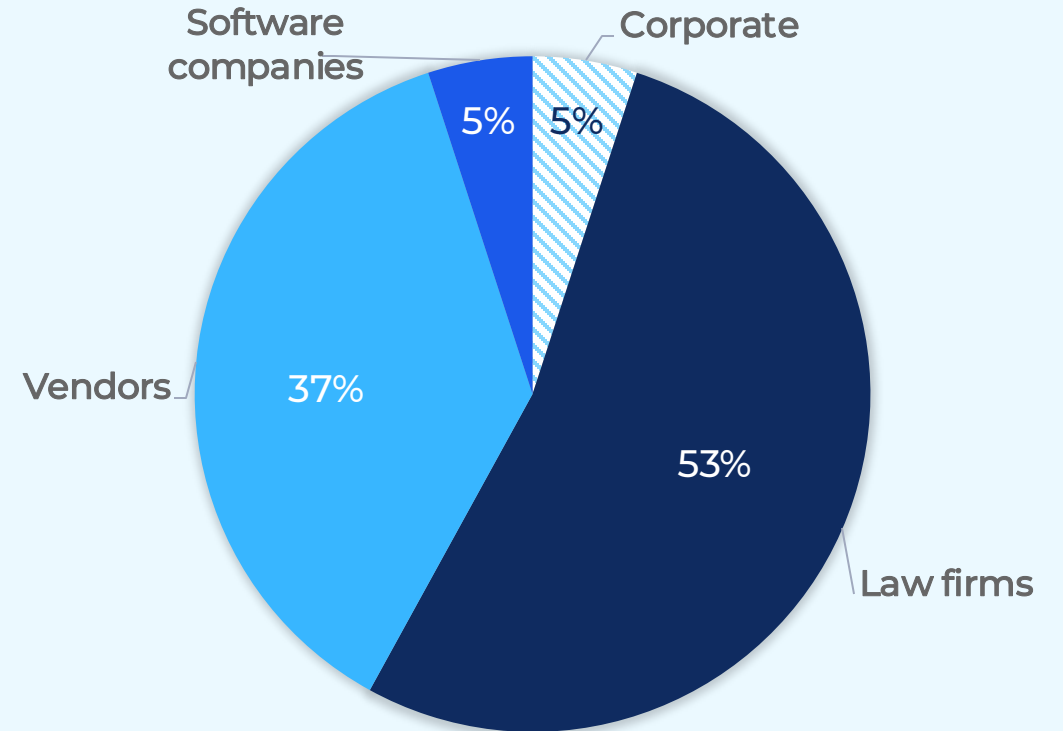


# Where are the jobs?

## BY COMPENSATION



## ORGANIZATIONAL BREAKDOWN



# 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)	110K-130K + OT*	110K-130K + OT*	105K-125K + OT*
<b>Specialist</b> (3-5 years)	120K-155K + OT	120K-165K + OT	90K - 140K + OT
<b>PM/Coordinator</b> (4-7 years)	110K-165K + OT or 125-185K + bonus	110K-175K + OT or 135-185K + bonus	100K-130K + OT or 110K-160K + bonus
<b>Consultant/Sr PM</b> (7-10 years)	165K-225K + bonus	175K-225K + bonus	160K-200K + bonus
<b>Director/Manager</b> (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)
<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-125K (110K-140K)
<b>Sr PM/Team Lead</b> (7-10+ years)	125K-165K (140K-200K)
<b>Review Manager</b>	80K-145K (90K-160K)

Role	Base (total comp)
<b>Client Services (Manager)</b>	150K-200K (165K-240K)
<b>Client Services (Director)</b>	175K-250K (200K-300K)
<b>Analytics Overlay</b>	165K-225K (175K-265K)
<b>VP, Divisional Lead</b>	225K-350K (285K-575K)
<b>ESI Sales</b> (10+ years)	125K-225K (150K-350K+ & equity)
<b>Information Governance Manager/Director</b>	110K-150K (125K-175K)



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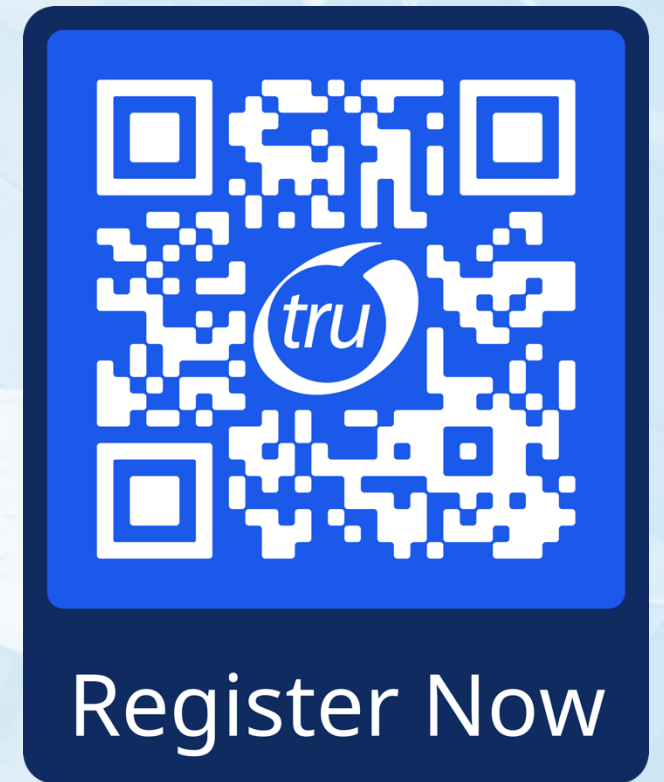
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# Thank You!

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