

Eye on Privacy

TRU Staffing Partners

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Privacy, Ediscovery, & Cybersecurity Staffing

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FIP, CIPP/US, CIPT, CIPM, CISSP, ISSMP

- Over 25 years of global consulting experience specializing in information security and privacy. Currently leads HP's Global Center of Excellence for Privacy Engineering.
- Former leader of PwC's Privacy practice for the Western US.
- Co-founded a consulting and technology company, working with Fortune 500 tech firms on privacy strategies.
- Recognized as a thought leader in privacy, designated as a Fellow of Information Privacy (FIP) by the IAPP.
- Presenter at national and international conferences on privacy and data governance.
- Instructor for several IAPP certifications, including contributions to AI Governance Professional (AIGP) certification materials.
- Contributed to the development of ISO31700 – Privacy by Design for Consumer Products & Services.
- Actively represents HP in ISO working groups for Privacy Engineering and AI.



Eye on Privacy

What You Can Expect Each Month

Remote vs.
In-Office
vs. Hybrid

Speed of Hire
Metrics

Point-of-Hire
Compensation
Metrics

Exciting Guest Speakers and More!

Offer
Acceptance
Likelihood

Contract
Staffing
Trends

Privacy Job
Seeker
Motivations

OUT NOW!

2024 Data Privacy Jobs Report

What's Included:

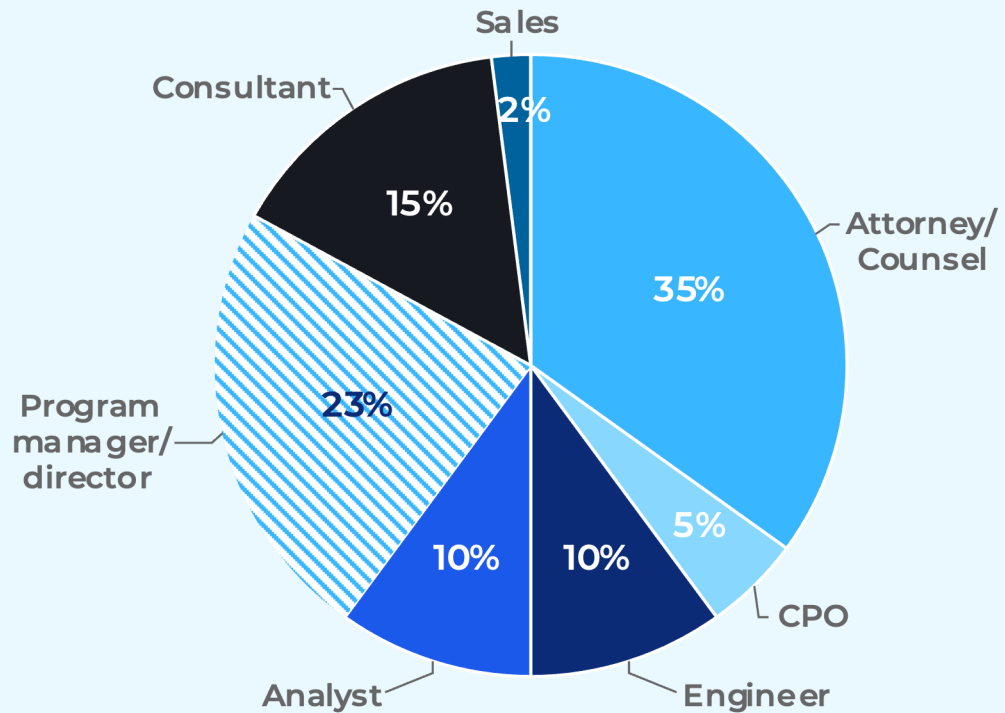
- Speed of Hire
- Direct vs. Contract Hiring
- The Real Costs of DIY Staffing
- What's Next for CPOs
- Where the New Jobs Are
- Point-of-Hire Compensation Benchmarks by Role
- Remote vs. In-Office vs. Hybrid
- And More!



DOWNLOAD NOW

Where were the jobs in 2023?

BY POSITION



BY COMPENSATION

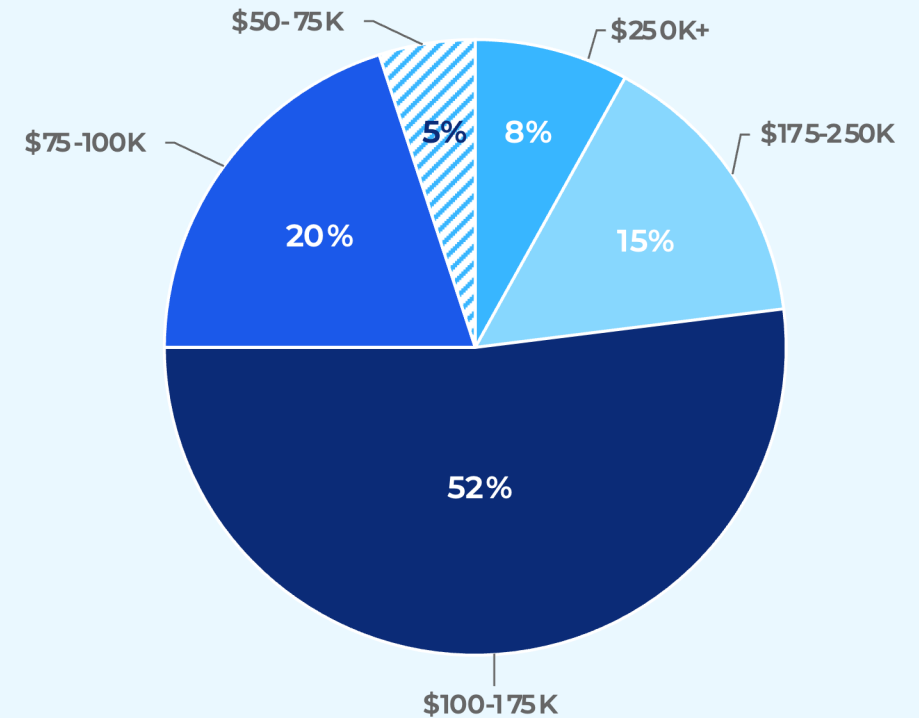
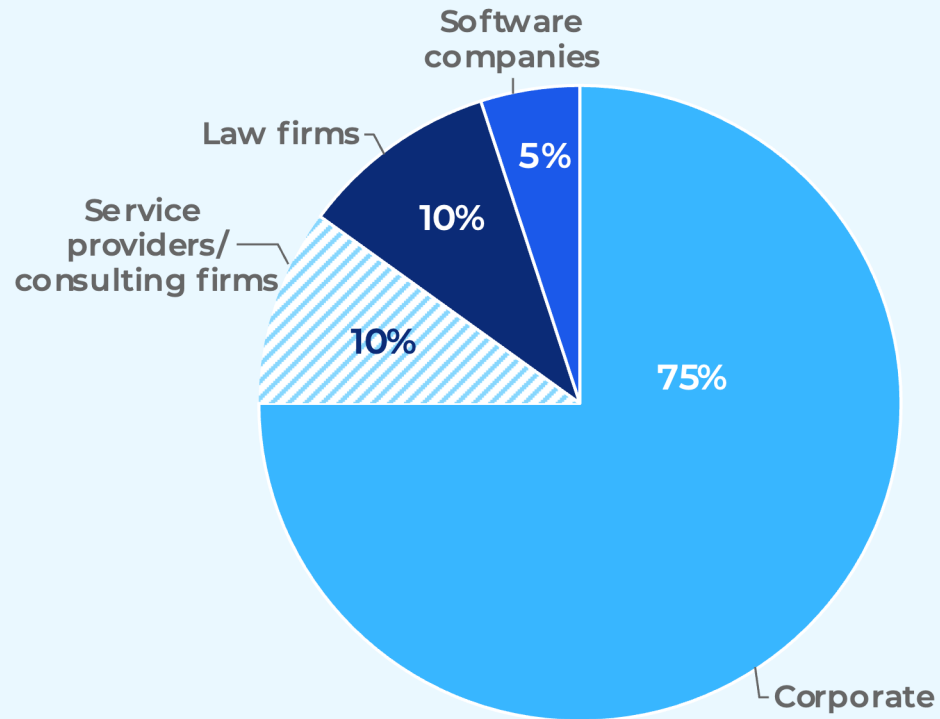


Fig. 12

Where were the jobs in 2023?

ORGANIZATIONAL BREAKDOWN



GEOGRAPHY

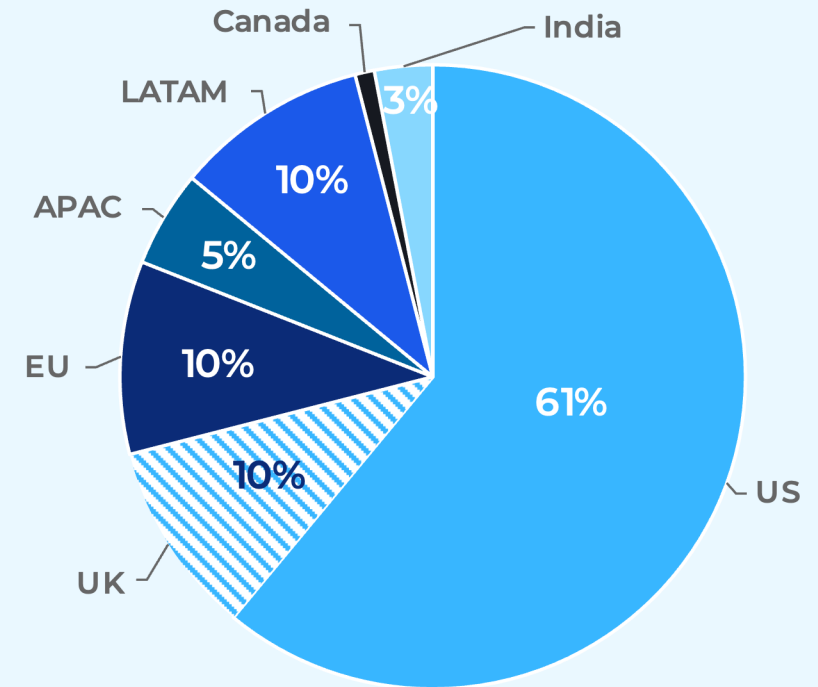


Fig. 13

Motivations for Privacy Job Seekers

2022 vs. 2023

TOP 5 MOTIVATIONS OF JOB SEEKERS IN 2022

1. Working remotely, more flexibility
2. Mentorship/new learning
3. \$\$\$\$\$\$
4. Upskilling
5. Diversity, equity, & inclusion

TOP 5

MOTIVATIONS OF JOB SEEKERS IN 2024 (PREDICTIONS BASED ON Q1 DATA)

1. Burnout
2. Working remotely more
3. \$\$\$\$\$\$
4. Innovation/Buy-in
5. Vertical mobility

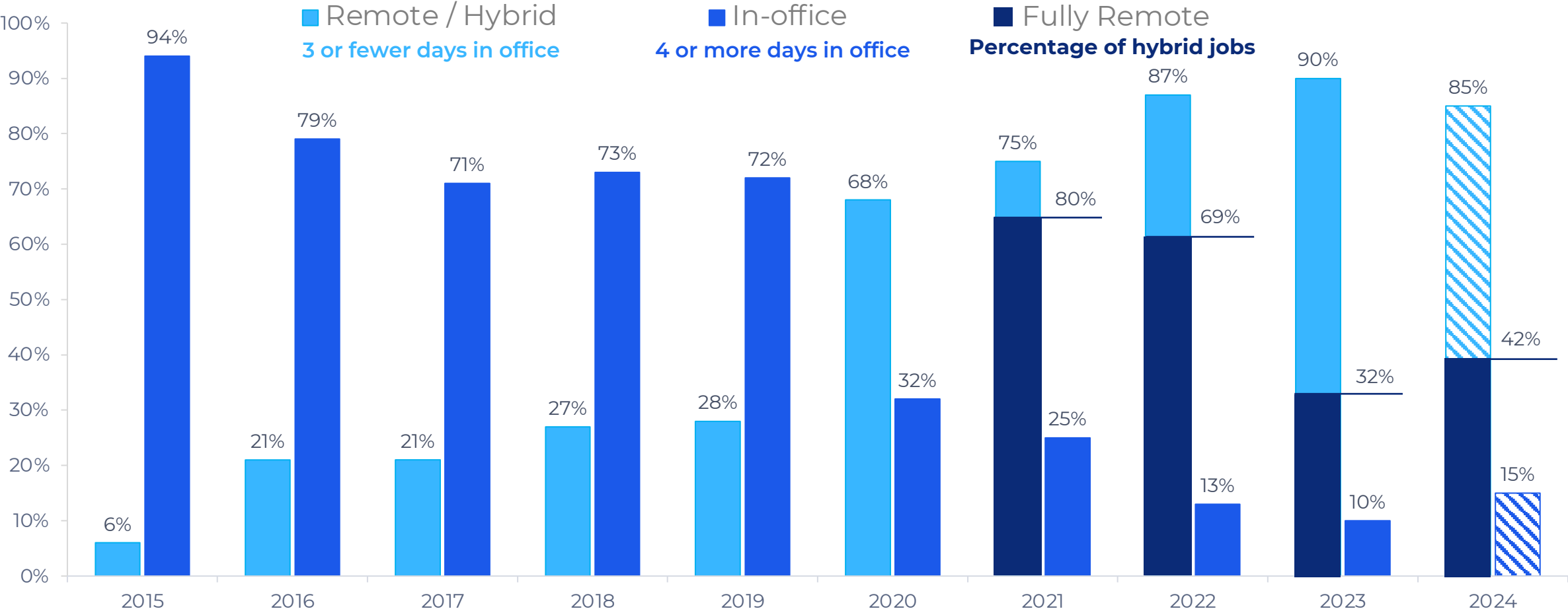
MOTIVATIONS OF JOB SEEKERS IN 2023

1. Working remotely more
2. Challenge/opportunity
3. Flexibility
4. Employment/out-of-work
5. t

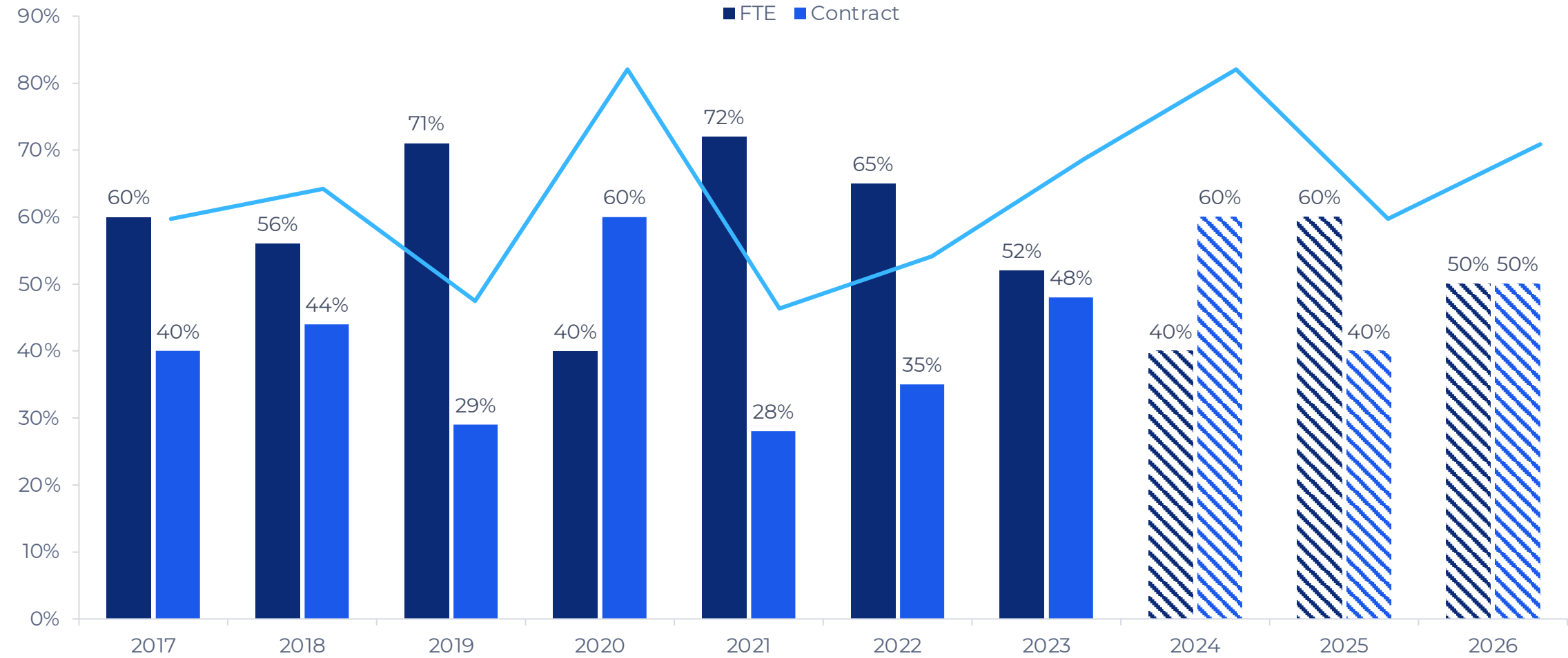
Remote/Hybrid vs. In-Office

Based on Offers Accepted

Fully remote jobs will go up because the amount of contractor's hired will increase.



Privacy Contract vs. Direct Hire Staffing Trends (Last 7 Years) Based on Offers Accepted



Top 10 reasons hiring managers are using contractors

1. No full-time headcount approval
2. Circumvent in-office policy
3. Geographic talent shortage
4. Check fit before you commit
5. Plug and play for high-impact projects
6. Covering a long-term leave
7. FTE hiring timeline too long/shorten time to hire
8. Defense against FTE attrition/burnout
9. Upleveling existing staff
10. Culture of contractors

TRU Privacy Compensation Benchmarks

\$ base (total comp) at point of hire based on industry

	Fortune 500/BigTech	Healthcare/Bio/ Pharma/HealthTech	Telecomm/Retail/ Entertainment/ Financial
Early Career	\$50K–85K (70-95K)	\$50K –85K (70-95K)	\$40K–75K (70-85K)
Privacy Analyst/Specialist	\$100K–160K (110-195K)	\$100K–140K (90-165K)	\$90K–145K (100-165K)
Privacy Program/Project Manager	\$140K–190K (165-250K)	\$130K–165K (145-185K)	\$130K–175K (145-200K)
Privacy Directors/SMEs (reporting to CPO/Privacy Lead)	\$175K–250K (250-400K)	\$175K–225K (190-275K)	\$165K–225K (180-275K)
Privacy Engineer	\$175K–375K (225-800K)	\$150K–275K (175-400K)	\$165K–250K (185-350K)
Privacy Counsel	\$275K–425K (325-900K)	\$225K–320K (250K-425K)	\$200K–350K (250K-450K)
CPOs/Business Unit Privacy Lead	\$325K–725K (400K-2.5M)	\$235K–425K (275K-800K)	\$250K–475K (275K-750K)

Industry Break Down 2023

TRU Jobs Report VS. IAPP Survey Current Comp (In Base Salary)

	Big Tech	Financial/ Healthcare /Healthcare Tech	Telecom/ Retail/ Entertainment	IAPP Mean (US & EU)
Privacy Analyst	\$90K-140K	\$90K-140K	\$90K-130K	\$89.0
Privacy Program/Project Manager (Privacy Manager)	\$140K-180K	\$130K-160K	\$130K-160K	\$115.2
Privacy Sr. Manager/Consultant (Privacy Office Risk and Compliance Manager)	\$175K-200K	\$140K-170K	\$140K-160K	\$119.4
Privacy Director/SMEs (Regional Privacy Officer)	\$225K-300K	\$200K-260K	\$200K-250K	\$137.5
Privacy Engineer	\$175K-300K	\$150K-235K	\$150K-205K	\$135.6
Privacy Counsel (Internal Privacy Lawyer)	\$225K-325K	\$200K-300K	\$175K-320K	\$174.7
CPOs/Business Unit Privacy Leads (Chief Global Privacy Officer)	\$265-465K	\$235K-425K)	\$225K-315K	\$206.0

TRU Staffing Partners & IAPP Salary Survey Data

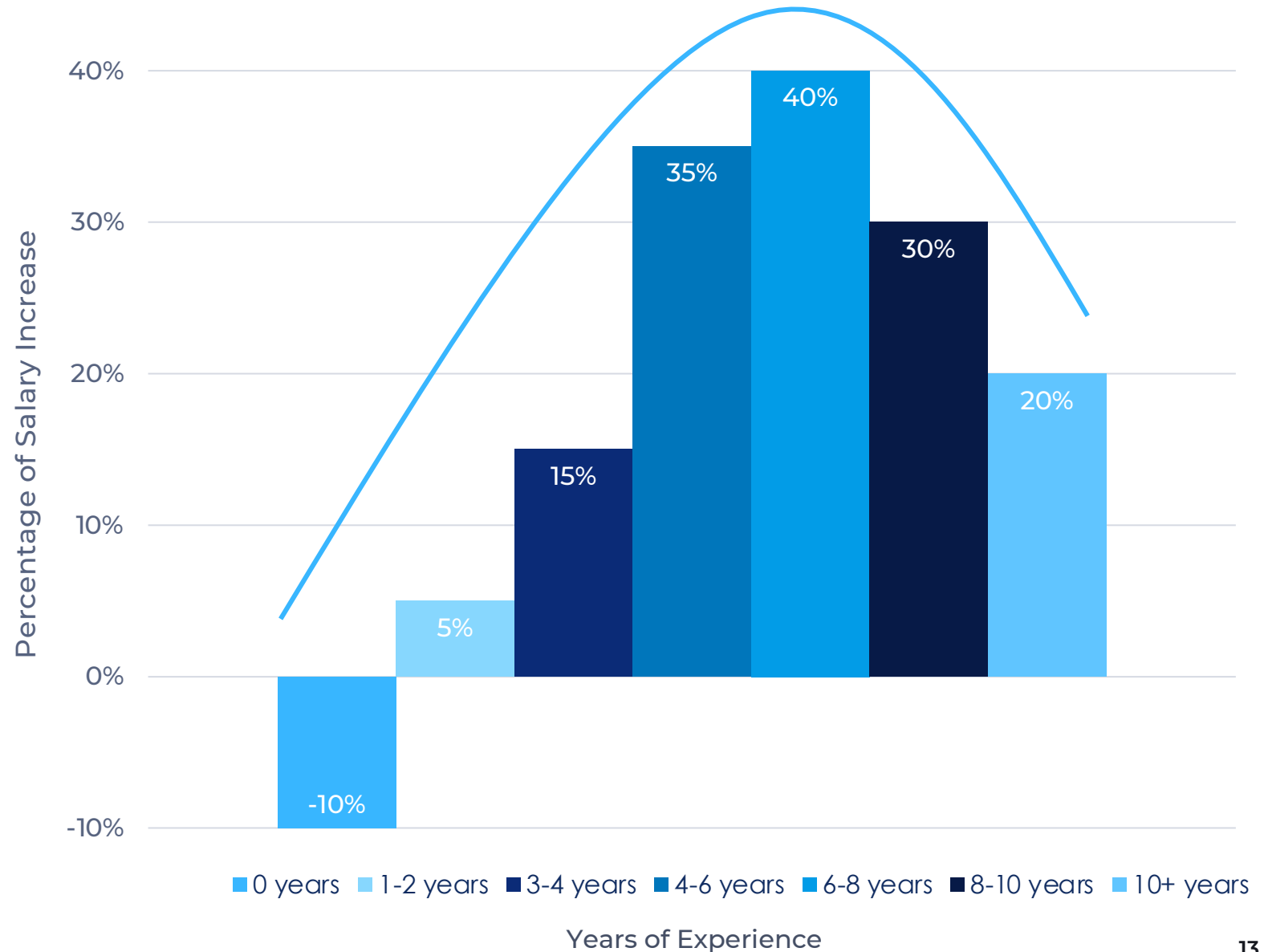


2022

6-10+ years' experience
in highest demand but
lowest relative supply

20-40% base
compensation increase
for midmarket
professionals at point
of hire in 2022

Percentage of Salary Increase Based on Years
of Experience at Point of Hire (2022)

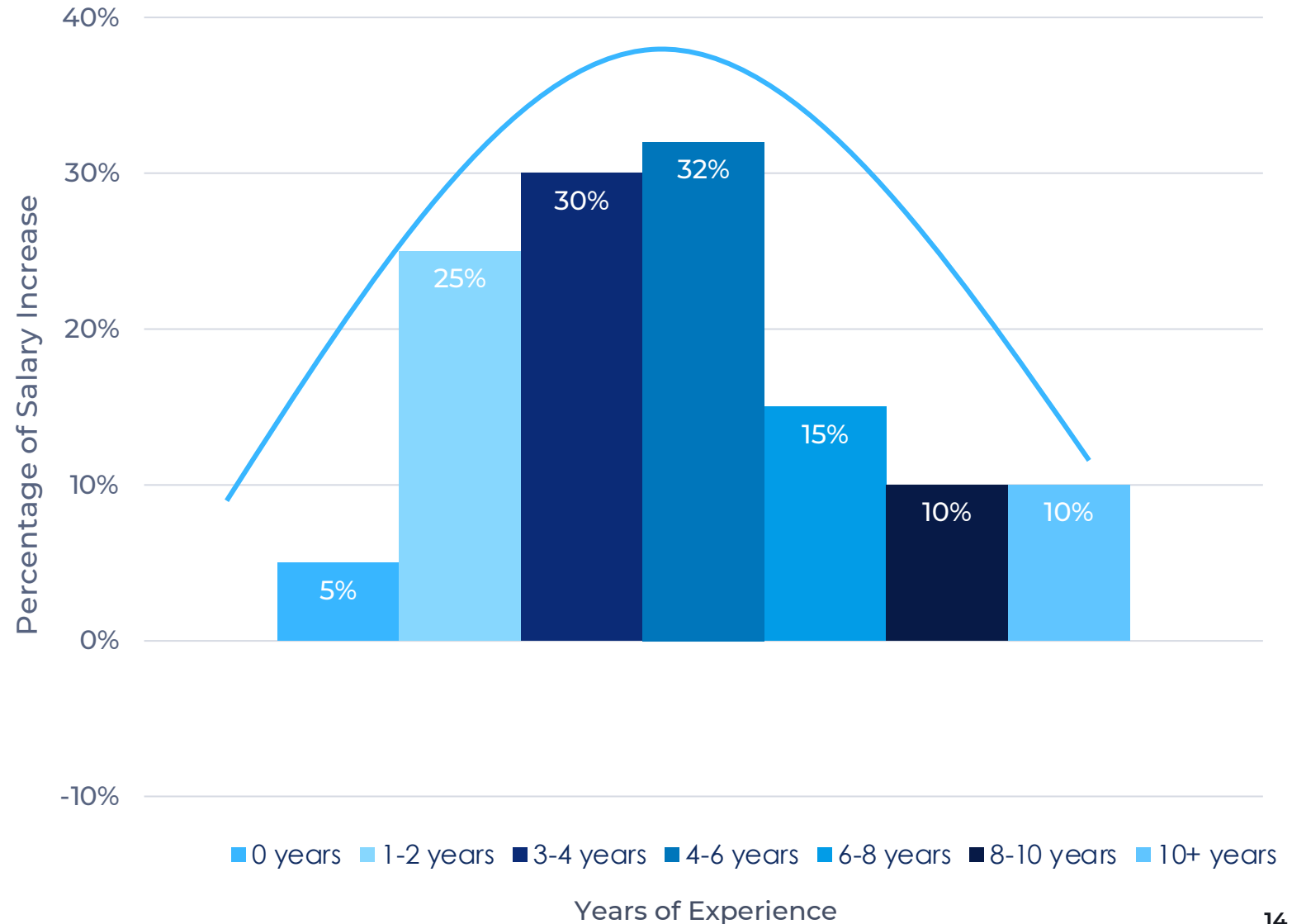


2023

1-6+ years' experience
in highest demand but
lowest relative supply

25-32% base
compensation increase
for early career
professionals at point
of hire in 2023

Percentage of Salary Increase Based on Years of Experience at Point of Hire (2023)



TRU's Guidance

For 2024

Consider all post-pandemic factors, not just compensation to understand and attract privacy job seekers effectively.

Adjust work-from-home policies to throttle the volume and interested level of qualified applicants.

Make contractors an ongoing part of your hiring and staffing strategy, not just a default for a lack of direct-hire approval.

Advocate for hiring approval now to secure talent before rising market competitiveness boosts salaries and diminishes contract resources in 2025.



Connect with TRU + Additional Resources



2024 Data Privacy
Jobs Report



2024 eDiscovery
Jobs Report



CPO
Interview Playbook



Expand Your Business
Potential With Privacy
Contractors



How to Get Budget &
Buy-In for Privacy
Headcount



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