

Eye on Privacy

TRU Staffing Partners

April 10, 2025



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

Sarah Roberts

Partner, TRU Staffing Partners

As a Partner at TRU Staffing Partners, Sarah Roberts represents our privacy, eDiscovery, and cybersecurity candidates and clients nationally. She brings to TRU several years of strategic talent and account management experience, having previously focused her recruiting efforts in the software and technology industries. Roberts has extensive knowledge of sales, passive candidate recruiting, information technology, and account management. Roberts holds a Bachelor of Arts degree in psychology with a focus in developmental and cognitive psychology, and double minors in English and history from the University of North Carolina, at Chapel Hill.



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

Where is the data coming from?

2023
IAPP Jobs
Report

TRU 2024
Data Privacy
Jobs Report

35,000+
TRU
Hot Jobs
Subscribers

7,500+
Inbound
Privacy/AIG
Applicants
2024

3,122
Privacy Job
Seekers
Presented
2024

Eye on
Privacy
Webinar
Series

LinkedIn
Insights

Ongoing
Conversations
with 250+
CPOs

How did the data privacy job market react to Wall Street last month?

- Corporate privacy programs quickly shifted focus to contract and contract-to-hire staffing modalities.
- Hiring managers with FTE headcount hyper-accelerated their search efforts in order to fill positions before they lose headcount.
- The speed of hire in April and May will accelerate as a result.
- New job seekers entered the market immediately when the valuation of their stock portfolio diminished their future earning potential at their current employer.
- Job seeker motivation emphasized cash over other forms of compensation at the point-of-hire.

TRU Trends April 2025

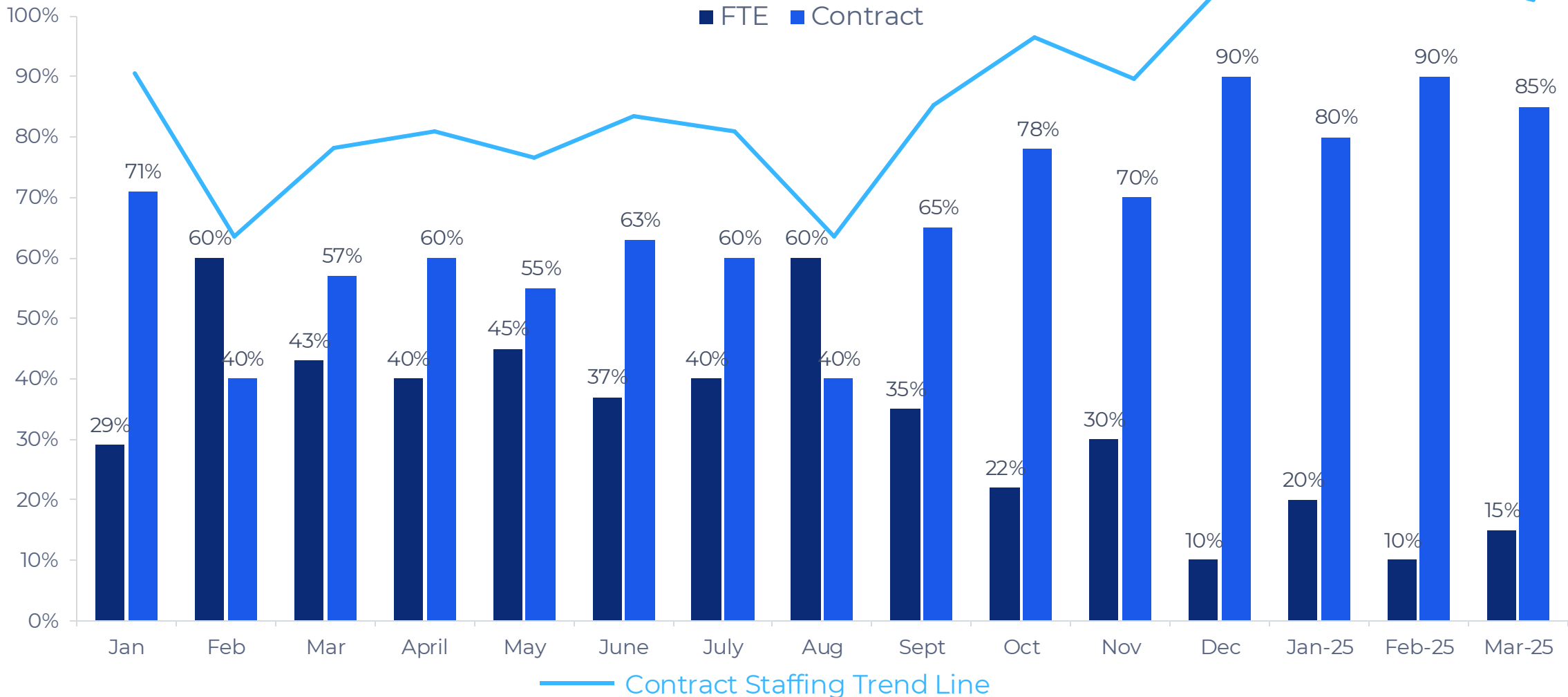
- CPO level opportunities beginning to emerge
- Contract and contract-to-hire privacy opportunities surged in late March/early April
- Contract jobs are being filled at an all-time low for average speed of hire (6 business days)
- 1 out of every 4 new jobs in privacy had an element of AI Governance in the job requirement
- Over 80% of TRU's data privacy candidate portfolio is  open to new opportunities
- More corporate privacy counsel taking employment at law firms

Contract vs. Direct Hire

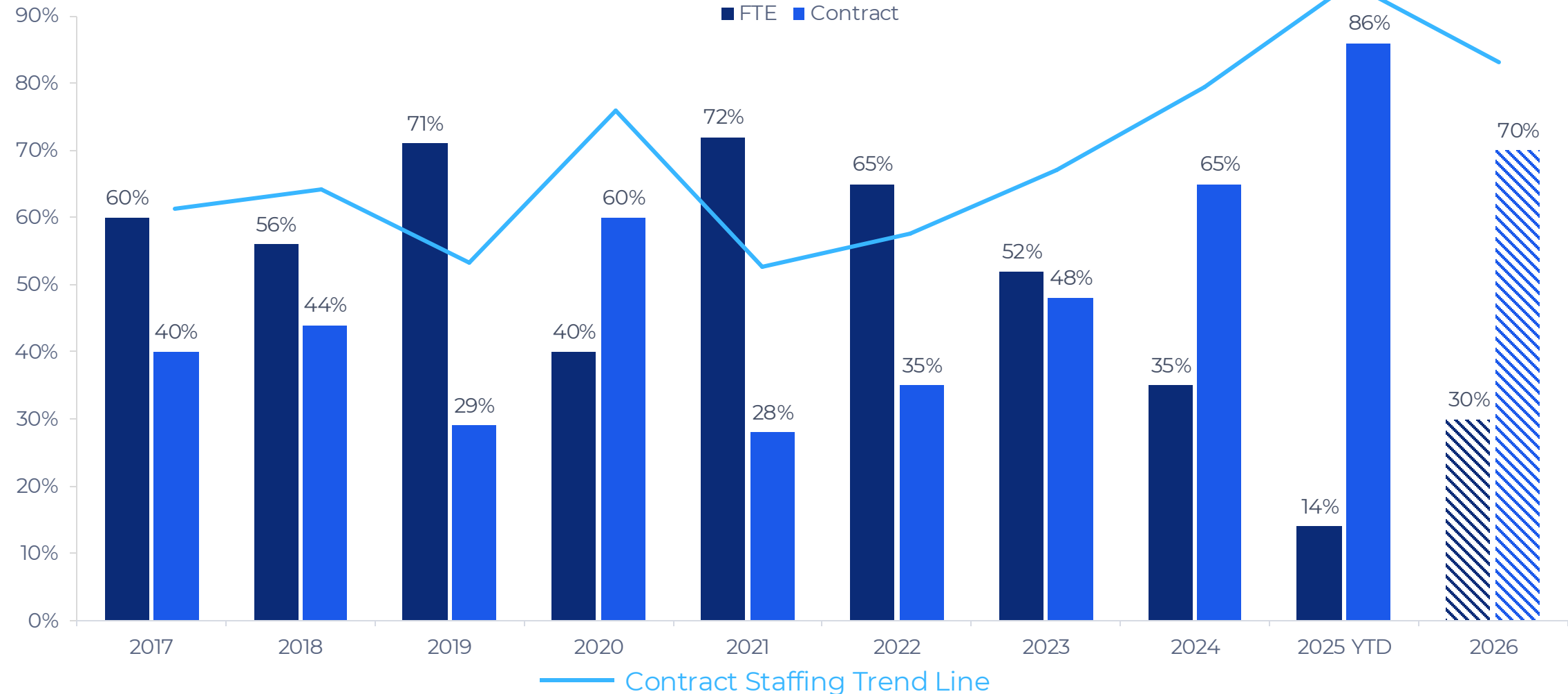


Privacy, Ediscovery, & Cybersecurity Staffing

Privacy Contract vs. Direct Hire Staffing Trends (MoM 2024-YTD) Based on Offers Accepted

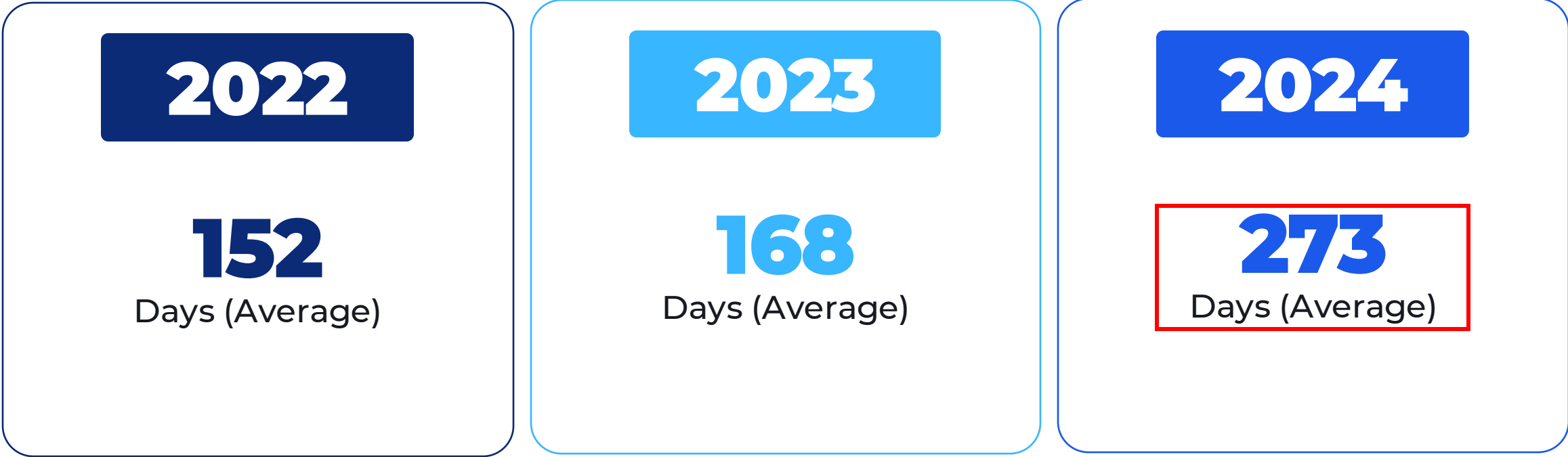


Privacy Contract vs. Direct Hire Staffing Trends (Last 7 Years) Based on Offers Accepted



Contractor Length of Assignment

Number of days year-over-year:



For contractors that convert to direct hire since Jan 1, 2023, typical length of assignment:

228
Days (Average)

Contractor Length of Assignment

Number of days year-over-year:

80%
Of TRU customers engage in both contract and direct hire modalities

90%
Of TRU contractors finish their assignment, convert to direct hire, or are still on assignment

3%
Of TRU contractors take direct hire positions at different employers after an average of 260 days on assignment

For contractors that convert to direct hire since Jan 1, 2023, typical length of assignment:

228
Days (Average)



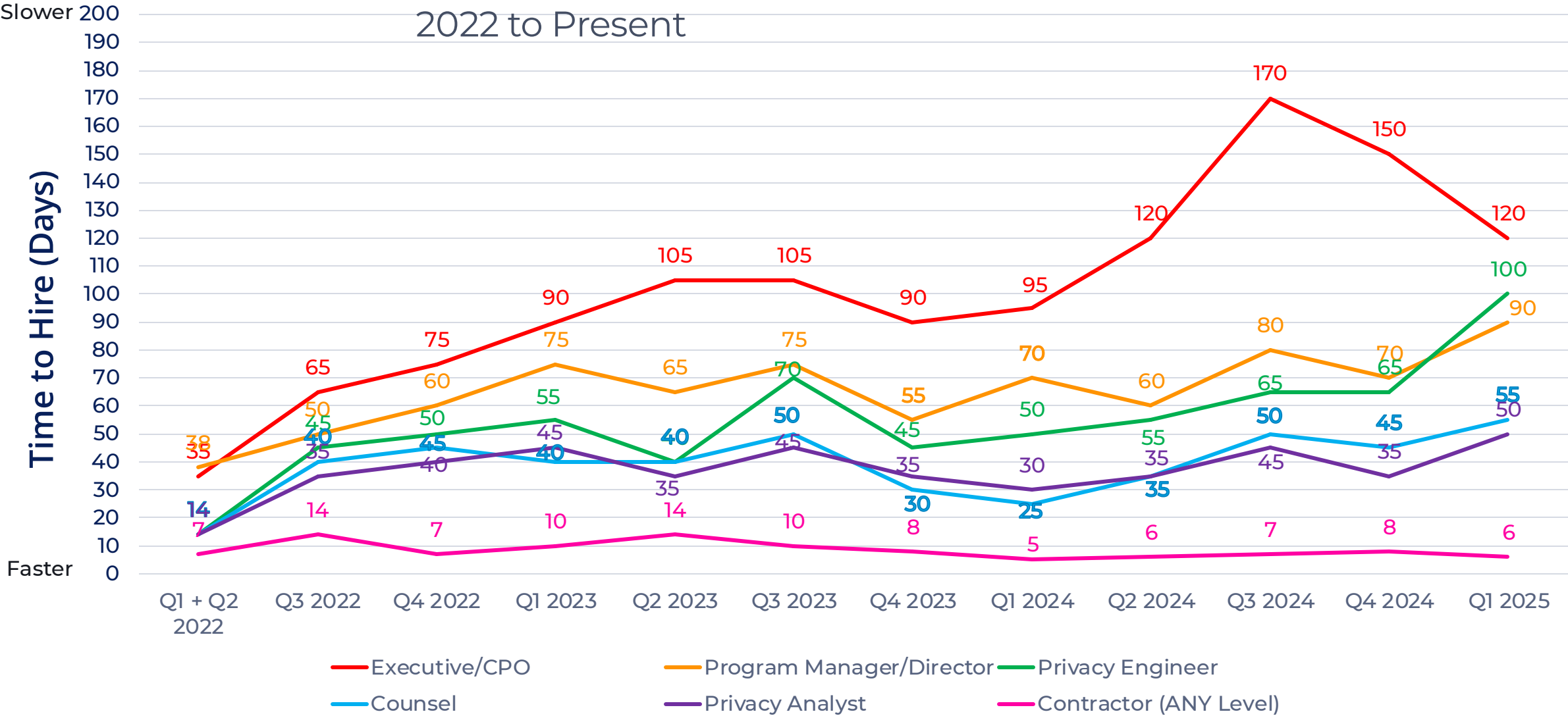
Speed of hire



Privacy, Ediscovery, & Cybersecurity Staffing

Speed of Hire for Privacy Through TRU

2022 to Present



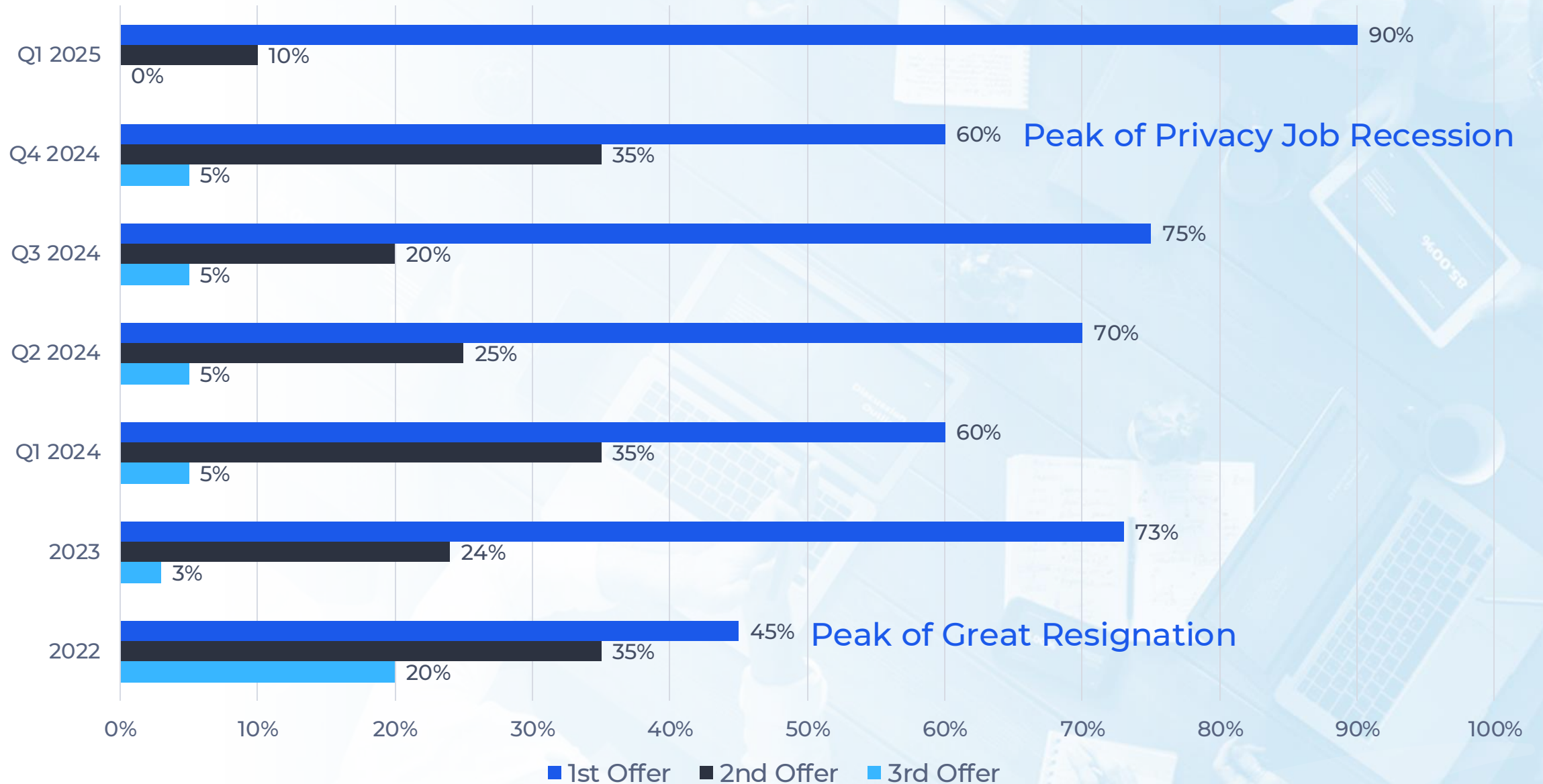
(from resume sent to verbal offer accepted)

Offer Acceptance Likelihood



Privacy, Ediscovery, & Cybersecurity Staffing

Offer Acceptance Likelihood: Based on Order of Offer Received



Privacy Compensation Benchmarks



Privacy, Ediscovery, & Cybersecurity Staffing

TRU Privacy Compensation Benchmarks

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

	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)

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	Fortune 500/BigTech	Healthcare/Bio/ Pharma/HealthTech	Telecomm/Retail/ Entertainment/ Financial
Early Career			(K)
Privacy Analyst			.65K)
Privacy Program Manager			200K)
Privacy Director (reporting Lead)			275K)
Privacy Engineer			350K)
Privacy Counsel	\$275K–425K (325-900K)	\$225K–320K (250K-425K)	\$200K–350K (250K-450K)
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These ranges have remained unchanged for the past 16 months.

However, Q1 2025 placements are nearing the ceiling of these ranges.

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AI Governance Base Salary Ranges

As advertised Through Q4 2024*

	Min	Median	Max
Analyst	\$59,800	\$100,650	\$151,600
Specialist	\$60,000	\$130,000	\$268,900
Lead	\$80,000	\$160,000	\$325,000
Engineer	\$108,000	\$167,300	\$296,300
Manager	\$100,000	\$153,900	\$321,000
Director	\$110,000	\$186,140	\$425,800
Executive	\$123,000	\$202,000	\$500,000

*Updated metrics released for the first time

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Director	\$110,000	\$186,140	\$425,800
Executive	\$123,000	\$202,000	\$500,000

*Updated metrics released for the first time

AI Governance vs. Privacy Median Salary Ranges 2024

	(As advertised)	(At the Point-of-Hire)	
	AI Governance	Privacy	Percentage Difference
Analyst	\$100,650	\$130,000	29%
Specialist	\$130,000	\$150,000	15%
Manager	\$160,000	\$165,000	3%
Engineer	\$167,300	\$225,000	35%
Director	\$153,900	\$225,000	46%
Executive	\$186,140	\$275,000	48%

Up Next on Eye on Privacy...

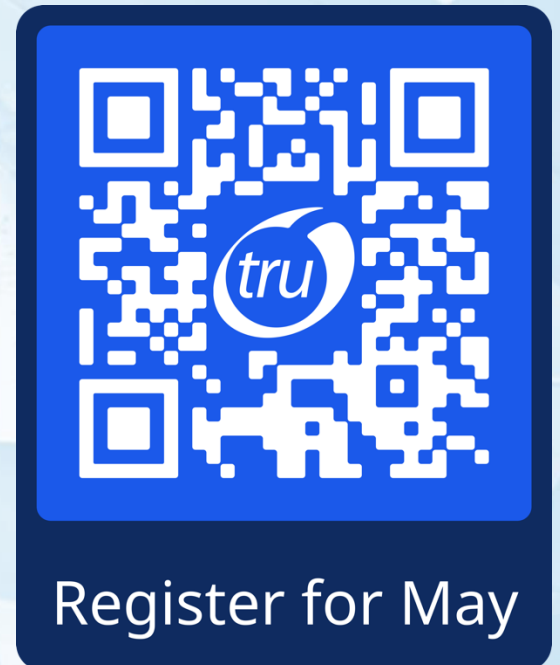
Tuesday, May 13 | 12:30 PM ET



Heather Wood

Sr. Director of Data Privacy, Protection, and AI Governance

Heather is a privacy and data protection leader with nearly a decade of experience driving compliance, innovation, and trust. She leads global privacy at Outreach and builds scalable, privacy-first programs that fuel business growth.



See you at GPS 2025!

April 23-24, 2025 | Washington, DC

TRU is looking forward to seeing old friends, new colleagues, and privacy thought leaders and practitioners from around the world at the International Association of Privacy Professionals' annual Global Privacy Summit in Washington, D.C.

Schedule a meeting with us by emailing Rachael Hafer at: rachael@trustaffingpartners.com.



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