

Eye on Privacy

TRU Staffing Partners

December 10, 2024



Privacy, Ediscovery, & Cybersecurity Staffing

Shoshana Rosenberg

Senior Vice President & Deputy General Counsel at WSP USA

Shoshana Rosenberg is the Senior Vice President, Chief AI Governance and Privacy Officer at WSP, one of the world's leading engineering and professional services firms.

She is also the Founder of SafePorter, Co-founder of Women in AI Governance, and a Strategic Program Advisor at Logical AI Governance. Shoshana is a seasoned attorney with over 16 years of experience in international data protection law, a US Navy veteran, and a passionate advocate for social entrepreneurship and inclusion.



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

Where is the data coming from?



7,500+
Inbound
Privacy/AIG
Applicants
2024

3,122
Privacy Job
Seekers
Presented
2024



LinkedIn
Insights

Ongoing
Conversations
with 250+
CPOs

Top 5 Hottest Jobs

Interested?



Michael Fox
Michael.fox@trustaffingpartners.com



Michelle Shanik
Michelle.shanik@trustaffingpartners.com

CONTRACT SaaS/Privacy Contracts Counsel – Contract Hire

Join a leading global manufacturer as a SaaS/Privacy Contracts Counsel! Manage tech contracts, DPAs, and more from the comfort of your home. Part-time, 20 hrs/week. Fully remote in the U.S. A fantastic role for business-minded attorneys.

CONTRACT Privacy Specialist – Contract Hire

Are you a Privacy Specialist with OneTrust experience? We're looking for someone to tackle privacy assessments and manage data flow analysis for a global travel leader. This is a 6-month, 20-hour/week contract, and it's fully remote in the U.S.

CONTRACT Privacy Analyst – Contract Hire

Seeking a skilled Privacy Analyst to join a top global company on a contract basis. You'll manage PIAs, support the privacy officer, and drive enterprise-wide efficiencies. Fully remote, full-time, and lasting several months. Fully remote in U.S.

Privacy Director – Direct Hire

A leading healthcare giant is on the lookout for a Privacy Director in New York! Are you a HIPAA pro with a knack for U.S. state commercial privacy laws like CCPA? This hybrid role (2 days in office) could be for you!

Senior Privacy Consultant – Direct Hire

Exciting opportunity with a boutique privacy consulting firm for a Senior Consultant with a passion for data privacy! You'll work with clients, lead engagements, and dive into business development. Fully remote, supportive team, and flexibility.



TRU Trends

December 2024

- **Deregulation** leads to **increased litigation**, decelerated focus on compliance
- **Deregulation** leads to focus on **business opportunity**
- **November** saw **increase** in FTE **job postings** but **decrease** in FTE **offers accepted**
- **80%** of **contract privacy jobs** offered through TRU are **not advertised by the end employer**
- **Salary increases at point-of-hire remain nominal** compensating mostly for inflation not increased value

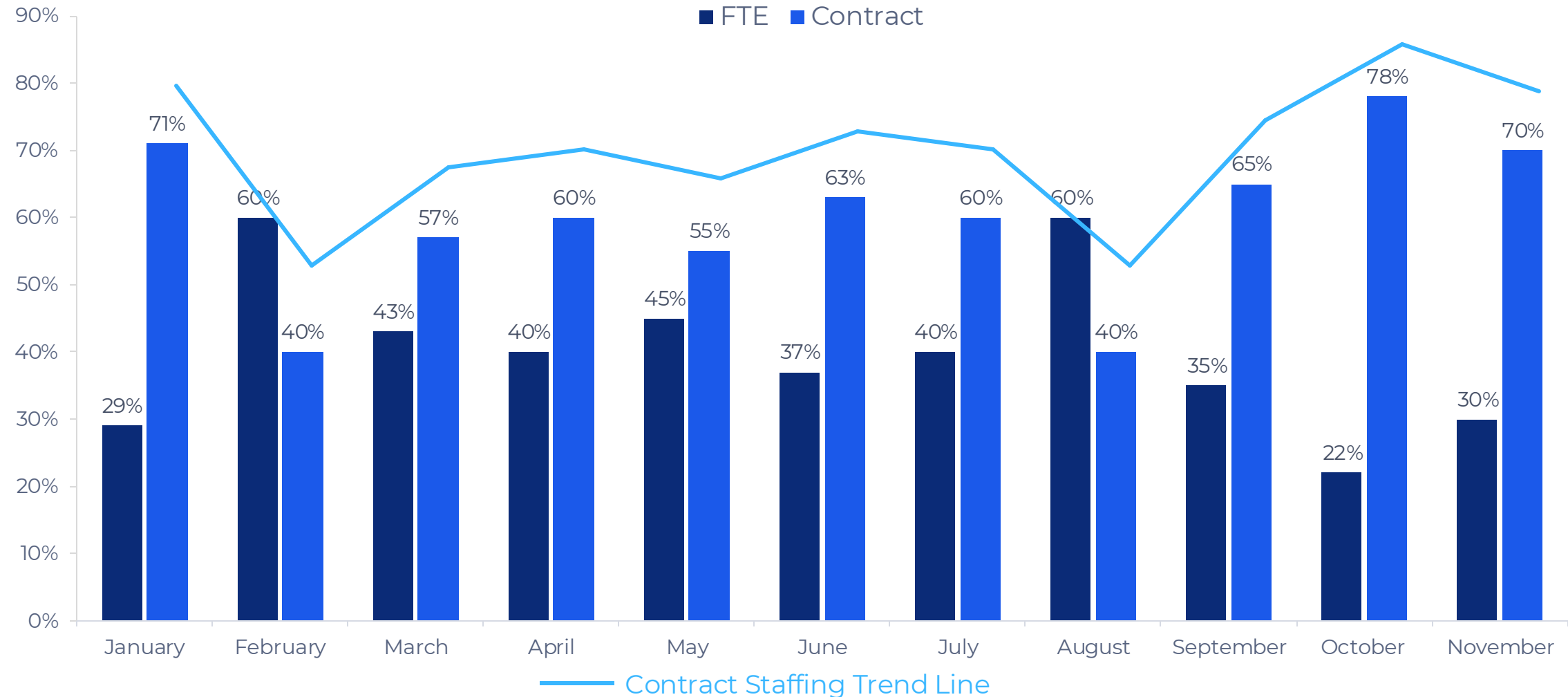


Contract vs. Direct Hire

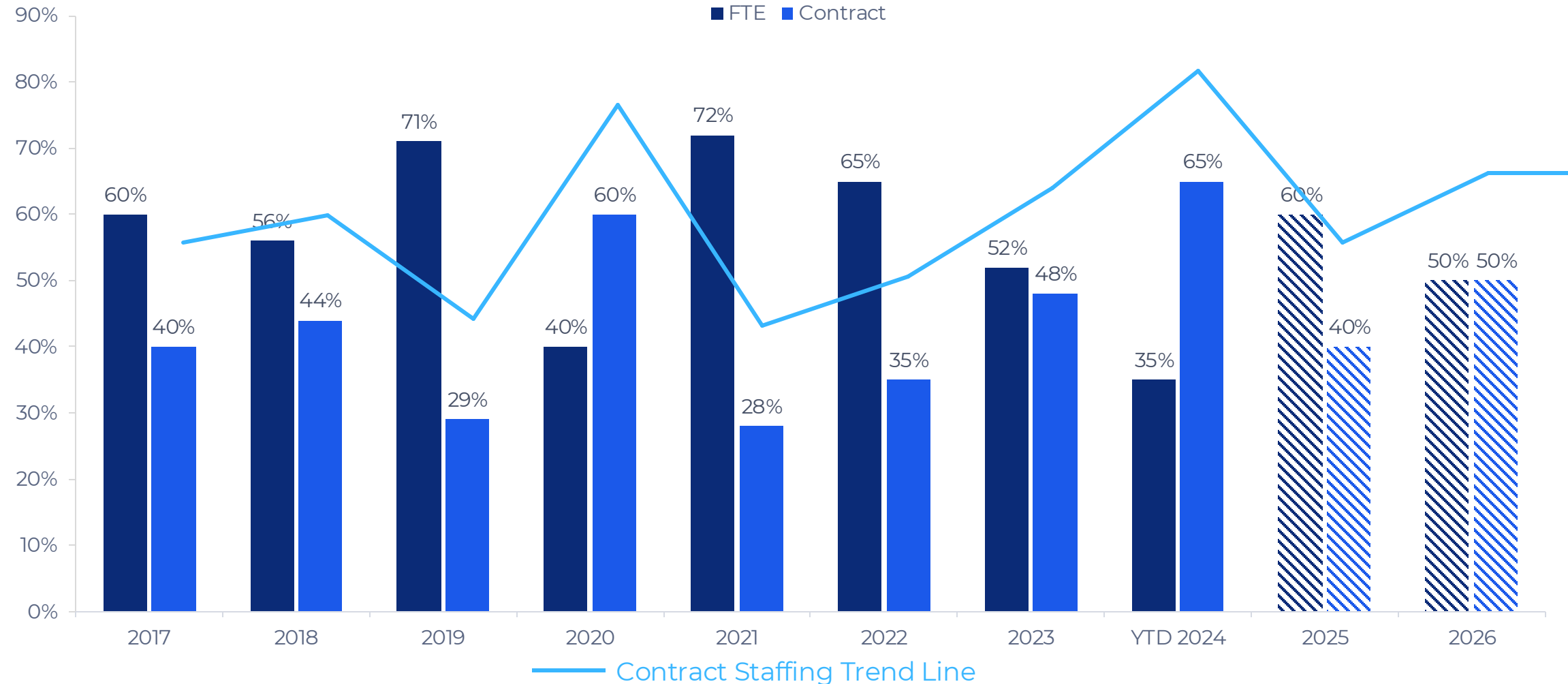


Privacy Contract vs. Direct Hire Staffing Trends (MoM 2024)

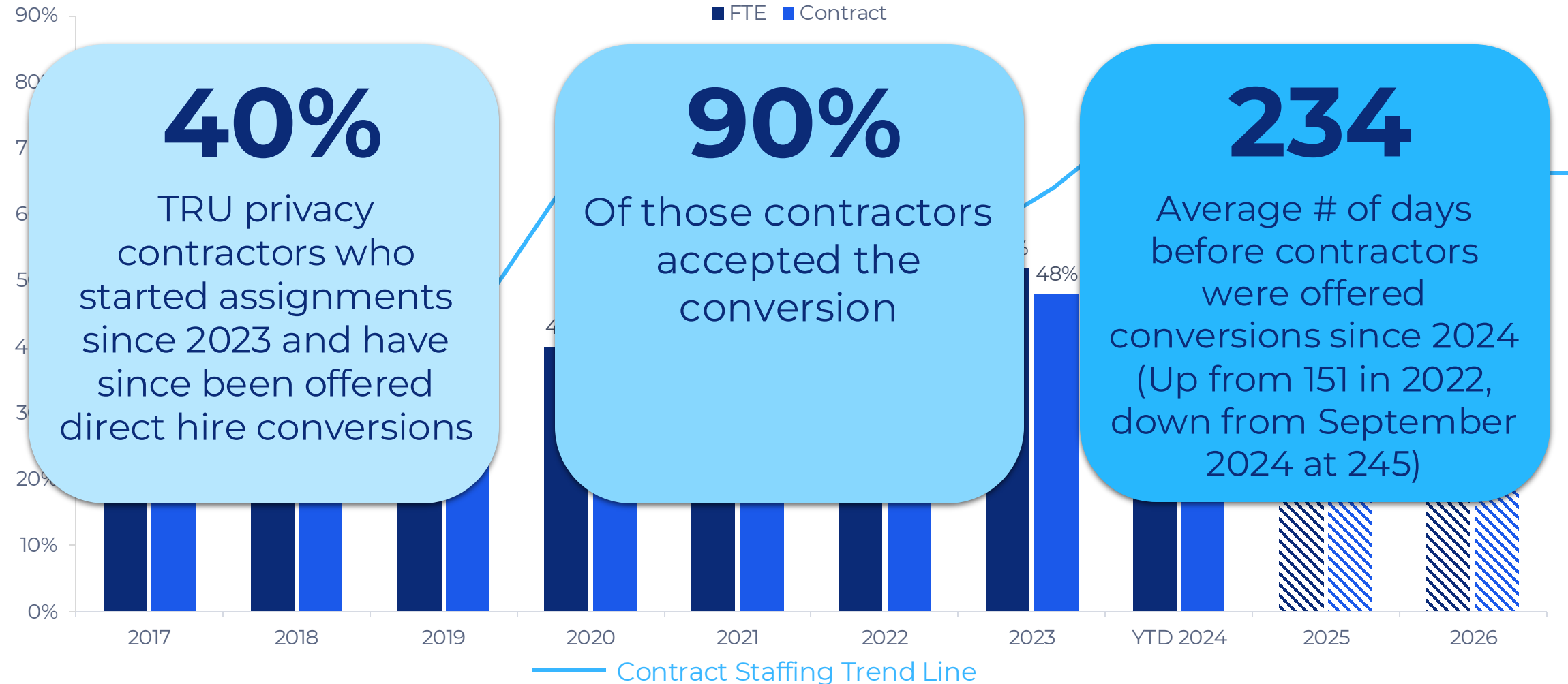
Based on Offers Accepted



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

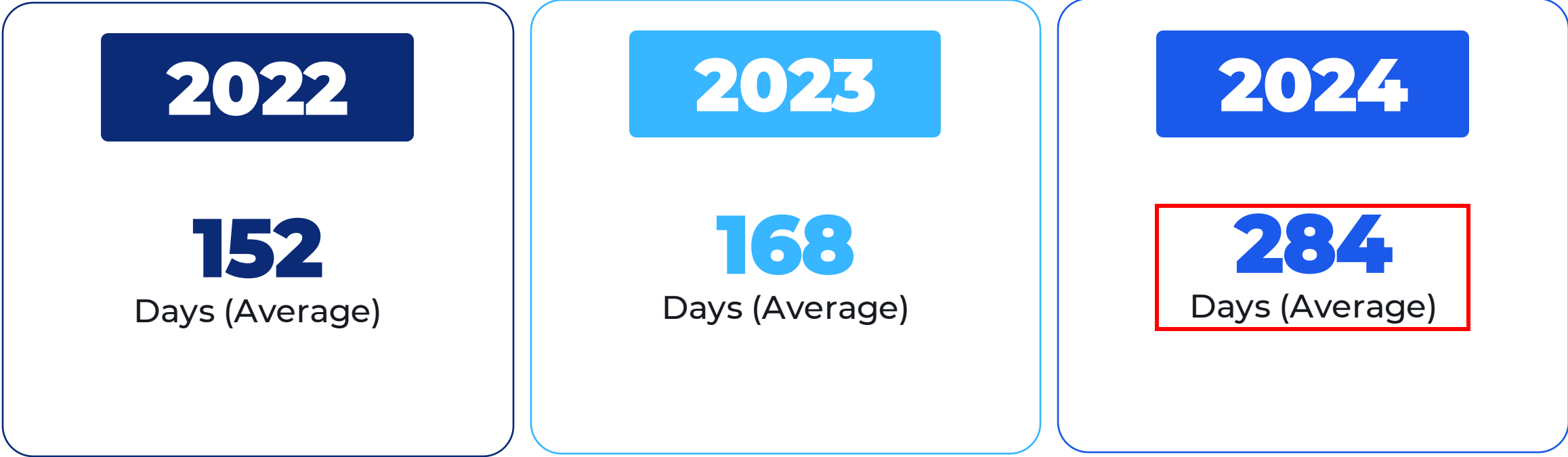


Privacy Contract vs. Direct Hire Staffing Trends (Last 7 Years) Based on Offers Accepted



Contractor Length of Assignment

Length of assignment for contractors ending their assignment:



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

228
Days (Average)

Contractor Length of Assignment

Length of assignment for contractors ending their assignment:

65%

Of TRU customers engage in both contract and direct hire modalities

92%

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)

Top 10 Reasons Hiring Managers are Using Contractors

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

The Magic Eleventh Reason: No AI Gov Temp Pool

Leadership and soon middle management will no longer have the bandwidth to handle the job responsibilities given to them a year ago because they know handle responsibilities associated with AI Governance.



Middle management delegates more responsibility to subordinates.



Your legal and operational privacy professionals max out on utilization.



Commoditized data privacy tasks left undone.



Hire contractors for privacy tasks: software customization/implementation, DPAS, DPIAS, ROPA, etc.

TRU's Guidance

Contract vs FTE

Make contract augmentation an **ongoing part of** evolving your **program**.

As CPOs and senior staff take on more AI Governance responsibilities, **leverage fractional contractors for baseline program tasks:** DPAs, PIAs, ROPA, DSAR, etc.

Staffing contract-to-hire currently has an incredibly **high success rate** (90% acceptance) and is potentially the best way to grow a program in an uncertain economy.

Reallocate budget from outside counsel and consulting spend to **gain more resources at lower costs** and handle greater work volume.

The **fastest way to provide support** to the business is with a **contractor**.

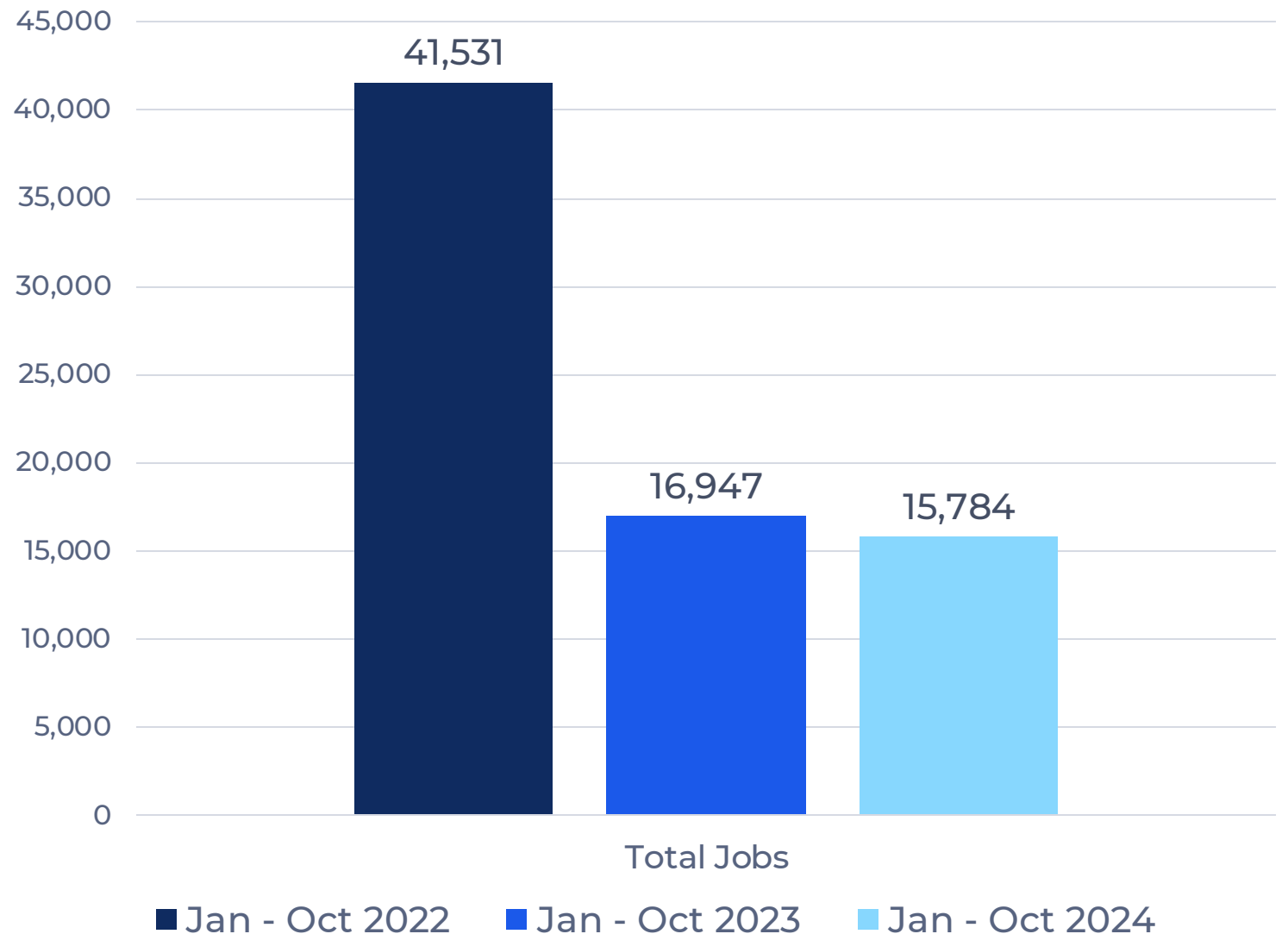


The background features a blurred photograph of a group of people in a meeting or office setting. Overlaid on this are several large, semi-transparent circular shapes in shades of gray, creating a modern, layered aesthetic.

Privacy & AI Gov: Jobs vs. Job Seekers

U.S. Privacy Job Postings 2022 - 2024

U.S. "TRUE"* Privacy Job Postings 2022-2024



*"TRUE" = exclusively privacy-focused jobs



Privacy **Skills** Landscape on LinkedIn – Global Overview (November 2024)

Privacy + AI Governance Skills

1,782,388
Professionals

2,433
Job Posts

Privacy + Governance Skills

1,774,182
Professionals

1,377
Job Posts

Privacy + Compliance Skills

1,557,358
Professionals

4,548
Job Posts

of professionals on LinkedIn within this talent pool
(SKILLS on profile)

AI and Governance **Skills** Landscape on LinkedIn – Global Overview (November 2024)

Privacy + AI Governance Skills

1,782,388
Professionals

2,433
Job Posts

AI + Governance Skills

383,996
Professionals

217
Job Posts

AI + Compliance Skills

102,097
Professionals

52
Job Posts

of professionals on LinkedIn within this talent pool
(SKILLS on profile)



AI Governance Compensation Benchmarks



AI Governance Base Salary Ranges

As advertised Through Q3 2024

	Min	Median	Max
Analyst	\$59,000	\$107,500	\$151,600
Specialist	\$63,200	\$103,150	\$220,000
Lead	\$76,600	\$175,000	\$325,000
AI Engineer	\$80,000	\$170,000	\$338,000
Manager	\$105,400	\$161,000	\$321,000
Director	\$110,000	\$200,000	\$282,800
Executive	\$133,700	\$203,700	\$500,000

AI Governance Base Salary Ranges

As advertised Through Q3 2024

	Min	Median	Max
Analyst	\$59,000	\$107,500	\$151,600
Specialist	\$63,200	\$103,150	\$220,000
Lead	\$76,600	\$175,000	\$325,000
AI Engineer	\$80,000	\$170,000	\$338,000
Manager	\$105,400	\$161,000	\$321,000
Director	\$110,000	\$200,000	\$282,800
Executive	\$133,700	\$203,700	\$500,000

Privacy Compensation Benchmarks



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)

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 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)

These ranges have remained unchanged for the past 12 months.

Industry Break Down 2023

TRU Data
(At Point-of-Hire)
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

Salary Increases at Point of Hire

2021, 2022, 2023, 2024 YTD (TRU Data)

2021

2022

2023

2024

Salary Increases at Point of Hire

2021, 2022, 2023, 2024 YTD (TRU Data)

98%

Percentage of placements who received increases in compensation when changing jobs

23%

The average increase in base salary at the point of hire in 2021

99%

Percentage of placements who received increases in compensation when changing jobs

35%

The average increase in base salary at the point of hire in 2022 (Peak of Great Resignation)

65%

Percentage of placements who received increases in compensation when changing jobs

18%

The average increase in base salary at the point of hire in 2023

55%

Percentage of placements who received increases in compensation when changing jobs

8%

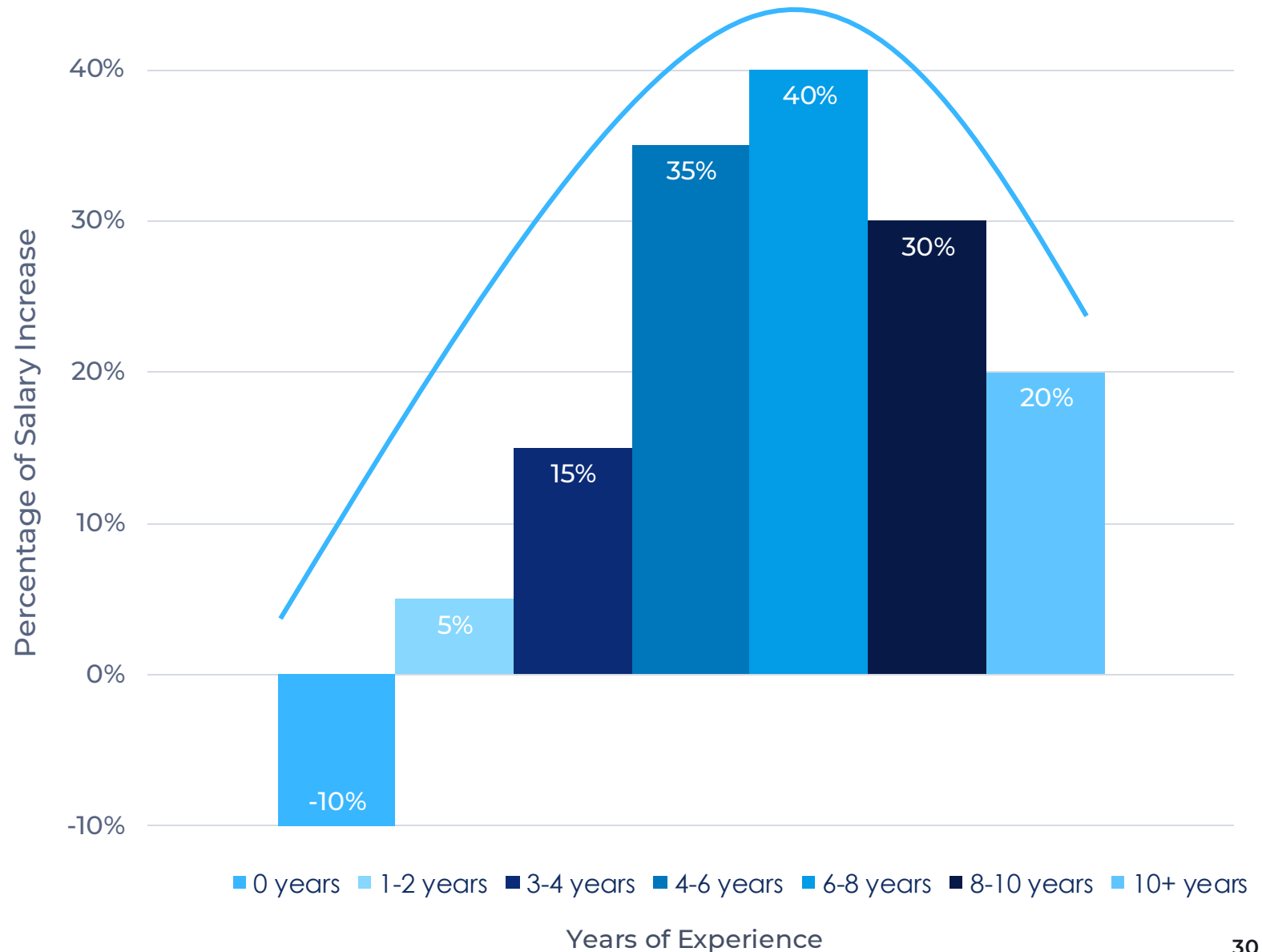
The average increase in base salary at the point of hire in 2024 (Peak of Privacy Job Recession)

2022

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

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

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

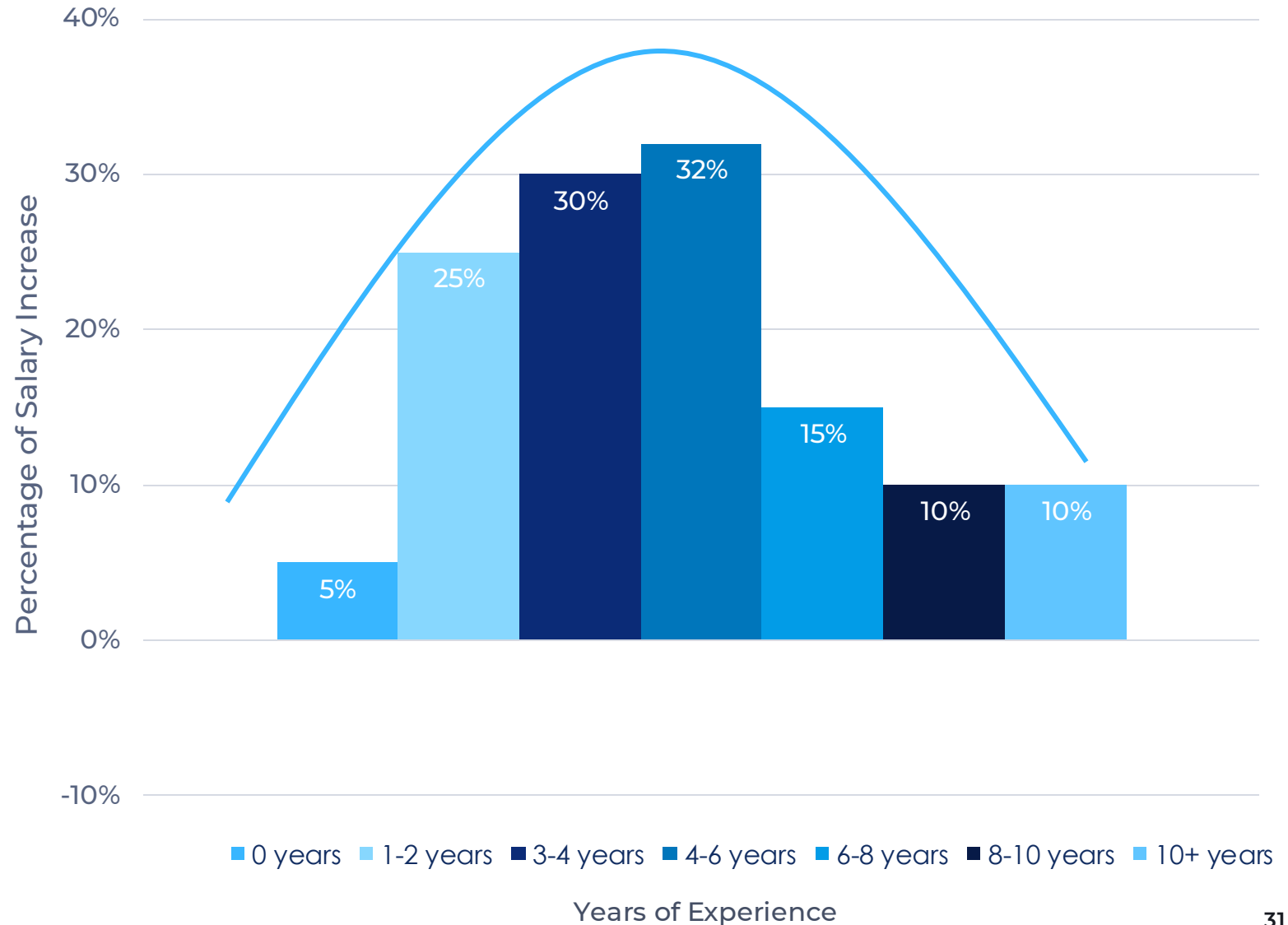


2023

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

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

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



2024

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

5-10% base
compensation increase
for all privacy
professionals at point
of hire in 2024



Percentage of Salary Increase Based on Years of Experience at Point of Hire (2024 YTD)



AI Governance vs. Privacy Salary Ranges



AI Governance vs. Privacy Median Salary Ranges 2024

	(As advertised)	(At the Point-of-Hire)	
	AI Governance	Privacy	Percentage Difference
Analyst	\$107,500	\$130,000	21%
Specialist	\$103,150	\$150,000	45%
Manager	\$161,000	\$165,000	3%
Engineer	\$170,000	\$225,000	32%
Director	\$200,000	\$225,000	13%
Executive	\$203,700	\$275,000	35%

TRU's Guidance

AI Governance vs. Privacy Salary

Executive AI Governance jobs won't be filled with CPOs based on current market rate. CPOs: Own both programs, increase your comp significantly, eliminate the need for a second role, save the business \$\$\$, and increase delegation.

Privacy programs that have grown to encompass AI Governance but have not grown proportionally in human capital are at the **highest risk of mid-market employee attrition in 2025.**

Train to retain existing staff on AI Gov, and hire privacy contractors as program demands exceed staff bandwidth because an AI Governance mid-market temp talent pool doesn't exist yet.



Motivations for Privacy Job Seekers

2022 vs. 2023

TOP 5 MOTIVATIONS OF JOB SEEKERS IN 2022

1. Working remotely/hybrid
2. Mentorship/new leader
3. \$\$\$\$\$
4. Upskilling
5. Diversity, equity, & inclusion

VS.

TOP 5 MOTIVATIONS OF JOB SEEKERS IN 2023

1. Working remotely more
2. More challenge/opportunity
3. \$\$\$\$\$
4. Unemployment/out-of-work
5. Burnout

Motivations for Privacy

Job Seeker

2022 vs. 2023

TOP 5 MOTIVATIONS OF JOB SEEKERS IN 2023

1. Working remotely
2. Mentorship/learning
3. \$\$\$\$\$\$
4. Upskilling
5. Diversity, equity, and inclusion

TOP 5

MOTIVATIONS OF JOB SEEKERS IN 2024 (Q3 DATA)

1. Burnout*
2. \$\$\$\$\$\$
3. Innovation/Buy-In
4. Getting into/out of AI Governance
5. Transitioning/Breaking into Privacy

* Burnout has remained the #1 motivator for 14 consecutive months

TOP 5 REASONS OF JOB SEEKERS IN 2023

1. Working remotely
2. Mentorship/learning
3. \$\$\$\$\$\$
4. Upskilling
5. Diversity, equity, and inclusion

Thank You!

Connect with TRU

Follow us on social



Visit our website

| www.trustaffingpartners.com

Email us

| info@trustaffingpartners.com

Subscribe

| [TRU Newsletters](#)



CONNECT WITH JARED



CONNECT WITH SHOSHANA