

Eye on Privacy

TRU Staffing Partners

February 11, 2025



Privacy, Ediscovery, & Cybersecurity Staffing

Sonia Siddiqui JD, FIP, CIPM, CIPP/US

Chief Privacy Officer | Crypto Enthusiast | Ex-Coinbase

Sonia Siddiqui is an experienced privacy attorney specializing in advising tech companies on complex data protection and regulatory compliance matters. With a background in both in-house and external counsel roles, Sonia has guided organizations through evolving global privacy laws, risk management strategies, and product counseling to build privacy-first solutions.

Throughout her career, Sonia has led and supported legal and business teams on privacy best practices, developed frameworks for responsible data use, and navigated cross-functional privacy initiatives. Most recently, she served as the Head of Global Data Privacy at Kohler. Passionate about bridging legal and technical considerations, Sonia works closely with engineers, product managers, and executives to embed privacy into innovation.



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

TRU Trends February 2025

- Litigation is on the rise
- Contract augmentation is the fastest path to employment in data privacy
- Consulting firms are seeing an uptick in business
- AI governance jobs remain scarce and inadequately priced to attract the desired caliber of talent
- Opportunism enters the top 5 job seeker motivations list
- Corporate privacy pros turning to the Am Law for employment

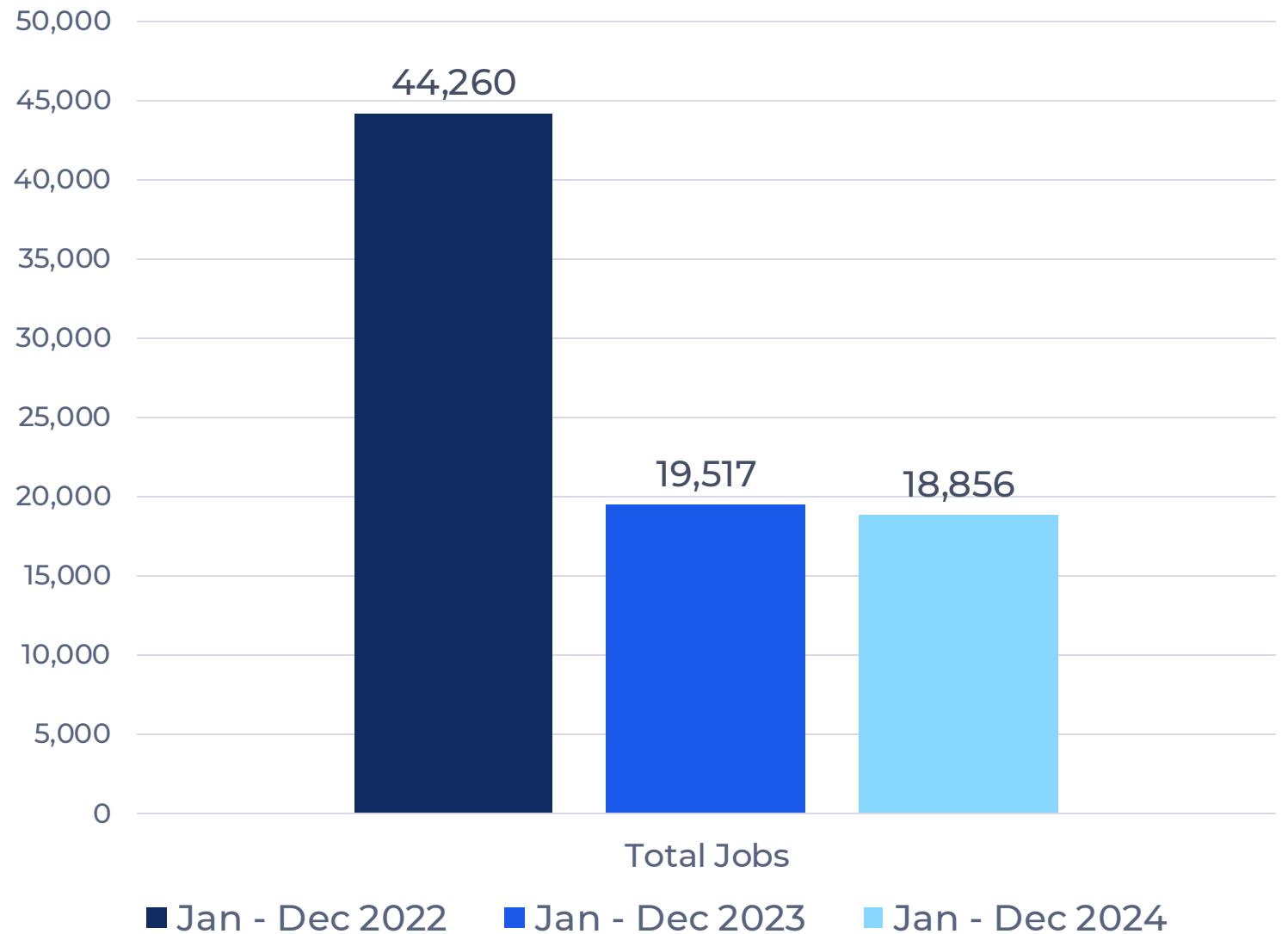
Privacy Job Postings



Privacy, Ediscovery, & Cybersecurity Staffing

U.S. Privacy Job Postings 2022 - 2024

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



*"TRUE" = exclusively privacy-focused jobs



Privacy Job Seeker Motivations



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Motivations for Privacy Job Seekers

TOP 5

MOTIVATIONS OF JOB SEEKERS IN 2024

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

TOP 5

MOTIVATIONS OF JOB SEEKERS IN JANUARY

1. Burnout*
2. Opportunism
3. \$\$\$\$\$\$
4. Transitioning to Privacy or AI Gov
5. Job security concerns/unemployment

* Burnout has remained the #1 motivator for 15 consecutive months

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		
Early Career	\$50K–85K (70-95K)		
Privacy Analyst/Specialist	\$100K–160K (110-195K)		
Privacy Program/Project Manager	\$140K–190K (165-250K)		
Privacy Directors/SMEs (reporting to CPO/Privacy Lead)	\$175K–250K (250-400K)		
Privacy Engineer	\$175K–375K (225-800K)		
Privacy Counsel	\$275K–425K (325-900K)		
CPOs/Business Unit Privacy Lead	\$325K–725K (400K-2.5M)		

TRU Privacy Compensation Benchmarks

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

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

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)
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CPOs/Business Unit Privacy Lead	\$325K–725K (400K-2.5M)	\$235K–425K (275K-800K)	\$250K–475K (275K-750K)

TRU Privacy Compensation Benchmarks

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These ranges have remained unchanged for the past 13 months.

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
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Privacy Program/Project Manager	\$140K–190K (165-250K)	\$130K–165K (145-185K)	\$130K–175K (145-200K)
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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

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
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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

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%

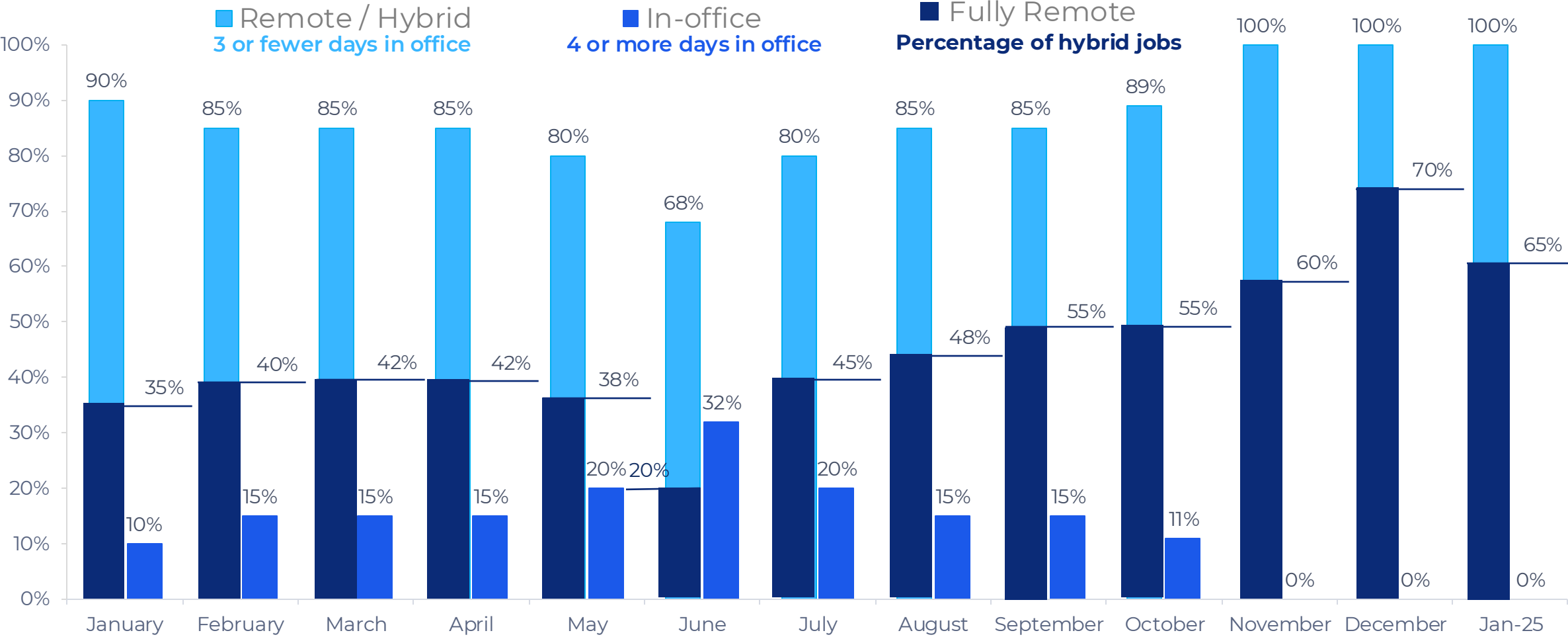
Remote/Hybrid VS. In-Office



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Remote/Hybrid vs. In-Office (2024)

Based on Offers Accepted



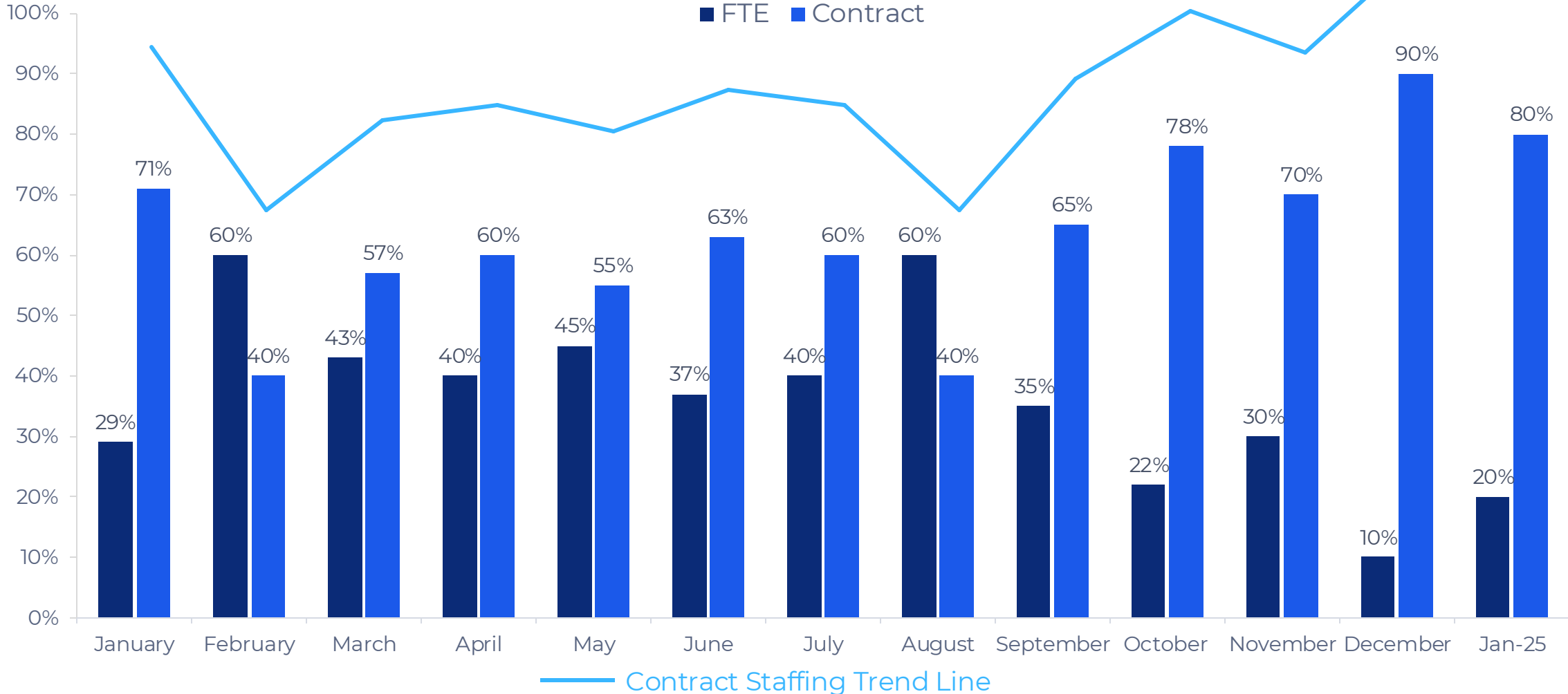
Contract vs. Direct Hire



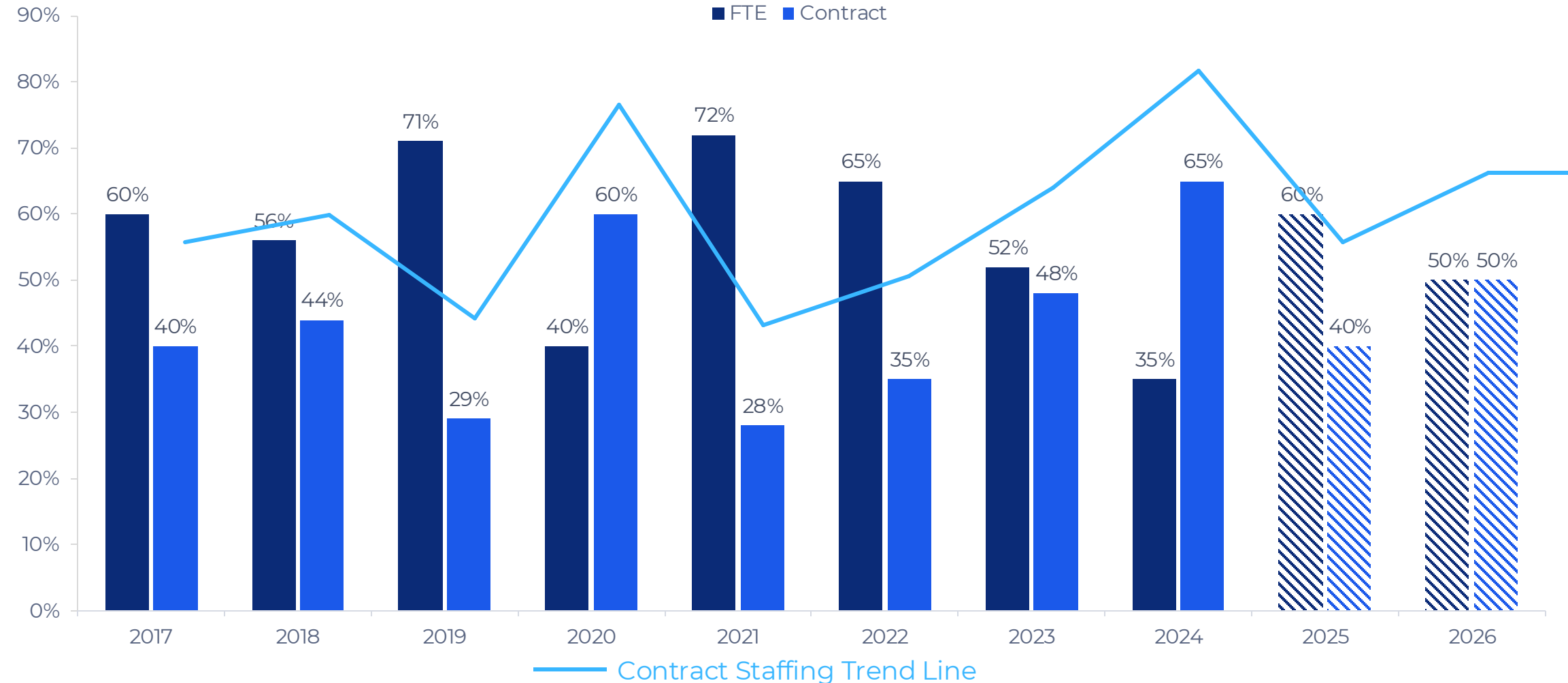
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Privacy Contract vs. Direct Hire Staffing Trends (MoM 2024)

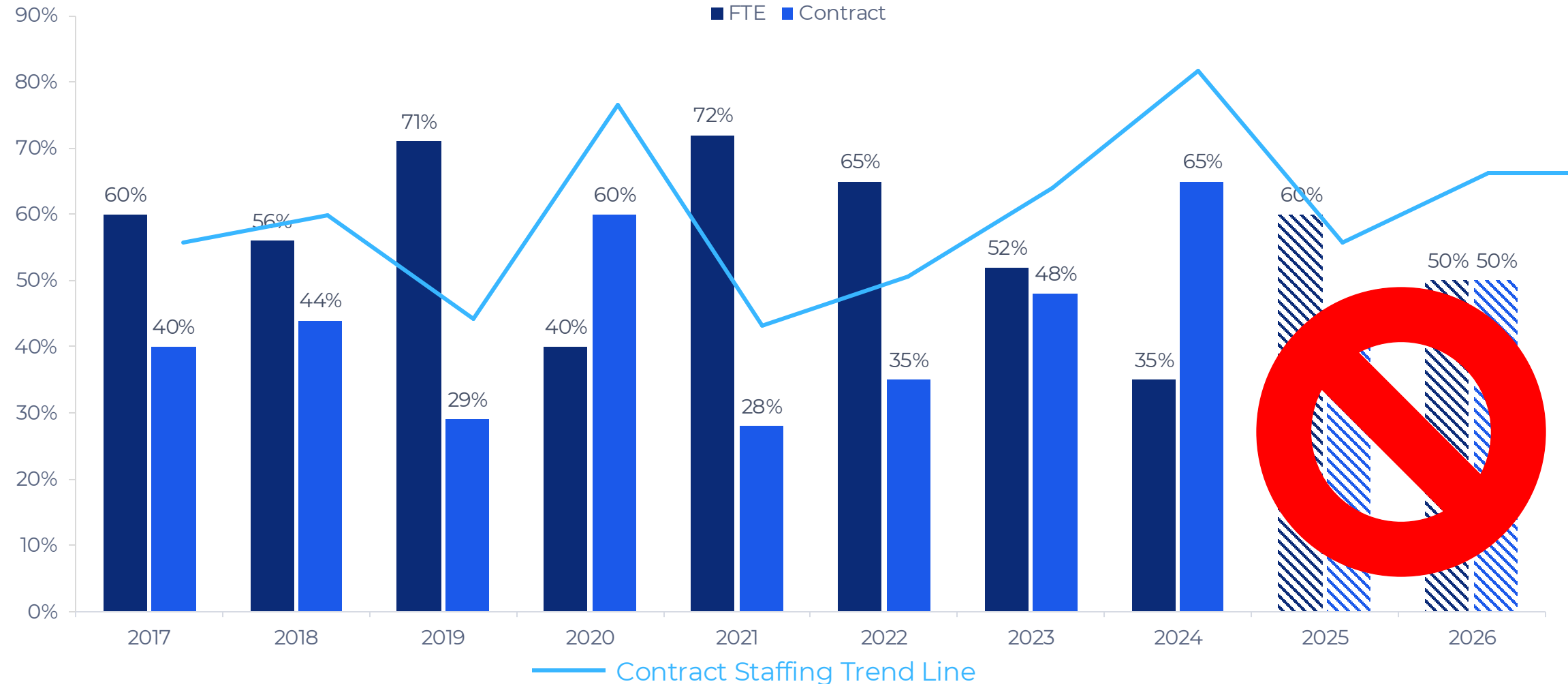
Based on Offers Accepted



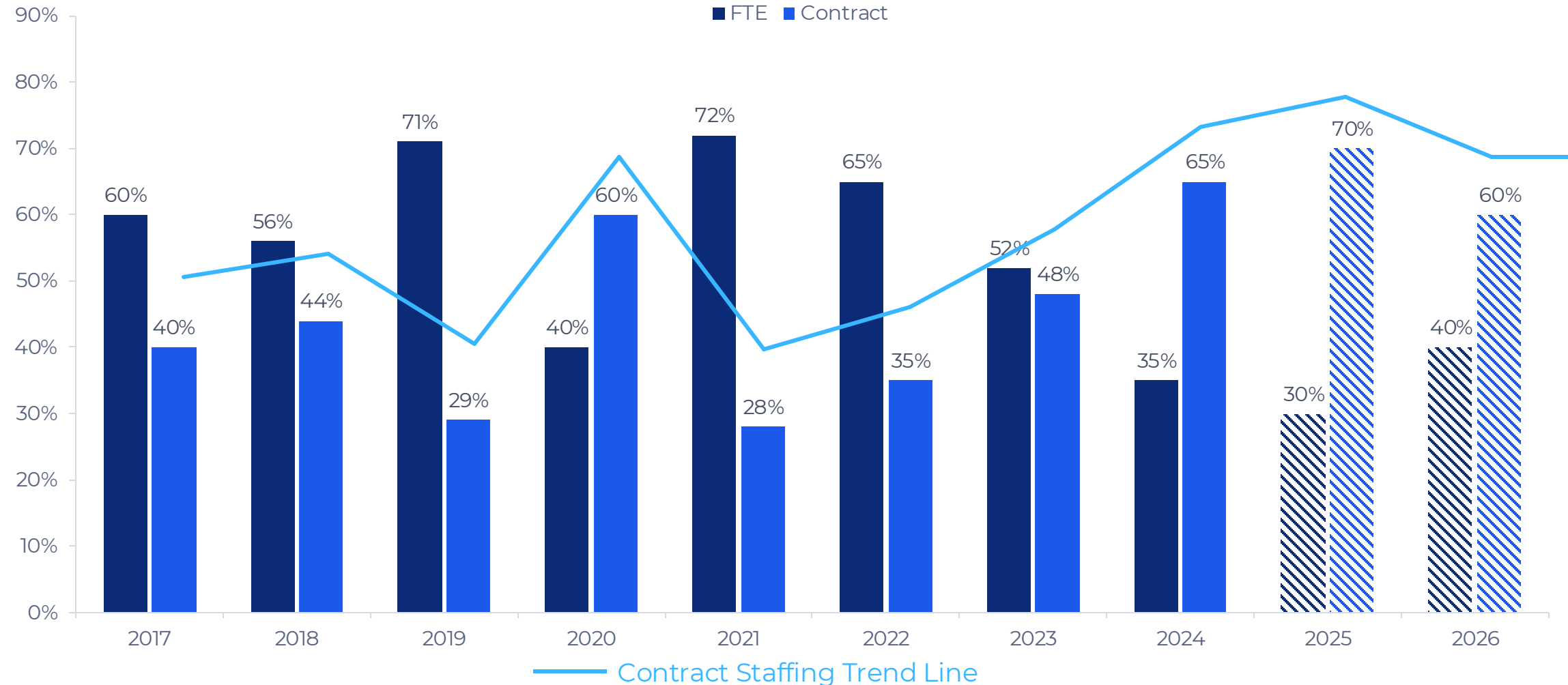
Privacy Contract vs. Direct Hire Staffing Trends (Last 7 Years) Based on Offers Accepted



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



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:

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)



Up Next on Eye on Privacy...

Wednesday, March 12 | 12:30 PM ET



Omer Tene

Partner, Goodwin

Partner at Goodwin. Based in Boston. Previously Chief Knowledge Officer at the IAPP. Consultant to governments, regulatory agencies and businesses on privacy, cybersecurity and data management. Affiliate Scholar at the Stanford Center for Internet and Society; and Senior Fellow at the Future of Privacy Forum.



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