

# Eye on Privacy

TRU Staffing Partners

January 14, 2025



Privacy, Ediscovery, & Cybersecurity Staffing

# Michael Fitzpatrick

## Chief Privacy Officer (CPO) of the City of New York

Michael is Chief Privacy Officer (CPO) for the NYC Office of Information Privacy, where he advises city leadership on privacy protection, data sharing, and emerging policy initiatives. He also oversees citywide privacy policies and guides agencies on the responsible handling of sensitive data.

Previously, Michael led the NYPD's privacy program as Executive Agency Counsel and Agency Privacy Officer (APO) and served on the DHS Data Privacy and Integrity Advisory Committee. He holds a J.D. from Fordham University, an M.S. in Cybersecurity from NYU, and a B.S. from Manhattan College. Michael is an IAPP Fellow of Information Privacy (FIP) and is CIPP/US and CIPM certified.



# 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

# Top Takeaways from 2024

- **Contract hiring outpaced full-time** hiring for the first time since 2020
- The **average length of assignment** for contractors was **271 days**
- **40%** of TRU **contractors** were offered **conversion into FTE**
- **Burnout held the #1 slot for job seeker motivation** for 12 consecutive months in 2024
- **Executive opportunities were scarce** and below market compensation
- **80% of jobs were hybrid** with fully remote opportunities peaking in December at 70% based on rapid contract staffing demand
- **Speed of hire slowed in Q1-Q3** due to decreased budgets, lack of staffing agency engagement for FTE hiring, and business uncertainty of election outcomes in the U.S.
- **First offer acceptance likelihood peaked in Q4** at 70%
- **Q3 2024** marked the **end** of the **privacy job market recession**



# Top Predictions for 2025

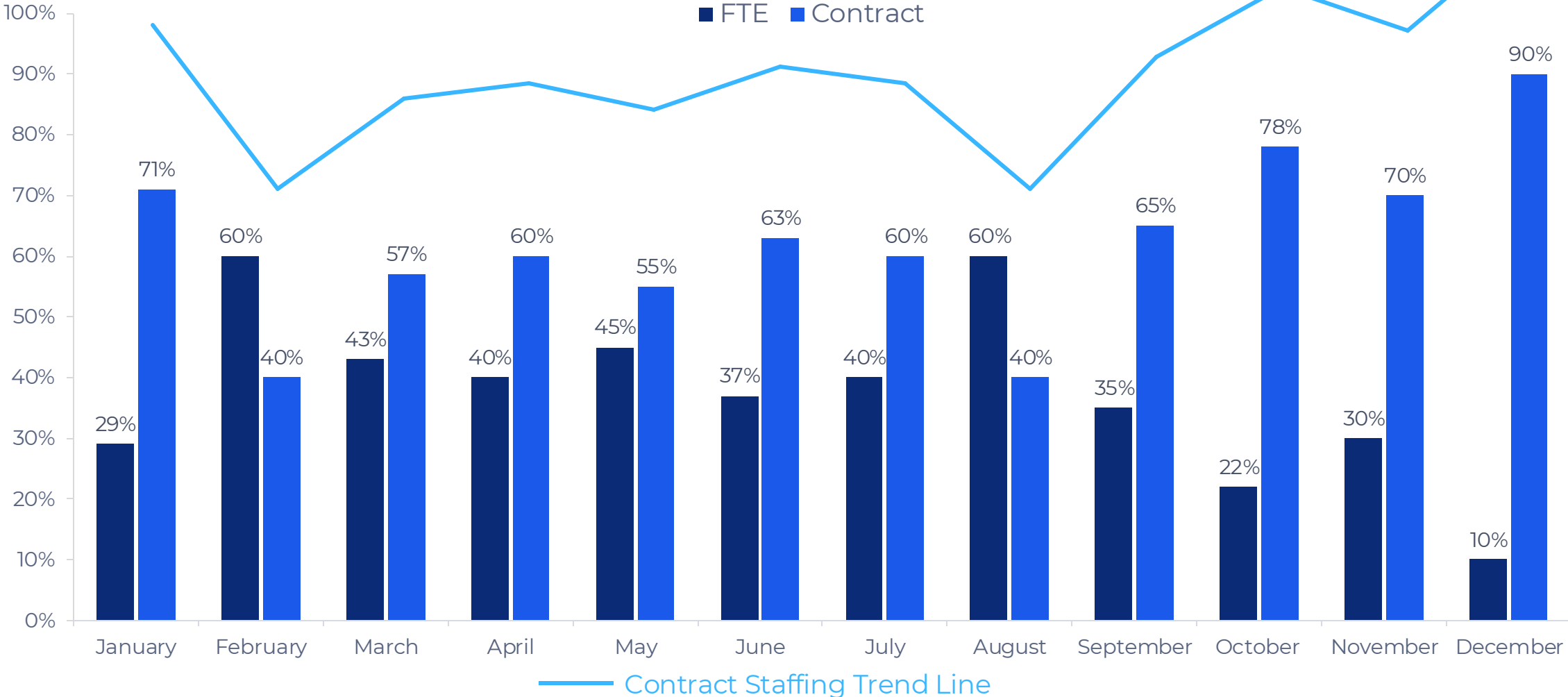
- **U.S. deregulation** will **increase** global **litigation**
- **AI Governance role definition** will lead to **compensation clarity**
- Hiring privacy **contractors** will remain the **primary modality for acquiring privacy talent** in the first half of 2025
- **IT/cybersecurity will increasingly own privacy** and information governance
- **Executive-level** opportunities will continue to be **scarce**

# **Contract vs. Direct Hire**

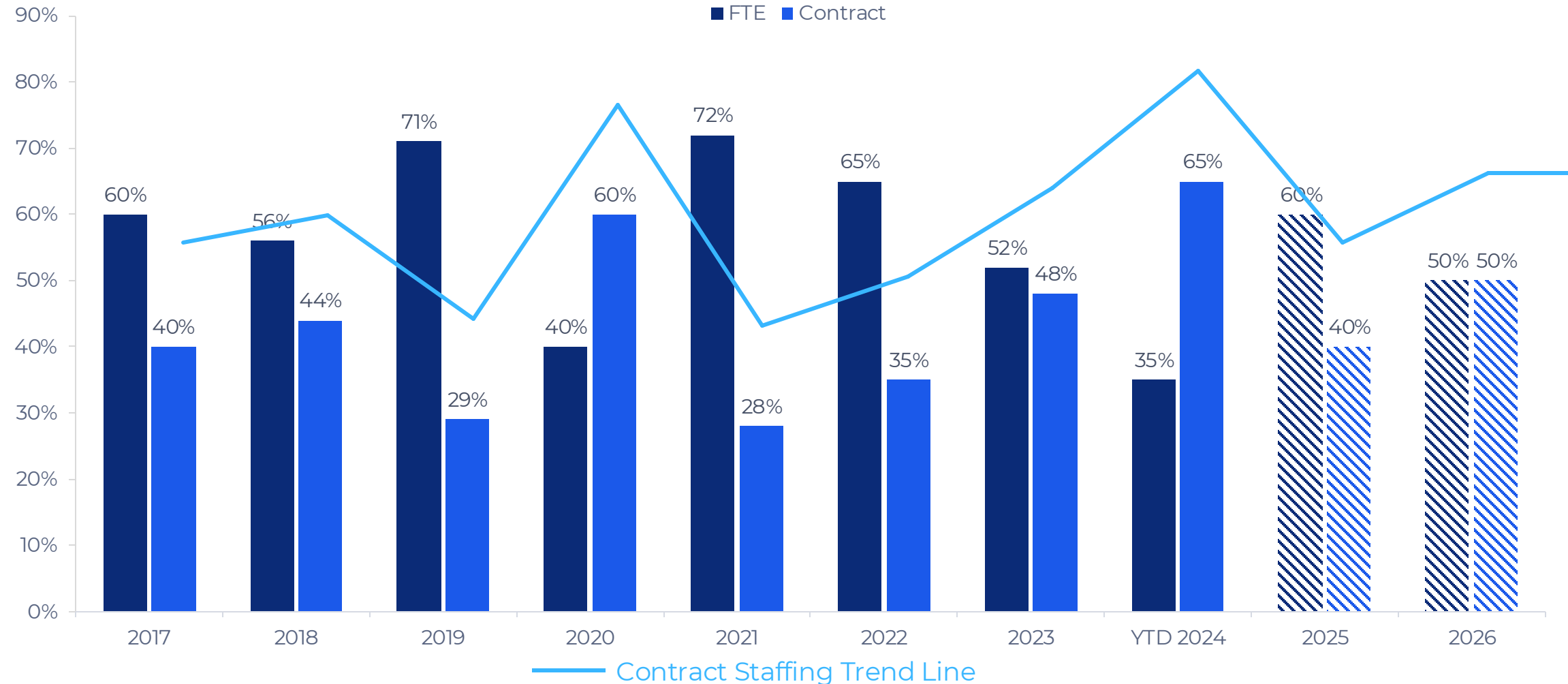


# Privacy Contract vs. Direct Hire Staffing Trends (MoM 2024)

## Based on Offers Accepted

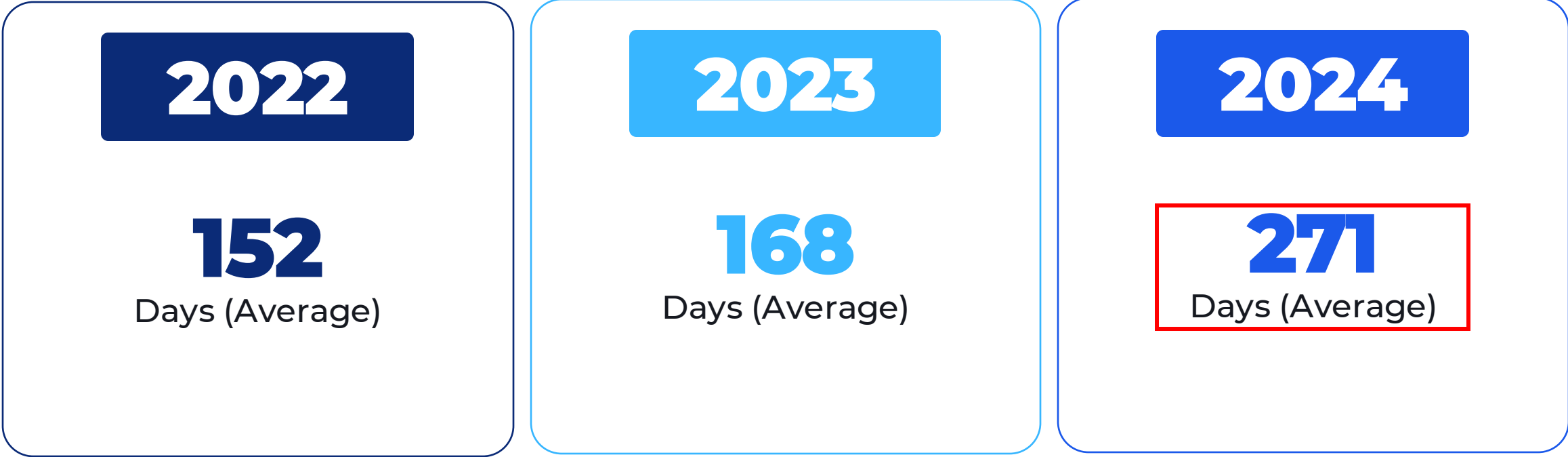


# Privacy Contract vs. Direct Hire Staffing Trends (Last 7 Years) Based on Offers Accepted



# 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)



# Privacy Job Seeker Motivations



# 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/
3. \$\$\$\$\$\$
4. Upskilling
5. Diversity, eq

### 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

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

### TOP 5 MOTIVATIONS OF JOB SEEKERS IN 2023

1. Working remotely
2. Mentorship/
3. \$\$\$\$\$\$
4. Upskilling
5. Diversity, eq

# Privacy Compensation Benchmarks



# TRU Privacy Compensation Benchmarks

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

	Fortune 500/BigTech		
<b>Early Career</b>	\$50K–85K (70-95K)		
<b>Privacy Analyst/Specialist</b>	\$100K–160K (110-195K)		
<b>Privacy Program/Project Manager</b>	\$140K–190K (165-250K)		
<b>Privacy Directors/SMEs (reporting to CPO/Privacy Lead)</b>	\$175K–250K (250-400K)		
<b>Privacy Engineer</b>	\$175K–375K (225-800K)		
<b>Privacy Counsel</b>	\$275K–425K (325-900K)		
<b>CPOs/Business Unit Privacy Lead</b>	\$325K–725K (400K-2.5M)		

# TRU Privacy Compensation Benchmarks

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

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

# 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.

# AI Governance Base Salary Ranges

As advertised Through End of 2024

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

# AI Governance Base Salary Ranges

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# AI Governance vs. Privacy Median Salary Ranges 2024

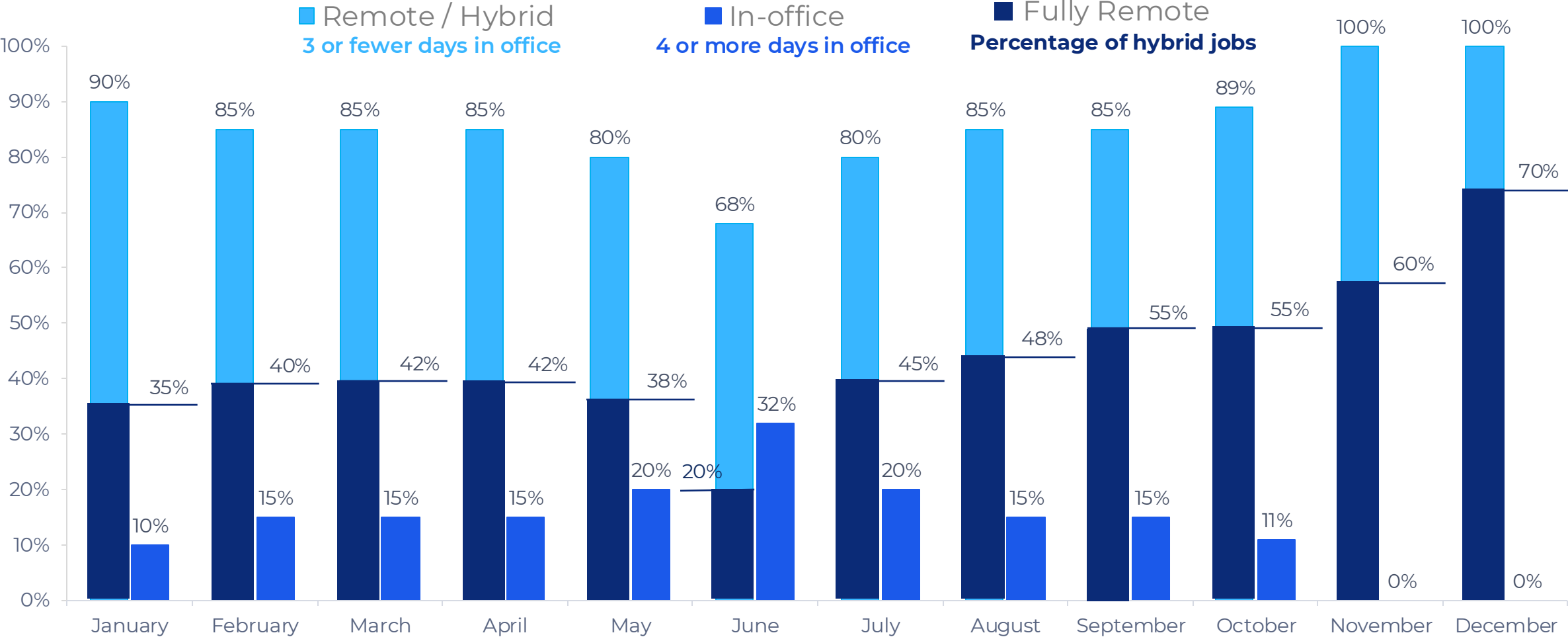
	(As advertised)	(At the Point-of-Hire)	
	AI Governance	Privacy	Percentage Difference
<b>Analyst</b>	\$107,500	\$130,000	<b>21%</b>
<b>Specialist</b>	\$103,150	\$150,000	<b>45%</b>
<b>Manager</b>	\$161,000	\$165,000	<b>3%</b>
<b>Engineer</b>	\$170,000	\$225,000	<b>32%</b>
<b>Director</b>	\$200,000	\$225,000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

# Remote/Hybrid vs. In-Office



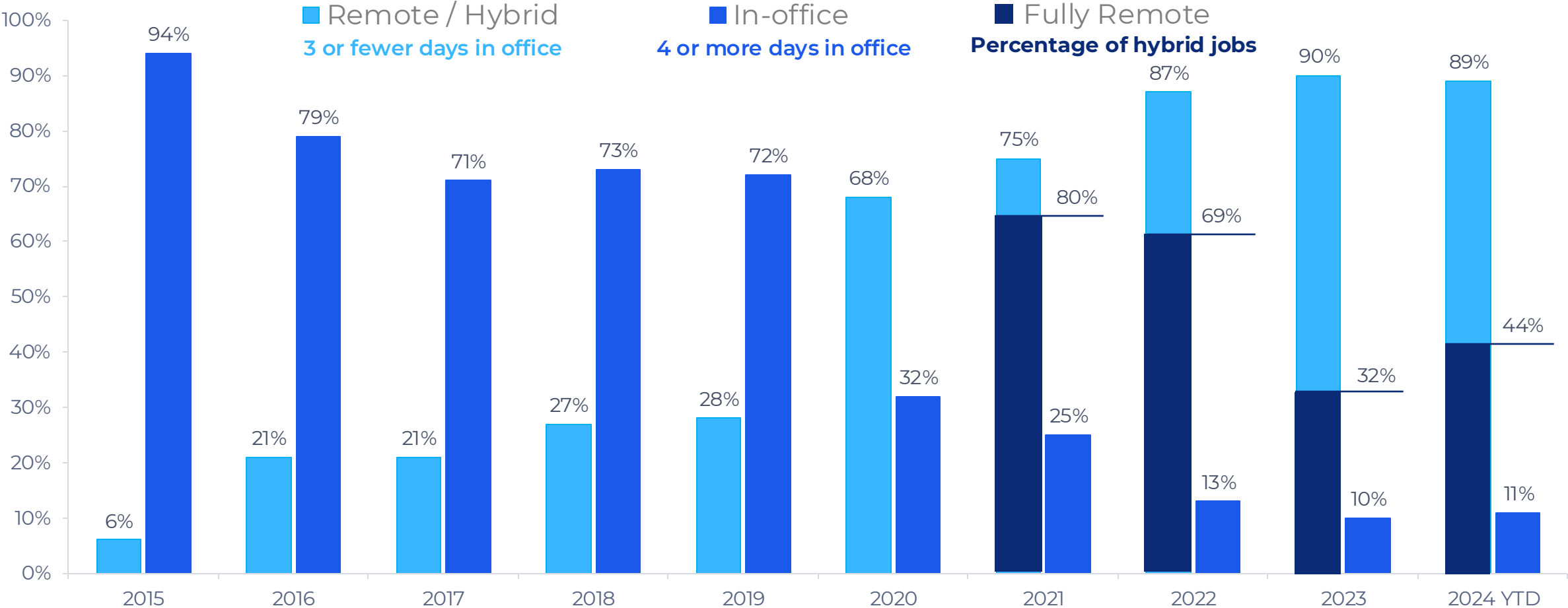
# Remote/Hybrid vs. In-Office (2024)

Based on Offers Accepted



# Remote/Hybrid vs. In-Office

Based on Offers Accepted

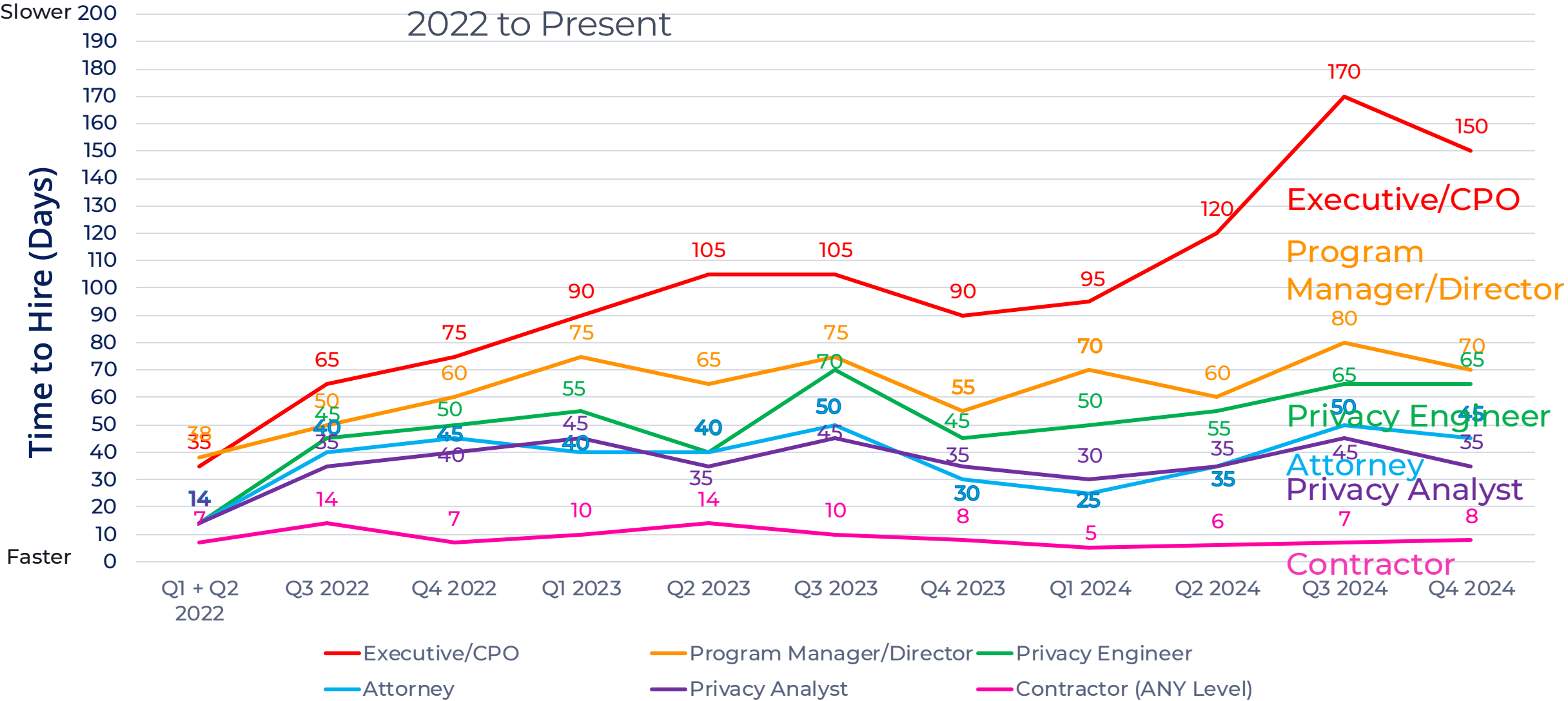


**Speed of hire**



# Speed of Hire for Privacy Through TRU

2022 to Present

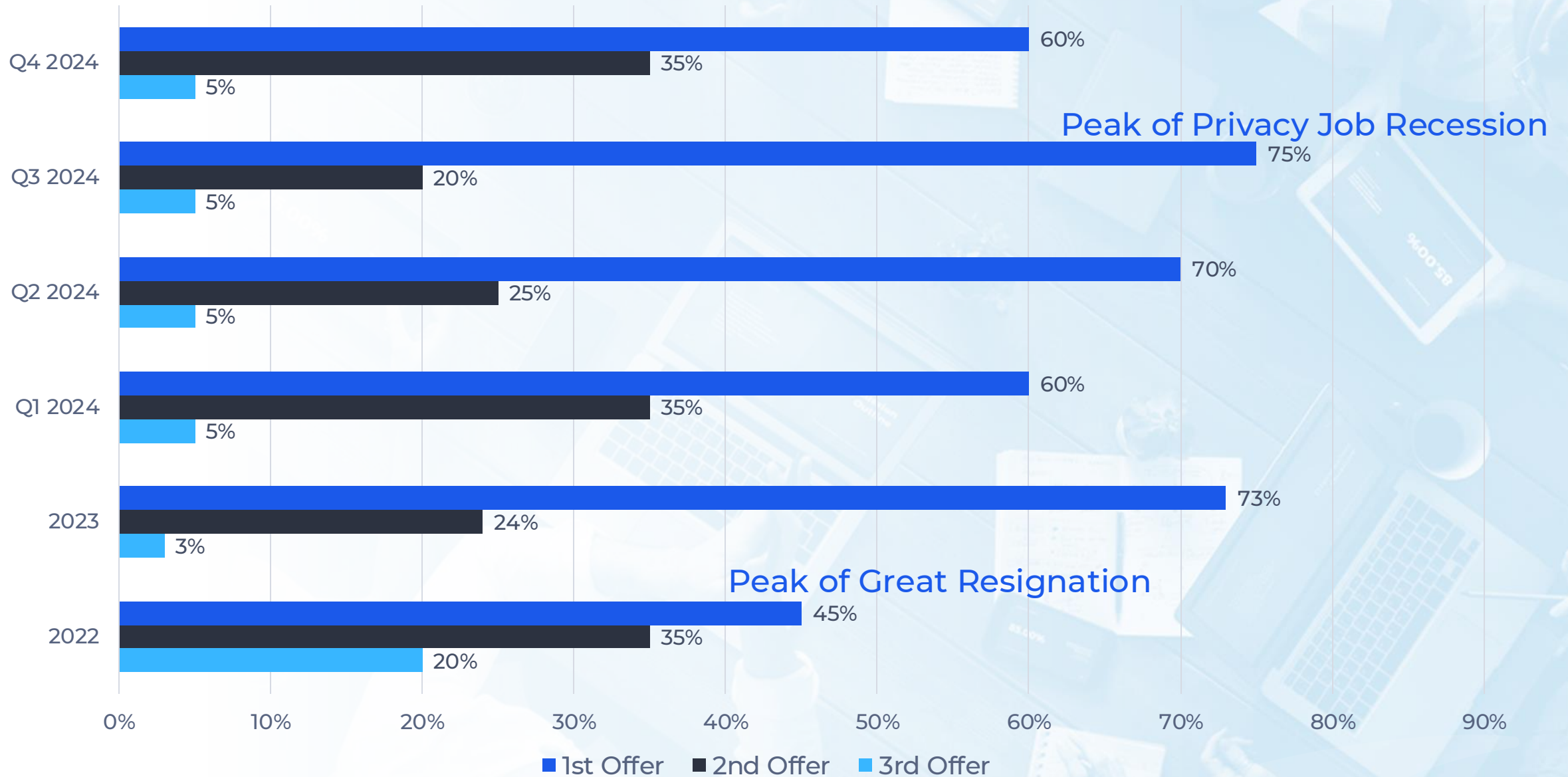


(from resume sent to verbal offer accepted)

**Offer**  
**Acceptance**  
**Likelihood**



# Offer Acceptance Likelihood: Based on Order of Offer Received

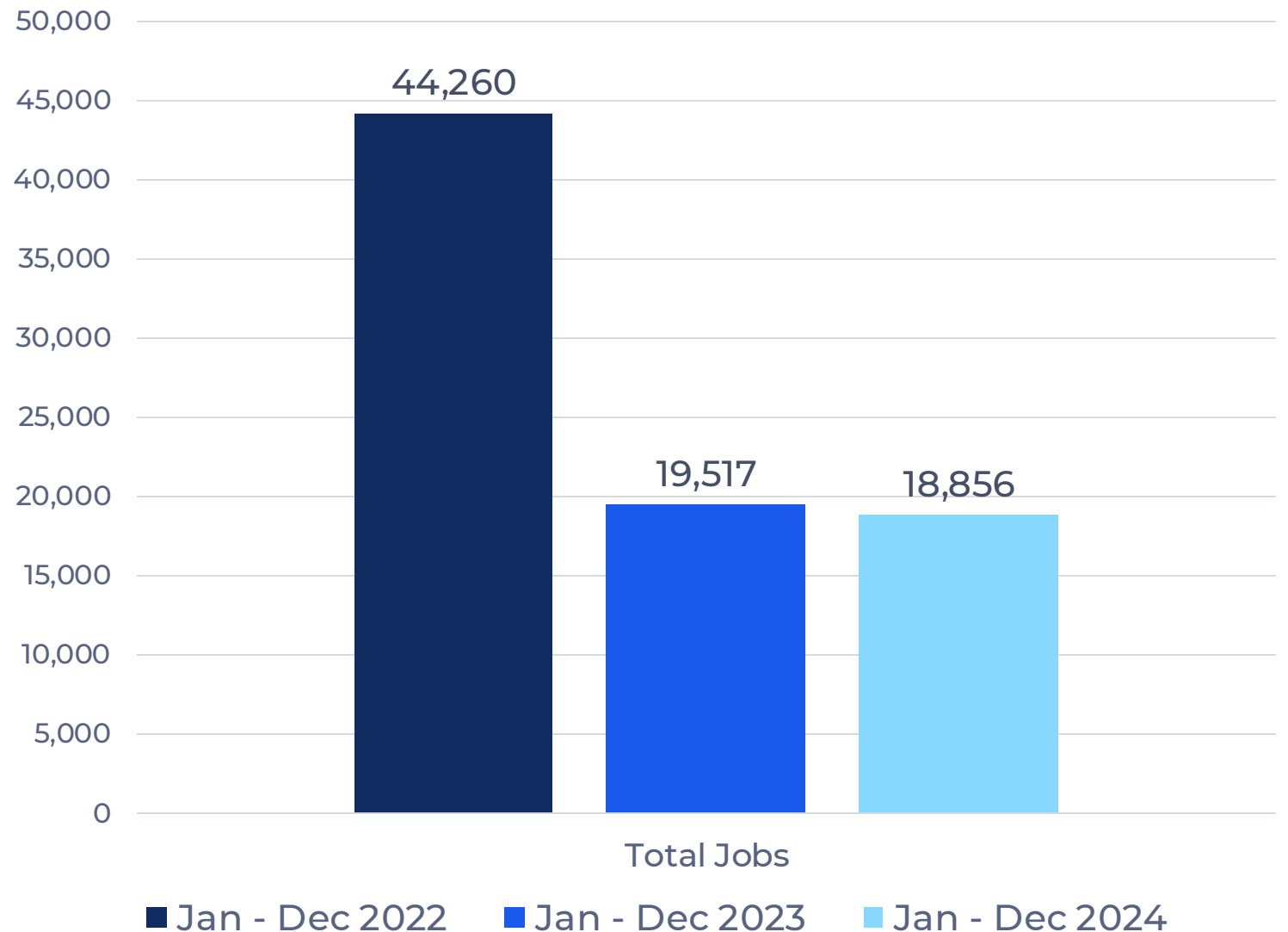


# Privacy Job Postings



# U.S. Privacy Job Postings 2022 - 2024

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



\*"TRUE" = exclusively privacy-focused jobs



# Up Next on Eye on Privacy...

Tuesday, February 11 | 12:30 PM ET

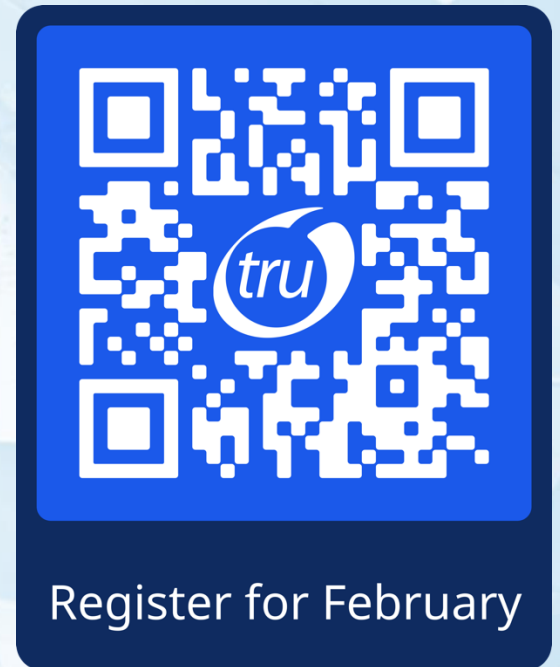
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## Sonia Siddiqui

Director, Privacy (Head of Privacy) at Kohler, Co

Leader in data privacy (FIP, CIPM, CIPP/US) and technology with a keen interest in the interplays of privacy and blockchain, privacy by design and marketing.



# Thank You!

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