

Eye on Privacy

TRU Staffing Partners

July 30, 2024



Privacy, Ediscovery, & Cybersecurity Staffing

Michelle Dennedy

CEO & Founder | PrivacyCode

Michelle literally wrote the book on privacy engineering that raised a generation of ethical, empathetic, and business-minded privacy professionals.

Before PrivacyCode, she held seminal Chief Privacy Officer roles at Cisco, McAfee/Intel, and Sun Microsystems. She also served as CEO of the data company Drumwave.

She holds a JD from the Fordham University School of Law.



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

ICYMI!

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

By the Numbers

TRU surveyed more than 100 CPOs in the Fortune 1000

>5%

Of advertised
jobs in 2023 were
CPOs

10-20%

Time spent by
CPOs personally
recruiting in 2023

15-25%

Time spent on A.I.
by CPOs

What's Happening? TRU Trends

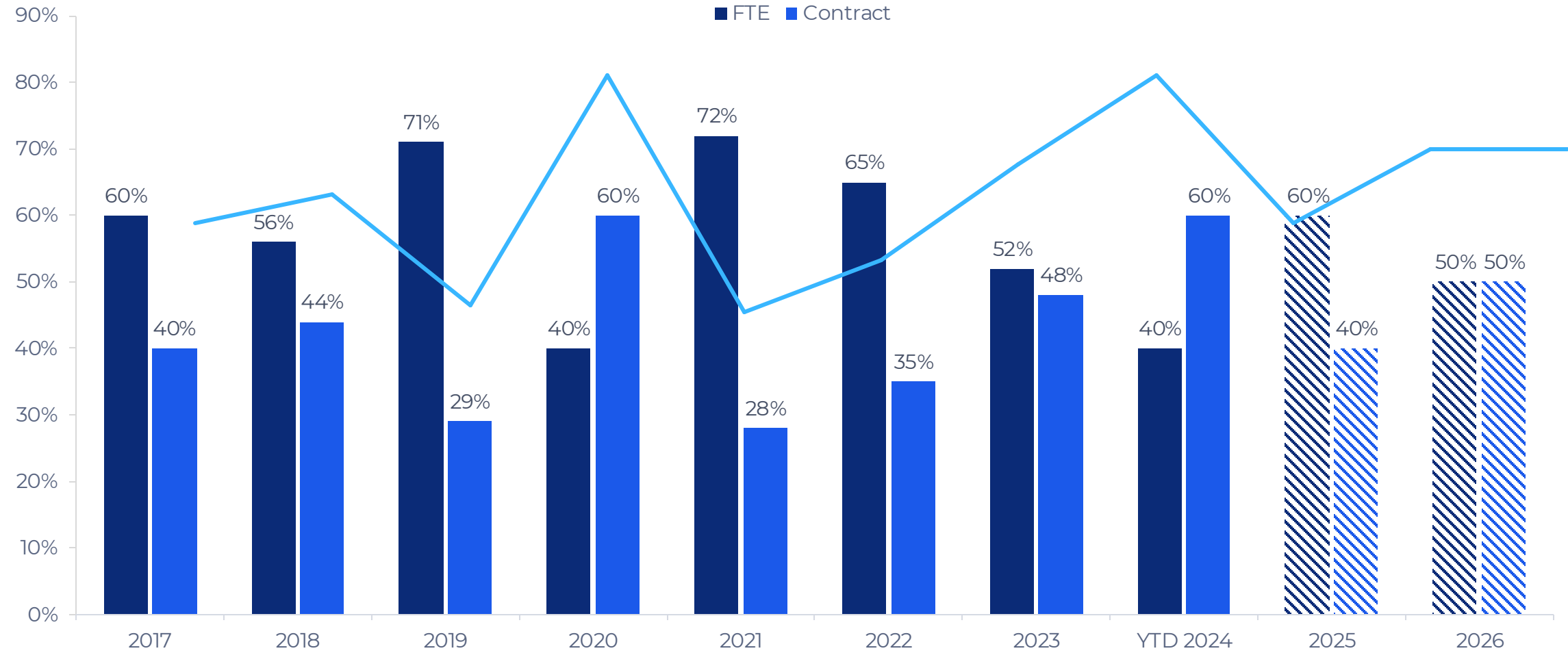
July 2024

- The job market for CPOs to move into other CPO positions has been **quiet for 21 months**
- Contract hiring outweighs direct hiring because the **speed of hire for FTEs is so slow**
- The **volume** of entry-level and career transitioning candidates seeking employment in privacy is at an **all-time high**
- **38%** of TRU privacy contractors who started assignments in 2023 were offered direct hire conversions to date (4% drop but...)
- TRU **quintupled contract offer acceptances** in privacy from May to June
- **Burnout** remains #1 motivator in 2024

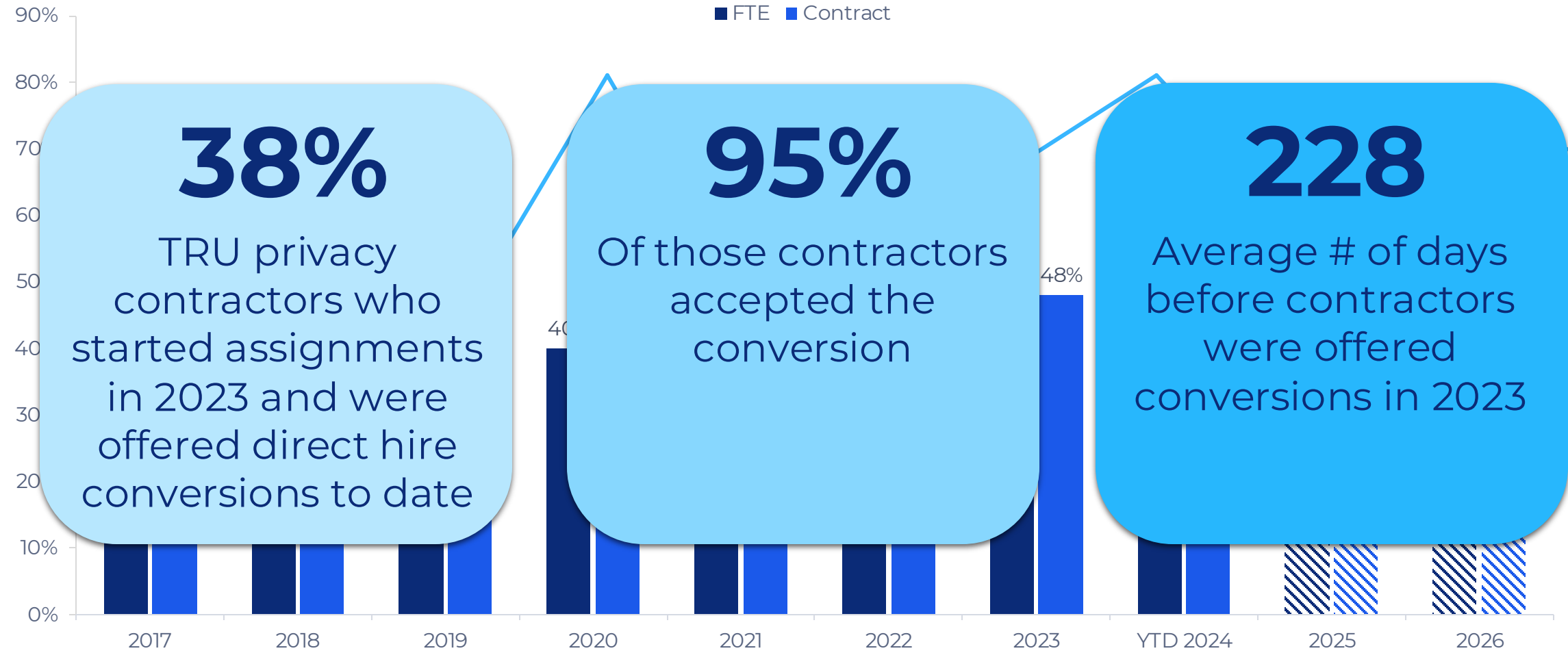


Privacy Contract vs. Direct Hire Staffing Trends (Last 7 Years)

Based on Offers Accepted

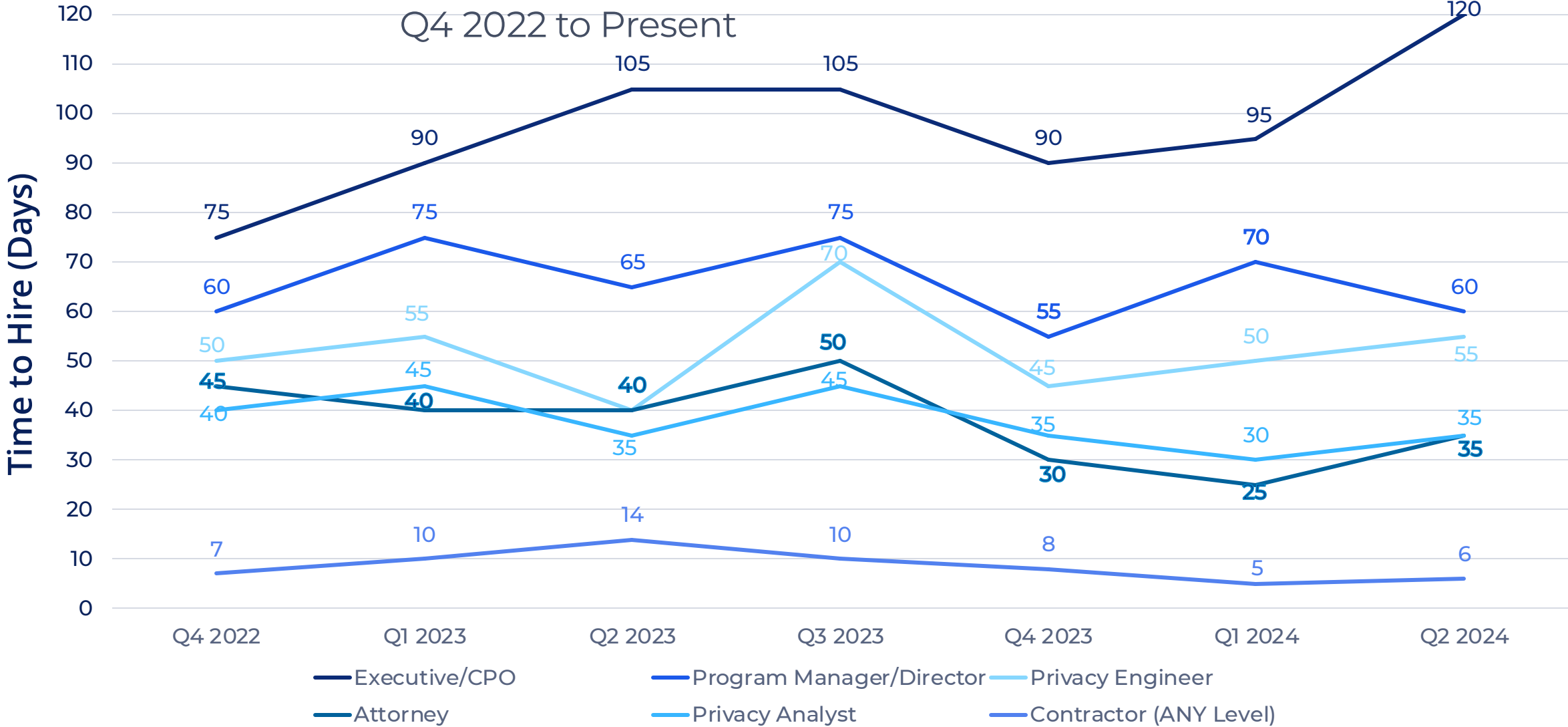


Privacy Contract vs. Direct Hire Staffing Trends (Last 7 Years) Based on Offers Accepted



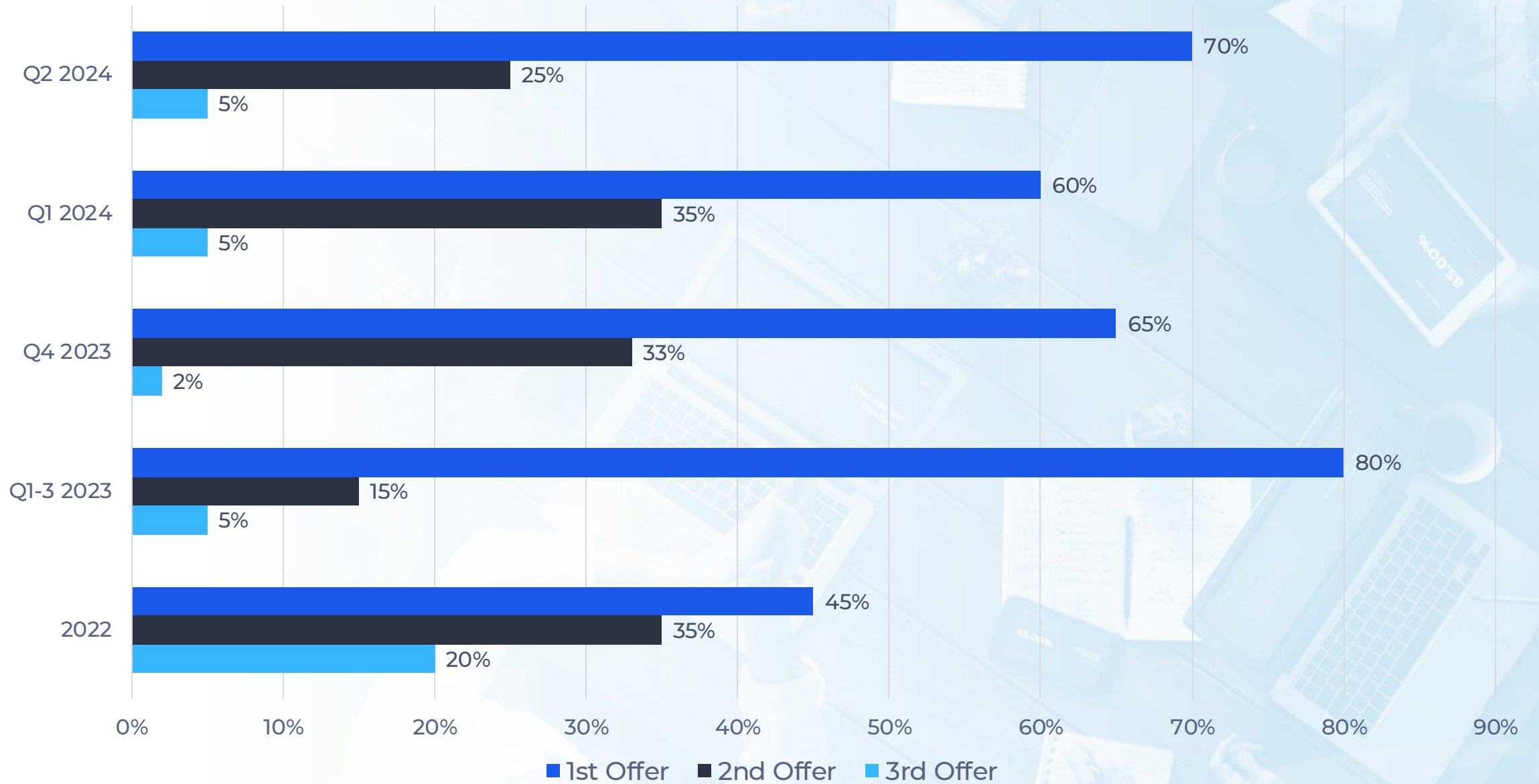
Speed of Hire for Privacy Through TRU

Q4 2022 to Present



(from resume sent to verbal offer accepted)

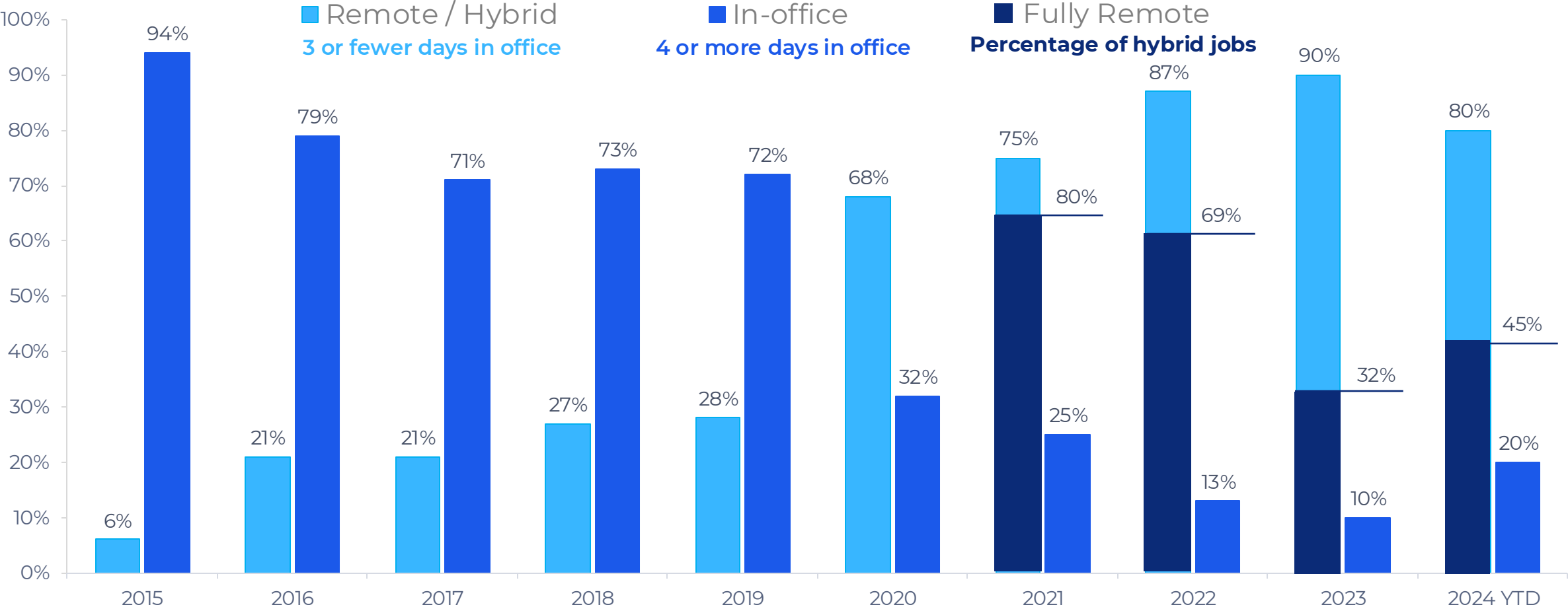
Offer Acceptance Likelihood: Based on Order of Offer Received



Remote/Hybrid vs. In-Office

Based on Offers Accepted

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



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 2022

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

TOP 5

MOTIVATIONS OF JOB SEEKERS IN 2024 (BASED ON Q2 DATA)

1. Burnout

2. Transitioning into privacy
3. Unemployment
4. Innovation/Buy-in
5. \$\$\$\$\$\$

TOP 5 MOTIVATIONS OF JOB SEEKERS IN 2023

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

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)

Connect with TRU + Additional Resources



2024 Data Privacy
Jobs Report



30-Minute Workshop:
Resume Clinic for Data
Privacy Professionals



The A.I. & Privacy Job Market:
Trends, Tech, and Opportunities



Eye on Privacy Monthly
Webinar



Skills Assessments



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