

Eye on Privacy

TRU Staffing Partners

June 25, 2024



Privacy, Ediscovery, & Cybersecurity Staffing

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

OUT NOW!

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!



Jay Averitt

**Senior Privacy Product Manager/Privacy Engineer,
Microsoft**

Jay Averitt is currently a Senior Privacy Product Manager at Microsoft, where he manages Technical Privacy Reviews involving M365 CoPilot, GPT, and other LLM products. He was previously a Privacy Engineer at Twitter, where he managed technical privacy reviews across the platform. He has 10+ years of experience in privacy as both a privacy technologist and a privacy attorney. He graduated with a BS in Management Information Systems from Auburn University and a JD from the University of Alabama School of Law.



What's Happening? TRU Trends

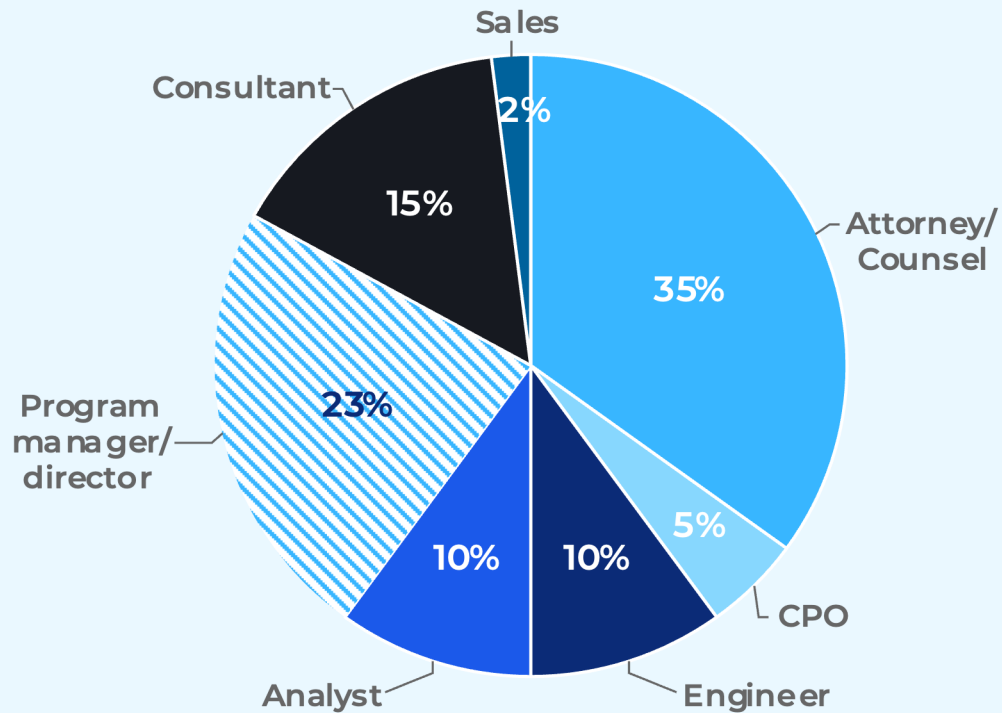
June 2024

- Privacy engineering job openings (10% in 2023) have increased to **15%** of available positions in 2024
- More than half of those privacy engineering jobs are **contract** positions
- Companies are **more willing to negotiate on remote flexibility for privacy engineers** than for lawyers, operations, or leadership positions.
- **42%** of TRU privacy contractors who started assignments in 2023 were offered direct hire conversions to date
- **228** is the average # of days before contractors were offered conversions in 2023
- **Burnout** #1 motivator in 2024



Where were the jobs in 2023?

BY POSITION



BY COMPENSATION

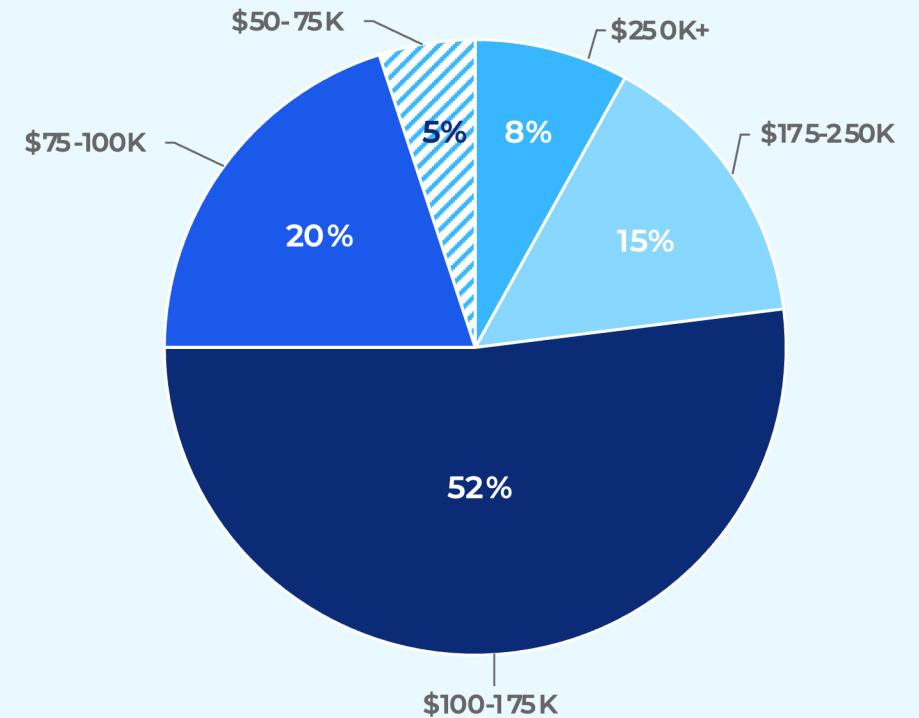
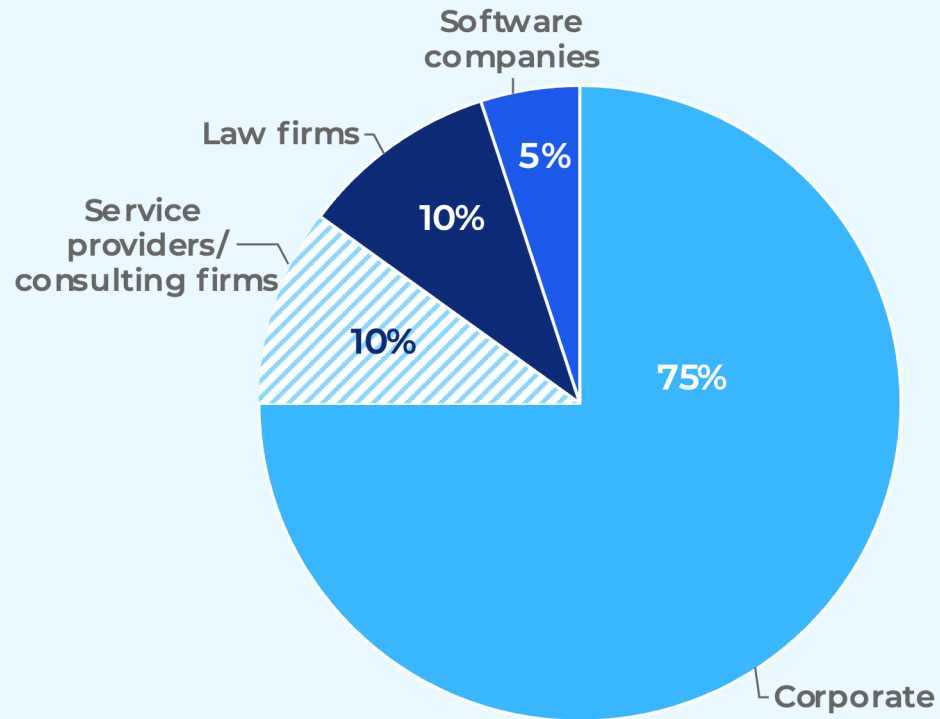


Fig. 12

Where were the jobs in 2023?

ORGANIZATIONAL BREAKDOWN



GEOGRAPHY

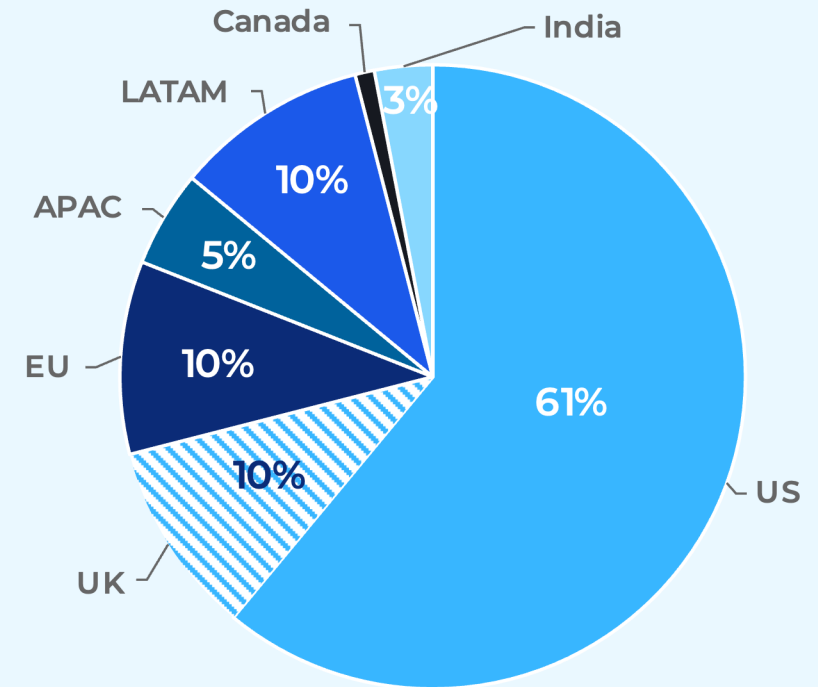
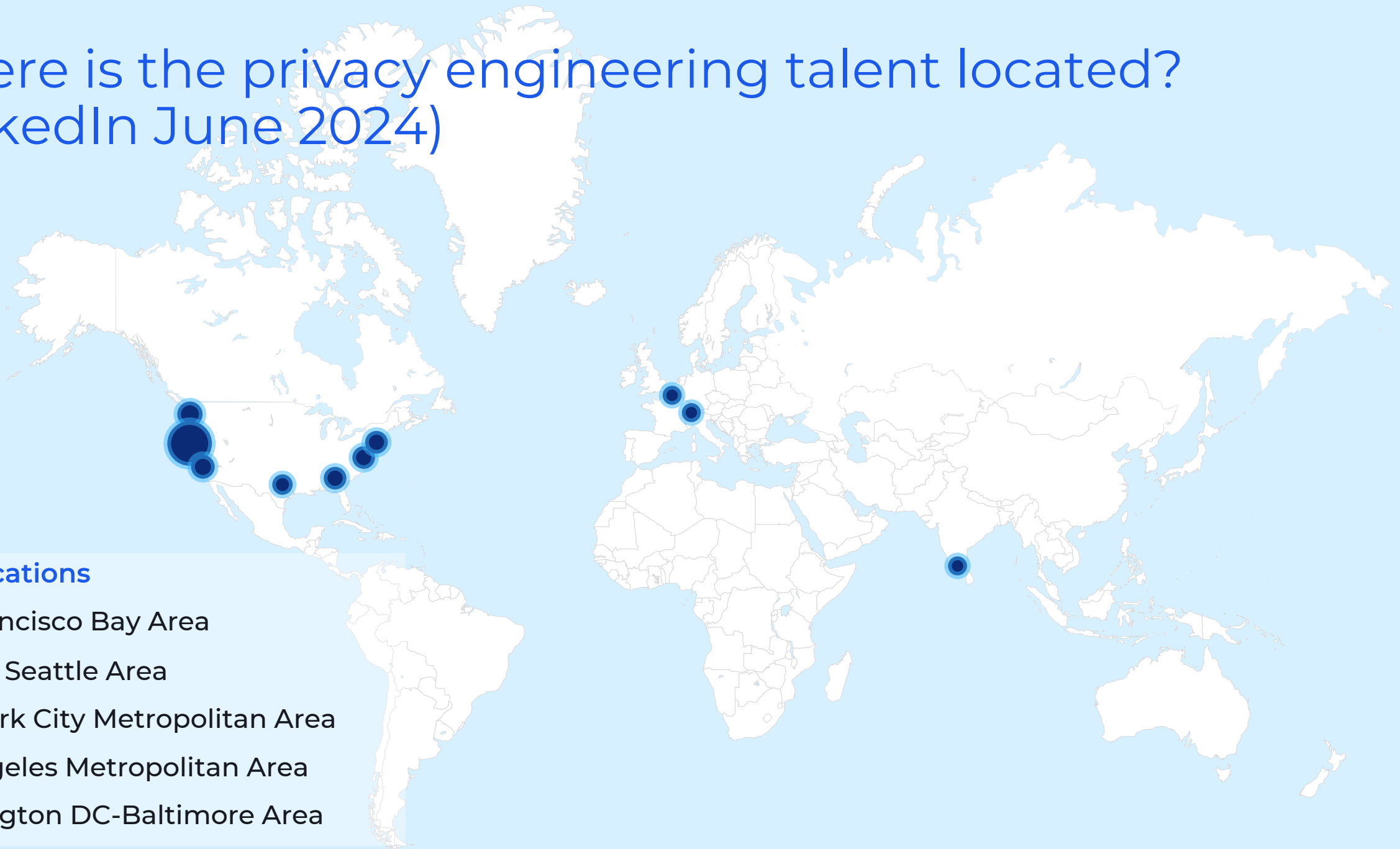


Fig. 13

Where is the privacy engineering talent located? (LinkedIn June 2024)



Top Locations

San Francisco Bay Area

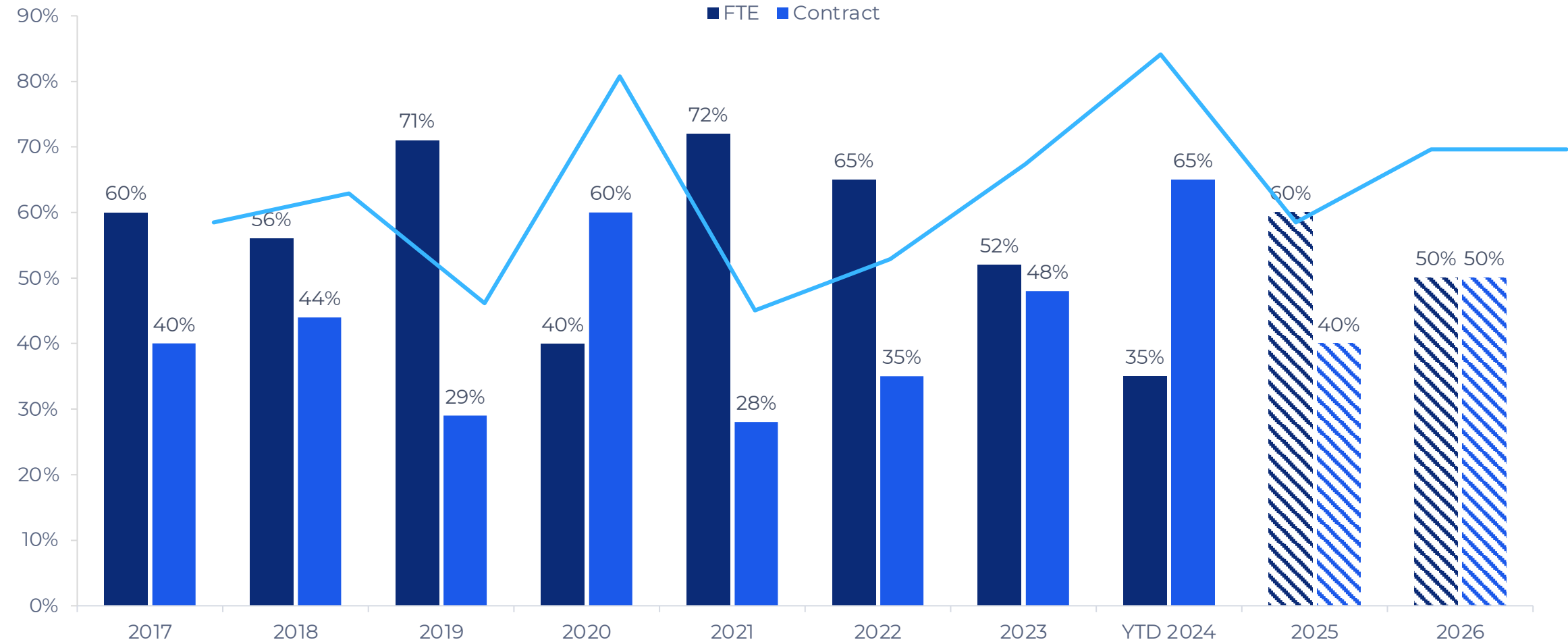
Greater Seattle Area

New York City Metropolitan Area

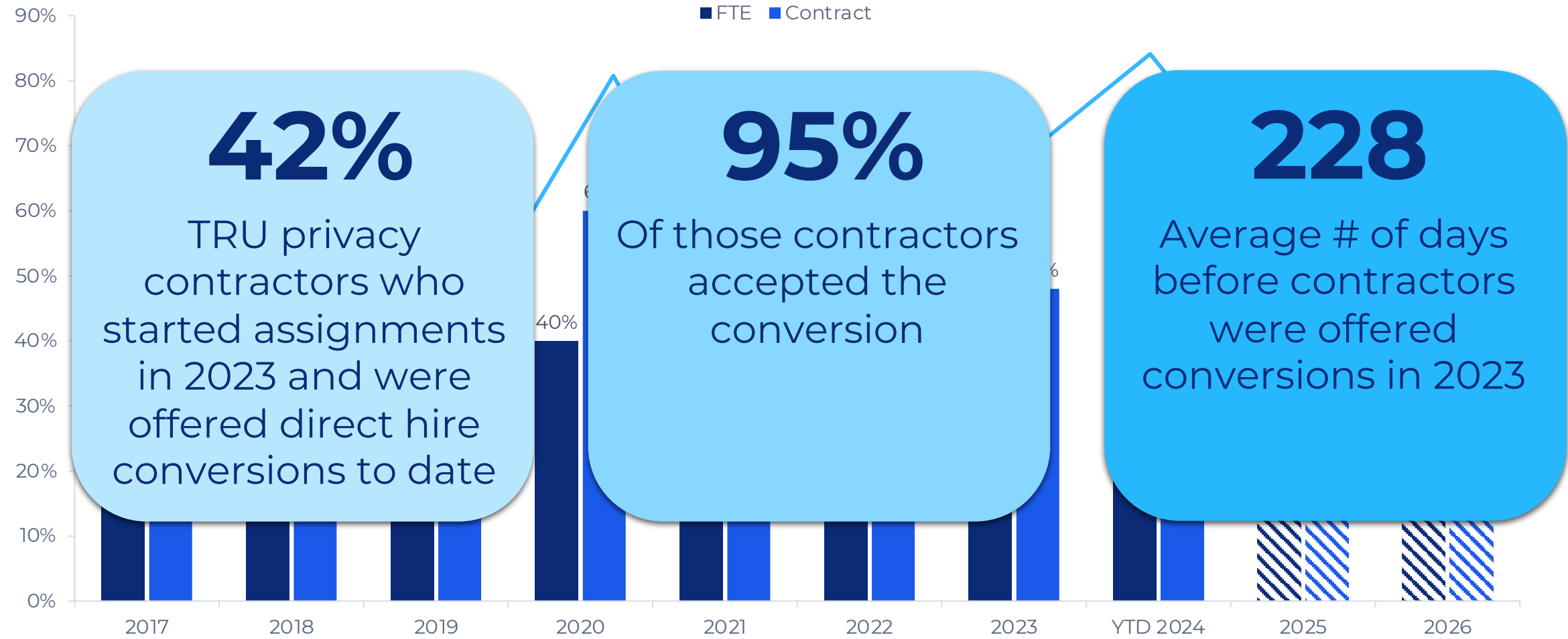
Los Angeles Metropolitan Area

Washington DC-Baltimore Area

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

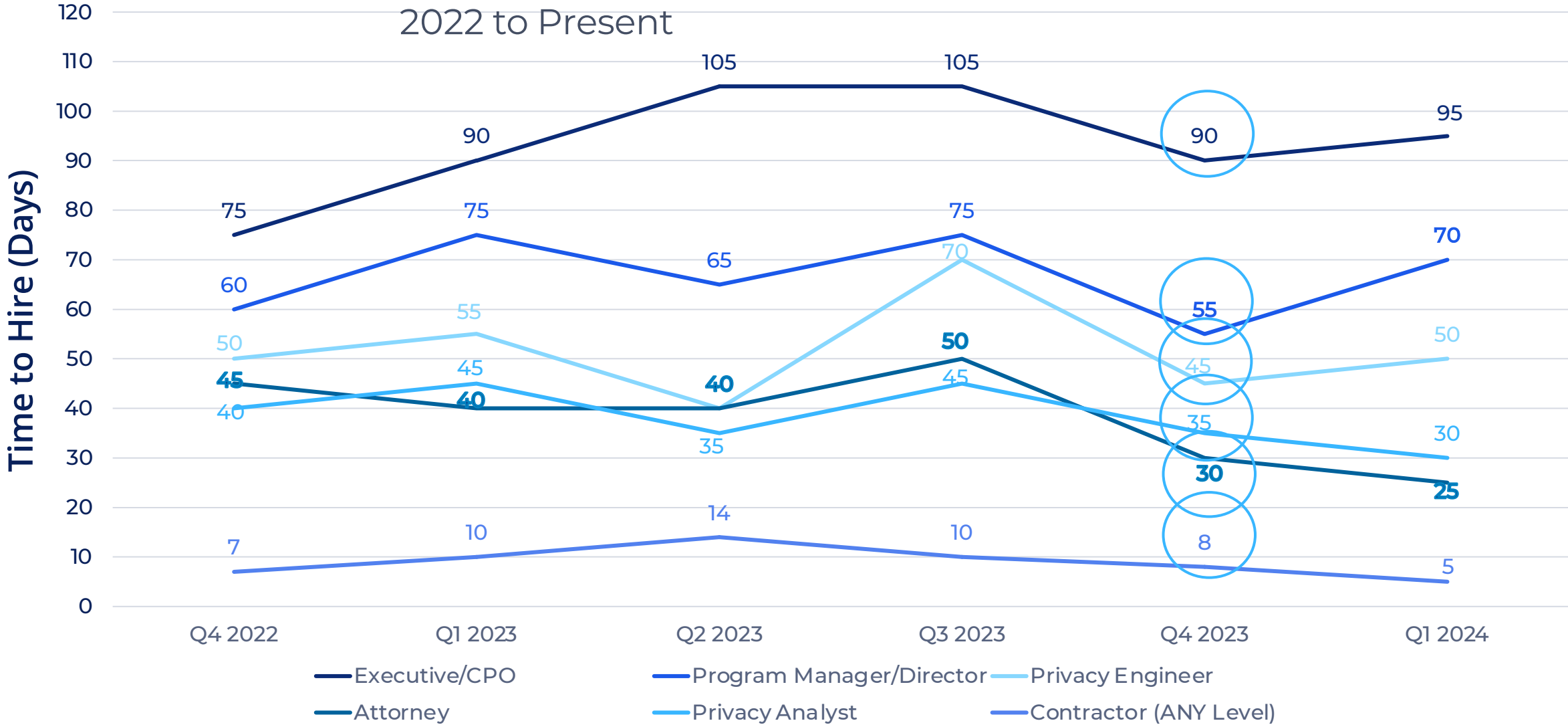


Privacy Contract vs. Direct Hire Staffing Trends (Last 7 Years) Based on Offers Accepted



Speed of Hire for Privacy Through TRU

2022 to Present

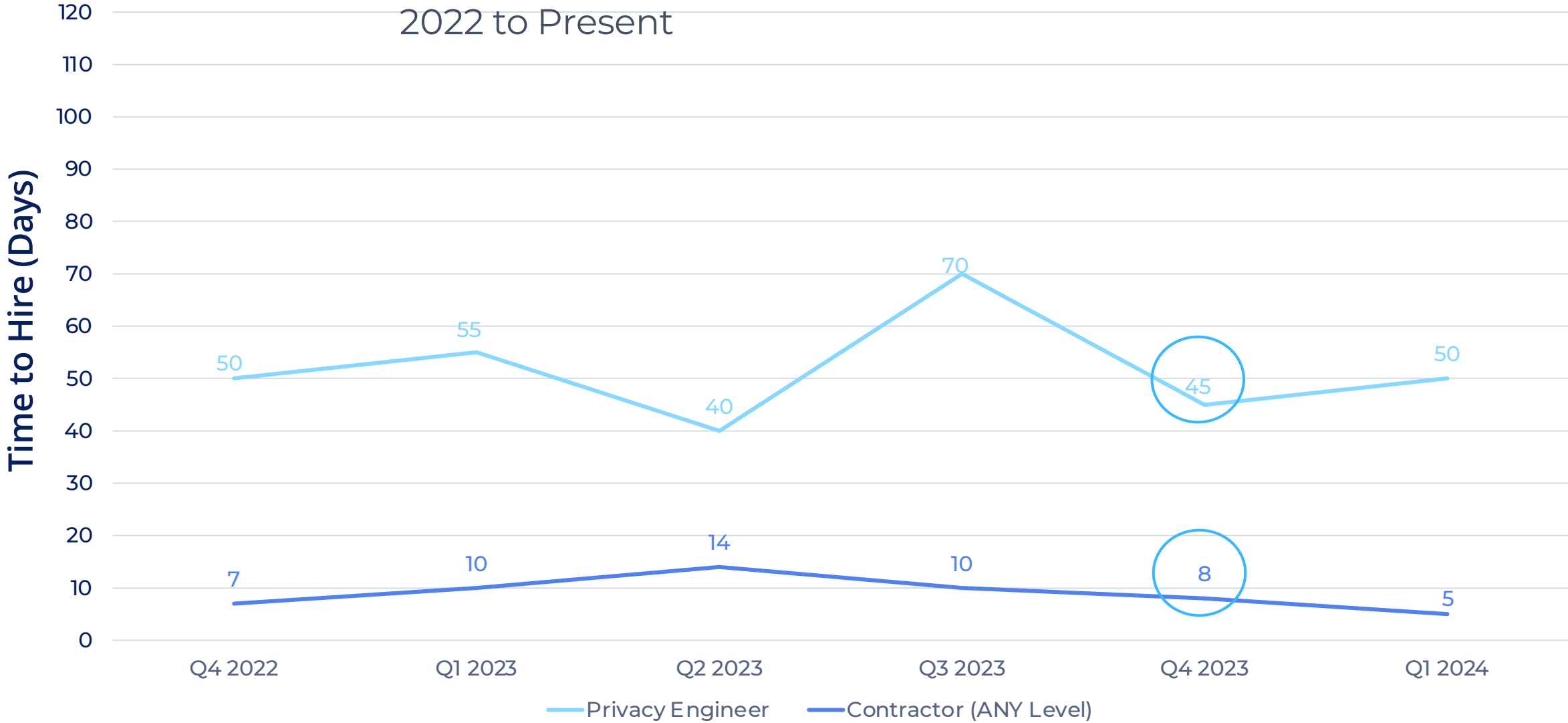


(from resume sent to verbal offer accepted)



Speed of Hire for Privacy Through TRU

2022 to Present



(from resume sent to verbal offer accepted)



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 more
2. Mentorship/development
3. \$\$\$\$\$\$
4. Upskilling
5. Diversity, equity, inclusion

TOP 5

MOTIVATIONS OF JOB SEEKERS IN 2024
(BASED ON Q1/Q2 DATA)

1. Burnout

2. Working remotely more
3. \$\$\$\$\$\$
4. Innovation/Buy-in
5. Vertical mobility

MOTIVATIONS OF JOB SEEKERS IN 2023

1. Working remotely more
2. Mentorship/development
3. \$\$\$\$\$\$
4. Upskilling
5. Diversity, equity, 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



10 Interview Tips Every
Hiring Manager Can Use



Eye on Privacy Monthly
Webinar



Expand Your Business
Potential With Privacy
Contractors



How to Get Budget &
Buy-In for Privacy
Headcount



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