

Eye on Privacy

TRU Staffing Partners

May 13, 2025



AI Governance & Legal AI, Cybersecurity, Data Privacy, & eDiscovery Staffing

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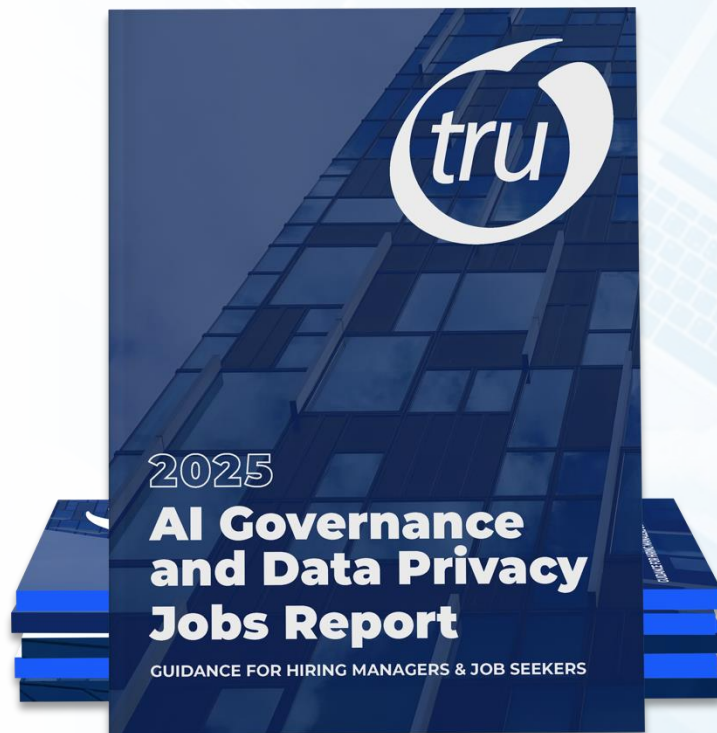
Over 20 years of experience, including 15+ advising leading tech companies on regulatory risk and compliance. Proven success in building privacy programs, auditable processes, and risk strategies across global environments. Deep expertise in GDPR, HIPAA, COPPA, UK-AADC, and U.S. state laws. Known for aligning legal, tech, and business teams to drive scalable, governance-focused solutions that address both regulatory and brand risk.



NEW!

2025 AI Governance and Data Privacy Jobs Report

This report offers a comprehensive analysis of hiring trends, salary benchmarks, and evolving job dynamics in the data privacy and AI governance markets. This year's report goes beyond traditional salary surveys, offering deep insights into the changing nature of employment in the sectors.



What's included in the 2025 report?

- Who has AI Governance Skills?
- Privacy Compensation Benchmarks
- AI Governance Compensation Benchmarks
- AI Governance vs. Privacy Salary Ranges
- Salary Growth Year-Over-Year in Data Privacy
- Privacy: Contract vs. Direct Hire
- Speed of Hire
- Job Seeker Motivations
- Privacy: Fully Remote vs. Hybrid vs. In-Office
- TRU's Guidance

Where is the data coming from?

2025
AI Gov &
Data Privacy
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

Who Has AI Governance Skills?



Privacy, Ediscovery, & Cybersecurity Staffing

Privacy, AI, and Governance **Skills** Landscape on LinkedIn – Global Overview (December 2024)

Privacy + AI Governance Skills

1,782,388
Professionals

2,433
Job Posts

Privacy + Governance Skills

1,774,182
Professionals

1,377
Job Posts

AI + Governance Skills

383,996
Professionals

217
Job Posts

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

Privacy Compensation Benchmarks



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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)
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 (U.S.)

	Fortune 500/BigTech	Healthcare/Bio/ Pharma/HealthTech	Telecomm/Retail/ Entertainment/ Financial
Early Career			(K)
Privacy Analyst			.65K)
Privacy Program Manager			200K)
Privacy Director (reporting Lead)			275K)
Privacy Engineer			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 16 months.

However, Q1 2025 placements are nearing the ceiling of these ranges.

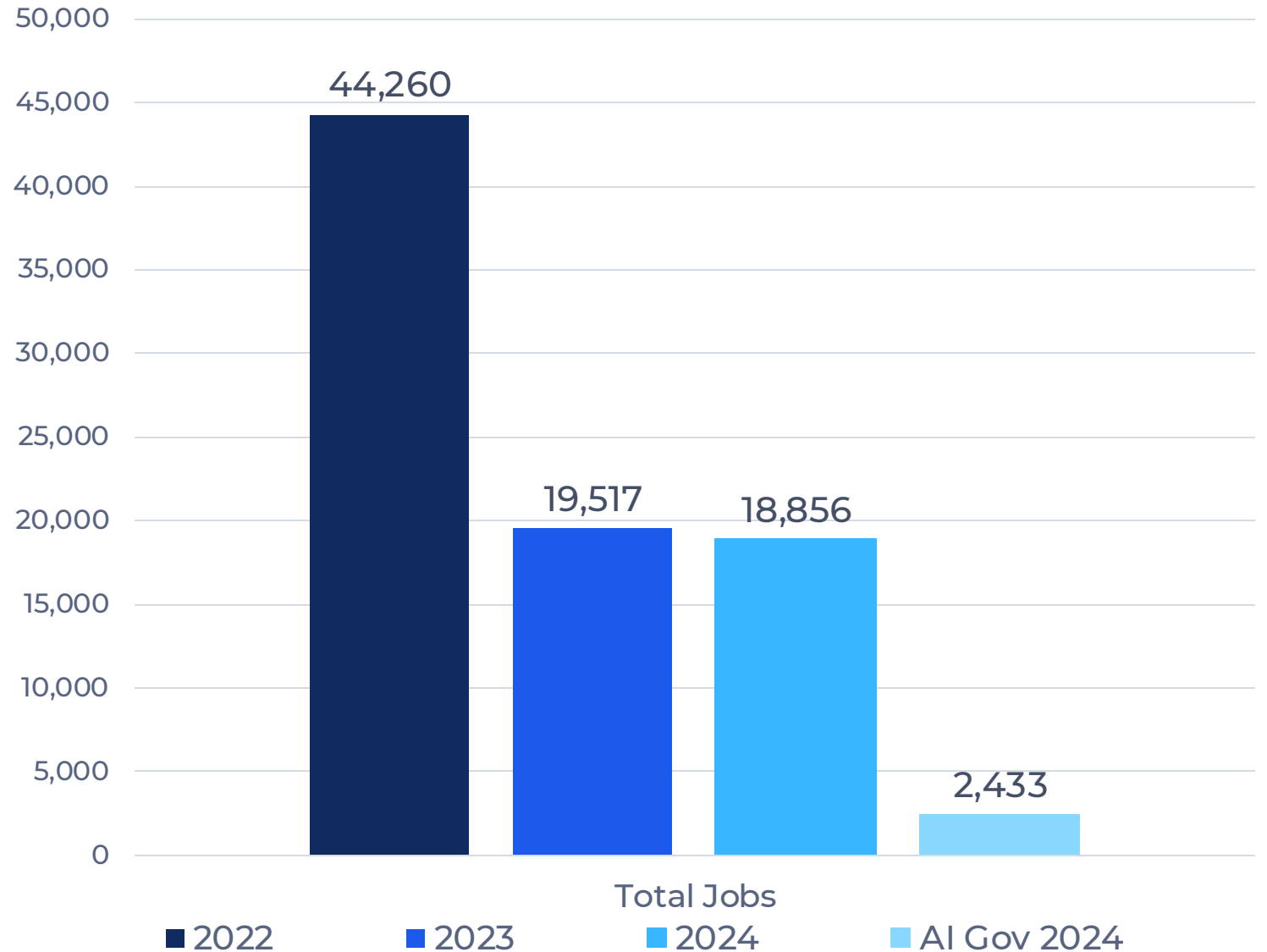
AI Governance Compensation Benchmarks



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U.S. Privacy Job Postings 2022 – 2024 & AI Gov Jobs 2024

U.S. Privacy & AI Gov Job Postings 2022-2024



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

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*Updated metrics released for the first time

AI Governance vs. Privacy 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
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%

Salary Growth Year-Over-Year in Data Privacy



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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)



Salary Increases at Point of Hire

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

2021

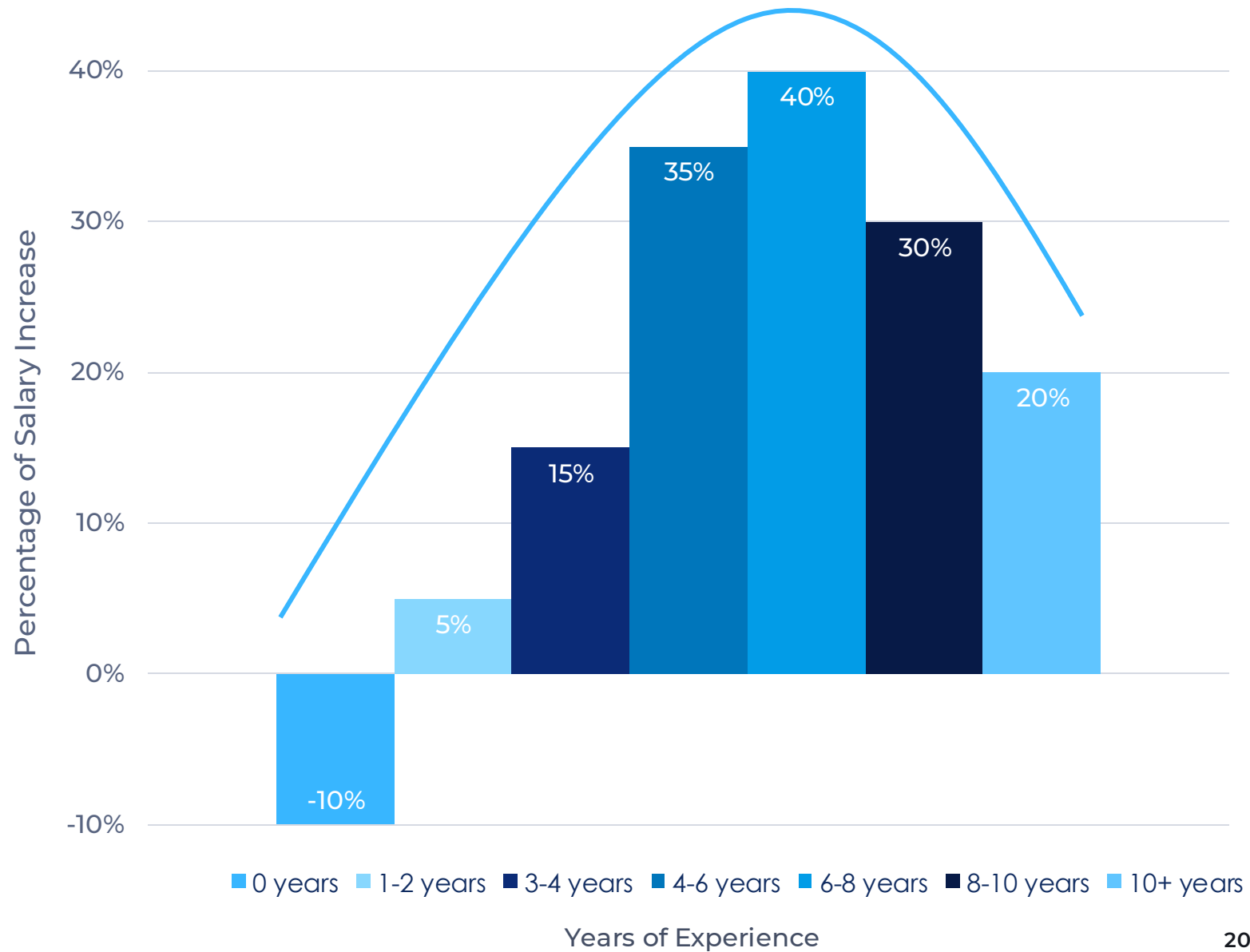
2022

2023

2024

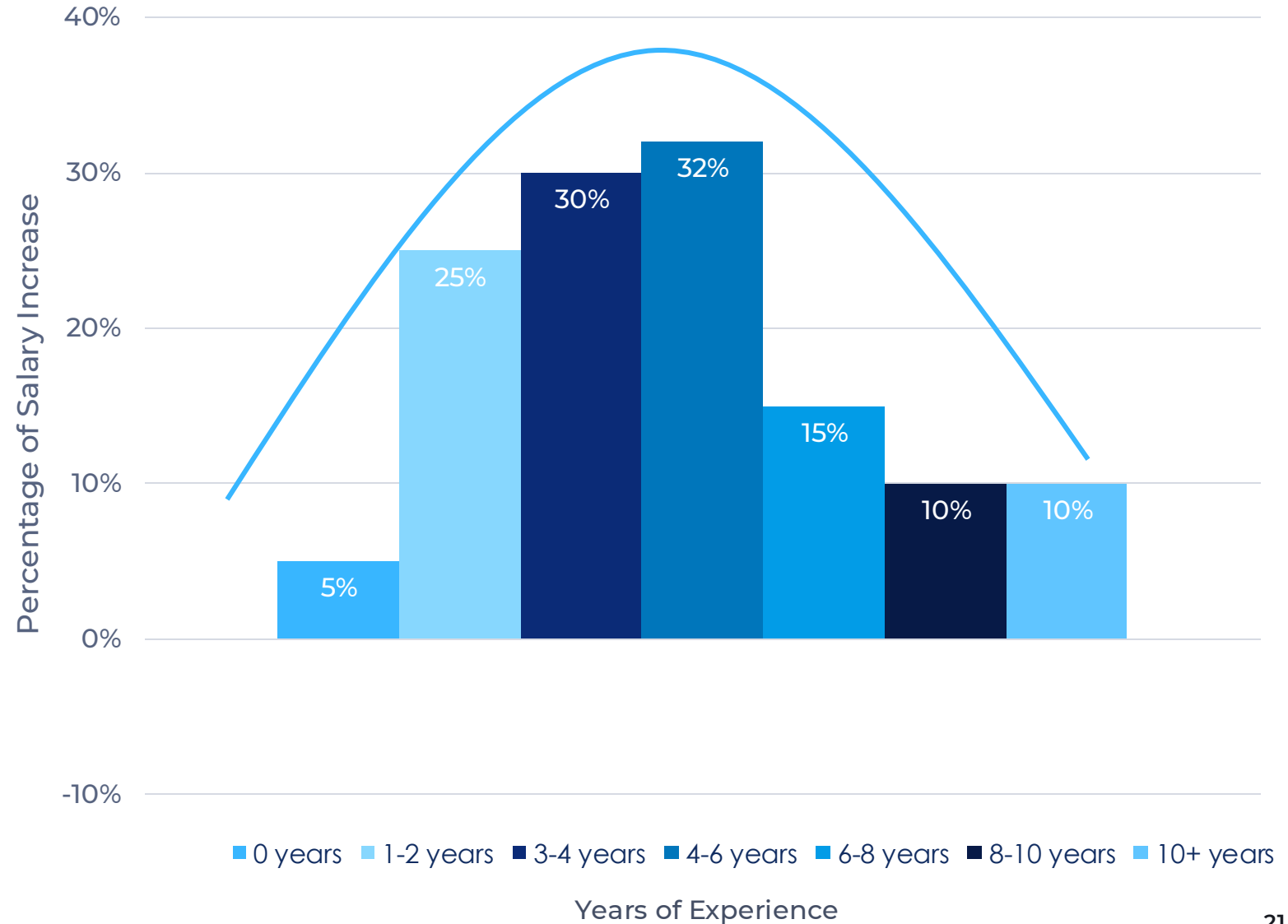
2022

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



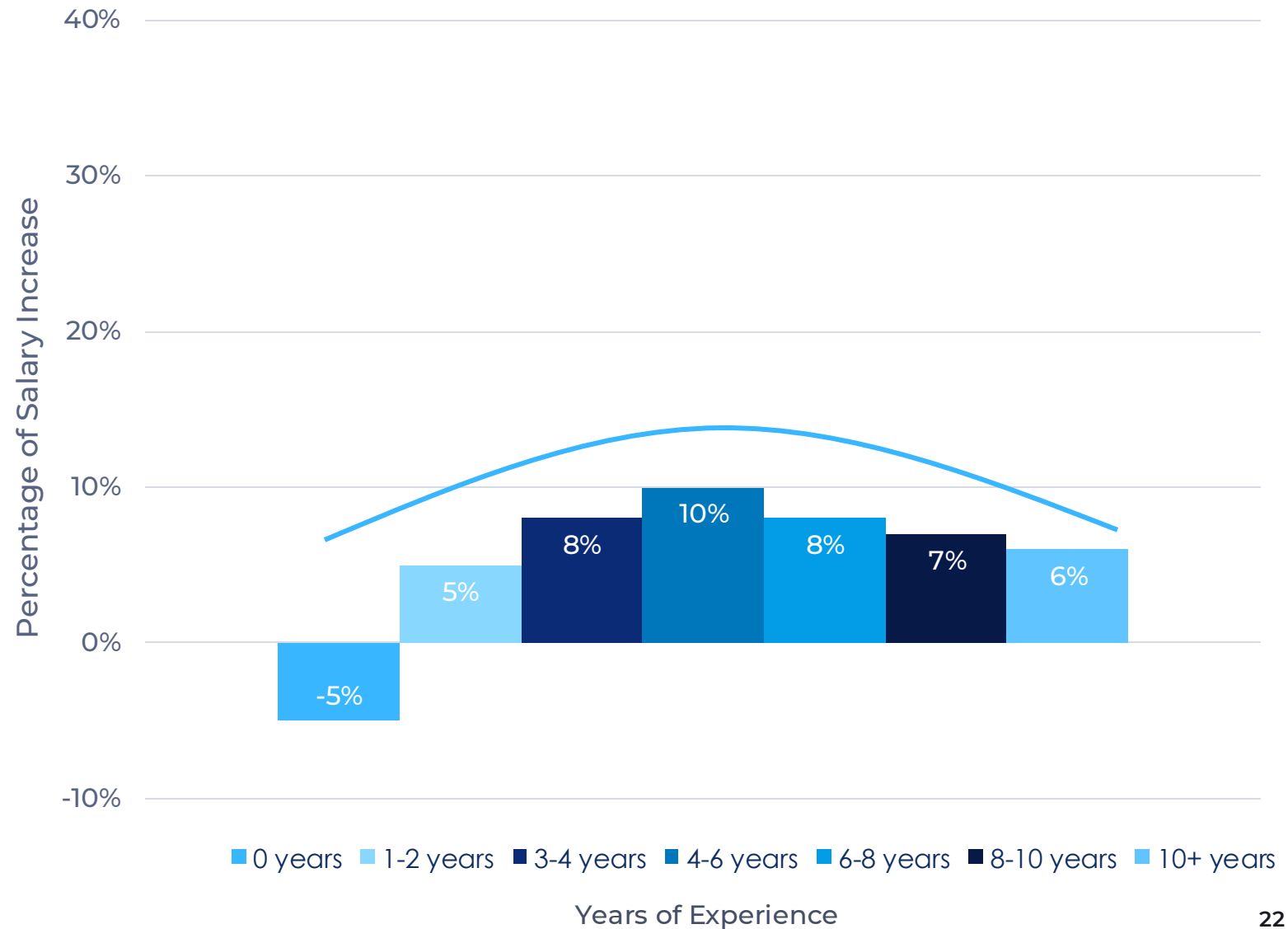
2023

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



2024

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



Privacy: Contract vs. Direct Hire

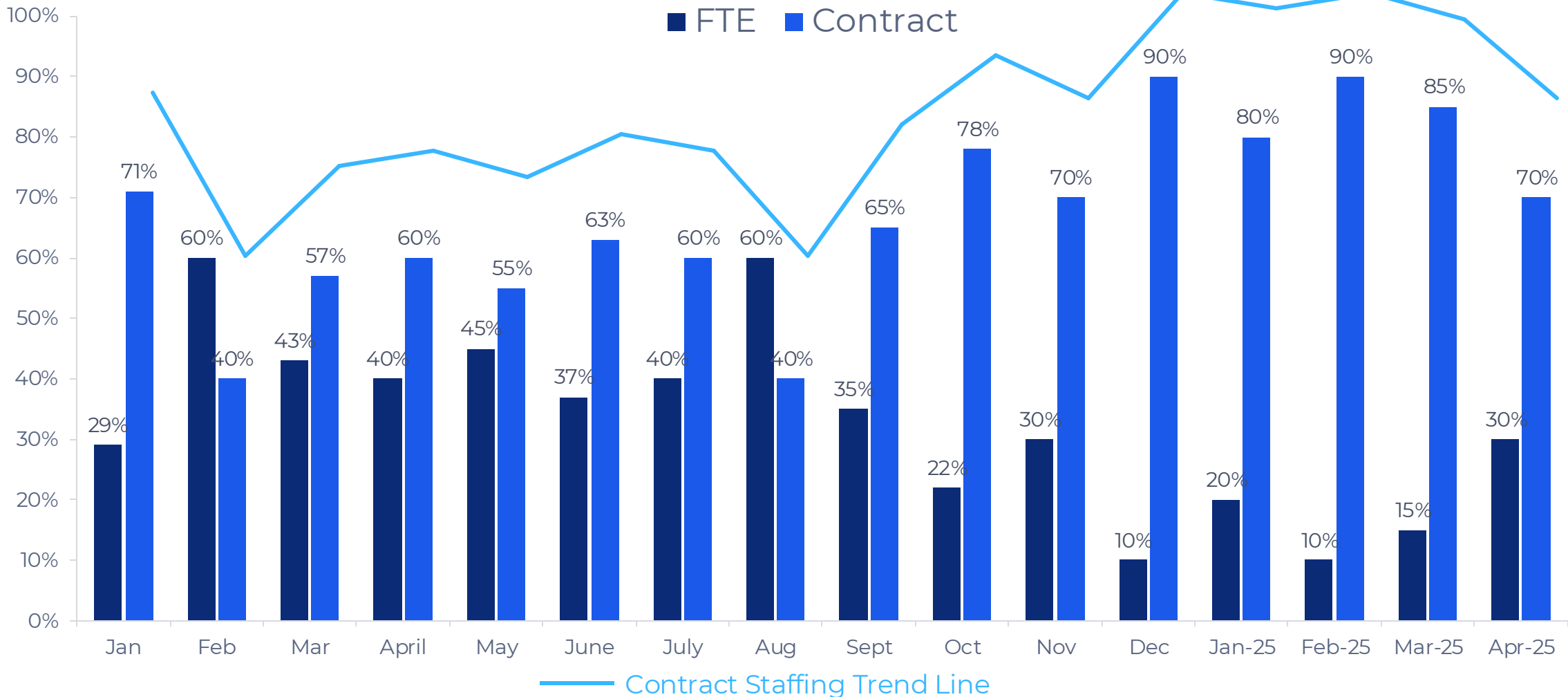


Privacy, Ediscovery, & Cybersecurity Staffing

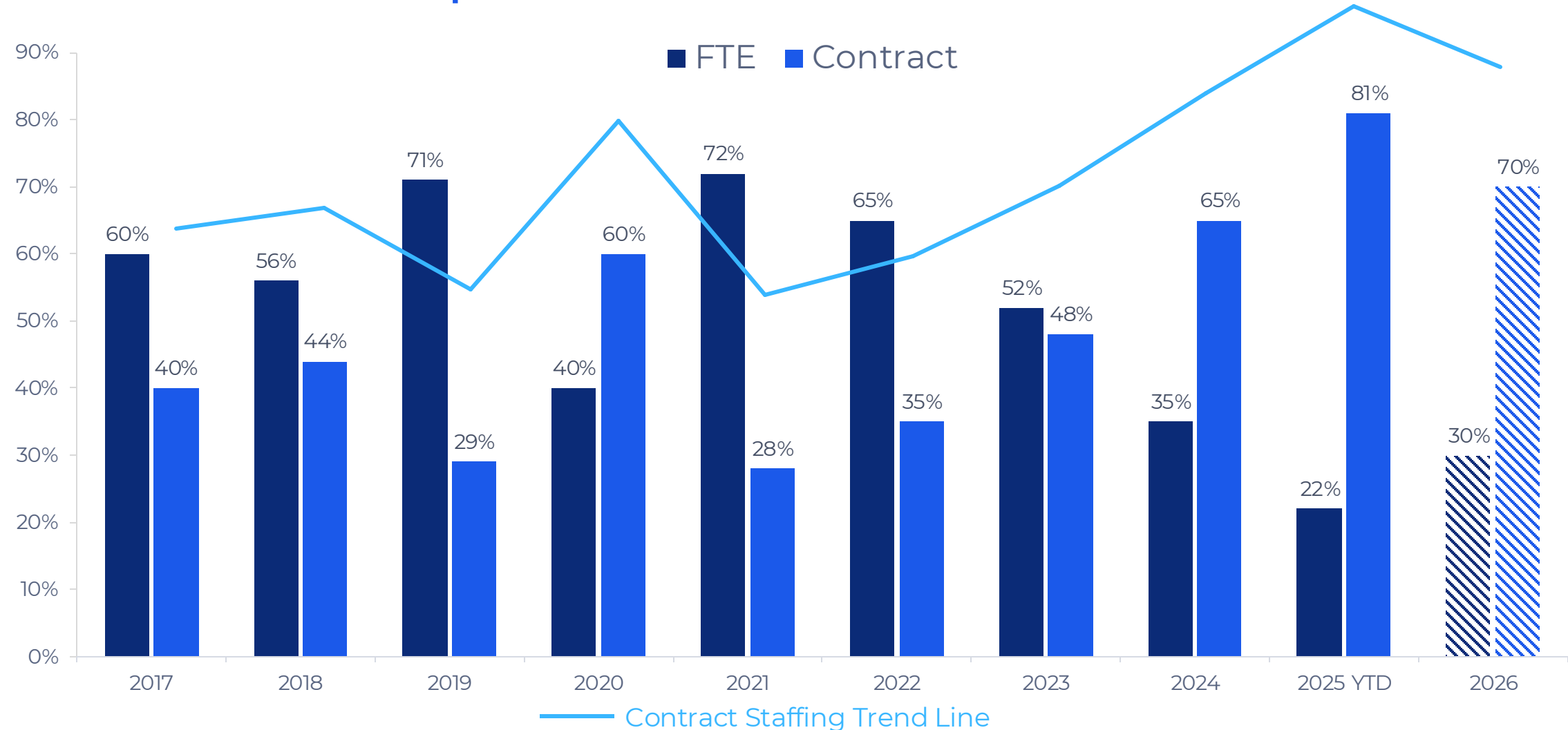
Top 10 Reasons Hiring Managers are Using Contractors

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

Privacy Contract vs. Direct Hire Staffing Trends (MoM 2024-YTD) Based on Offers Accepted

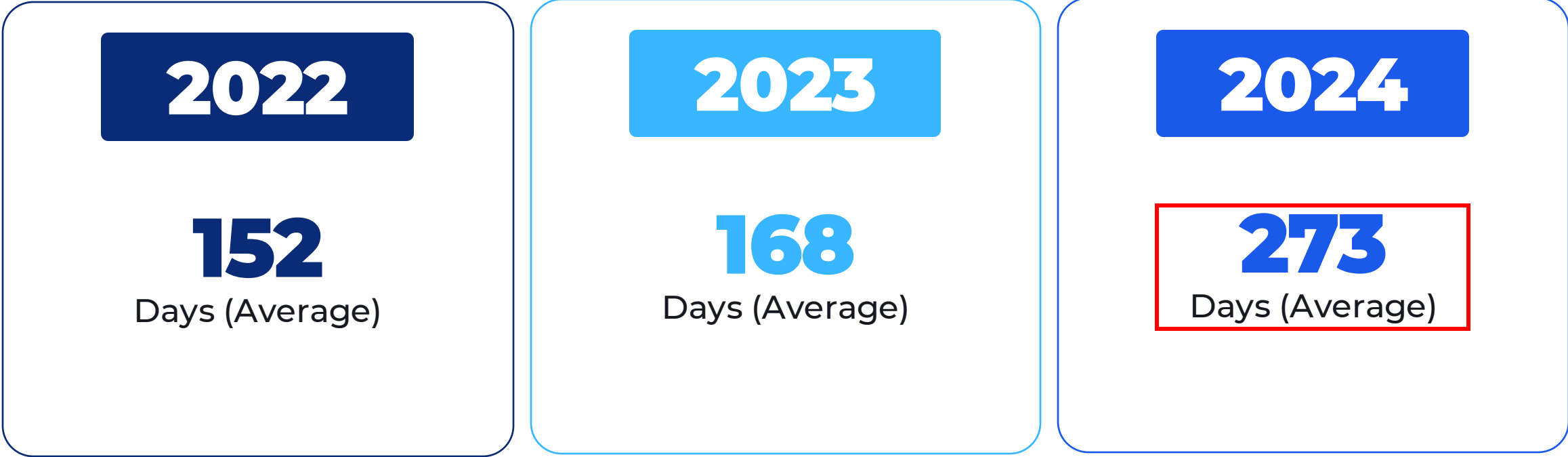


Privacy Contract vs. Direct Hire Staffing Trends (Last 8 Years) Based on Offers Accepted



Contractor Length of Assignment

Number of days year-over-year:



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

228
Days (Average)

Contractor Length of Assignment

Number of days year-over-year:

80%
Of TRU customers engage in both contract and direct hire modalities

90%
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)

Data Privacy Contractor Statistics

Conversion acceptance, utilization, & attrition metrics

42%

TRU privacy contractors who started assignments since 2023 and have since been offered direct-hire conversions

95%

of those contractors accepted the conversion

220

Average number of days before contractors were offered conversions since 2024 (up from 151 in 2022, down from September 2024 at 245)

80%

of TRU customers engage in both contract and direct-hire modalities

90%

of TRU contractors finish their assignment, convert to direct hire, or are still on assignment

3%

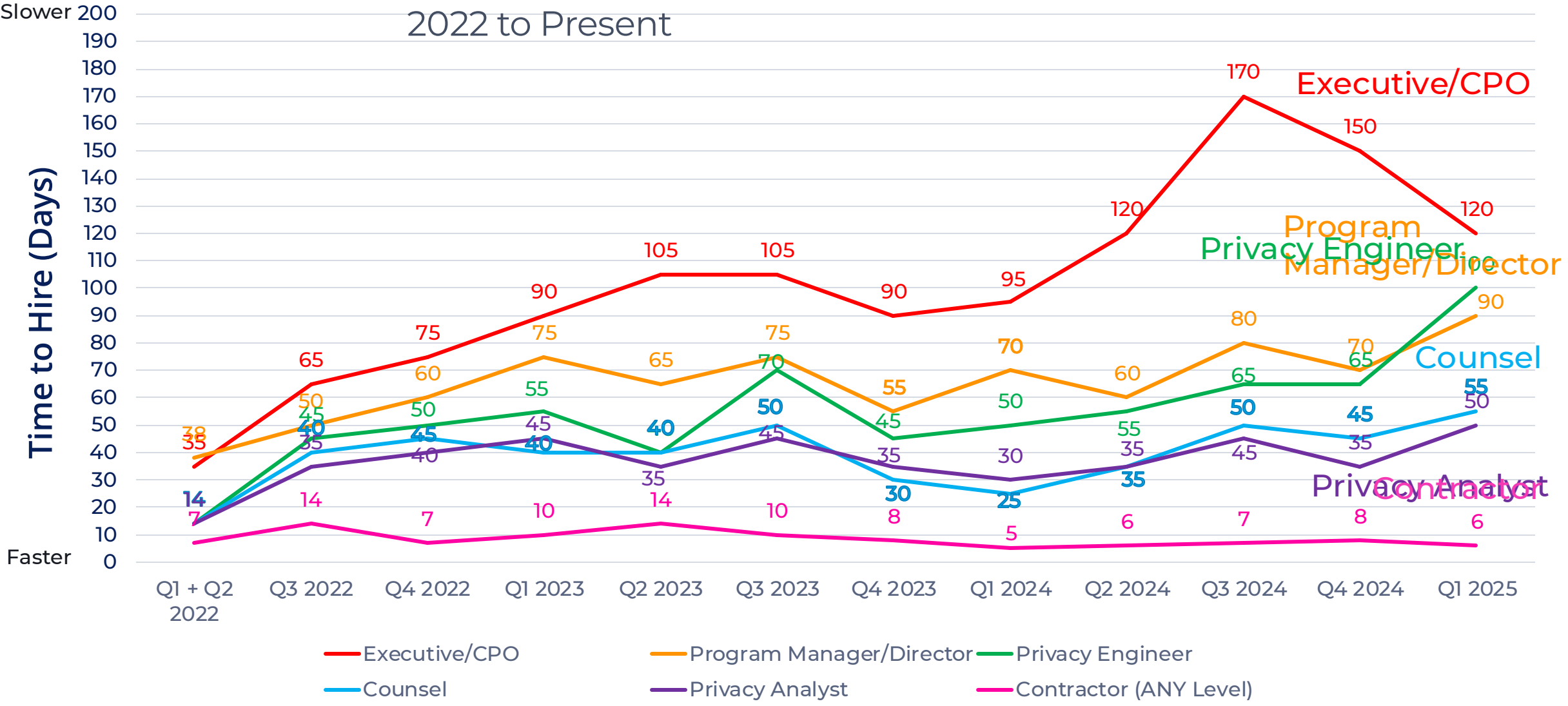
of TRU contractors take direct-hire positions at different employers after an average of 260 days on assignment

Speed of Hire



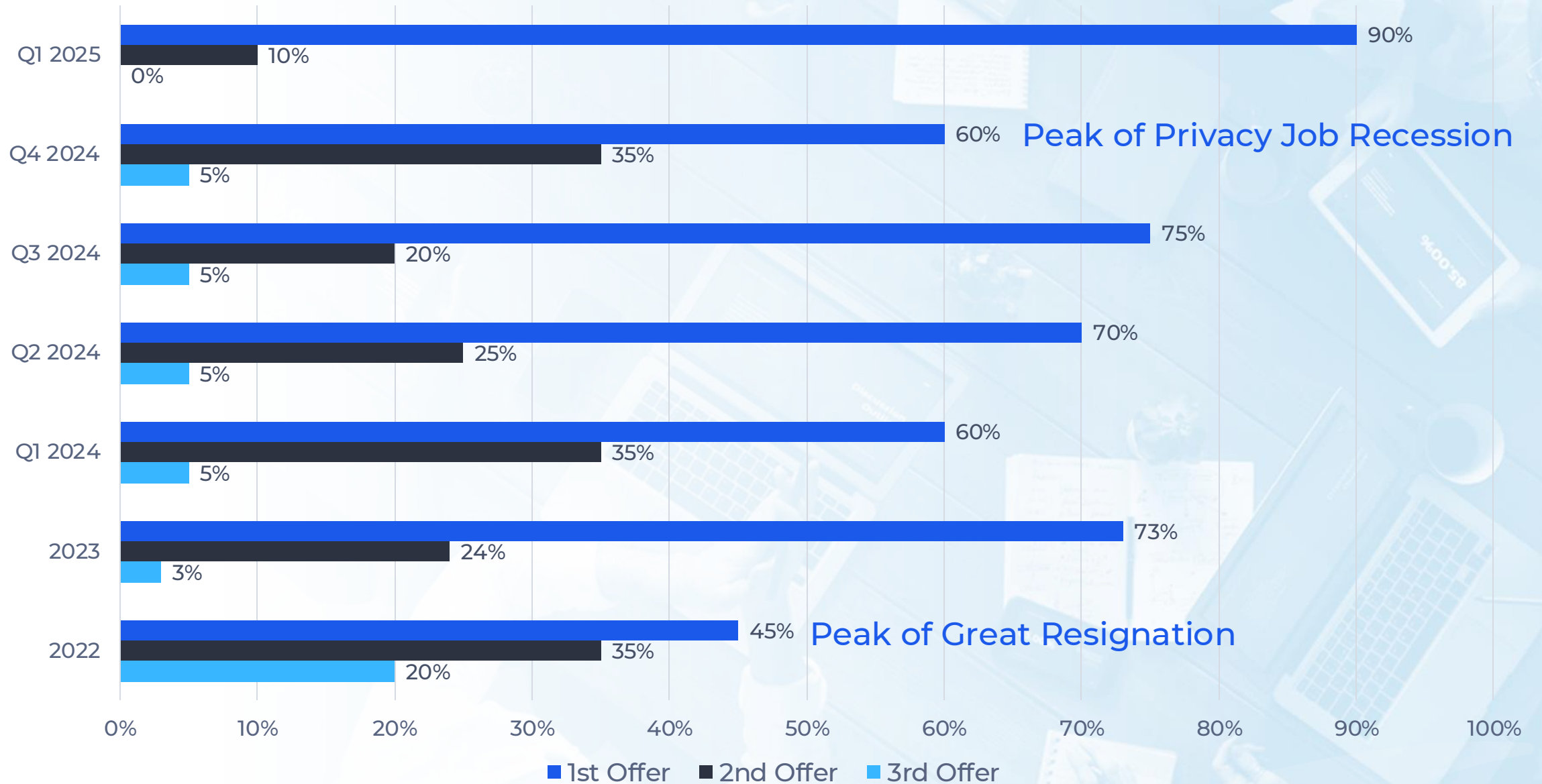
Privacy, Ediscovery, & Cybersecurity Staffing

Speed of Hire for Privacy Through TRU



(from resume sent to verbal offer accepted)

Offer Acceptance Likelihood: Based on Order of Offer Received



Job Seeker Motivations



Privacy, Ediscovery, & Cybersecurity Staffing

Motivations for Privacy Job Seekers (YoY)

2022

- 1) Working remotely
- 2) \$\$\$\$\$\$
- 3) Mentorship
- 4) Upskilling
- 5) DEI

2023

- 1) Working remotely
- 2) More challenge
- 3) \$\$\$\$\$\$
- 4) Unemployment
- 5) Burnout

2024

- 1) Burnout
- 2) More buy-in
- 3) \$\$\$\$\$\$
- 4) Opportunism
- 5) Unemployment

Motivations for Privacy Job Seekers (YoY)

2023

- 1) Working remotely
- 2) More challenge
- 3) \$\$\$\$\$\$
- 4) Unemployment
- 5) Burnout

2024

- 1) Burnout
- 2) More buy-in
- 3) \$\$\$\$\$\$
- 4) Opportunism
- 5) Unemployment

2025

- 1) \$\$\$\$\$\$
- 2) Unemployment
- 3) Burnout
- 4) Opportunism
- 5) Mission Alignment

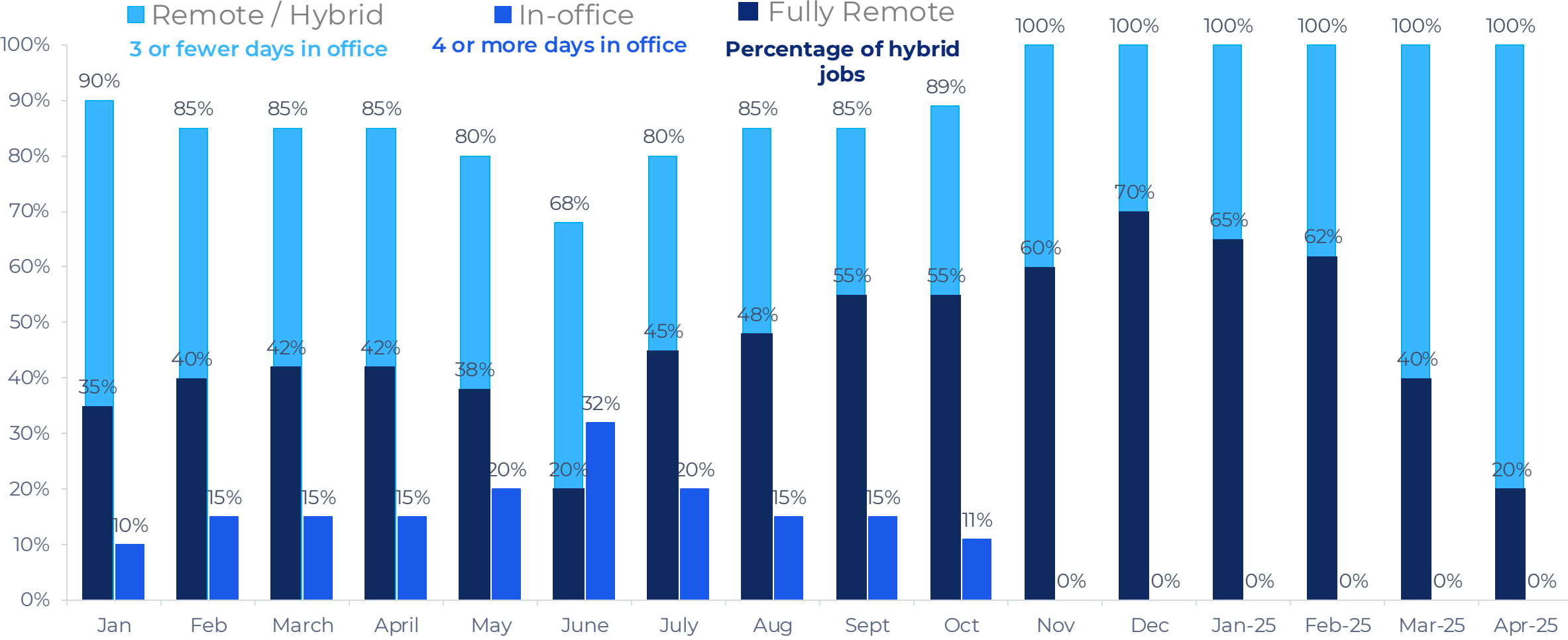
Fully Remote vs. Hybrid vs. In-Office



Privacy, Ediscovery, & Cybersecurity Staffing

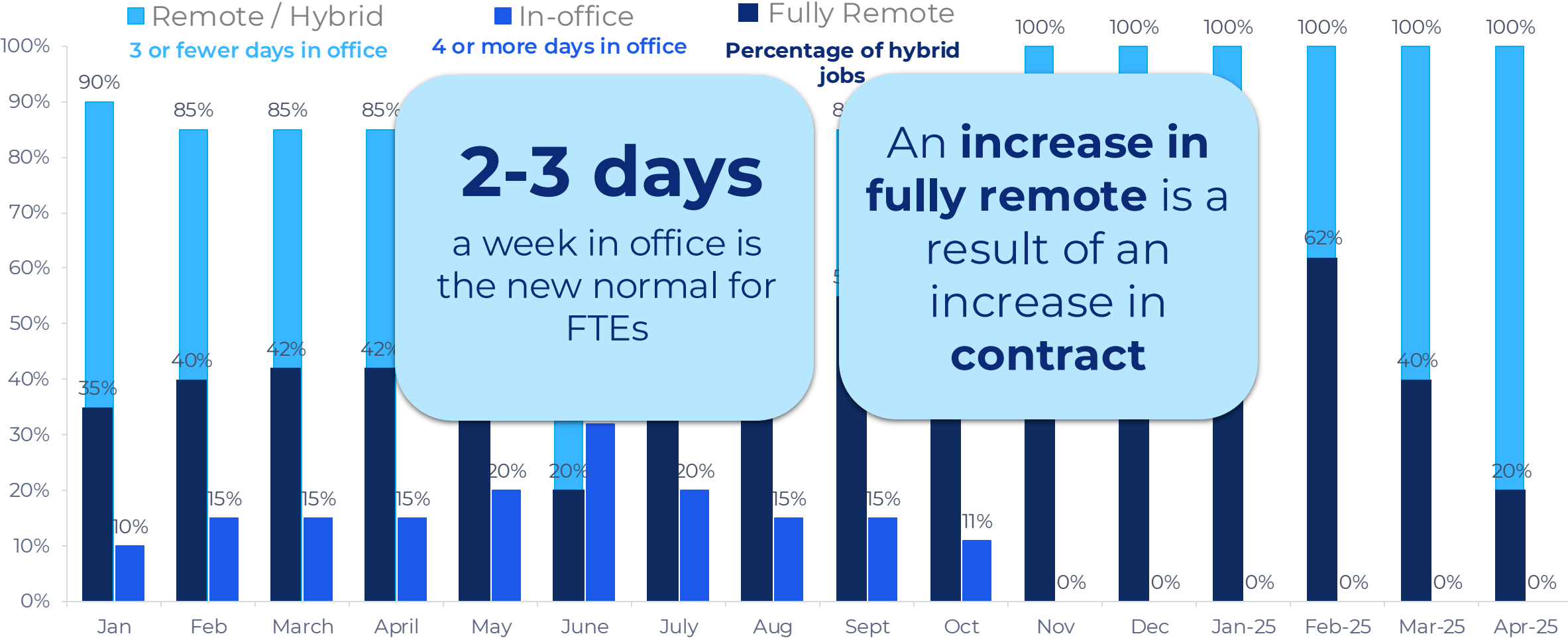
Remote/Hybrid vs. In-Office (2024 to Present)

Based on Offers Accepted



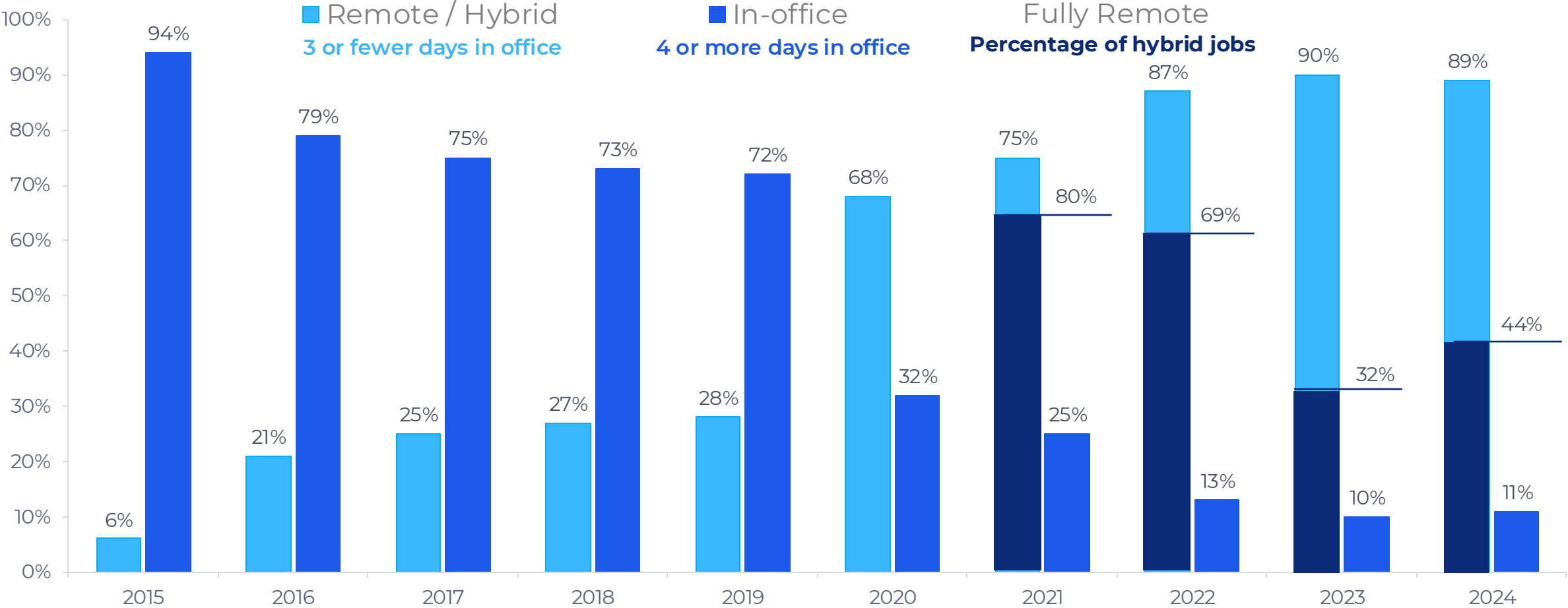
Remote/Hybrid vs. In-Office (2024 to Present)

Based on Offers Accepted



Remote/Hybrid vs. In-Office (Year-Over-Year)

Based on offers accepted



Remote/Hybrid vs. In-Office: By the Numbers

25%

Average increase in base compensation required for a job seeker to leave a fully remote job for hybrid

60%

Average increase in applicants when moving from working 3 days in-office to 2 days

85%

of U.S. jobs posted as “fully remote” still have state-specific requirements based on corporate tax registrations

TRU's Guidance



Privacy, Ediscovery, & Cybersecurity Staffing

TRU's Guidance for 2025

01

Use contract staffing as an ongoing, integral component for scaling any privacy or AI governance program.

02

Reallocate budget from outside counsel and consulting firm spend to hire more contract resources at a lower cost but equal caliber.

03

Cash doesn't combat burnout—only more staff will. Use contract staffing to eliminate burnout of your valuable tenured existing employees.

04

Use contract-to-hire as a way to get approval for direct hire resources.

05

Uplevel existing staff with high-level fractional AI governance contract resources.

TRU's Guidance for 2025

06

Be the first offer a candidate receives to dramatically increase the likelihood of an employer getting an acceptance.

07

Be the first offer a candidate receives to dramatically increase the likelihood of an employer getting an acceptance.

08

Throttle in-office requirements down to dramatically increase the volume of available job seekers.

09

Regulation will not drive the job market in 2025 — litigation and business impact will.

10

Map, measure, and present how your program increases sales, grows customer acquisition, enables marketing, decreases customer attrition, or otherwise grows the bottom line.

Up Next on Eye on Privacy...

Thursday, June 12 | 12:30 PM ET



Lisa Barksdale

Director of Privacy & Compliance Monitoring,
Zillow Group

Director of Privacy & Compliance Monitoring at Zillow, leading enterprise-wide privacy program strategy and compliance. Former SVP & Privacy Officer at Citi, and VP at TD managing over 900 regulatory controls. Past leadership roles at CareerCo, CNA, AIG, Amtrak & State Farm.



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