

# Eye on Privacy

TRU Staffing Partners

November 21, 2024



Privacy, Ediscovery, & Cybersecurity Staffing

# Adam Stone

Senior Consultant and Practice Lead, Zaviant

Adam Stone, MBA, Fellow in Information Privacy (FIP), CIPM, CIPP/US, CISSP, ISSMP, HCISPP, CTPRP has over 30 years of business leadership experience with 24 years overseeing data privacy and security functions for pharmaceutical distribution, healthcare, insurance, financial services, and marketing organizations.

As a data privacy and security expert, Adam has significant experience implementing and refining data privacy and security practices and processes and affecting sometimes-disruptive change across large organizations. He is particularly skilled in navigating complex customer-facing initiatives to guide executives towards profit-generating activities that encourage customer loyalty by focusing on trust and confidence.



# 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

# TRU Trends

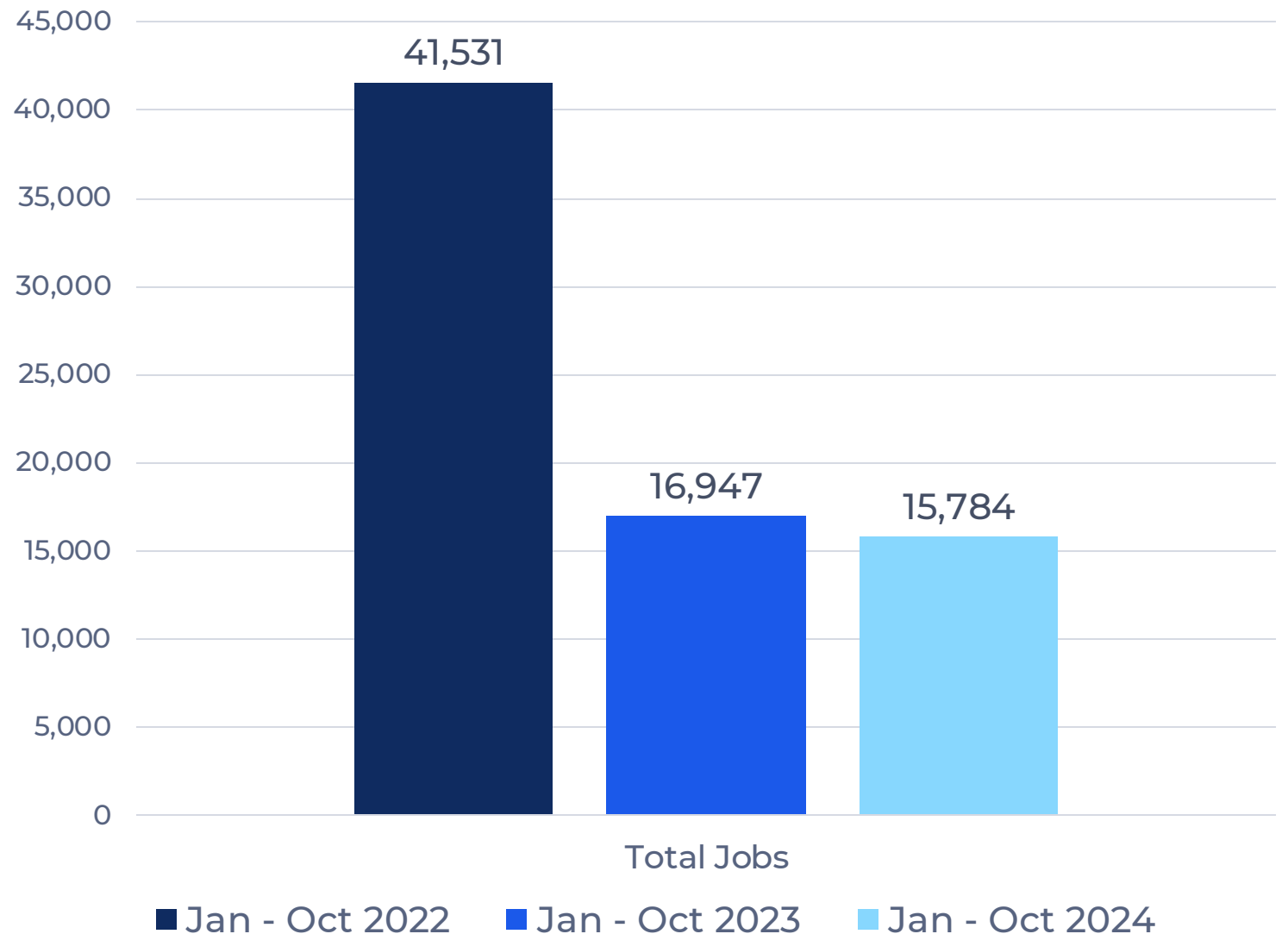
November 2024

- **Speed** of hire is **increasing**, first **offer acceptance** likelihood **decreasing**
- **Executive AI Governance salaries** as advertised currently **insufficient** to attract CPOs
- **Privacy pros** appear to be the **greatest available talent pool of AI Governance** skills
- **AI Governance jobs** as advertised are **seeking** talent with dual **privacy skillsets**
- **Contract offers accepted spiked in October**, as everyone waits for direct hire headcount in 2025
- **Fully remote jobs increased** because contract offers accepted increased



# U.S. Privacy Job Postings 2022 - 2024

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

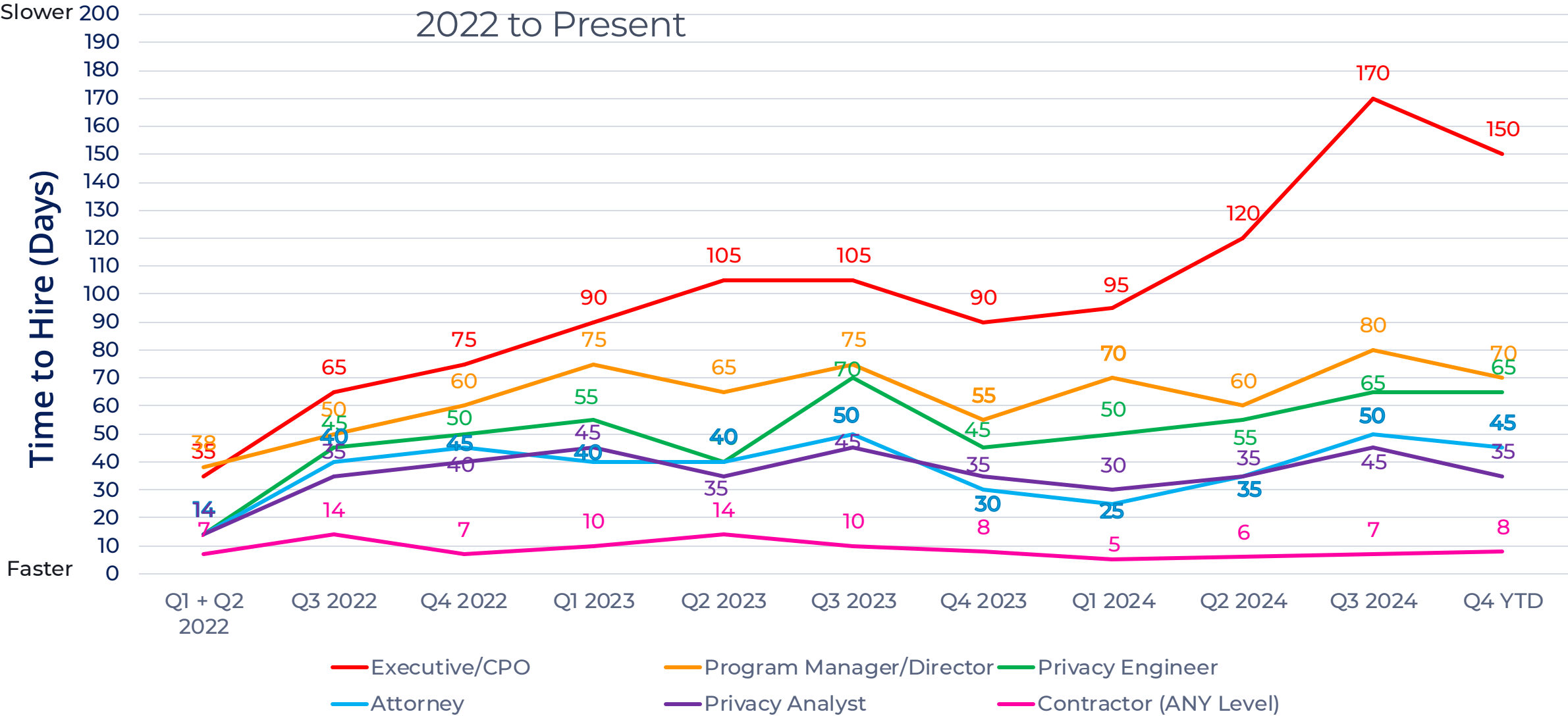


\*"TRUE" = exclusively privacy-focused jobs



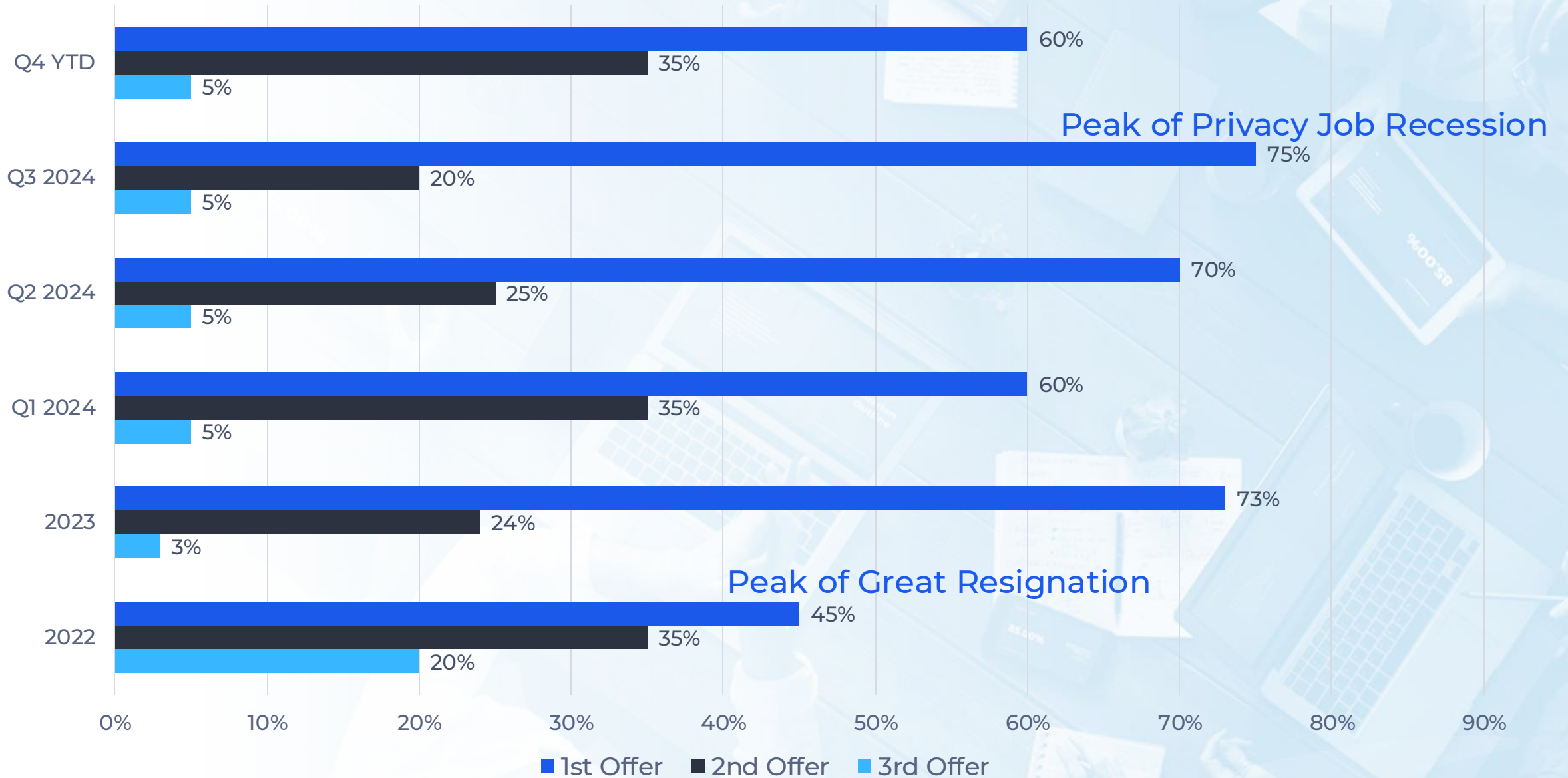
# Speed of Hire for Privacy Through TRU

2022 to Present



(from resume sent to verbal offer accepted)

# Offer Acceptance Likelihood: Based on Order of Offer Received



# By the Numbers

TRU's ongoing conversations with more than 250 CPOs

**90%**

Of CPOs are involved in AI Governance

**25-50%**

Time spent on A.I. Governance by CPOs  
(Up from 15-25% in 2023)

**5%**

CPOs that say their programs are adequately staffed

# Privacy **Skills** Landscape on LinkedIn – Global Overview (November 2024)

## Privacy + AI Governance Skills

**1,782,388**  
Professionals

**2,433**  
Job Posts

## Privacy + Governance Skills

**1,774,182**  
Professionals

**1,377**  
Job Posts

## Privacy + Compliance Skills

**1,557,358**  
Professionals

**4,548**  
Job Posts

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

# AI and Governance **Skills** Landscape on LinkedIn – Global Overview (November 2024)

## **Privacy + AI Governance Skills**

**1,782,388**  
Professionals

**2,433**  
Job Posts

## **AI + Governance Skills**

**383,996**  
Professionals

**217**  
Job Posts

## **AI + Compliance Skills**

**102,097**  
Professionals

**52**  
Job Posts

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



# AI Governance Salary Ranges

As advertised in Q3 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

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# 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
<b>Early Career</b>	\$50K–85K (70-95K)	\$50K –85K (70-95K)	\$40K–75K (70-85K)
<b>Privacy Analyst/Specialist</b>	\$100K–160K (110-195K)	\$100K–140K (90-165K)	\$90K–145K (100-165K)
<b>Privacy Program/Project Manager</b>	\$140K–190K (165-250K)	\$130K–165K (145-185K)	\$130K–175K (145-200K)
<b>Privacy Directors/SMEs (reporting to CPO/Privacy Lead)</b>	\$175K–250K (250-400K)	\$175K–225K (190-275K)	\$165K–225K (180-275K)
<b>Privacy Engineer</b>	\$175K–375K (225-800K)	\$150K–275K (175-400K)	\$165K–250K (185-350K)
<b>Privacy Counsel</b>	\$275K–425K (325-900K)	\$225K–320K (250K-425K)	\$200K–350K (250K-450K)
<b>CPOs/Business Unit Privacy Lead</b>	\$325K–725K (400K-2.5M)	\$235K–425K (275K-800K)	\$250K–475K (275K-750K)

# AI Governance vs. Privacy Median Salary Ranges 2024

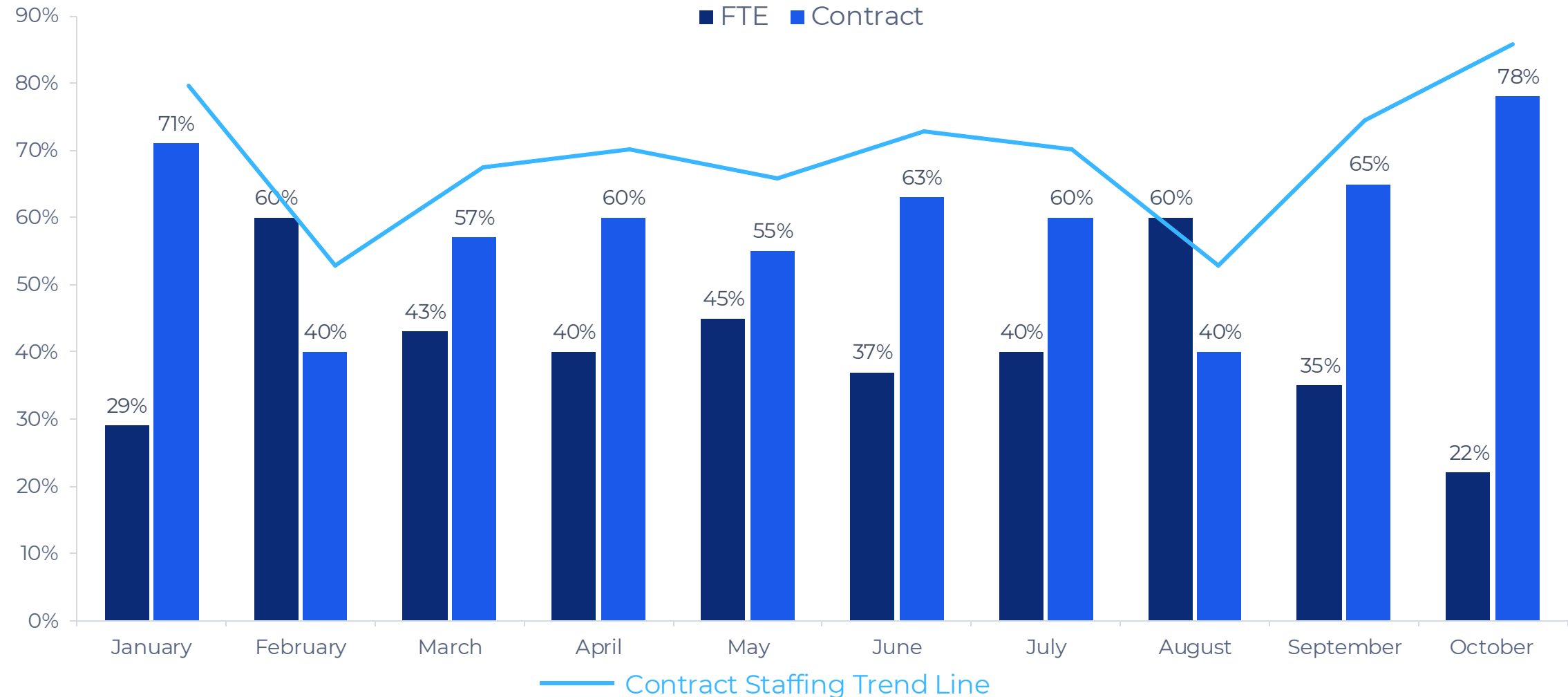
(As advertised)

(At the Point-of-Hire)

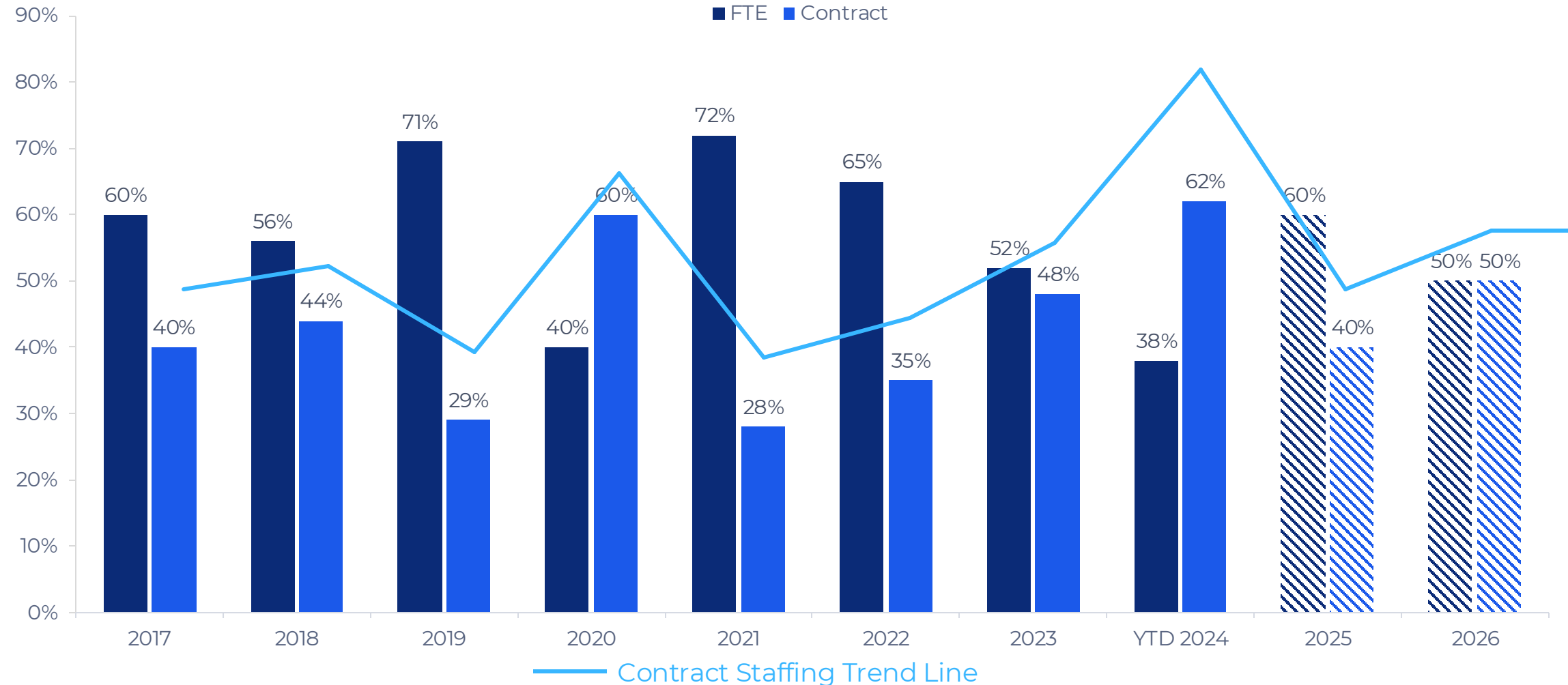
	AI Governance	Privacy
<b>Analyst</b>	\$107,500	\$130,000
<b>Specialist</b>	\$103,150	\$150,000
<b>Manager</b>	\$161,000	\$165,000
<b>Engineer</b>	\$170,000	\$225,000
<b>Director</b>	\$200,000	\$225,000
<b>Executive</b>	\$203,700	\$275,000

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

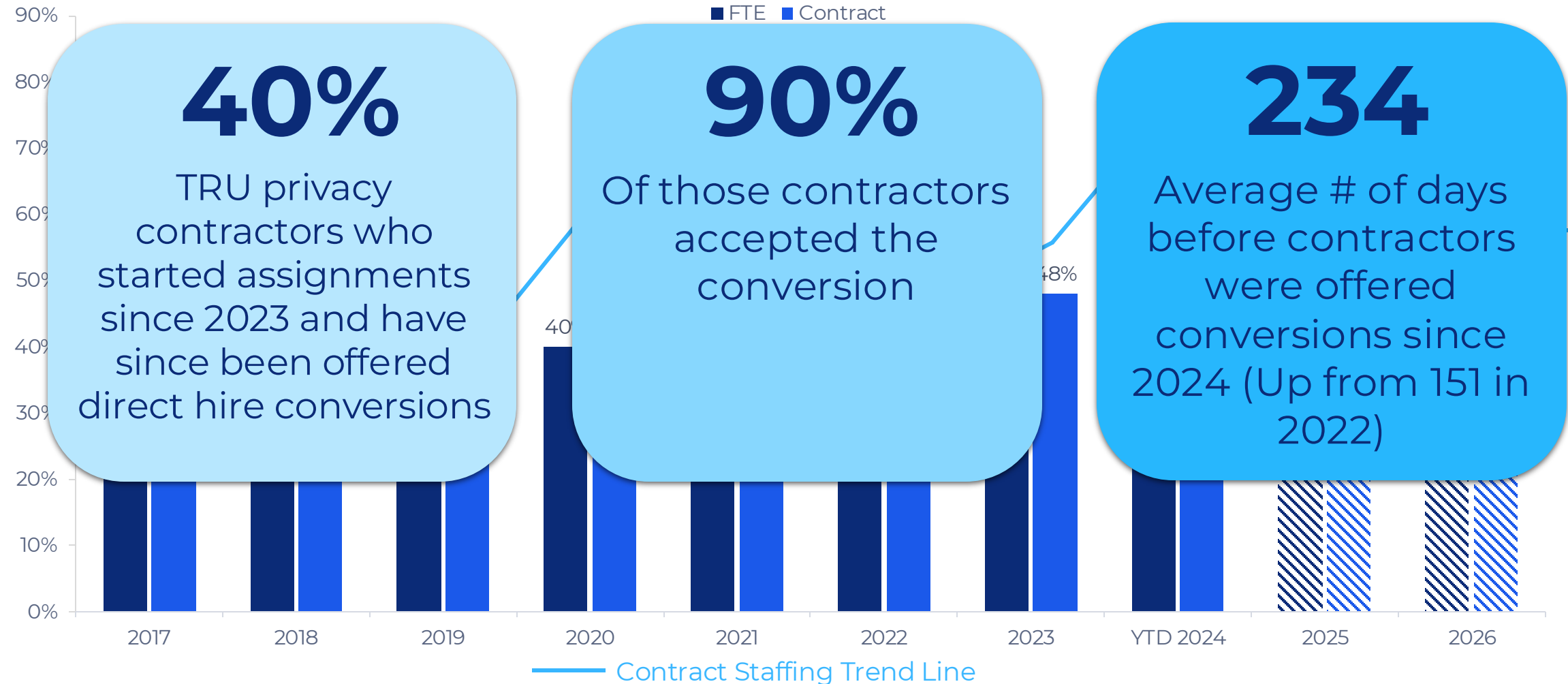
## Based on Offers Accepted



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

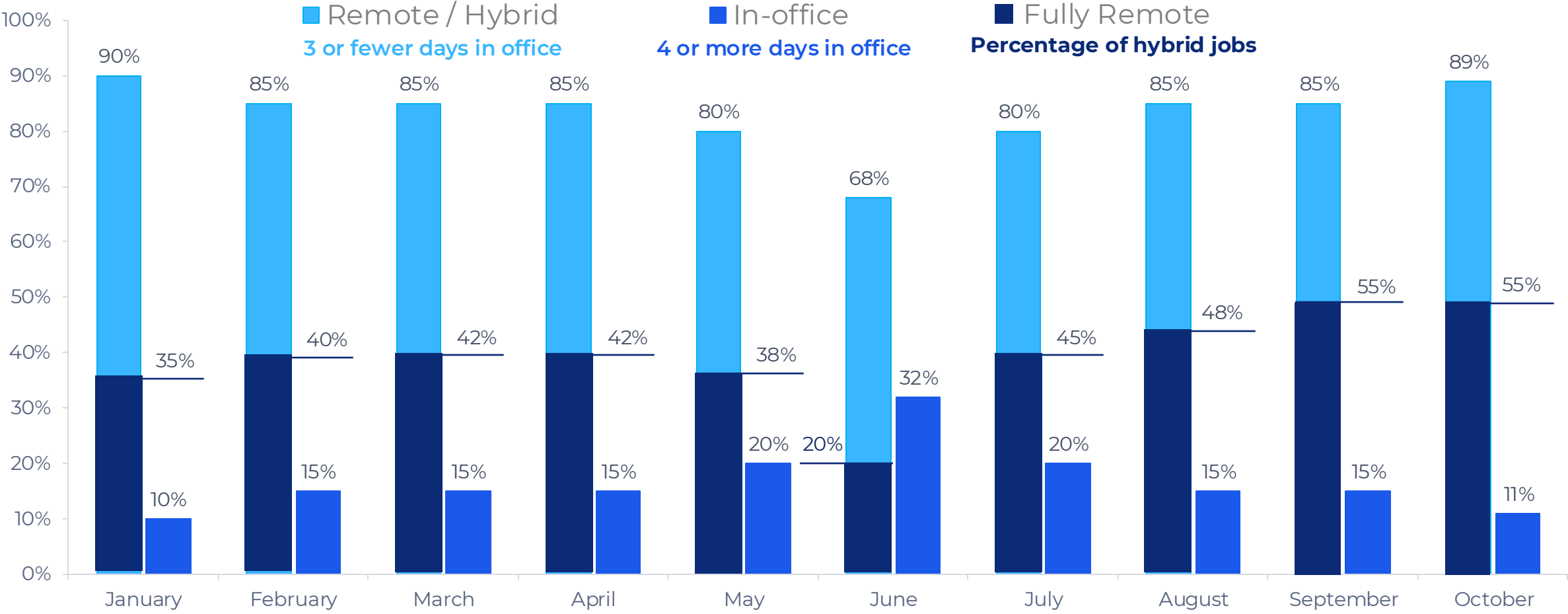


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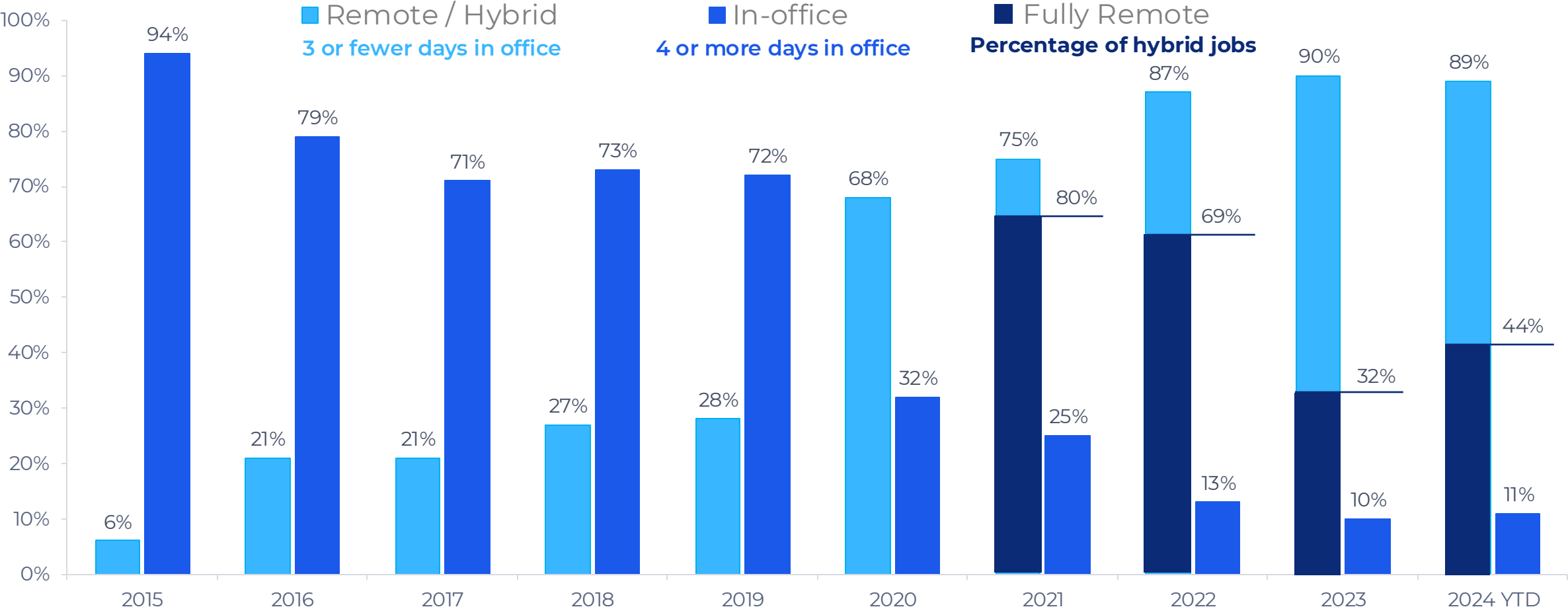
# Remote/Hybrid vs. In-Office (2024)

Based on Offers Accepted



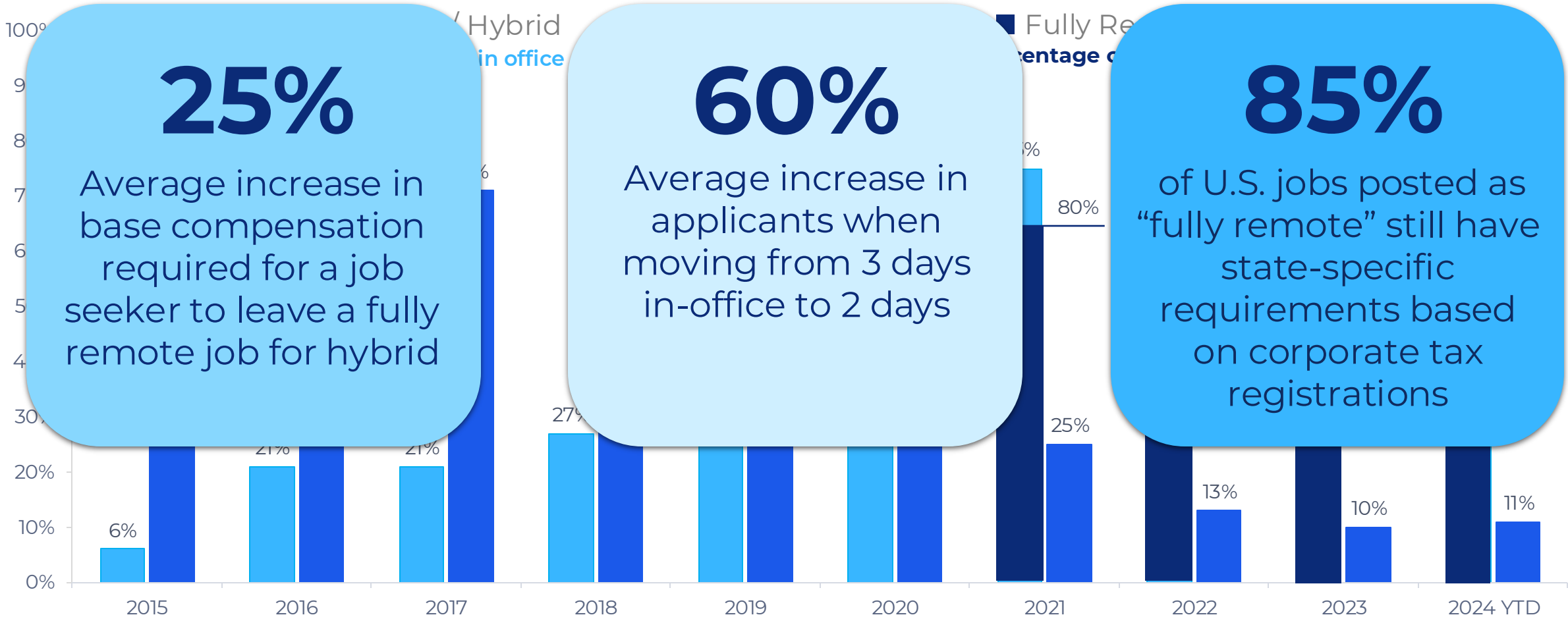
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Based on Offers Accepted



# Remote/Hybrid vs. In-Office

Based on Offers Accepted



# Thank You!

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