

Eye on Privacy

TRU Staffing Partners

October 29, 2024



Privacy, Ediscovery, & Cybersecurity Staffing

Lorenzo Robleto

Sr. Legal Director & Associate General Counsel, Head of Privacy at DoorDash

Lorenzo is the Sr. Legal Director & Associate General Counsel, Head of Privacy, at DoorDash where he leads the company's global privacy team. The team's responsibilities include incorporating privacy into new business initiatives, developing controls that align with domestic and international privacy laws, and partnering with the company's cybersecurity team.

He was previously Privacy Counsel Senior Manager reporting to the SVP of Worldwide Privacy at Herbalife, where he managed a US Privacy team and regional privacy liaisons. Prior to that, Lorenzo was the first in-house counsel at Inflection (now a Checkr company), a data and technology company. There, he worked cross-functionally with data scientists, engineers, and product teams to implement a privacy-by-design strategy.



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

October 2024

- This month marks the **two-year anniversary of the Big Tech layoff** and AI revolution chain reaction
- **Posted jobs** advertising for privacy pros **increased by 15%** between August and October
- **85%** of U.S. jobs posted as **fully remote still have state-specific requirements** based on corporate tax registrations
- **Burnout** has remained the **#1 motivator** for privacy job seekers for 13 months
- **Speed of hire** for Q3 2024 was **notable longer** due to summer malaise, acceleration expected in Q4
- **AI Governance jobs generally pay less than privacy** positions yet require the skillsets of people in those privacy positions



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)

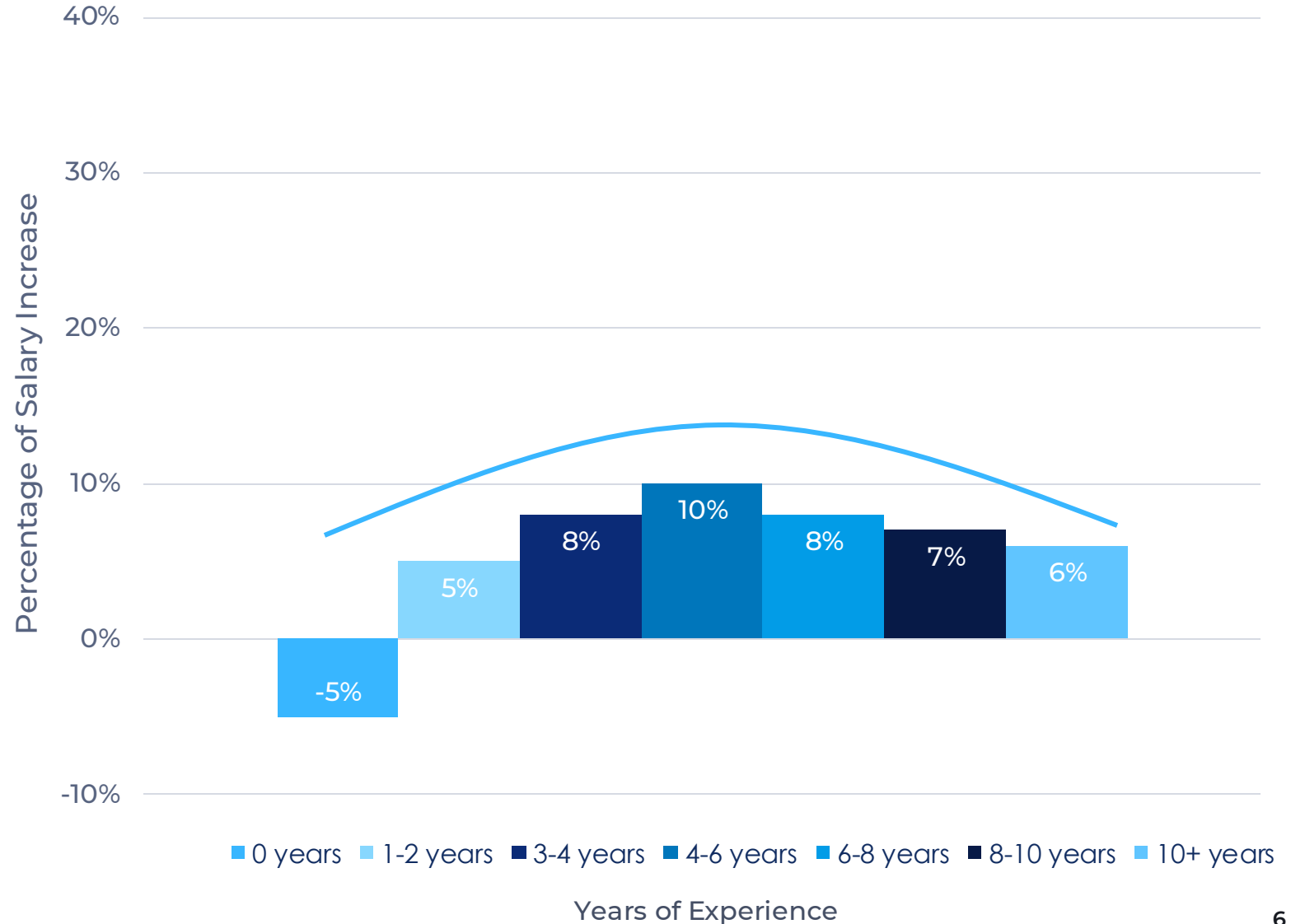
2024

1-6+ years' experience
in highest demand but
lowest relative supply

8% base compensation
increase for privacy
professionals in 2024



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

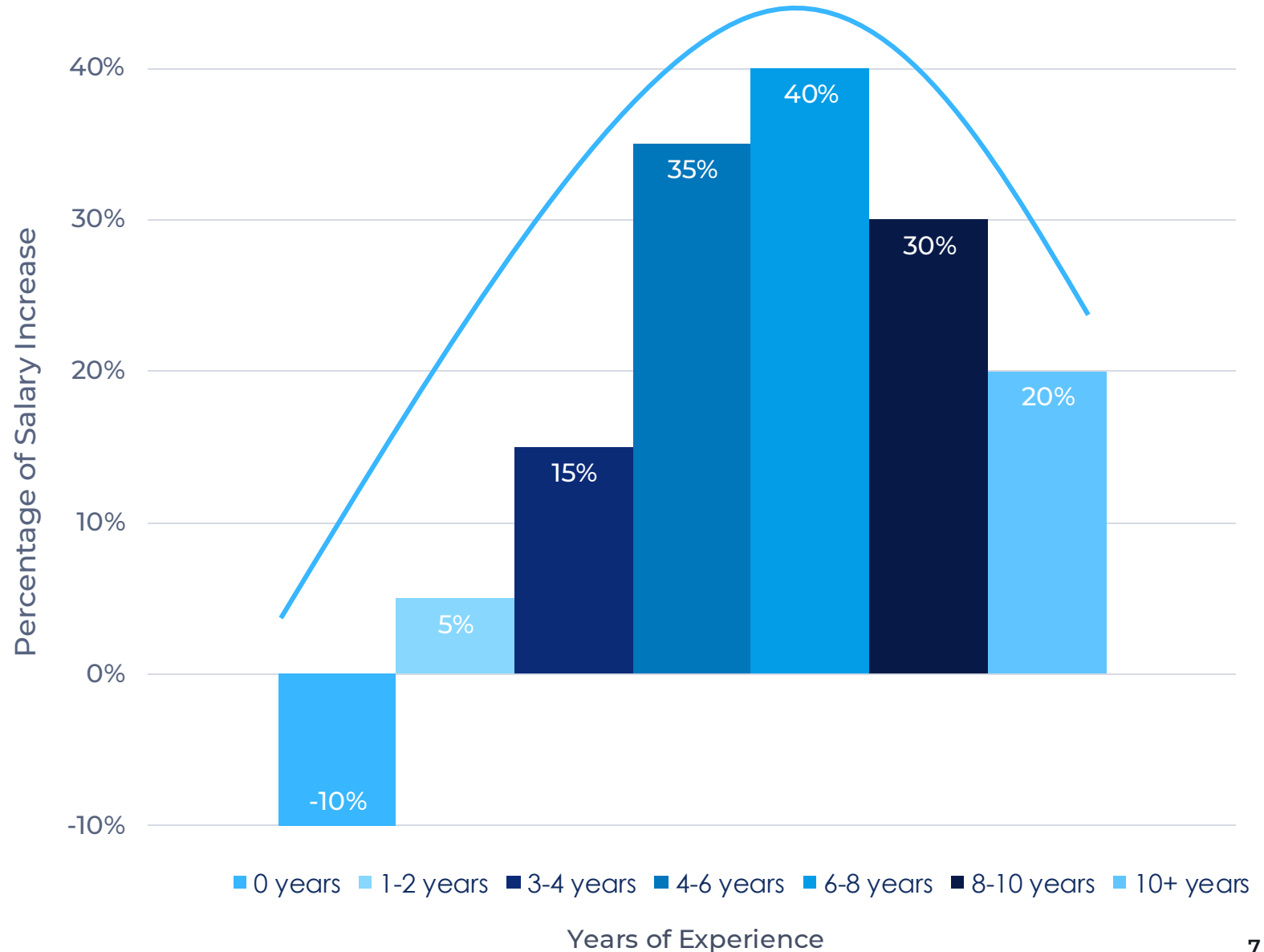


2022

6-10+ years' experience
in highest demand but
lowest relative supply

20-40% base
compensation increase
for midmarket and
executive professionals
at point of hire in 2022

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



AI Governance Salary Ranges

As advertised in Q3 2024

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

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AI Governance vs. Privacy Median Salary Ranges 2024

(At the Point-of-Hire)

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

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

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

TOP 5

MOTIVATIONS OF JOB SEEKERS IN 2024 (BASED ON Q3 DATA)

1. Burnout*

2. \$\$\$\$\$\$

3. Innovation/Buy-In

4. Getting into/out of AI Governance 

5. Transitioning/Breaking into Privacy 

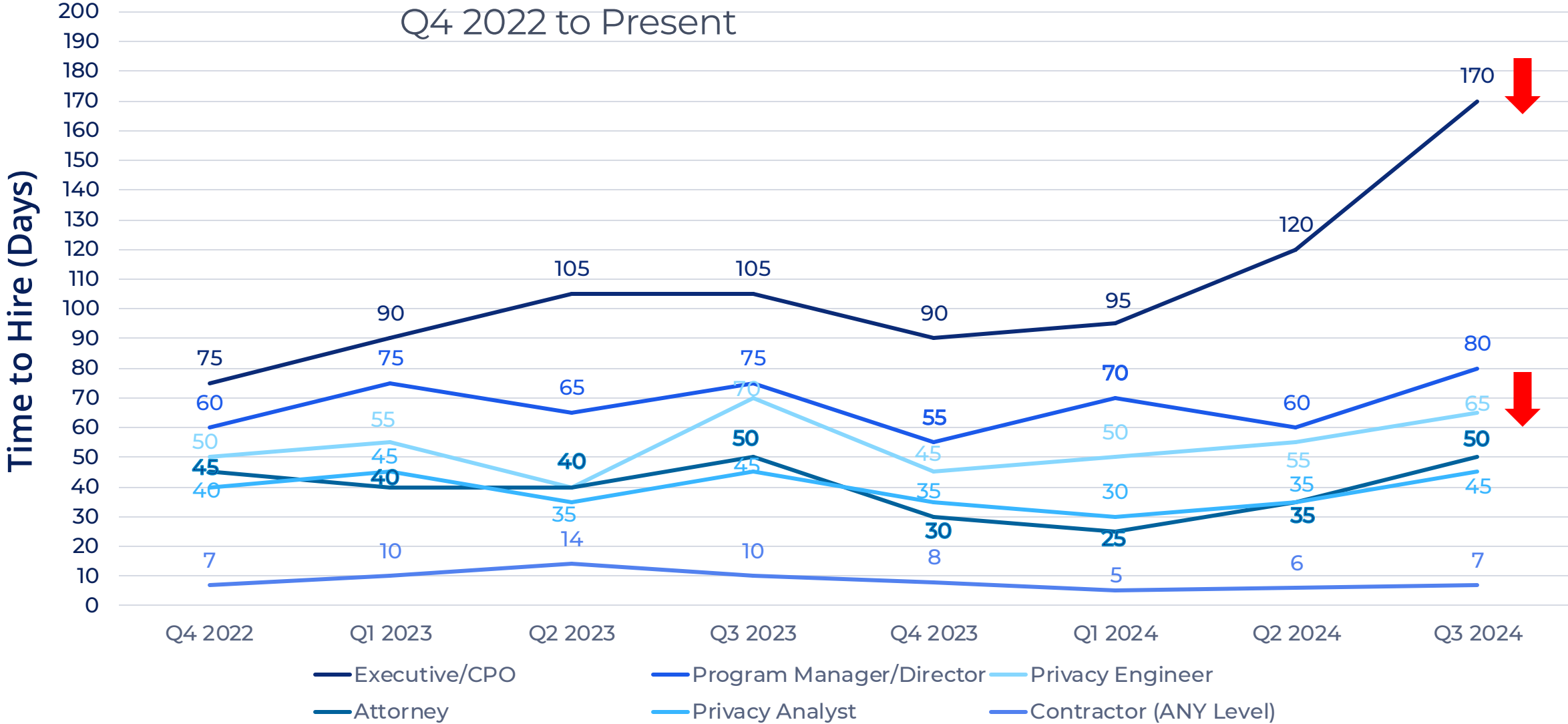
* Burnout has remained the #1 motivator for 12 consecutive months

MOTIVATIONS OF JOB SEEKERS IN 2023

1. Working remotely
 2. Mentorship/
 3. \$\$\$\$\$\$
 4. Upskilling
 5. Diversity, eq
- ...ly more opportunity
- ...out-of-work

Speed of Hire for Privacy Through TRU

Q4 2022 to Present



(from resume sent to verbal offer accepted)



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