

The AI & Privacy Job Market: Trends, Tech, and Opportunities

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Transcend

Meet the Experts



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Transcend

TRU Staffing Partners Formalizes Commitment to Staffing & Representing Talent in Legal AI

TRU Staffing Partners announced an expansion of services to include staffing for legal AI and AI governance. With the explosive adoption of artificial intelligence in law firms, corporate legal departments, and service providers who support them, organizations are increasingly seeking the assistance of TRU Staffing Partners to identify and deliver professionals with expertise in what is most broadly defined as legal AI. And much more



Differences Between Legal AI and AI Governance

Legal AI

- More Law firm and consulting firm jobs
- Business enablement
- More revenue generating
- Enhance/support day-to-day legal function
- Productizing
- Large ecosystem of diverse software providers: Harvey, Vincent, Co-Counsel, Fileread, HighQ, Kira, Litera, and more

AI Governance

- More corporate jobs
- Governing of AI use
- Regulatory and anticipatory compliance
- Aims to ensure fairness, accountability, and transparency in AI decision making
- Strategic and tactical
- Sometimes found in Trust and Safety

AI Gov & Legal AI Job Examples

AI Governance Consultant

Company seeks an AI Governance Consultant to support global privacy, legal, and security teams in developing AI compliance and privacy programs. The ideal candidate has expertise in AI governance, third-party management, and SDLC. Ability to communicate effectively with engineers regarding governance and independently handle key stakeholder conversations to both gather and deliver intelligence.

Legal AI Specialist

A leading law firm's Knowledge Management group seeks a Legal AI Specialist to develop AI-driven solutions across various legal disciplines including real estate, corporate transactions, transcript and deposition analysis, trial summarization, contract management, and more. Ideal candidates, with or without attorney credentials, should have legal industry experience, expertise in AI tools like Harvey, and the ability to create custom AI solutions for attorneys.

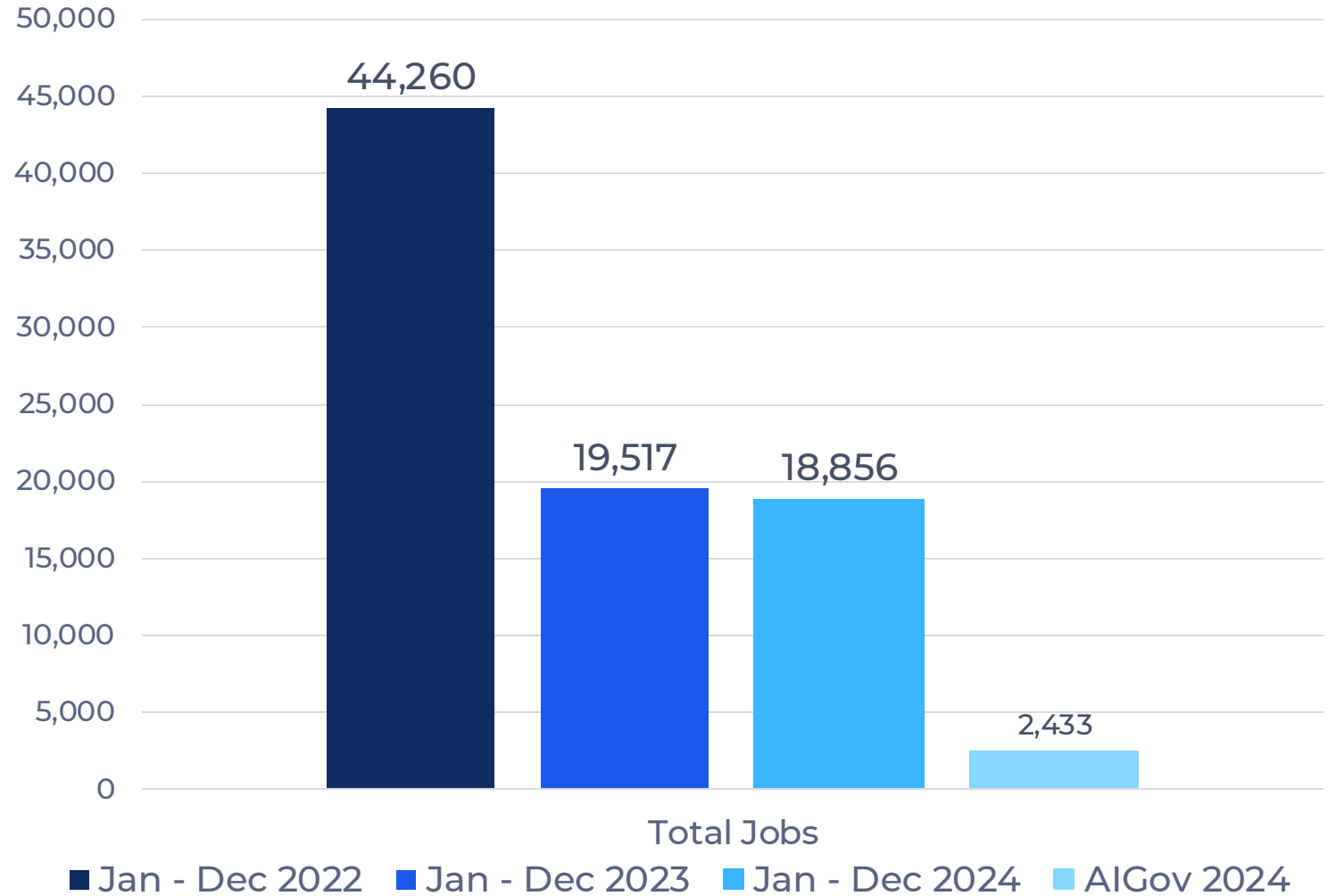


Privacy & AI Gov: Jobs vs. Job Seekers



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

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



*"TRUE" = exclusively privacy-focused jobs

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



TRU Privacy Compensation Benchmarks

\$ base (total comp) at point of hire based on industry

	Fortune 500/BigTech		
Early Career	\$50K–85K (70-95K)		
Privacy Analyst/Specialist	\$100K–160K (110-195K)		
Privacy Program/Project Manager	\$140K–190K (165-250K)		
Privacy Directors/SMEs (reporting to CPO/Privacy Lead)	\$175K–250K (250-400K)		
Privacy Engineer	\$175K–375K (225-800K)		
Privacy Counsel	\$275K–425K (325-900K)		
CPOs/Business Unit Privacy Lead	\$325K–725K (400K-2.5M)		

TRU Privacy Compensation Benchmarks

\$ base (total comp) at point of hire based on industry

	Fortune 500/BigTech	Healthcare/Bio/ Pharma/HealthTech	
Early Career	\$50K–85K (70-95K)	\$50K –85K (70-95K)	
Privacy Analyst/Specialist	\$100K–160K (110-195K)	\$100K–140K (90-165K)	
Privacy Program/Project Manager	\$140K–190K (165-250K)	\$130K–165K (145-185K)	
Privacy Directors/SMEs (reporting to CPO/Privacy Lead)	\$175K–250K (250-400K)	\$175K–225K (190-275K)	
Privacy Engineer	\$175K–375K (225-800K)	\$150K–275K (175-400K)	
Privacy Counsel	\$275K–425K (325-900K)	\$225K–320K (250K-425K)	
CPOs/Business Unit Privacy Lead	\$325K–725K (400K-2.5M)	\$235K–425K (275K-800K)	

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 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)

These ranges have remained unchanged for the past 14 months.

AI Governance Compensation Benchmarks



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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AI Governance vs. Privacy Salary Ranges



AI Governance vs. Privacy Median Salary Ranges 2024

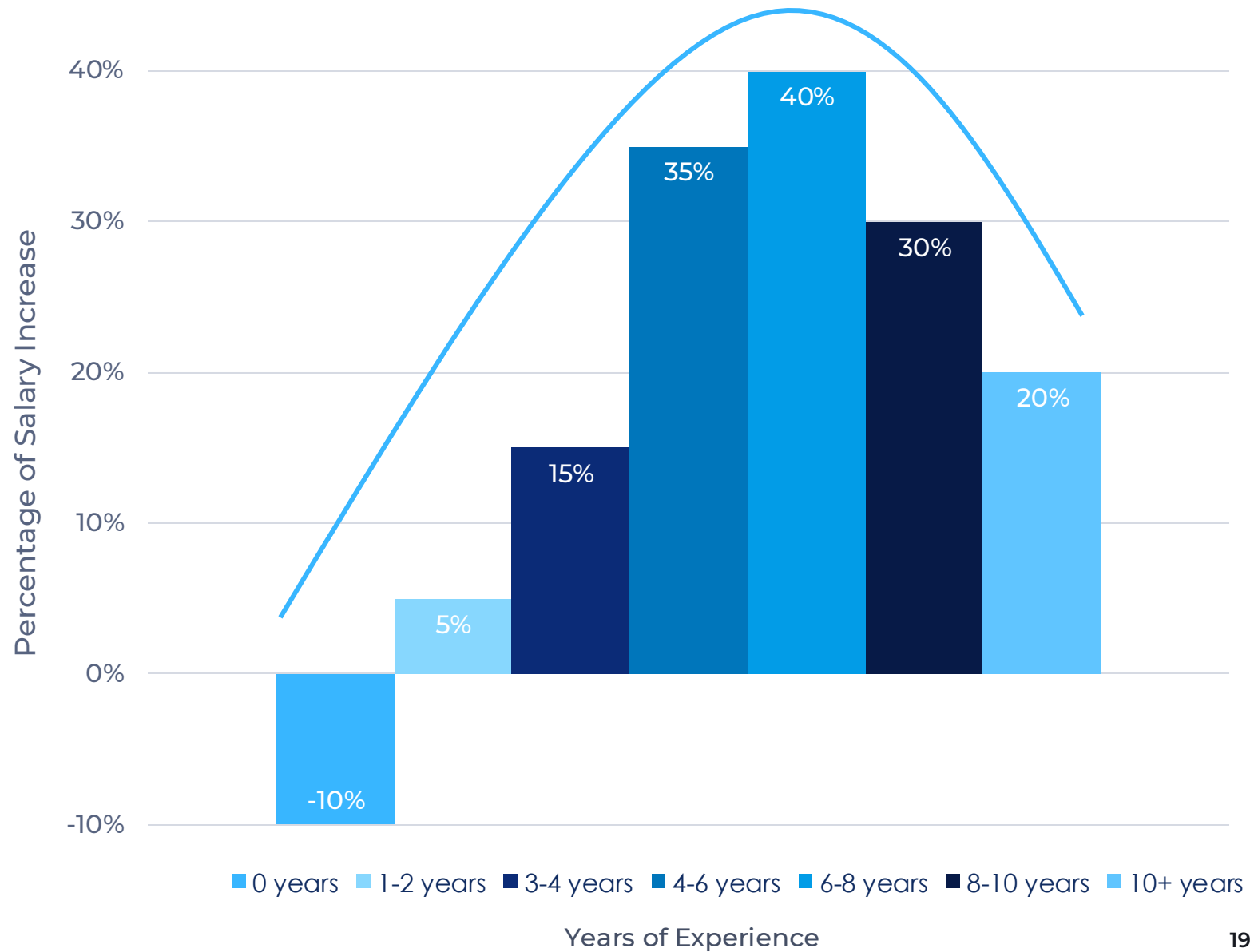
	(As advertised)	(At the Point-of-Hire)	
	AI Governance	Privacy	Percentage Difference
Analyst	\$100,650	\$130,000	29%
Specialist	\$130,000	\$150,000	15%
Manager	\$160,000	\$165,000	3%
Engineer	\$167,300	\$225,000	35%
Director	\$153,900	\$225,000	46%
Executive	\$186,140	\$275,000	48%

Salary Growth Year-over-Year in Data Privacy



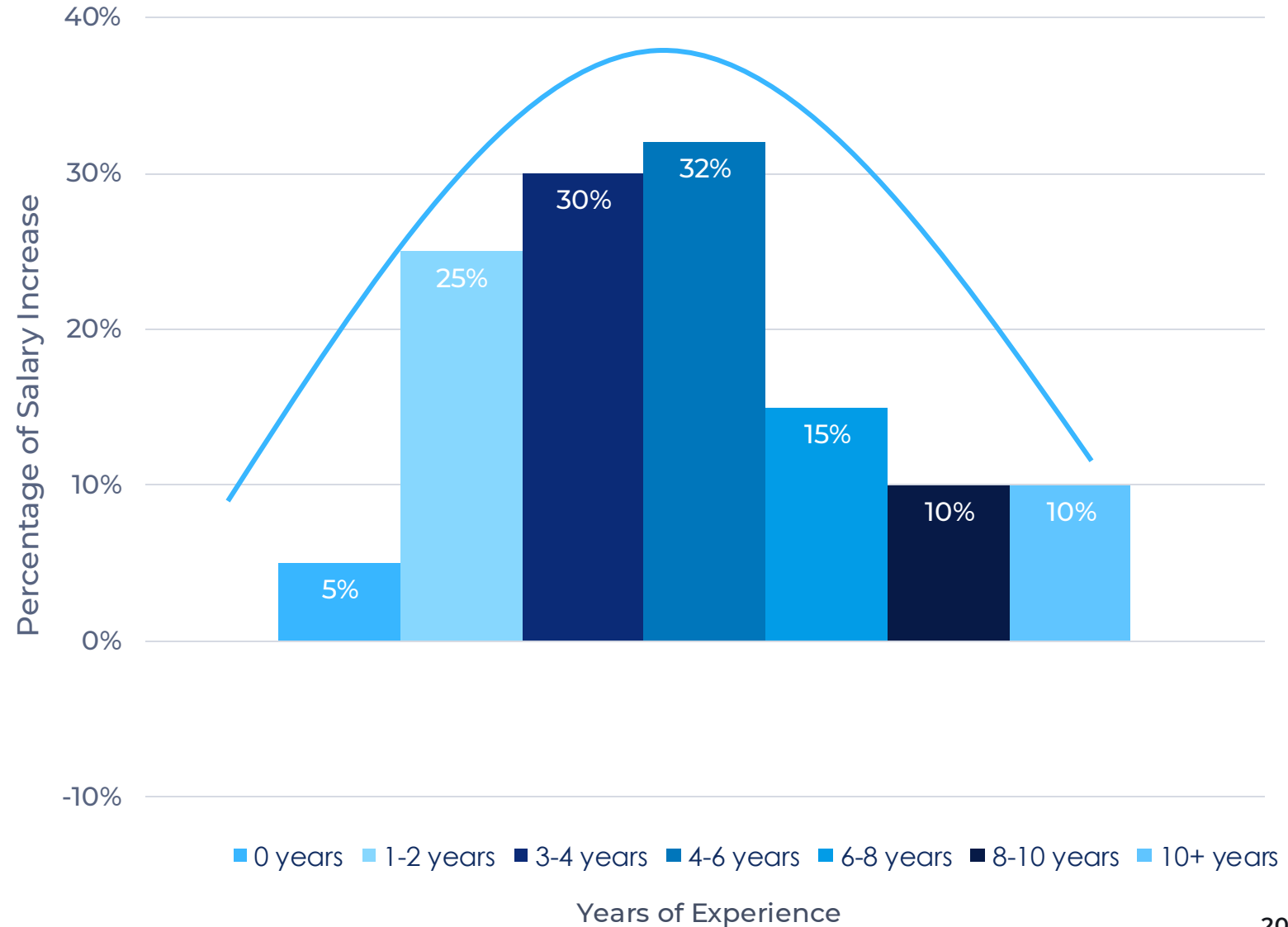
2022

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



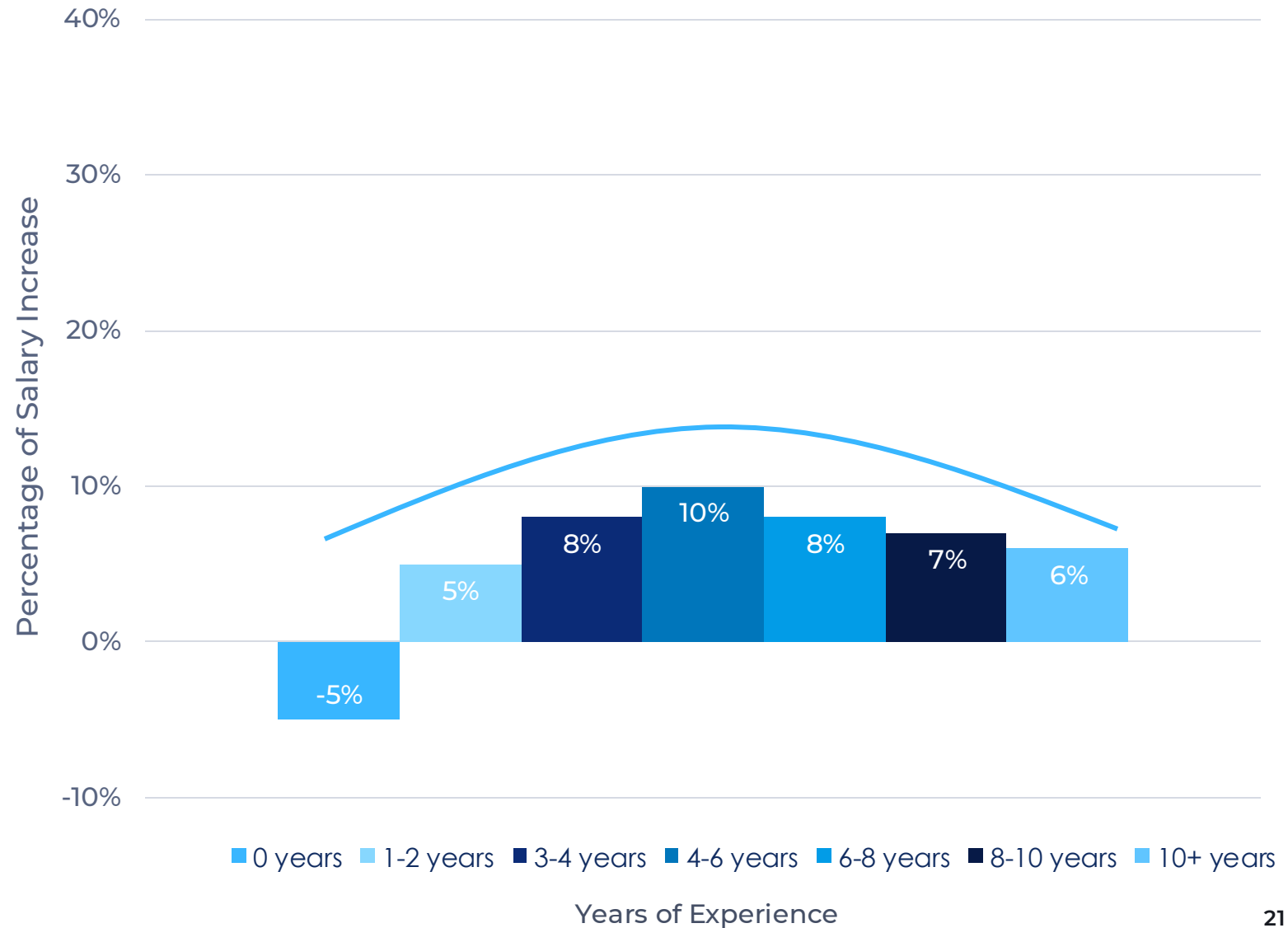
2023

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)



Salary Increases at Point of Hire

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

2021

2022

2023

2024

Contract vs. Direct Hire



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

The Magic Eleventh Reason: No AI Gov Temp Pool

Leadership and soon middle management will no longer have the bandwidth to handle the job responsibilities given to them a year ago because they know handle responsibilities associated with AI Governance.



Middle management delegates more responsibility to subordinates.



Your legal and operational privacy professionals max out on utilization.



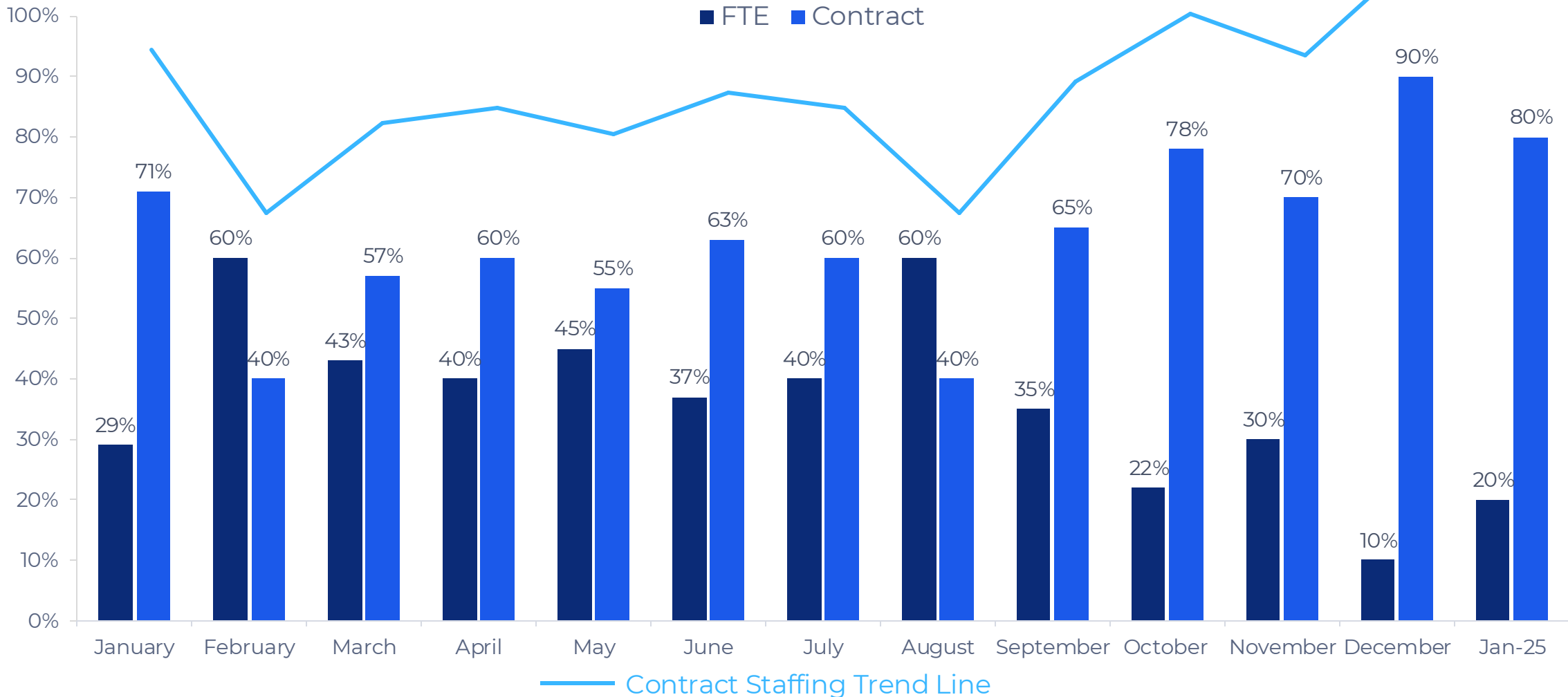
Commoditized data privacy tasks left undone.



Hire contractors for privacy tasks: software customization/implementation, DPAS, DPIAS, ROPA, etc.

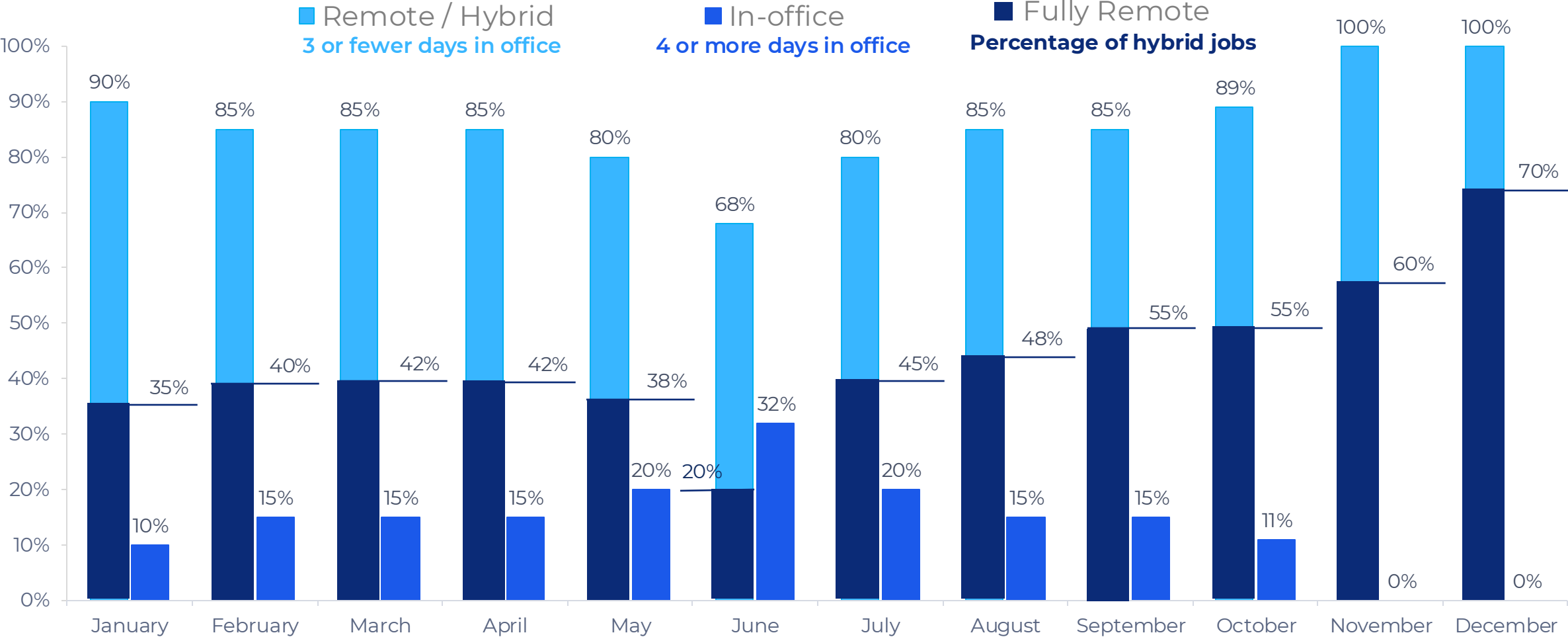
Privacy Contract vs. Direct Hire Staffing Trends (MoM 2024)

Based on Offers Accepted



Remote/Hybrid vs. In-Office (2024)

Based on Offers Accepted



Contractor Length of Assignment

Length of assignment for contractors ending their assignment:

65%

Of TRU customers engage in both contract and direct hire modalities

92%

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)



Up Next: Eye on Privacy

Tomorrow, March 12 | 12:30 PM ET



Omer Tene

Partner, Goodwin

Partner at Goodwin. Based in Boston. Previously Chief Knowledge Officer at the IAPP. Consultant to governments, regulatory agencies and businesses on privacy, cybersecurity and data management. Affiliate Scholar at the Stanford Center for Internet and Society; and Senior Fellow at the Future of Privacy Forum.



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