



# State of the Privacy Job Market 2023

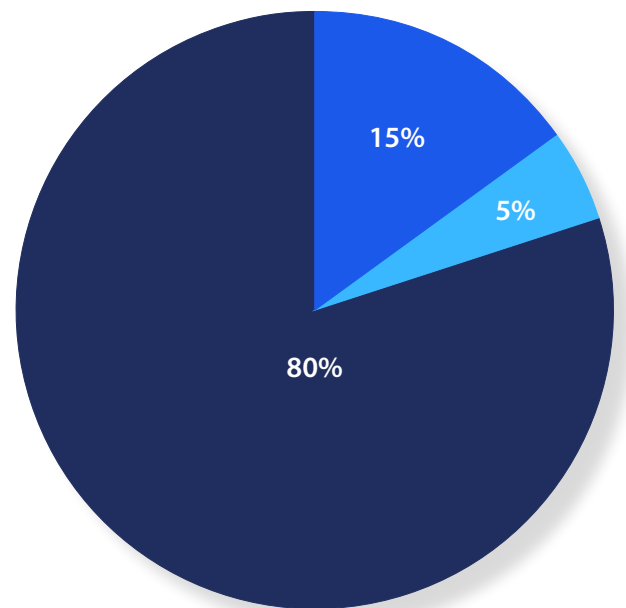
## PRIVACY IS HAVING A MOMENT

TRU has been tracking job market trends since 2010 and regularly produces data privacy jobs reports, delivering metrics and analysis hiring managers and job seekers need to stay ahead of the competition.

## WHERE ARE THE 2022 & Q1 2023 JOBS IN PRIVACY?



In a post-pandemic job market, time-to-hire from resume submission to offer acceptance has truncated significantly, and the metrics above are what TRU believes to be the “new normal” speed of hire.



■ Corporations ■ Consulting ■ Law Firms

### TOP 5 MOTIVATIONS OF JOB SEEKERS IN 2021/2022

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/hybrid
2. More challenge/opportunity
3. \$\$\$\$\$\$
4. Commitment to training
5. Company culture/buy-in

# TRU TRENDS

- **89%** of new hires are now remote or hybrid
- **3 out of every 5** placements have been contract in Q1 of 2023
- Candidates entertained an average of **2 offers** at the time of acceptance
- **100%** of first-round interviews were virtual in 2021 and 2022
- Law firms with in-office requirements extend hiring timelines an additional **90-120 days**
- **22-40%** base compensation increase for midmarket professionals at point of hire in 2022

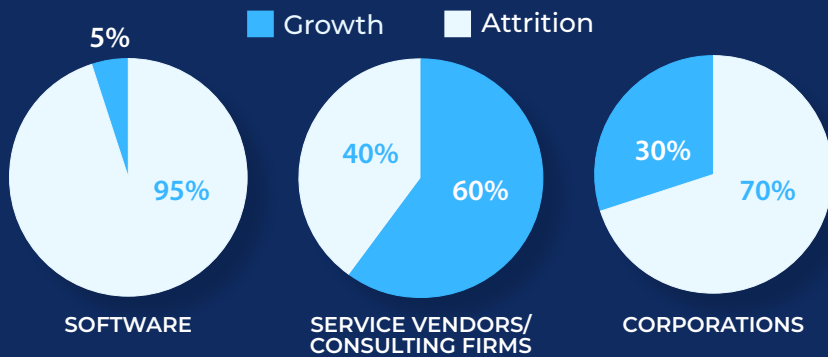
## COMPENSATION METRICS

Salaries have stayed flat since Q3 2022, but a third of TRU clients go above their range.

Entry Level	\$60K - 85K (\$70K - 95K)
Privacy Analyst/ Specialist	\$90K - 140K (\$90K - 165K)
Privacy Program/ Project Manager	\$140K - 180K (\$165K - 250K)
Privacy Sr. Manager/ Consultant	\$140K - 200K (\$160K - 250K)
Privacy Directors/ SMEs	\$200K - 300K (\$230K - 400K)
Privacy Engineer	\$150K - 300K (\$175K - 460K)
Privacy Counsel	\$175K - 325K (\$200K - 450K)
CPOs/ Business Unit Privacy Leads	\$225K - 465K (\$275K - 1.5MM)

BASE SALARY IS FOLLOWED BY TOTAL COMPENSATION IN PARENTHESES.

### JOBS RELATED TO GROWTH VS ATTRITION OVER THE LAST SIX MONTHS



## Workforce Evolution

Based on Offers Accepted

