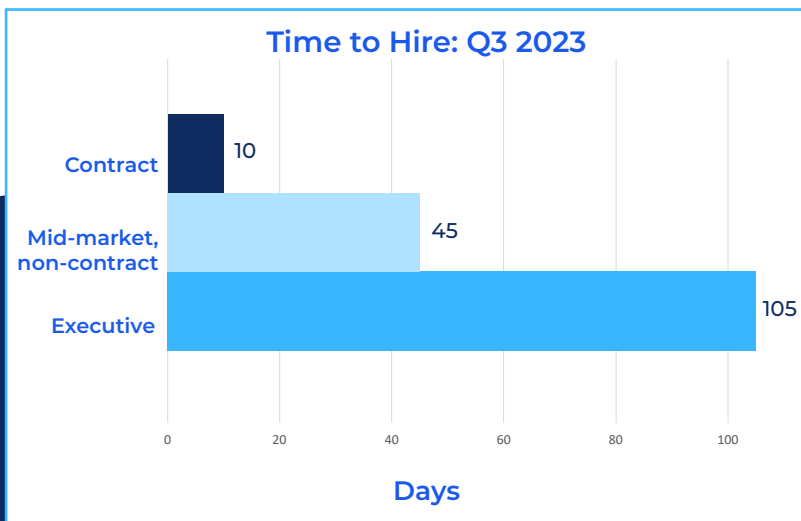




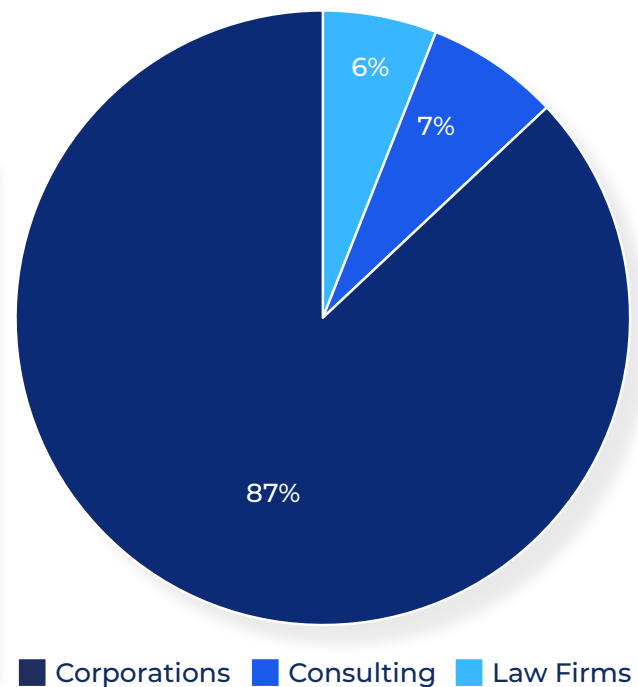
State of the Privacy Job Market Q3 2023

THE WAY YOU ACQUIRE PRIVACY TALENT IS CHANGING

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 JOBS IN PRIVACY NOW?



TOP 5 MOTIVATIONS OF JOB SEEKERS IN 2021/2022

1. Working remotely/hybrid
2. Mentorship/new leader
3. \$\$\$\$\$\$
4. Upskilling
5. Diversity, equity, & inclusion

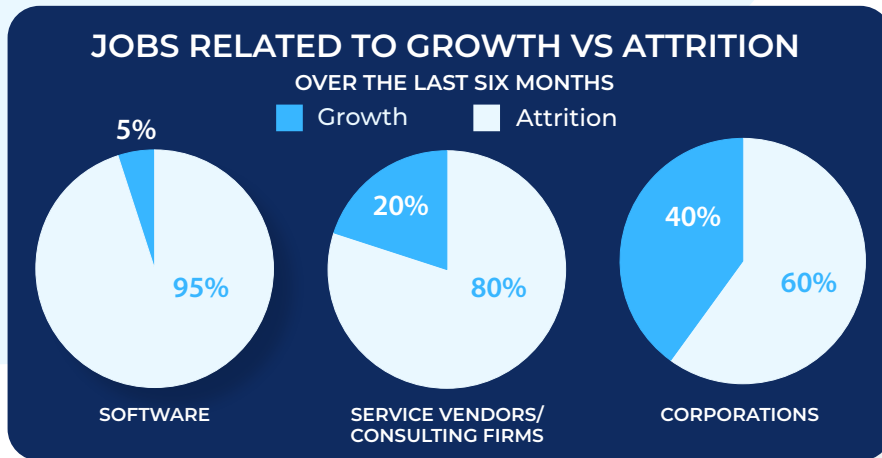
VS.

TOP 5 MOTIVATIONS OF JOB SEEKERS IN 2023

1. Working remotely/hybrid
2. More challenge/opportunity
3. \$\$\$\$\$\$
4. Unemployment/out-of-work
5. Company culture/buy-in

TRU TRENDS

- **92%** of new hires are now remote or hybrid.
- A **4-5 day in-office** requirement extends searches by **60-90 days** for mid-market professionals.
- **33-55%** of jobs filled will be contract.
- **45%** of contractors are perpetual or intend to convert to FTE.
- **20%** of contractor jobs are part-time/fractional opportunities.
- **22%** of TRU contractors have been asked and accepted conversion to FTE in June, July, and August.
- Less than **2%** of TRU contractors were asked to convert in January – May.
- **65%** of job seekers are accepting the first offer they are extended, down from **92%** in Q2.
- **July & August** are typically the **slowest** months for hiring in privacy YoY, but were the **most voluminous** in 2023.



COMPENSATION METRICS

Average salaries have stayed flat since Q3 2022, but a third of TRU clients ultimately go above the initially established 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. THESE RANGES REFLECT POINT-OF-HIRE DATA.

