



20 **SALARY GUIDE** **22**

Legal Technology & Litigation/eDiscovery

Since 1996 ESP Legal has served the technology staffing needs of top law firms nationwide. We monitor and analyze hiring trends, including compensation and benefits in this rapidly changing market, as a service to our clients and job seekers.

Our 2022 salary guide presents data gathered and analyzed from law firms ranging from small law firms with a single technology professional to large international firms with hundreds of technology staff. We compared our numbers, using actual salaries from our recent placements, with other national resources and determined the base salary rates from 2021.

The salary ranges shown are median low (25th percentile) to median high (75th percentile) salaries and reflect differences based on years of experience and skillsets.

Our survey also divides salary ranges based on law firm size. AM 100 and AM 200 firms are listed together and salary ranges for positions at small to mid-sized firms are on a separate page. Small to mid-sized firms still tend to have IT staff fill multiple roles and then outsource some of the services that are kept in-house at the large firms. We also see more levels of management in the AM 100/200 firms.

Salaries shown are base salaries for permanent employees and do not include discretionary bonuses. In 2021 law firms offered bonus potential ranging from 3-15%.

In light of the high demand for top technology talent law firms will see increased salaries for most legal technology roles in 2022.

AM 100/200 Law Firms Salary Changes

- 7.6%** increase in legal technology salaries
- 8.9%** increase in technology executive leadership & key management salaries
- 6.1%** increase in eDiscovery and litigation support salaries

Small & Mid-size Law Firms Salary Changes

- 7.7%** increase in legal technology and litigation support salaries

AM 100/200 Level Firms

	Title	Median Low	Median High
Executive Leadership	CIO/CTO	\$368,000	\$615,500
	Chief Information Security Officer	\$186,750	\$320,000
	Chief Knowledge Officer	\$207,500	\$297,250
	Director of Governance, Risk & Compliance	\$181,750	\$253,750
Key Management	Director of Information Technology	\$260,250	\$329,500
	Director/Manager of Infrastructure/Operations	\$125,750	\$204,500
	Director/Manager of Security	\$182,000	\$232,750
	Director/Manager of Software Development	\$165,750	\$201,250
	Manager of Information Governance	\$130,500	\$176,250
	Director of Support & Training	\$155,250	\$204,750
	Help Desk Manager	\$123,750	\$185,500
	Training Manager	\$114,750	\$176,250
	Director/Manager of Financial Systems	\$122,750	\$164,500
	Manager of KM	\$168,750	\$204,500
Project Manager	\$119,750	\$168,250	
Systems, Network & Infrastructure	Infrastructure Architect	\$137,500	\$200,250
	Network Engineer	\$135,250	\$184,000
	Systems Engineer	\$118,750	\$164,750
	Systems/Network Administration	\$101,500	\$145,750
	Security Engineer	\$148,750	\$207,500
	Security Analyst/Administration	\$128,500	\$186,500
	Information Governance Analyst	\$74,250	\$132,000
	Messaging Engineer	\$116,250	\$164,250
	Citrix Engineer	\$103,750	\$159,750
	Cloud Engineer	\$121,000	\$168,500
	Storage Engineer	\$112,750	\$159,750
	Virtualization Engineer	\$116,500	\$172,500
	Enterprise Application Engineer	\$109,750	\$169,500
Desktop Application Engineer	\$107,250	\$164,750	

AM 100/200 Level Firms

	Title	Median Low - Median High
Support Services	PC Desktop Technician	\$75,250 - \$94,500
	Help Desk/Applications Specialist	\$73,750 - \$92,500
	Trainer	\$91,750 - \$127,500
	Documentation & Technical Writer	\$103,250 - \$136,750
	Telecom Specialist	\$83,500 - \$99,250
Data & Financial Systems	SQL Programmer	\$126,250 - \$177,750
	SQL Database Administrator	\$124,250 - \$175,500
	SharePoint Developer	\$122,750 - \$172,500
	SharePoint Administrator	\$111,750 - \$163,750
	Business Analyst	\$93,500 - \$142,750
	Data Analyst/Scientist	\$109,500 - \$181,500
	Business Intelligence Analyst	\$97,250 - \$156,250
	Report Writer/Analyst	\$97,750 - \$154,250
	CRM Administrator	\$92,500 - \$136,750
	Financial Systems Developer	\$109,500 - \$164,250
	Financial Systems Analyst	\$98,750 - \$142,500
Financial Reporting Analyst	\$97,500 - \$151,250	
Programming & Web	Web Applications Developer	\$119,750 - \$182,750
	Web Administrator	\$91,500 - \$141,500
	Web Graphics Designer	\$84,750 - \$147,250
	Full Stack Web Developer	\$117,250 - \$178,500
	Java Developer	\$109,500 - \$162,250
	Python Developer	\$115,750 - \$174,500
	QA Analyst	\$87,500 - \$132,500
Litigation/ eDiscovery	Litigation/eDiscovery Director	\$225,500 - \$398,750
	Litigation/eDiscovery Manager	\$148,750 - \$219,500
	Litigation/eDiscovery Coordinator	\$110,500 - \$164,250
	Litigation/eDiscovery Project Manager	\$104,750 - \$148,750
	Litigation/eDiscovery Specialist	\$95,750 - \$128,500

Small to Mid-size Firms

	Title	Median Low - Median High
Leadership	IT Director	\$142,500 - \$206,500
	IT Manager	\$112,250 - \$179,500
Systems/ Network	Systems/Network Engineer	\$113,500 - \$149,500
	Systems/Network Administration	\$96,250 - \$132,500
Support Services	PC Desktop Technician	\$74,500 - \$92,750
	Help Desk	\$70,500 - \$93,750
	Trainer	\$87,500 - \$115,250
Litigation/ eDiscovery	Litigation/eDiscovery Project Manager	\$114,500 - \$157,500
	Litigation/eDiscovery Analyst	\$86,750 - \$133,500

Retention and Attraction of Legal Technology Professionals

2021 saw an increase in legal technology professionals willing to leave the security of their current positions and seek new roles. While the “Great Resignation” has not been a huge factor within law firm technology and eDiscovery teams, we have noticed that about 60% of the roles we’ve been asked to fill in the last year have been replacements for employees who have taken other opportunities. Many law firms are also growing their IT and litigation support departments, leading to new opportunities for technology experts in the legal niche. Amidst the high demand for technology and litigation professionals, offering higher salaries and bonuses has been instrumental in law firms securing the best talent.

Highest Demand Technology Jobs at Law Firms

- Information Security Engineers
- Network Engineers
- eDiscovery Support Staff
- Desktop Support
- IT Trainers

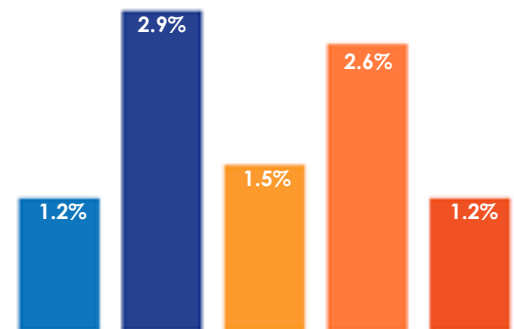


In addition to higher pay, job seekers are also looking for employers who align with their own values, which often include a desire for diversity, career growth opportunities, engaged leadership, flexible work schedules, and mental health resources.¹

A Formula for Retaining Talent¹

- Prioritize and recruit underrepresented candidates
- Extend offers to successful candidates more quickly
- Offer consistent salaries and be more transparent about compensation
- Emphasize employee experience

Unemployment rates²



- Information Security Analyst: 1.2%
- IT Manager: 2.9%
- Database Administrator: 1.5%
- Computer Systems Analyst: 2.6%
- Network Architect: 1.2%

Top 10 Cities for STEM* Jobs³



1. Seattle, WA
2. Austin, TX
3. Boston, MA
4. Madison, WI
5. Minneapolis, MN
6. Atlanta, GA
7. Pittsburgh, PA
8. San Francisco, CA
9. Salt Lake City, UT
10. Orlando, FL

¹ Fast Company, “These companies seem immune to the Great Resignation. Here’s why.”
² US News - 10 Best Technology Jobs of 2022
³ Wallet Hub, 2022’s Best & Worst Metro Areas for STEM Professionals
*Science, Technology, Engineering, and Math

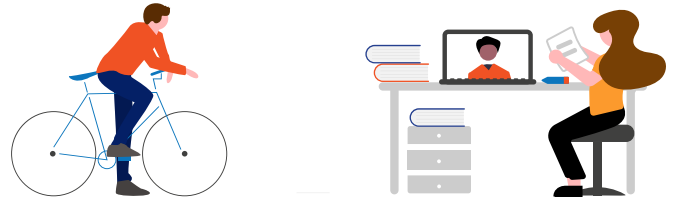
Benefits Snapshot

Benefits continue to be an essential factor for legal professionals' decisions about employment. The pandemic has shifted what many employees consider to be an ideal work-life balance, what they want from an employer or job, and what benefits they value most. But there's a gap between what employers believe employees want, and what they really want.

One of the biggest gaps we've observed is around remote work. The desire for remote and flexible work options has risen considerably over the last two years as individuals have experienced the perks of working from home, including saving time and money on commuting and a decrease in lost productivity due to picking up a sick child from school or other similar interruptions. But whereas many employees would like to work from home three to four days a week—if not 100% remotely—many law firms' hybrid plans are only offering two days at home, with some technical support roles requiring 100% in person. Law firms offering hybrid or remote work options aligned with employee desires will be the most successful in attracting legal technology talent.

It may be no surprise that in addition to remote work, job seekers value paid vacation, paid sick leave, and family health care benefits. While many technology employees receive PTO and healthcare benefits, the quality of these benefits does not always meet employee expectations. Other gaps between what employees want and what employers are offering include training and education (25% benefit gap), work-from-home stipends (24% gap), and stock programs (23% gap).⁴

Benefits Tech Professionals Value⁴



- 85%** value paid vacation & health care benefits
- 81%** feel dental coverage is important
- 80%** desire paid sick leave
- 79%** consider a 401K match important
- 74%** desire remote schedule options
- 70%** value a flexible schedule
- 68%** would like training and education
- 41%** want paid maternity/paternity leave

“Great” Benefits According to Legal Technology Professionals

- low family medical costs
- 10-15% bonus potential
- remote work 3-4 days a week
- 3-4 weeks of paid vacation
- 401K with 7-10% profit sharing contribution



Clients and candidates rely on ESP Legal for our decades of experience with law firm technology professionals; they work with us because of our proven commitment to quality and the long-term relationships we've built on integrity, confidentiality, and trust.

With 1,125 success stories in the market — so far — ESP Legal has proven results in both candidate depth and legal connections. ESP Legal's knowledge of legal IT and litigation professionals has evolved with the industry, and we remain the first choice for both law firms and the professionals we place.

Why Choose ESP Legal?

Connections

We're connected to both seasoned and up-and-coming technology leaders and professionals ready to make an impact.

Perspective

A great culture fit is as much our priority as finding the individual with the technical and leadership skills needed for a position.

Know-how

We understand the unique challenges and opportunities law firms and legal IT professionals face and we know how to find the perfect fit.

Advancing legal technology careers and helping law firms innovate since 1996.