Legal Technology 20
SALARY GUIDE 25

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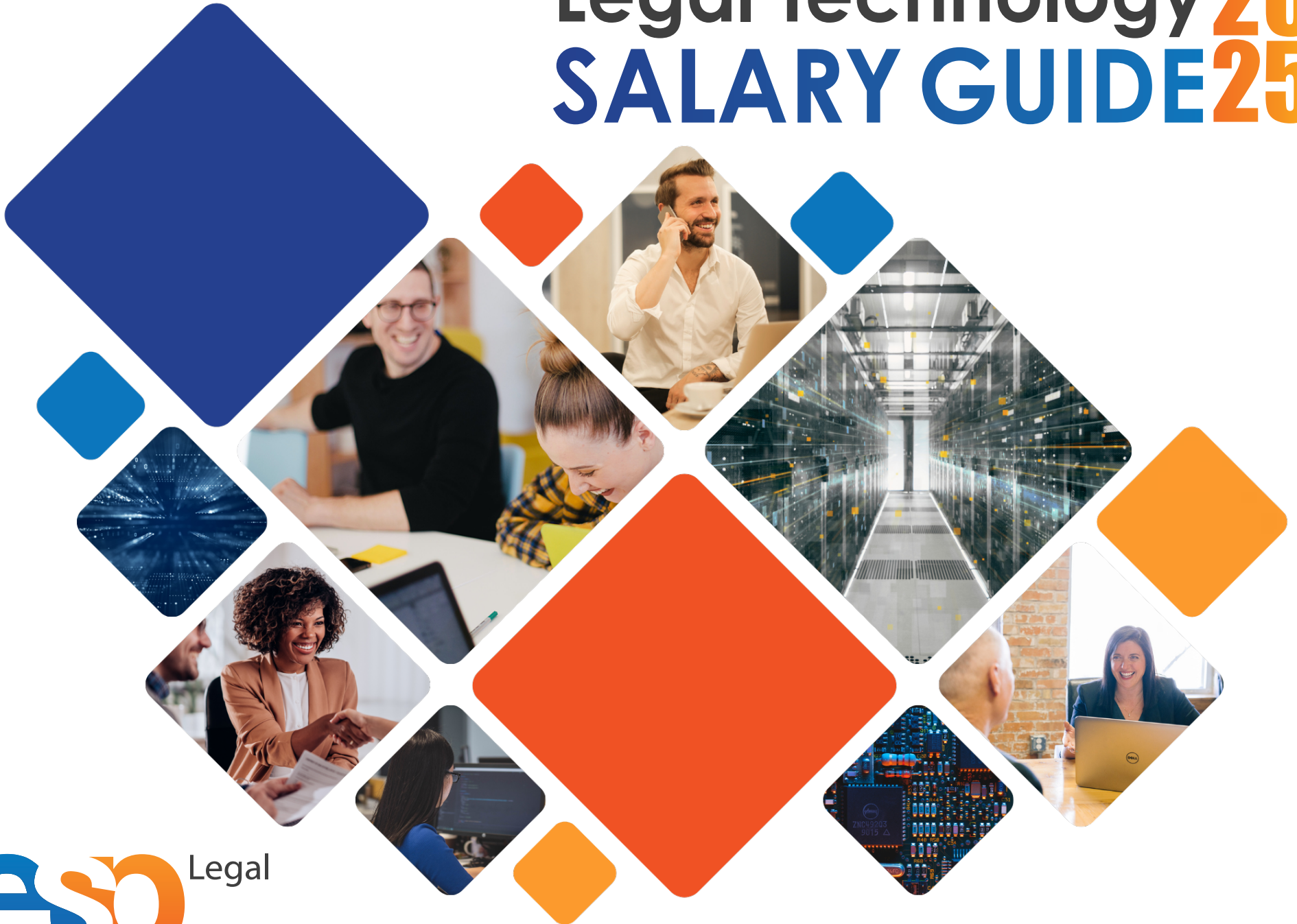
About the Guide

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 2025 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 for 2025.

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.

As most of our clients are in the larger major metropolitan areas (LA, San Francisco, NY, D.C., Chicago), the salaries shown are reflective of those markets. These ranges are 22% to 37% higher than if your firm is in a smaller market. Contact an ESP Recruiter to help you adjust for your local area.

Salary Changes

AM 100/200 Law Firms

1.8% increase in legal technology salaries

1.7% increase in technology executive leadership & key management salaries

0.9% increase in eDiscovery and litigation support salaries

Small & Mid-size Law Firms

0.3% increase in legal technology and litigation support salaries

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-size 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 2024 law firms offered bonus potential ranging from 3-15%.

AM 100/200 Level Firms

	Title	Median Low		Median High
Executive Leadership	CIO/CTO	$403,000	-	$761,250
	Chief Information Security Officer	$225,750	-	$375,750
	Chief Innovative and AI Officer	$321,500	-	$396,500
	Chief Governance & Compliance Officer	$237,500	-	$290,250
Key Management	Director of Information Technology	$274,500	-	$358,500
	Director/Manager of Infrastructure/Operations	$158,500	-	$255,500
	Director/Manager of Security	$198,000	-	$256,250
	Director/Manager of Software Development	$191,500	-	$225,500
	Director/Manager of Information Governance	$153,500	-	$262,500
	Director of Support & Training	$168,750	-	$225,500
	Help Desk Manager	$145,500	-	$202,000
	Training Manager	$130,750	-	$191,000
	Director/Manager of Financial Systems	$145,500	-	$186,000
	Manager of KM	$185,500	-	$225,000
	Project Manager	$132,000	-	$187,500

AM 100/200 Level Firms

Title	Median Low	Median High
Systems, Network & Infrastructure		
Infrastructure Architect	$160,500	$225,000
Network Engineer	$150,500	$201,500
Systems Engineer	$136,000	$186,000
Systems/Network Administration	$120,500	$158,250
Security Engineer	$161,500	$229,750
Security Analyst/Administration	$139,500	$198,500
Information Governance Analyst	$91,500	$144,500
Cloud Engineer	$140,250	$192,250
MS365 Engineer	$136,500	$182,500
Desktop Application Engineer	$127,500	$179,000
Data & Financial Systems		
SQL Programmer	$139,000	$190,000
SQL Database Administrator	$136,000	$186,250
Business Analyst	$110,750	$159,500
Data Analyst/Scientist	$132,500	$216,750
Business Intelligence Analyst	$122,500	$182,500
Report Writer/Analyst	$107,000	$165,500
CRM Administrator	$118,750	$150,250
Financial Systems Developer	$121,000	$178,500
Financial Systems Analyst	$106,000	$153,000

AM 100/200 Level Firms

	Title	Median Low		Median High
Programming & Web	AI Developer	$128,750	-	$190,500
	Applications Developer	$124,000	-	$188,000
	Web Administrator	$104,750	-	$162,750
	Web Graphics Designer	$95,500	-	$152,500
	Full Stack Web Developer	$137,000	-	$199,500
	QA Analyst	$96,500	-	$139,500
Support Services	PC Desktop Technician	$76,000	-	$96,000
	Help Desk/Applications Specialist	$80,000	-	$114,500
	Trainer	$96,000	-	$136,000
	Documentation & Technical Writer	$100,500	-	$141,000
	Telecom Specialist	$85,500	-	$107,500
Litigation/ eDiscovery	Litigation/eDiscovery Director	$237,250	-	$426,250
	Litigation/eDiscovery Manager	$158,250	-	$240,250
	Litigation/eDiscovery Coordinator	$118,250	-	$181,000
	Litigation/eDiscovery Project Manager	$116,250	-	$162,000
	Litigation/eDiscovery Specialist	$99,000	-	$135,500

Small to Mid-size Firms

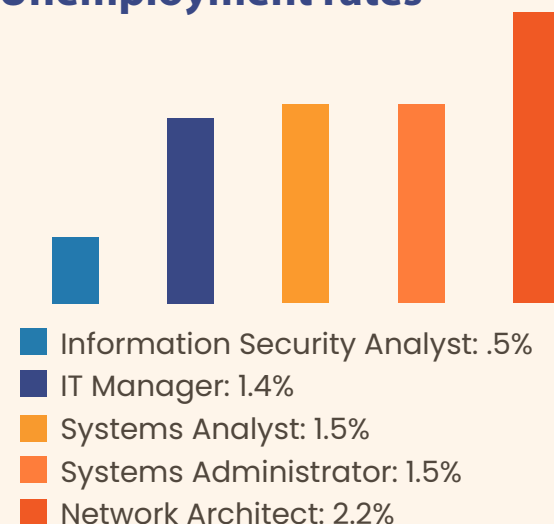|	Title	Median Low		Median High
Leadership	IT Director	$161,000	-	$238,000
	IT Manager	$126,500	-	$190,500
Systems/ Network	Systems/Network Engineer	$127,000	-	$173,500
	Systems/Network Administration	$109,000	-	$147,500
Support Services	PC Desktop Technician	$75,750	-	$103,500
	Help Desk	$75,000	-	$106,000
	Trainer	$96,000	-	$133,000
Litigation/ eDiscovery	Litigation/eDiscovery Project Manager	$120,750	-	$165,500
	Litigation/eDiscovery Analyst	$95,250	-	$141,750

Market Trends

Retention & Hiring

Fear of a recession in 2024 led to a 14% decrease in job postings[1] while at the same time, leaving employees feeling nervous about their own job security. Out of the same fear and a desire to minimize or avoid layoffs, employee annual raises, bonuses, and merit raises were lower or not offered in 2024. This led to compensation satisfaction reaching an all-time low[1].

47% of employed tech professionals are actively job hunting. [1]

55% of tech professionals did not receive a salary increase in 2024. [1]

59% of tech professionals feel underpaid compared to their peers. [1]

While fear of job insecurity can lead some individuals to stick loyally to their employer, it can also drive some to seek other employment, especially when coupled with dissatisfaction with their current compensation or career trajectory. With low unemployment and skills gap still impacting hiring, law firms will need to compete for highly skilled technology professionals.

Employers seeking to retain their staff should focus on messages about job security, advancement opportunities, and strong benefits. Creating a strong corporate culture, offering flexibility through remote work or schedule options, and offering fair compensation will also help your hiring efforts.

Unemployment rates[2]

- Information Security Analyst: .5%
- IT Manager: 1.4%
- Systems Analyst: 1.5%
- Systems Administrator: 1.5%
- Network Architect: 2.2%

Highest Demand Technology Jobs at Law Firms

- User & Desktop Support
- Security Analysts/Engineers
- Systems & Network Engineers
- Leadership: IT Directors & Mid-level Managers
- eDiscovery Project Managers

1 Dice, The Dice Tech Salary Report, 2025 Edition
2 U.S. News, U.S. News' Best Technology Jobs of 2025

Market Trends

Benefits Legal Tech Pros Value

- remote work 3-5 days a week
- low family medical premium costs
- 4 weeks of paid vacation/PTO
- bonuses reflective of strong performance
- training and education
- 401K with match or profit-sharing contribution
- flexible schedule for avoiding traffic if possible
- paid onsite parking

Benefits Gaps[1]

39% want commuter assistance	13% receive commuter assistance
71% want training & education	41% have training opportunities
78% want remote work options	65% have remote work options
75% want flexible work hours	54% have flexible work hours

1 Dice, The Dice Tech Salary Report, 2025 Edition

Benefits Snapshot

Benefits continue to be an essential factor for legal technology professionals' decisions about employment. But some law firms are rolling back employees' most valued benefits, including remote work and training.

Despite 26%[1] of technology professionals ranking remote work in their top two desired benefits, law firms are moving forward with policies that require 3 or more days a week in the office. These policies may make it hard to attract and keep the best talent, especially tech professionals with children in their household. Tech professionals may feel more amenable to a required commute if offered compensation in the form of paid onsite parking, a flexible schedule that allows employees to avoid peak traffic hours, or a commuter stipend.

Access to training and certification is also highly valued among tech professionals for both their career and compensation trajectory. Employers who provide—and ideally pay for—training and certifications not only improve their current tech teams' skills, but may also see an increase in employee loyalty and retention.

The rising cost of health care remains a concern for employers and employees alike. Law firms that are able to keep premium costs low while providing good medical coverage will gain an edge in hiring and retention.

Paid time off, including vacation, sick time, and family leave continue to be valued among legal technology professionals, along with strong bonus pay and retirement savings programs.
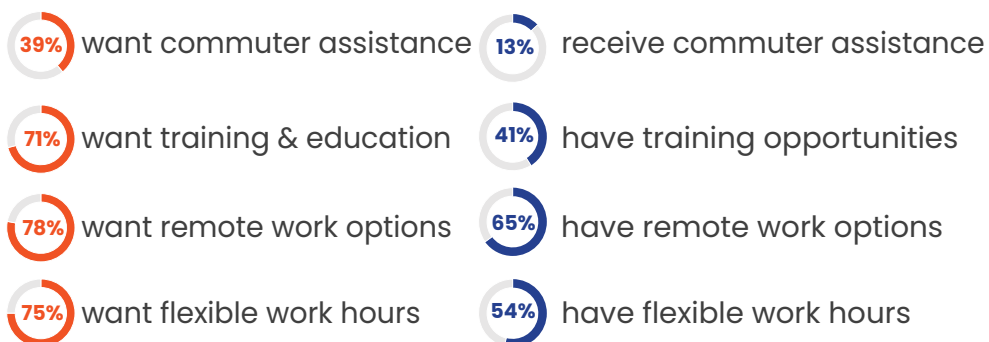
Market Trends

Artificial Intelligence & Automation

The impact of Artificial Intelligence on the job market, compensation, and job satisfaction is significant. According to Dice, tech pros who design, develop, and implement AI solutions receive 17.7% higher pay than their peers who are not involved in AI work and unrelated to salary, they also have higher job satisfaction.[1] Job postings requiring AI skills have grown at an annualized rate of 28.5% since 2010, with over 80,000 job postings between April 2024 and March 2025 including AI skill requirements.[3]

AI is also having an impact on the hiring process. A recent article from The New York Times discusses the challenges posed by both job seekers and recruiters using AI tools. In response to recruiters' use of automated screening, some job seekers are using AI to tailor their resumes to specific jobs, making it easier to apply, but causing a flood of thousands of applicants who may or may not be qualified.[4]

While AI creates some fear of job replacement, it is also creating job opportunities for tech professionals. And when used well, it frees up law firm's employees from repetitive tasks, allowing them to focus on work that requires more skill, expertise, and creativity, such as strategic planning, system design, and problem-solving.[5]

Skills that could increase pay by $10K

- Artificial Intelligence[1]
- Cloud Computing[1]
- C#[1]
- Cyber Security[1]
- iManage
- NetDocuments
- DevOps[1]
- Software as a Service (SaaS)[1]
- VMWare ESXi[1]

AI Impact on Labor Market[6]

Potential Pros

- Expected to create 69 million jobs by 2028
- 66% increase in employee productivity through the adoption of generative AI tools.
- $13 trillion contributed to the global economy by 2030
- addressing skill gaps & education
- complementing human skills

Potential Cons

- 30 million jobs could be displaced by automation
- skill polarization and inequality
- disproportionate impact on vulnerable groups
- ethical concerns and biases
- psychological impact on workers

1 Dice Tech Salary Report, 2025 Edition
3 Mapping the AI Economy, Brookings Metro
4 Employers Are Buried in A.I.-Generated Résumés, The New York Times

5 AI and IT: How Artificial Intelligence Is Changing Information Technology Jobs, University of Cincinnati
6 Artificial Intelligence Impact on Labor Markets, International Economic Development Council

About ESP Legal

Matching top legal technology and eDiscovery talent with the best law firm opportunities is no easy feat! It takes time, talent, and expertise to find the perfect fit for a law firm's technology team.

That's where we come in.

Just Tech. Just Legal.

ESP Legal's nearly 30 years of experience in legal technology staffing helps us understand what law firms and legal technology professionals uniquely want and need. We provide a fun, unique experience while delivering results for both our law firm clients and legal IT job seekers.

Clients

We pride ourselves on our candidates' ethical values, integrity, and years of experience in the legal IT industry. Our clients work with us because we share these values and have a track record of fast turnaround, the most qualified legal tech professionals, and great communication.

Job Seekers

Your unique career goals, requirements, and continuous technical skill improvement drive the way we assist you in your legal technology job search. We get to know you so that we can represent your skillset and personality to clients and match you to the right law firm culture.

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

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