



Legal Technology **2026** **SALARY GUIDE**



Just Tech. Just Legal.

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 2026 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 2026.

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 25% to 37% higher than if your firm is in a smaller market. Contact an ESP Recruiter to help you adjust for your local area.

Our survey also divides salary ranges based on law firm size. AM 100/200 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 out-source 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 2025 law firms offered bonus potential ranging from 3-15%.

Salary Changes

AM 100/200 Law Firms

- 4%** increase in legal technology salaries
- 4.7%** increase in technology executive leadership & key management salaries
- 2.4%** increase in eDiscovery and litigation support salaries

Small & Mid-size Law Firms

- 3.5%** increase in legal technology and litigation support salaries

AM 100/200 Level Firms

	Title	Median Low	Median High
Executive Leadership	CIO/CTO	\$415,250	\$823,750
	Chief Information Security Officer	\$234,000	\$398,750
	Chief Innovative and AI Officer	\$292,000	\$412,500
	Chief Governance & Compliance Officer	\$227,450	\$285,750
Key Management	Director of Information Technology	\$275,750	\$363,250
	Director/Manager of Infrastructure/Operations	\$168,250	\$274,000
	Director/Manager of Security	\$204,500	\$275,750
	Director/Manager of Software Development	\$198,250	\$241,500
	Manager of Information Governance	\$165,500	\$273,000
	Director of Support & Training	\$184,500	\$255,750
	Help Desk Manager	\$165,750	\$210,250
	Training Manager	\$148,750	\$202,500
	Director/Manager of Financial Systems	\$152,250	\$192,750
	Manager of KM	\$191,250	\$227,500
	Project Manager	\$140,250	\$191,750

AM 100/200 Level Firms

	Title	Median Low	Median High
Systems, Network & Infrastructure	Infrastructure Architect	\$164,250	- \$234,750
	Network Engineer	\$157,500	- \$204,500
	Systems Engineer	\$140,750	- \$192,500
	Systems/Network Administration	\$124,750	- \$165,250
	Security Engineer	\$170,750	- \$234,500
	Security Analyst/Administration	\$140,000	- \$199,500
	Information Governance Analyst	\$95,000	- \$148,250
	Cloud Engineer	\$155,750	- \$198,750
	MS365 Engineer	\$146,250	- \$187,500
	Desktop Application Engineer	\$131,500	- \$182,750
Data & Financial Systems	SQL Programmer	\$141,750	- \$192,500
	SQL Database Administrator	\$137,250	- \$189,250
	Business Analyst	\$115,750	- \$165,250
	Data Analyst/Scientist	\$134,500	- \$218,500
	Business Intelligence Analyst	\$126,250	- \$184,750
	CRM Administrator	\$119,750	- \$152,500
	Financial Systems Developer	\$129,750	- \$181,250
	Financial Systems Analyst	\$115,500	- \$157,500

AM 100/200 Level Firms

	Title	Median Low	Median High
Programming & Web	AI Developer	\$130,250	- \$193,750
	Applications Developer	\$125,500	- \$189,750
	Web Designer/Administrator	\$95,250	- \$167,500
	Full Stack Web Developer	\$137,750	- \$201,500
	QA Analyst	\$97,250	- \$139,500
Support Services	PC Help Desk Technician	\$78,500	- \$118,750
	Trainer	\$98,750	- \$142,500
	Documentation & Technical Writer	\$95,250	- \$135,750
	Telecom Specialist	\$81,500	- \$110,250
Litigation/ eDiscovery	Litigation/eDiscovery Director	\$239,500	- \$428,500
	Litigation/eDiscovery Manager	\$162,500	- \$245,000
	Litigation/eDiscovery Coordinator	\$124,500	- \$185,250
	Litigation/eDiscovery Project Manager	\$121,000	- \$165,250
	Litigation/eDiscovery Specialist	\$102,250	- \$136,750

Small to Mid-size Firms

	Title	Median Low	Median High
Leadership	IT Director	\$165,250	- \$245,750
	IT Manager	\$131,750	- \$194,500
Systems/ Network	Systems/Network Engineer	\$134,750	- \$177,500
	Systems/Network Administration	\$112,750	- \$152,520
Support Services	PC Help Desk Technician	\$78,500	- \$115,750
	Trainer	\$96,750	- \$135,500
Litigation/ eDiscovery	Litigation/eDiscovery Project Manager	\$124,500	- \$168,750
	Litigation/eDiscovery Analyst	\$97,750	- \$146,250

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



What does Gen Z care about?¹

- 72% highly value health benefits
- 66% say gaining skills and professional development is the most important part of the work experience
- 62% highly value PTO benefits
- 62% highly value a flexible work schedule
- 49% highly value base pay
- 21% rank job location as least important

¹ NSHSS 2026 Career Interest Survey

Benefits Snapshot

Remote work has reached somewhat of a stalemate, with many law firms now requiring 3 or more days per week in the office, and employees wishing for more flexibility and less rigid return-to-office requirements. The Bureau of Labor Statistics shared that there was a 1.5% increase in work-from-home hours last year, despite management efforts to bring workers back into the office. Tech professionals continue to look for remote positions, or if they are required to commute, for compensation in the form of paid onsite parking or a commuter stipend. Flexible schedules that allow employees to avoid peak traffic hours, manage kids' appointments, events, or school pick-up, a midday workout, or simply hours they prefer, are increasing in value. In fact, Gen Z—perhaps because of the remote learning they endured during the pandemic—are less interested in remote work than they are a flexible schedule¹.

Upskilling via employer-paid training and certification is also highly valued among tech professionals for both their career and compensation trajectory. It's a win-win for employers, not only improving their current tech teams' skills, but also increasing employee loyalty, job satisfaction, and retention.

Health care, as always, remains a concern for employers and employees alike as costs rise. Law firms that are able to keep premium costs low while providing good medical coverage will gain an edge in hiring and retention.

Vacation time, sick time, and family leave continue to be valued among legal technology professionals. The culture and manager support of taking PTO is equally important to a strong PTO policy. Legal Tech pros are also seeking strong performance-based bonus pay and good retirement savings programs.

Market Trends

Hiring Outlook

In 2026 we have seen an increase in job postings, but overall hiring is somewhat stagnant. Skills-first hiring continues to come to the forefront, which means prioritizing particular technical skills over education or soft skills. We have seen an increase in AI-related searches and AI being added to job titles and job descriptions. While this drives some AI-enthusiasts to apply, it can also deter candidates, particularly experienced ones, who do not have AI skills, or do not want to use AI in their work.¹

AI tools continue to impact the hiring process, with candidates using AI to assist in applying, and HR using AI to filter applications.

Artificial Intelligence and Gen AI²

-  53% believe their organization is experiencing at least one benefit from AI adoption
-  50% feel demonstrable accuracy of AI-empowered technologies is a barrier to investment
-  38% have ethical concerns regarding the use of AI in their profession
-  80% feel AI will have a transformational or high impact on their work in the next 5 years



High Demand Technology Jobs at Law Firms

- Help Desk & Application Support
- Mid-level IT Managers
- Cloud Engineers/Architects
- Trainer & User Adoption Specialists
- Security Engineers & Managers

¹ NBC News, "The number of job titles that involve AI, even outside the tech world, is surging." July 8, 2026.

² Thomson Reuters, Future of Professionals Report 2025

³ U.S. News, U.S. News' Best Technology Jobs of 2026

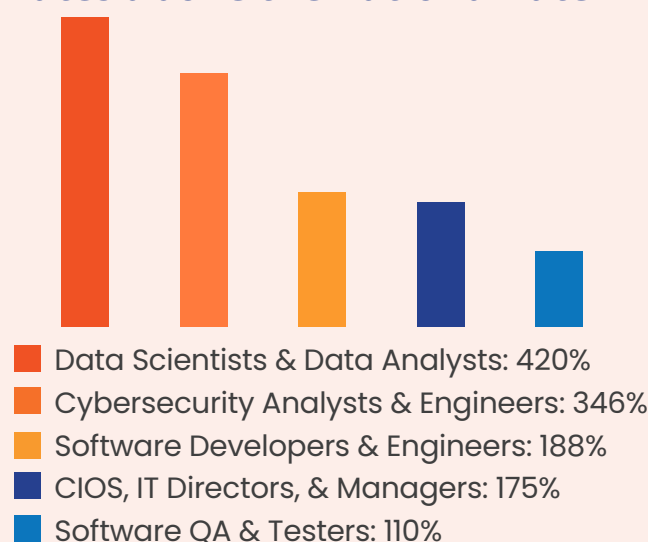
⁴ CompTIA, State of the Tech Workforce 2026

Unemployment rates³



-  Information Security Analyst: .8%
-  IT Manager: 1.4%
-  Tech Support Specialist: 2.7%
-  Database Administrator: 2.9%
-  Software Developer: 3.1%

Projected 10-year tech growth rates above the national rate⁴



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 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.

