

2023 SALARY GUIDE

Legal Technology &
Litigation/eDiscovery

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 2023 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 2022.

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 24% to 38% 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 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 2022 law firms offered bonus potential ranging from 3-15%.

Salary Changes

AM 100/200 Law Firms

- 6.5%** increase in legal technology salaries
- 5.1%** increase in technology executive leadership & key management salaries
- 5.3%** increase in eDiscovery and litigation support salaries

Small & Mid-size Law Firms

- 7.3%** increase in legal technology and litigation support salaries

AM 100/200 Level Firms

	Title	Median Low	Median High
Executive Leadership	CIO/CTO	\$375,250	- \$630,750
	Chief Information Security Officer	\$196,000	- \$336,000
	Chief Knowledge Officer	\$217,750	- \$312,000
	Director of Governance, Risk & Compliance	\$190,500	- \$266,250
Key Management	Director of Information Technology	\$273,250	- \$346,000
	Director/Manager of Infrastructure/Operations	\$135,750	- \$220,750
	Director/Manager of Security	\$191,000	- \$244,500
	Director/Manager of Software Development	\$174,000	- \$211,750
	Manager of Information Governance	\$137,750	- \$185,250
	Director of Support & Training	\$162,250	- \$215,000
	Help Desk Manager	\$130,250	- \$195,250
	Training Manager	\$121,500	- \$185,000
	Director/Manager of Financial Systems	\$129,250	- \$174,750
	Manager of KM	\$177,000	- \$214,750
	Project Manager	\$125,250	- \$176,750

AM 100/200 Level Firms

	Title	Median Low	Median High
Systems, Network & Infrastructure	Infrastructure Architect	\$151,250	- \$220,500
	Network Engineer	\$142,000	- \$193,250
	Systems Engineer	\$130,750	- \$181,250
	Systems/Network Administration	\$107,000	- \$153,250
	Security Engineer	\$155,750	- \$218,500
	Security Analyst/Administration	\$135,500	- \$192,250
	Information Governance Analyst	\$87,750	- \$136,750
	Cloud Engineer	\$128,750	- \$179,500
	MS365 Engineer	\$123,750	- \$172,250
	Enterprise Application Engineer	\$117,250	- \$176,250
Desktop Application Engineer	\$116,750	- \$174,750	
Data & Financial Systems	SQL Programmer	\$134,000	- \$185,750
	SQL Database Administrator	\$131,750	- \$181,750
	Business Analyst	\$96,500	- \$145,500
	Data Analyst/Scientist	\$121,750	- \$198,250
	Business Intelligence Analyst	\$108,250	- \$170,000
	Report Writer/Analyst	\$105,250	- \$162,250
	CRM Administrator	\$103,500	- \$143,250
	Financial Systems Developer	\$114,750	- \$173,250
	Financial Systems Analyst	\$103,000	- \$150,250

AM 100/200 Level Firms

	Title	Median Low	Median High
Support Services	PC Desktop Technician	\$78,500	- \$99,250
	Help Desk/Applications Specialist	\$77,250	- \$108,500
	Trainer	\$95,500	- \$133,750
	Documentation & Technical Writer	\$105,750	- \$142,500
	Telecom Specialist	\$86,750	- \$104,250
Programming & Web	Applications Developer	\$122,250	- \$188,250
	Web Administrator	\$98,500	- \$148,250
	Web Graphics Designer	\$97,500	- \$155,250
	Full Stack Web Developer	\$126,750	- \$187,750
	QA Analyst	\$94,750	- \$138,250
Litigation/ eDiscovery	Litigation/eDiscovery Director	\$235,750	- \$418,500
	Litigation/eDiscovery Manager	\$155,000	- \$228,250
	Litigation/eDiscovery Coordinator	\$117,250	- \$179,500
	Litigation/eDiscovery Project Manager	\$110,250	- \$154,500
	Litigation/eDiscovery Specialist	\$101,750	- \$134,250

Small to Mid-size Firms

	Title	Median Low	Median High
Leadership	IT Director	\$149,750	- \$218,500
	IT Manager	\$122,750	- \$188,500
Systems/ Network	Systems/Network Engineer	\$121,750	- \$168,250
	Systems/Network Administration	\$104,750	- \$141,500
Support Services	PC Desktop Technician	\$77,750	- \$103,000
	Help Desk	\$76,250	- \$104,500
	Trainer	\$92,250	- \$126,000
Litigation/ eDiscovery	Litigation/eDiscovery Project Manager	\$120,750	- \$162,250
	Litigation/eDiscovery Analyst	\$94,250	- \$139,000

Market Trends

Retention & Attraction

In 2022 legal technology professionals continued to be willing to leave the security of their current positions and seek new roles. However, with the ongoing discussion in the media of a “pending recession,” we are seeing more reluctance among technology professionals to leave their current roles. This can make it difficult to attract ideal candidates and may require that law firms looking to hire offer higher pay, a sign-on bonus, and remote work flexibility, especially for positions with low unemployment rates and high demand.

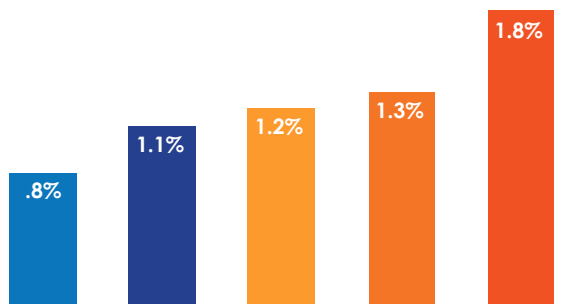
The disparity between what employers and employees want when it comes to remote work may be a challenge for attracting and retaining top talent. While employers continue to attempt to draw employees back to the office, the majority of technology professionals still prefer remote work¹. Law firms that evaluate the “why” behind employees’ desires to work remotely and use that knowledge to develop attractive policies and incentives for in-office work (which may include increasing compensation) are more likely to achieve the outcomes they desire.



Highest Demand Technology Jobs at Law Firms

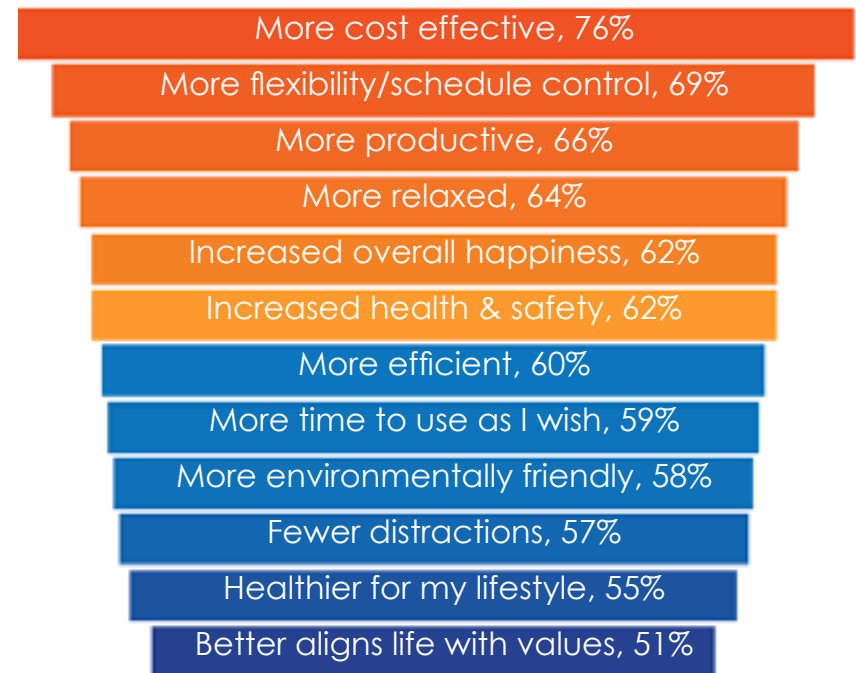
- User & Desktop Support
- Systems & Network Engineers
- eDiscovery & Litigation Support
- Technology Trainers

Unemployment rates²



- Information Security Analyst: 0.8%
- Database Administrator: 1.1%
- Software Developer: 1.2%
- Web Developer: 1.3%
- IT Manager: 1.8%

Why Employees Want to Work Remotely¹



¹ Dice, “What Matters Most to Tech Professionals Today” 2022 Tech Sentiment Report
² US News, 10 Best Technology Jobs of 2022

Market Trends

Benefits Snapshot

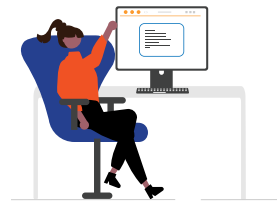
Benefits continue to be an essential factor for legal technology professionals' decisions about employment. Medical benefits are always highly important. While many technology employees receive healthcare benefits, the quality of these benefits does not always meet employee expectations. Law firms that are able to keep premium costs low while providing good medical coverage will stand out from the crowd when a legal technology professional is considering a new role.

Another highly valued benefit is paid time off. A generous amount of vacation time is important to legal tech professionals, and many are unlikely to want to take a step backward when switching employers. But just as important as offering several weeks of vacation time (in addition to sick days) is creating a culture that actually encourages employees to use their PTO, including vacation, sick days, and maternity/paternity leaves. While company policies may be in place to encourage this (ex. "use it or lose it" PTO), the encouragement and support of managers to enable these times away from the office for their direct reports are critical for creating a culture that respects their employees' needs and wellbeing.

The ability to work remotely has become the most-valued benefit for many workers, including for legal technology employees. While many law firms have transitioned into hybrid work models that require 2-3 days in the office, there is a large percentage of the workforce who desire to work remotely more than that. Law firms offering hybrid or remote work options aligned with employee desires will be the most successful in attracting legal technology talent.

Other gaps between what employees want and what employers are offering include work-from-home stipends (35% gap), training and education (26% gap), and commuter reimbursement (23% gap).³ While each of these benefits are a financial expense for law firms, they may potentially be less expensive than pay raises or bonuses, and yet could serve as a differentiator for potential hires and retention. In addition, 58% ranked the importance of wellness programs and 46% valued maternity/paternity leave as benefits in 2022.³

Benefits Legal Tech Professionals Value



- remote work 3-5 days a week
- low family medical costs
- 3-4 weeks of paid vacation
- 10-15% bonus potential
- 401K with 7-10% profit sharing contribution
- training and education
- flexible schedule
- paid sick leave
- wellness programs
- paid maternity/paternity leave



Market Trends

Job Satisfaction

While legal technology professionals may feel wary about making a move to a new firm, 49% believe they are underpaid.³ Although inflation is impacting businesses and individuals alike, offering merit increases, bonuses, or other monetary incentives could really go along way toward retaining staff and helping them feel satisfied in their current role.

Work-life balance remains important to employees, with many switching employers in recent years in order to receive remote and flexible work schedules and better PTO. Promoting a healthy work-life balance culture may also look like restricting working hours, encouraging use of vacation time, and putting policies in place to protect employees from burnout and to empower them to speak up when they are on this path.⁴

Corporate culture also continues to be important—and this doesn't mean free food, a casual dress code, or fun team-building activities. Employees who are aligned with their law firm's values are more likely to feel satisfied with their job and stay with their company. Most employees want to see their employers speak out and take action on issues including racism, climate change, and employee well-being, particularly related to mental health.⁵ In addition, well-thought out mission, vision, and values—the company actually activates and stands behind—that align with an employee's values contribute significantly to job happiness and satisfaction.



3 Dice Tech Salary Report, 2023 Edition

4 Dice Tech Sentiment Report

5 Qualtrics, "Employees who feel aligned with company values are more likely to stay"

About ESP Legal

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 1,175+ success stories in the market, 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.