

20 SALARY GUIDE 21

Legal Technology & Litigation/eDiscovery



With twenty-five years of legal technology staffing expertise, ESP Legal continues to monitor and analyze hiring trends, including compensation and benefits in this rapidly changing market.

Our 2021 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 2020.

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. This looks a little different in our survey this year. 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. We believe this change provides more accurate and useful data. 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.

AM 100/200 Level Firms

	Title	Median Low	Median High
Executive Leadership	CIO/CTO	\$345,750	\$580,750
	Chief Information Security Officer	\$160,500	\$290,750
	Chief Knowledge Officer	\$195,750	\$280,500
	Director of Governance, Risk & Compliance	\$165,500	\$230,500
Key Management	Director of Information Technology	\$245,750	\$310,250
	Director/Manager of Infrastructure/Operations	\$150,500	\$184,500
	Director/Manager of Security	\$165,750	\$210,000
	Director/Manager of Software Development	\$148,750	\$180,250
	Manager of Information Governance	\$115,750	\$151,500
	Director of Support & Training	\$140,250	\$179,500
	Help Desk Manager	\$110,750	\$165,250
	Training Manager	\$105,750	\$159,250
	Director/Manager of Financial Systems	\$109,750	\$149,500
	Manager of KM	\$155,500	\$185,000
Project Manager	\$115,250	\$160,000	
Systems, Network & Infrastructure	Infrastructure Architect	\$125,250	\$185,500
	Network Engineer	\$116,750	\$155,750
	Systems Engineer	\$109,750	\$148,000
	Systems/Network Administration	\$95,000	\$137,250
	Security Engineer	\$135,250	\$185,000
	Security Analyst/Administration	\$115,000	\$160,500
	Information Governance Analyst	\$65,250	\$126,750
	Messaging Engineer	\$100,750	\$150,500
	Citrix Engineer	\$98,250	\$149,250
	Cloud Engineer	\$110,000	\$155,500
	Storage Engineer	\$105,750	\$147,250
	Virtualization Engineer	\$112,000	\$165,750
	Enterprise Application Engineer	\$102,750	\$157,250
Desktop Application Engineer	\$97,500	\$152,500	

AM 100/200 Level Firms

	Title	Median Low - Median High
Support Services	PC Desktop Technician	\$72,500 - \$90,500
	Help Desk/Applications Specialist	\$71,500 - \$89,750
	Trainer	\$85,500 - \$115,000
	Documentation & Technical Writer	\$98,250 - \$130,250
	Telecom Specialist	\$79,000 - \$95,750
Data & Financial Systems	SQL Programmer	\$114,750 - \$161,500
	SQL Data Base Administrator	\$115,500 - \$167,250
	SharePoint Developer	\$114,750 - \$165,250
	SharePoint Administrator	\$105,250 - \$155,750
	Business Analyst	\$89,750 - \$135,000
	Data Analyst/Scientist	\$98,250 - \$168,250
	Business Intelligence Analyst	\$90,250 - \$142,500
	Report Writer/Analyst	\$92,250 - \$139,250
	CRM Administrator	\$85,500 - \$127,500
	Financial Systems Developer	\$98,750 - \$139,750
	Financial Systems Analyst	\$95,500 - \$131,250
Financial Reporting Analyst	\$94,500 - \$142,250	
Programming & Web	Web Applications Developer	\$111,250 - \$160,750
	Web Administrator	\$85,750 - \$132,750
	Web Graphics Designer	\$81,250 - \$141,500
	Full Stack Web Developer	\$110,000 - \$161,500
	Java Developer	\$105,250 - \$157,500
	Python Developer	\$110,250 - \$165,750
	QA Analyst	\$82,500 - \$125,750
Litigation/ eDiscovery	Litigation/eDiscovery Director	\$210,500 - \$360,500
	Litigation/eDiscovery Manager	\$140,250 - \$205,500
	Litigation/eDiscovery Coordinator	\$106,500 - \$155,500
	Litigation/eDiscovery Project Manager	\$100,250 - \$140,500
	Litigation/eDiscovery Specialist	\$92,750 - \$120,250

Small to Mid-size Firms

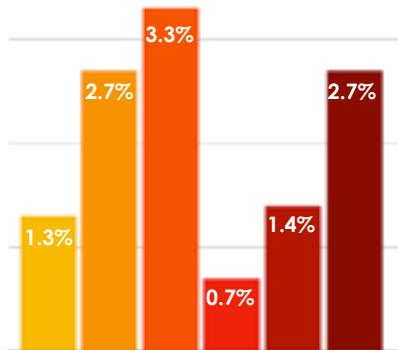
	Title	Median Low - Median High
Leadership	IT Director	\$130,250 - \$195,750
	IT Manager	\$100,250 - \$167,750
Systems/ Network	Systems/Network Engineer	\$104,500 - \$136,250
	Systems/Network Administration	\$92,500 - \$123,750
Support Services	PC Desktop Technician	\$72,250 - \$88,500
	Help Desk	\$67,250 - \$85,250
	Trainer	\$80,250 - \$105,250
Litigation/ eDiscovery	Litigation/eDiscovery Project Manager	\$100,250 - \$140,500
	Litigation/eDiscovery Analyst	\$82,750 - \$128,250

Top 10 Cities for STEM* Jobs¹



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

Unemployment rates²



- IT Manager: 1.3%
- Computer Programmer: 2.7%
- Support Specialist: 3.3%
- Network Architect: 0.7%
- Software Developer: 1.4%
- Information Security Analyst: 2.7%

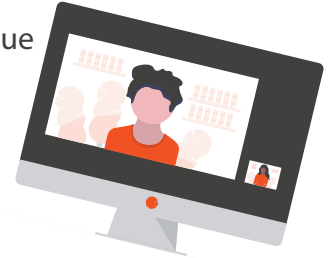
Benefits Snapshot³

3 in 5 workers want to continue working remotely as much as possible.

40% want flexible hours.

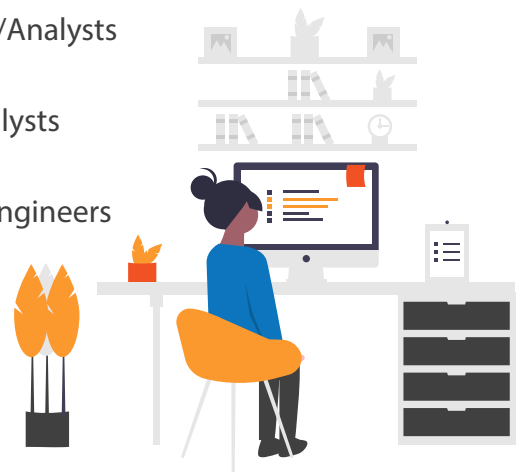
52% would leave their job for one with the "right" benefits.

60% of those who do not currently receive employer-sponsored childcare benefits say that their job performance would improve if they had it and **67%** said they'd be more loyal to their company in return.



Highest Demand Tech Jobs at Law Firms

- Cyber Security Engineers/Analysts
- Cloud Engineers
- Business Intelligence Analysts
- Business Analysts
- Enterprise Applications Engineers
- Data Scientists



¹ Wallet Hub, 2021's Best & Worst Metro Areas for STEM Professionals

*Science, Technology, Engineering, and Math

² US News - 10 Best Technology Jobs of 2021

³ Fast Company, "6 ways the pandemic is changing the benefits employees want"

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 nearly 1,000 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.

Our people have helped make law firms great since 1996.