



Careers in Data Privacy (How to Bridge the Gap When Hiring and Break into the Field)

Association of Corporate Counsel
Nation Capital Region Chapter
July 20, 2021



- About Robert Half
- Hiring Trends
- Evolving laws/GDPR
- Panel Discussion
- Key takeaways



Robert Half Overview

Full-Service Legal Talent and Consulting Solutions

OUR FOCUS AREAS

- Litigation, Investigations and Disputes
- Information Governance and Managed Data
- Managed Contract Solutions
- Data Privacy
- Legal Risk and Compliance
- Mergers and Acquisitions; Transactions

ROLES WE PLACE

Attorney/J.D.

- Associate General/In-House Counsel
- Document Review Attorney
- General Counsel
- In-House Counsel
- Law Clerk
- Law Firm Associate*
- Law Firm Partner*

Legal Support

- Administrative Assistant
- File Clerk
- Legal Receptionist
- Legal Secretary
- Legal Word Processor
- Records Clerk
- Senior/Executive Legal Secretary

Paralegal

- Legal Assistant
- Paralegal (Case Clerk to Sr.)
- Paralegal Manager
- Project Assistant

Legal Specialists and Consultants

- Compliance Director/Analyst
- Contract Administrator/Manager

- Forensic Collection

- Specialist/Manager
- Lease Administrator/Manager
- Litigation Support/eDiscovery Manager
- Litigation Consultant
- Patent Agent
- Records Manager

* by practice area





What the Statistics Show

Robert Half Legal surveyed more than 200 lawyers with hiring responsibilities at law firms and companies in the U.S.



57%

are hiring for new positions in 2021.

Among the full-time positions being added:*

63% Lawyers

43% Data privacy specialists

41% Compliance specialists

*Top responses shown.

Robert Half Legal survey of more than 100 lawyers with hiring responsibilities at companies in the U.S.

74% said their legal department's spending on data privacy-related projects has increased compared to a year ago.

68% of legal department budgets, on average, will be spent on data privacy-related projects in 2021.

The top challenge cited in managing data privacy projects:*

25% Volume of data

22% Changing regulations



What employers want

- Expert knowledge/understanding of data privacy and protection laws and regulatory requirements amid today's dynamic privacy/security landscape
- Experience in privacy and security risk assessments, solutions, compliance, best practices
- Exceptional leadership and communications skills – to lead staff, keep senior management informed and engaged in privacy matters, secure appropriate budgets for tech investments to effectively manage the job
- Strong tech background
 - Ability to recognize how emerging technologies impact privacy and threat landscape
 - Understand how to apply evolving tech to facilitate, strengthen privacy compliance and security protection
- Experience to navigate complex privacy requirements:
 - Expanding number of data privacy laws, regulations – e.g., GDPR, CCPA, CPRA, Brazil, China
 - New, more restrictive privacy and security standards and mandates
 - More aggressive enforcement of privacy/security requirements

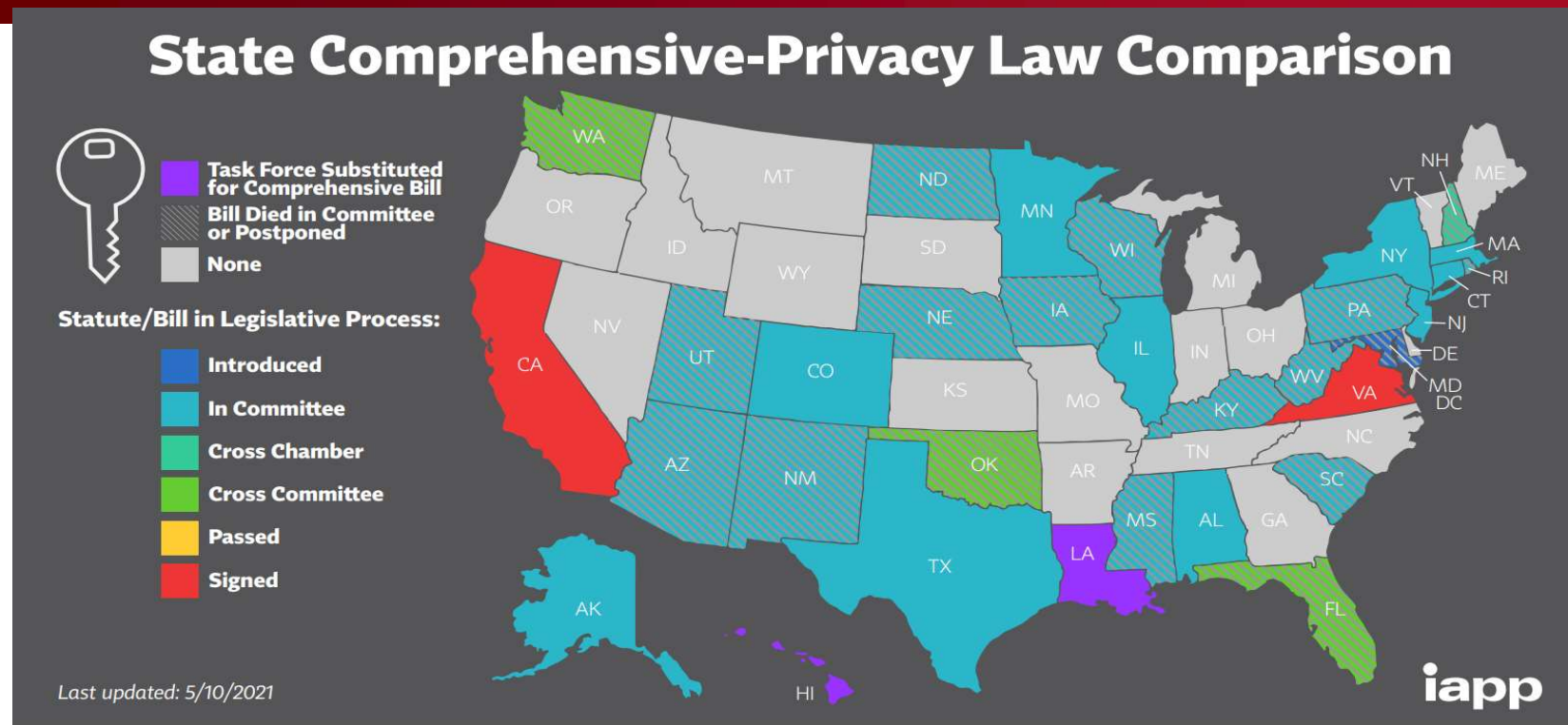


Salary trends

- Broad range of salaries* for data privacy specialists.
 - Average range for experienced specialist without advanced degrees/certifications can be \$75,000 - \$85,000 per year
 - Higher with degrees, certifications, jobs in major metro cities
- Data privacy lawyer – can reach \$150,000 annual salary* or more in some geographies
- However, many other factors can affect salary:
 - Industry, size of company, job location
 - Level of responsibilities – e.g., administrator, officer, director
 - Skills, expertise and experience
 - Education, certifications
 - Specialized expertise/range of experience – managing data privacy compliance reviews, audits; data protection, operational data governance, etc.

State Comprehensive Privacy Law Comparison

Source: IAPP <https://iapp.org/resources/article/state-comparison-table/>





Privacy Statutes by State

Source: IAPP <https://iapp.org/resources/article/state-comparison-table/>

Comparison Table

In Session: all above states	Introduced In Committee	Crossed Chamber Cross Committee	Passed	Signed	L - private right of action for security violations only In - opt-in consent requirement p - prohibition without consent u - unclear s - opt-in requirement for all sensitive data
------------------------------	----------------------------	------------------------------------	--------	--------	--

¹ California Privacy Rights Act's right of restriction/limitation is only applicable to sensitive personal data

Legislative Process: Introduced > In Committee > Crossed Chamber > Cross Committee > Passed > Signed

Further information and most recent version of the IAPP's US State Comprehensive Privacy Law Comparison can be found [here](#)

In Session: all above states

Introduced

In Committee

Crossed Chamber

Cross Committee

Passed

Signed

L - private right of action for security violations only

in - opt-in consent requirement

p - prohibition without consent

u - unclear

s - opt-in requirement for all sensitive data

California Privacy Rights Act's right of restriction/limitation is only applicable to sensitive personal data

Legislative Process: Introduced > In Committee > Crossed Chamber > Cross Committee > Passed > Signed

Further information and most recent version of the IAPP's US State Comprehensive Privacy Law Comparison can be found here

State	Legislative Process	Statute/Bill (Hyperlinks)	Common Name	Right of Access	Right of Rectification	Right of Deletion	Right of Restriction	Right of Portability	Right of Opt-Out	Right Against Automated Decision Making	Private Right of Action (s = security only)	Opt-in requirement age	Notice/Transparency Requirement	Risk Assessments	Prohibition on Discrimination (exercising rights)	Purpose/Processing Limitation
LAWS PASSED (TO DATE)																
California		CCPA	California Consumer Privacy Act (2018; effective Jan. 1, 2020)	x	x		x	x			L	16	x			x
California ¹		Proposition 24	California Privacy Rights Act (2020; effective Jan. 1, 2023)	x	x	x	x	x	x	x	L	16	x	x	x	x
Nevada		SB 220/Ch. 603A	(2019; effective Oct. 1, 2019)							x				x	x	
Virginia		HB 2307	*Consumer Data Protection Act	x	x	x		x	x	x		13	x	x	x	x

ACTIVE BILLS																
Alabama															HB 216	Alabama Consumer Privacy Act
Arizona															HB 2865	
Connecticut															SB 893	
Florida															HB 1734	Florida Privacy Protection Act
Florida															HB 969	
Illinois															HB 3910	Consumer Privacy Act
Kentucky															HB 408	
Maryland															SB 0930	Maryland Online Consumer Protection Act
Massachusetts															SD 1726	Massachusetts Information Privacy Act
Minnesota															HF 1492	Minnesota Consumer Data Privacy Act
Minnesota															HF 36	
New York															A 680	New York Privacy Act
New York															SB 567	
Oklahoma															HB 1602	Oklahoma Computer Data Privacy Act
Washington															HB 1433	People's Privacy Act
Washington															SB 5062	Washington Privacy Act 2021



Panel Discussion



- Personal career evolution
- What has changed
- Case studies/examples
- Embrace the challenge
- What the future holds
- How to break in/various paths



Thank You

