

CYBERSECURITY & ANALYTICS

How Both Will Change Your Career in e-Discovery

Friday, December 18

Jared Coseglia – TRU Staffing Partners Founder & CEO

- 12+ years of experience representing talent in e-discovery, litigation support, and broadly throughout legal technology staffing
- Successfully place more than 1800 professionals in full-time and temporary positions at the AmLaw200, Fortune 1000, and within the consultancy and service provider community.
- A globally recognized “go-to” individual for clients and candidates in need of staffing solutions and career management.
- TRU: Top 3 Best National Legal Recruiter in Best of The National Law Journal Awards, 2012, 2013 & 2014, as well as a Top 3 Best Legal & Litigation Support Agency by the New York Law Journal 2013 & 2014, and #1 Litigation Support Staffing Agency in Chicago 2014.



Jeff Scarpitti– TRU Cyber President

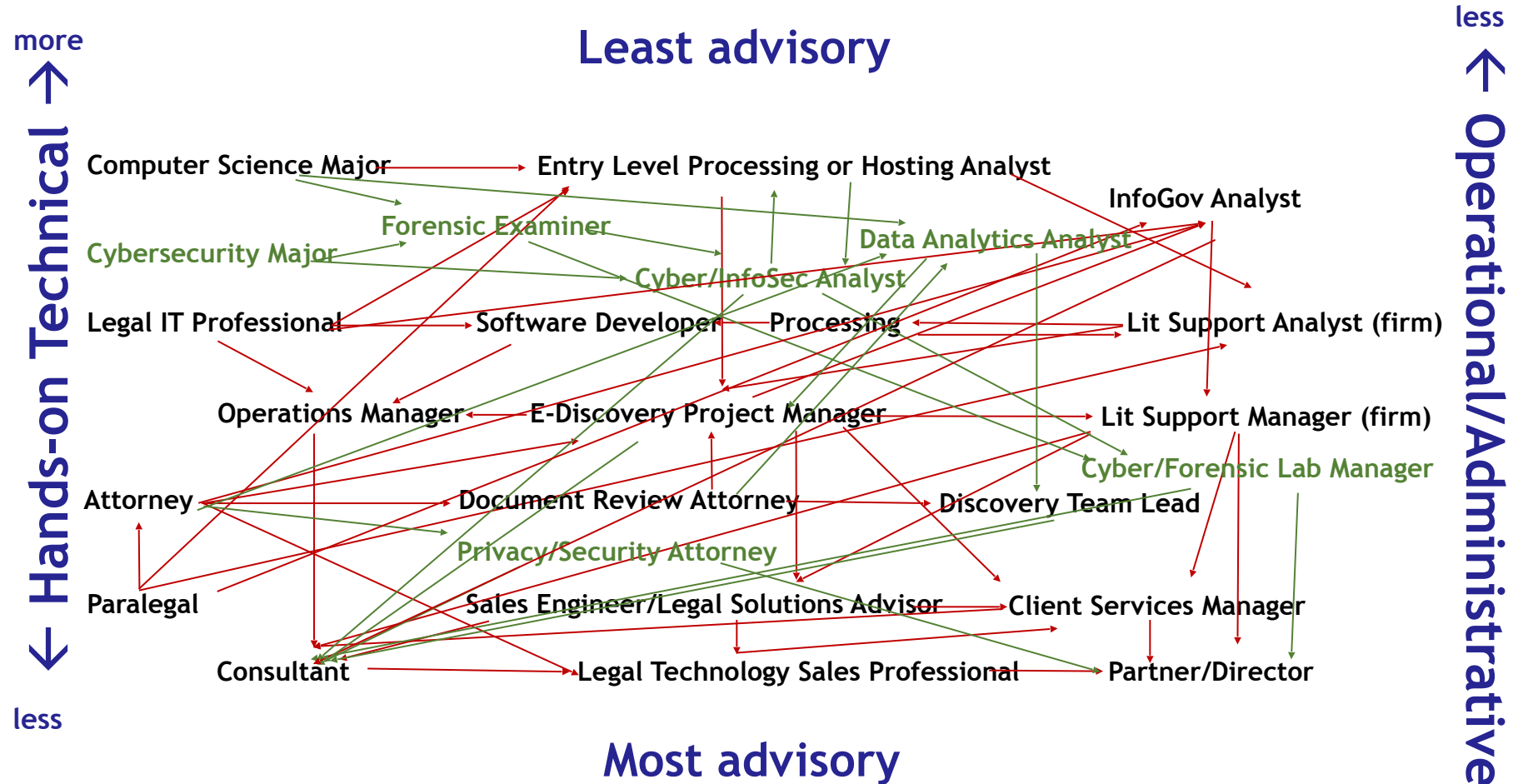
- Premier recruiter in privacy and cyber security industries
- Founder and former managing principal of the Kennett Group
- Former practicing attorney with 20+ years of experience in the forensics and legal technology industry
- Frequent moderator, speaker and author on hiring strategies and attorney development in privacy and data security spaces.



Agenda

- Career Paths in Legal Technology
- e-Discovery vs. Cybersecurity career origination
- Certifications: Vocational vs. Education
- Flipping Your eDD House to Cyber
- Transitioning from Federal to Commercial
- Transition in-house corporate/corporate trends
- e-Discovery becomes Legal Analytics
- Legal Analytics (a non-e-discovery career path)

CAREER PATHWAYS



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e-Discovery vs. Cybersecurity

Similarities

- Response to urgent, time-sensitive client needs that have legal ramifications
- Binding skill: forensic collection of data
- Command a premium in compensation for services rendered
- “Cyber positions take more than 25 percent longer to fill than traditional IT positions” a la EDD circa 2005
- Jobs are abundant in major cities
- Evolving technology landscape
- Certifications: Vocational vs. Educational divide

Differences

- Cyber: “social consciousness” to “corporate consciousness” rapidly
- e-Discovery professionals are not road warriors
- Bachelor’s degree in cybersecurity, none in e-discovery
- “Live data” versus “dead data”
- Practice of law, “Data Breach/ Privacy” group, few in EDD
- Consolidation vs. Fractured Market
- Certifications: RCA, CEDS vs CISSP, IAPP, IGP, CEH

Certifications - Vocational

- e-Discovery: RCA, LAW, iPro, EnCase, FTK, Cellebrite, Paraben
- Cyber: Cisco, HP ArcSite, Apache, McAfee Institute, RSA (EMC)
- Practical, hands on, application-specific
- Can lead to immediate employment opportunities
- Limited, doesn't necessarily provide fundamentals
- Short term comp increases for newly-minted certs, long term less financial leverage/vertical mobility

Certifications - Educational

- e-Discovery: ACEDS, Georgetown, LitWorks, PMP, Sedona*
- Cyber: CISSP, CISM, SANS Institute (numerous), GIAC, IAPP, IGP
- Broader knowledge but don't give you direct job access without relevant experience
- Newer, more specific certifications such as SANS' on-going series, BarBri's CFCS, ISACA's CRISC (Risk Information Systems)
- Greater long term vertical mobility and comp increase

Flipping Your eDD House to Cyber

- Managers must become technically hands on to be valuable
- Learn a programming language: Python, Java, C++, Ruby
- Conferences: Black Hat, ISACA, RSA, IAPP
- Own time, own dime; volunteer
- Certifications: CEH, CISSP, CompTia Security+, CPEN, CISM
- Practice principles at home:
 - Home network security? How do you monitor and manage? Digital record keeping practices? Identity protection management? Private servers? Password protection and update methods? Monitoring reputational and social media scores?
- Relationships with Federal regulators and cyber-practitioners

Federal to Commercial Transition

- Why cyber talent will come from the government
- Why Federal talent will have challenges transitioning
- How to transition more effectively if you come from FED
- What to learn from those who come from the FED
- Value to go from commercial/legal to federal? Why?

Transition In-House Corporate/Corporate Trends

- What are the trends for e-discovery? More in? More out?
- Effect of the cloud on hiring?
- IG job growth (or lack of growth) in-house
- Practicing attorneys in-house: data governance, compliance, privacy
- Compensation comparison: IG to e-discovery, cyber to e-discovery

e-Discovery becomes Legal Analytics

- Less than 10% of cases utilize analytics, 2015
- By 2025, 90% of cases will use some form of analytics
- Legal vendors dominate the market, 2015
- By 2020, outliers enter space creating fractured market
- Doc Review hourly wages remains largest cost in EDRM, 2015
- By 2025, people replaced by machines and “super reviewers”
- 95% of reviewers have no programming skills, 2015
- By 2020, Hadoop, NLP, Python, Java become critical to review

Outliers and “Super Reviewers”

- “Big Data” outliers enter space, creating fractured market
 - Praescient, Palantir, RedOwl, Big 12
 - Will have big government contracts, experience, references
 - Will have technology that surpasses traditional TAR legal tools (also more \$)
 - Will need legal expertise to enter and win legal analytics business
 - Will need legal sales and relationship brokers to facilitate introductions
- “Super Reviewers” or “Legal Analysts”
 - Programming: Hadoop, NLP, Python, Java become critical to review
 - Experience: TAR, seed set creation, running iterations, precision recall
 - Ride sidecar with partners, pilot the technology & elicit right questions
 - “Diving in to what you have” - available tool portfolio

Legal Analytics (non-eDiscovery path)

- Analyzing legal spend
- Matter Management Prediction - large and small matter
- Monitoring of mail cache for predictive behavior
- IP usage and monitoring management
- Data Analysis of Jury Behavior- “impact of the flu on decisions”
- Data Analysis in Law Firm HR
- A way from law firm to corporate
- “Smart jobs” and not in abundance

TRU Scholarship Program

- 5 years partnering with leading educational institutions in the legal technology industry to bring needed training and education to the market
- Applications for the scholarships will be accepted in late January at www.trustaffingpartners.com.
- The 2015 Program included the following scholarships:
 - LitWorks™, a DTI Company
 - Georgetown University Paralegal Studies Program
 - ACEDS
 - Suffolk-Flaherty Legal Tech Audit (LTA)

Questions?

Read our article *Cybersecurity Jobs: It Feels Like eDiscovery All Over Again! (Or Does It?)* in BNA's Digital Discovery & e-Evidence at http://www.trustaffingpartners.com/content/DDEE_ScarpittiCosegliaRPRT.pdf

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