Relativity Skills' Impact on the Ediscovery Job Market: A Five-Year Analysis

How TRU Uses the Relativity Self-Assessment

When ediscovery job seekers apply for representation with TRU and are interested in opportunities with organizations that utilize Relativity, TRU asks them to complete this Relativity Self-Assessment. Developed in partnership with Relativity, the skills assessment aims to give hiring managers an instantaneous measure of how a job seeker scores their skill set. Job seekers are presented with 65 Relativity features or functionalities and asked to rank themselves as "no experience," "skilled/some experience," "advanced," or "expert" level status. The depth of information gathered on the self-assessment goes beyond what most job seekers include on their resume and empowers the job seeker to highlight areas of expertise that will make them stand out ("expert"). The self-assessment also clarifies areas where a job seeker thinks they may require training before applying for a job ("no experience"). About 75% of TRU's customers looking for talent with Relativity skill sets request that these self-assessments accompany resumes prior to interviewing a job seeker.

Scan the QR code to gain access to TRU's latest Relativity Skills Assessment.

DISCLAIMER: All TRU self-assessment data is given voluntarily, and Relativity users consent to its use for the purposes described in TRU's privacy policy, including generating anonymized, aggregated reports like this one. If you have any questions about TRU's privacy policy, contact info@trustaffingpartners.com.
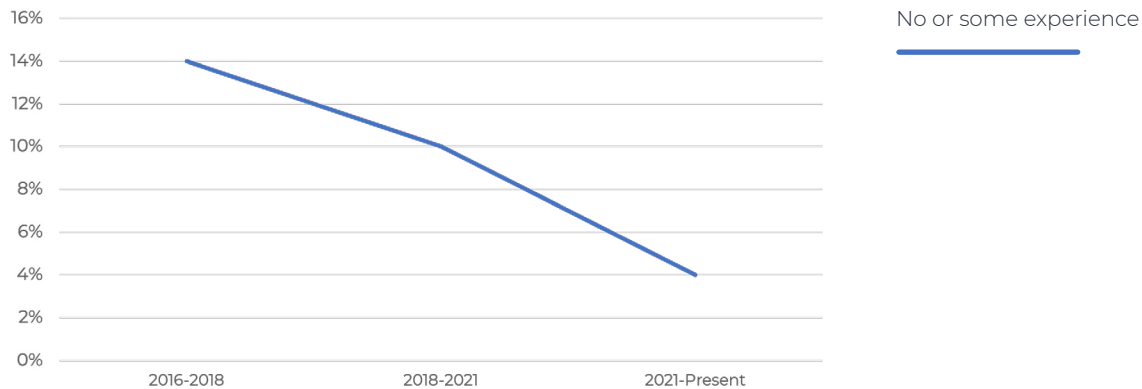
What Data TRU Used for This Study

TRU began studying and collecting this data in 2016 to help hiring managers make more-informed staffing decisions and to help job seekers understand what they needed to learn in Relativity to make themselves more competitive in the ediscovery job market. TRU received more than 3,000 applicants over the past five years who have completed this self-assessment as part of their job search process. Looking at that data holistically, four areas stand out as categories to examine in terms of what hiring managers were looking for and what job seekers were learning:

1. **Analytics:** familiarity with using specific tasks/features of the software, such as designing and using conceptual analytics workflows, structured analytics, and active learning

2. **Review:** skills using the full breadth of review features, such as creating and running searches, configuring layouts, and managing batches

3. **Processing:** using Relativity processing console, resolving errors, and running productions

4. **Administrative technical skills:** upgrading the application and managing security and server resources
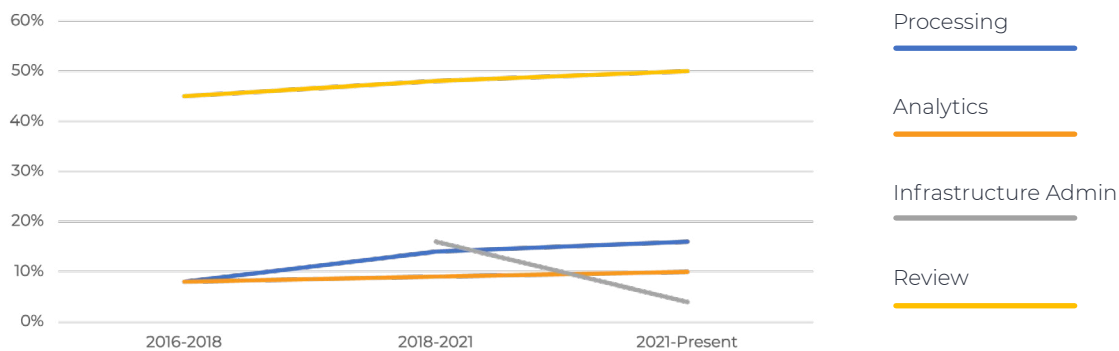
These assessments demonstrate that Relativity expertise has been growing steadily among job seekers year over year for the past five years. The percentage of job seekers reporting only "some experience" has dropped from 14% to 4% as more Relativity users have progressed in skill building across all core areas of the platform.

"No or Some Experience" in Relativity

In addition to a lack of expertise dropping, two of the five core areas articulated above (processing and review) have seen a steady increase in expert-level self-categorization over the past five years. This is likely because processing and review skills have the widest application in available jobs with a lower barrier to entry to learn these skills quickly. Thus, the job-searching talent pool is meaningfully increasing expertise in processing and review skills.

Relativity "Expert" Status Over the Years

Half of Relativity users rank themselves as "experts" in review skills, and nearly a fifth of users now rank themselves as experts in processing activities.

The slower uptick in analytics expert-level status is likely because those skills are harder to acquire and are flexed less rigorously in the middle of the job market. However, TRU's data and experience points to an increased demand for these skills and potential financial incentives for mastering them.

Expert-level self-categorization for technology infrastructure administrative skills has declined precipitously since TRU started scoring them in 2018. Self-assessment data indicates that this decline is in direct correlation to the increase in RelativityOne adoption.
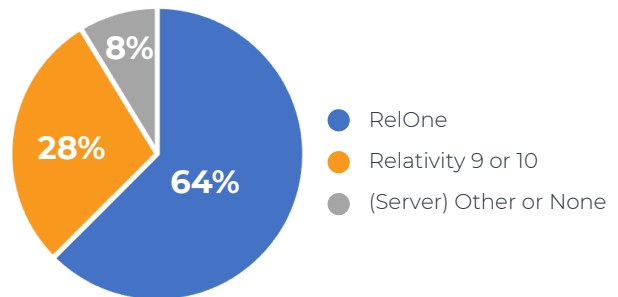
The Shift to the Cloud Is Official

In addition to having job seekers score their skills, TRU also asks all applicants what versions of Relativity they're engaging with in their current position.

The charts below show that it took a while before hiring managers had a robust pool of job applicants touting RelativityOne expertise. Although it was released in 2018, at the time job seekers primarily used Relativity 10 hosted on in-house servers, and hiring managers were mostly looking for people with on-premise experience. However, from early 2021 through today, most job seekers now exploit their RelativityOne experience to compete for opportunities. The volume of job seekers who are using RelativityOne has now expanded and continues to be desirable from hiring managers at the point of hire.

2018-2020:
**Last Relativity Version Job Seekers Used**

- RelOne
- Relativity 9 or 10
- (Server) Other or None

19% / 65% / 16%
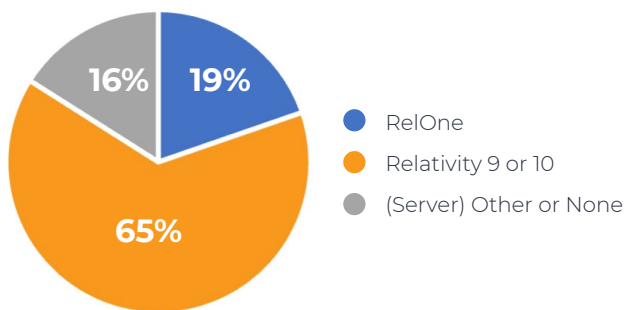
2021-Today:
Last Relativity Version Job Seekers Used

- RelOne
- Relativity 9 or 10
- (Server) Other or None

64% / 28% / 8%

Processing: Increasingly Desired for Jacks- and Jills-of-All-Trades

The number of job seekers who consider themselves experts in Relativity Processing is increasing, while those responding with "no knowledge of processing" is declining, as shown in the chart below. Overall, most job seekers are leveling up their processing skills. At the same time, hiring managers at law firms and small to midsize providers regularly expect project managers and analysts to know how to use and wield Relativity Processing. As the adoption of Relativity Processing has increased among subscribers, hiring managers increasingly expect advanced or expert knowledge from new hires in this area. Experienced job seekers who want to work at very large organizations where skill sets are compartmentalized may not have to get in the weeds with Relativity Processing. But most ediscovery professionals using Relativity at small to midsize organizations will find it to be a growing expectation from hiring managers.


No Knowledge   Processing Experts
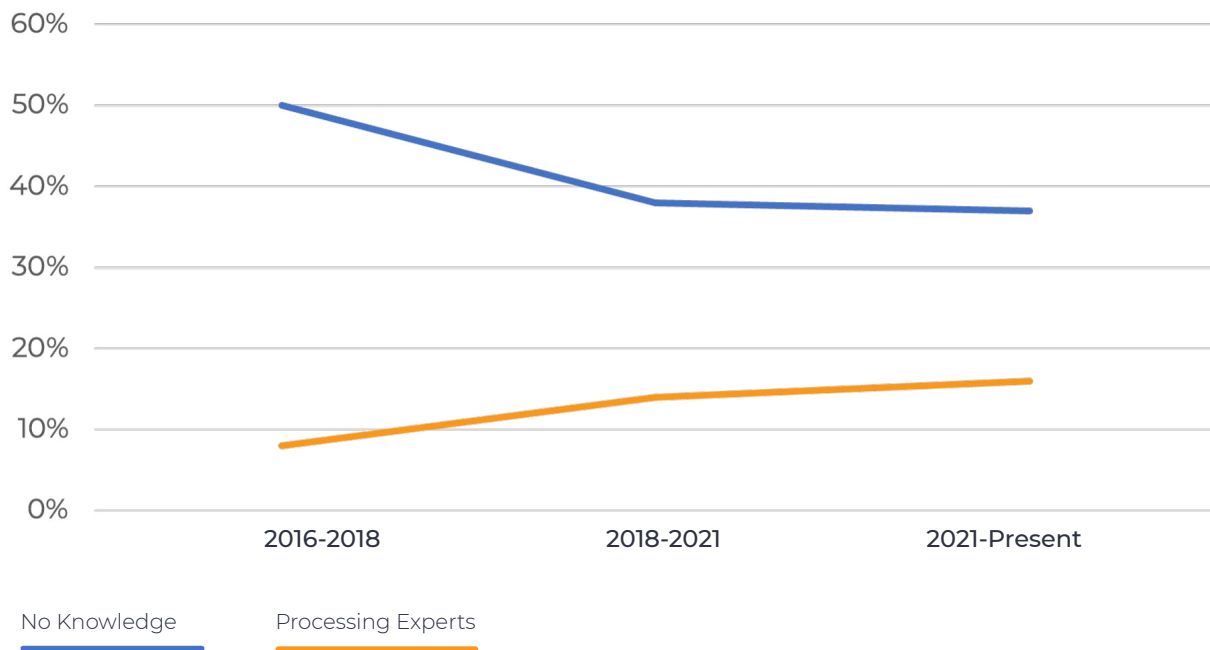
Review Still Reigns Supreme

Perhaps not unsurprisingly, the proportion of Relativity users rating themselves as "expert" in key areas of review has remained steady since the launch of the skills assessment. However, there are crucial differences in how Relativity users rate their skills across two key categories: strategic and tactical. Nearly half of users who apply for positions requiring Relativity skills rate themselves as "experts" in tactical Relativity skill sets, such as configuring and maintaining coding layouts and creating and managing batches. A much smaller proportion (less than 30% — and falling) of Relativity users rate themselves as "experts" in strategic Relativity skills, such as managing review workflows, as shown in the chart below.

Overall, strategic review experts (senior ediscovery project managers/discovery attorneys) are in shorter supply, while tactical experts are more readily available. Job seekers looking to become indispensable to employers should consider diving deeper into strategic Relativity review skill sets and advanced analytics.

**Review Expertise**

Tactical   Strategic
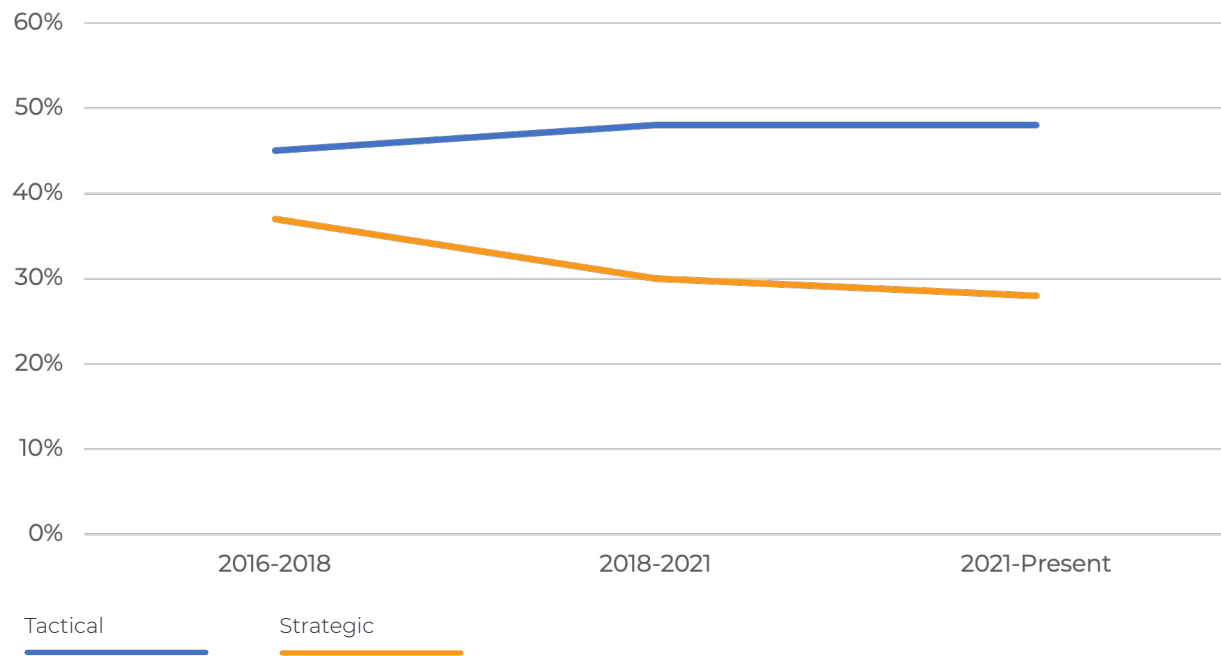
Mastery of Analytics Is Still the Greatest Chasm in the Market

As a percent of overall people responding, those with expert analytics knowledge have remained steady over the years (8-10% of respondents), but the volume of people completing the application has increased greatly. Those with little to no experience with analytics decreased since 2021, with more applicants leveling up to skilled or advanced.

TRU anticipated that by this time, more job seekers would be scoring themselves as experts in the areas of both structured analytics (email threading & deduping) and conceptual analytics (sample-based learning, active learning, and predictive coding). Instead, the number of applicants has increased and subsequently, so has the proportion of moderately skilled users. Concurrently, TRU has experienced a significant increase in the expectation that any job seeker at a project management level or higher should have advanced — or ideally expert — skills in analytics to command top compensation.

Despite the gap narrowing among those mid-tier analytics skills and those with no skills, the chasm between the number of job seekers with expert analytics prowess and the number of job requisitions desiring expert-level prowess remains. Analytics is a key area where a job seeker at the mid to high end of the market who wants to gain a competitive advantage should focus their continuing education.

Analytics Skills 2016-Present
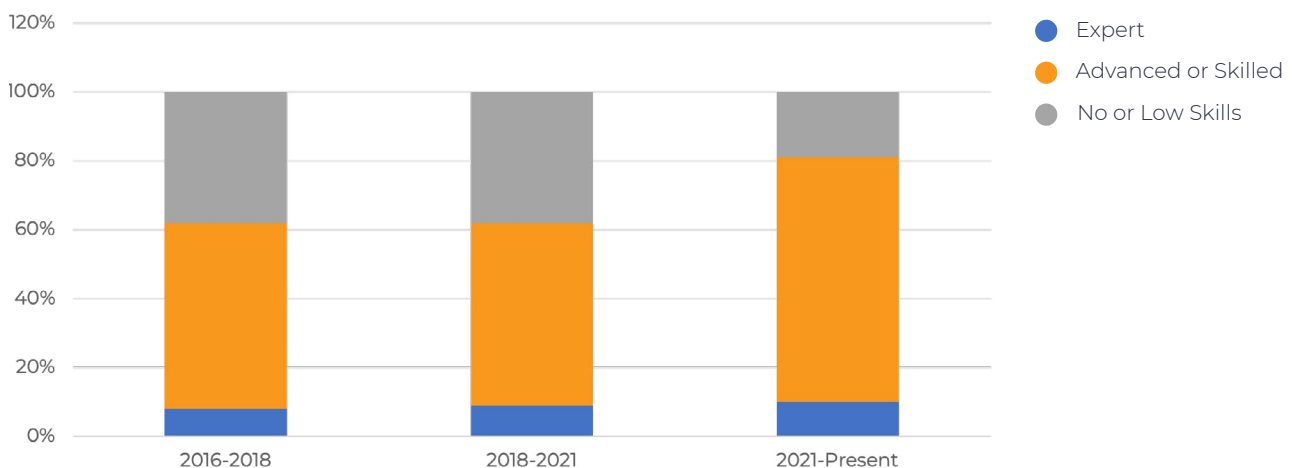
Relativity Infrastructure Admin Skills Valuable, Rare, and Will Be Rarely Needed

Installing, running, maintaining, and troubleshooting Relativity Server instances has gotten more complex, and not many job seekers specialize in this area. However, as RelativityOne usage replaces on-prem, those that maintain server systems and have back-end admin support will find fewer and fewer job opportunities with which to exploit that skill set. At the same time, organizations that are not ready to fully migrate to the cloud will face a diminishing talent pool to fill those critical positions should they experience attrition.
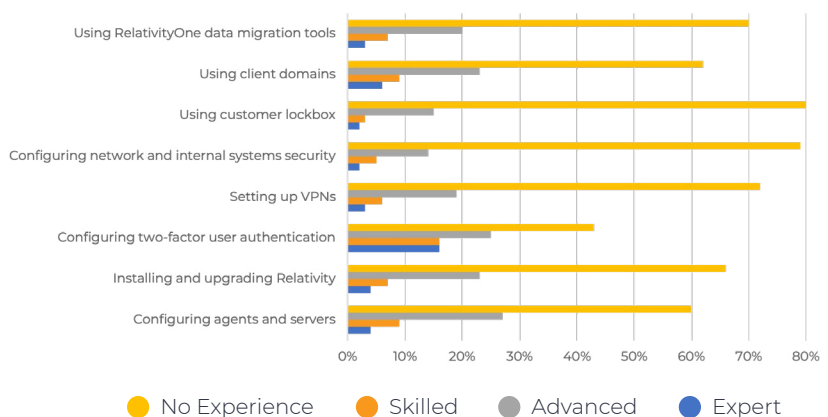
The job market is now entering a chicken-or-egg phase for the role of Relativity infrastructure admins within the ediscovery ecosystem. If there are a diminishing number of enterprise servers that need maintenance outside of RelOne, how many individuals will be needed? On the other hand, if these skills and employees aren't being grown, they may be very expensive to acquire from a competitor. Organizations still using Relativity on-premise should consider skill redundancy by "home-growing" junior infrastructure administrators — because replacing experienced people from the general marketplace, or recruiting from competitors, will be increasingly challenging (and expensive).

TRU Job Seekers 2021-Present

- 14%
- 86%

● Infrastructure Administrators
● All Other Areas
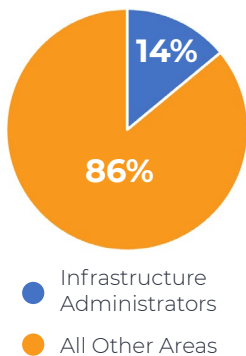
Job seekers with infrastructure administrative skills are increasingly rare, but still needed, especially for large service providers maintaining Relativity Server.

2021-22 Relativity Tech/Infrastructure Admin Skills

Using RelativityOne data migration tools
Using client domains
Using customer lockbox
Configuring network and internal systems security
Setting up VPNs
Configuring two-factor user authentication
Installing and upgrading Relativity
Configuring agents and servers

0% 10% 20% 30% 40% 50% 60% 70% 80%

● No Experience ● Skilled ● Advanced ● Expert

A deeper dive: Recent job seekers' expertise in infrastructure skills shown above.

TRU's Guidance for Hiring Managers & Job Seekers

1. **Analytics:** Job seekers looking to stand out in this area who already have mid-level skills in Relativity analytics can seek further education in structured and conceptual analytics. Rising to the ranks of the "expert class" in analytics will give job seekers a leg up in the marketplace both in terms of volume of opportunities and increased compensation.

2. **Review:** Senior ediscovery project managers with strategic review skills are in shorter supply, while tactical document review attorneys are more bountiful. Job seekers looking to become indispensable, command higher salaries, and compete in the marketplace should consider diving deeper into strategic, project manager-level review skills.

3. **Processing:** Most job seekers are leveling up their skills in this area; in particular, job seekers looking to work for small to midsize organizations or law firms may be required to have advanced processing skills.

4. **Technical infrastructure administrative skills:** There are fewer jobs available that require this skill set, but there are also fewer job seekers available who are already experts. For hiring managers, this could mean inflation in salaries when experiencing attrition — start upskilling your current staff.

TRU Works for You: A Few Words from our CEO

Jared Coseglia
Founder & CEO
TRU Staffing Partners

TRU takes as much pride in representing our customers and candidates as we do in delivering market intelligence to educate and improve the hiring and job search process. Thank you to all who have participated in the collection of this information over the past half decade. We encourage passive and active job seekers to participate in helping us gauge the future of our industry by filling out a Relativity self-assessment today. We also welcome feedback from hiring managers about what additions they would like to see for the 2023 update to our Relativity Self-Assessment.

Hire Ediscovery Professionals

Stop searching and start staffing today by tapping into the largest rolodex of ediscovery talent in the world. From your biggest, quickest projects to your smallest staffing gap – TRU's deeply tenured team works closely with you to match you with our credentialed, experienced ediscovery professionals across all areas of expertise - so you get talent when you need it, where you need it, for as long as you need it.

Get a TRU Talent Agent

The time is now to launch your next job search! TRU has a wide range of open roles across the range of ediscovery practice areas at top AmLaw firms, Fortune 1000 companies, sophisticated startups, global consultancies, and legal service providers.

Jump-start your job hunt with an agent from TRU: