

## RESOURCE

# Outsourced DPO vs Hiring Full-Time

A practical comparison for tech companies deciding how to handle privacy compliance

	Outsourced DPO	Full-Time Internal DPO
<b>Annual cost</b>	EUR 24,000 to 60,000/yr (at EUR 2,000 to 5,000/mo)	EUR 80,000 to 150,000/yr plus benefits, training, recruitment
<b>Time to start</b>	Typically within 1 week	2 to 4 month recruitment cycle
<b>Expertise</b>	Broad: experience across 100+ organizations and multiple industries	Deep: one organization, narrower perspective
<b>Independence</b>	Structurally independent (external)	Legally required but can be more complex to operationalize internally
<b>Risk</b>	No recruitment risk. Scale up or down.	Potential continuity risk depending on team structure.
<b>Coverage</b>	Multi-jurisdictional experience from day one	Typically single-jurisdiction expertise
<b>Best for</b>	Companies with 20 to 300 employees	300+ employees or highly complex environments

## When outsourcing makes sense

- 20 to 300 employees, do not need a full-time privacy hire
- Need to get enterprise-ready fast (typically 4 to 6 weeks)
- Multiple jurisdictions, need broad regulatory coverage
- Enterprise customers or investors asking about your DPO now

## When hiring makes sense

- 300+ employees with complex daily privacy operations
- Privacy so central to your product it justifies dedicated headcount

## What outsourced typically includes

Privacy framework and documentation, vendor questionnaire responses, DPA reviews, breach management, data subject requests, enterprise deal support, regulator liaison, and ongoing compliance advisory. Most engagements involve 1 to 4 days per month. This is operational ownership, not just advisory.

Ready to talk? Book a free scoping call: [engagecompliance.co/contact](https://engagecompliance.co/contact)

Engage Compliance: senior-led outsourced DPO for tech companies. DPO and privacy lead across 100+ organizations including Amazon, Coinbase, Robinhood, and Medtronic (prior experience, not endorsements).

Transparent pricing from EUR 500/month. PI insurance on all engagements. 24/7 breach support.

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