

BeecherMadden

Cyber Security Salary Survey

2017

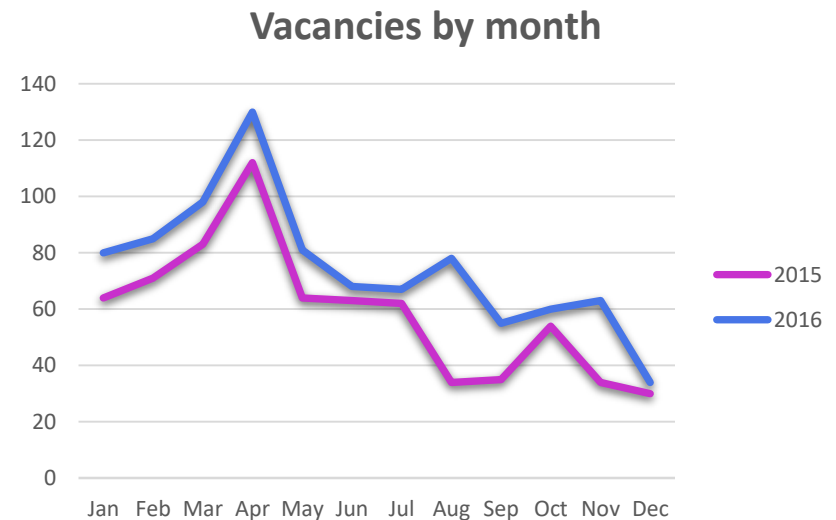
BeecherMadden Exclusive | Permanent Resource | Interim & Contract

Summary

During 2016, BeecherMadden saw an **increase of cyber security vacancies of 32%**. While still a large increase, this is down on previous years. Large organisations now have established cyber security teams and practices, with much of the growth coming from mid-sized companies. We have seen an increase in vacancies from new teams in law firms, smaller financial services companies and retailers.

For the second year running, we have not recorded large increases in salaries. CISO salaries are increasing, but this has not translated to large increases for the tiers below. The roles with large increases, are those with very specialist skills. Incident response roles are paying up to 50% more than 12 months ago and SOC roles have seen increases of 15%. Candidates moving roles, still expect significant pay increases. They typically receive **increases of 15 – 25%, when changing jobs.**

Identity and access management roles were in demand during 2016 and that remains a high demand area for the start of 2017. There has also been an increase in roles with specific technical skills. Candidates most in demand have experience with particular **SIEM** tools, experience in penetration testing and experience relevant to **GDPR**. GDPR and data privacy roles will almost certainly be the key for recruitment in 2017. There is a real shortage of candidates With these skills and this will drive large salary increases.



Cyber security salaries

Lowest and maximum salary, aligned to job title and years of experience from responders

Job title	Years of experience	Salary bands
Analyst / Associate	1-3	£28,000-£40,000
Officer / Senior Analyst	3-7	£40,000-£60,000
Manager	7-12	£60,000-£75,000
Senior Manager	7-20	£75,000-£95,000
Head of	3-7	£75,000 - £120,000
Director	7-12	£110,000-£150,000
Global Head / CISO	12-20+	£150,000-£300,000

Cyber security salaries

Average salary bracket, aligned to industry (£)

	Public Sector	Consulting	Banking	Healthcare	Retail	Technology
Analyst Junior	25000	25000	35000	35000	35000	25000
Analyst - Mid	35000	30000	55000	47000	50000	35000
Analyst - Senior	50000	45000	65000	60000	60000	50000
Manager – Small co	55000	45000	75000	55000	45000	40000
Manager – Med co	65000	55000	75000	65000	55000	55000
Manager – Large co	75000	75000	85000	75000	75000	60000
Director – Small co	65000	75000	120000	75000	75000	75000
Director – Med co	70000	90000	120000	110000	85000	85000
Director – Large co	85000	110000	150000	150000	120000	120000

Cyber security salaries

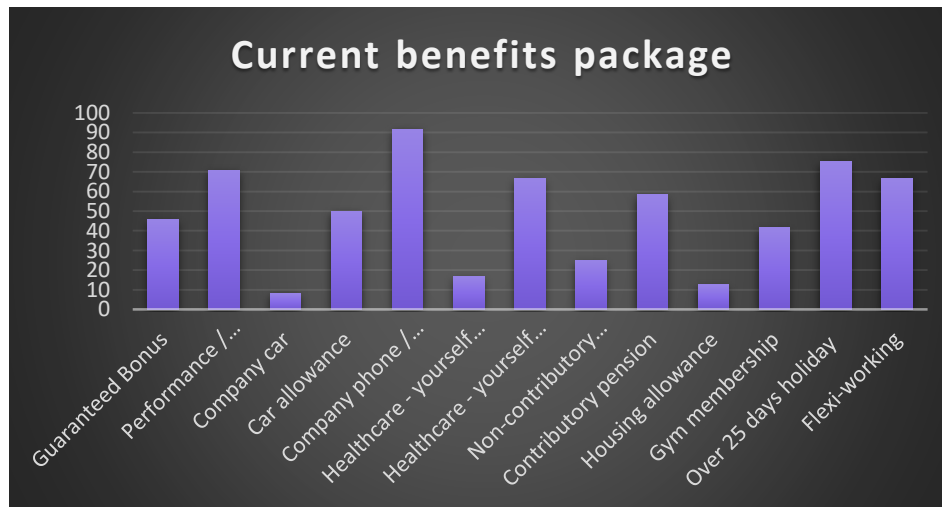
By specialist area

Job title	Years of experience	Salary bands
SOC Specialist	1-3	£35,000-£55,000
Penetration Tester	2-7	£55,000-£70,000
Penetration Tester CHECK or eqv qualified	4-12	£60,000-£100,000
Cyber Threat Analyst	1-3	£35,000-£45,000
Incident Response	3-7	£65,000 - £90,000
Security Architect	7-12	£80,000-£110,000
SIEM specialist	1-4	£35,000-£50,000
Senior Data Scientist	4-7	£60,000-£75,000

Total remuneration

As many cyber professionals are employed by large organisations, they have comprehensive benefit packages. Flexi-working is a key element of these packages for many and we have also seen an increase in opportunities offering this. In London, companies are becoming squeezed on office space, and are offering flexible working or home working out of necessity. This is highly valued by many candidates, regardless of the reason.

2016 saw a number of acquisitions and mergers within cyber security. Shares and share schemes have become less common as a result and do not feature in these results. Improving one’s benefits package has also declined as a reason for changing organisation this year. With the introduction of workplace pensions, even smaller organisations now compete on most of the major benefits.



Selling success

Working with new technology, or for a respected team is growing as a motivator for those candidates considering new roles. Award winning CISO’s, who have an industry profile, are helpful for companies trying to attract the top 5% of cyber talent.

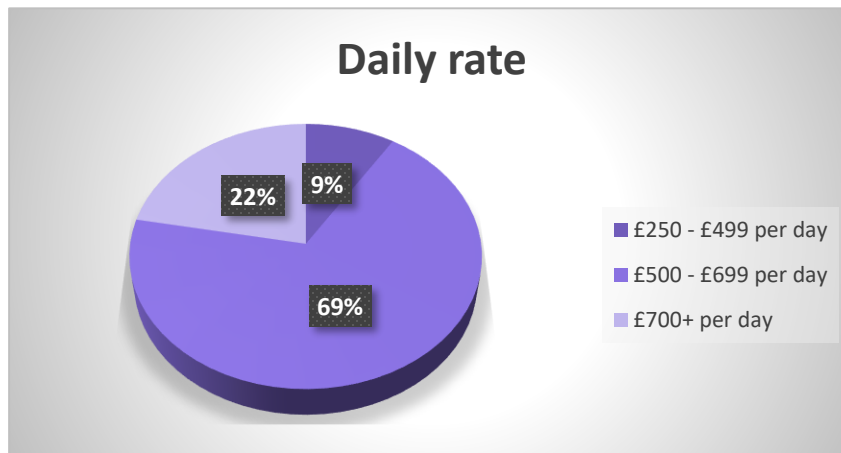
BeecherMadden sponsor the Cyber Security Awards.

Interim rates

Daily rates for interim candidates have risen with **83% now earning over £500 per day**. The average rate during 2016 was £650 per day, with some candidates commanding £1500 per day.

Interim candidates are in high demand and most are employed. It is rare to find a candidate immediately available, and not in contract. 62% of candidates we surveyed, secured their role in under 1 month, with many of these taking no break between finishing one contract and starting the next. Just 3% of those surveyed took over 6 months to find their next contract role, often citing additional factors as the reason for this.

One trend to watch for 2017 is how many candidates take permanent positions. Many contractors feel the market is deteriorating and are seriously considering permanent job offers. Many organisations are wary of hiring contract candidates into permanent roles, but may start to reconsider as wider factors come into play.

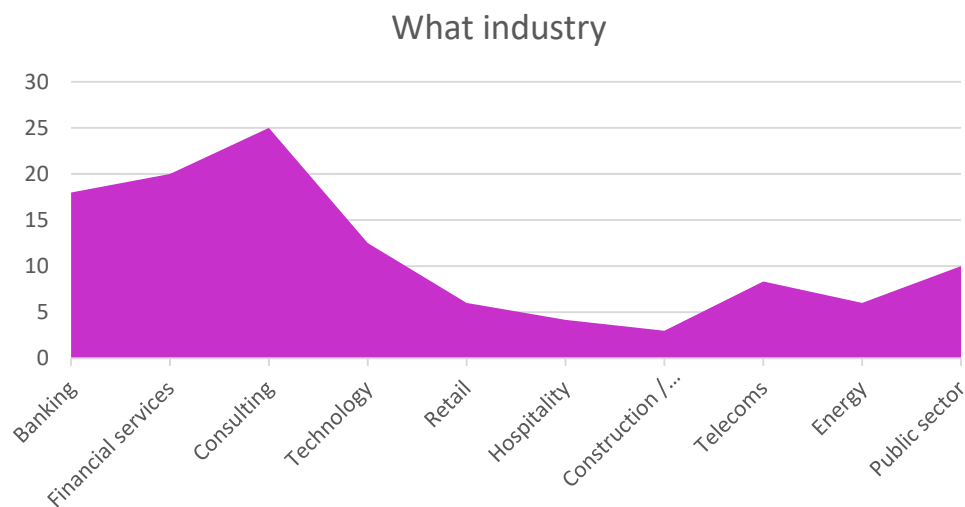


IR35 challenges

The public sector is already feeling the effect of these changes and we have seen a number of contractors replaced with permanent staff. While the changes for the private sector are not yet known, we can expect to see a similar exodus of contract staff to permanent roles if the same changes are implemented. Those who remain, will likely command significant daily rate increases.

Where are the jobs?

Consulting firms have dominated the hiring landscape again in 2016. Many organisations are growing their internal teams and financial services are competing heavily for talent. We have seen the introduction of Red Teams and SOC's from end users. With some consolidation in the consulting and vendor market, we expect these industries to continue to dominate. Retail and public sector organisations have grown their teams during 2016. Organisations who have had limited security structure before, excite candidates looking for green-field sites.



New teams exciting candidates

Particularly at a senior level, candidates are excited by the opportunity to work for a newly created team. Established organisations need to sell their successes, challenges and leadership teams if they want to attract the best.

Lack of new talent

Last year we reported that candidates were becoming more experienced at their level, or growing into their job titles. That has continued but the entry level talent is not filling the pipeline at the required rate. There are now a number of candidates at a senior management level, but fewer available candidates with 1 – 3 years experience.

Hiring consistent at all levels

Companies are recruiting candidates across the board. There are increases in the number of CISO vacancies, through to entry level positions. Candidates with degree's in related subjects will find themselves in demand for technical roles. Mid-management roles, where candidates have specialised in one area, and have strong communication skills, are also in demand.

Changing roles

There has been a significant increase in the amount of candidates expecting an **internal promotion** this year. This has jumped from **12% to 45.5%** over the course of the year. Only **18%** of those surveyed are **actively looking** at new roles; perhaps as the market is so buoyant, it is not necessary to work too hard to find a new role. **9% do not expect to move** at all.

Cyber security recruitment has shifted in the past 12 months. Companies are focussed on hiring the “right” people; those who have the required skills and company fit. There has been a backlash against the mass hiring, where anyone with security experience would secure a job. This has also seen them improve their retention strategies and it appears to have taken effect.

Reason for leaving



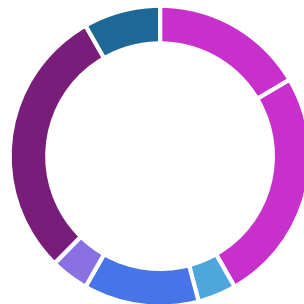
A staggering **84%** of candidates reported that **career progression** was an important reason for changing roles. Flexible working and a basic salary increase were of equal importance. This perhaps demonstrates a level of satisfaction with overall remuneration and attention is turning to work-life balance and job satisfaction, rather than just financial rewards. Companies are going to have to consider the attractiveness of their roles in order to attract people to their organisation.

Changing roles

There has been a large increase in the amount of candidates expecting to use their own network to source their next role. With a large number of events in cyber security throughout the year, candidates perhaps have improved their own networks and feel confident that they could utilise these. A new option to our survey this year, **18% expect to utilise social media** for their job search. BeecherMadden have responded to this, with the launch of our own **Snapchat** account.

64% of candidates expect to engage with a **specialist recruiter** and for the first time, generalist recruiters received no responses. There has been an explosion in the number of recruiters in cyber security. Candidates report high levels of dissatisfaction with companies that do not truly understand their industry.

How will you find your next role?



- Internal promotion
- Own network
- Generic job board
- Industry specific job board
- Company website
- Newspaper
- Generalist recruiter
- Specialist recruiter
- Social media

BeecherMadden view

Many cyber security candidates have changed jobs often. Clients were not too concerned with longevity, as they have been desperate to attract people with the right skills. Candidates have moved for large salary increases, and new challenges. It has been a period of high activity and this appears to be slowing down. Those who have moved often and quickly, may find themselves at a disadvantages as companies focus again on retention.

Contact us



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BeecherMadden are proud sponsors of the Cyber Security Awards.



Source

Cyber security salary information was collected throughout 2016 / 2017 through open requests, interviews and salary survey questionnaires. We thank all who offered, confidentially, the information which BeecherMadden used to compile the results.

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