

INTRODUCTION

Welcome to SECURE Recruitment's Annual Cyber Security Salary Survey for the UK.

To say the Global Economy is unstable at the moment is a huge understatement, however, we believe the needs of Organisations should be met with a fresh approach to Talent Acquisition. SECURE Recruitment is focused not only on providing businesses with the best Cyber Security Talent in the market and helping Candidates find the right next step in their career, but also supplying Key Market Insights to help Senior Business Leaders, HR & TA Directors & other Key Stakeholders make better business decisions when it comes to recruiting Skilled Cyber & Risk Professionals.

The Cyber Security Salary Information within this Report was taken from a Number of Confidential Salary Survey Questionnaires carried out throughout late 2023 - the Key Information that has been provided has been compiled into this Report, offering a comprehensive and genuine reflection of the market.

CYBER SECURITY SALARIES

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	21+ Years
Governance, Risk & Compliance	£37,000-£56,000	£62,500-£76,750	£73,500-£88,500	£75,000 - £85,750	£105,000-£125,000	£105,000-£125,000	£115,000-£140,000	£160,000-£235,000
Security Architecture	£57,000-£72,000	£67,500-£82,500	£90,000-£105,000	£97,000-£118,000	£112,500-£130,000	£115,500-£140,500	£152,500-£175,000	£175,000-£220,000
Security Engineering	£50,000-£60,000	£60,000-£75,000	£74,750-£90,000	£85,500-£102,000	£105,000-£120,000	£115,000-£135,000	£120,000-£140,000	*
Incident Response	£44,500-£62,500	£58,500-£73,500	£80,000-£100,000	£89,500-£108,500	£105,000-£125,000	£112,500-£135,000	£130,000-£160,000	*
Security Analysis	£37,500 - £52,500	£47,500 - £60,000	£65,000 - £80,000	£72,500 - £85,000	£82,500 - £95,000	£90,000 - £105,000	£100,000 - £120,000	*
eDiscovery	£35,000-£45,000	£53,750-£68,750	£63,750-£78,750	£72,000-£85,750	£97,000-£117,000	£104,000-£123,000	*	*
Security Analysis	£35,500-£50,500	£47,500-£60,000	£65,500-£81,000	£73,500-£86,000	£85,500-£97,000	£90,000-£105,000	£110,000-£130,000	*
Network Security	£35,000-£47,500	£48,500-£62,000	£62,500-£77,000	£73,000-£85,000	£77,500-£92,500	£87,000-£105,000	£95,000-£115,000	£120,500-£140,000
Internet of Things	£39,500-£53,000	£53,500-£64,500	£62,500-£77,000	£75,500-£88,500	£93,000-£115,000	*	*	*
Critical National Infrastructure	£37,500-£52,500	£50,000-£62,500	£62,000-£77,000	£80,000-£92,500	£90,500-£107,500	£102,500-£120,000	£112,000-£127,500	£115,000-£135,000
Threat Intelligence	£39,500-£55,000	£55,000-£70,000	£72,000-£87,500	£85,000-£100,000	£92,500-£115,000	£105,000-£122,500	£110,000-£125,000	£120,000-£140,000
Penetration Testing	£49,500-£62,500	£60,500-£72,750	£90,500-£110,000	£110,000-£125,000	£120,000-£140,000	*	*	*
Technology Risk & IT Audit	£35,000-£47,500	£50,000-£65,000	£65,500-£82,500	£75,000-£90,000	£85,000-£100,000	£92,500-£110,000	£100,000-£115,000	£110,000-£128,500
Identity & Access Management	£42,000-£55,000	£57,000-£70,500	£67,500-£82,500	£77,000-£95,000	£90,000-£110,000	£95,500-£117,500	£105,000-£120,000	£120,000-£145,000
Cyber Resilience	£35,000-£47,500	£45,000-£60,000	£65,000-£80,000	£70,000-£82,500	£90,000-£105,000	£97,500-£112,500	£105,000-£120,000	£120,000-£150,000
Business Continuity Management	£32,500-£47,500	£47,000-£55,500	£57,000-£70,000	£70,500-£85,000	£75,000-£90,000	£97,000-£115,000	£105,000-£120,000	£120,000-£145,000
Cloud Security	£40,500-£58,000	£57,500-£77,000	£71,500-£92,500	£86,000-£108,000	£105,000-£120,000	£125,000-£140,000	£130,000-£160,000	£180,000-£225,000
Application Security	£45,000-£61,000	£57,000-£70,500	£70,000-£85,000	£83,000-£105,000	£92,500-£115,000	£115,000-£135,000	£125,000-£150,000	£155,000-£185,000
DecSecOps	£42,500-£57,000	£60,000-£75,000	£72,500-£90,000	£95,000-£107,000	£117,000-£136,000	£142,500-£161,500	*	*
Digital Forensics	£40,500-£58,000	£57,500-£70,000	£71,500-£92,500	£86,000-£106,000	£105,000-£120,000	£125,000-£140,000	£130,000-£160,000	*

COMPARISON TO LAST YEAR

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	21+ Years	Total Average
Governance, Risk & Compliance	-2.56%	-5.00%	0.00%	-2.33%	17.65%	5.26%	0.00%	7.14%	2.52%
Security Architecture	0.00%	0.00%	-11.76%	7.69%	-12.50%	0.00%	12.50%	0.00%	-0.51%
Security Engineering	17.65%	0.00%	-6.15%	10.00%	0.00%	0.00%	0.00%	*	3.07%
Incident Response	-2.70%	0.00%	14.29%	5.56%	14.29%	0.00%	0.00%	*	4.49%
Security Analysis	-6.67%	-7.37%	-0.80%	-5.86%	+5.00%	+0.00%	-12.00%	-3.96%	4.49%
eDiscovery	*	*	*	*	*	*	*	*	
Network Security	0.00%	8.00%	-3.33%	20.00%	0.00%	2.35%	0.00%	11.43%	4.81%
Internet of Things	-10.00%	10.00%	0.00%	4.00%	10.00%	*	*	*	2.80%
Critical National Infrastructure	15.38%	25.00%	3.45%	25.00%	-2.86%	0.00%	3.33%	0.00%	8.66%
Threat Intelligence	3.33%	20.00%	3.33%	20.00%	0.00%	0.00%	0.00%	0.00%	5.83%
Penetration Testing	4.00%	-12.50%	11.43%	0.00%	0.00%	*	*	*	0.59%
Technology Risk & IT Audit	-7.41%	0.00%	13.33%	0.00%	-9.09%	0.00%	-14.29%	0.00%	-2.18%
Identity & Access Management	30.00%	8.00%	20.00%	20.00%	0.00%	10.00%	-25.00%	25.00%	11.00%
Cyber Resilience	0.00%	20.00%	3.45%	25.00%	-21.05%	0.00%	0.00%	-14.29%	1.64%
Business Continuity Management	20.00%	13.33%	30.00%	0.00%	0.00%	-10.00%	0.00%	25.00%	9.79%
Data Privacy	*	*	*	*	*	*	*	*	*
Cloud Security	9.38%	11.43%	5.00%	10.00%	-25.00%	0.00%	20.00%	12.50%	5.41%
Application Security	6.67%	8.00%	0.00%	10.00%	12.50%	0.00%	0.00%	0.00%	4.65%
DecSecOps	3.57%	0.00%	16.67%	20.00%	-5.00%	-5.00%	*	*	5.04%
Digital Forensics	16.67%	25.00%	40.00%	33.33%	-25.00%	-25.00%	0.00%	*	9.29%
Endpoint Security	25.00%	-4.00%	3.33%	0.00%	11.43%	*	*	*	7.15%
Zero Trust	28.57%	10.00%	-3.33%	-13.33%	10.00%	*	*	*	6.38%

In the Comparison Table, you will see from the Total Column that there have been a number of significant growth areas in terms of salary increases, the growth in these areas as well as the demand for talent drives salaries upwards with companies competing against one another. These growth areas are; Critical National Infrastructure; Digital Forensics; Identity & Access Management & Business Continuity Management. As industry experts who collaborate with clients up and down the country, we have seen huge demand in these four areas specifically over the past 12 Months.

- In Digital Forensics as well as Incident Response, there has been a huge demand for people with significant Technical Expertise & Leadership Skills, with the huge increase in Public Breaches there is an enormous demand for Incident Response Professionals who have experience dealing with some of the most difficult attacks including Ransomware, Malware, APT
- In CNI, this ties in with the Incident Response demand, with CNI being targeted by State Actors & Threat Actors looking to cause as much disruption as possible there is a large demand for Cyber Security Specialists with all manner of skills to build and contribute to robust Systems, Standards & Policies.
- In Identity & Access Management, similar to last year, the strengthening of systems and MFA across all levels from Consultants & Analysts through to Directors & Heads Of, this helps prevent Threat Actors from compromising passwords and gaining access to sensitive information, as there has been a strong growing demand for experts in this field and there is nothing to indicate this growth slowing down in the near future.

We see these areas continuing to grow, driven by demand over the next 12 Months.

CYBER SECURITY SALARIES BY LOCATION

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	21+ Years
London	£44,500- £59,000	£65,000- £82,500	£74,500- £90,750	£90,500- £107,500	£100,000- £117,500	£112,000- £137,500	£132,500- £150,000	£155,000- £180,000
East of England	£37,000- £50,500	£52,000- £62,500	£62,500- £75,000	£77,500- £89,750	£78,750- £99,500	£93,000- £116,500	£112,000- £134,000	£131,000- £162,000
East Midlands	£38,500- £57,000	£52,000- £65,500	£67,500- £82,000	£82,000- £97,750	£92,500- £112,500	£97,500- £117,000	£117,750- £132,000	£125,000- £157,000
North East	£35,500- £52,500	£50,000- £62,500	£62,500- £77,500	£65,500- £72,500	£80,750- £92,750	£88,000- £101,000	£107,000- £134,000	£117,000- £145,000
North West	£32,000- £49,750	£47,500- £60,500	£57,500- £72,500	£62,500- £77,000	£84,500- £102,500	£87,500- £110,000	£107,500- £125,000	£120,000- £155,000
Northern Ireland	£40,500- £55,750	£50,500- £65,000	£62,500- £77,000	£72,500- £85,000	£85,000- £100,000	£97,500- £117,000	£112,000- £140,000	£125,000- £157,500
Scotland	£40,750- £57,000	£47,750- £63,250	£62,500- £75,500	£71,000- £83,500	£85,750- £100,000	£91,500- £108,000	£108,000- £135,000	£130,000- £162,500
South East	£37,500- £53,500	£52,500- £66,500	£62,500- £75,500	£75,000- £87,500	£83,000- £97,500	£97,750- £117,000	£96,500- £117,500	£115,000- £150,000
South West	£35,000- £52,000	£51,500- £64,500	£60,000- £72,500	£77,500- £87,000	£85,500- £97,500	£97,500- £117,000	£105,000- £125,000	£120,000- £140,500
West Midlands	£38,500- £55,000	£47,500- £61,500	£57,500- £70,500	£69,500- £79,000	£84,000- £97,500	£99,000- £117,500	£107,500- £122,000	£120,500- £147,500
Wales	£35,500- £48,500	£52,500- £64,000	£59,500- £70,000	£72,000- £82,500	£77,500- £92,500	£95,000- £115,000	£115,000- £140,000	£120,000- £148,000
Yorkshire & Humberside	£35,000- £47,000	£53,000- £65,000	£60,500- £75,000	£74,500- £84,500	£83,000- £99,000	£95,000- £115,000	£105,000- £127,000	£118,000- £145,000

YEAR On YEAR COMPARISON OF CYBER SECURITY SALARIES BY LOCATION

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	21+ Years	Total Average
London	7.41%	7.69%	0.00%	-1.45%	6.06%	2.00%	6.06%	11.11%	4.86%
East of England	-6.90%	-12.50%	4.17%	4.26%	-1.19%	4.44%	10.00%	-3.13%	-0.11%
East Midlands	1.37%	8.00%	9.43%	3.28%	-5.88%	-18.75%	-41.24%	6.67%	-4.64%
North East	-1.45%	0.00%	0.00%	3.70%	0.00%	0.00%	3.85%	1.82%	0.99%
North West	1.43%	0.00%	15.38%	-3.33%	10.77%	12.50%	2.94%	16.67%	7.04%
Northern Ireland	12.96%	7.41%	11.54%	19.05%	7.14%	11.43%	0.00%	8.33%	9.73%
Scotland	0.00%	6.90%	4.00%	19.05%	0.00%	-2.94%	3.85%	1.56%	4.05%
South East	3.23%	19.15%	4.00%	4.17%	3.57%	11.59%	-2.33%	7.69%	6.38%
South West	13.33%	6.12%	4.17%	-2.56%	-17.24%	14.71%	0.00%	2.50%	2.63%
West Midlands	10.00%	0.00%	0.00%	-9.52%	-3.57%	15.63%	-12.12%	-8.47%	-1.01%
Wales	4.00%	4.55%	-4.55%	-4.55%	7.14%	14.29%	3.09%	-6.67%	2.16%
Yorkshire & Humberside	0.00%	6.67%	-3.33%	-4.76%	6.67%	0.00%	10.00%	-6.90%	1.04%

Last year the market saw London Salaries slow to almost no growth, but in the comparison table above and from what it is being seen in the market, it is clear that London Salaries are eventually on the rise enticing people back to the offices either in a Hybrid or Full-Time Model.

From the Salary Table above, while London Salaries are on the rise, average of 4.86%, so are other areas. Northern Ireland has become a hub for Cyber Security companies and demand for Candidates is extremely high, and so with demand, it is clear that Salaries have risen an Average of 9.73% across all year groupings. Like last year there are strong indications that Salaries across the UK are coming into line with London Salaries, areas such as Scotland, Northwest, Southeast & Northern Ireland as mentioned. We have seen higher demand for people based in these areas, so to lure people from around the country to these growth areas companies are offering more competitive salaries. Similar to last year, the Remote Working way of life that some companies still offer also contributes to the growth of salaries in these areas, where companies offer 100% Remote Working, some Candidates have relocated to areas where the cost of living is lower but retained the salaries they would have been earning working in an office in London.

SALARIES BY GENDER

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	21+ Years
Male	£42,750- £62,500	£55,500- £72,000	£70,500- £87,500	£85,500- £101,500	£90,750- £113,000	£105,000- £123,500	£110,500- £127,500	£120,500- £156,000
Female	£45,500- £62,000	£57,500- £77,500	£70,000- £85,500	£80,750- £99,250	£87,500- £110,000	£100,000- £122,500	£112,000- £131,000	*

YOY COMPARISON OF SALARIES BY GENDER

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	Average YOY difference	Total Average
Male	5.33%	11.86%	13.33%	0.00%	36.92%	4.23%	-2.86%	2.90%	-2.86%
Female	13.79%	5.26%	-3.13%	5.71%	28.57%	23.29%	7.04%	*	7.04%

Last year, out of many Thousands of Participants, 14% of those were Female and this year, 15% of those were Female. Over the last three years we have seen the percentage of Female presence in the Cyber Security market remain consistently between 14%-15% giving a Key Indicator that there has been no significant increase in Female Diversity in the industry. From collaborating with many Clients across the UK, more are implementing Gender & Ethnic Diversity & Inclusion Programmes across their business to give everyone an equal and fair opportunity to join, progress and develop their career within an organisation which is great to see. Same as last year, there is more that can be done at both a School & College level to highlight the opportunities within the Cyber Security Industry to help drive Diversity & Inclusion across the industry.

From the Salary Table above, there is rather incredibly, clearly still a disparity between Male & Female pay, like last year, the gap is narrowing but it is still not there so there is more for businesses to do to offer fair and equal pay for fair and equal work. In the Comparison Tables you can see that overall salaries across the Female Group have risen by 11.51% vs the Male pay rise at 8.97%, this highlights that the Gender Pay Gap is still moving in the right direction but the issue that can be seen from the Salary Table is that the pay between Male & Female Leaders with 10+ years.

SALARIES BY ETHNIC BACKGROUND

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	21+ Years
Asian or Asian British	£45,000-£60,500	£61,000-£75,000	£65,500-£81,500	£82,500-£95,000	£97,000-£115,500	£105,000-£125,000	£115,000-£132,000	£130,000-£152,500
Arab	£42,000-£58,000	£58,500-£72,500	£65,750-£82,500	£79,000-£92,000	£95,000-£112,500	£102,500-£120,000	£117,500-£135,000	£117,500-£140,000
Black, African, Caribbean or Black British	£43,500-£58,000	£58,000-£72,500	£67,500-£85,000	£81,000-£95,000	£90,500-£110,000	£102,500-£120,000	£112,750-£130,000	£120,000-£155,000
Caucasian / White	£49,750-£63,250	£62,500-£75,500	£69,250-£86,000	£85,000-£97,500	£101,000-£117,500	£106,000-£125,000	£125,000-£141,000	£135,000-£171,000
Mixed or Multiple Ethnic Groups	£43,500-£59,000	£60,000-£75,000	£65,000-£81,000	£82,500-£95,000	£90,000-£112,500	£100,000-£118,000	£115,000-£145,000	£120,000-£152,500

YOY COMPARISON OF SALARIES BY ETHNIC BACKGROUND

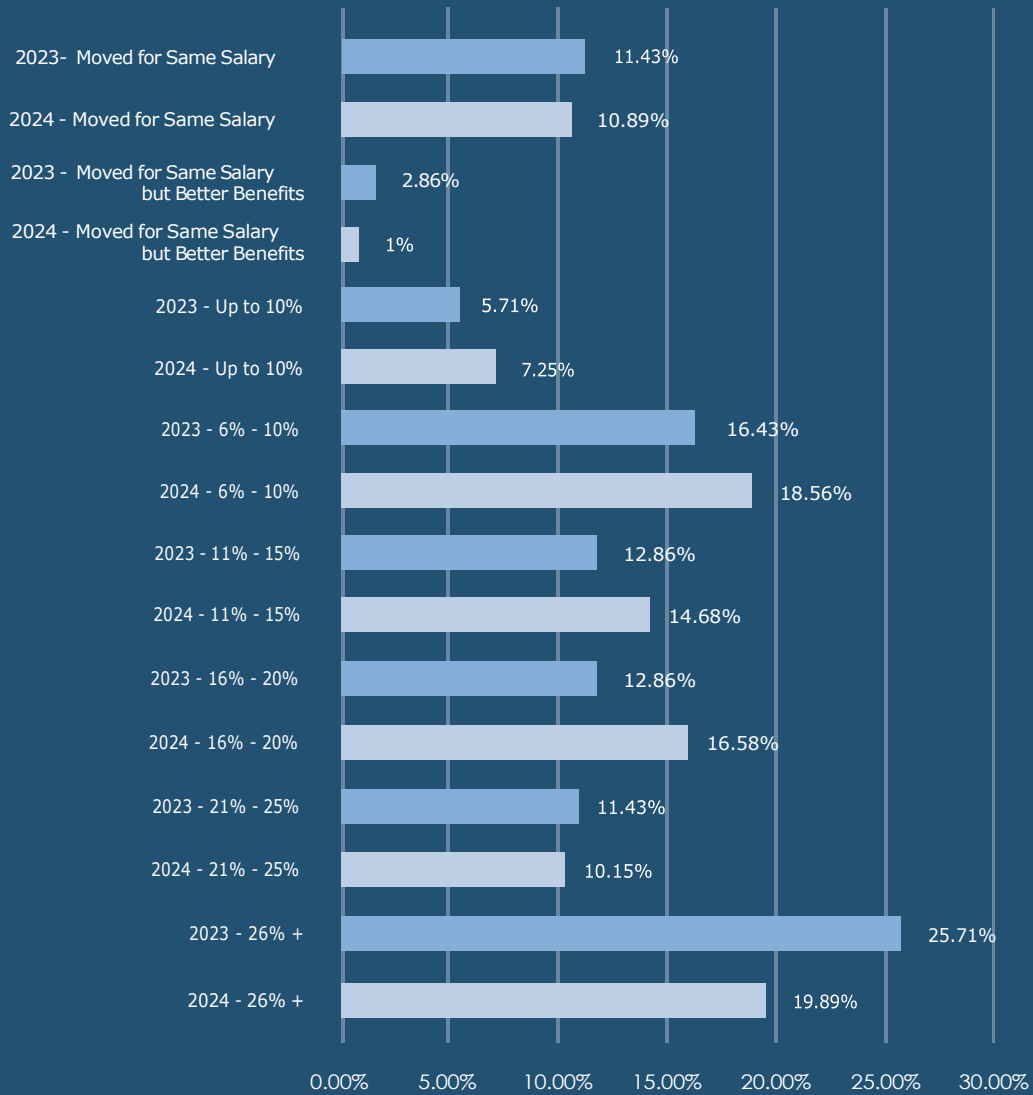
	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	Average YOY Difference	Total Average
Asian or Asian British	0.00%	-3.45%	4.92%	-1.96%	2.78%	12.68%	-5.56%	12.50%	2.74%
Arab	6.67%	-3.45%	9.84%	8.33%	2.94%	6.06%	20.69%	28.57%	9.96%
Black, African, Caribbean or Black British	-3.33%	7.41%	16.67%	9.80%	-2.50%	6.06%	16.95%	16.67%	8.47%
Caucasian / White	-6.90%	-8.77%	3.08%	-7.41%	-1.49%	2.70%	-11.11%	-7.69%	-4.70%
Mixed or Multiple Ethnic Groups	6.90%	3.45%	6.67%	2.04%	12.50%	20.00%	2.56%	8.33%	7.81%

From the Salary Table above, much like the Gender Pay Gap there is an Ethnic Pay Gap also, however, unlike last year there seems to be more that has been done by businesses to close the pay gap, but more can always be done to adapt to Gender & Ethnic Diversity across the industry and offer Equal & Fair Pay.

From the Comparison Table above, it shows that there has been some large Overall Salary Increases across; Black, African, Caribbean, or Black British - 8.47%; Arab - 9.96%; & Mixed or Multiple Ethnic Groups - 7.81%, which is great to see.

SALARY INCREASES

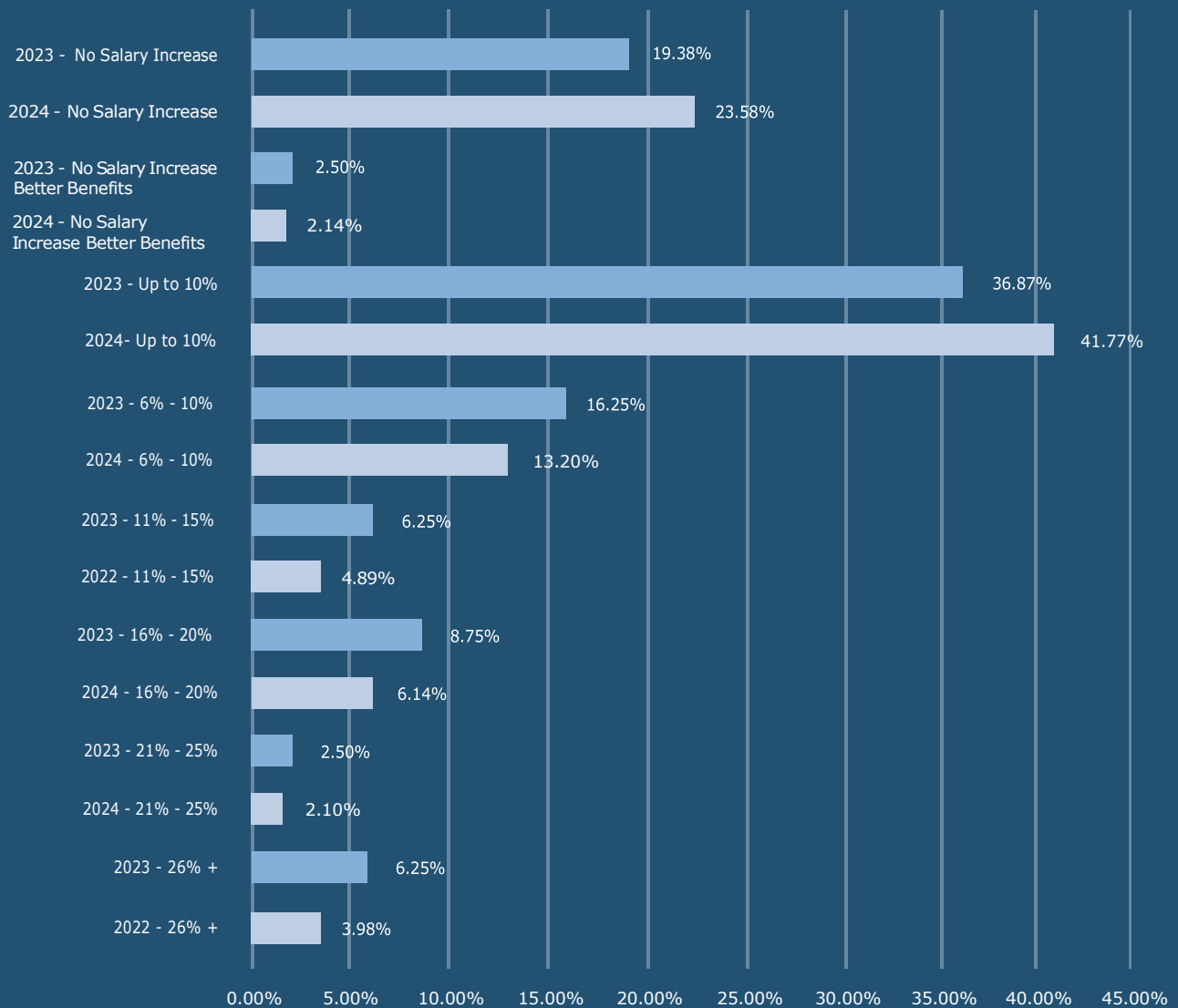
ACHIEVED WHEN CHANGING ROLES



From the Comparison Table above, we can see that the Economic Climate has influenced some of the bigger Salary Increases when changing jobs, which have come down. Candidates achieving a 26%+ Pay Rise has come down from 25.71% to 19.89% and 21%-25% has come down from 11.43% to 10.15%. However, up to 10% to 16%-20% have all increased, which indicates that the market is still extraordinarily strong for Candidates moving from one company to another.

There has been much fewer cases of Candidates looking to change location for better work life balance, hence the drop in Candidates willing to move for the same salary. The exception to this statement is in cases where companies are bringing people back into offices 4/5 Days a Week, candidates are willing to take the same Salary for a better working model.

ACHIEVED WHEN NOT CHANGING ROLES

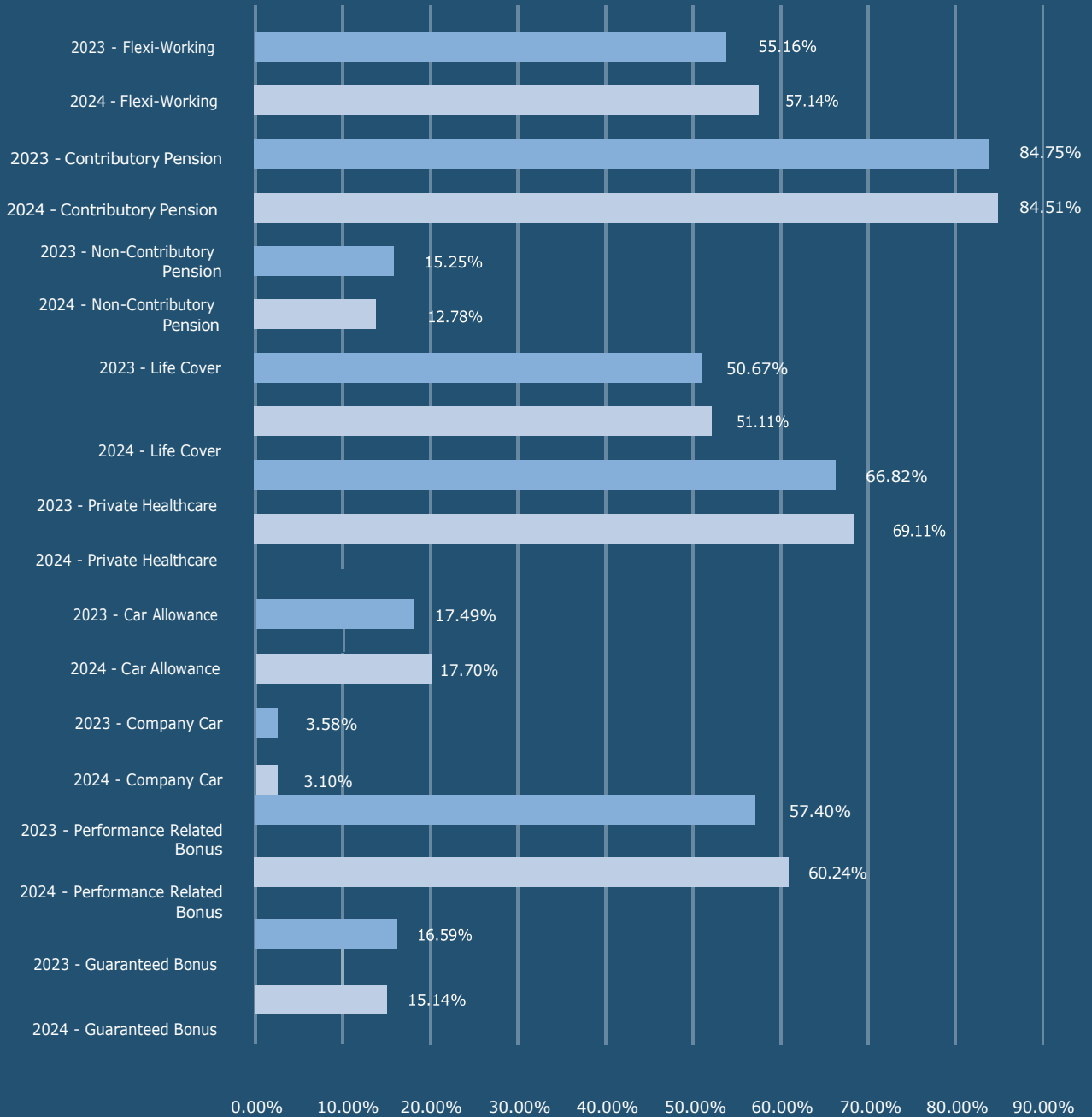


From the Table above the biggest and most interesting change has come in the 'No Salary Increase' Section, up from 19.38% to 23.58%, almost a quarter of the market did not get a pay rise. The economic climate has clearly impacted this but the fact that 87.11% of people who changed jobs received a 10%-26%+ pay rise, we see an increase in candidates looking to change roles going forward which we will see in more detail later.

Like last year, we can also see that there has been a huge increase in people receiving up to 10% pay rises within their organisation, up again from 36.87% to 41.77%. This can be down to a number of reasons; the company is doing well and so is rewarding employees; promotion, moving to a different level and taking on more responsibility, leading and growing a team etc.

Many people often ask, could the people who have been receiving large pay increases, be accepting Counteroffers from looking elsewhere. The short answer is, No, there are a number of reasons people look to leave an organisation and money usually is not one of them, yes, a pay increase is expected but it is not the main reason. Statistics show that anyone who accepts a Counteroffer is 50% more likely to be back on the market within 3 Months and 75% more likely to be back on the market within 6 Months. This is down to the fact that the issues, which could be, lack of progression, lack of responsibilities, problems with management, a colleague, the industry, work / life balance, do not change when a Counteroffer is accepted.

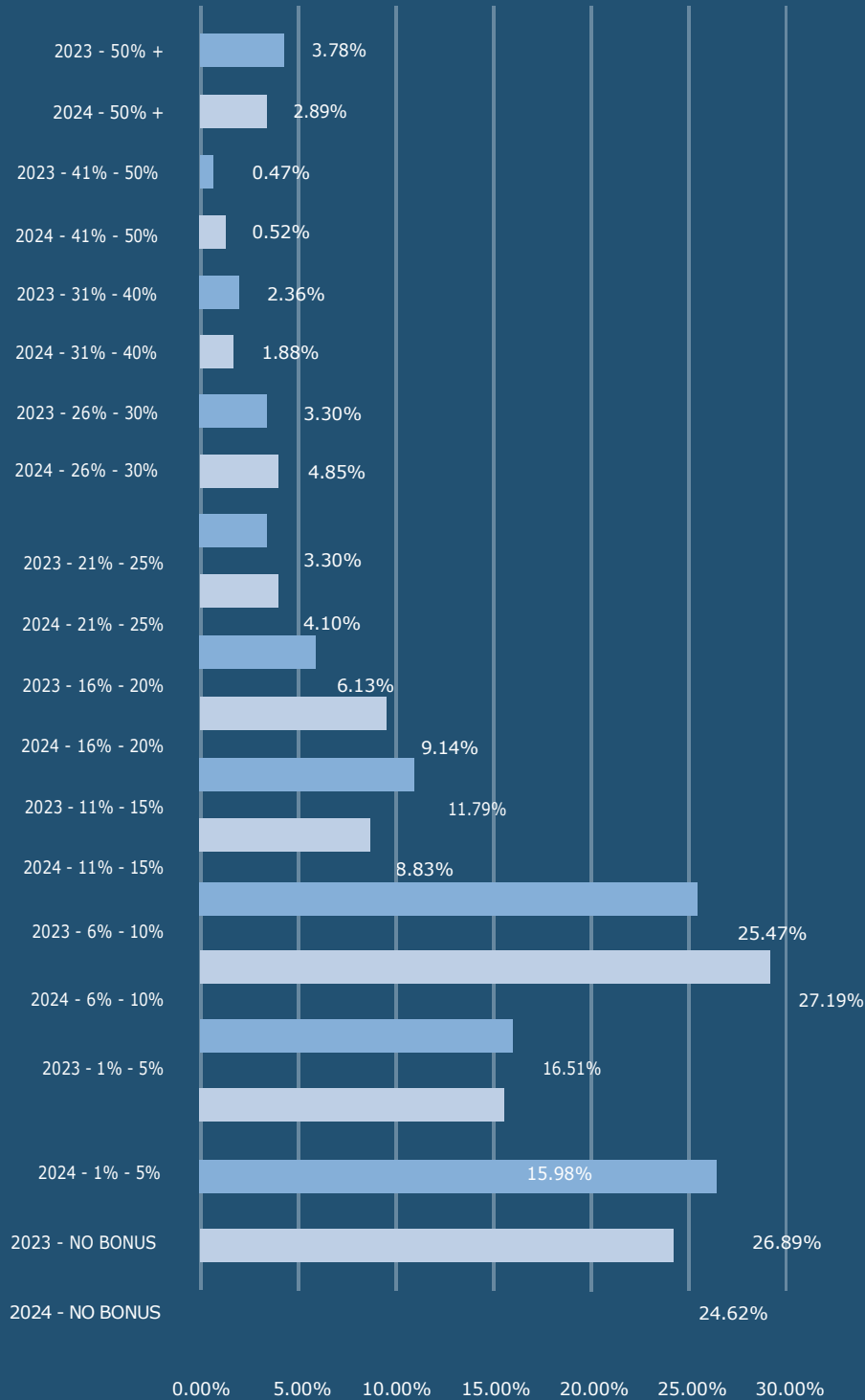
BENEFITS RECEIVED



Contrary to last year, there have been an increase in a number of Benefits people are receiving, nothing overly significant but increases, nevertheless. One of the more interesting sections is the performance related bonus, even though the economic situation is affecting other Salary / Benefit areas, this remains strong and has in fact increased. Currently 60.24% of the market receives a performance related bonus. If we also include Guaranteed Bonus that is 75.38% still receiving Bonuses, which is a sizeable portion of the market. Notable decreases are in Company Car & Non-contributory Pensions, these are two sections that we feel will reduce year on year.

1. PERFORMANCE RELATED BONUS

BONUS % RECEIVED



The Benefits Table and the Bonus Table above, are very much in line, the Benefits Table states that 75.38% are receiving Bonus this year and the table above shows that 24.62% of people are not. There have been a number of sections that have increased the % of Bonus received, some of the more significant increase are 16%-20% up from 6.13% to 9.14%, 21%-25% up from 3.3% to 4.1% and 26%-30% up from 3.3% to 4.85% and the biggest Bonus range 6%-10% up from 25.47% to 27.19%.

The comparison between the Salary Section and the Bonus Section is interesting, whilst certain salaries have slowed in their growth, significant Bonuses are achieved by most of the people surveyed and the number of people who do not receive a Bonus has reduced from 26.89% to 24.62%.

2&3. PRIVATE HEALTHCARE & LIFE COVER

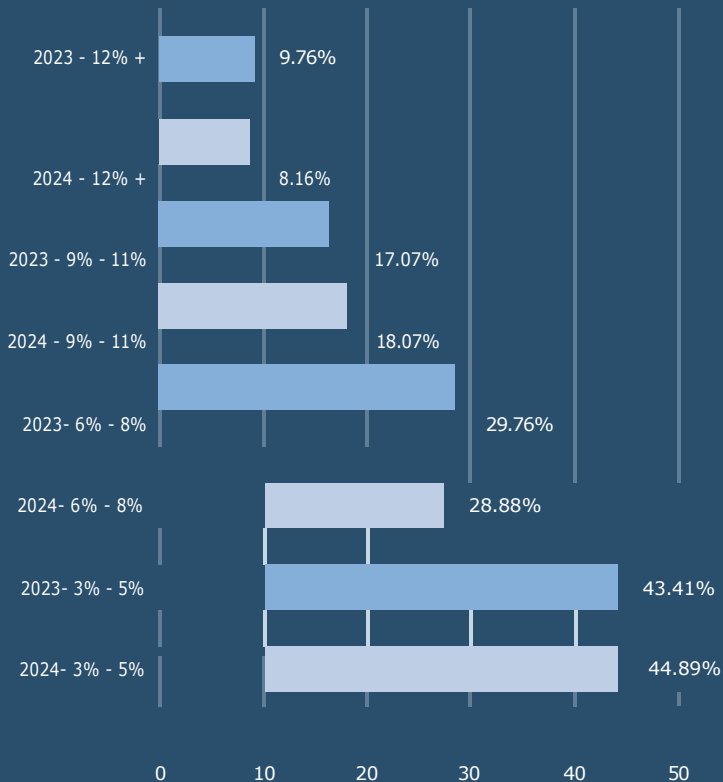
These are Two Benefits that have become a staple in all Packages on offer that we have seen. Each company provides different Private Healthcare Cover, some companies cover just the Employee, some companies cover the Employee and their Family. However, according to the Table above, contrary to what the market demonstrates ife

4. CONTRIBUTORY PENSION

This Graph is the Employer Pension Contribution Percentages, not including Contributions from Employees.

From the Benefits Table above, again we are seeing fewer people receiving Non-Contributory Pensions than the previous year, down from 15.25% to 12.78%. From the Table to the left you can ascertain that for everyone else who has a Contributory Pension their Employer Contributions have, for the most part, stayed the same. Pensions are not something that are negotiated on anymore.

Matched Contributions are up from 73.98% to 78.15% and Doubling Contributions is down again this year from 17.86% to 14.30%.



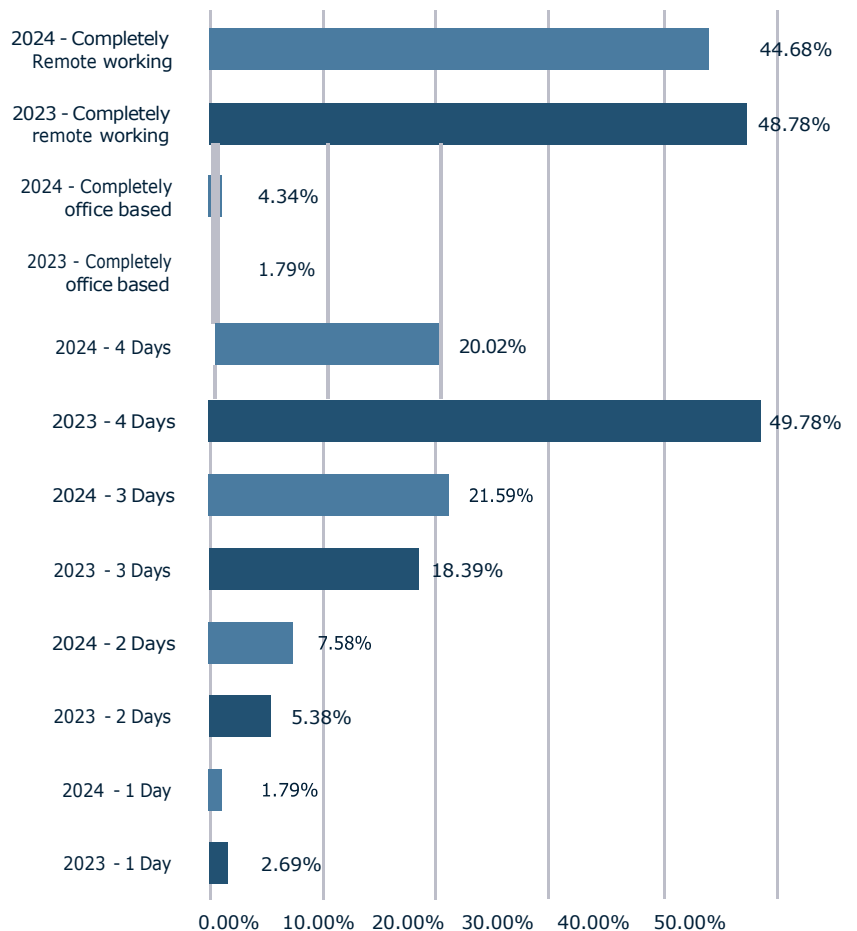
5. FLEXIBLE WORKING

From the Table to the left, it shows that Completely Remote Working is down again this year from 49.78% to 44.68%, which is a Key Indicator and reflects in the market that most companies are moving back to some sort of Hybrid Model.

Four Days from home has dropped significantly from 49.78% to 20.02%, again indicating and reflecting what we are seeing, that companies are operating a 3 Days in the Office and 2 Days from Home or visa versa model.

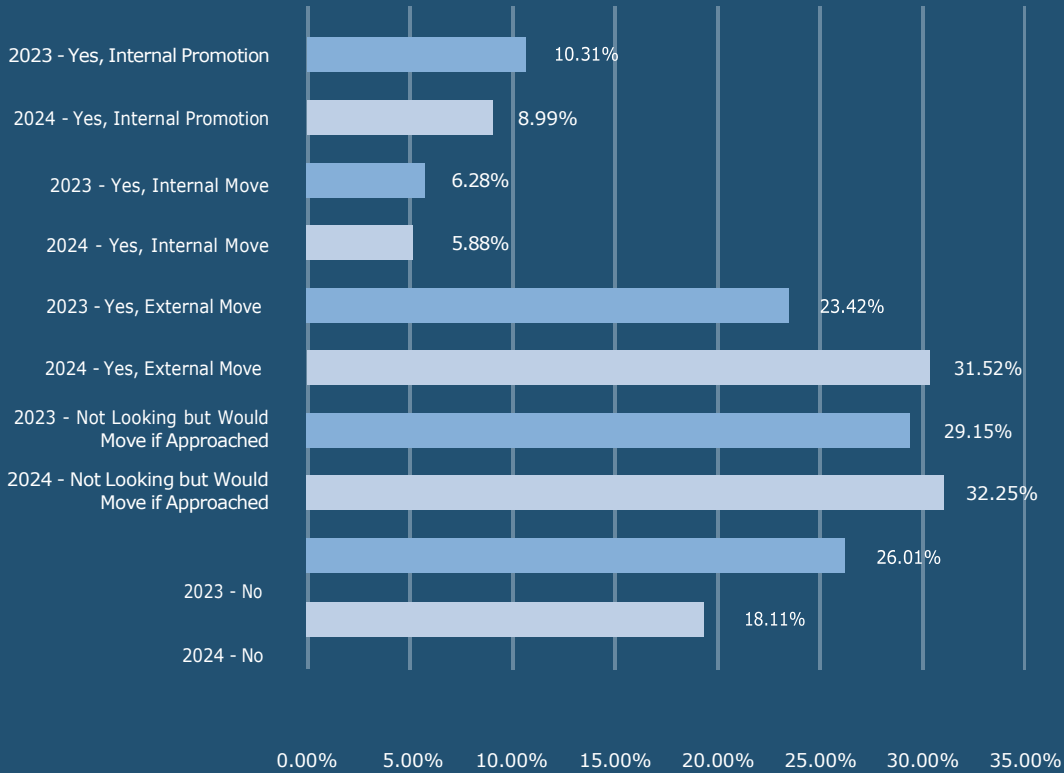
6. HOLIDAYS

Whilst Holidays are not a Benefit (more of Requirement by Law). Last year the Average Holiday Days were 26.14 Days excluding Bank Holidays and this year it has increased again to 26.64 days Annual Leave.



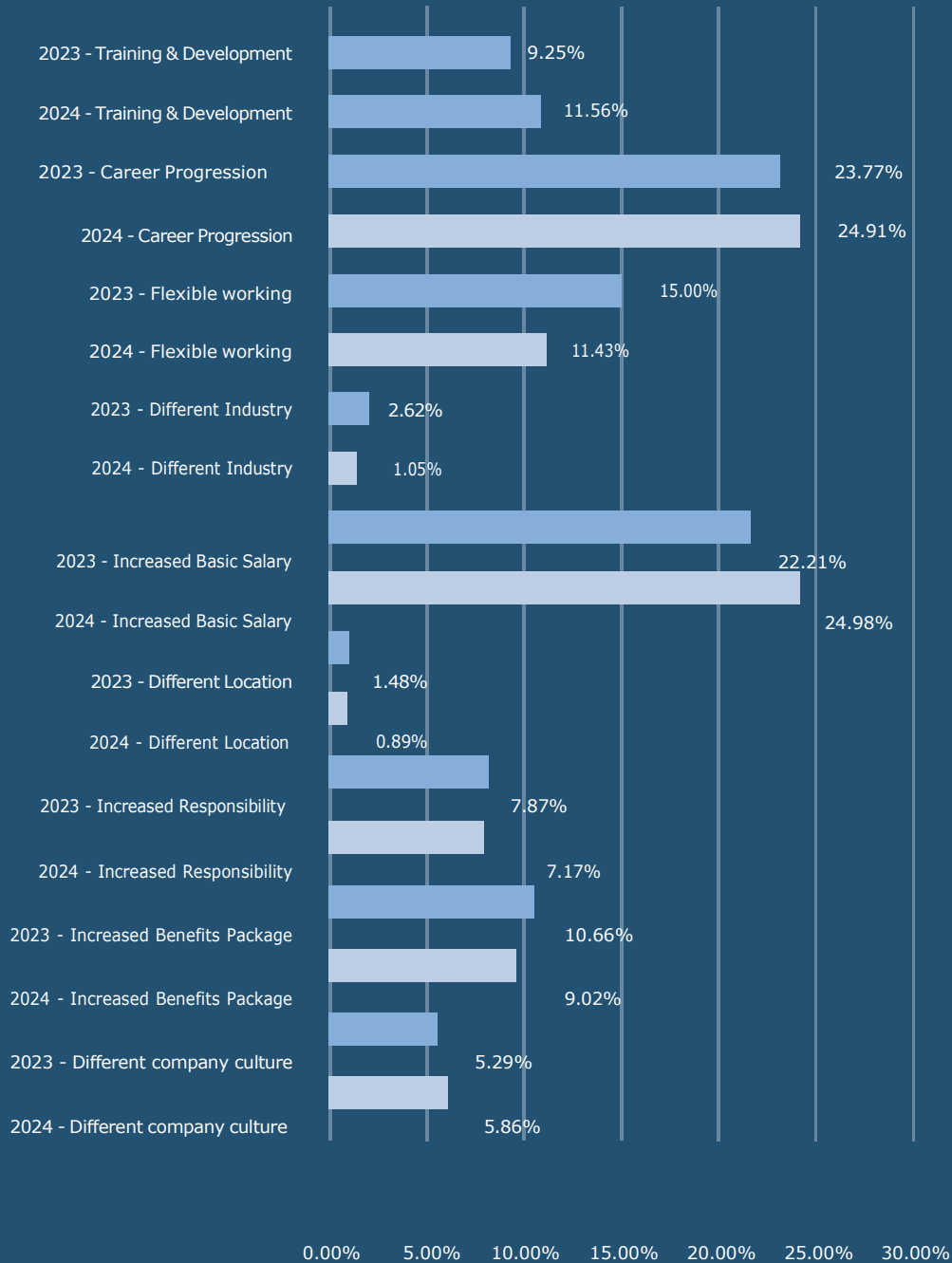
PEOPLE TRENDS

DO YOU EXPECT TO CHANGE ROLES IN THE NEXT YEAR?



From the Table above it shows that there has been a huge Increase in people who are actively open to changing roles from 22.42% last year to 31.52% this year. There is also an increase in 'not looking but would move if approached' from 29.15% to 32.25%. When companies freeze pay rises or reduce the opportunity for Promotion / Progression then people tend to look elsewhere for that opportunity. We can see that both 'Internal Promotion' and 'Internal Move' have both reduced from 10.31% to 8.99% and 6.28% to 5.88% respectively.

WHAT IS MOST IMPORTANT WHEN CHANGING ROLES?

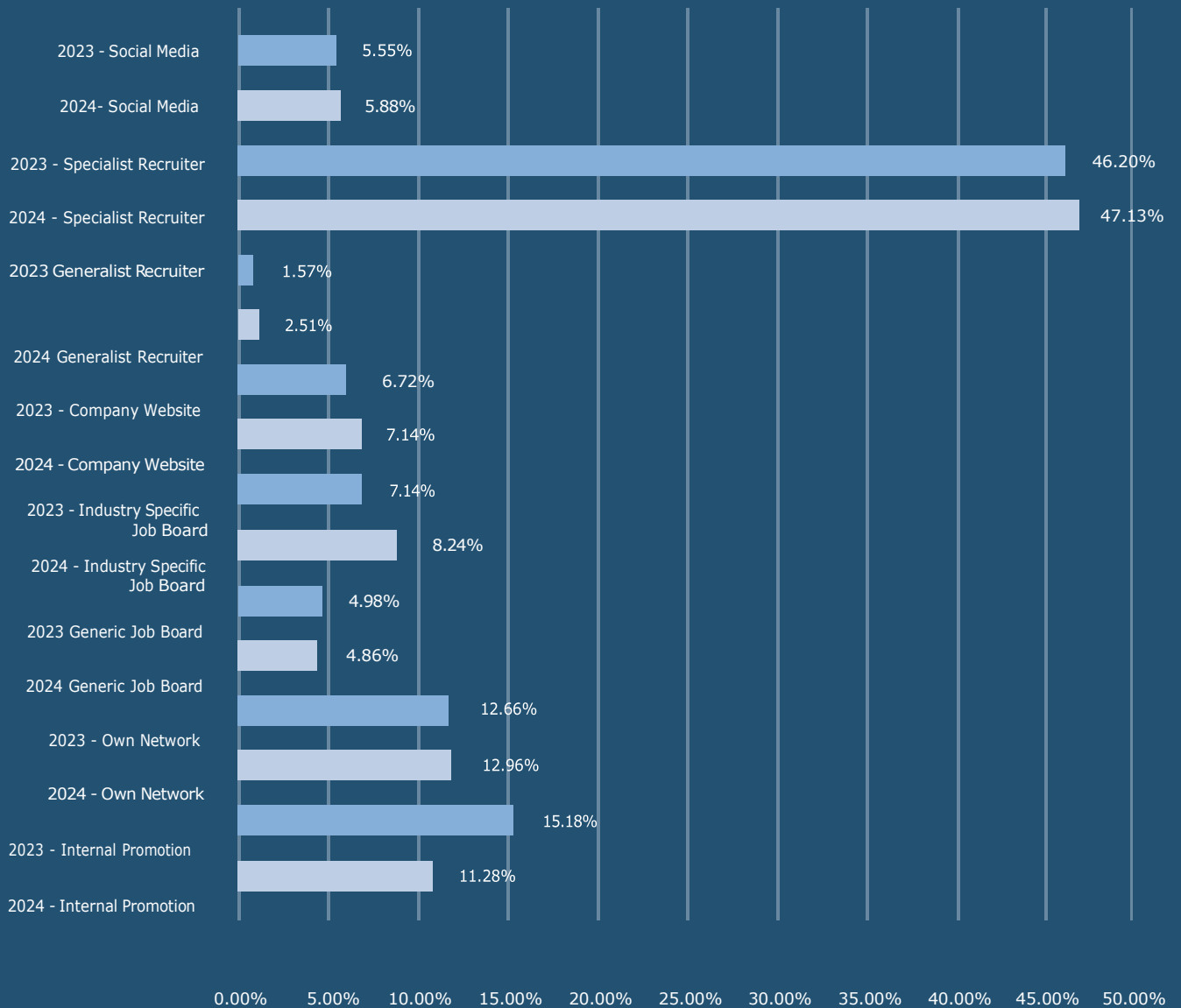


For the first time in conducting many of these Cyber Security Salary Surveys we have seen 'Increase in Basic Salary' top the poll, rising from 23.77% of people surveyed demanding an Increase to 24.98%.

Surprisingly 'Flexible Working' was one of the categories that decreased in demand when changing roles, from 15% to 11.43%. With the implementation of Hybrid Working people are finding better work / life balance with organisations who adopt this model and appreciate human interaction on a regular basis rather than Working From Home exclusively.

Another area that has increase and is not surprising is 'Training & Development' we are seeing increased Candidates asking in interviews what the training and development looks like at organisations and if the company will pay for Certifications so that the Candidates can advance their skills and career while at said organisation. We feel this will only increase as the years go on due to candidates looking for companies who invest in career growth and the development of their skills.

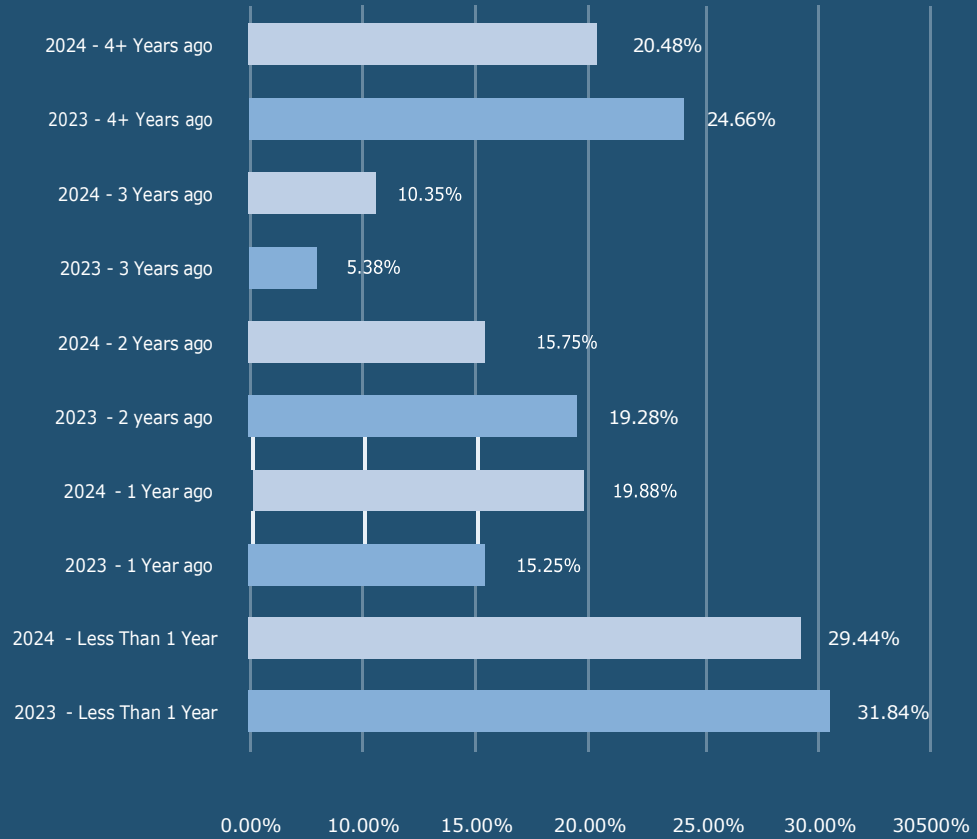
HOW DO YOU EXPECT TO FIND YOUR NEXT ROLE?



With around 12,000 Live Roles in the UK alone (LinkedIn...although it is hard to say many of these are actually “Live”) it is safe to say the market is still busy with companies hiring Cyber Security Talent. So how can Candidates work a Full-Time job and peruse through the thousands upon thousands of roles available for the best career progressing opportunity? Or how can companies stand out from the crowd and attract the best talent the market has to offer? Simply put they cannot, this is why from the table above we are seeing a huge demand from Companies & Candidates alike for Specialist Recruiters. Again, from last year this has Increase from 46.2% to 47.13%, a stark contrast when you compare it to other categories, ‘Internal Promotion’ has Reduced from 15.18% to 11.28%, giving us a strong indication that there are a lot of people going to be disappointed by the lack of Internal Promotion Opportunities and will look elsewhere for better progression.

Companies who have closed PSLs, or do not want to engage with Specialist Cyber Recruitment Consultancies are simply cutting off almost half of the market, only 7.14% of people will apply directly to a Company’s Website, which is making it extremely difficult to fill vacant positions.

LAST TIME YOU CHANGED ROLES

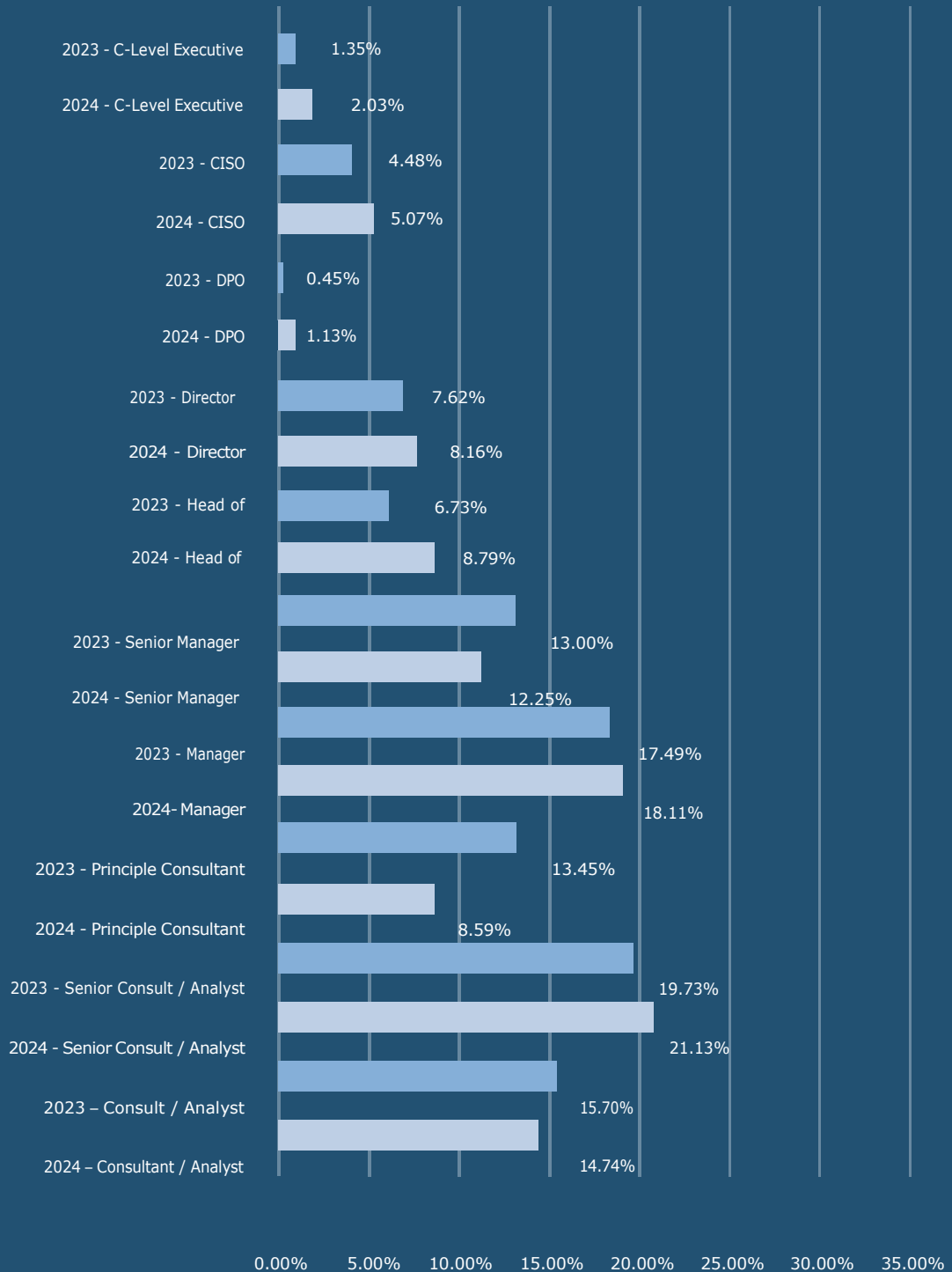


The average tenure of people in the same role last year was just over 24 Months and this year it has fallen to 23.25 Months.

49.32% of the people surveyed have changed roles in the last year, compared with last year's 75%, which gives some weight to the "Great Resignation" that was widely publicised last year.

From the Table we can see that, last year 24.66% of people stayed with their company for the past 4 Years, this has Decreased to 20.48%, which mirrors the data indicating that tenures at one organisation is getting shorter.

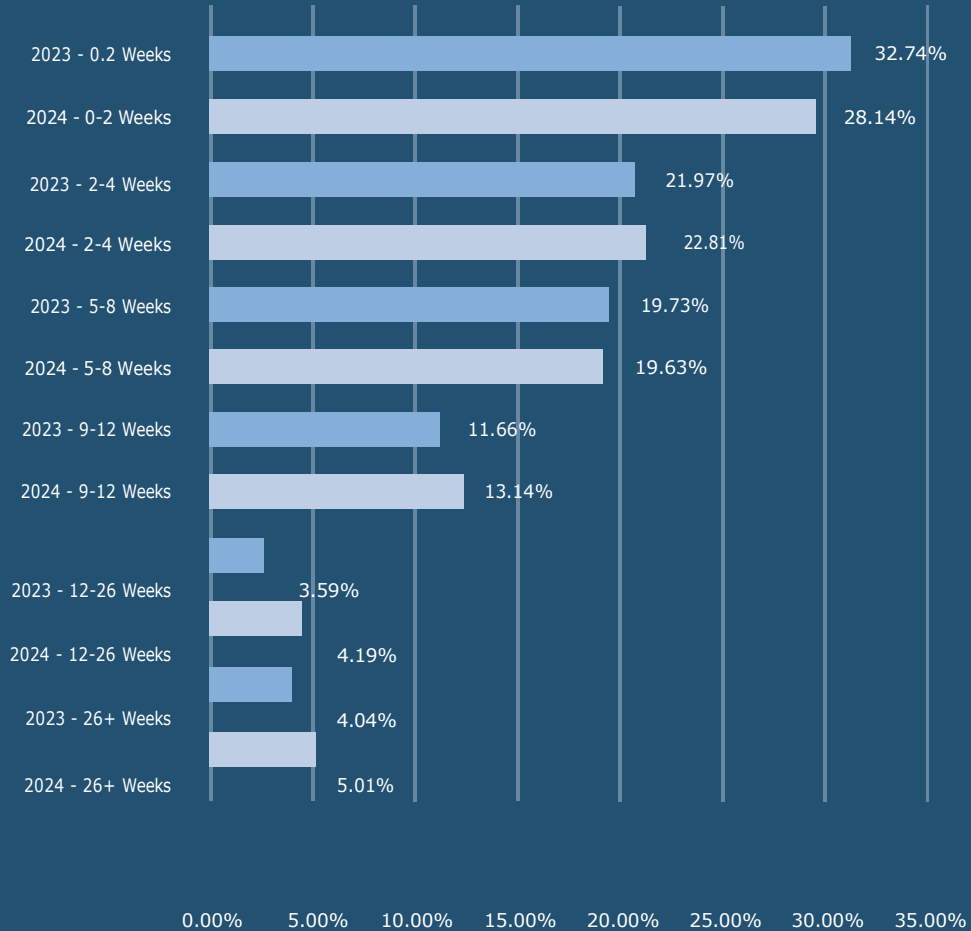
POSITION LEVEL



From the Graph, there is a clear overview of the level of the participants in the Survey and we can see there has been a shift from last year, there are fewer people at the Consultant level, indicating one of two reasons; either they are progressing their careers quicker than before which is concerning as this can cause a bottle neck situation, or there are fewer people entering the Cyber Security Market which brings with it different concerns.

It can also be seen that there are more people at 'Heads of', 'Director', 'DPO', 'CISO' & 'C-Level' than ever before, which is encouraging in seeing that there is not a limit on the number of Roles available for people to progress their careers to.

TIME TO FIND A NEW ROLE



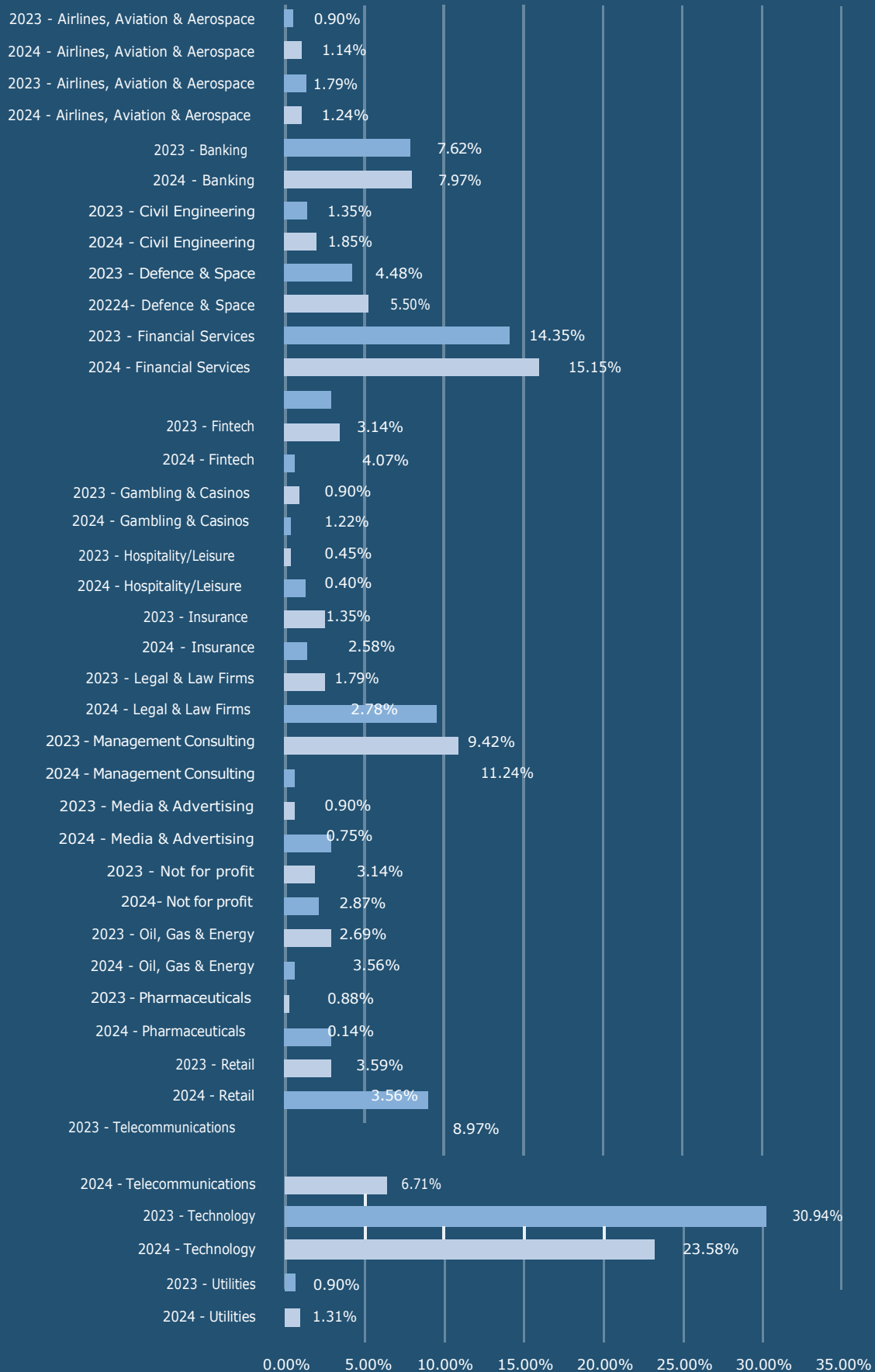
This graph is important for HR Directors, Senior Leadership & Key Stakeholders when it comes to understanding how quick the market is moving and can help when reflecting on the interview process an organisation has in place.

This year the figures show that 28.14% of the market are changing roles within 2 Weeks versus last year's 32.74%, from CV send to offer accepted. This is reducing but is still extremely quick, but when looking at the demand in the market - 12,000 Open Roles, the attrition rate in Cyber Security as a whole - 20% per Year Minimum, it becomes apparent that organisations, once they identify a good Candidate need to move quickly to secure them.

Exploring the Data, you can see that the rapid turnaround, 0-2 Weeks, is happening at an early career stage - Consultant or Analyst...even Senior Consultant & Senior Analyst. For most of the market, 58%, the time to change roles is taking up to 4 Weeks, exactly in line with last year 59%. If your Interview Process is Three Stages, considering Candidate's Work Schedules, Hiring Manager's Work Schedules and the Three Stages to complete, it is like to exceed 4 Weeks and provide obstacles against the organisations opportunity to secure the best talent.

COMPANY TRENDS

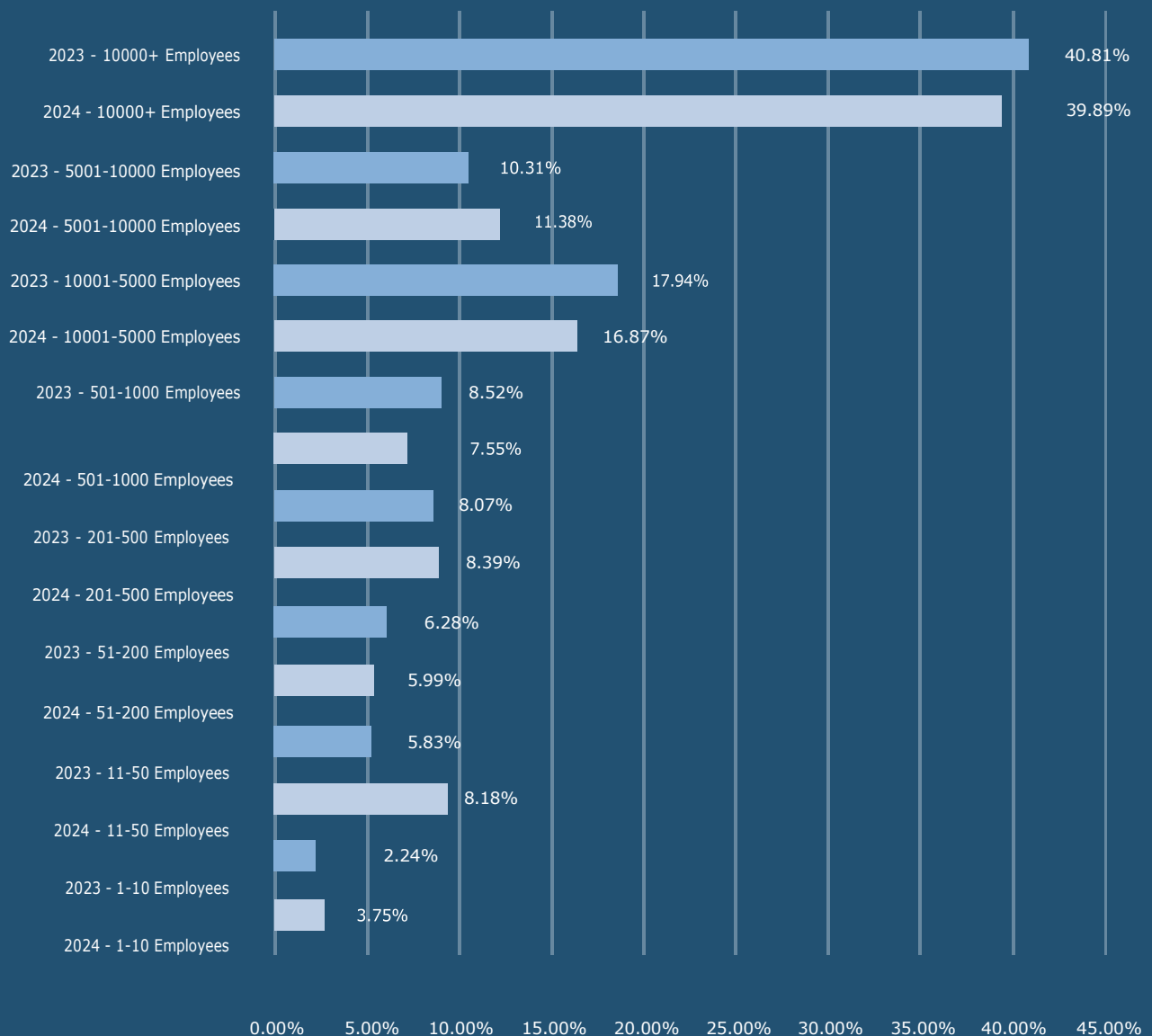
INDUSTRY DISTRIBUTION



The Graph above gives a clear overview of the Talent Distribution across the different sectors. We can see the biggest industries; Banking & Financial Services has Increased from 21.97% to 23.12%; Tech Firms are down significantly from 30.94% to 25.58%; and Management Consulting Firms are up from 9.42% to 11.24% taking the largest share of the Talent, respectively.

In hindsight, looking at the economic climate we can understand why there has been a reduction in the Tech space, with the reduction of investment in the industry due to cautious investors and lower valuations on smaller companies meaning larger organisations can merge / acquire and reduce head count. Now that the economic climate seems to have settled, although this will hopefully be shifting

COMPANY SIZE DISTRIBUTION



From the above Table, like last year, there has been a shift in the amount of people working for large Multi-Nationals with 10,000+ Employees, reducing from 40.81% last year to 39.89% this year. There have been small increases in people joining smaller Start-Ups with 1-10 Employees increasing from 2.24% to 3.75%, 11-50 employees, increasing from 5.83% last year to 6.18% this year. For smaller organisations like this, offering Stock Options is a fantastic way of attracting Talent to the organisation and competing with larger organisations for talent.

For the rest of the Categories the data seems to have remained consistent with last year. This information gives rise to the need for strong company culture, as people are looking for smaller organisations where they are treated as a name not a number and where they can progress their career quickly, rather than falling into a structure that is archaic.



CONTACT US

For any questions on the Salary Survey or to get further information on the Cyber Security market please feel free to get in contact via the details below.

jay@secure-recruitment.com

www.secure-recruitment.com