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## 2025 Enterprise Cyber Security Salary Guide

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CYBER CONNECT  
COMMUNITY



CYBER CONNECT  
PODCAST



AI INNOVATION &  
TRANSFORMATION



LEADERSHIP &  
CONSULTING



OFFENSIVE  
SECURITY



DEFENSIVE  
SECURITY



GRC &  
CULTURE



# EXECUTIVE SUMMARY

The **Cybersecurity Jobs** Market continues to show exceptional growth in 2025, driven by increasing Digital Transformation, Regulatory Requirements & Sophisticated Threat Landscapes. This Comprehensive Salary Guide provides Current Compensation Data Across All Major Cyber Security Roles, helping organisations Benchmark their Hiring Strategies & Professionals Understand their Market Value.

**What Does a CISO Do** & Why Do They Command Such Premium Compensation? Chief Information Security Officers now oversee complex, Global Security Programmes while Managing Business Risk & Regulatory Compliance. The **Cybersecurity Career Path** has evolved to offer Multiple Specialisation Routes, each with Distinct Compensation Levels Reflecting Market Demand & Expertise Requirements.

For those exploring **Entry Level Cybersecurity Jobs**, the market offers unprecedented opportunities with clear progression pathways. **Security Architect Skills** are particularly valued, with organisations seeking Professionals who can Design Resilient Security Frameworks. **Penetration Tester Salary** levels reflect the Specialist Nature of Ethical Hacking & Security Testing Expertise.

Understanding the **Incident Responder Career Path in the UK** & Related Specialisations helps Professionals navigate this dynamic field. **CISSP Certification Jobs** continue to Command Premiums, Demonstrating the Value of Industry-Recognised Credentials in Career Advancement.

# SECURITY LEADERSHIP

Leadership Roles command the highest compensation levels, reflecting the Strategic Importance of Cyber Security within modern organisations.

Role	UK Base (£)	UK Day Rate (£)	EU (€)	US (\$)
<b>Chief AI Officer (CAIO)</b>	£200,000 - £250,000+	£1,000 - £1,250+	€220,000 - €280,000+	\$250,000 - \$300,000+
<b>Head of AI Security</b>	£150,000 - £190,000	£750 - £950	€170,000 - €220,000	\$200,000 - \$250,000
<b>CISO (Global/EMEA Scope)</b>	£185,000+	£925+	€200,000 - €250,000+	\$225,000 - \$275,000+
<b>CISO (UK&amp;I)</b>	£110,000 - £140,000	£550 - £700	€120,000 - €150,000	\$150,000 - \$200,000
<b>CISO ICS/OT (UK&amp;I)</b>	£135,000 - £155,000	£675 - £775	€145,000 - €185,000	\$175,000 - \$225,000
<b>Cyber Security Director</b>	£135,000 - £210,000	£675 - £1,050	€150,000 - €200,000	\$180,000 - \$230,000
<b>Head of IT Risk</b>	£125,000 - £190,000	£625 - £950	€135,000 - €185,000	\$160,000 - \$210,000
<b>Head of GRC</b>	£125,000 - £180,000	£625 - £900	€135,000 - €175,000	\$160,000 - \$210,000
<b>Head of Information Security (10+ Years)</b>	£155,000+	£775+	€170,000 - €220,000	\$200,000 - \$250,000
<b>Head of Information Security (10- Years)</b>	£100,000 - £160,000	£500 - £800	€110,000 - €150,000	\$130,000 - \$180,000
<b>Head of Security Architecture</b>	£130,000 - £200,000	£650 - £1,000	€140,000 - €190,000	\$170,000 - \$220,000
<b>Head of Security Operations</b>	£90,000 - £130,000	£450 - £650	€100,000 - €140,000	\$120,000 - \$170,000
<b>Head of Incident Response</b>	£110,000 - £155,000	£550 - £775	€120,000 - €160,000	\$140,000 - \$190,000



# »» GRC (GOVERNANCE, RISK & COMPLIANCE)

GRC Roles Bridge Technical Security with Business Requirements & Regulatory Compliance, offering stable **Cybersecurity Career Path** options.

Role	UK Base (£)	UK Day Rate (£)	EU (€)	US (\$)
<b>AI Risk &amp; Compliance Manager</b>	£90,000 - £120,000	£450 - £600	€100,000 - €130,000	\$120,000 - \$160,000
<b>Information Security Manager (5+ Years)</b>	£95,000 - £125,000	£475 - £625	€105,000 - €135,000	\$130,000 - \$170,000
<b>Information Security Manager (5- Years)</b>	£80,000 - £95,000	£400 - £475	€90,000 - €115,000	\$110,000 - \$150,000
<b>Information Security Officer</b>	£80,000 - £125,000	£400 - £625	€90,000 - €120,000	\$110,000 - \$150,000
<b>IT Risk Manager</b>	£85,000 - £125,000	£425 - £625	€95,000 - €125,000	\$120,000 - \$160,000
<b>Third-Party Risk Lead</b>	£75,000 - £105,000	£375 - £525	€85,000 - €110,000	\$100,000 - \$140,000
<b>Information Security Analyst (5+ Years)</b>	£60,000 - £80,000	£300 - £400	€70,000 - €90,000	\$85,000 - \$115,000
<b>Information Security Analyst (5- Years)</b>	£50,000 - £65,000	£250 - £325	€60,000 - €80,000	\$75,000 - \$105,000



# SECURITY ARCHITECTURE & ENGINEERING

**Security Architect skills** are in exceptionally high demand, with organisations seeking Professionals who can Design & Implement Comprehensive Security Frameworks.

Role	UK Base (£)	UK Day Rate (£)	EU (€)	US (\$)
<b>AI Security Engineer/Architect</b>	£95,000 - £130,000	£475 - £650	€105,000 - €140,000	\$130,000 - \$170,000
<b>Enterprise Security Architect</b>	£100,000 - £140,000	£500 - £700	€110,000 - €150,000	\$140,000 - \$180,000
<b>Cloud Security Architect</b>	£100,000 - £130,000	£500 - £650	€110,000 - €140,000	\$140,000 - \$180,000
<b>Security Architect ICS / OT</b>	£100,000 - £145,000	£500 - £725	€110,000 - €150,000	\$140,000 - \$190,000
<b>Security Architect</b>	£85,000 - £125,000	£425 - £625	€95,000 - €130,000	\$120,000 - \$160,000
<b>Application Security Architect</b>	£100,000 - £130,000	£500 - £650	€110,000 - €140,000	\$140,000 - \$180,000
<b>Application Security Engineer</b>	£85,000 - £110,000	£425 - £550	€95,000 - €125,000	\$120,000 - \$160,000
<b>DevSecOps Engineer</b>	£85,000 - £110,000	£425 - £550	€95,000 - €125,000	\$120,000 - \$160,000
<b>Security Engineering Manager</b>	£85,000 - £105,000	£425 - £525	€95,000 - €130,000	\$120,000 - \$160,000
<b>Information Security Engineer (5+ Years)</b>	£75,000 - £95,000	£375 - £475	€85,000 - €110,000	\$105,000 - \$145,000
<b>Information Security Engineer (5- Years)</b>	£55,000 - £75,000	£275 - £375	€65,000 - €85,000	\$80,000 - \$110,000

# SECURITY OPERATIONS & INCIDENT RESPONSE

The **Incident Responder Career Path in the UK** offers Diverse Opportunities from SOC Analysis to Advanced Threat Hunting, with strong demand across All Experience Levels.

Role	UK Base (£)	UK Day Rate (£)	EU (€)	US (\$)
<b>AI Security Operations Lead</b>	£85,000 - £110,000	£425 - £550	€95,000 - €125,000	\$120,000 - \$160,000
<b>Security Operations (Deputy Head / Team Lead)</b>	£75,000 - £95,000	£375 - £475	€85,000 - €110,000	\$105,000 - \$145,000
<b>Security Operations Manager</b>	£60,000 - £85,000	£300 - £425	€70,000 - €95,000	\$90,000 - \$130,000
<b>Senior SOC Analyst</b>	£60,000 - £75,000	£300 - £375	€70,000 - €90,000	\$90,000 - \$120,000
<b>Security Operations Analyst</b>	£45,000 - £60,000	£225 - £300	€55,000 - €75,000	\$70,000 - \$100,000
<b>Incident Response Manager</b>	£65,000 - £95,000	£325 - £475	€75,000 - €100,000	\$95,000 - \$130,000
<b>Incident Response Analyst</b>	£50,000 - £65,000	£250 - £325	€60,000 - €80,000	\$75,000 - \$105,000
<b>Senior Threat &amp; Vulnerability Specialist</b>	£65,000 - £85,000	£325 - £425	€75,000 - €100,000	\$95,000 - \$130,000
<b>Cyber Threat Intelligence Analyst</b>	£45,000 - £80,000	£225 - £400	€55,000 - €90,000	\$70,000 - \$100,000
<b>Cyber Defence Analyst</b>	£45,000 - £70,000	£225 - £350	€55,000 - €85,000	\$70,000 - \$100,000



# »»» PENETRATION TESTING

**Penetration Tester Salary** Levels reflect the Specialist Expertise required for Ethical Hacking & Security Assessment roles.

Role	UK Base (£)	UK Day Rate (£)	EU (€)	US (\$)
<b>AI Red Team / Adversarial Testing Specialist</b>	£80,000 - £110,000	£400 - £550	€90,000 - €120,000	\$110,000 - \$150,000
<b>Senior Penetration Tester</b>	£70,000 - £95,000	£350 - £475	€80,000 - €105,000	\$100,000 - \$140,000
<b>Penetration Tester (Intermediate)</b>	£50,000 - £70,000	£250 - £350	€60,000 - €85,000	\$75,000 - \$105,000
<b>Penetration Tester</b>	£35,000 - £50,000	-	-	-

# »»» DATA PROTECTION & PRIVACY

Privacy & Data Protection roles combine Legal Compliance with Technical Implementation, offering stable career progression opportunities.

Role	UK Base (£)	UK Day Rate (£)	EU (€)	US (\$)
<b>AI Privacy &amp; Security Specialist</b>	£90,000 - £120,000	£450 - £600	€100,000 - €130,000	\$120,000 - \$160,000
<b>Global Privacy Counsel</b>	£110,000 - £145,000	£550 - £725	€120,000 - €150,000	\$150,000 - \$190,000
<b>Head of Privacy</b>	£85,000 - £105,000	£425 - £525	€95,000 - €125,000	\$110,000 - \$150,000
<b>Head of Data Protection</b>	£85,000 - £105,000	£425 - £525	€95,000 - €125,000	\$110,000 - \$150,000
<b>Data Protection Officer (EMEA)</b>	£110,000 - £135,000	£550 - £675	€120,000 - €150,000	\$150,000 - \$190,000
<b>Data Protection Officer (UK&amp;I)</b>	£90,000 - £140,000	£450 - £700	€100,000 - €130,000	\$120,000 - \$160,000
<b>Data Governance Manager</b>	£85,000 - £105,000	£425 - £525	€95,000 - €125,000	\$110,000 - \$150,000
<b>Data Protection Analyst</b>	£45,000 - £55,000	£225 - £275	€50,000 - €65,000	\$60,000 - \$80,000

# KEY MARKET INSIGHTS

**Entry Level Cybersecurity Jobs** show Strong Salary Progression Potential, with many organisations offering Graduate Programmes & Structured Career Development. The Skills Shortage means Rapid Advancement Opportunities for motivated professionals.

**CISSP Certification Jobs** continue to command 15-20% Salary Premiums across most roles, demonstrating the Continued Value of Industry-Recognised Credentials in Career Progression.

The emergence of AI-Focused Security Roles reflects the evolving Threat Landscape & Organisational Needs. These positions typically offer 20-30% Premiums over equivalent Traditional Security Roles.

Contract Rates shown represent Typical Daily Rates for Experienced Professionals.

**Cybersecurity Jobs** in Contract Form often provide 30-40% Higher Equivalent Annual Compensation but without Permanent Benefits Packages.







# LOOKING TO ADVANCE YOUR CYBER SECURITY CAREER OR BUILD YOUR SECURITY TEAM?

SECURE's Expert Cyber Security Recruitment Services Provide Strategic Partnerships for organisations across Digital, Tech & Cyber Sectors.

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