2022 Barclay Simpson Salary & Recruitment Trends Guide

Cyber Security & Data Privacy

Contents

Key factors affecting security recruitment

Across the UK, recruitment agencies continue to report marked increases in hiring activity, with robust demand for workers and ongoing candidate shortages **leading to upward pressure** on starting salaries.

At Barclay Simpson, we are seeing these broader national trends widely reflected in cyber security recruitment, but there are also a number of important political, economic and regulatory factors that are specifically shaping hiring within the market.

Shortage of strong technical skills

While candidate shortages are notable across many sectors and industry segments nationwide, a lack of skilled cyber security professionals is a long-running issue that predates current trends.

There were **3.5 million** unfilled cyber security vacancies in 2021 , and half of these businesses admitted they would struggle to resolve an incident or threat due to **technical skills shortages** within their teams.

Our internal data tells a similar story. Nearly three-quarters (73%) of businesses that employ security professionals say insufficient technical or regulatory knowledge among candidates is a key challenge to hiring the right staff.

This is most evident across vacancies that require 3+ years of experience.

The rise of cloud security and data privacy

In addition to discipline-wide candidate shortages, we are seeing specific demand for professionals who have cloud security and data privacy skills.

As more organisations move into the cloud, third-party risk has become a top concern, and a recent survey showed **86% of organisations** have skills gaps associated with cloud implementations.

The Covid-19 pandemic has exacerbated demand for data privacy professionals. The increase in remote working emphasised the need for more robust privacy processes and infrastructure, and our consultants have noted higher demand for candidates with a Certified Information Privacy Technologist (CIPT) certification.

Diversity and inclusion

Ethnic diversity within security roles continues to be relatively strong, but the gender split remains an issue. Only 11% of UK cyber security professionals are women, according to Cybersecurity Ventures research.

Our own data suggests the figure is even lower for highly-technical security roles. Unfortunately, given how competitive the war for talent has become, diversity is less of a priority for businesses than finding and attracting candidates with the desired skills.

However, current skills shortages should be seen as an opportunity for employers to give more female candidates a chance to fulfil their potential with additional training and support.

When asked, organisations said building a more inclusive culture (42%) and acting on employee feedback (42%) would be the best ways to improve diversity and inclusion within their workforce.

While 74% of employers believe they have an adequate culture of diversity, equality and inclusion, less than two-thirds are confident their HR processes are effective at ensuring equality of progression and reward for protected characteristics, such as gender, ethnicity and disability.

Cyber Security leaders believe the following would best support their organisation's DE&I efforts

Build an inclusive company culture: **42%**

Act on employee feedback: **40%**

Pay attention to pay equity: **33%**

Build a fair hiring process: **31%**

Increase representation in managerial leadership: **22%**

Source: Barclay Simpson Salary Survey Data

Permanent recruitment trends

The permanent security and data privacy recruitment market is extremely active, with high numbers of vacancies and employers facing ongoing difficulties in finding the skilled candidates they need. As a result, starting salaries are increasing across the board.

Organisations cite compensation issues (80%) as the biggest barrier to attracting suitable candidates, although – as previously mentioned – insufficient technical or regulatory knowledge is also a key concern (73%).

"Good candidates are flying off the market at incredible speed. There are not enough candidates full stop, so there definitely aren't enough good candidates," Sophie Jdouri, Principal Consultant.

It is therefore not uncommon for high-quality applicants to receive multiple offers, as well as strong counteroffers from their existing employers, who are keen to retain their top talent.

Organisations with ponderous, multi-stage recruitment processes and slow communications are therefore putting themselves at a significant disadvantage in such a competitive market. They are often outmanoeuvred by faster, more agile firms.

"One of our clients said the fastest they'd ever sent out a job offer after receiving a candidate's CV was seven hours. And they're keen to beat this record in the future," says Sophie Spencer, Director.
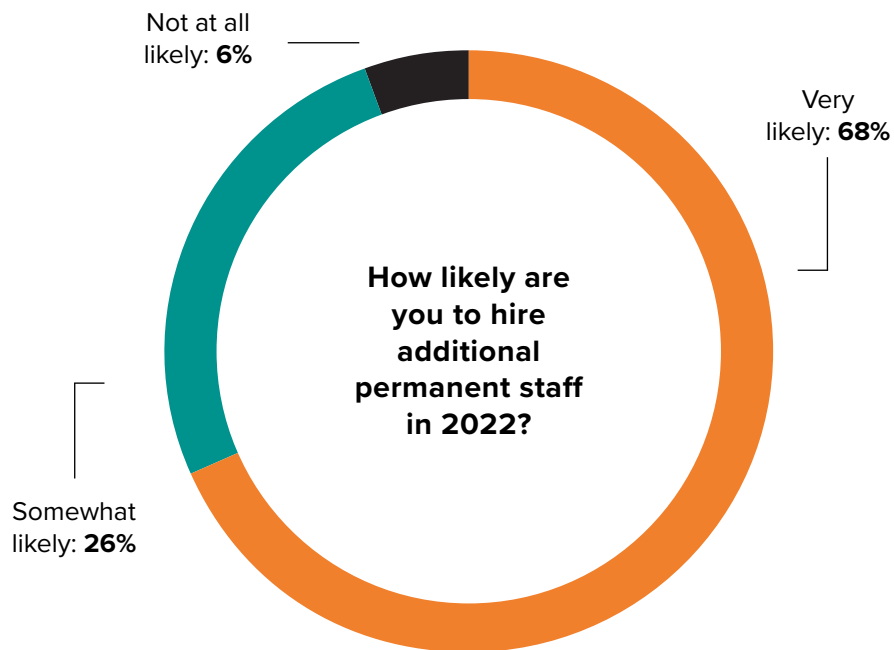
Unsurprisingly, candidates are currently optimistic about their prospects, with 97% saying they are confident with the state of the market. Of these, 60% are 'very confident'.

When asked to rank their reasons for seeking a new role, the majority of candidates chose remuneration first (42%). However, sizeable minorities prioritised a better work-life balance (24%) and career development (23%).

This is the first time that work-life balance has trumped career development in importance among candidates in our surveys of security and data privacy professionals.

Indeed, 97% of professionals said remote working opportunities were a crucial consideration when deciding whether to accept a new job offer or stay with an existing employer. Employers are responding to this need, when asked how many days they were allowed to work from home, only 2% of employees said zero.

According to our research, an overwhelming 95% of employers are struggling to hire candidates, with 60% of these saying it is 'very challenging' to find staff.

Not at all likely: 6%

Very likely: 68%

How likely are you to hire additional permanent staff in 2022?

Somewhat likely: 26%

Source: Barclay Simpson Salary Survey Data

Top 5 reasons for seeking a new role

1. Remuneration

2. Work/life balance

3. Career development

4. Job security

5. Better benefits

Source: Barclay Simpson Salary Survey Data

Contract recruitment trends

Interim staff are a key resource for many employers of security professionals. Nearly two-thirds (63%) of organisations are currently utilising contract or temporary workers to supplement their permanent hiring.

The most common reason for interim recruitment is the need for support on specific projects (45%). But nearly a quarter of employers told us they sought contractors because they were simply unable to source permanent employees, further underscoring the skills shortages present within the market.

Interim staff were also hired to support BAU activities (15%) and for their subject matter expertise (6%).

Changes to IR35

The implementation of new IR35 regulations, which came into force in April 2021, has also had a notable impact on the interim security recruitment market.

Organisations were broadly split in their approaches to IR35 changes. A thin majority (40%) chose to deem all contractors as being 'inside IR35', with 38% making determinations on a case-by-

case basis. Meanwhile, roughly one in five opted to engage umbrella companies and/ or third-party firms to manage the process.

As a consequence of their response to IR35 changes, four in 10 organisations have missed out on engaging a desired contractor. Lower contractor rates were undoubtedly a factor initially, but we are seeing more professionals prioritising remote working opportunities when choosing interim roles.

"Contractors are beginning to reject roles that involve more than one or two days in the office, especially if there is an inconvenient commute," says Jeff Mayger, Senior Consultant.

"Employers that aren't flexible are severely limiting their candidate pool, while those offering fully- remote positions open themselves up to candidates from anywhere in the UK."

Our research indicates that organisations are aware of these issues. Nearly half of employers (48%) are concerned that their approach to remote working may be hindering their ability to attract, retain or recruit talented staff.

How have the new IR35 Regulations impacted you?

42% Have increased rates for 'inside' roles

32% Will only consider 'outside' roles

14% Have turned down an 'inside' role

7% Have looked/opted for permanent jobs

3% Have looked/opted for FTC roles

Source: Barclay Simpson Salary Survey Data

What is your current daily rate?

Range	Percentage
£300 - £399	3%
£400 - £499	10%
£500 - £599	14%
£600 - £699	24%
£700 - £799	24%
£800 - £899	3%
£900 - £999	7%
£1000+	14%

Source: Barclay Simpson Salary Survey Data

Salary and bonus trends

Despite fierce competition within the security recruitment market, many employers appear to be providing relatively modest base salary increases for their existing employees this year.

Among the organisations we polled, the average pay rise will be 5% over the next 12 months.

Given the current upward pressure on starting salaries due to candidate shortages, now could be an excellent time for security professionals to consider new opportunities available in the market.

Typically, organisations will wait until staff have been offered a new role before coming back with a counteroffer. This is obviously a risky strategy for employers who are unable to entice candidates to stay.

For companies that can't meet salary demands – only 4% of employers say candidates' expectations are aligned with their salary bandings – there are other options.

"Work-life balance and the ability to work from home can make a huge difference," says Tom Woods, Principal Consultant.

"However, an underrated factor is how interesting the job is, even if it pays a little less. Candidates want to work for companies with an appealing culture, where they can be part of a great team."

Organisations that are able to emphasise and promote these qualities to candidates during the application process will therefore have a considerable edge over competitors.

Private healthcare: **74%**

Flexible working: **74%**

Bonuses: **67%**

Cycle-to-work scheme: **52%**

Time off for charity work: **41%**

Source: Barclay Simpson Salary Survey Data

Salaries

Our salary guide tables provide indicative base salary ranges for positions in our specialist areas across locations which provide enough data to give meaningful figures. They are not comprehensive. If you cannot find a salary for your role, or a role you wish to benchmark, please email **bs@barclaysimpson.com** or call 020 7936 2601 for specific guidance.

Leadership

Area	CISO (Global / EMEA)	Cyber Security Director	Head of IT Risk	Head of GRC (Cyber Risk)	Head of Information Security (dept above 10+)	Head of Information Security (dept under 10+)	Head of Security Architecture	Head of Security Operations	Head of Incident Response
London	£180,000+	£130,000 - £200,000	£130,000 - £200,000	£100,000 - £140,000	£150,000+	£100,000 - £160,000	£130,000 - £200,000	£80,000 -£120,000	£90,000 - £140,000
South East	£180,000+	£130,000 - £200,000	£130,000 - £200,000	£100,000 - £140,000	£150,000+	£100,000 - £160,000	£130,000 - £200,000	£80,000 -£120,000	£90,000 - £140,000
Regional	£170,000+	£120,000 - £180,000	£120,000 - £180,000	£90,000 - £130,000	£130,000+	£80,000 - £140,000	£110,000 - £170,000	£70,000 -£110,000	£80,000 - £120,000
Contract day rate	£900-1200	£800-900	£800-900	£750-850	£800-900	£700-800	£900+	£900+	£900+

Governance, risk and compliance

Area	Business Information Security Officer	Information Security Manager (team above 5+)	Information Security Manager (team under 5+)	Information Security Officer	IT Risk Manager	Third Party Risk Lead	Information Security Analyst, GRC	Information Security Analyst, GRC - (exp below 4+ years)
London	£90,000 - £130,000	£95,000 - £120,000	£80,000 - £95,000	£80,000 - £120,000	£85,000 - £120,000	£75,000 - £100,000	£60,000 - £75,000	£50,000 - £60,000
South East	£90,000 - £130,000	£95,000 - £120,000	£80,000 - £95,000	£80,000 - £120,000	£85,000 - £120,000	£75,000 - £100,000	£60,000 - £75,000	£50,000 - £60,000
Regional	£75,000 - £110,000	£80,000 - £110,000	£70,000 - £85,000	£70,000 - £110,000	£75,000 - £110,000	£65,000 - £90,000	£45,000 - £65,000	£35,000 - £50,000
Contract day rate	£600-800	£600-800	£600-800	£600-800	£600-800	£550-750	£500-600	£400-550

Technical security/Security architecture & engineering

Area	Application Security Architect	Application Security Engineer	DevSecOps Engineer	Information Security Engineer	Information Security Engineer Lead	Cloud Security Architect	Enterprise Security Architect
London	£100,000 - £125,000	£85,000 - £110,000	£85,000 - £110,000	£70,000 - £90,000	£85,000 - £100,000	£90,000 - £120,000	£100,000 - £135,000
South East	£100,000 - £125,000	£85,000 - £110,000	£85,000 - £110,000	£70,000 - £90,000	£85,000 - £100,000	£90,000 - £120,000	£100,000 - £135,000
Regional	£90,000 - £120,000	£75,000 - £100,000	£75,000 - £100,000	£65,000 - £85,000	£75,000 - £95,000	£80,000 - £110,000	£90,000 - £120,000
Contract day rate	£700-900	£600-750	£600-750	£550-650	£700-800	£650-850	£700-900

Technical security/Security operations & incident response

Area	Deputy Head of Security Operations	Cyber Defence Analyst	Cyber Threat Intelligence Analyst	Incident Response Analyst	Incident Response Manager	Security Operations Analyst	Security Operations Manager	Senior SOC Analyst	Senior Threat and Vulnerability Specialist
London	£70,000 - £95,000	£50,000 - £65,000	£40,000 - £75,000	£50,000 - £60,000	£65,000 - £85,000	£45,000 - £60,000	£60,000 - £85,000	£60,000 - £75,000	£65,000 - £85,000
South East	£70,000 - £95,000	£50,000 - £65,000	£40,000 - £75,000	£50,000 - £60,000	£65,000 - £85,000	£45,000 - £60,000	£60,000 - £85,000	£60,000 - £75,000	£65,000 - £85,000
Regional	£65,000 - £85,000	£40,000 - £55,000	£30,000 - £60,000	£40,000 - £50,000	£55,000 - £75,000	£35,000 - £50,000	£50,000 - £75,000	£50,000 - £65,000	£50,000 - £75,000
Contract day rate	£700-900	£450-650	£550-650	£550-650	£600-800	£500-600	£600-800	£500-650	£600-800

Technical security/Penetration testing

Area	Entry Level Penetration Tester	Mid Level Penetration Tester	Manager Level Penetration Tester
London	£25,000 - £35,000	£50,00 - £70,000	£70,000 - £100,000
South East	£25,000 - £35,000	£50,00 - £70,000	£70,000 - £100,000
Regional	£20,000 - £30,000	£45,000 - £65,000	£70,000 - £100,000
Contract day rate	£300-400	£500-650	£650+

Data protection & privacy

| Area	Head of Data Protection	EMEA Data Protection Officer	Data Governance Manager	Data Protection Analyst	Data Privacy Lawyer	Data Privacy Adviser	Data Protection Officer	Senior Data Oversight Manager	Privacy Manager	Global Privacy Counsel
London	£80,000 - £100,000	£110,000 - £130,000	£80,000 - £100,000	£45,000 - £50,000	£80,000 - £110,000	£60,000 - £75,000	£100,000 - £150,000	£80,000 - £90,000	£60,000 - £80,000	£110,00 - £140,000
South East	£80,000 - £100,000	£110,000 - £130,000	£80,000 - £100,000	£45,000 - £50,000	£80,000 - £110,000	£60,000 - £75,000	£100,000 - £150,000	£80,000 - £90,000	£60,000 - £80,000	£110,000 - £140,000
Regional	£75,000 - £95,000	£100,000 - £120,000	£70,000 - £90,000	£35,000 - £45,000	£75,000 - £100,000	£50,000 - £70,000	£90,000 - £140,000	£70,000 - £80,000	£50,000 - £70,000	£100,000 - £130,000
Contract day rate	£550-650	£650-750	£575-675	£300-400	£600-750	£450-550	£600-800	£550-650	£400-550	£700-800

Attract and retain the cyber security professionals you need with Barclay Simpson

Barclay Simpson has specialised in the recruitment of cyber security and data privacy professionals since 2001. Our practice covers information security, cyber security, data protection and privacy. Our long-established team has extensive experience of recruiting on a permanent and contract basis for in-house positions in commerce and FS groups, as well as consultancy and systems integration businesses, and security vendors.

We can help you create a talent attraction strategy with competitive salary offerings and support you as you build a cyber security or data privacy team that's future proof. Or we can help you find a role that aligns with your long-term career goals.

Arrange a consultation today.
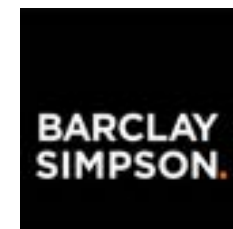
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