

**BARCLAY
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2026 Barclay Simpson
Salary & Bonus Trends

Cyber Security

Overview

A number of in-demand and emerging specialisms – such as threat intelligence, third-party risk and product security – saw moderate salary increases in 2025. In general though, cyber security salaries continued to flatline.

Almost a third (32%) of the candidates we surveyed said the biggest challenge to securing a new role was 'too few jobs being advertised'. But with businesses shying away from transformation programmes and agreeing cost-cutting cyber security budgets, job candidates faced narrowing job opportunities.

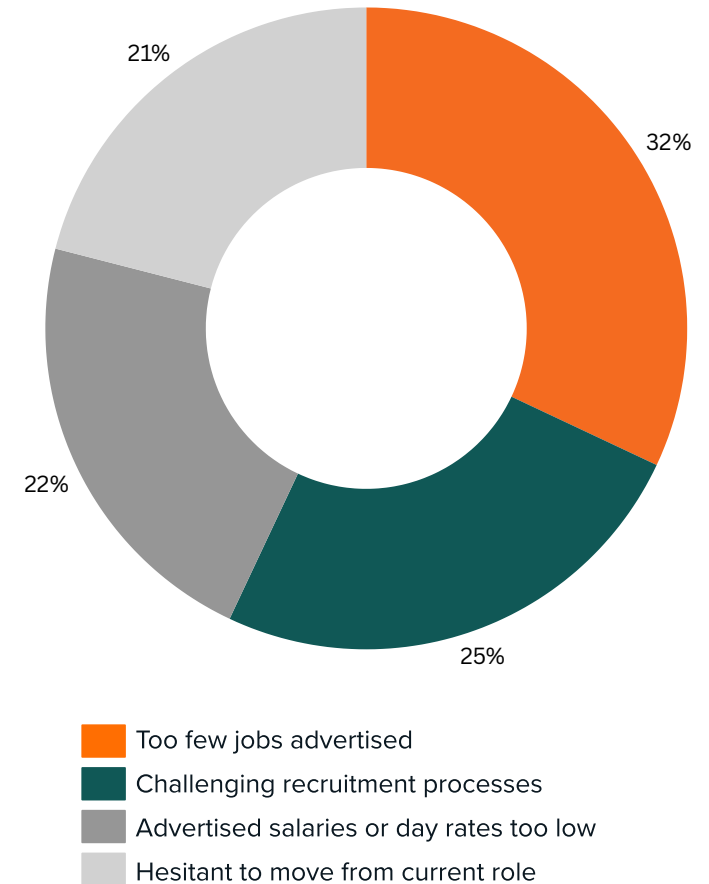
“In many cases, businesses are directing what cyber security budget they have available to automation, with the prospect of long-term savings,” said Jeff Mayger, Executive Consultant at Barclay Simpson.

Individuals who accepted lower offers following redundancy combined with contractors switching to permanent employment to push up the supply of candidates in a subdued job market.

More than one in five (22%) of candidates cited low advertised salaries or day rates as their biggest job-seeking challenge. In a job market tilting in their favour, employers were often able to offset budgetary challenges by expanding their skills requirements within individual roles.

“It’s not uncommon for cyber security hiring managers to start to combine two separate skillsets in the same role,” said Parveen Gill, Consultant at Barclay Simpson. “They may be looking for a threat and vulnerability manager having previously employed a threat manager and a vulnerability manager, for example.”

Biggest challenges for candidates securing a new role in 2025

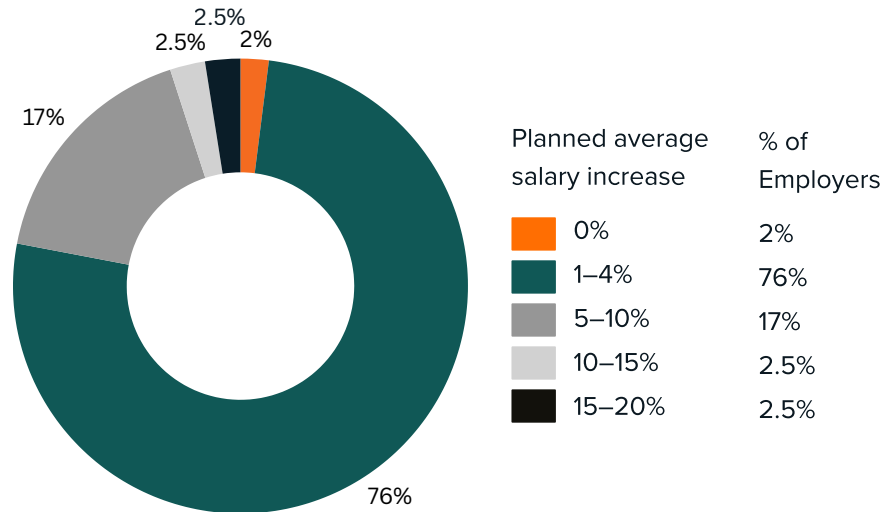


Expectations and reality

This year's survey revealed a close alignment between candidate salary expectations and employer budgets. A significant majority of employers (87%) said that they were either somewhat or very aligned.

Over three-quarters (76%) planned to increase base salaries for existing employees by 1–4% within the following 12 months. Only 2% envisaged no increase whatsoever.

Employers' average salary increases planned for 2026



Annual bonuses were ranked by 16% of candidates as their most valued benefit. Happily, 43% of employers were planning to pay the same amount of bonuses in 2026 as they did in 2025. That said, 23% of candidates surveyed said they received no bonus in 2025.

Candidates' most recent bonus as % of salary

Bonus as % of salary	% of candidates
0%	23%
1–10%	27%
11–20%	23%
21–30%	11%
31–40%	8%
41–49%	1%
50–74%	0%
75–99%	4%
100–124%	2%
125–149%	0.5%
150%+	0.5%
Prefer not to say	1.5%

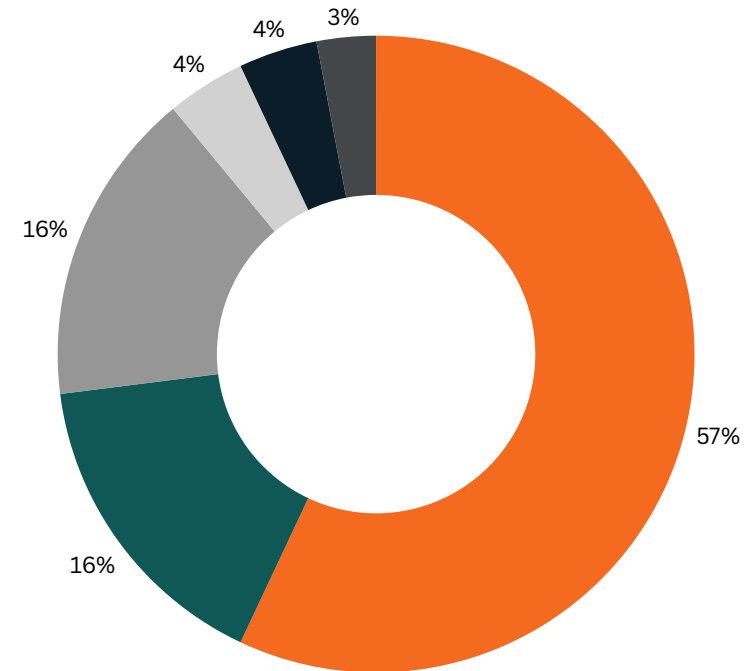
Remuneration continued to be the top reason for seeking a new job. Over two-thirds (70%) of cyber security professionals surveyed placed remuneration in their top three reasons for moving.

Interestingly, the number one reason for moving jobs was career development, selected by 31% of survey respondents. This may have reflected the growing scarcity of internal promotion opportunities, mentioned by many job candidates to our consultants this year.

Despite resistance from employers, remote and hybrid working was more valued than ever as a benefit. In our survey, 57% of cyber professionals identified it as their most valued benefit, compared to 41% last year. And 85% placed it in their top three benefits.

As cyber security professionals continued to experience affordability pinch points across every area of their lives, the cost of commuting made remote/hybrid working a financial necessity for some, rather than a lifestyle choice.

Which job benefits do cyber security professionals value the most?



Benefit	% of Candidates
Remote working	57%
Annual bonus	16%
Flexible working	16%
Company share options/scheme	4%
Private healthcare	4%
Training allowance	3%

Cyber Security Salaries

The following tables provide an overview of current salary benchmarks for key roles across cyber security. Figures reflect average base salaries and day rates for professionals across the UK, as well as those working remotely

Governance, Risk and Compliance Salaries

Area	Central London	UK-Wide	Fully Remote	Contract Day Rate
Business Information Security Officer	£90k–£130k	£90k–£130k	£90k–£130k	£550–£750
Information Security Manager (team above 5+)	£95k–£120k	£95k–£120k	£95k–£120k	£600–£800
Information Security Manager (team under 5+)	£80k–£95k	£80k–£95k	£80k–£95k	£550–£750
Information Security Officer	£80k–£120k	£80k–£120k	£80k–£120k	£500–£700
IT Risk Manager	£85k–£120k	£85k–£120k	£85k–£120k	£550–£750
Third Party Risk Lead	£75k–£100k	£75k–£100k	£75k–£100k	£550–£650
Information Security Analyst GRC	£60k–£75k	£60k–£75k	£60k–£75k	£500–£600
Junior Information Security Analyst GRC	£50k–£60k	£50k–£60k	£50k–£60k	£400–£550

Leadership Salaries

Area	Central London	UK-Wide	Fully Remote	Contract Day Rate
CISO (Global / EMEA)	£180k+	£180k+	£180k+	£1,000–£1,500+
Head of Cyber Defence	£130k–£200k	£130k–£200k	£130k–£200k	£900–£1,000+
Head of IT Risk	£130k–£200k	£130k–£200k	£130k–£200k	£700–£900
Head of GRC (Cyber Risk)	£120k–£150k	£120k–£150k	£120k–£150k	£650–£750
Head of Information Security (dept above 10+)	£150k+	£150k+	£150k+	£800–£900
Head of Information Security (dept under 10+)	£100k–£160k	£100k–£160k	£100k–£160k	£700–£800
Head of Security Architecture	£130k–£200k	£110k–£160k	£120k–£170k	£900+
Head of Security Operations	£100k–£130k	£95k–£125k	£85k–£120k	£900+
Head of Incident Response	£110k–£150k	£100k–£140k	£90k–£130k	£900+

Security Architecture and Engineering Salaries

Area	Central London	UK-Wide	Fully Remote	Contract Day Rate
Application Security Architect	£100k–£130k	£90k–£115k	£100k–£130k	£600–£800
Application Security Engineer	£90k–£110k	£80k–£100k	£80k–£100k	£550–£750
DevSecOps Engineer	£90k–£110k	£80k–£100k	£85k–£100k	£600–£850
Information Security Engineer	£75k–£90k	£70k–£85k	£70k–£90k	£550–£800
Cloud Security Architect	£100k–£130k	£90k–£115k	£100k–£130k	£600–£800
Cloud Security Engineer	£90k–£110k	£80k–£100k	£80k–£110k	£600–£750
Enterprise Security Architect	£100k–£140k	£100k–£120k	£100k–£140k	£650–£850
Security Solutions Architect	£90k–£110k	£80k–£100k	£80k–£110k	£650–£850

Cyber Defence Salaries

Area	Central London	UK-Wide	Fully Remote	Contract Day Rate
Security Operations Analyst	£45k–£60k	£40k–£55k	£40k–£50k	£400–£600
Security Operations Manager	£80k–£95k	£70k–£80k	£65k–£75k	£600–£750
Head of Security Operations	£100k–£130k	£100k–£110k	£90k–£100k	£700–£900
Cyber Threat Intelligence Analyst	£60k–£80k	£55k–£75k	£60k–£80k	£500–£600
Head of Cyber Threat Intelligence	£100k–£120k	£95k–£110k	£80k–£110k	£600–£700
Incident Response Analyst	£60k–£80k	£65k–£80k	£60k–£70k	£500–£600
Incident Response Lead	£80k–£95k	£75k–£90k	£60k–£85k	£600–£700
Head of Incident Response	£95k–£120k	£90k–£115k	£80k–£110k	£600–£700
Head of Cyber Defence	£130k–£160k	£125k–£145k	£115k–£135k	£900–£1k+
Threat Detection Engineer	£80k–£90k	£65k–£75k	£60k–£70k	£500–£650

Business Continuity Salaries

Area	Central London	UK-Wide	Fully Remote	Contract Day Rate
Business Continuity Analyst	£35k–£60k	£30k–£55k	£35k–£55k	£450–£550
Business Continuity Manager	£65k–£90k	£60k–£75k	£60k–£85k	£550–£650
Business Continuity Lead	£80k–£100k	£75k–£100k	£75k–£100k	£600–£700
Head of Business Continuity	£100k–£135k	£100k–£130k	£100k–£130k	£700–£850

Operational Resilience Salaries

Area	Central London	UK-Wide	Fully Remote	Contract Day Rate
Operational Resilience Analyst	£50k–£60k	£50k–£60k	£50k–£60k	£450–£550
Operational Resilience Specialist	£70k–£90k	£70k–£90k	£70k–£85k	£550–£650
Operational Resilience Manager	£70k–£95k	£65k–£80k	£70k–£90k	£750–£850
Operational Resilience Lead	£80k–£100k	£75k–£100k	£75k–£95k	£600–£750
Head of Operational Resilience	£100k–£150k	£100k–£130k	£100k–£140k	£750–£900

Identity and Access Management Salaries

Area	Central London	UK-Wide	Fully Remote	Contract Day Rate
Head of IAM	£120k–£140k+	£120k–£140k+	£120k–£140k+	£750–£850
IAM Manager	£90k–£120k	£90k–£110k	£90k–£110k	£600–£700
CIAM/PAM Lead	£95k–£120k	£95k–£110k	£95k–£110k	£500–£600
IAM Product Owner	£95k–£120k	£95k–£110k	£95k–£110k	£500–£600
IAM Architect	£90k–£120k+	£90k–£115k+	£90k–£115k+	£600–£750
IAM Engineer	£75k–£95k	£75k–£90k	£75k–£90k	£500–£600
IAM Analyst	£50k–£80k	£45k–£75k	£45k–£75k	£400–£500

Penetration Testing Salaries

Area	Central London	UK-Wide	Fully Remote	Contract Day Rate
Manager Level Penetration Tester	£75k–£120k	£75k–£120k	£75k–£120k	£650+
Mid Level Penetration Tester	£50k–£75k	£50k–£75k	£45k–£75k	£500–£650
Entry Level Penetration Tester	£30k–£40k	£25k–£35k	£25k–£40k	£300–£400

Security Transformation Salaries

Area	Central London	UK-Wide	Fully Remote	Contract Day Rate
Information Security Programme Manager	£80k+	£75k+	£75k+	£700–£900
Information Security Project Manager	£60k–£75k	£55k–£75k	£55k–£75k	£500–£700
Information Security PMO Manager	£50k–£60k	£45k–£55k	£45k–£55k	£400–£500
Information Security Business Analyst	£55k–£65k	£50k–£65k	£50k–£65k	£400–£700
Information Security Service Delivery Manager	£70k–£80k	£65k–£80k	£65k–£80k	£500–£600



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

Barclay Simpson has specialised in the recruitment of cyber security professionals since 2001. Our practice covers information security, cyber security and resilience. Our long-established team has extensive experience recruiting on a permanent and contract basis for positions across commerce and FS groups, as well as consultancies, systems integrators 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 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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