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2026 Barclay Simpson
Salary & Bonus Trends

Cyber Security and Data Privacy Salaries – Germany

Overview

It can be hard to make broad-brushed statements about salary movements for an economy as large and complex as Germany's. Overall, however, there was a slightly downward trajectory in Germany last year as macro conditions began to bite.

“Against a challenging economic backdrop, employers tended to be less generous than in previous years as budgets shrank,” says Kieran Green, Principal Consultant at Barclay Simpson. “With the rise in redundancies we saw more unemployed candidates accepting lower salaries to stay in work.”

There were exceptions, financial services being a significant one. In that sector, we saw starting salaries increase as work generated by the DORA framework continued. A shortage of cyber security and data privacy professionals with a financial services specialism was a secondary factor.

As is often the case, niche areas such as operational technology security proved resistant to this downward trend, due to a skills shortage in Germany.

Bonuses lose top benefit position

Our latest survey revealed a shift in candidates' rankings of employment benefits. The annual bonus, previously the most valued benefit, slipped down to third position.

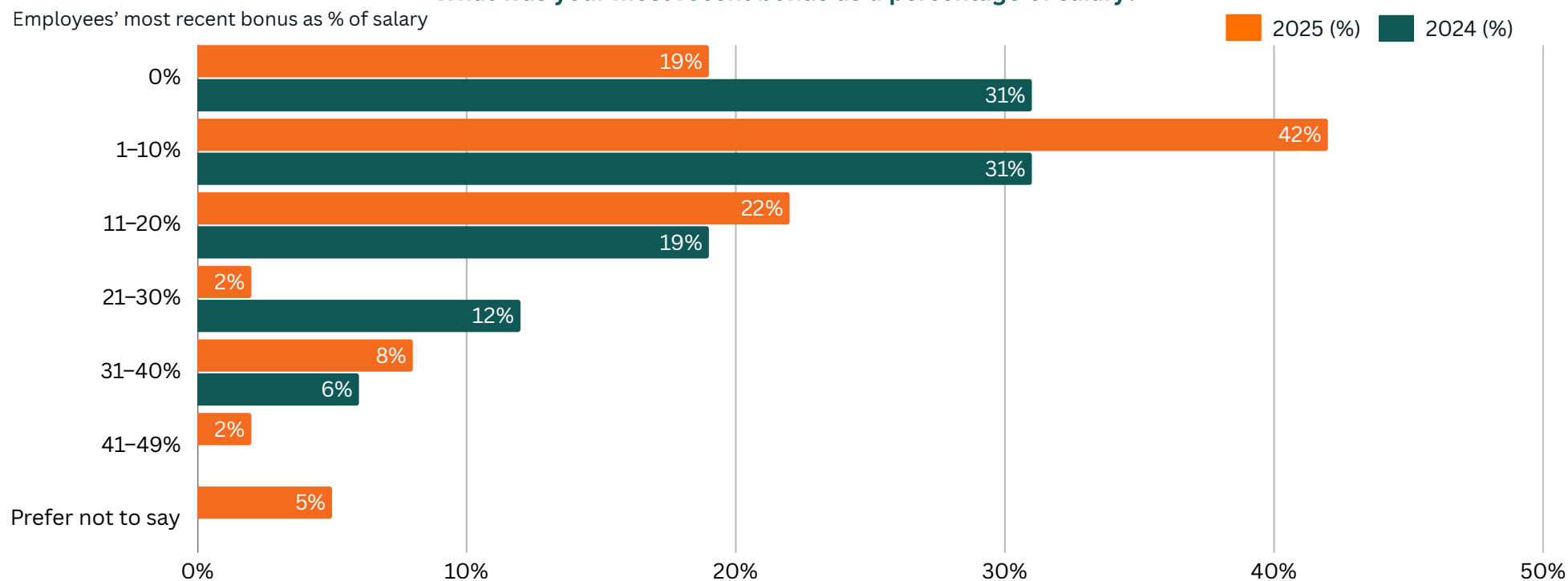
In its place, remote and flexible working assumed greater importance. In 2025, 46% of surveyed candidates identified remote working as their most valued benefit — up from 32%. And 90% ranked remote working somewhere in their top three benefits. The resurgence of 'return to work' demands from employers seems to be intensifying the appreciation of remote working patterns.

The most valued employment benefits

	2025	2024
Remote working	46%	32%
Flexible working	27%	18%
Annual bonus	12%	37%
Training allowance	7%	3%
Company share options/share save scheme	5%	0%
Enhanced pension scheme	0%	8%
Private healthcare	3%	3%
Other	0%	5%

The financial value of bonuses, meanwhile, presents a mixed picture. We see from our survey that more employers are paying bonuses and more employees are receiving bonuses in the range of 1–20%. But there is also a drop in bonuses of 21–30%.

What was your most recent bonus as a percentage of salary?



Candidates chase after career development opportunities

Currently, 39% of professionals in Germany cite career development as their top incentive for changing jobs, compared to only 18% in our previous survey, when the leading motivator was remuneration, at 39%.

Along similar lines, job security has leapt up from 3% to 24% as candidates' top motivation. It marks the first time in our surveys that job security has become more important than remuneration

to candidates considering [cyber jobs in Germany](#).

“Our survey findings are strikingly different from previous years,” says Kieran. “It’s becoming clear that in a tougher job market, German professionals are narrowing their focus to core career considerations such as job security, skills development and progression.”

What is your main priority when considering a new role?

Candidates' main priority when considering a new role	2025	2024
Career development	39%	18%
Job security	24%	3%
Remuneration	15%	39%
Remote working	10%	16%
Work/life balance	10%	16%
Better benefits	2%	8%

Remuneration remains important though, with 30% of job candidates citing 'advertised salaries or day rates are too low' as the biggest challenge when securing a new role. And although remote working lost some standing as a job change driver, 61% of candidates surveyed said they would consider moving if they did not have the remote/office working pattern they wanted.

Cyber Security Salaries

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

Governance, Risk and Compliance Salaries

Area	Berlin	Munich	Frankfurt
Business Information Security Officer	€115k–€160k	€115k–€160k	€115k–€160k
Information Security Manager (team above 5+)	€95k–€135k	€95k–€135k	€95k–€135k
Information Security Manager (team under 5+)	€85k–€120k	€85k–€120k	€85k–€120k
Information Security Officer	€100k–€130k	€100k–€130k	€100k–€130k
IT Risk Manager	€95k–€140k	€95k–€140k	€95k–€140k
Third Party Risk Lead	€85k–€115k	€85k–€115k	€85k–€115k
Information Security Analyst GRC	€50k–€85k	€60k–€85k	€60k–€85k
Information Security Analyst GRC (exp below 4+ years)	€50k–€85k	€50k–€75k	€50k–€75k

Leadership Salaries

Area	Berlin	Munich	Frankfurt
CISO (Global / EMEA)	€180k+	€180k+	€180k+
Head of Cyber Defence	€130k—€200k	€130k—€200k	€130k—€200k
Head of IT Risk	€130k—€200k	€130k—€200k	€130k—€200k
Head of GRC (Cyber Risk)	€120k—€170k	€120k—€170k	€120k—€170k
Head of Information Security (dept above 10+)	€160k+	€160k+	€160k+
Head of Information Security (dept under 10+)	€100k—€160k	€100k—€160k	€100k—€160k
Head of Security Architecture	€130k—€200k	€130k—€200k	€130k—€200k
Head of Security Operations	€120k—€150k	€120k—€150k	€120k—€150k
Head of Incident Response	€110k—€150k	€110k—€150k	€110k—€150k

Security Architecture and Engineering Salaries

Area	Berlin	Munich	Frankfurt
Application Security Architect	€100k—€140k	€100k—€140k	€100k—€140k
Application Security Engineer	€90k—€120k	€90k—€120k	€90k—€120k
DevSecOps Engineer	€90k—€120k	€90k—€120k	€90k—€120k
Information Security Engineer	€75k—€110k	€75k—€110k	€75k—€110k
Cloud Security Architect	€110k—€150k	€110k—€150k	€110k—€150k
Cloud Security Engineer	€90k—€120k	€90k—€120k	€90k—€120k
Enterprise Security Architect	€120k—€160k	€120k—€160k	€120k—€160k
Security Solutions Architect	€90k—€150k	€90k—€150k	€90k—€150k

Cyber Defence Salaries

Area	Berlin	Munich	Frankfurt
Security Operations Analyst	€45k—€85k	€45k—€85k	€45k—€85k
Security Operations Manager	€90k—€130k	€90k—€130k	€90k—€130k
Head of Security Operations	€120k—€150k	€120k—€150k	€120k—€150k
Cyber Threat Intelligence Analyst	€60k—€90k	€60k—€90k	€60k—€90k
Head of Cyber Threat Intelligence	€110k—€150k	€110k—€150k	€110k—€150k
Incident Response Analyst	€60k—€90k	€60k—€90k	€60k—€90k
Incident Response Lead	€90k—€120k	€90k—€120k	€90k—€120k
Head of Incident Response	€120k—€150k	€120k—€150k	€120k—€150k
Head of Cyber Defence	€130k—€160k	€130k—€160k	€130k—€160k
SOC Engineer	€55k—€95k	€55k—€95k	€55k—€95k

Business Continuity Salaries

Area	Berlin	Munich	Frankfurt
Business Continuity Analyst	€35k—€60k	€30k—€55k	€35k—€60k
Business Continuity Specialist	€70k—€90k	€70k—€90k	€70k—€90k
Business Continuity Manager	€60k—€85k	€60k—€75k	€60k—€85k
Business Continuity Lead	€80k—€120k	€80k—€120k	€80k—€120k
Head of Business Continuity	€100k—€140k	€100k—€140k	€100k—€140k

Operational Resilience Salaries

Area	Berlin	Munich	Frankfurt
Operational Resilience Analyst	€50k—€60k	€50k—€60k	€50k—€60k
Operational Resilience Specialist	€70k—€90k	€70k—€90k	€70k—€90k
Operational Resilience Manager	€70k—€95k	€65k—€80k	€70k—€95k
Operational Resilience Lead	€90k—€120k	€90k—€120k	€90k—€120k
Head of Operational Resilience	€100k—€150k	€100k—€130k	€100k—€150k

Identity and Access Management Salaries

Area	Berlin	Munich	Frankfurt
Head of IAM	€120k—€140k+	€120k—€140k+	€120k—€140k+
IAM Manager	€90k—€130k	€90k—€130k	€90k—€130k
CIAM/PAM Lead	€95k—€120k	€95k—€120k	€95k—€120k
IAM Product Owner	€95k—€120k	€95k—€120k	€95k—€120k
IAM Architect	€90k—€120k+	€90k—€120k+	€90k—€120k+
IAM Engineer	€75k—€95k	€75k—€95k	€75k—€95k
IAM Analyst	€60k—€85k	€60k—€85k	€60k—€85k

Penetration Testing Salaries

Area	Berlin	Munich	Frankfurt
Entry level Penetration Tester	€45k—€55k	€45k—€55k	€45k—€55k
Mid Level Penetration Tester	€55k—€95k	€55k—€95k	€55k—€95k
Manager level Penetration Tester	€95k—€125k	€95k—€125k	€95k—€125k

Security Transformation Salaries

Area	Berlin	Munich	Frankfurt
Information Security Programme Manager	€100k—€140k	€100k—€140k	€100k—€140k
Information Security Project Manager	€65k—€110k	€65k—€110k	€65k—€110k
Information Security PMO Manager	€75k—€120k	€75k—€120k	€75k—€120k
Information Security Business Analyst	€75k—€120k	€75k—€120k	€75k—€120k
Information Security Service Delivery Manager	€70k—€100k	€70k—€100k	€70k—€100k

Data Protection and Privacy Salaries

Area	Berlin	Munich	Frankfurt
Analyst	€50k—€65k	€45k—€60k	€50k—€65k
Senior Analyst	€60k—€75k	€55k—€65k	€60k—€75k
Manager	€80k—€115k	€80k—€115k	€65k—€95k
Lead	€90k—€120k	€75k—€100k	€90k—€120k
Privacy Council (Lawyer)	€90k—€140k	€75k—€120k	€90k—€140k
Data Protection Officer	€100k—€150k	€90k—€140k	€100k—€150k
Global Privacy Officer / Director	€140k—€200k	€120k—€160k	€140k—€200k
Group / Global Head of	€100k—€150k	€90k—€140k	€90k—€140k
Chief Privacy Officer / Director	€150k—€250k	€120k—€160k	€120k—€160k

AI Governance Salaries

Area	Berlin	Munich	Frankfurt
Analyst	€60—70k	€55—65k	€55—65k
Senior Analyst	€70—100k	€60—90k	€60—90k
Manager	€100—130k	€90—€120k	€90—€120k
Lead / Head of	€130—150k	€125—145k	€125—145k
AI Counsel	€100k—€150k	€75k—€120k	€75k—€120k
Group / Global Head of	€120k—€160k	€110—150k	€110—150k
Director	€150k—€250k	€150k—€250k	€140k—€200k



Attract and retain the cyber security professionals you need in Germany 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 in recruiting on a permanent and contract basis for positions in 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.

Arrange a consultation today.

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