

CYBERSHARK

RECRUITMENT

**CYBER SECURITY
IRISH SALARY SURVEY
2022**

INTRODUCTION



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Welcome to Cybershark Recruitment's first annual Cyber Security salary survey for Ireland.

In this fast changing world, we believe the needs of businesses should be met with a fresh approach to recruitment. Cybershark 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 Directors and other key stakeholders make better business decisions when it comes to recruitment.

As experts in our field, we have developed an in-depth understanding of the Cyber Security market and are able to provide guidance on the best recruitment strategies and career progression, as well as offer detailed market insights for both clients and candidates alike.

The Cyber Security salary information within this report was collated from the results of a confidential 27 part salary survey questionnaire carried out throughout November and December 2021. We were overwhelmed with the response from the industry and would like to thank all 650 people across Ireland who participated - the key information you provided has been compiled into this report, offering a comprehensive and genuine reflection of the market.

CYBER SECURITY SALARIES BY AREA

	1-4 years	4-7 years	7-10 years	10-15 years	15-20 years	20+ years
Governance, Risk & Compliance	€40,500 - €57,500	€55,000 - €72,000	€74,250 - €96,500	€76,500 - €98,250	€93,750 - €118,250	€119,000 - €151,250
Security Architecture	€52,500 - €69,500	€67,500 - €87,500	€100,000 - €127,750	€115,000 - €137,500	€110,000 - €140,000	€150,000 - €190,000
Security Engineering	€41,250 - €58,000	€54,000 - €70,000	€67,500 - €82,500	€75,000 - €89,000	€95,000 - €119,000	€111,000 - €141,000
Incident Response	€42,250 - €59,750	€56,250 - €71,250	€65,000 - €83,250	€80,000 - €101,500	€95,000 - €120,000	*
eDiscovery & Forensics	€37,000 - €54,000	€45,000 - €59,000	€60,000 - €74,000	€75,000 - €89,000	€84,000 - €101,000	€108,000 - €138,000
Security Analysis	€36,000 - €53,000	€52,500 - €67,500	€66,500 - €81,500	€76,750 - €90,250	€89,000 - €113,750	€110,000 - €139,000
Network Security	€35,000 - €50,000	€47,000 - €62,250	€57,500 - €72,500	€67,500 - €82,500	€90,000 - €119,000	€118,000 - €147,000
Threat Intelligence	€35,000 - €51,000	€48,000 - €62,000	€60,000 - €74,000	€70,000 - €86,500	€90,000 - €115,000	€120,000 - €153,000
Penetration Testing	€40,750 - €65,000	€57,250 - €83,000	€80,000 - €97,000	€95,000 - €119,500	€114,500 - €131,500	€124,000 - €151,000
Technology Risk & IT Audit	€35,000 - €52,500	€50,000 - €64,750	€60,000 - €72,500	€75,000 - €89,000	€85,000 - €101,000	€112,500 - €148,750
Identity & Access Management (IAM)	€37,500 - €52,500	€50,000 - €67,500	€65,000 - €82,500	€77,500 - €93,500	€90,000 - €118,000	€115,500 - €145,250
Business Continuity Management	€35,000 - €51,000	€50,000 - €64,750	€60,000 - €77,750	€75,000 - €89,000	€82,500 - €99,500	€90,000 - €115,000
Disaster Recovery Planning	€35,000 - €51,000	€50,000 - €64,750	€59,000 - €75,000	€75,000 - €89,000	€80,000 - €97,500	€90,000 - €115,000
Cloud Security	€52,500 - €69,500	€67,500 - €87,500	€80,000 - €94,750	€90,000 - €111,000	€115,000 - €146,500	€141,000 - €169,000

* Insufficient data to complete

CYBER SECURITY SALARIES BY LOCATION

	Less than 1 Year	1-4 years	4-7 years	7-10 years	10-15 years	15-20 years	20+ years
Dublin	€32,000 - €50,000	€36,500 - €54,500	€62,000 - €79,250	€78,500 - €99,000	€95,000 - €121,000	€102,750 - €131,000	€115,000 - €145,500
Cork	€27,250 - €46,000	€44,000 - €59,000	€67,500 - €87,500	€77,500 - €93,000	€87,500 - €108,000	€95,000 - €122,000	€107,750 - €134,000
Rest of Ireland	€25,000 - €44,000	€42,750 - €58,500	€56,000 - €73,250	€65,000 - €83,250	€81,750 - €105,000	€94,000 - €120,500	€101,500 - €132,000

Unfortunately there was not enough information to go county by county, however, Cork and Dublin both make up large portions of the market so there was enough to single these out and then compile the rest of the Ireland into its own category.

We can see there are some clear differences between Dublin and the rest of the country, but not as large a difference as expected. The difference is partly to do with the cost of living being higher in Dublin but we are seeing more and more companies set up in counties outside of Dublin and candidates being lured with like for like salaries.

CYBER SECURITY SALARIES BY GENDER

	Less than 1 Year	1-4 years	4-7 years	7-10 years	10-15 years	15-20 years	20+ years
Male	€32,500 - €49,000	€40,500 - €57,000	€60,000 - €77,500	€77,500 - €97,000	€91,500 - €117,000	€101,500 - €127,000	€114,500 - €148,750
Female	€28,000 - €45,000	€36,500 - €57,500	€52,750 - €68,500	€80,000 - €105,000	€81,000 - €102,000	€97,500 - €119,000	*

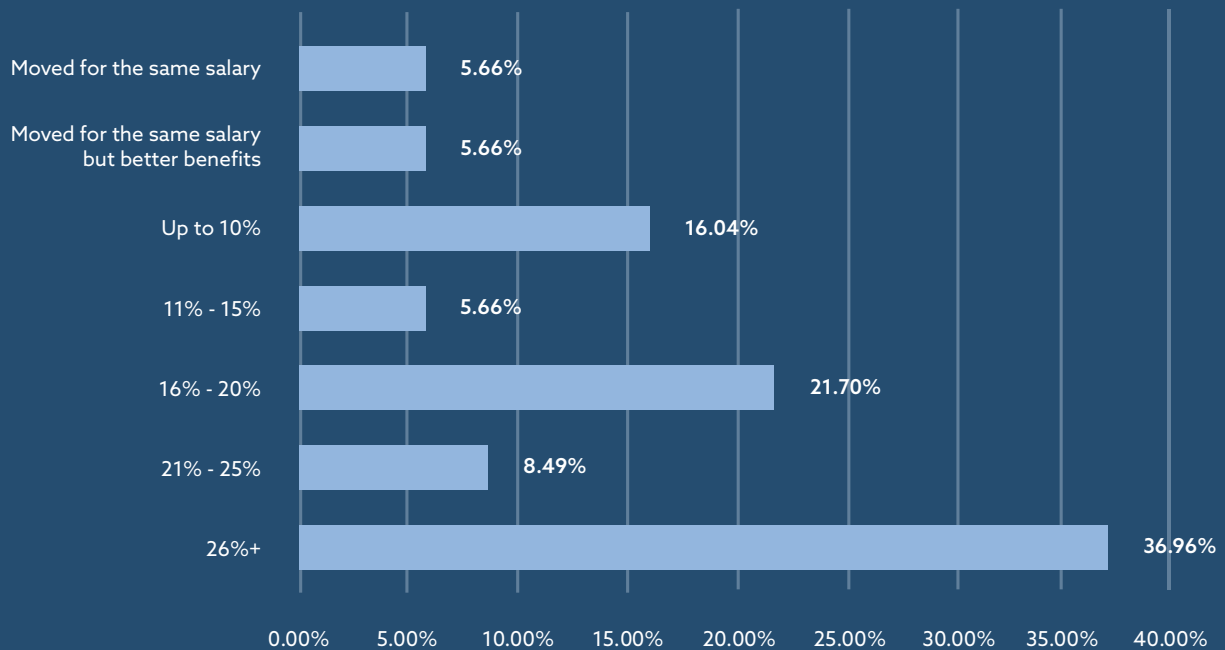
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For the most part we can see that male and female salaries are on par with one another, which is fantastic to see that there is no gender bias across the Irish market. We can see that there is a slight difference when we get to the 10-15 & 15-20 years of experience but when we analyse the amount of female participants at that level there was a limited amount, which indicates one of two things; that there is not enough female participants at that level, or there are not enough females in the market with that experience.

One of the best stats and most surprising was that 21% of the participants were female, which as a sample size of the market, shows a huge uplift in women coming into Cyber Security. As the years go on, I am sure we will see a huge uplift of women in senior positions within the 10-15 & 15-20 years of experience range and salaries becoming more on par with male counterparts.

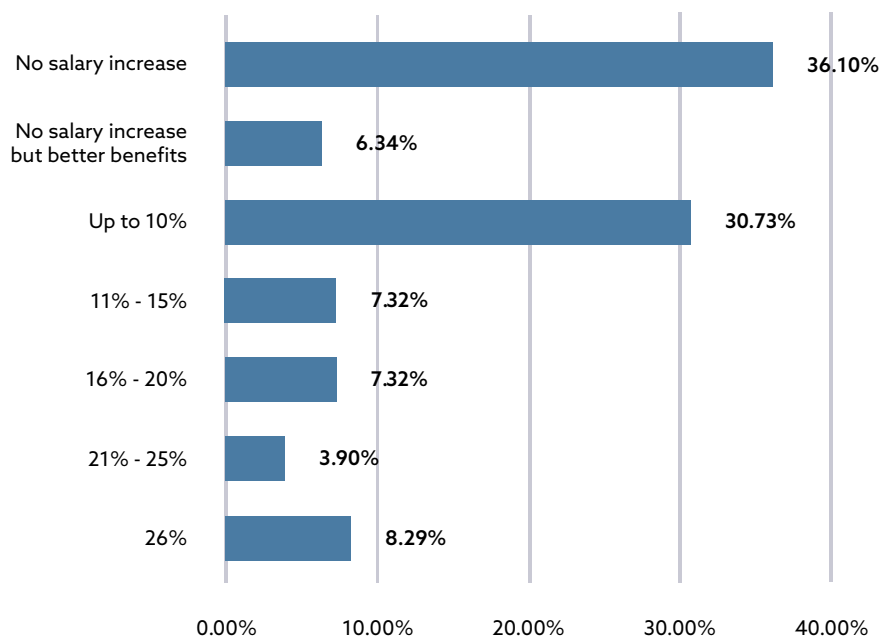
SALARY INCREASES

ACHIEVED WHEN CHANGING ROLES



The average salary increase that people changed for was 17.96%, but 37% of people surveyed received 26%+ increase when changing roles. This really highlights the demand in the market for the right person with the right skills to join an organisation.

ACHIEVED WHEN STAYING IN A COMPANY



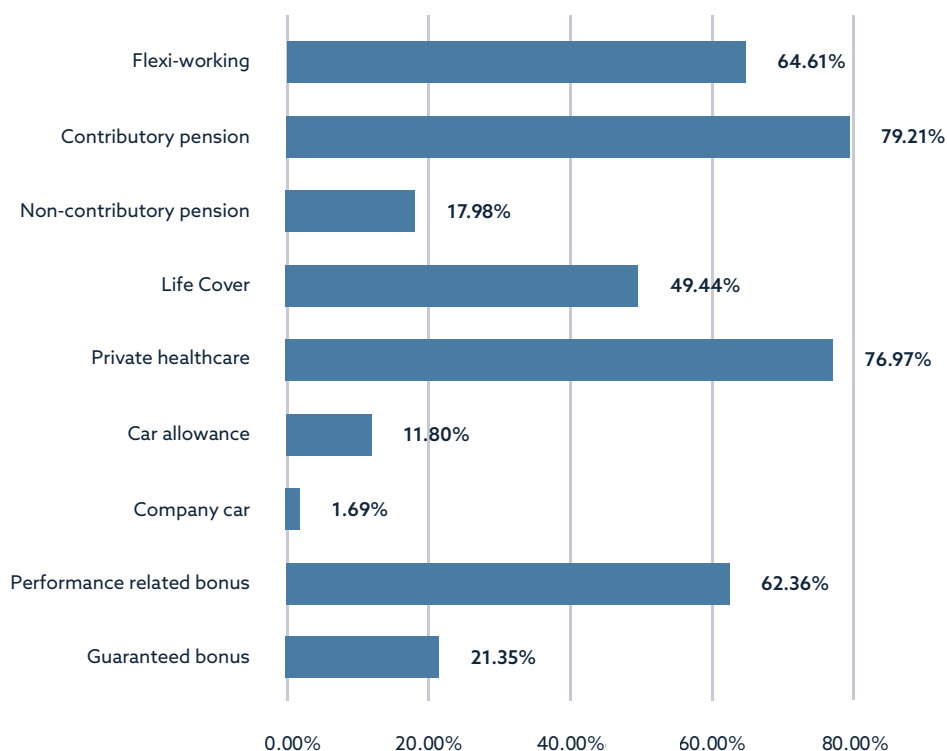
The average salary increase last year for people who did not change roles was 8.84%, but for 42% of the people who did not change roles, they received no salary increase. This is understandable from a business perspective when we have been in a pandemic for the last two years, however, we can see now why there are clear indications of a "Great Resignation" happening this year.

BENEFITS

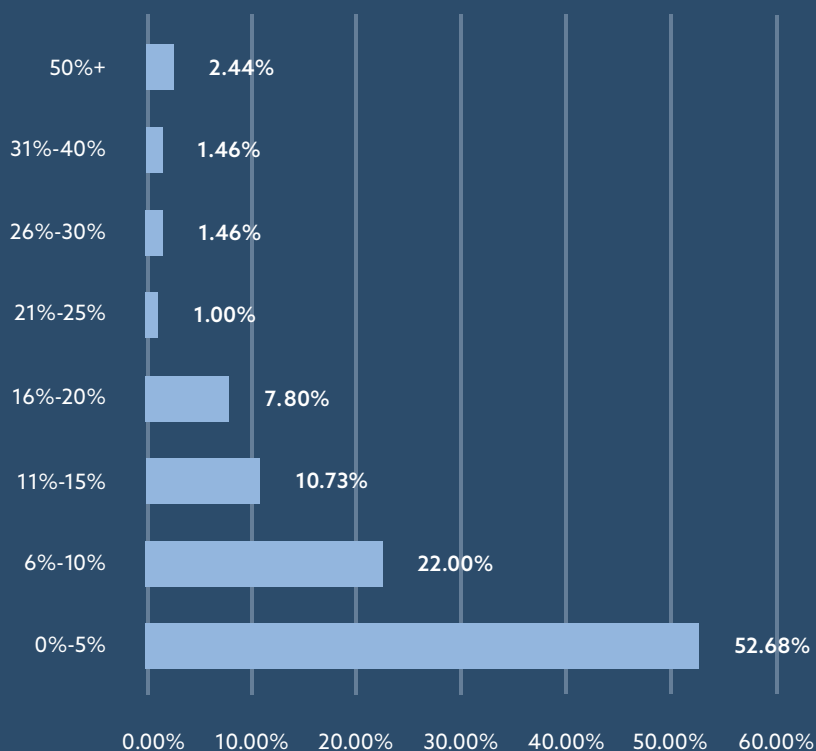
As you can see from the table to the right, there are 5 clear benefits that candidates receive across the market. These are listed below in more detail. For companies putting together offer packages for new employees and reviewing positions internally, these are clear indications of what candidates are looking for in a package.

As we saw from the 'salary increase achieved when changing roles' table, 11.32% of candidates moved for no salary increase at all, which indicates that changing roles is not just about money, but about how a company looks after their employees and the culture within that company.

BENEFITS RECEIVED



BONUS % RECEIVED



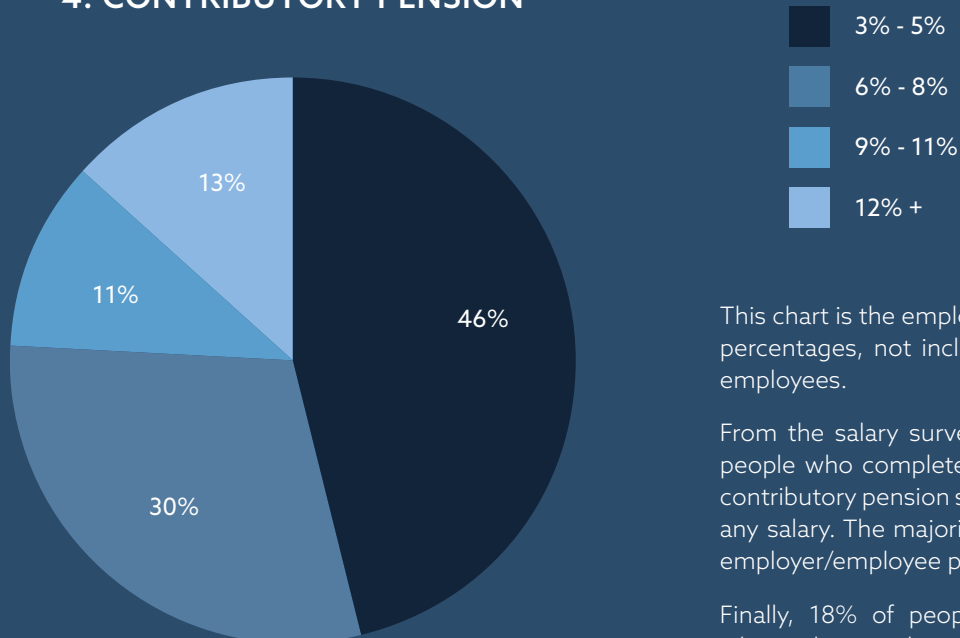
1. PERFORMANCE RELATED BONUS

From the salary survey we know that 36% of people received more in their bonus this year than they did in previous years. 46% received the same this year as they did the year before. 18% of people received less this year than last year, which can be a clear indication of the pandemic affecting certain organisations more than others. The average bonus paid last year was 8.34%.

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.

4. CONTRIBUTORY PENSION

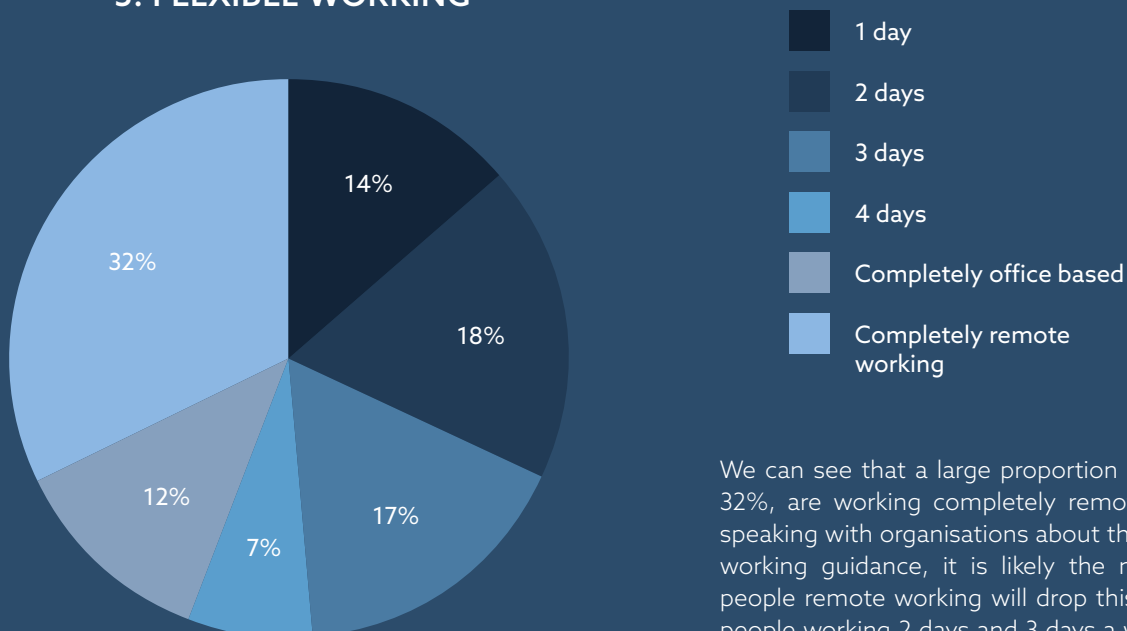


This chart is the employer pension contribution percentages, not including contributions from employees.

From the salary survey we know that 18% of people who completed the survey had a non-contributory pension so did not have to sacrifice any salary. The majority, 60%, have a matched employer/employee pension contribution.

Finally, 18% of people have a pension plan where the employer doubles the employee contribution.

5. FLEXIBLE WORKING



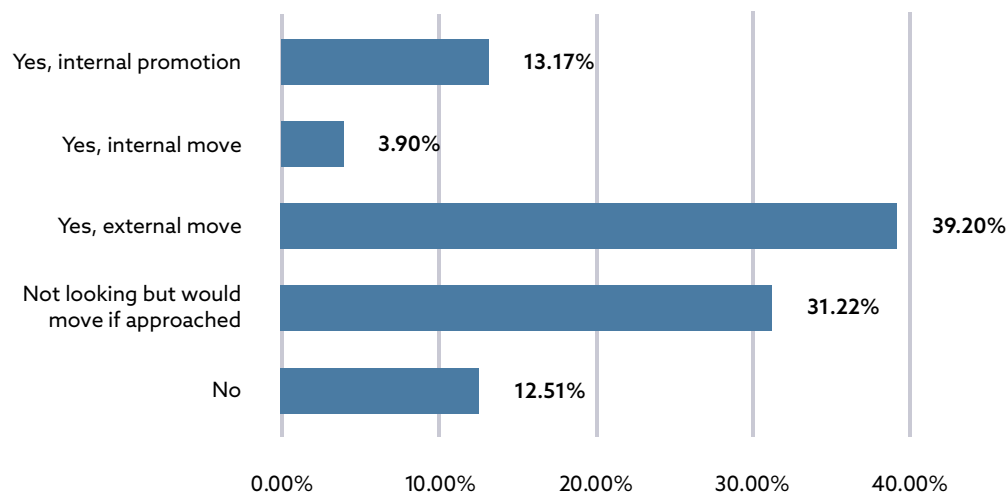
We can see that a large proportion of people, 32%, are working completely remotely. From speaking with organisations about their flexible working guidance, it is likely the number of people remote working will drop this year and people working 2 days and 3 days a week from home will increase.

6. HOLIDAYS

We know holidays are not a benefit but a requirement by law, however, I have added holidays in as 24 days is the average annual leave given excluding bank holidays.

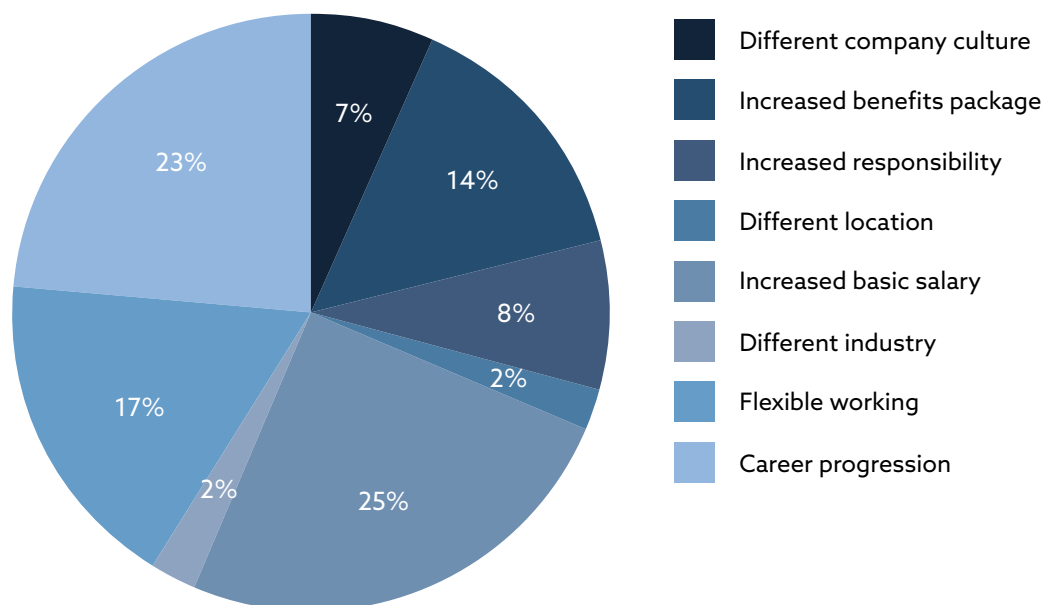
PEOPLE TRENDS

DO YOU EXPECT TO CHANGE ROLES IN THE NEXT YEAR?



From the table above, we can see that 39.2% of people surveyed are definitely looking to change roles in 2022. If we combine this with the people who are not active but would move if approached, that is a total of 70.42% of people open to new opportunities. Hence, we have organisations like LinkedIn talking about the “Great Resignation”.

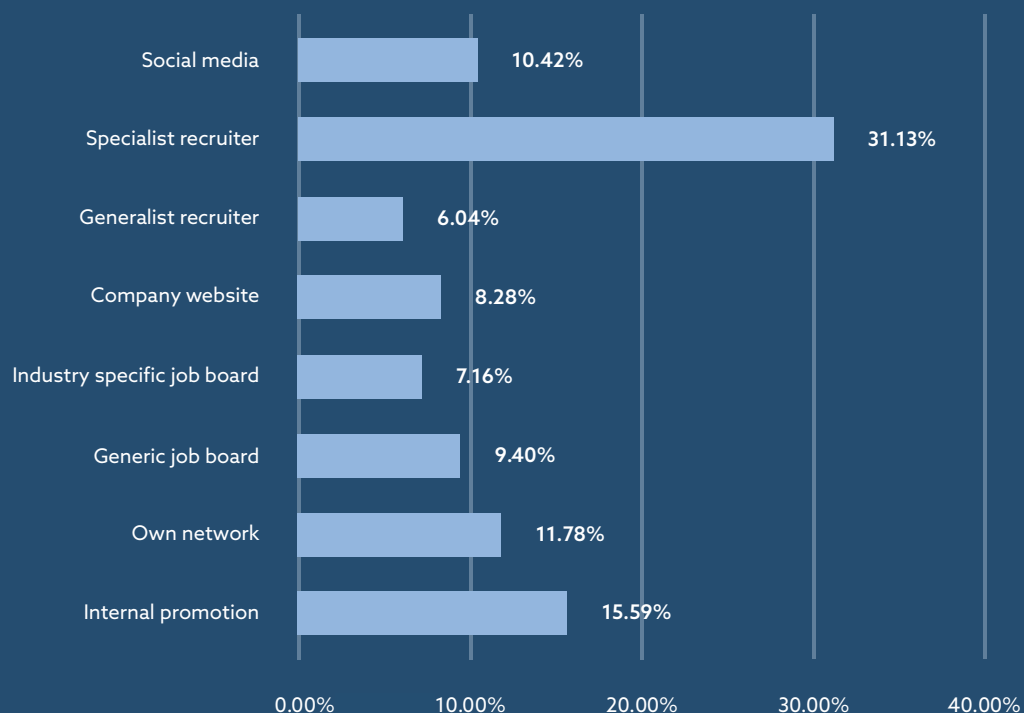
WHAT IS MOST IMPORTANT WHEN CHANGING ROLES?



For me, this is one of the most important tables in this salary survey when it comes to Cyber Security leaders, HR Directors and key business stakeholders as we can see the drivers of people when changing roles. 25% of people surveyed said an increase in salary is most important. When changing roles people want to be rewarded for the value they bring to an organisation and there is risk involved so people need to be incentivised.

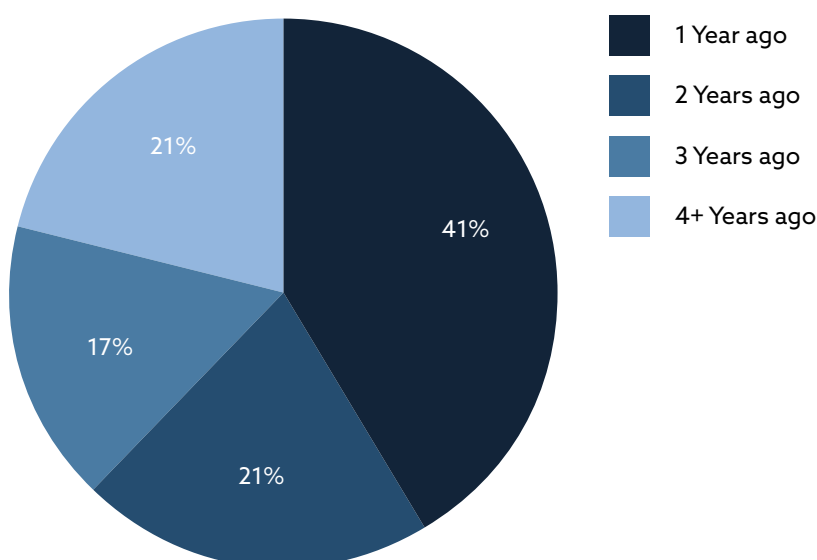
However, the second most important with 24% is career progression. From speaking with candidates on a regular basis, career progression is usually never clear. There needs to be conversations and documentation outlining very clear career paths for progression so candidates know what they can achieve, which can increase engagement and reduce attrition.

HOW DO YOU EXPECT TO FIND YOUR NEXT ROLE?



With over 3.5 million open Cyber Security positions globally, it is impossible for any candidate to be able to review even a fraction of opportunities within the market, alongside working a full time job. This is why 31% of people chose to engage with a specialist recruiter. People can list off all of their wants, needs, deal breakers and exactly what they are looking for in a new position and task a recruiter to find a shortlist of roles that fit the bill.

Companies who have closed PSLs, or do not want to engage with specialist recruitment firms, are simply cutting off almost a third of the market. Only 8.28% of people will apply directly to a company's website, which is making it extremely difficult to fill vacant positions in these organisations.



WHEN WAS THE LAST TIME YOU CHANGED ROLES?

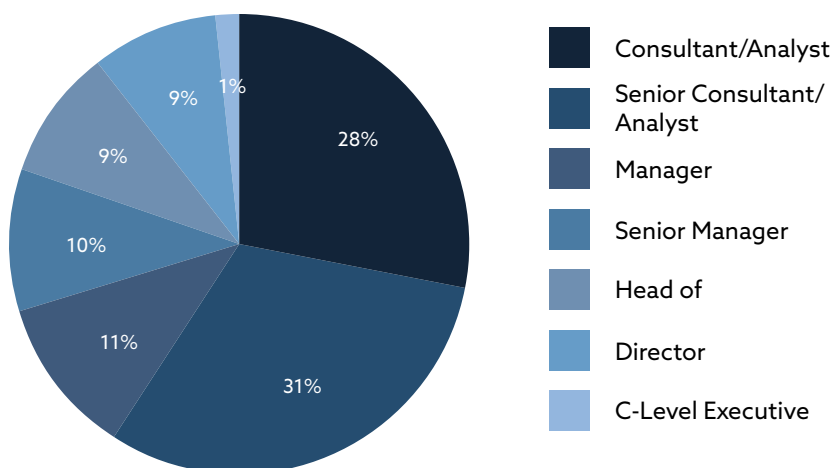
The average tenure for Cyber Security workers is 2 years and 2 months.

66% of the people surveyed have changed roles in the last 2 years, 43% changing within the last year. This again highlights the demand in the market as it is constantly evolving and offering new and exciting projects for people to get involved in.

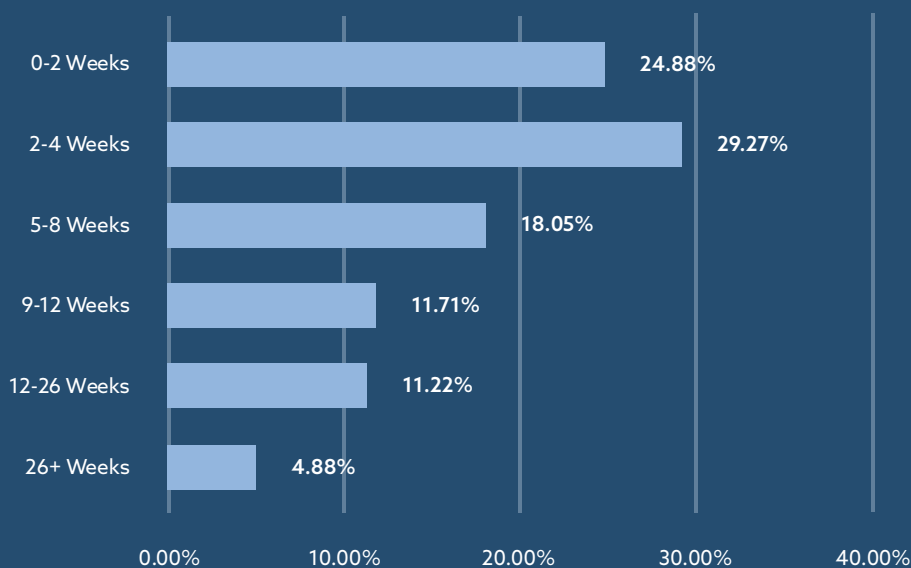
From the chart, we can see that less than one fifth of people have stayed within the same company for the past 4 years.

WHAT IS YOUR POSITION LEVEL?

The chart provides a clear overview of the level of participants in the survey. We can see that it is quite bottom heavy, which is a great indication of the talent that is being brought into the market. However, it is also a clear indication as to why some of the more senior positions across all sectors of the market are commanding large salaries, bonuses and benefits.



HOW LONG DID IT TAKE YOU TO FIND YOUR NEW ROLE?



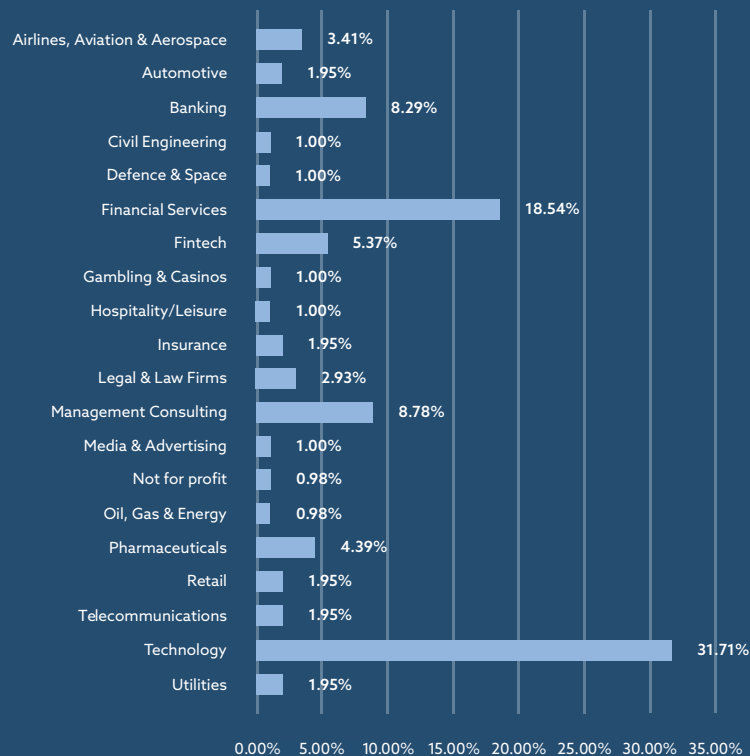
This graph, again, is important to HR Directors, Senior Leadership and key stakeholders when it comes to understanding how quick the market is moving and can help when reflecting on the interview process an organisation has in place.

We can see that 32% of the market are changing roles within 2 weeks, from CV send to offer accepted. This is extremely quick, but when we look at the demand in the market, and the attrition rate in Cyber Security as a whole, it becomes apparent that organisations, once they identify a good candidate, need to move quickly to secure them.

Deep diving into the data, we can see that the rapid turnaround, 0-2 weeks, is happening at an early career stage - Consultant or Analyst, even Senior Consultant and Analyst. For the majority of the market, 59%, the time to change roles is taking up to 4 weeks. If your interview process is three stages, taking into account the candidate's work schedule, hiring manager's work schedule and the three stages to complete, it is likely to exceed 4 weeks and hinder your organisation's opportunity to secure the best talent.

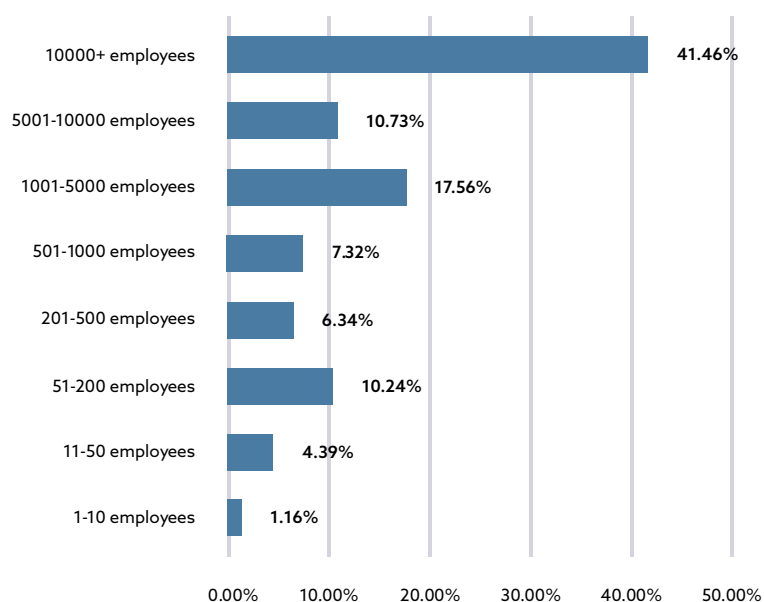
COMPANY TRENDS

INDUSTRY



The graph above gives a clear overview of the talent distribution across the different sectors. As we would expect, we see Tech Firms 31.71% and Banking/Financial Services 18.54% taking the largest share of the talent respectively. Over the next year, I do not foresee these numbers reducing by a significant amount, because the organisations that operate in these industries offer a variety of work, as well as strong company cultures and considerable financial packages. One industry that I do foresee increasing its share of talent will be Fintech. With new technology challenging banks and huge financial backing, they can attract some of the top talent in the market with lucrative packages and new/innovative technology to work on.

COMPANY SIZE



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 on the details below.

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