



2021 Cybersecurity

Salary Survey

Feb 2021

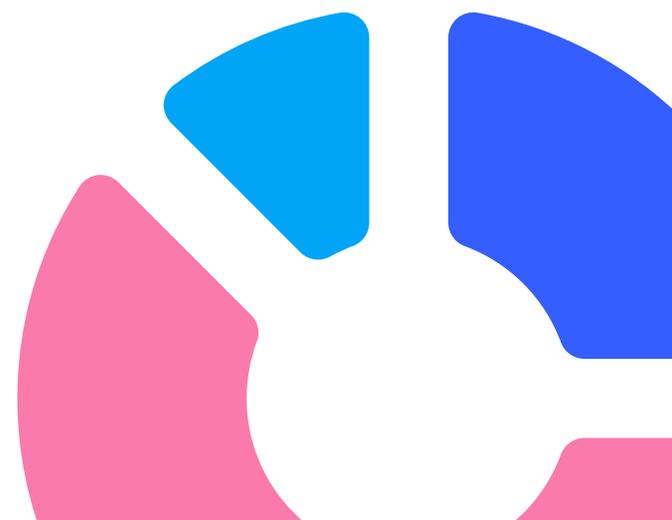
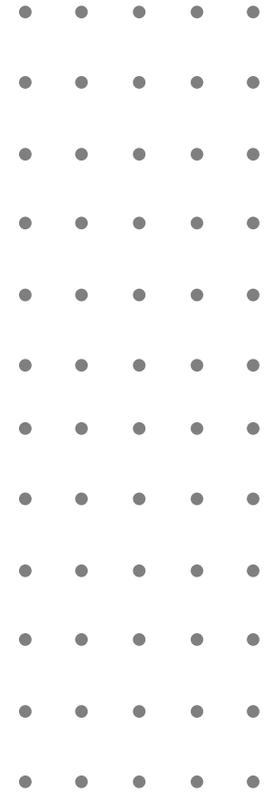


Table of Contents

Introduction	4
Key findings	5
Who we Surveyed - Job Titles & Seniority	8
Who we Surveyed - Years of Experiences, Company & Cyber Team Size, Company Type.....	9
Cybersecurity Salaries & Salary by Job Titles	11
2021's vs. 2020's - Raise in Salary.....	12
Salary by Company Size & Industry	13
Salary by Cybersecurity Team Size and Years of Experience.....	14
Salary by Background and Tools Experience.....	15
Salary by Company Type	16
The Gender Gap in Cybersecurity	17
Top Impacts on Higher Pay and Job Options.....	18
Job Stability and Career Development	20
Demographics - Industry, Region and Annual Revenue.....	22
About Cybersixgill.....	23

Introduction & Key Findings



Introduction

The widespread adoption of cloud computing, the Covid-induced increase in working from home, and the rise in new technologies such as blockchain, AI, big data, and machine learning have introduced a host of security vulnerabilities for companies. With a forecasted expenditure of [\\$12.6B on cloud security](#) tools by 2023 (according to Forrester) cybersecurity professionals are in hot demand. That said, salaries across the industry still vary considerably and are influenced by factors as diverse as years of experience, the organization in which you work, and level of education. This report gives insight into the factors influencing pay in the industry and can help cybersecurity professionals make career decisions based on their salary goals and other ambitions.

Cybersecurity professionals are naturally concerned with career advancement and need the right information to make informed decisions about career next-steps. In this report, we sought answers to some of the most frequently asked questions centering around career development, pay, and where the best opportunities lie. Our research covers a broad range of topics including which industries offer the best pay, whether is it better to work in a small or a large company, are opportunities equal across the sexes, and how important is further education or certification exams.

In order to ensure a comprehensive and relevant report, we partnered with Global Surveyz and interviewed a total of 331 cybersecurity professionals. We asked them about their current salary, pay raises over the past year and other relevant questions. We made sure to speak to people from companies of various sizes with a broad range of job descriptions, including CISOs, risk officers, DevSecOps consultants, network specialists, and cyber threat analysts. We also spoke to those at various levels of seniority including C-suite executives, managers, analysts, and Cybersecurity team members. The result is a comprehensive report that can be used to guide your future career decisions in the Cybersecurity industry.

Key findings

1 Where to find the highest salaries

Salaries in the cybersecurity industry vary from less than \$50,000 to \$250,000 and more, with the most common salary falling in the \$100,000 to \$150,000 range. If your goal is to secure a higher salary, CISOs, risk officers and sales personnel earn the most (around \$175,000). These salaries are closely followed in the pay rank by Cyber / IT Architects (\$168,750), IT (\$162,500) and DevSecOps (\$143,750). Analysts are at the bottom of the pay scale, earning approximately \$100,000 per year. If you want to further boost your chances of a high salary, look for jobs in management consulting, banking, or insurance, which pay more than those in energy & utilities, and retail/ eCommerce sectors. Cybersecurity vendors offer the highest wages to cybersecurity professionals, while large enterprises come in second and SMEs offer the lowest salaries.

2 The larger the company, the higher the pay (mostly)

When it comes to salaries in the cybersecurity industry, it appears that size does matter. The highest salaries can be found in companies employing security teams with over 100 cybersecurity personnel. The average salary in these teams is \$155,263, as opposed to \$98,864 in a team of 11-50 people. You could do well in a much smaller team with 1-10 cybersecurity professionals as these seem to pay a premium for quality professionals. The overall size of the company seems to matter too. Companies with 5K-10K employers pay on average 45% more for cybersecurity staff (\$155,000 on average) than companies of up to 1K employees (\$106,731 on average).

3 Boost your skills to boost your chances

If you want to earn a higher salary, skilling-up is the way to go. Increasing professional knowledge, taking certification exams, and keeping up to date with new technologies all seem to have a positive impact on salary. The more years of experience you have, the more you can expect to earn so keep at it. Your career background and the tools with which you have expertise can also have an impact. If your background is on the business side of things you can expect to earn more than if your expertise is on the DevOps

side. Familiarity with RiskIQ, Microsoft EDR, and Anomali will lead to higher salaries in today's environment but bear in mind that the cybersecurity environment is dynamic so keep learning to maximize your opportunities.

4 **Stability, career support and pay increases**

In the current environment, career security is an issue that affects many industries and 64% of surveyed cybersecurity professionals expressed concern about their job stability. On the flip side, 83% of those surveyed felt that their company was supporting their career development and offering opportunities to grow. 41% of respondents enjoyed a pay raise in 2021 while just 4% saw their annual salary decrease. 55% reported that their salary remained the same which, in these challenging circumstances, highlights a positive outlook for the industry.

5 **Women are underrepresented and underpaid, but this will hopefully change**

92% of the cybersecurity professionals surveyed for this report were male, closely representing the gender discrepancy in the industry as a whole. Not surprisingly, there is also a gender gap in the pay scale with women earning an average of 52% less than men - \$82,500 as compared to \$126,182. As seen in other traditionally 'male' industries (such as manufacturing and engineering), as more women assume roles in the industry, there will likely be a shift in both gender representation and pay.

6 **Action steps to advance your career**

If you're a cybersecurity professional in 2021, your future prospects are strong. However, to maximize your chances of earning a salary you are happy with, you need to plan ahead. While in-demand technologies change all the time, it's a good idea to keep abreast of which skills are currently most needed so you can seek out the best opportunities to skill-up. If you're angling for higher pay in the coming year, look for roles in larger companies where there is a larger cybersecurity team. Similarly, think about the industry you're in - management consulting, banking and finance pay more than healthcare or retail so make your next career move count. As a general rule, always look for opportunities to learn, grow and take on new responsibilities in your job as this will increase your market value. If you feel you are stagnating in a role, it might be time to move on.

Who we Surveyed



Who we Surveyed - Job Titles & Seniority

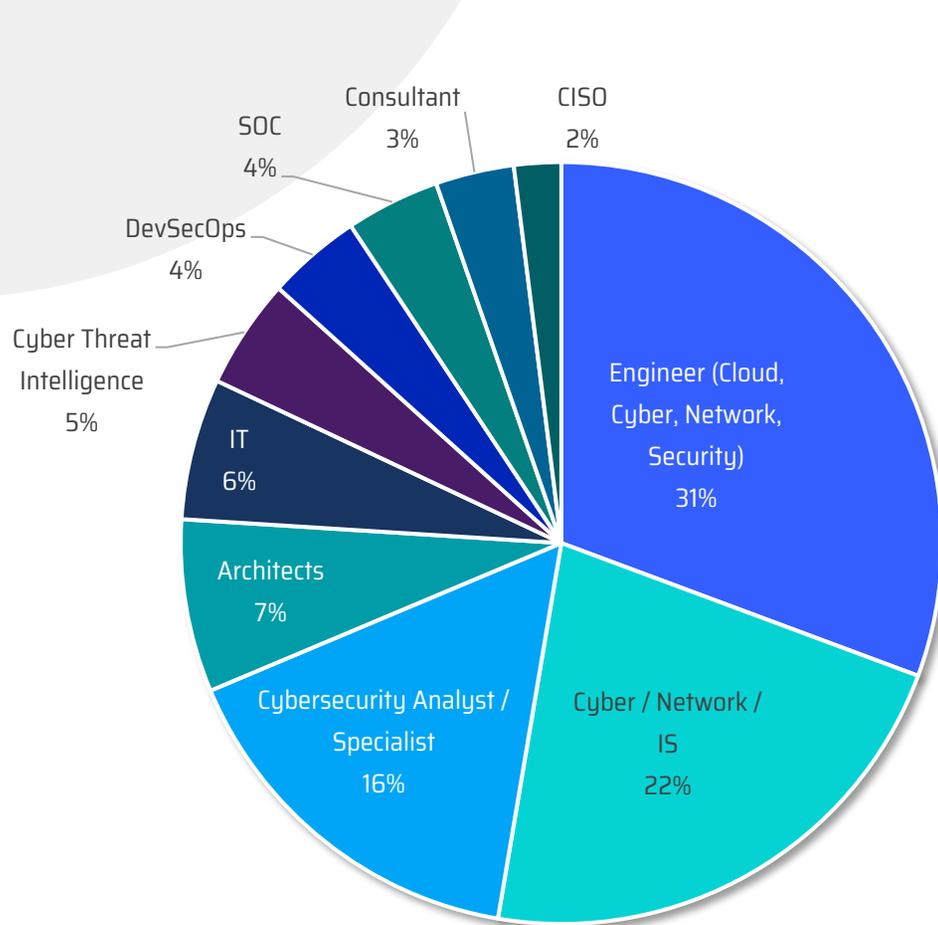


Figure 1 Job Titles of Surveyed Respondents

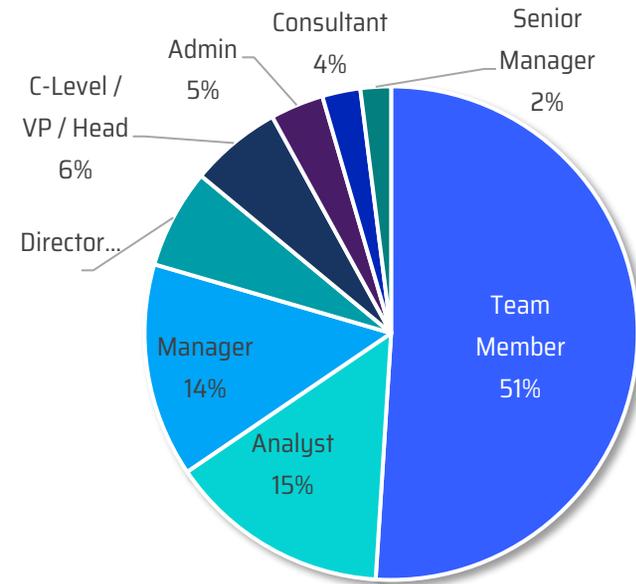


Figure 2 Job Seniority of Survey Respondents

Who we Surveyed - Years of Experiences, Company & Cyber Team Size, Company Type

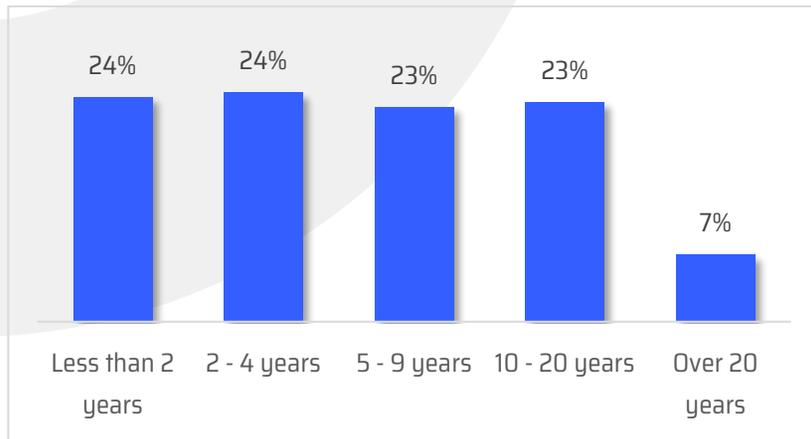


Figure 3 Years of Experience

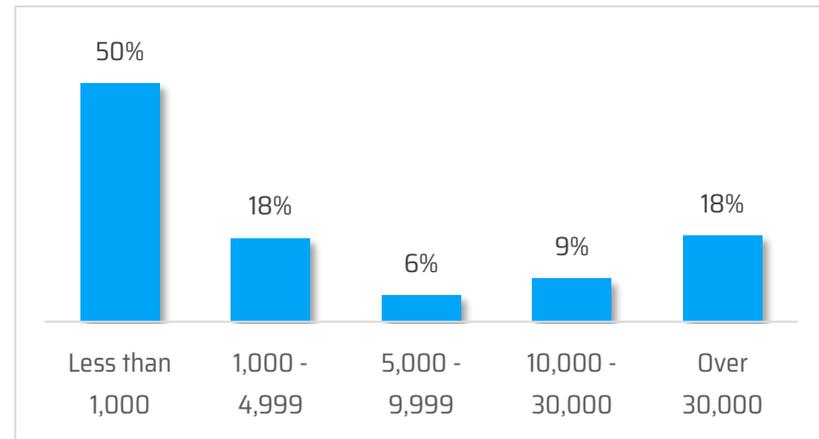


Figure 5 Company Size (# of employees)

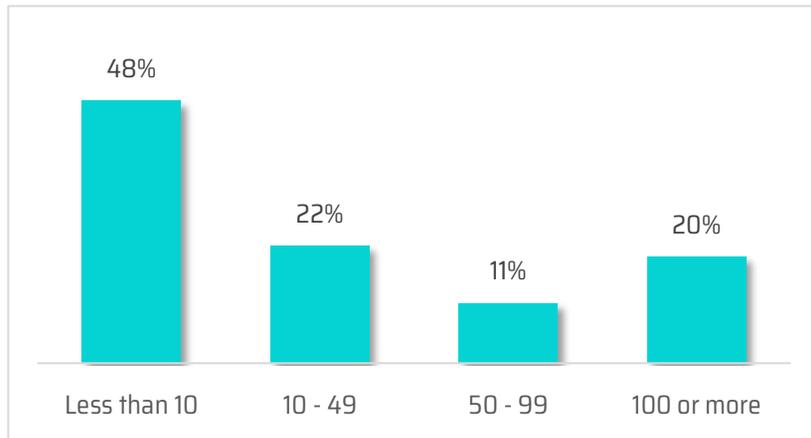


Figure 4 Cybersecurity Team Size

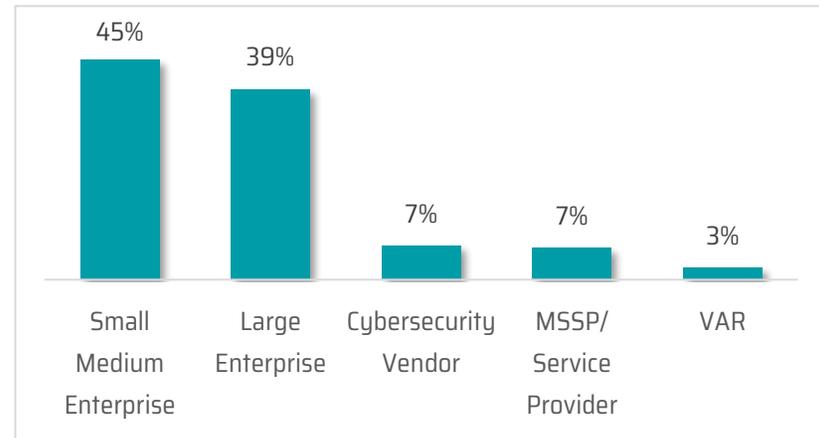


Figure 6 Type of Company

Salary Survey Results



Cybersecurity Salaries & Salary by Job Titles

We asked survey respondents to share the USD-equivalent of their annual compensation, including salary and bonuses. The results (Figure 7) show a bell-shaped distribution with 30% earning between \$100,000 to \$150,000.

The three most highly paid salaries by job title are Risk Officer / IT Risk, CISO and Sales, all with average salaries of \$175,000. The next level down in terms of pay are Cyber / IT Architects (\$168,750), IT (\$162,500) and DevSecOps (\$143,750).

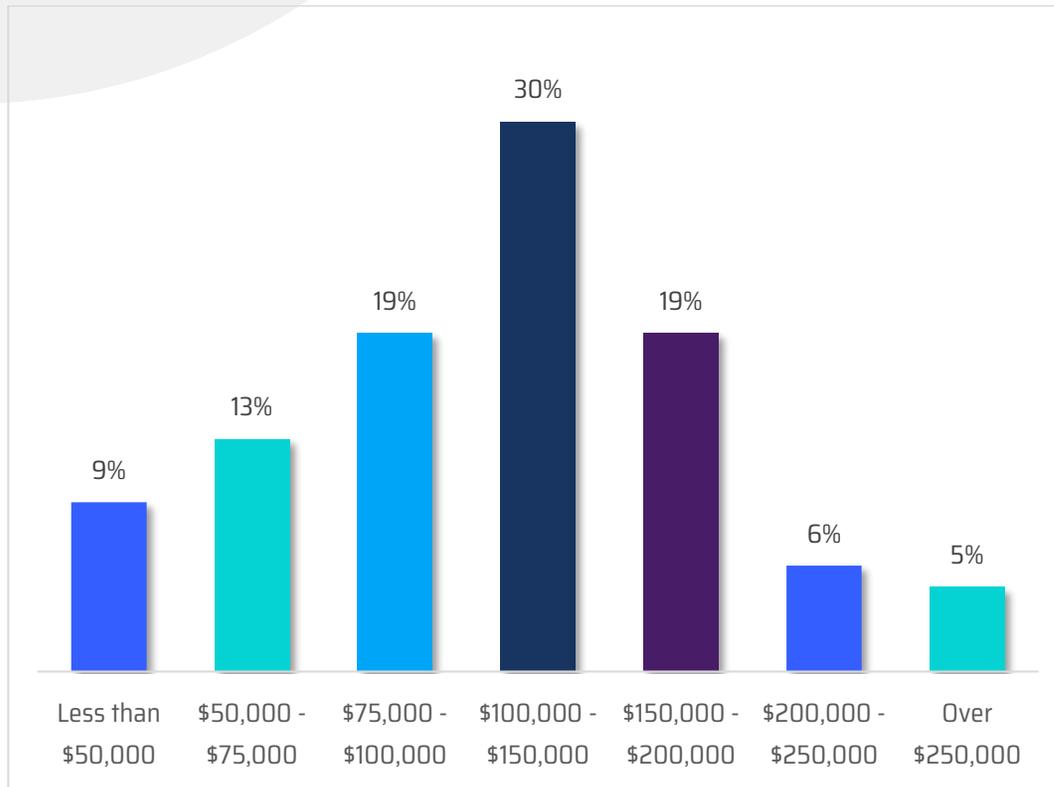


Figure 7 Annual Salary Distribution

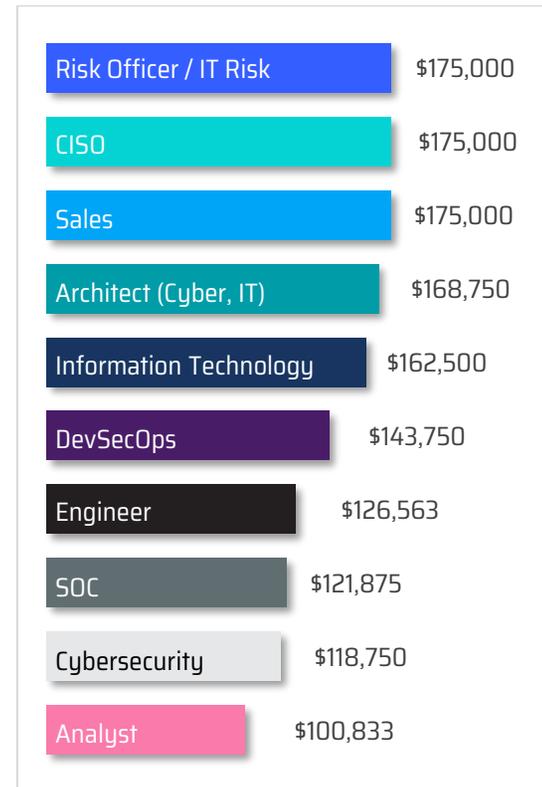


Figure 8 Top 10 Salaries by Job Title

2021's vs. 2020's - Raise in Salary

Of all the Cybersecurity professionals surveyed, only 4% of saw a decrease in annual salary over the past year. 41% saw their 2021 salary increase as compared to 2020. 23% of surveyed Cybersecurity professionals received a salary increase of less than 10% and this was the most common rate of increase from those surveyed. By contrast, only 4% saw a salary increase of 20-50%.

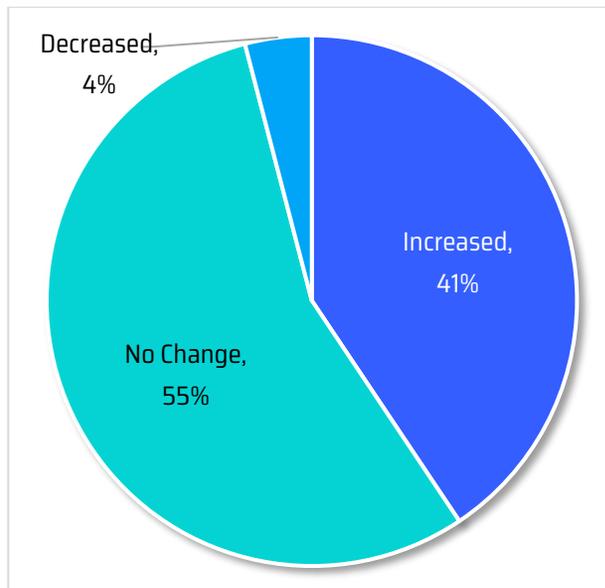


Figure 9 Cybersecurity Average Salary by Company Size

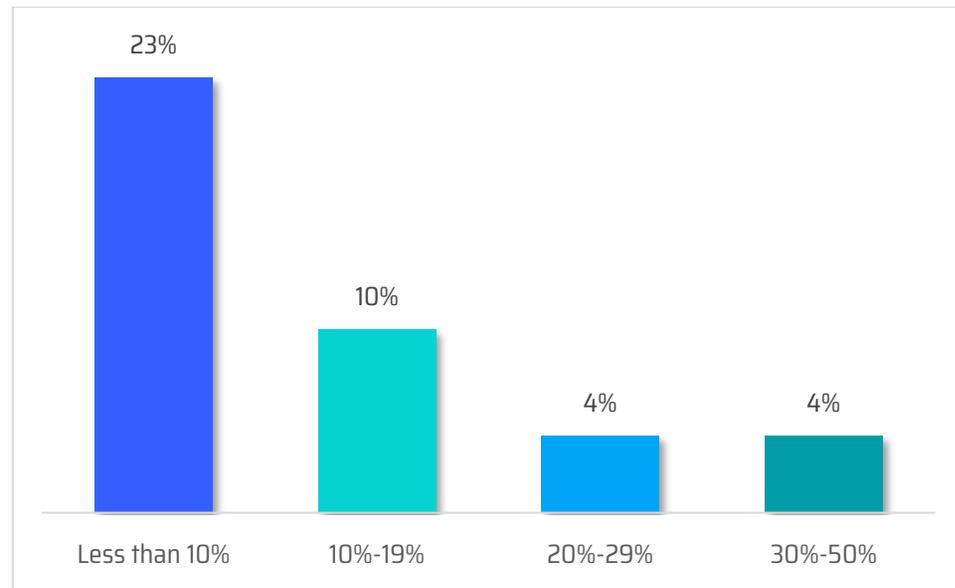


Figure 10 Cybersecurity Average Salary by Industry

Salary by Company Size & Industry

The highest paying Cybersecurity salaries can be found in companies with 5K-10K employees (average salary of \$155,000). This is 45% higher than companies with up to 1K employees, where salaries for Cybersecurity professionals are, on average, \$106,731. Cybersecurity professionals in the Management Consulting industry earn the highest salaries (\$170,833 on average), followed by the Insurance industry (\$150,000 on average) and Banking (\$149,405 on average).

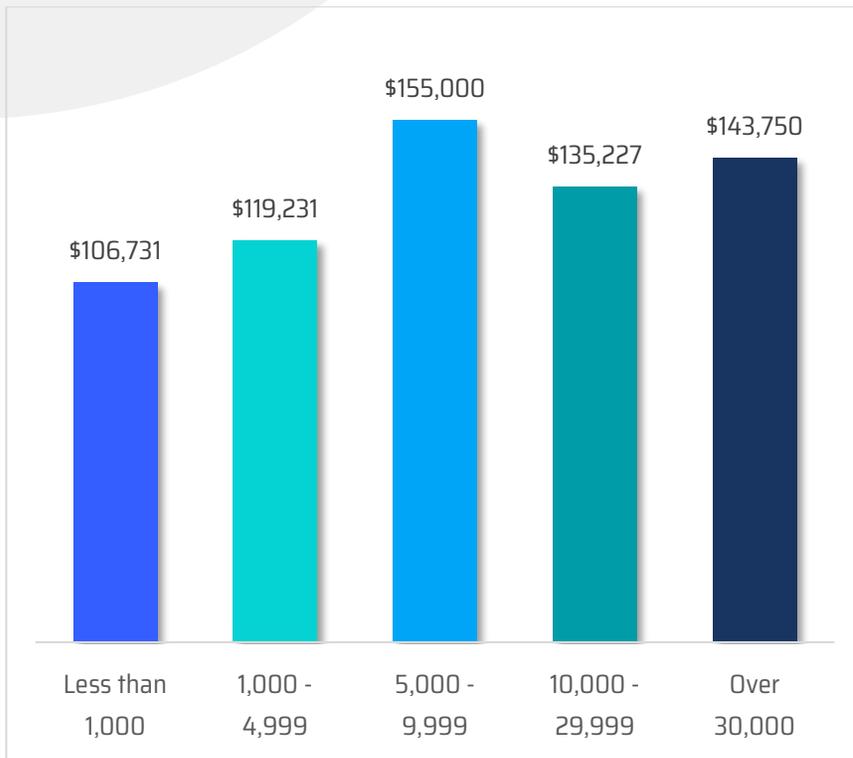


Figure 11 Cybersecurity Average Salary by Company Size

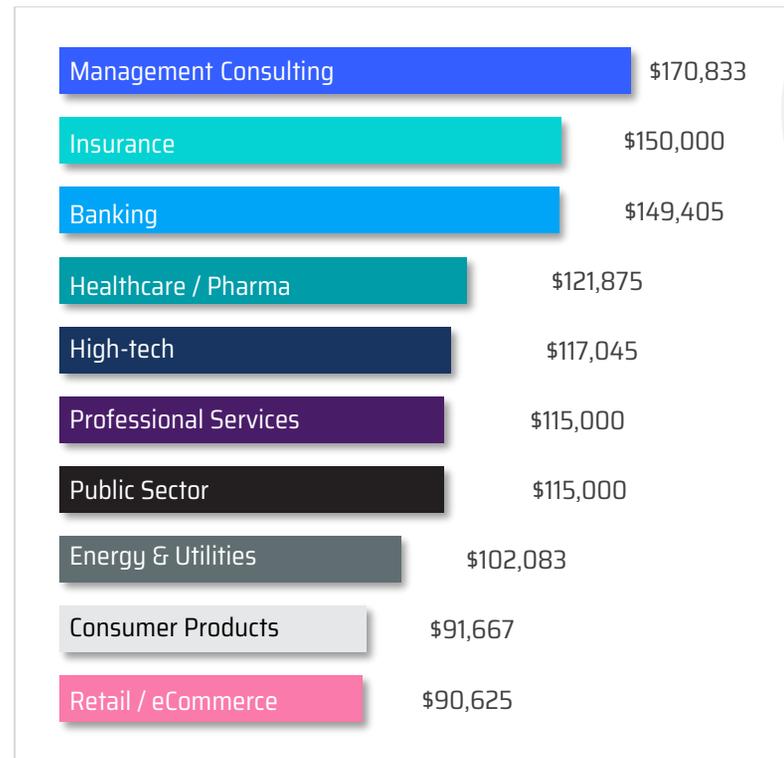


Figure 12 Cybersecurity Average Salary by Industry

Salary by Cybersecurity Team Size and Years of Experience

There is a clear linear relationship between years of experience and average salary where the more years worked, the higher the salary. While there are not many experts with over 20 years of, after just 2 years of experience, the average salary jumps 51% from \$64,773 to \$98,214.

While smaller Cybersecurity teams (1-10 employees) seem to be paying a premium to attract security pros to their ranks (paying an extra 11% over teams with 11-50 security pros), the big salaries can be earned at companies with over 50 pros in the Cybersecurity team.

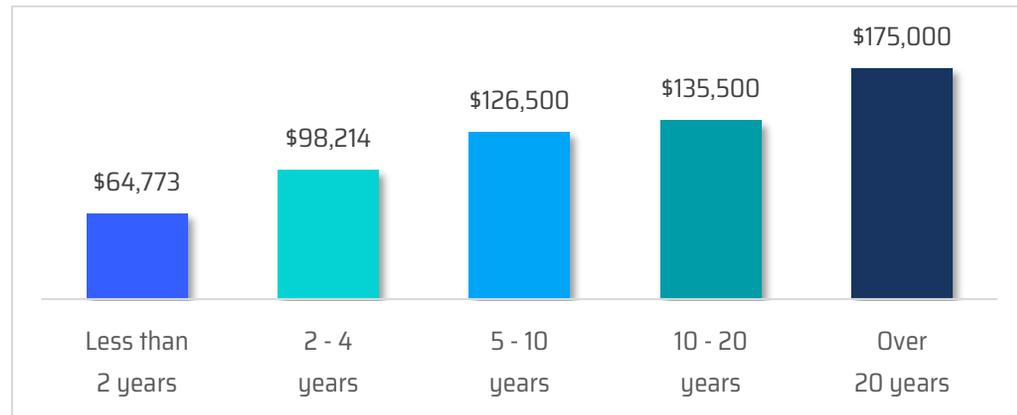


Figure 13 Cybersecurity Average Salary by Years of Experience

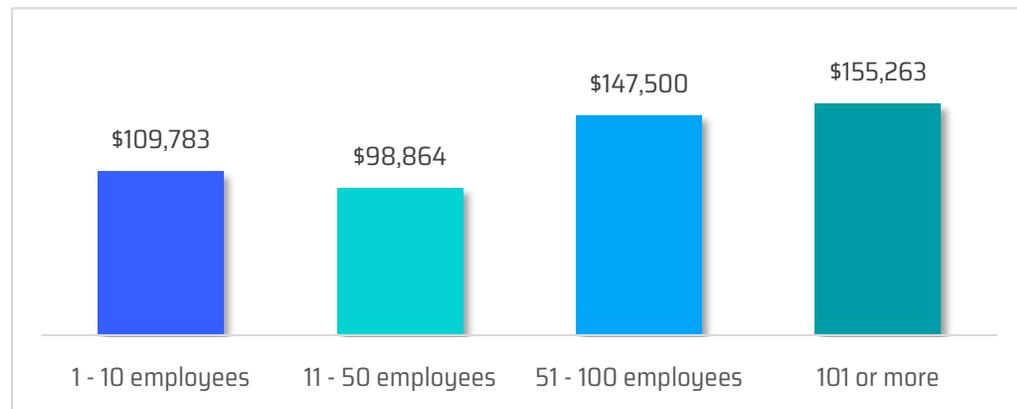


Figure 14 Cybersecurity Average Salary by Size of Security Team

Salary by Background and Tools Experience

Security professionals enter the industry from different backgrounds. Those entering from the business side command average salaries in the region of \$158,333 which is 50% more than those coming from the DevOps side.

The tools with which security professionals have experience also have an impact on salaries. Those with experience in RiskIQ, Microsoft EDR and Anomali earn the highest average salaries.

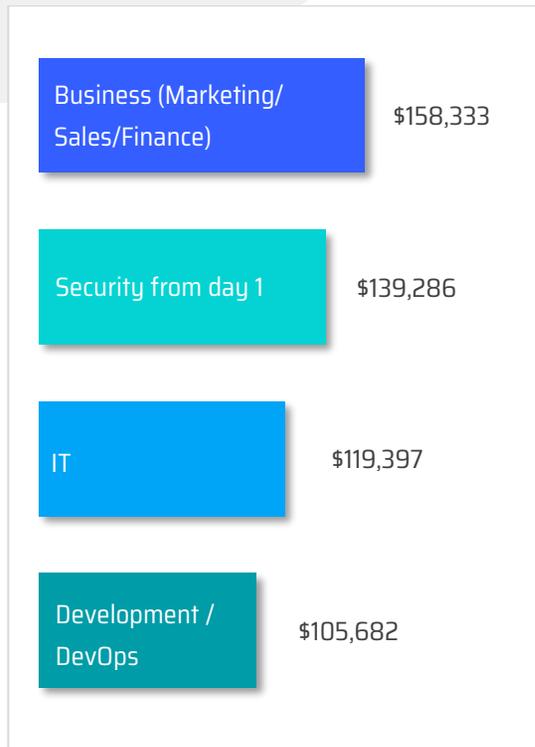


Figure 15 Cybersecurity Average Salary by Professional Background

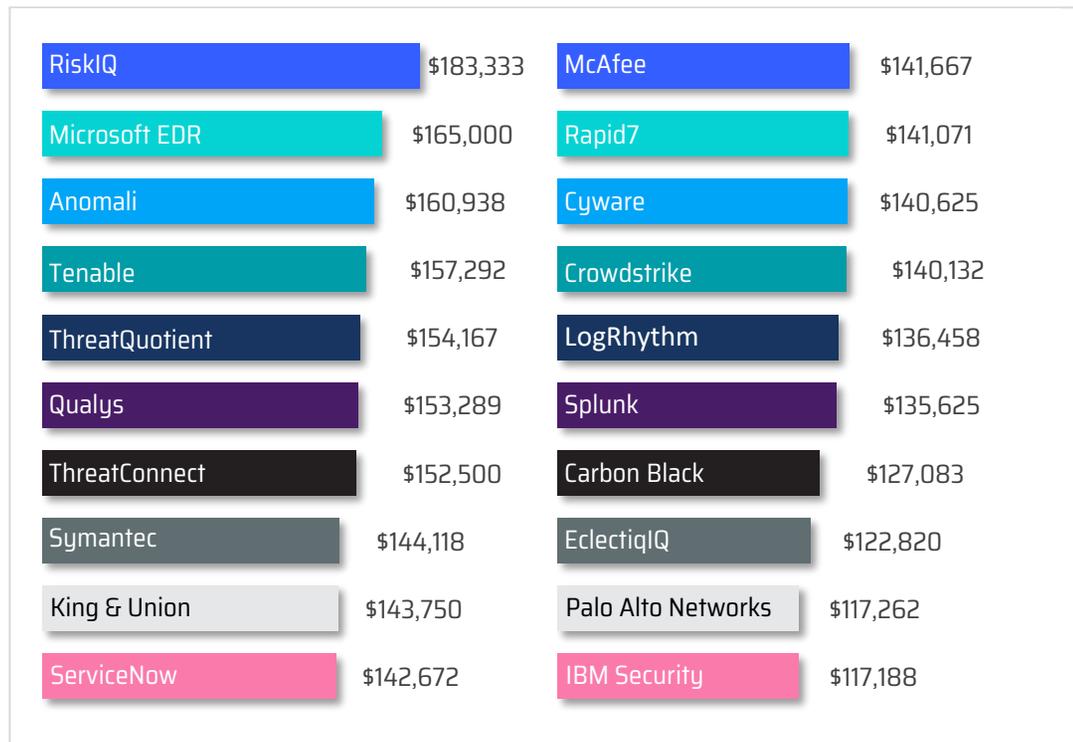


Figure 16 Cybersecurity Average Salary by Tools Experience (Top 1-10 on the left, Top 11-20 on the right)

Salary by Company Type

Cybersecurity vendors pay Cybersecurity professionals the highest salaries (\$159,375 on average). Large Enterprises pay 13% less on average (around \$141,118) while SMEs paying 57% less on average (around \$101,282).

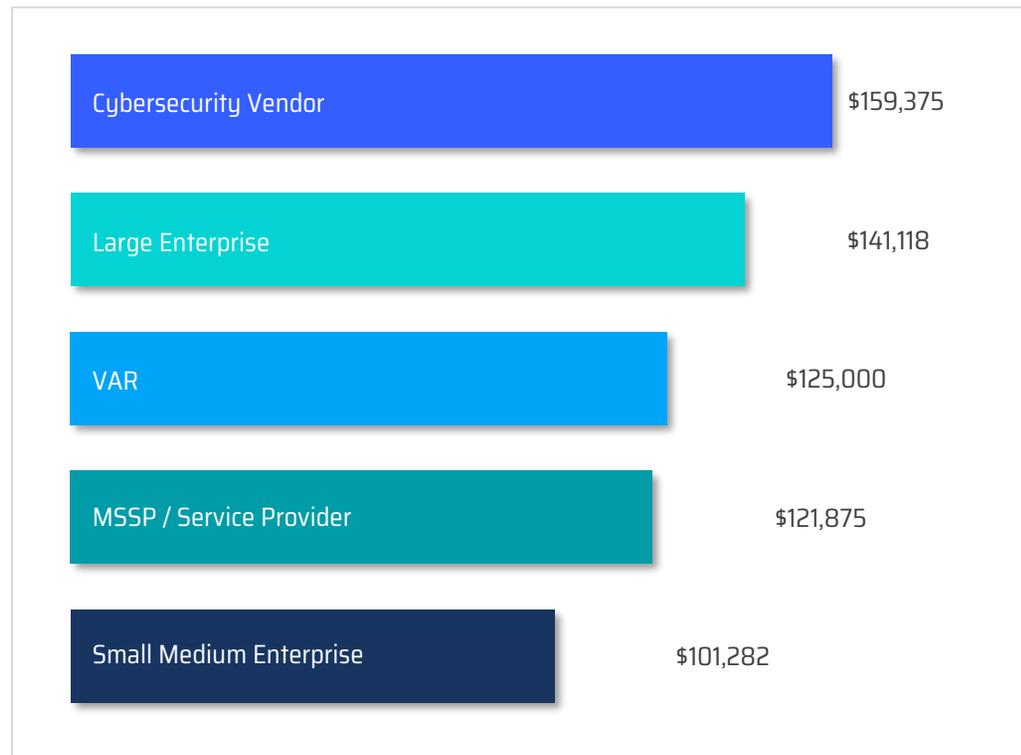


Figure 17 Cybersecurity Average Salary by Company Type

The Gender Gap in Cybersecurity

Women are currently underrepresented in the industry which is reflected in the fact that 92% of people surveyed for this report were male. Unsurprisingly, there is also a large gender gap in average salary between the sexes. Men earn on average \$126,182, which is 52% more than the average salary for women, which stands at \$82,500. It is hoped that as more women enter the Cybersecurity space, this trend will begin to reverse.

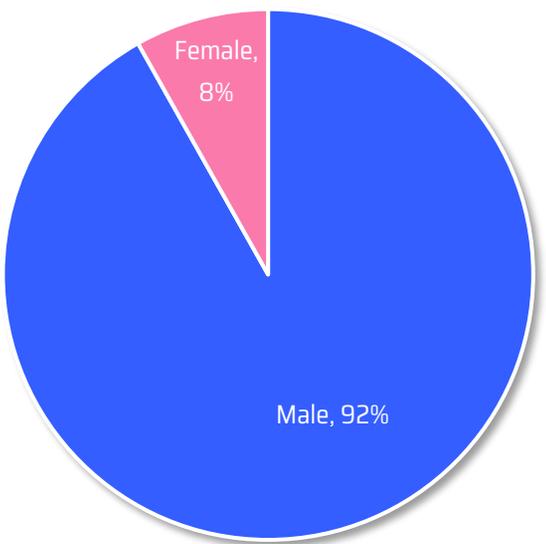


Figure 18 Male vs. Female in Cybersecurity

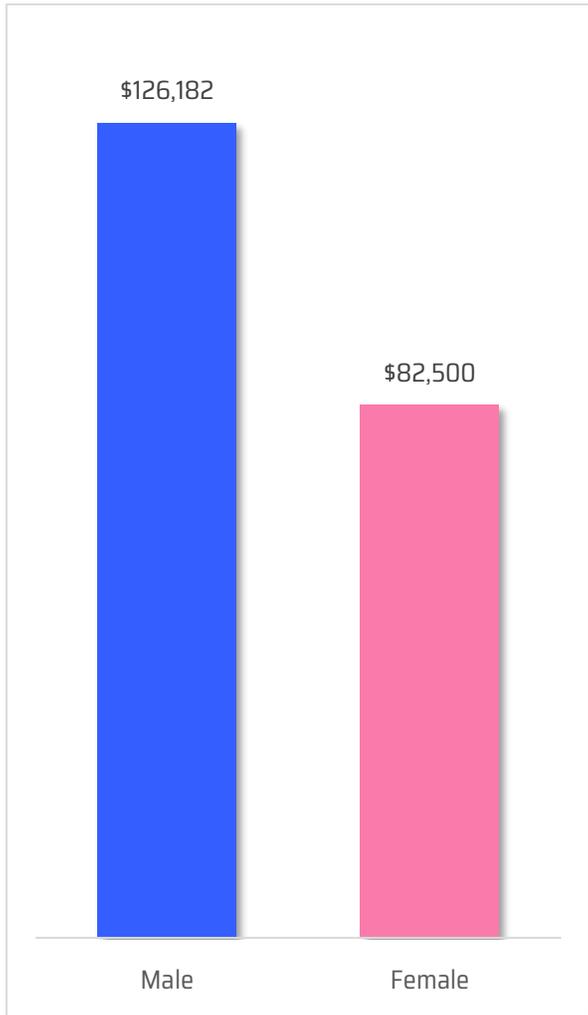


Figure 19 Cybersecurity Average Salary by Gender

Top Impacts on Higher Pay and Job Options

We asked Cybersecurity professionals to share what they think are the top factors influencing their ability to command a higher pay and better job opportunities. The number one factor indicated by 48% of respondents was increasing professional knowledge. In addition, Figure 23 Personal Focus for 2021 (page 20) further reflects this perception showing that the number one focus for 68% of survey respondents enhancing their education.



Figure 20 Top Impacts on Higher Pay and Job Options

Job Stability & Career Development



Job Stability and Career Development

64% of surveyed Cybersecurity professionals are concerned about their job stability while 83% feel their company is supporting their career development. When asked about their personal focus for 2021, education was by far the number one focus for 68% of respondents, where 46% intend to focus on learning new skills and 22% on getting professional certifications.

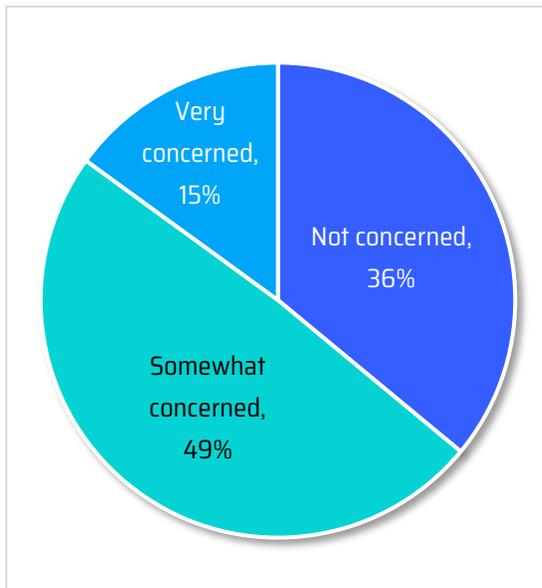


Figure 21 Concerns about Job Stability

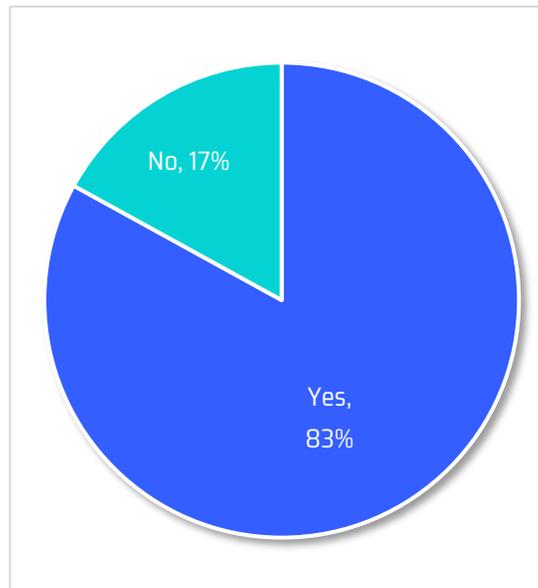


Figure 22 Company Support for Career Development



Figure 23 Personal Focus for 2021

Demographics



Demographics - Industry, Region and Annual Revenue

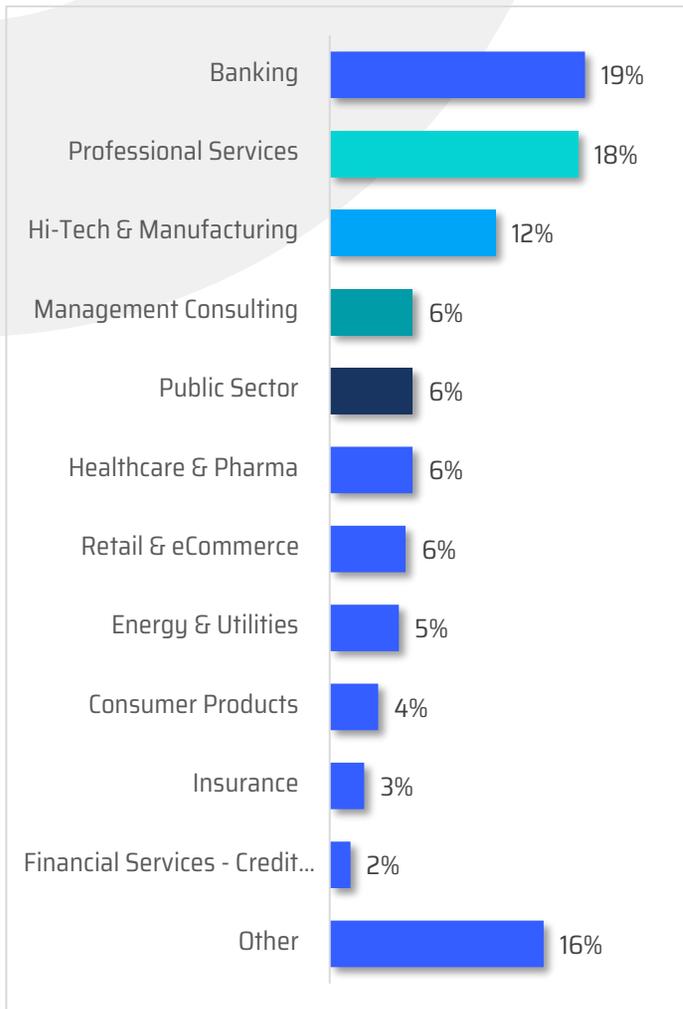


Figure 24 Industry

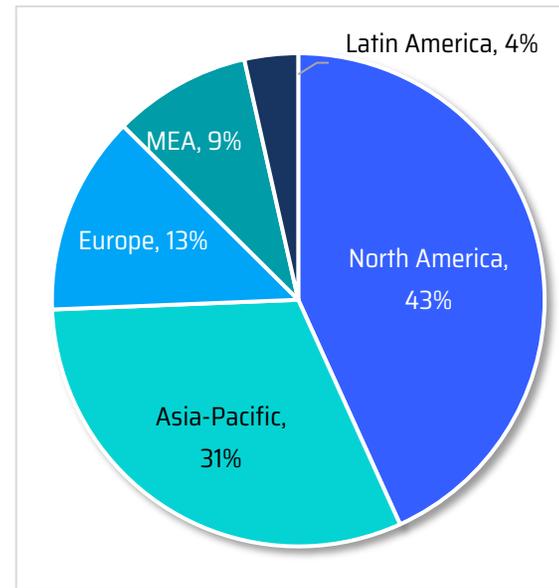


Figure 25 Region



Figure 26 Annual Revenue (\$US)

About Cybersixgill

Cybersixgill's fully automated threat intelligence solutions help organizations fight cyber crime, detect phishing, data leaks, fraud and vulnerabilities as well as amplify incident response – in real-time. The Cybersixgill Investigative Portal empowers security teams with contextual and actionable insights as well as the ability to conduct real-time investigations. Rich data feeds such as Darkfeed™ and DVE Score™ harness Cybersixgill's unmatched intelligence collection capabilities and deliver real-time intel into organizations' existing security systems. Most recently, Cybersixgill introduced agility to threat intel with their CI/CP methodology (Continuous Investigation/Continuous Protection). Current customers include enterprises, financial services, MSSPs, governments and law enforcement entities.

Request a Demo

For more information, please visit us:



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