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Recruitment Market Update 2024

Cyber Security & Data Privacy.

Welcome to Barclay Simpson's 2024 Recruitment Market Update, which provides an overview of current recruitment trends and insights across the cyber security & data privacy sectors.

Market Overview.

The cyber security and data privacy recruitment market continues to be subdued, with an uncertain economic and political environment dampening hiring intentions across many of the disciplines that we cover.

Nevertheless, there is currently significant pent – up demand among both employers and candidates, which we expect to materialise later this year once the business climate stabilises and confidence returns.

Indeed, a brief uptick in recruitment activity occurred in the first quarter of 2024, and this was expected to continue into the second quarter when the ONS revealed in May that the UK had quickly bounced back from recession at the end of last year.

Any hopes of a sustained revival were sadly dashed once the General Election was called, with many organisations understandably reluctant to hire until the dust had settled and the political landscape became clearer.
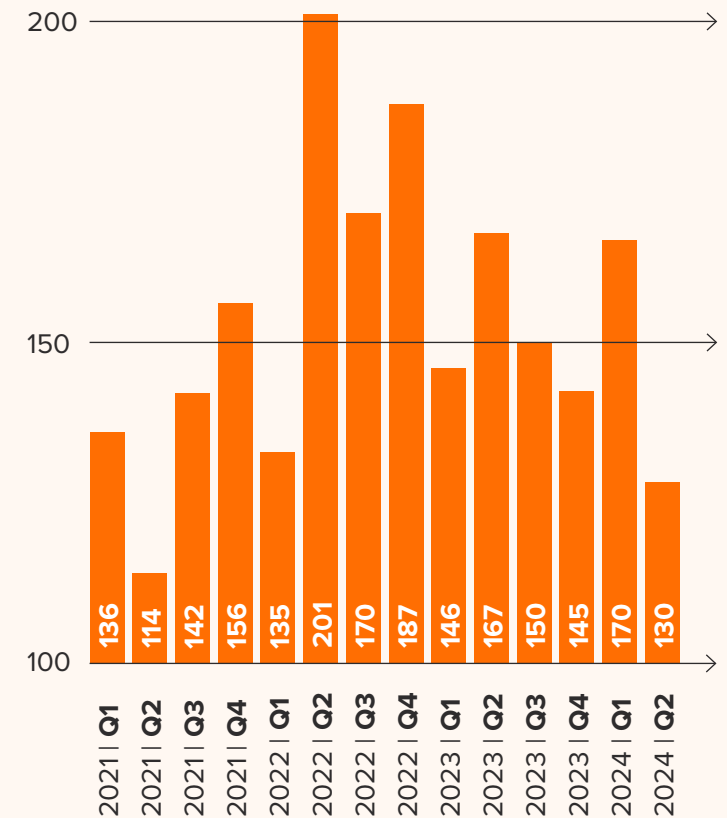
The dissolution of Parliament due to the election also halted the progress of any proposed legislation that was on the parliamentary agenda, including the Data Protection and Data Information (DPDI) Bill.

This means the Bill must now either be re – presented by the Labour government, or a new piece of legislation will need to be drawn up. While unlikely, the Bill could also be abandoned. Any hiring plans based around the introduction of DPDI have therefore been shelved until a later date.

Overall, however, hiring is poised to rebound strongly in the coming months. With inflation easing, recent interest rate cuts, and the possibility of less political upheaval after the election, there are several reasons to be optimistic.

We are also seeing an abundance of skilled talent eager to make a change, and many employers are champing at the bit to fill much – needed skills gaps in their cyber security and data privacy teams once budgetary restraints are loosened.

Cyber Security Activity Index

Period	Value
2021 | Q1	136
2021 | Q2	114
2021 | Q3	142
2021 | Q4	156
2022 | Q1	135
2022 | Q2	201
2022 | Q3	170
2022 | Q4	187
2023 | Q1	146
2023 | Q2	167
2023 | Q3	150
2023 | Q4	145
2024 | Q1	170
2024 | Q2	130

Source: Barclay Simpson - in-house recruitment activity data indicating the pace of the market.

Supply of cyber security jobs.

January

573	IT Cyber Security 2022
454	IT Cyber Security 2023
444	IT Cyber Security 2024

February

624	
450	
395	

March

641	
461	
399	

April

624	
450	
395	

May

675	
382	
329	

June

554	
350	
324	

July

657	
427	
420	

August

611	
376	
413	

September

555	
378	

October

568	
386	

November

471	
392	

December

395	
276	
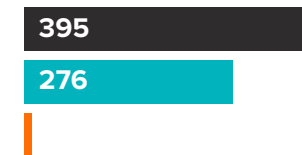
■ IT Cyber Security 2022   ■ IT Cyber Security 2023   ■ IT Cyber Security 2024

Source: Job adverts UK company careers pages

Key themes in cyber security recruitment.

Top CISO challenges

1	**Budgets don't match expectations** (55% of CISOs)
2	**Change management** (37%)
3	**Relentless regulations** (33%)
4	**Supply chain security** (25%)

High demand for operational resilience

The Digital Operational Resilience Act (DORA) will come into effect on 16 January 2025.

Many organisations still do not have the right skills and expertise in place to navigate this new legislation, so hiring demand within the space has far outpaced any other area of cyber security and data privacy recruitment this year.

Employers are finding it challenging to fill these vacancies. As all companies face the same deadline, there is widespread demand for candidates with experience of DORA, but as it is a new regulation, this skill set is hard to find. Clients have to fight over the few candidates with experience, and the problem is exacerbated by candidates working on DORA projects being reluctant to change jobs in the middle of a project. Companies are having to look at operational resilience candidates instead and decide if they have enough time to train them on DORA before the deadline.

FTCs on the rise

While the interim market often does well during periods when the permanent market stutters, this is not the case at the moment. Demand for contractors has substantially decreased, and we are instead seeing an increase in fixed–term contracts (FTCs).

These are generally unpopular with candidates, who are usually receiving the worst of both worlds. FTCs do not offer long–term job security, nor do they pay the premium that typically comes with the additional risk of contracting.

As a result, many interim workers are transitioning into lower–paying permanent roles as organisations become reluctant to meet day rates. We expect this trend to continue while investment in development and change projects remains suppressed.

CISO burnout

Our consultants are reporting that the mental health of cyber security professionals is at an all–time low, as they battle with under–resourced teams, elevated expectations and an increasingly complex threat landscape.

CISOs are particularly under pressure, given that the responsibility for security failures typically falls on their shoulders. Recent research shows that 80% of CISOs classify themselves as 'highly stressed', with 30% saying this has compromised their ability to do their job. A separate study found that 61% of CISOs are concerned about personal liability for cyber-attacks and breaches at their organisation.

Some businesses are outsourcing their SOC activities at the weekend to relieve stress on their in–house teams. Sadly, however, many other CISOs aren't getting the support they need from their boards, with 49% claiming there is a lack of buy–in from C–level executives regarding information security.

Salary trends.

After unprecedented growth in 2021 and 2022, salary increases began to plateau last year. As we head deeper into 2024, we are now seeing signs of salary depression, with candidates often willing to accept lower base rates than their current position if they are keen to change roles.

Contractors switching to permanent jobs for greater security are especially likely to take a hit on their earnings. However, the overall impact on earnings across the cyber security profession has been muted, with most practitioners in employment achieving inflation linked pay rises.

Security Leadership	London	Regional	Contract day rate
CISO (Global / /EMEA)	£180k +	£170k +	£900+
Cyber Security Director	£130k – £200k	£120k – £180k	£800 – £900
Head of IT Risk	£130k – £220k	£120k – £180k	£800 – £1000
Head of GRC	£120k – £150k	£90k – £130k	£750 – £850
Head of Information Security (dept above 10+)	£150k+	£130k+	£800 – £900
Head of Information Security (dept under 10+)	£100k – £160k	£80k – £140k	£700 – £800
Head of Security Architecture	£130k – £200k	£110k – £170k	£900+
Head of Security Operations	£80k – £120k	£70k – £110k	£900+
Head of Incident Response	£90k – £140k	£80k – £120k	£900+

Governance, Risk & Compliance	London	Regional	Contract day rate
Business Information Security Officer	£90k – £130k	£85k – £110k	£600 – £800
Information Security Manager (team above 5+)	£95k – £120k	£80k – £110k	£600 – £800
Information Security Manager (team under 5+)	£80k – £95k	£70k – £85k	£600 – £800
Information Security Officer	£80k – £120k	£70k – £110k	£600 – £800
IT Risk Manager	£85k – £120k	£75k – £110k	£600 – £800
Third Party Risk Lead	£75k – £100k	£65k – £90k	£550 – £750
Senoir Information Security Analyst	£70k – £85k	£45k – £65k	£500 – £600
Information Security Analyst	£55k – £65k	£50k – £60k	£400 – £550

Security Architecture & Engineering	London	Regional	Contract day rate
Enterprise Security Architect	£100k – £140k	£90k – £120k	£700 – £900
Application Security Architect	£100k – £130k	£90k – £120k	£700 – £900
Security Solutions Architect	£100k – £130k	£90k – £120k	£700 – £900
Application Security Engineer	£85k – £110k	£75k – £100k	£600 – £750
DevSecOps Engineer	£85k – £100k	£75k – £100k	£600 – £850
Information Security Engineer	£70k – £90k	£55k – £85k	£550 – £800
Cloud Security Architect	£100k – £130k	£80k – £100k	£650 – £850
Cloud Security Engineer	£80k – £110k	£80k – £110k	£700 – £850

Security Operations & Incident Response	London	Regional	Contract day rate
Deputy Head of Security Operations	£80k – £100k	£70k – £90k	£700 – £900
Cyber Defence Analyst	£50k – £65k	£40k – £55k	£450 – £650
Cyber Threat Intelligence Analyst	£50k – £85k	£45k – £75k	£550 – £650
Incident Response Analyst	£60k – £80k	£50k – £75k	£550 – £650
Incident Response Manager	£80k – £110k	£75k – £95k	£600 – £800
SOC Analyst	£45k – £60k	£30k – £45k	£500 – £650
Senior SOC Analyst	£60k – £80k	£60k – £80k	£550 – £650
SOC Manager	£80k – £100k	£75k – £95k	£700 – £800
CySOC Engineer	£75k – £120k	£75k – £100k	£550 – £650
Head of SOC Engineering	£100k – £140k	£100k – £140k	£750 – £850

Business Continuity & Operational Resilience	London	Regional	Contract day rate
Head of BC	£100k – £150k	£100k – £125k	£700 – £800
Head of Operational Resilience	£100k – £150k	£100k – £130k	£700 – £800
BC Analyst	£35k – £60k	£30k – £55k	£450 – £550
BC Specialist	£70k – £90k	£70k – £90k	£550 – £650
BC Manager	£60k – £85k	£60k – £80k	£600 – £700
Operational Resilience Analyst	£50k – £60k	£50k – £60k	£450 – £550
Operational Resilience Manager	£70k – £95k	£70k – £90k	£600 – £700
Operational Resilience Specialist	£70k – £90k	£70k – £90k	£550 – £650

Identity & Access Management	London	Regional	Contract day rate
Head of IAM	£120k – £140k+	£110k – £130k+	£600 – £850
IAM Manager	£90k – £120k	£85k – £110k	£500 – £700
CIAM/PAM Lead	£95k – £120k	£85k – £110k	£500 – £700
IAM Product Owner	£95k – £120k	£85k – £110k	£500 – £700
IAM Architect	£90k – £120k+	£80k – £110k+	£500 – £700
IAM Engineer	£75k – £95k	£70k – £90k	£400 – £600
IAM Analyst	£60k – £85k	£55k – £80k	£350 – £500

Penetration Testing	London	Regional	Contract day rate
Entry Level Penetration Tester	£25k – £40k	£20k – £30k	£300 – £400
Mid Level Penetration Tester (approx 4 – 5 years' experience)	£50k – £80k	£45k – £70k	£500 – £650
Manager Level Penetration Tester	£80k – £120k	£75k – £110k	£650+
Head of Penetration Testing	£125k+	£115k+	£800+

Security Transformation	London	Regional	Contract day rate
Information Security Programme Manager	£80k+	£75k+	£800 – £900+
Information Security Project Manager	£60k – £75k	£55k – £70k	£600 – £800+
Information Security PMO Manager	£50k – £60k	£45k – £55k	£500 – £600
Information Security Business Analyst	£55k – £65k	£50k – £60k	£550 – £750
Information Security Service Delivery Manager	£70k – £80k	£65k – £75k	£550 – £650

Data Protection & Privacy	London	Regional	Contract day rate
Head of Data Protection	£80k – £100k	£80k – £100k	£550 – £650
Data Governance Manager	£80k – £100k	£70k – £90k	£575 – £675
Data Protection Analyst	£40k – £50k	£30k – £45k	£300 – £400
Data Privacy Lawyer	£90k – £150k	£75k – £100k	£600 – £750
Data Privacy Advisor	£60k – £75k	£50k – £70k	£450 – £550
Data Protection Officer	£100k – £150k	£90k – £140k	£600 – £800
Privacy Manager	£65k – £85k	£50k – £70k	£400 – £550
Global Privacy Counsel	£120k – £200k	£110k – £140k	£900 – £1k

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