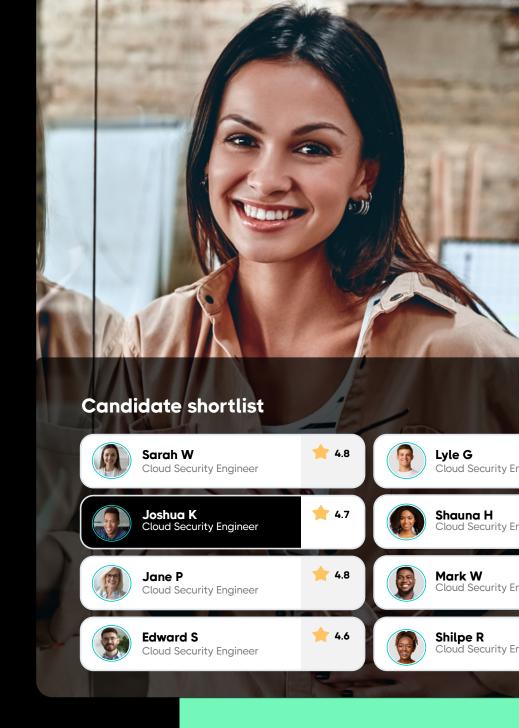
US Cyber Security Salary Benchmarking 2023

Keeping you ahead of talent trends in technology





2023 Salary Insights - US Cyber Security

		US Market (\$)		
Manager Executive Level	Low	Median	High	
Chief Information Security Officer (CISO)	240,000	325,000	550,000	
Deputy CISO BISO	200,000	260,000	350,000	
Head of Information Security (Early Stage)	200,000	240,000	300,000	
Head of Information Security Risk	215,000	250,000	370,000	
Director Security Engineering	220,000	280,000	350,000	
Director Application Security	220,000	280,000	325,000	
Director Incident Response & Security Assurance	175,000	230,000	300,000	
Director Security Operations & Threat Management	180,000	240,000	300,000	
Director Identity & Access Management	175,000	230,000	300,000	
Application Security Manager	170,000	220,000	275,000	
Product Security Manager	180,000	220,000	275,000	
Cloud Security Manager	180,000	220,000	275,000	
Detection and Response Manager	190,000	225,000	270,000	
Offensive Security Manager	160,000	180,000	225,000	
Senior Manager, Information Security Risk	210,000	225,000	310,000	
Security Operations Manager	150,000	200,000	250,000	

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Cloud Security Engineer

Application Security Engineer

Incident Response Engineer

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		US Market (\$)		
Security Architecture	Low	Median	High	
Chief Security Architect	220,000	260,000	250,000	
Application Security Architect	190,000	220,000	315,000	
Infrastructure Security Architect	190,000	230,000	295,000	
Product Security Architect	190,000	250,000	295,000	
Network Security Architect	170,000	220,000	270,000	
Enterprise Security Architect	200,000	260,000	320,000	
DevSecOps Architect	200,000	250,000	310,000	
Cloud Security Architect	200,000	250,000	305,000	
GRC Information Security Architect	190,000	250,000	290,000	
Security Engineering	Low	Median	High	
Security Automation Engineer	160,000	200,000	240,000	
DevSecOps Engineer	160,000	210,000	240,000	
Detection Engineer	160,000	200,000	240,000	
Security Data Engineer	160,000	195,000	235,000	
Corporate Security Engineer	130,000	165,000	225,000	
SIEM Engineer	120,000	160,000	220,000	
Product Security Engineer	160,000	200,000	240,000	
IAM Engineer	125,000	160,000	225,000	
Cyber Threat Hunter	140,000	165,000	190,000	
Threat & Vulnerability Engineer	130,000	170,000	200,000	
Penetration Tester	125,000	160,000	200,000	
Software Security Engineer	165,000	200,000	250,000	

160,000

160,000

160,000

190,000

200,000

180,000

240,000

240,000

225,000

About

Stott and May

Founded in 2009 Stott and May are a professional search firm with a passion for helping leaders achieve complete confidence that they have hired the right talent, first time in fiercely competitive markets. We believe you should never have to make the choice between quality of candidate and time-to-hire. As a result, our business has been founded on the principle of offering a premier standard of search service delivered in vastly accelerated timescales. Because after all this is about more than just recruitment, it's about turning your business vision into reality.

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