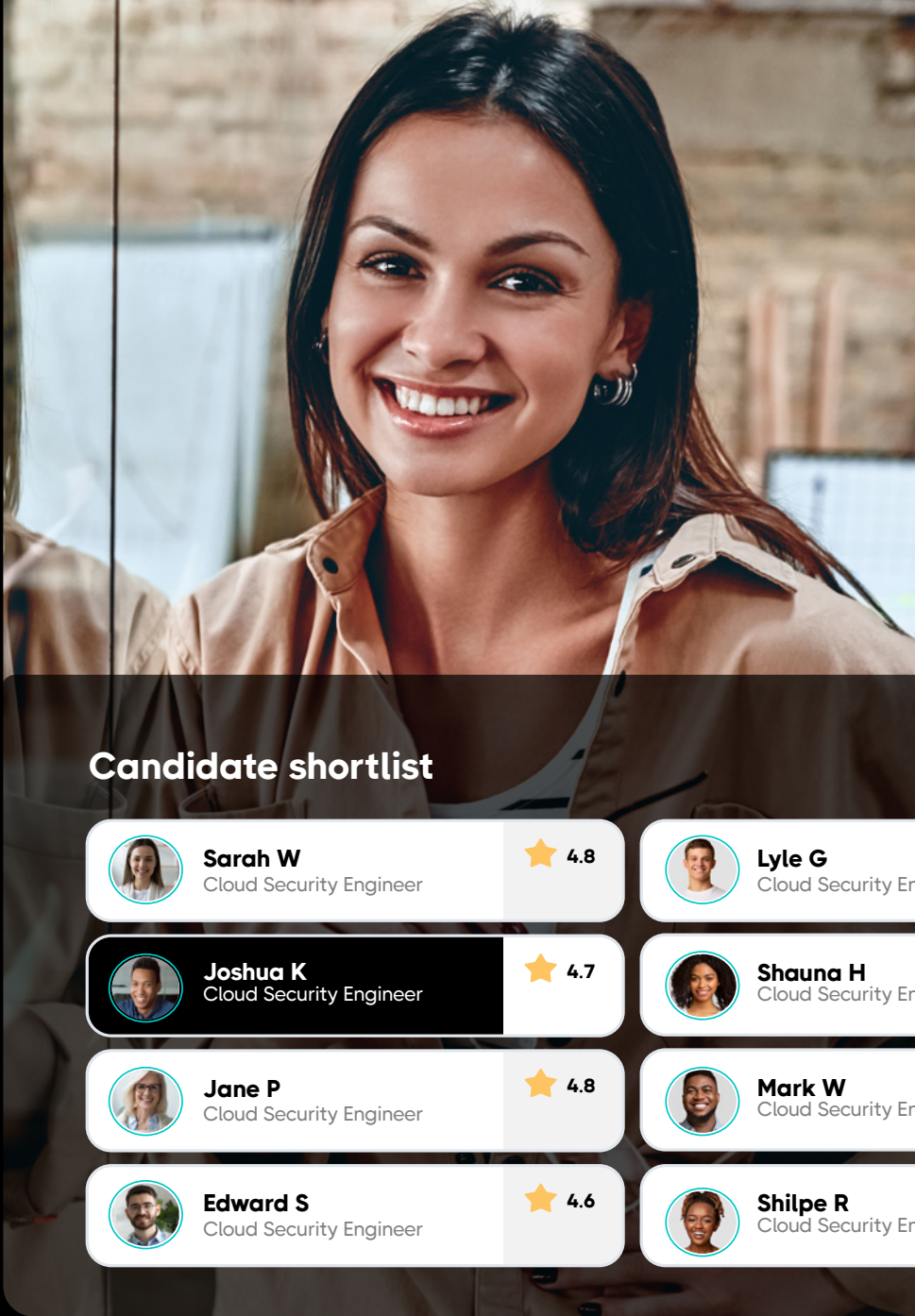










# US Cyber Security Salary Benchmarking 2024

Keeping you ahead of talent trends in technology



## Candidate shortlist

	<b>Sarah W</b> Cloud Security Engineer	★ 4.8		<b>Lyle G</b> Cloud Security Engineer
	<b>Joshua K</b> Cloud Security Engineer	★ 4.7		<b>Shauna H</b> Cloud Security Engineer
	<b>Jane P</b> Cloud Security Engineer	★ 4.8		<b>Mark W</b> Cloud Security Engineer
	<b>Edward S</b> Cloud Security Engineer	★ 4.6		<b>Shilpe R</b> Cloud Security Engineer

# A review of the cybersecurity landscape heading into 2024



Greg Anderson

**Head of US Recruiting Cyber Security**

2023 was quite the year in the security market. Heavy tech layoffs in Q1 (approx. 167,000 per TechCrunch), sent shock waves through the industry as many seen security drop it's "recession proof" tag line it had always proudly worn. The senior end of the market struggled for most of the year as many organizations tried to hire cheaply and restructured security teams to let go of what was seen as expensive hires, they made in 2021/22.

Then by the middle of the year, reality started to hit. Yes, that's right – hackers don't care about your company layoffs, they are still going to come after you and you are still going to get hacked. The number of ransomware victims in March 2023, was nearly double the number from the previous year (Forbes). Businesses continued to incorporate new technologies, gathering increasing volumes of data, storing much of that data digitally, and sharing that data with vendors and 3rd party service providers. All risky activities when you don't have the correct security structure and talent in place.

In April along came RSA and boy did it come back with a bang! Alongside a busy vendor floor and an array of industry leading speakers, the most frequently used buzzword on the street really took center stage – AI. What does the future of AI and cybersecurity really look like, for me personally, I'm not sure anyone really knows. But recent studies by the UK National Cyber Security Centre (NCSC), shows that AI will almost certainly increase the volume and heighten the impact of cyber-attacks over the next two years (NCSC).

Phishing attacks and advanced social engineering accounted for more than 80 percent of reported security incidents in 2023 (CSO Online). In my opinion, this continues to be something all companies should remain vigilant of in 2024, especially during the onboarding process for new employees.

Critical infrastructure had a very difficult 2023, with hospitals, schools, and utilities continuously targeted by ransomware attacks. The good news for hiring is that has meant more funding and headcount growth for sectors which at times were thought of as "less attractive" to the cyber community.

Salaries have largely remained flat, or if anything come down from the highs in 2021/2022. A significant trend observed in the last 12 months is the resurgence of onsite jobs. The remote work model, which gained immense popularity during the pandemic years, is now witnessing a shift. Employers across the US are increasingly calling their workforce back to the office. This transition is not just a return to pre-pandemic norms but also a response to evolving business needs and workforce behavior.

And then at the end of the year, was the long-awaited SEC Cybersecurity Disclosure Rules. Like AI, I think this is an area which will continue to evolve over 2024 and I say wishfully, for positive reasons. Do these new rules signal the return of the strategic CISO? Only time will tell. What is clear is that organizations will need to take cybersecurity seriously in 2024, at some point the SEC will set a legal precedent for poor cybersecurity management and no one wants to be the one holding the firework when it eventually goes off.

## 2024 Salary Insights - US Cyber Security

Manager Executive Level	US Market (\$)		
	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

2024 Salary Insights - US Cyber Security

	US Market (\$)		
Security Architecture	Low	Median	High
Chief Security Architect	220,000	260,000	350,000
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
Cloud Security Engineer	160,000	190,000	240,000
Application Security Engineer	160,000	200,000	240,000
Incident Response Engineer	160,000	180,000	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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