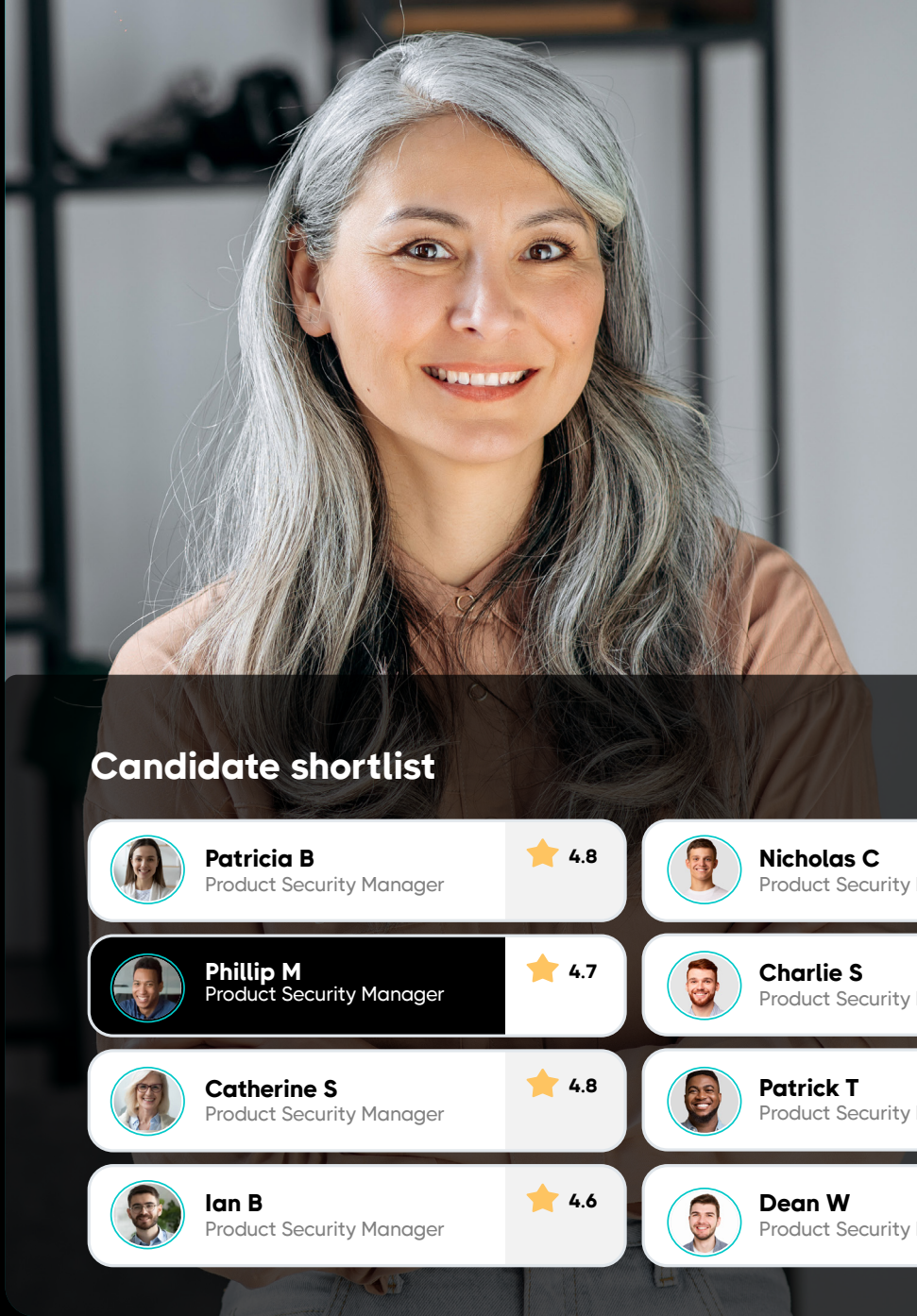



UK Cyber Security Salary Benchmarking 2024

Keeping you ahead of talent trends in technology




Candidate shortlist


 **Patricia B**
Product Security Manager ★ 4.8

 **Nicholas C**
Product Security


 **Phillip M**
Product Security Manager ★ 4.7

 **Charlie S**
Product Security

 **Catherine S**
Product Security Manager ★ 4.8

 **Patrick T**
Product Security

 **Ian B**
Product Security Manager ★ 4.6

 **Dean W**
Product Security

A review of the Cyber Security landscape heading into 2024



Dean Charlton

Head of UK Cyber Recruitment

2023 was quite the year in the security market. Heavy tech layoffs in Q1 (~167,000 per TechCrunch) sent shock waves through the industry, as many saw security drop its “recession-proof” tagline, which 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 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 that of 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.

Then, 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 cyber security look like? Personally, I’m not sure anyone really knows. But, recent studies by the UK National Cyber Security Centre show that AI will almost certainly increase the volume and impact of cyber-attacks over the next two years (NCSC).

In 2023, phishing attacks and advanced social engineering were responsible for over 80% of reported security incidents (CSO Online). In my opinion, this is a threat that all companies should remain vigilant against 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 it has meant more funding and headcount growth for sectors that were sometimes considered “less attractive” to the cyber community. In 2023, CISA conducted more than 1,200 pre-ransomware notifications, including 7 Water and Wastewater sector entities, 20 Transportation System sector entities, 17 Energy sector entities, 117 U.S. and 19 international K-12 school districts, 111 U.S. and 27 international institutes of higher education, 154 U.S. healthcare organizations, 39 U.S. Emergency Services sector entities, and 94 U.S. state, local, tribal, and territorial governments. 294 pre-ransomware notifications were also shared with 27 partner countries.

Then, there were the long-awaited SEC Cyber Security Disclosure Rules. Like AI, I think this area will continue to evolve in 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 cyber security seriously in 2024. At some point, the SEC will set a legal precedent for poor cyber security management, and no one wants to be the one holding the firework when it eventually goes off.

2024 Salary Insights - UK Cyber Security

Manager Executive Level	UK&I Market (£)		
	Low	Median	High
Chief Information Security Officer (CISO)	120,000	180,000	300,000
Deputy CISO/BISO	100,000	120,000	190,000
Head of Information Security (Early Stage)	75,000	100,000	120,000
Head of Information Security Risk	75,000	95,000	140,000
Director Security Engineering	100,000	140,000	160,000
Director Application Security	80,000	110,000	150,000
Director Incident Response & Security Assurance	75,000	95,000	120,000
Director Security Operations & Threat Management	100,000	120,000	160,000
Director Identity & Access Management	90,000	115,000	140,000
Application Security Manager	90,000	120,000	140,000
Product Security Manager	90,000	110,000	125,000
Cloud Security Manager	80,000	100,000	120,000
Detection and Response Manager	80,000	90,000	110,000
Offensive Security Manager	85,000	95,000	120,000
Senior Manager, Information Security Risk	90,000	100,000	115,000
Security Operations Manager	60,000	80,000	110,000

2024 Salary Insights - UK Cyber Security

Security Architecture	UK&I Market (£)		
	Low	Median	High
Chief Security Architect	80,000	150,000	195,000
Application Security Architect	75,000	90,000	120,000
Infrastructure Security Architect	80,000	100,000	120,000
Product Security Architect	80,000	100,000	120,000
Network Security Architect	60,000	75,000	110,000
Enterprise Security Architect	90,000	110,000	140,000
DevSecOps Architect	95,000	110,000	140,000
Cloud Security Architect	80,000	100,000	120,000
GRC Information Security Architect	60,000	80,000	130,000

Security Engineering	UK&I Market (£)		
	Low	Median	High
Security Automation Engineer	75,000	90,000	120,000
DevSecOps Engineer	85,000	100,000	120,000
Detection Engineer	50,000	65,000	85,000
Security Data Engineer	65,000	75,000	90,000
Corporate Security Engineer	60,000	80,000	95,000
SIEM Engineer	80,000	95,000	120,000
Product Security Engineer	90,000	115,000	130,000
IAM Engineer	55,000	75,000	100,000
Cyber Threat Hunter	60,000	80,000	115,000
Threat & Vulnerability Engineer	65,000	80,000	100,000
Penetration Tester	75,000	100,000	140,000
Software Security Engineer	70,000	80,000	115,000
Cloud Security Engineer	85,000	100,000	150,000
Application Security Engineer	80,000	100,000	120,000
Incident Response Engineer	60,000	85,000	115,000

About Stott and May

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