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# INFORMATION AND CYBER SECURITY SALARY GUIDE

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# Introduction

How much should you be paying for a Cyber & Information Security professional?

In our latest UK salary guide, we analyse salary data from multiple data sources overlaid with live market information from our own database and advertised job data.

Our salary bandings are constructed as a guide for the UK marketplace and are not region specific. Living costs and travel expenses will have to be taken into consideration for each role. If you require data that aligns to your specific requirements (Region, Technology, Clearance level), please let us know.

Torquil Macleod, Founder and Director of Via Resource comments:  
“Our report is the perfect UK salary benchmarking tools for both employers looking to attract the best employees and workers looking for a new job. We have included ten of the most common cyber security job titles and want to ensure clients and candidates receive the best experience possible with quality support, advice and guidance.”

Via Resource UK salary guide covers the following job roles:

- Governance, Risk & Compliance (GRC)
- Information Security Management
- Chief Information Security Officer (CISO)
- Security Operations Centre (SOC) Analyst
- Security Engineering
- Security Architecture
- Cloud Security
- Application Security
- DevSecOps
- Penetration Tester

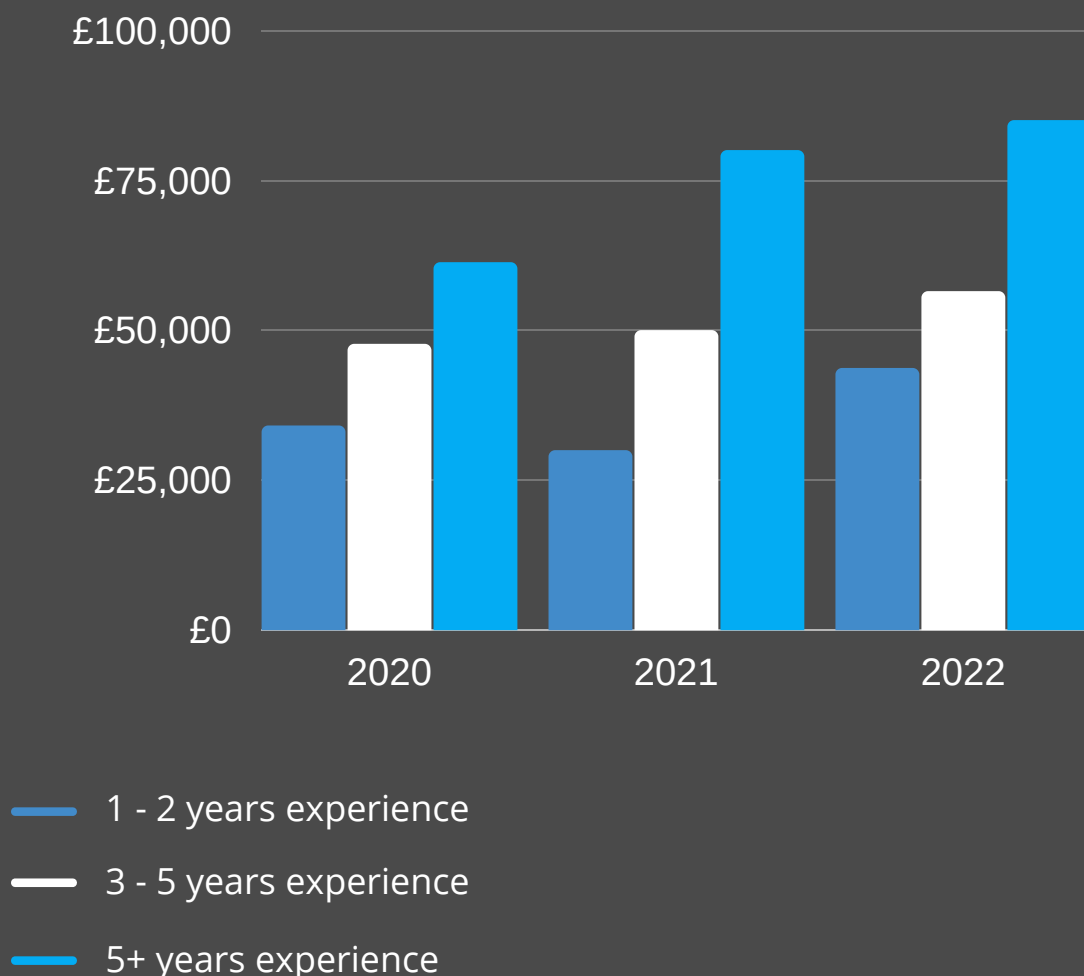
# Governance, Risk & Compliance (GRC)

GRC refers to a strategy for managing an organisation's overall governance, enterprise risk management and compliance with regulations. GRC is a structured approach to aligning IT with business objectives, while effectively managing risk and meeting compliance requirements.

1 - 2 years experience median salary of £43,700 (45.6% increase)

3 - 5 years experience median salary of £56,500 (13% increase)

5+ years experience median salary of £85,000 (6.25% increase)



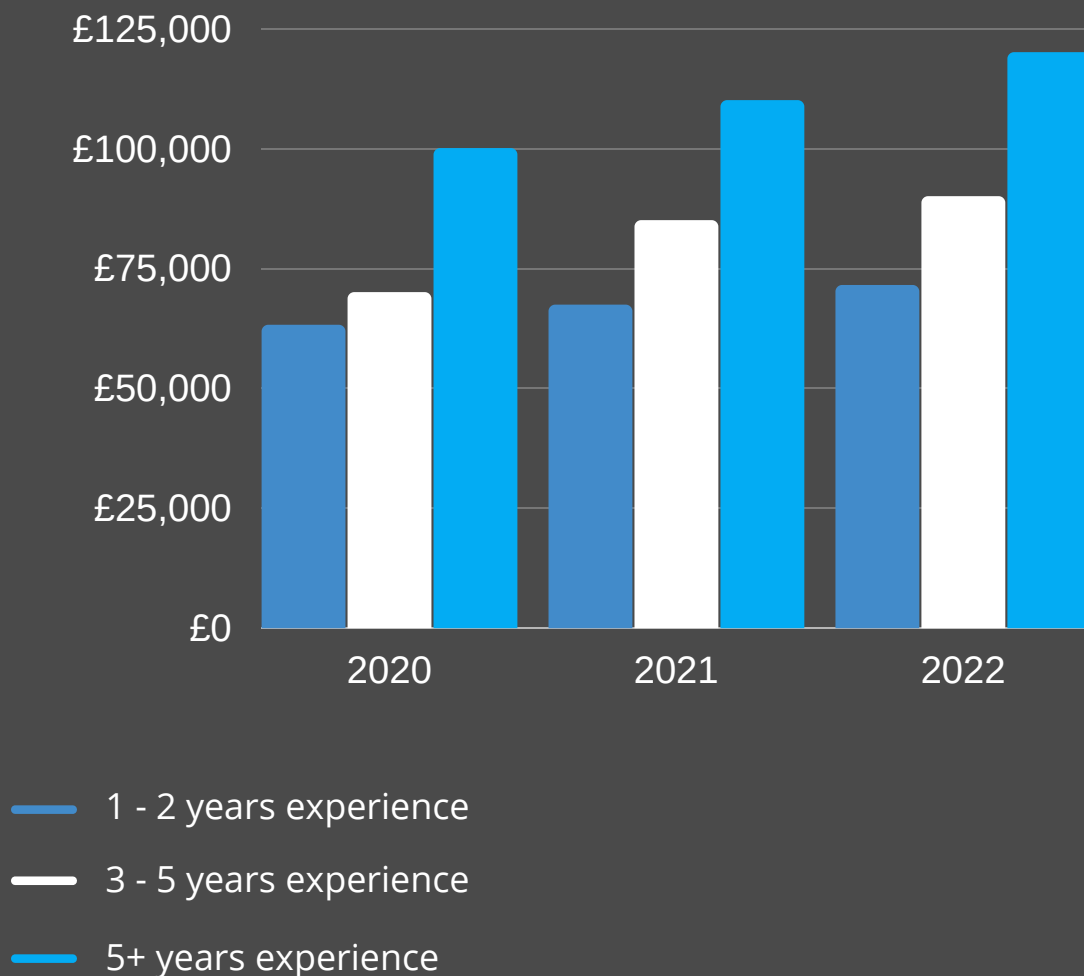
# Information Security Management

Information Security Management describes a set of policies and procedural controls that IT and business organisations implement to secure their information assets against threats and vulnerabilities.

1 - 2 years experience median salary of £71,500 (6.7% increase)

3 - 5 years experience median salary of £90,500 (5.9% increase)

5+ years experience median salary of £120,000 (9% increase)



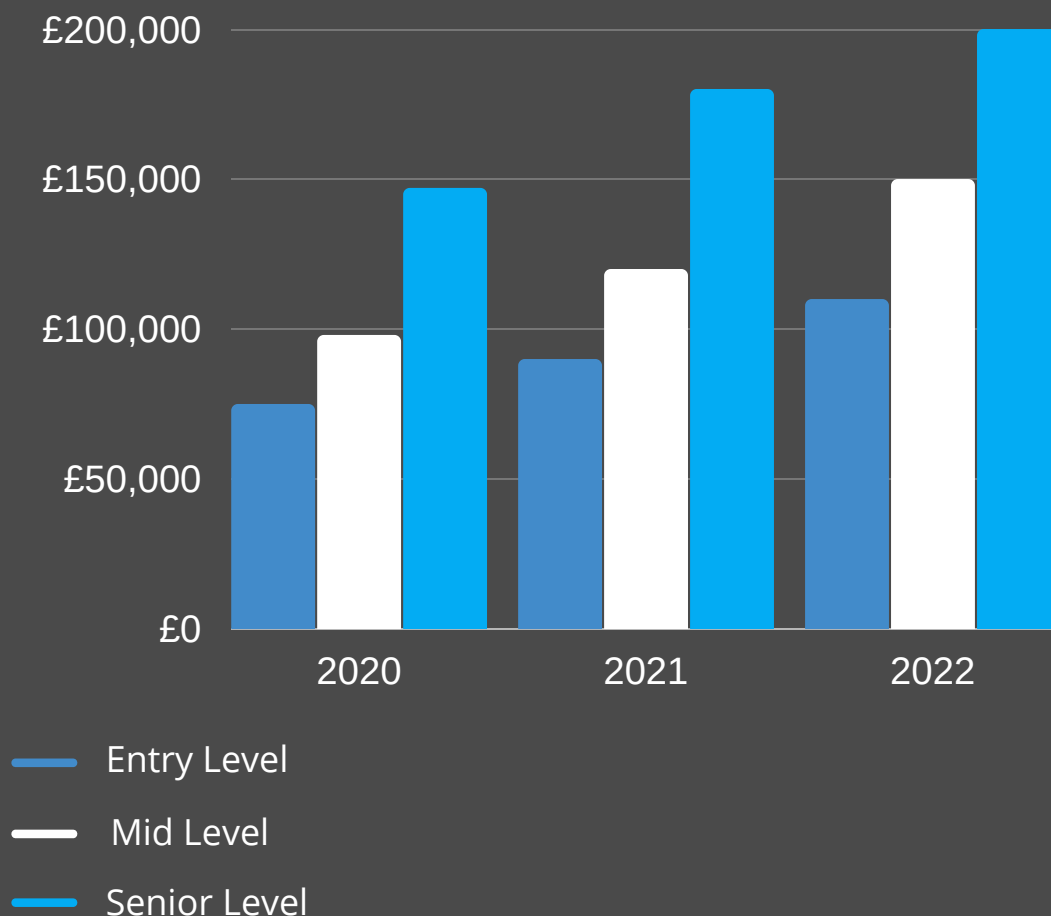
# Chief Information Security Officer (CISO)

The CISO is a senior-level executive responsible for developing and implementing an information security program, which includes procedures and policies designed to protect enterprise communications, systems and assets from both internal and external threats.

Entry level experience median salary of £110,000 (22.2% increase)

Mid level experience median salary of £150,000 (25% increase)

Senior level experience median salary of £200,000 (11.1% increase)



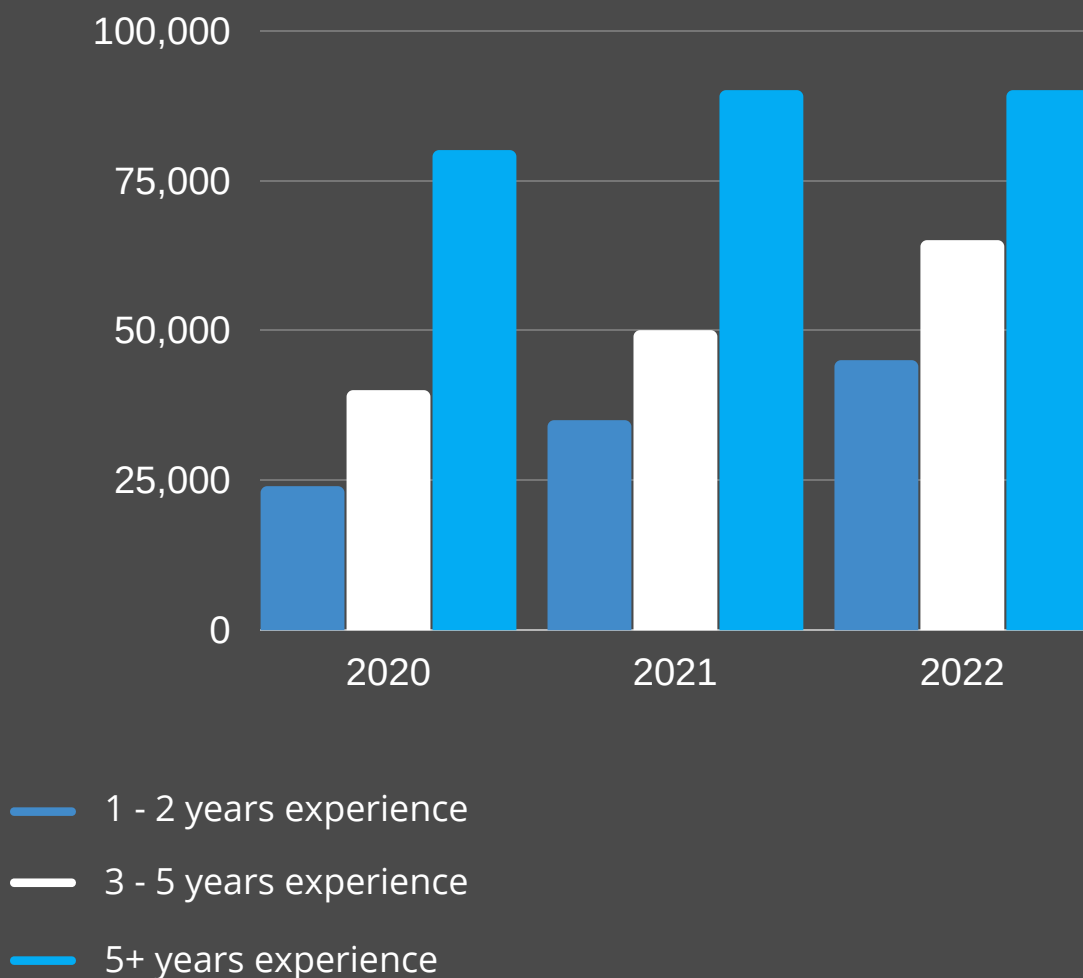
# Security Operations Centre (SOC) Analyst

The SOC team's goal is to detect, analyse, and respond to cybersecurity incidents using a combination of technology solutions and a strong set of processes.

1 - 2 years experience median salary of £45,000 (28.6% increase)

3 - 5 years experience median salary of £65,000 (30% increase)

5+ years experience median salary of £90,000 (5.9% increase)



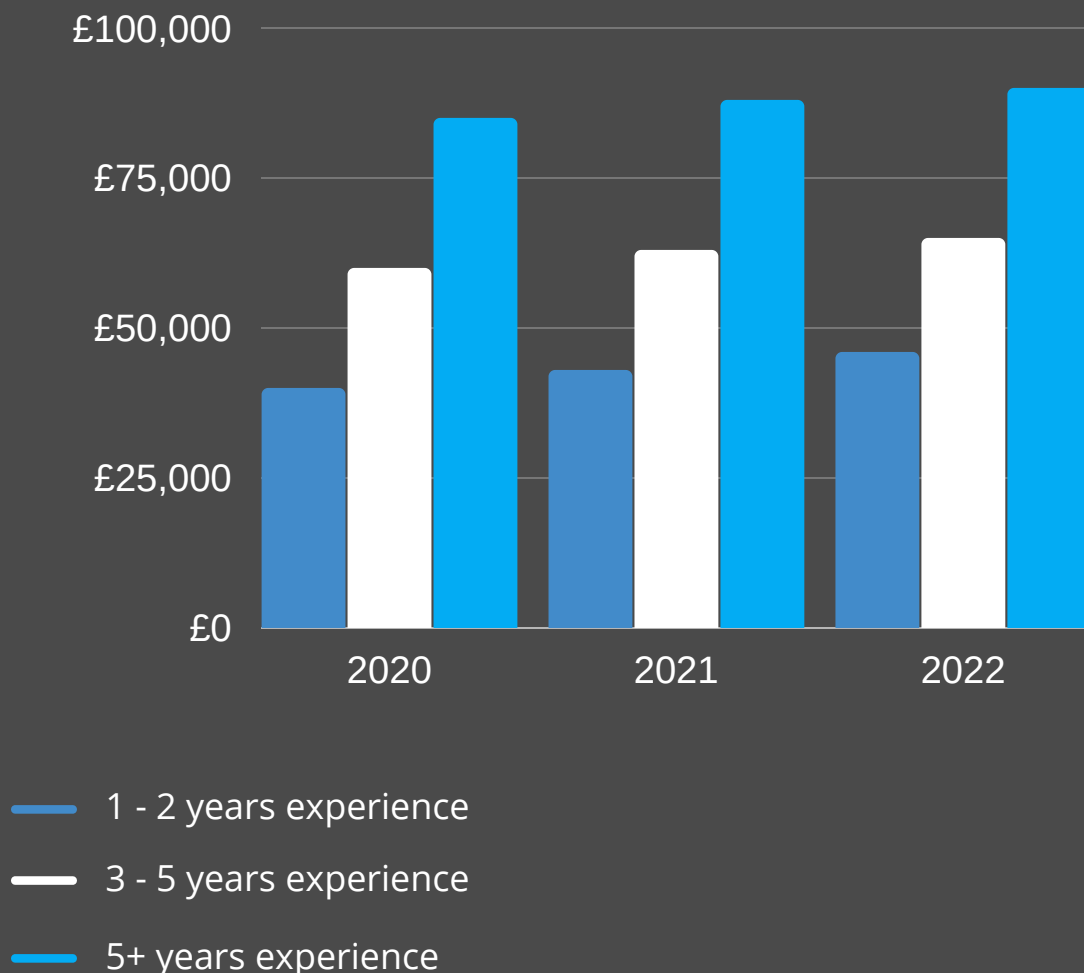
# Security Engineering

Security Engineers, identify threats and vulnerabilities in systems and software, applying their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats and all types of cybercrime.

1 - 2 years experience median salary of £45,000 (7% increase)

3 - 5 years experience median salary of £65,000 (3.2% increase)

5+ years experience median salary of £90,000 (2.3% increase)





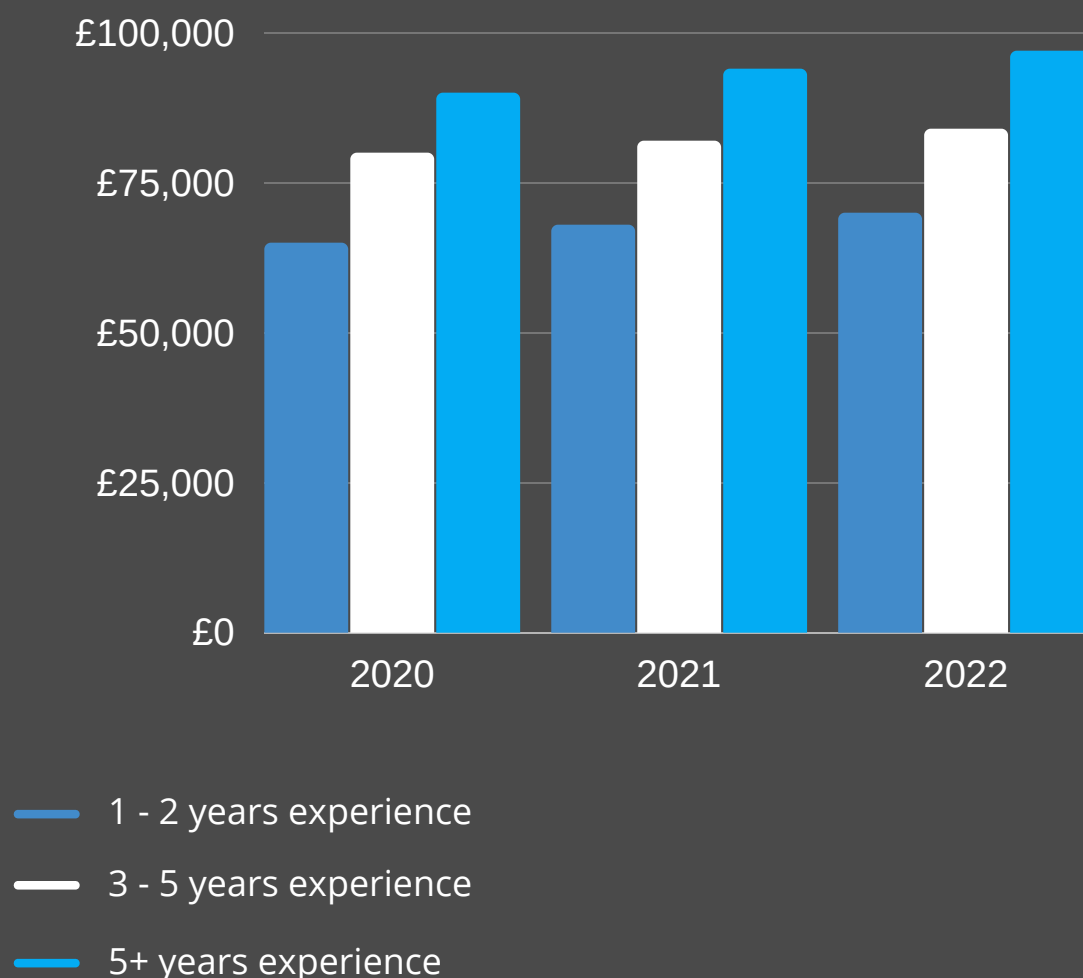
# Security Architecture

Security Architects communicate with each stakeholder and identify their relevant requirements, so that they buy into proposed solutions. By understanding the entire framework of People, Process and Technology, they map the risks and requirements involved in cyber-security

1 - 2 years experience median salary of £70,000 (2.9% increase)

3 - 5 years experience median salary of £84,000 (2.4% increase)

5+ years experience median salary of £97,000 (3.1% increase)



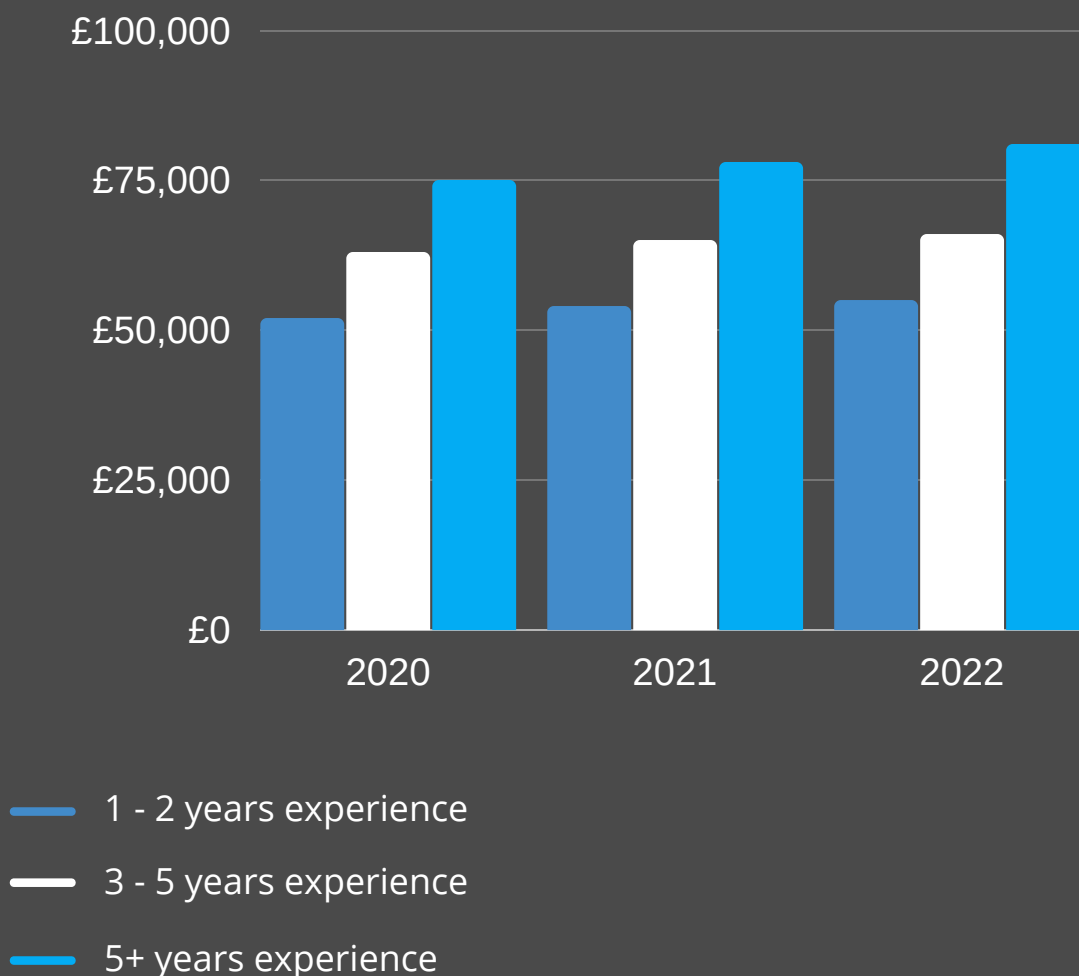
# Cloud Security

Cloud Security professionals, focus on ensuring a company's cloud or hosted environment is secure, aligning to security compliance requirements. They develop and focus on existing measures, before extending them further to create enhanced security defences. An experienced Cloud Security Engineer's next steps are to become a Security Architecture.

1 - 2 years experience median salary of £55,000 (1.9% increase)

3 - 5 years experience median salary of £66,000 (1.5% increase)

5+ years experience median salary of £81,000 (3.8% increase)



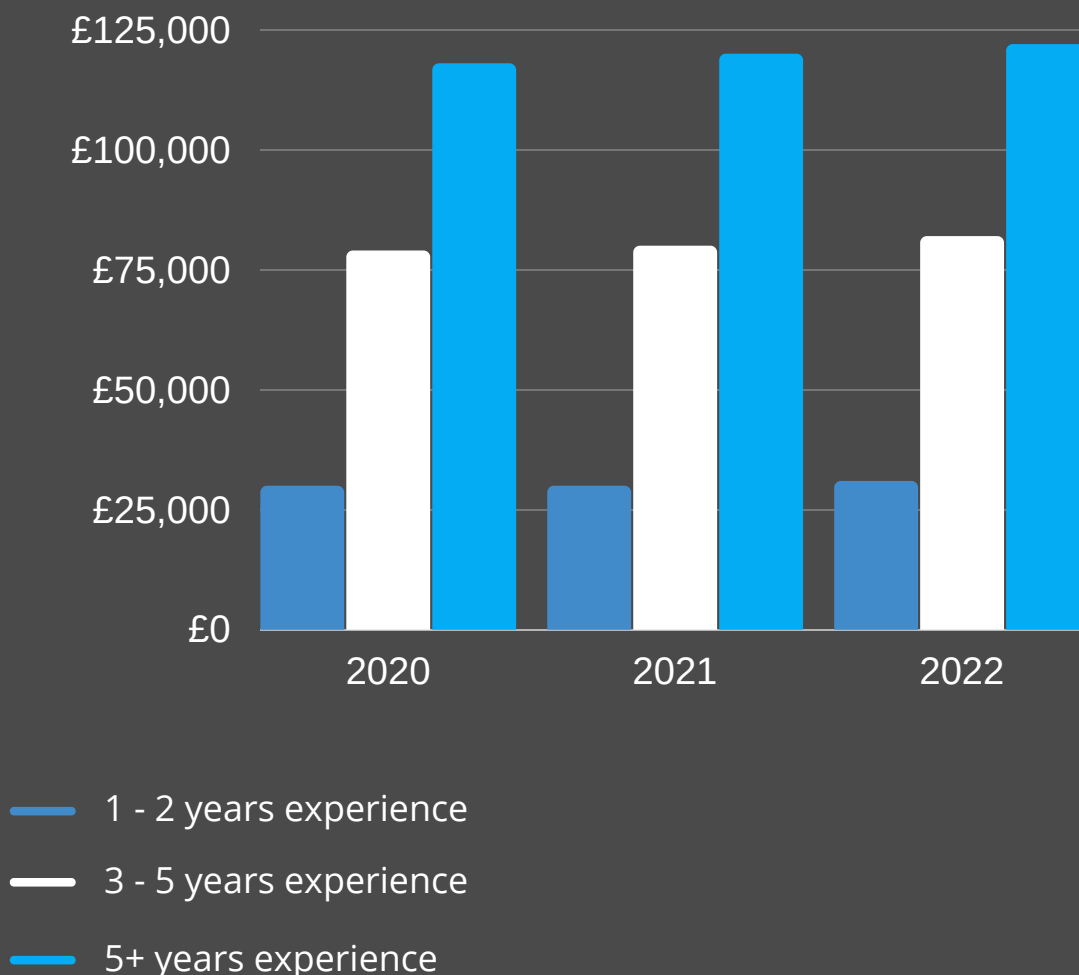
# Application Security

Application Security protects your business applications from security attacks by developing, inserting, and testing security components that make your application more secure. Application security roles and responsibilities span the entire software development life cycle.

1 - 2 years experience median salary of £31,000 (3.3% increase)

3 - 5 years experience median salary of £82,000 (2.5% increase)

5+ years experience median salary of £122,000 (1.7% increase)



# DevSecOps

DevSecOps enhances automation throughout the software delivery pipeline eliminates mistakes and reduces attacks and downtime. For teams looking to integrate security into their DevOps framework, the process can be completed seamlessly using the right DevSecOps tools and processes.

1 - 2 years experience median salary of £76,000 (15% increase)

3 - 5 years experience median salary of £89,000 (14% increase)

5+ years experience median salary of £115,000 (10.6% increase)



# Penetration Tester

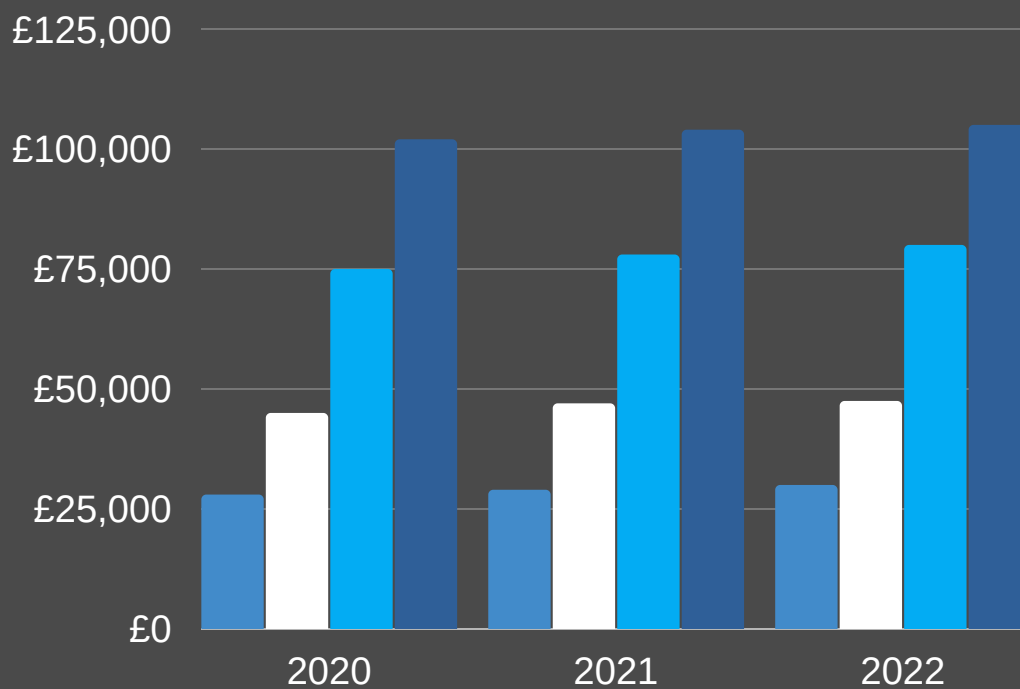
Penetration Testers are highly skilled security specialists attempting to breach computer and network security systems, ensuring those without authorisation cannot access an organisations data. Penetration Tester salaries vary significantly depending on the complexity and depth of experience.

1 - 2 years experience median salary of £30,000 (3.4% increase)

2 - 3 years experience median salary of £47,500 (1% increase)

3 - 5 years experience median salary of £80,000 (2.6% increase)

6+ years experience median salary of £105,000 (1% increase)



1 - 2 years experience (Penetration Tester - Junior/Entry)

2 - 3 years experience (Experienced Penetration Tester/CHECK Team Member)

3 - 6 years experience (Senior Penetration Tester/CHECK Team Leader)

6+ years experience (Principal Penetration Tester Consultants)

# Candidate benefits

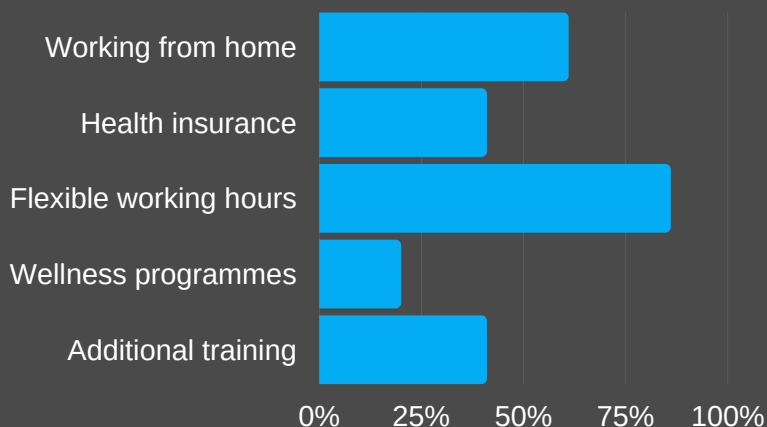
With Cyber security now being on most organisations board agendas and tougher regulation coming in for many sectors, 2022 is gearing up to be an eventful and challenging year from a security recruitment perspective.

Remote working is becoming normal, we have seen levelling out regional salary variations and a complete shift in the way organisations recruit within the sector. Many of our clients now reaching offer stage within 2 weeks of CV submission thanks to video interviewing and our methodology.

Talent retention is going to be a key priority for security leaders in 2022, it is no longer solely about financial incentives and people are finding it easier than ever to find new roles.

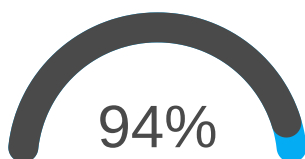
Results below are from a recent survey undertaken by Via Resource to understand the wants and needs of Cyber Security candidates. All results are available [here](#).

## Top five benefits important to candidates



## Ranked as the most important when looking for a new role:

1. Salary
2. Job title
3. Job benefits
4. Career progression
5. Job responsibilities
6. Skills
7. Training



94% of candidates are happy to take additional training to learn new regulations or skills.

# Why Choose Via Resource

Via Resource is one of the longest-standing specialist Information Security and Cyber Security recruitment agencies in the UK having been founded by Tor Macleod in 2010. Over the last twelve years, we have built a reputation on being experts in the Information & Cyber Security market and have developed unparalleled insight and expertise within the industry, not to mention a vast network of contacts and opportunities for candidates and companies.

The team at Via Resource is built of consultants with in-depth Information & Cyber Security recruitment experience and we boast one of the most experienced teams in the industry, all of whom can provide more than just recruitment services, but aid candidates and clients acting as true consultants.

## Testimonials

### **Peter Rowland - CIO**

Via Resource makes my job much easier - that's why they've become my provider of choice for Information Security services. Good on value, high on quality, and quick off the mark. Via Resource's consultants were all top quality and worked together to deliver a first-class project.



### **Lee Barney - Head of Information Security**

Via Resource are the 'go-to' specialists - other larger recruitment firms just don't have the depth or expertise. I'm impatient - I need to get things done quickly and don't have time to waste on extensive briefings. Via Resource understand this and deliver accordingly.



If you are looking to recruit a highly skilled Information and Cyber Security professional for your organisation, or looking to take the next step in your career, visit [www.viaresource.com](http://www.viaresource.com) or call us on [020 3327 1996](tel:02033271996) for further information.

## Contact

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