

2020 CYBERSECURITY SALARY SURVEY RESULTS

COLWICK, INC.

123 Street Name

City Name, CA 90000

FOREWORD

The following document summarizes the results of the 2020 Cybersecurity Salary Survey conducted on December 2019.

By aggregating and correlating the results of 1,324 security pros who filled out the survey, we were able to compile an actionable and intuitive tool that delivers clear insight into the state and contributing factors of key cybersecurity roles.

The data that was received provided us the means to profile five security positions:



Security Analyst/Threat Intelligence Specialist



Penetration Tester



Network Security Engineer



Security Architect/
Cloud Security Architect



Security Director/
Manager

For each of these, we provide a detailed analysis of the overall salary range, as well as the impacts of the following:



Company profile:
size, scope, industry,
geolocation.



Individual profile:
experience and
certification.

In addition, we have included a section on existence, size and frequency of a bonus component. This is a tool that is ready to use for your needs.

Individual Contributor: match yourself against the profile and see how your compensation benchmarks against your peers.

Decision Maker/Team Manager: get the knowledge you need to build a competitive compensation plan to recruit and retain the talent you need.

KEY INSIGHTS



Geolocation matters.

Security Analysts in NAM get a significantly higher salary than in EMEA and APAC, with more than 80% earning between 71K and 110K in contrast to less than 35% in EMEA and 21% in APAC.



Pivoting pays.

Individuals that pivoted from an IT position to a cybersecurity one earn more than their peers that started out in cybersecurity.



Degree doesn't guarantee higher compensation. All analyzed positions feature similar salary range distribution for both employees with or without a degree in computer sciences or a related engineering field.



Bonuses are common practice.

With the exception of security analysts, all other positions include periodic bonuses with annual 1%-10% as the leading pattern.



Banking and Finance lead with payment range and distribution for both management and individual contribution positions.



Women are hard to find. There is a significant shortage of women in security positions. The highest percentage is in the 20-29 age group with 6% in overall positions.



Quality beats experience.

Surprisingly, across all analyzed positions we have found both individuals with little experience at the top of the payment curve and seasoned veterans at its bottom.



Women in management. Within the five analyzed positions, the highest percentage of women were found in the security director/manager position at 10%.

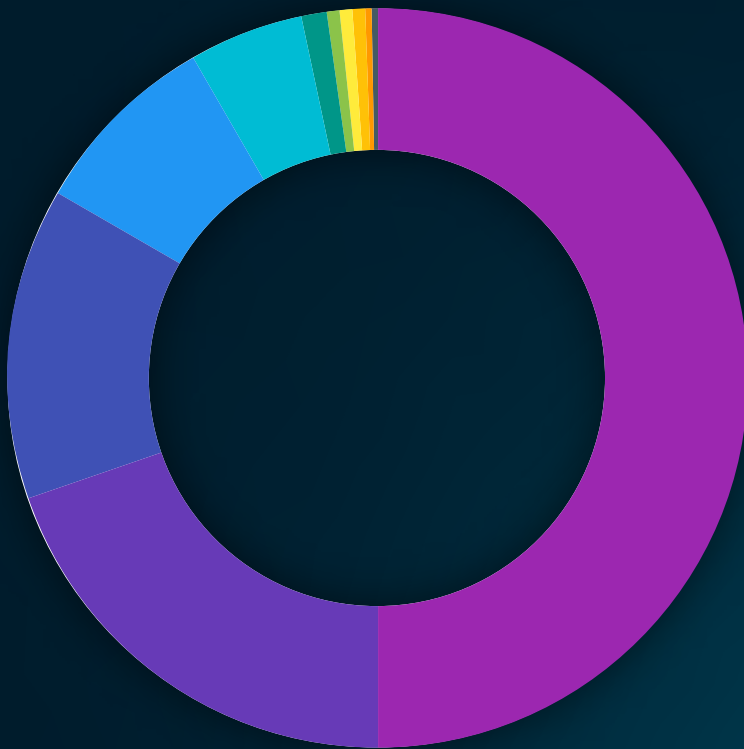
FINDINGS: SECURITY POSITION BREAKDOWNS



Security Analyst/ Threat Intelligence Expert

Security analysts are tasked with various levels of alert triage, response and proactive threat hunting, often employing threat intelligence in the course of their operations. Security analysts are placed on the front lines and are a basic necessity for any organization.

General Salary Breakdown



50%	●	Under \$50K
19%	●	\$51K-\$70K
14%	●	\$71K-\$90K
8%	●	\$91K-\$110K
5%	●	\$111K-\$130K
1%	●	\$131K-\$150K
1%	●	\$151K-\$170K
1%	●	\$171K-\$190K

Overall salary range for Security Analyst/Threat Intelligence Expert

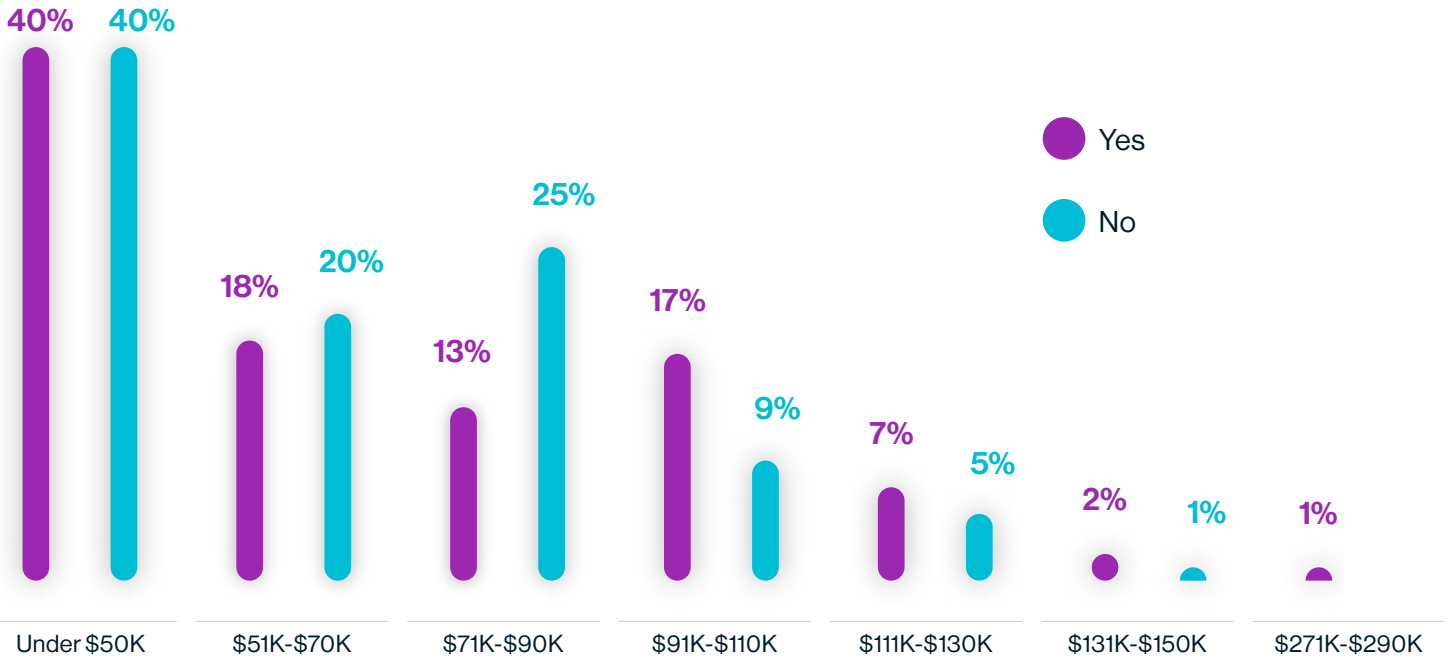
SALARY FACTORS

Security Analyst/
Threat Intelligence Expert

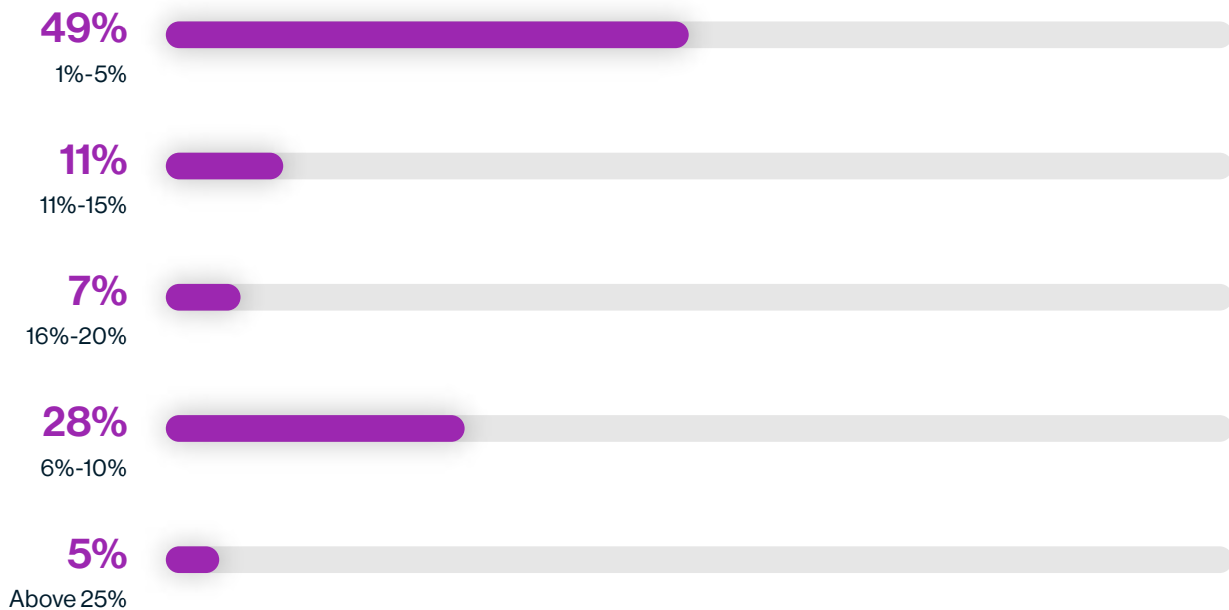


Bonus

Is there a bonus component in the salary?



Bonus size



SALARY FACTORS / ORGANIZATION

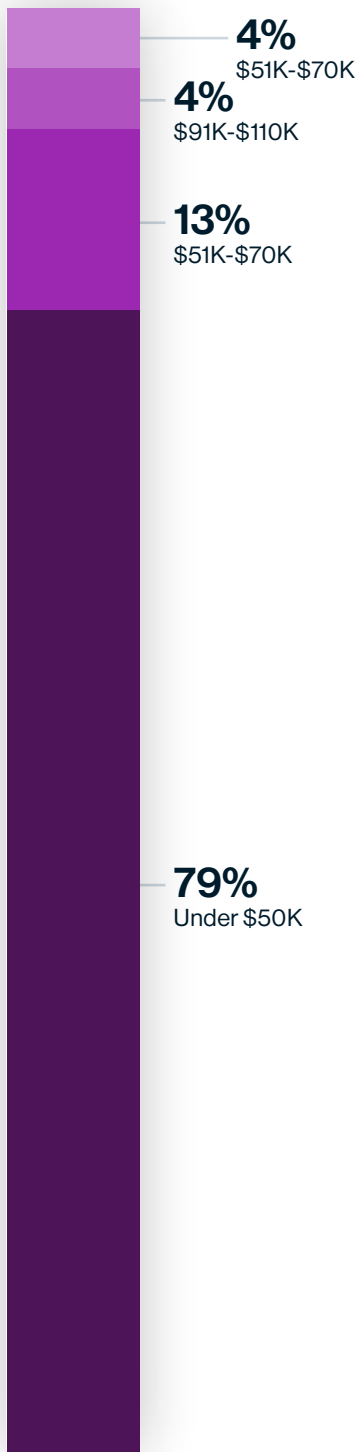
Security Analyst/
Threat Intelligence Expert



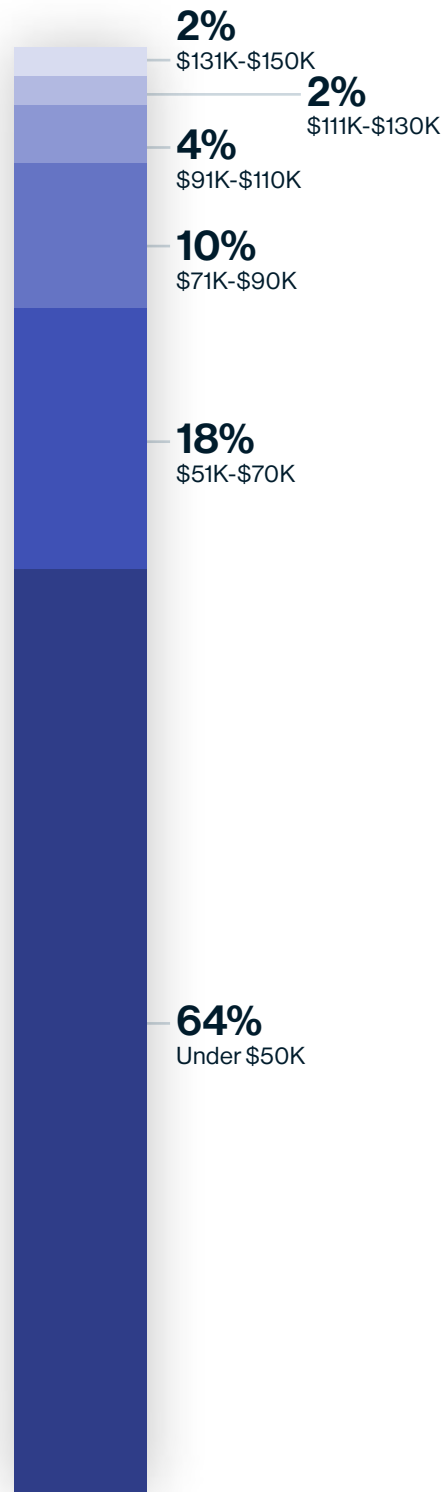
Geolocation

Impact of organization's geolocation on the salary.

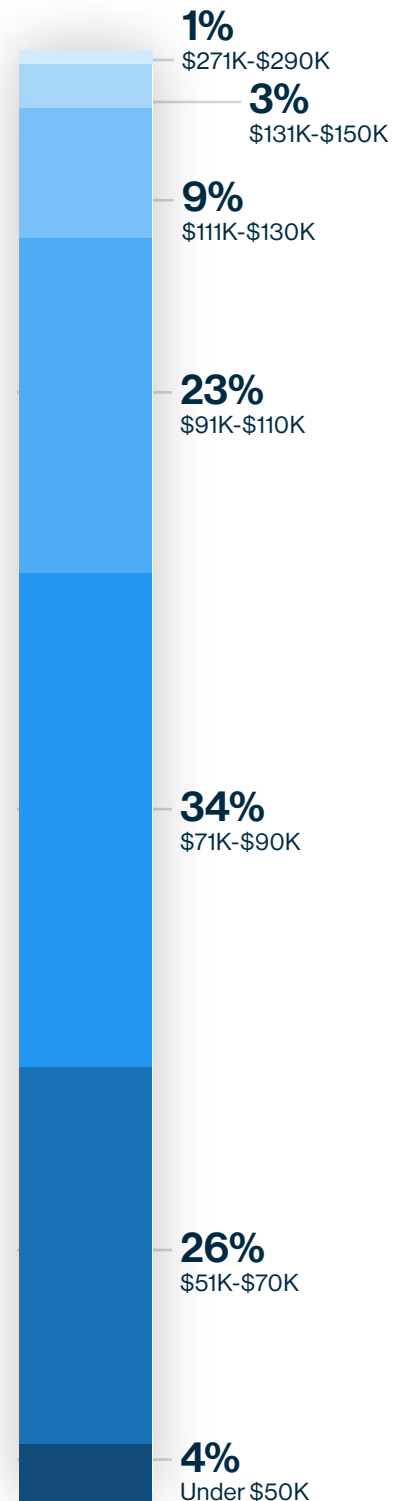
APAC



EMEA



North America





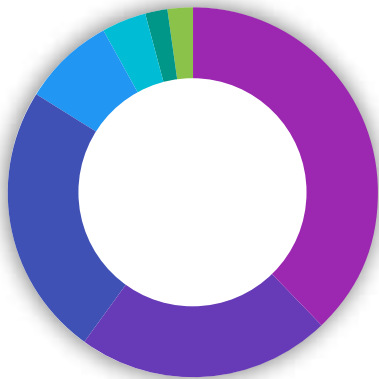
Industry

Security Analyst/
Threat Intelligence Expert



Impact of organization's industry on the salary.

Banking and Finance



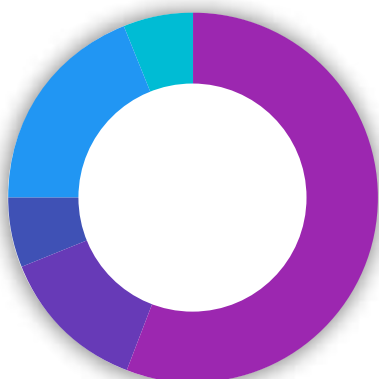
38%	● Under \$50K	4%	● \$111K-\$130K
22%	● \$51K-\$70K	2%	● \$131K-\$150K
24%	● \$71K-\$90K	2%	● \$271K-\$290K
8%	● \$91K-\$110K		

Healthcare



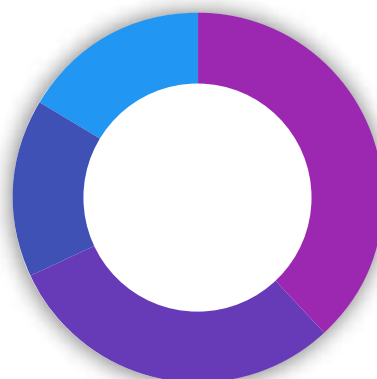
33%	● Under \$50K	17%	● \$91K-\$110K
17%	● \$51K-\$70K	17%	● \$111K-\$130K
17%	● \$71K-\$90K		

Industrial



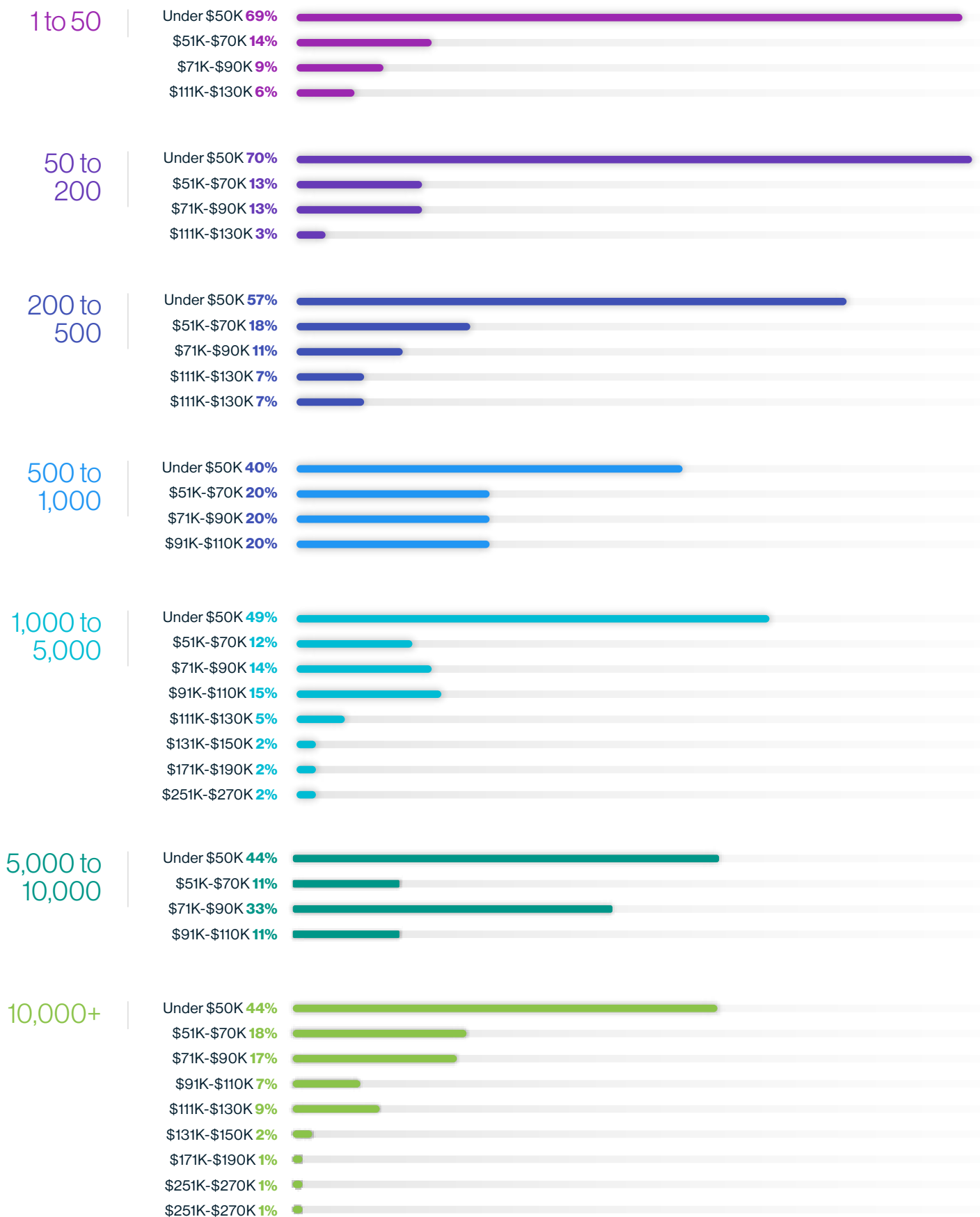
56%	● Under \$50K	19%	● \$91K-\$110K
13%	● \$51K-\$70K	6%	● \$111K-\$130K
6%	● \$71K-\$90K		

Retail



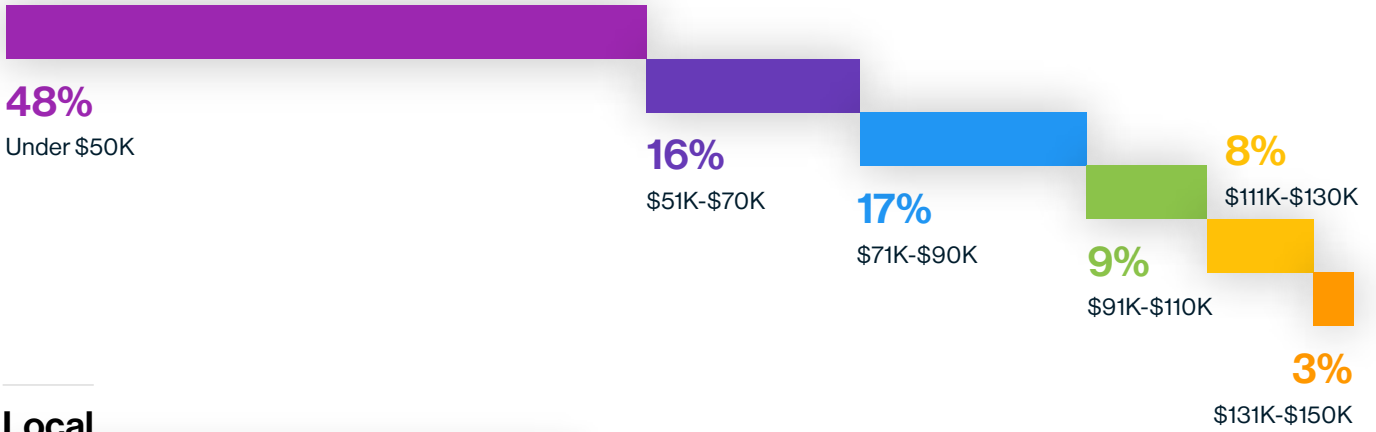
42%	● Under \$50K	17%	● \$71K-\$90K
33%	● \$51K-\$70K	8%	● \$91K-\$110K

Impact of organization's size on the salary.

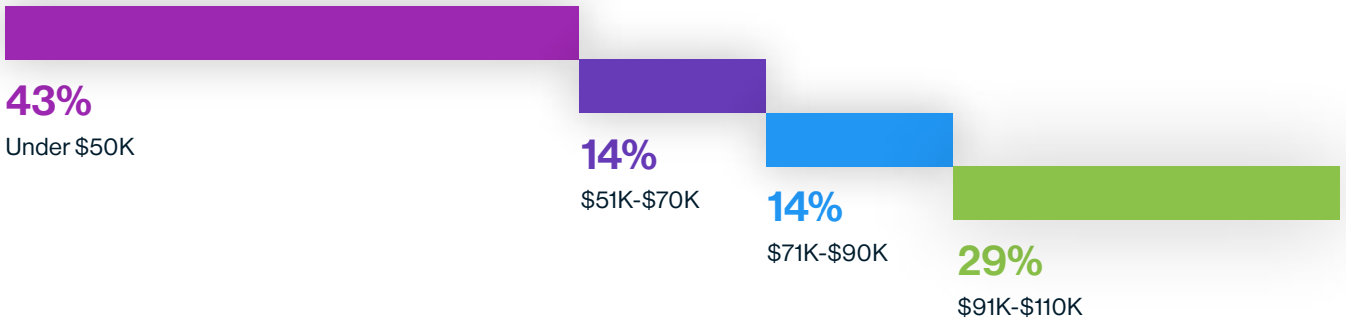


Impact of organization's operational scope.

Global



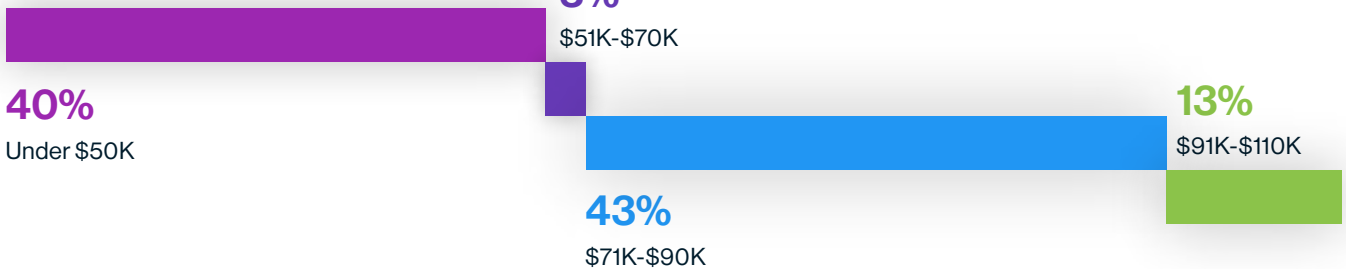
Local



Regional



Single Country



SALARY FACTORS / INDIVIDUAL

Security Analyst/
Threat Intelligence Expert



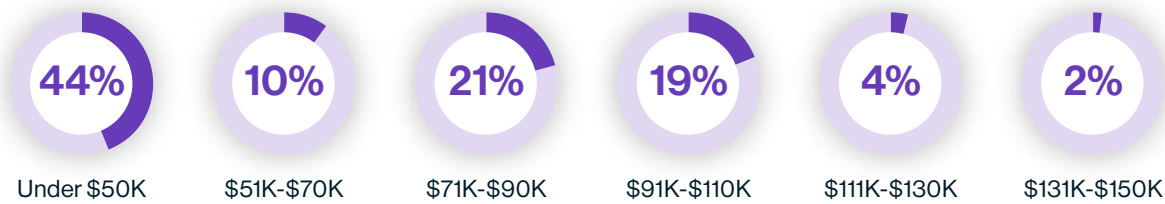
Experience

Impact of number of years in security position on the salary.

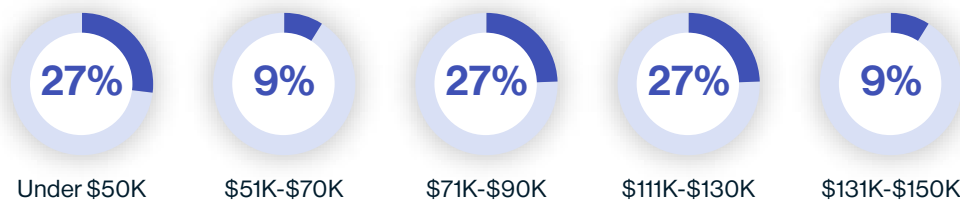
1-3 years



4-8 years



9-15 years



16 or more years





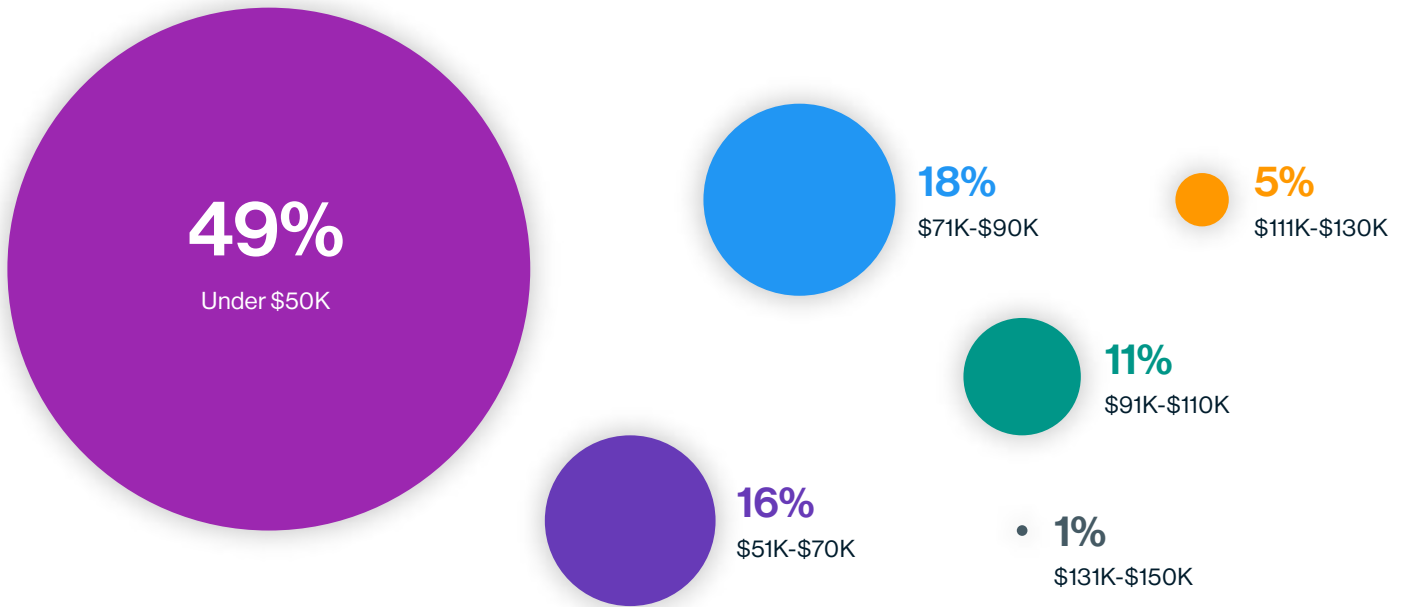
Certification

Security Analyst/
Threat Intelligence Expert

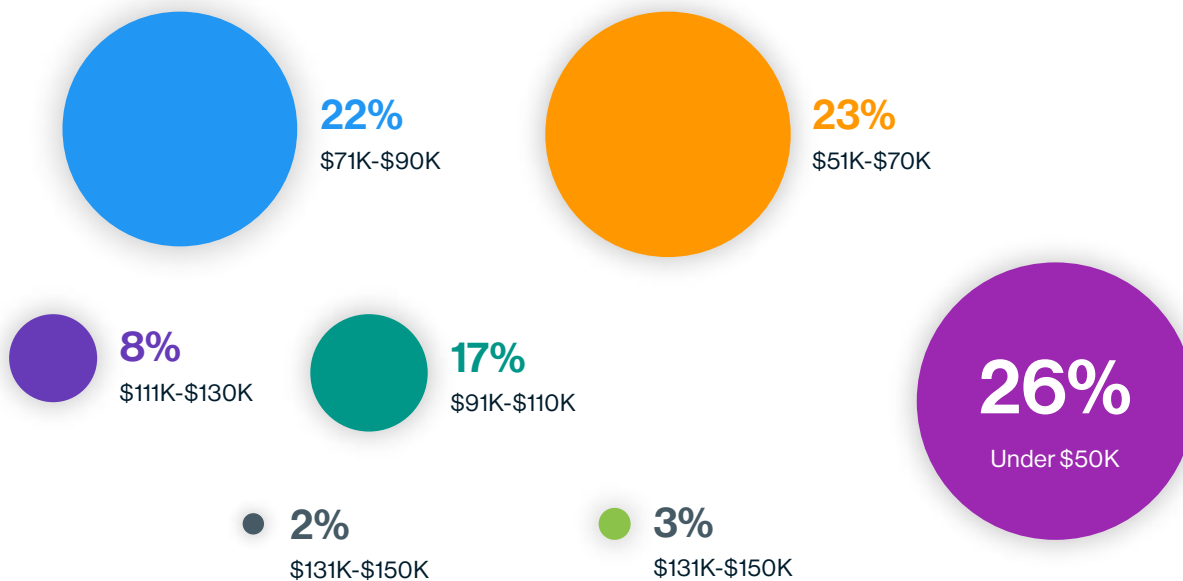


Impact of academic degree in CS/engineering on the salary.

Academic Degree



No Academic Degree

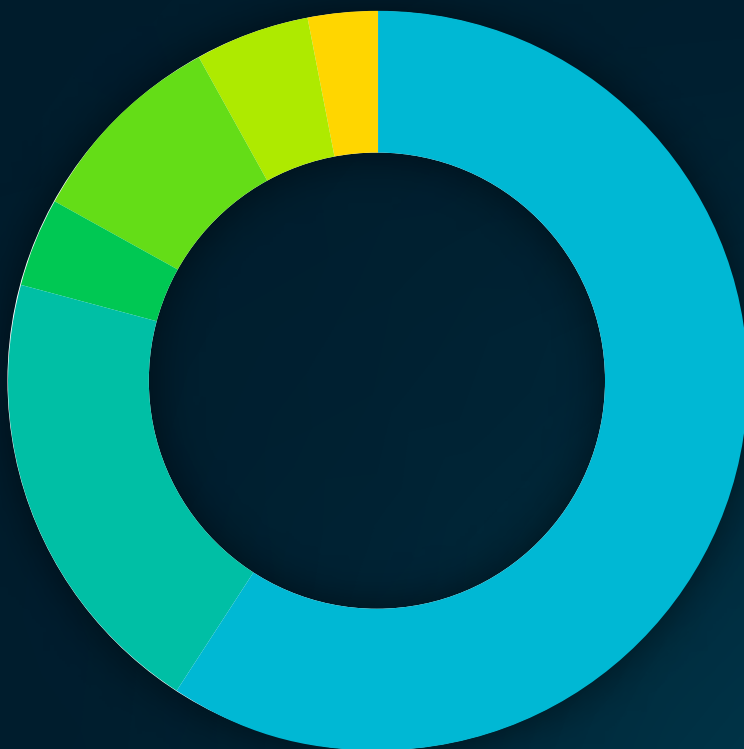




Penetration Tester

Penetration testers are engaged in proactive testing of the organization's defenses, employing a vast array of ethical hacking techniques. While traditionally found at MSSPs and other service providers, an increasing number of organizations prefer to have its in-house pen-testing workforce.

General Salary Breakdown



60%	●	Under \$50K
20%	●	\$51K-\$70K
4%	●	\$71K-\$90K
9%	●	\$91K-\$110K
5%	●	\$111K-\$130K
3%	●	\$131K-\$150K

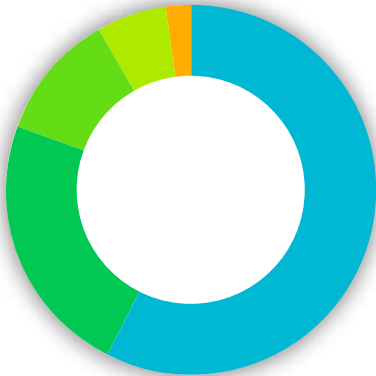
Overall salary range for Security Analyst/Threat Intelligence Expert



Bonus

Is there a bonus component in the salary?

Yes



57%	● Under \$50K	6%	● \$111K-\$130K
23%	● \$51K-\$70K	2%	● \$131K-\$150K
11%	● \$91K-\$110K		

Bonus Size

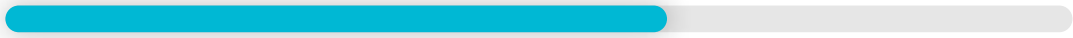


36%	● 1%-5%	38%	● 6%-10%
9%	● 11%-15%	15%	● Above 25%
2%	● 16%-20%		

Frequency

62%

Annually



11%

Monthly



23%

Quarterly



4%

Semi-annually



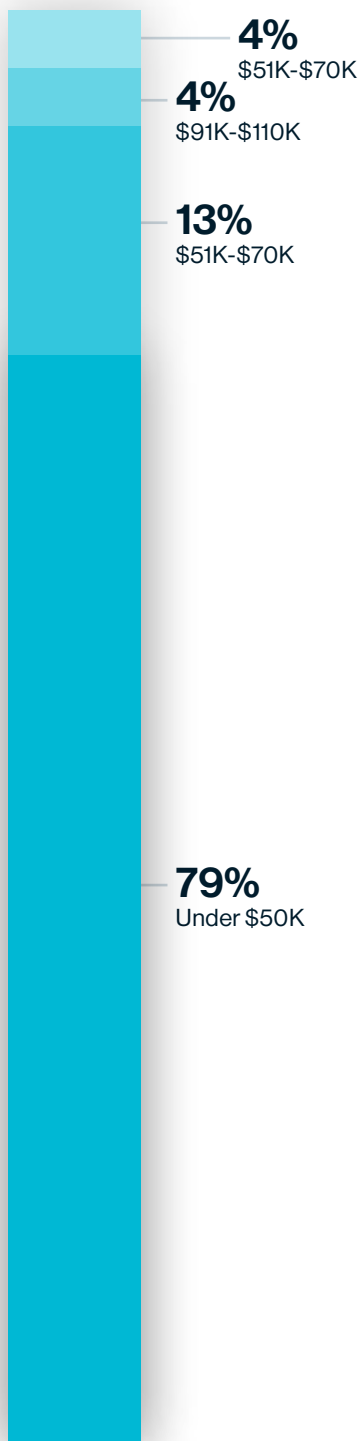
SALARY FACTORS / ORGANIZATION



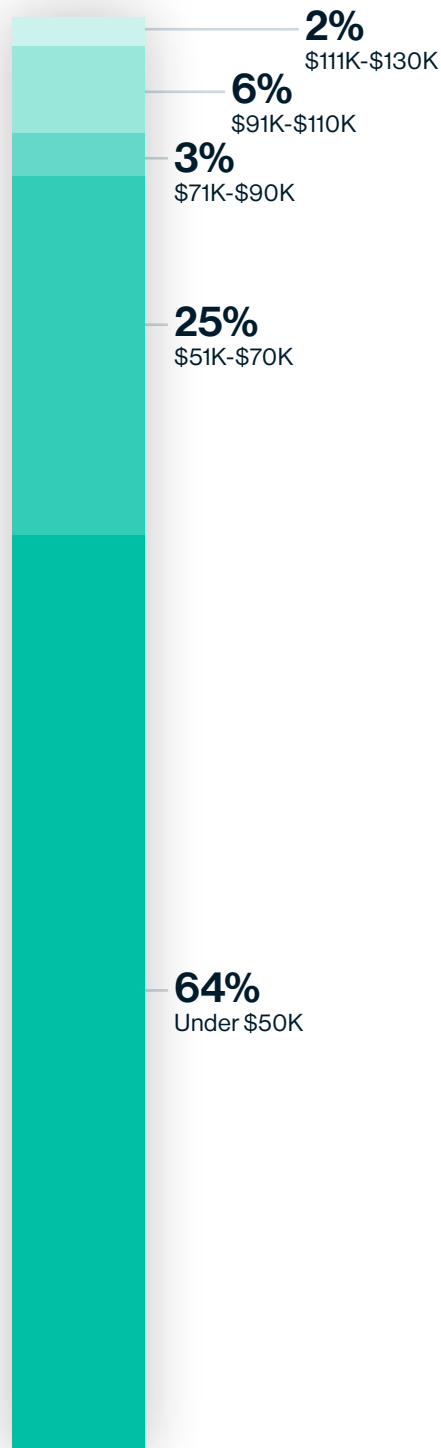
Geolocation

Impact of organization's geolocation on the salary.

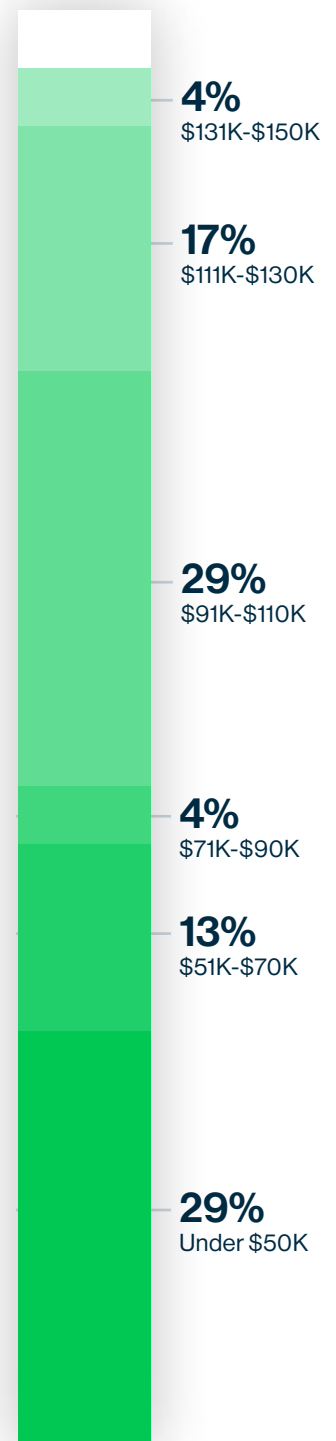
APAC



EMEA

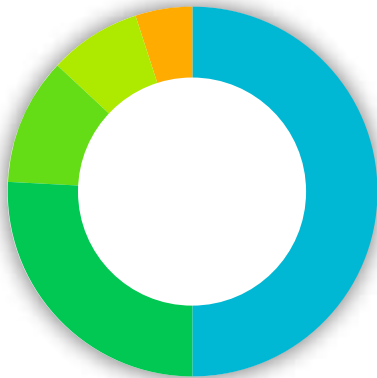


North America



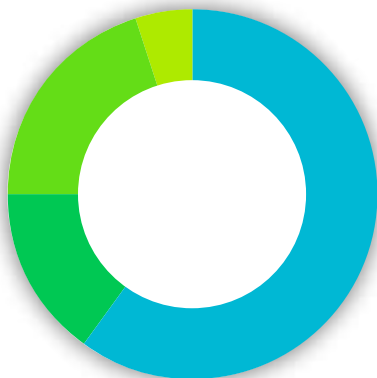
Impact of organization's industry on the salary.

IT / Security Service Provider



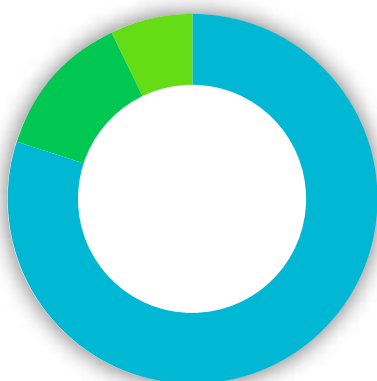
50%	●	Under \$50K
26%	●	\$51K-\$70K
11%	●	\$71K-\$90K
8%	●	\$91K-\$110K
5%	●	\$111K-\$130K

Banking and Finance



60%	●	Under \$50K
15%	●	\$51K-\$70K
20%	●	\$91K-\$110K
5%	●	\$131K-\$150K

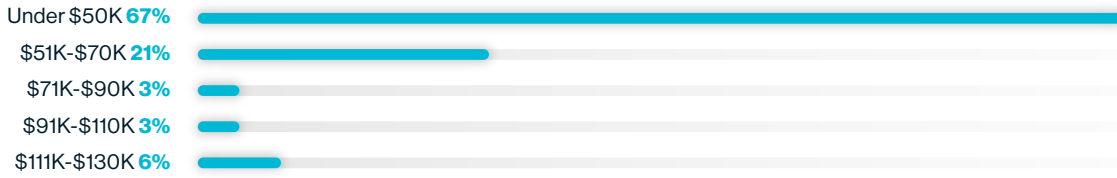
Industrial



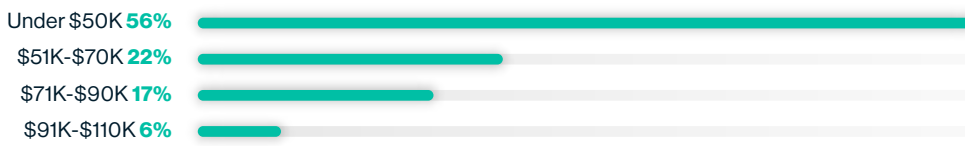
80%	●	Under \$50K
13%	●	\$51K-\$70K
7%	●	\$91K-\$110K

Impact of organization's size on the salary.

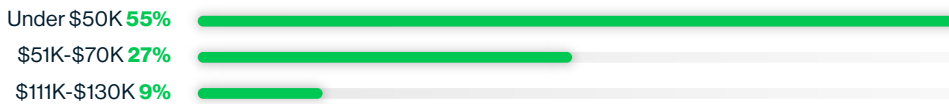
1 to 50



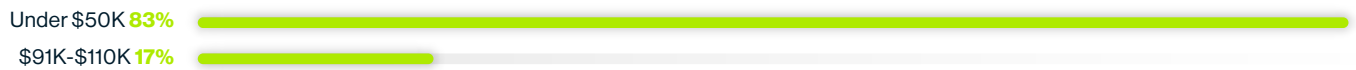
50 to 200



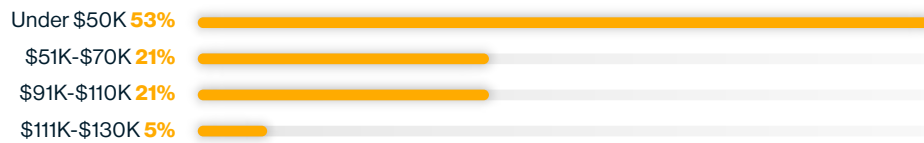
200 to 500



500 to 1,000



1,000 to 5,000



5000 to 10,000



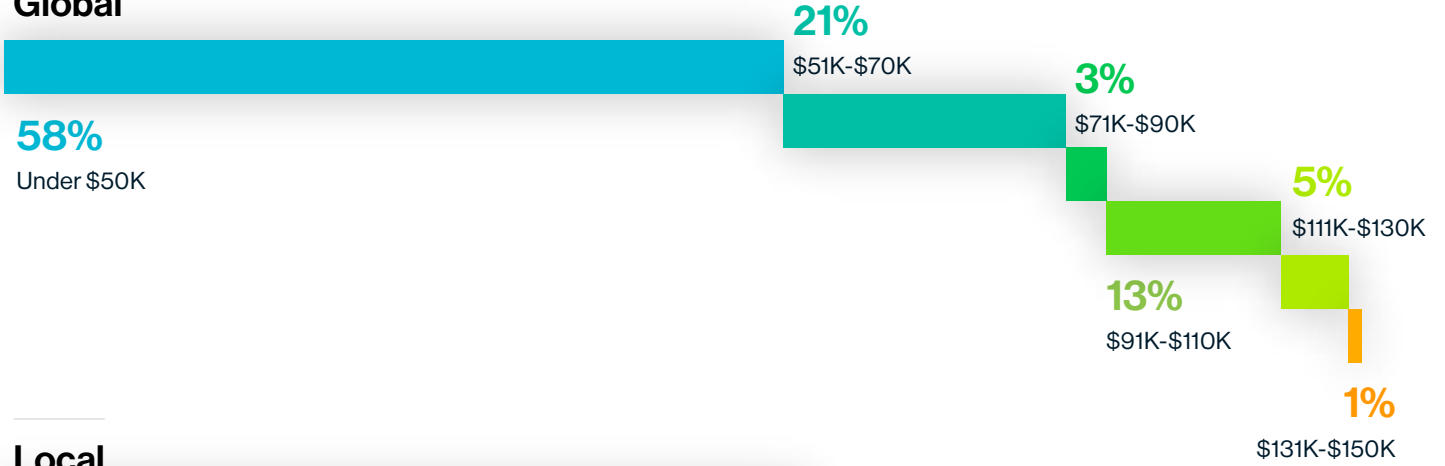
10,000+



Scope

Impact of organization's operational scope.

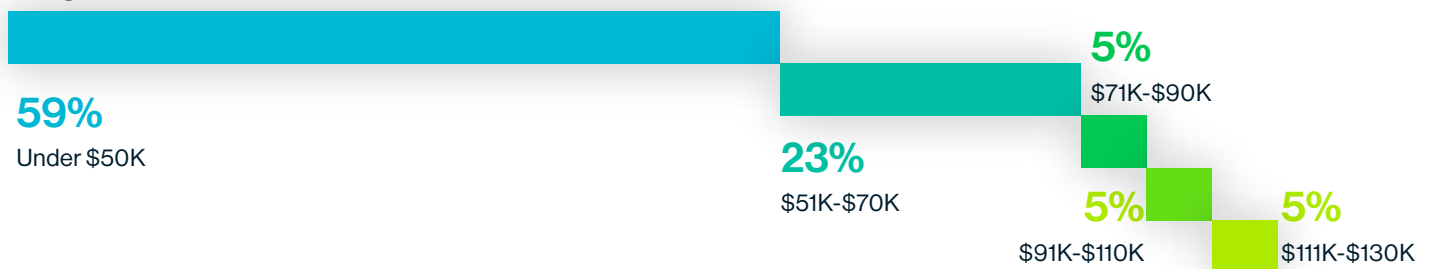
Global



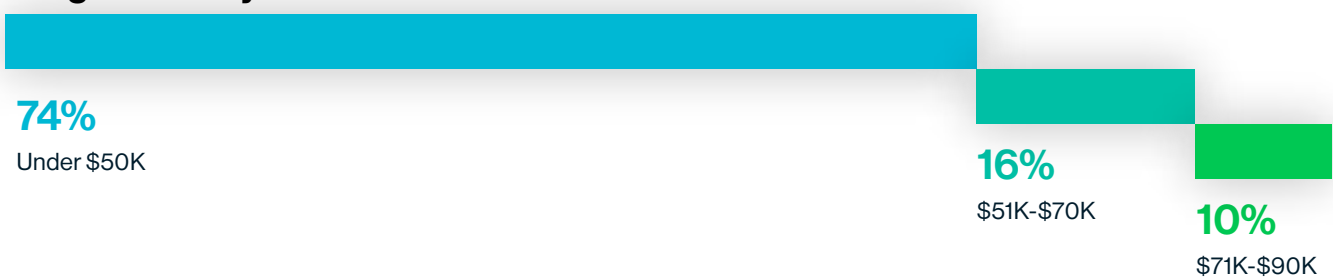
Local



Regional



Single Country





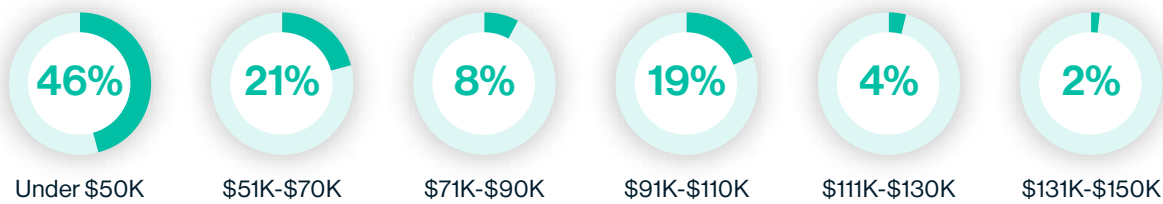
Experience

Impact of number of years in security position on the salary.

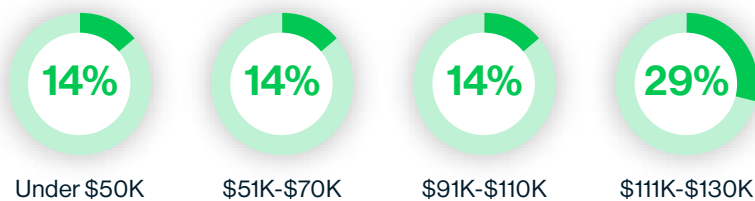
1-3 years



4-8 years



9-15 years





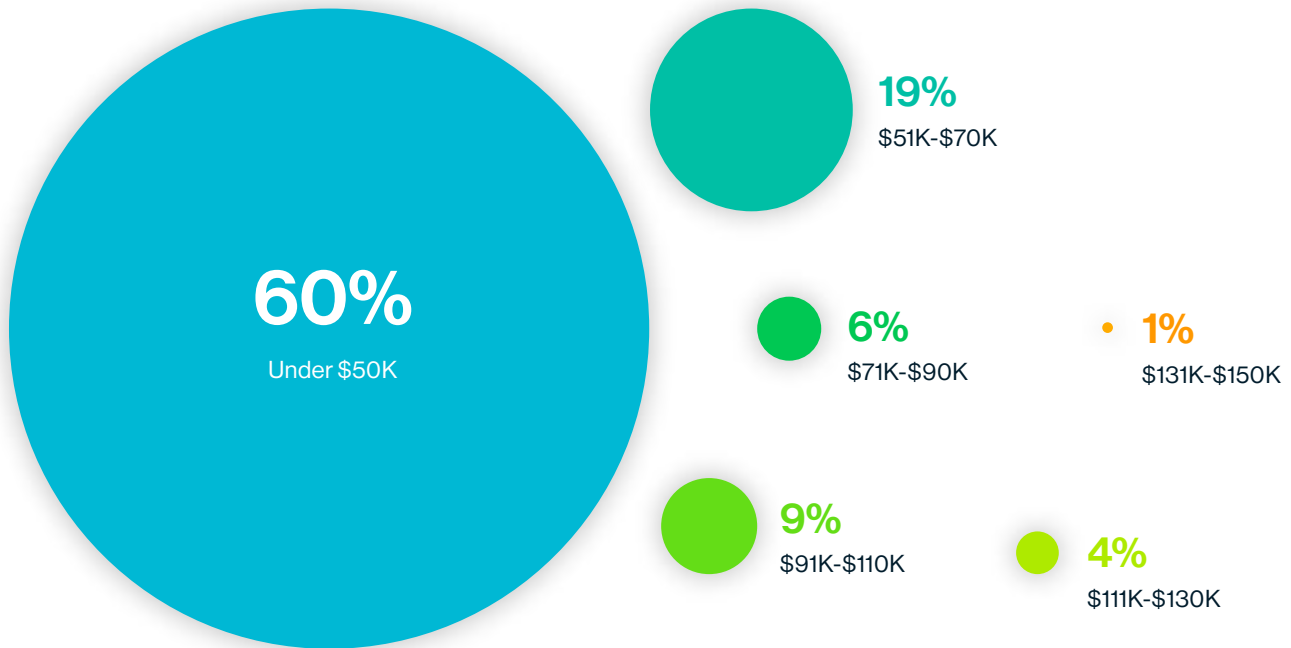
Certification

Penetration Tester

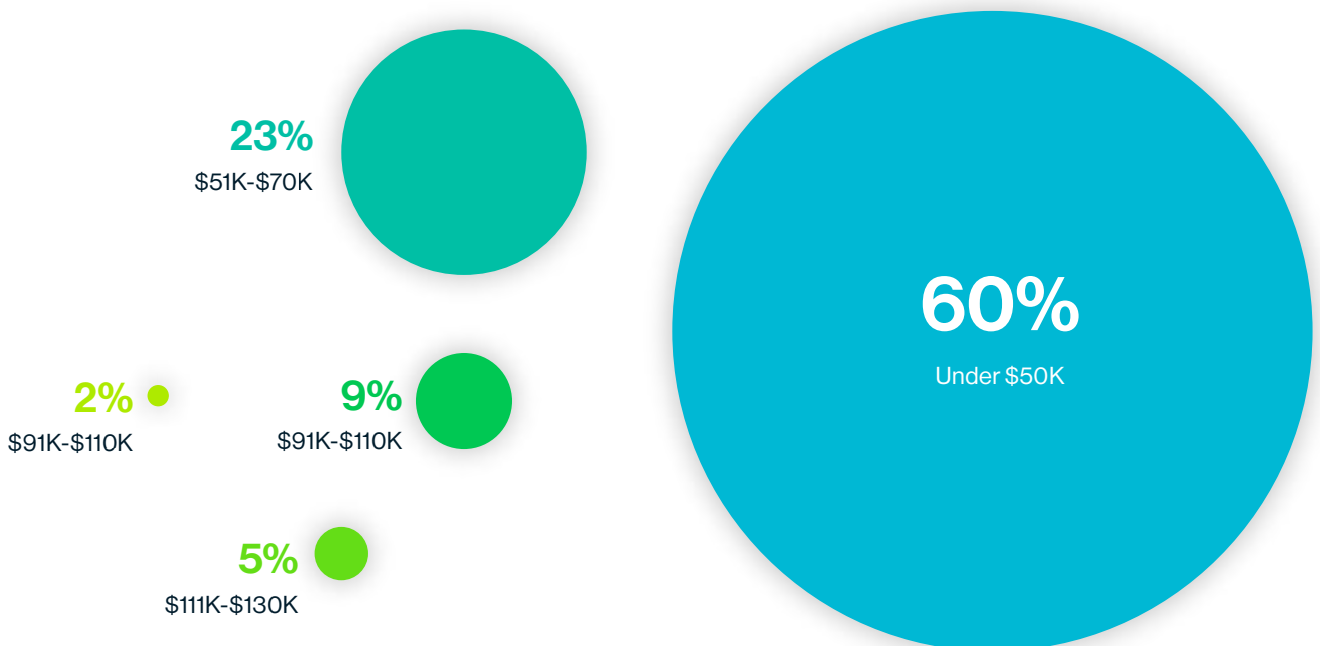


Impact of academic degree in CS/engineering on the salary.

Academic Degree



No Academic Degree





Network Security Engineer

Networking security is perhaps the oldest of the security related positions and is tasked with maintaining the north-south and east-west network defenses through configuration and operation of the firewall, IDS/IPS and other network security measures.

General Salary Breakdown



38%	●	Under \$50K
18%	●	\$51K-\$70K
17%	●	\$71K-\$90K
7%	●	\$91K-\$110K
8%	●	\$111K-\$130K
10%	●	\$131K-\$150K

Overall salary range for Security Analyst/Threat Intelligence Expert

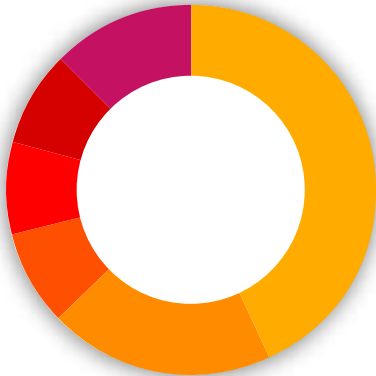
SALARY FACTORS / BONUS



Bonus

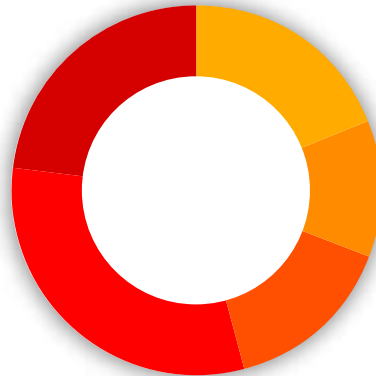
Is there a bonus component in the salary?

Yes



42%	●	Under \$50K	8%	●	\$91K-\$110K
19%	●	\$51K-\$70K	8%	●	\$111K-\$130K
8%	●	\$71K-\$90K	12%	●	\$131K-\$150K

Bonus Size



19%	●	1%-5%	31%	●	6%-10%
12%	●	11%-15%	23%	●	Above 25%
15%	●	16%-20%			

Frequency

69%

Annually



15%

Monthly



8%

Quarterly



8%

Semi-annually

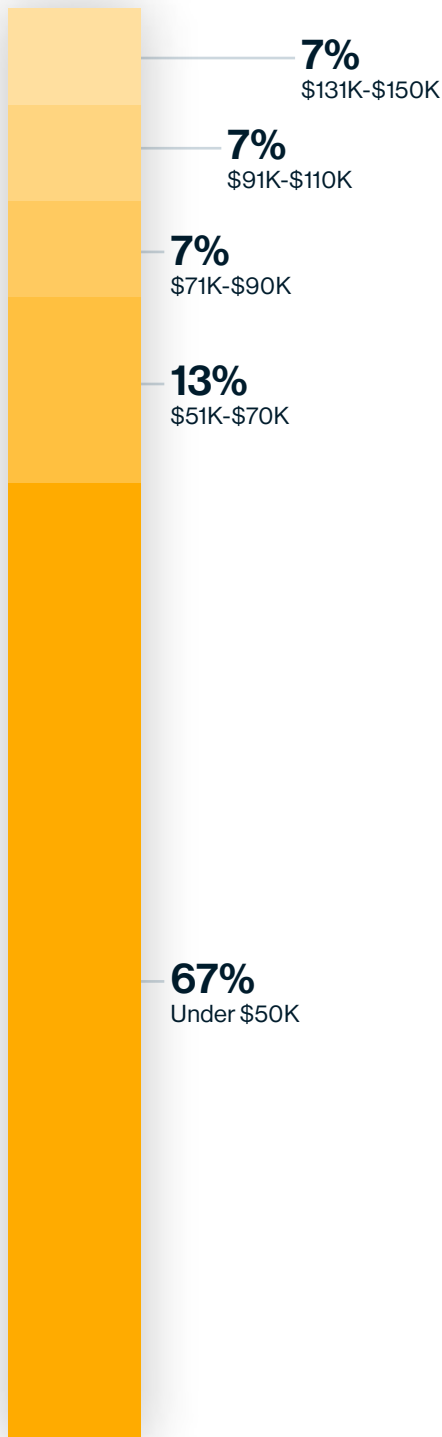




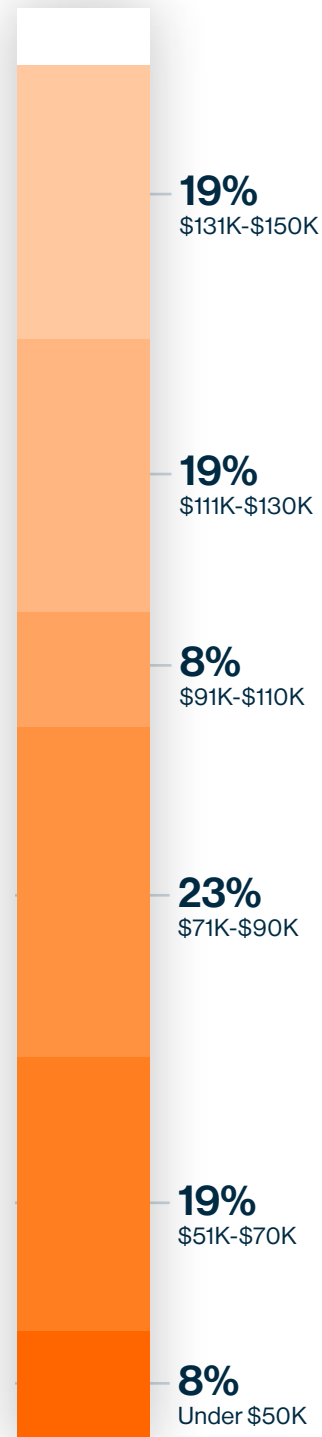
Geolocation

Impact of organization's geolocation on the salary.

EMEA



North America



Impact of organization's industry on the salary.

Banking and Finance



46%	● Under \$50K	15%	● \$91K-\$110K
8%	● \$51K-\$70K	8%	● \$111K-\$130K
8%	● \$71K-\$90K	8%	● \$131K-\$150K

Government



27%	● Under \$50K	18%	● \$111K-\$130K
27%	● \$51K-\$70K	9%	● \$131K-\$150K
18%	● \$71K-\$90K		

Industrial



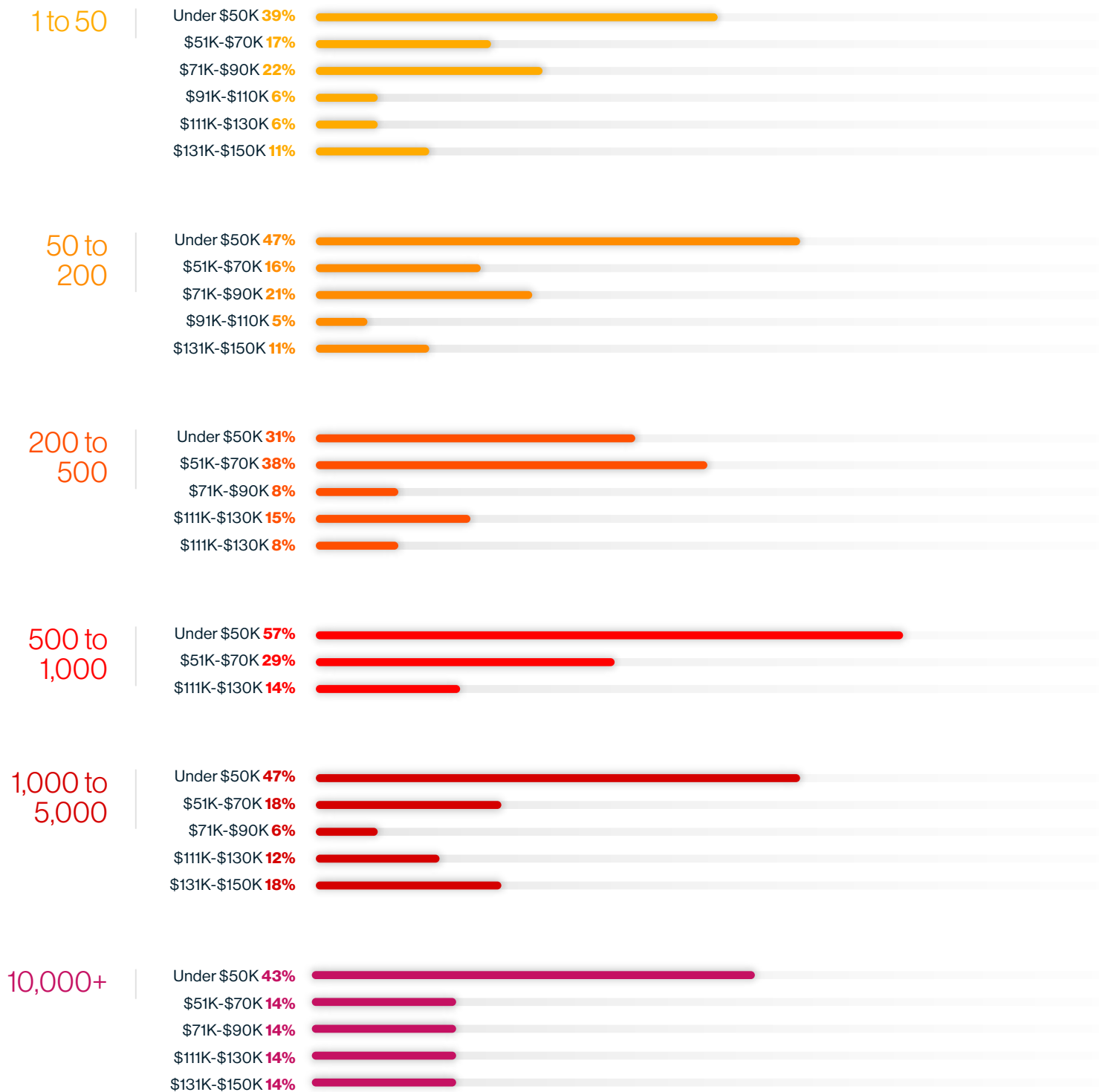
38%	● Under \$50K
38%	● \$51K-\$70K
24%	● \$111K-\$130K

Healthcare



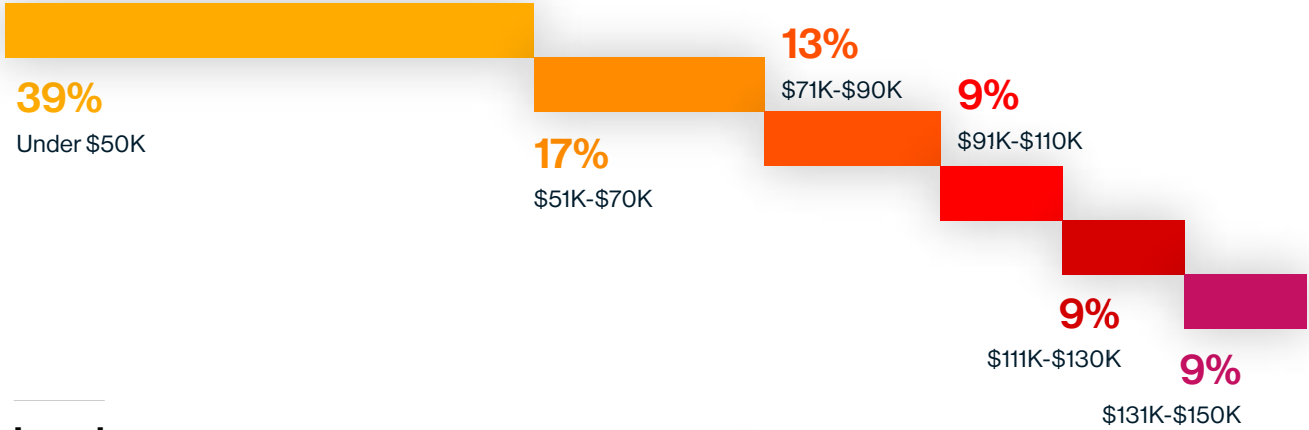
33%	● Under \$50K
33%	● \$71K-\$90K
33%	● \$131K-\$150K

Impact of organization's size on the salary.

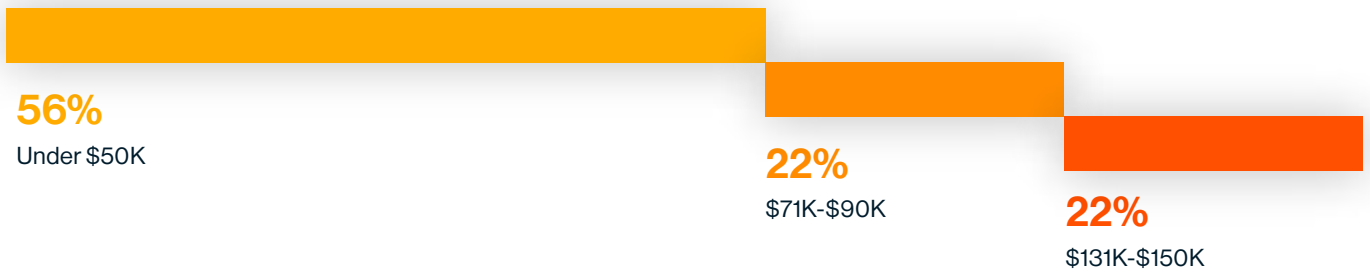


Impact of organization's operational scope.

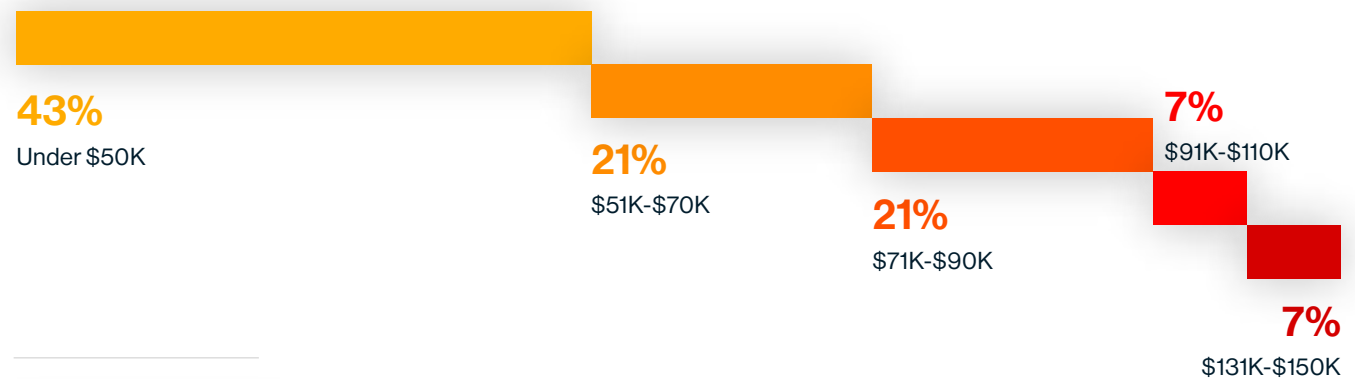
Global



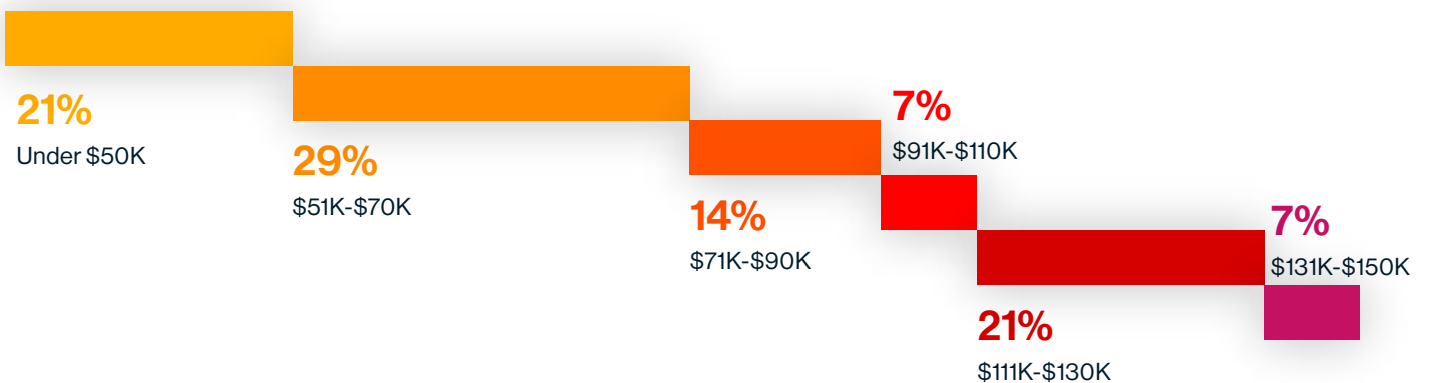
Local



Regional



Single Country



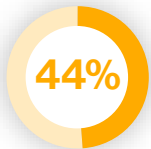
SALARY FACTORS / INDIVIDUAL



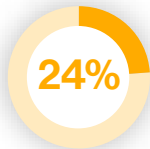
Experience

Impact of number of years in security position on the salary.

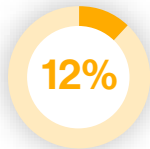
1-3 years



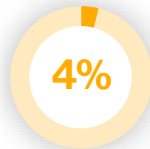
Under \$50K



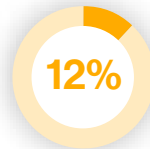
\$51K-\$70K



\$71K-\$90K

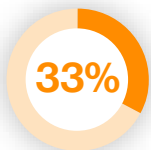


\$91K-\$110K

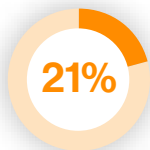


\$111K-\$130K

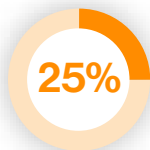
4-8 years



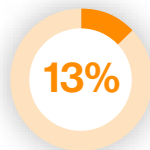
Under \$50K



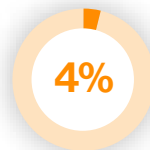
\$51K-\$70K



\$71K-\$90K



\$91K-\$110K



\$111K-\$130K

9-15 years



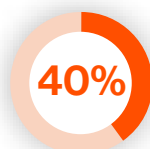
Under \$50K



\$71K-\$90K



\$111K-\$130K



\$131K-\$150K

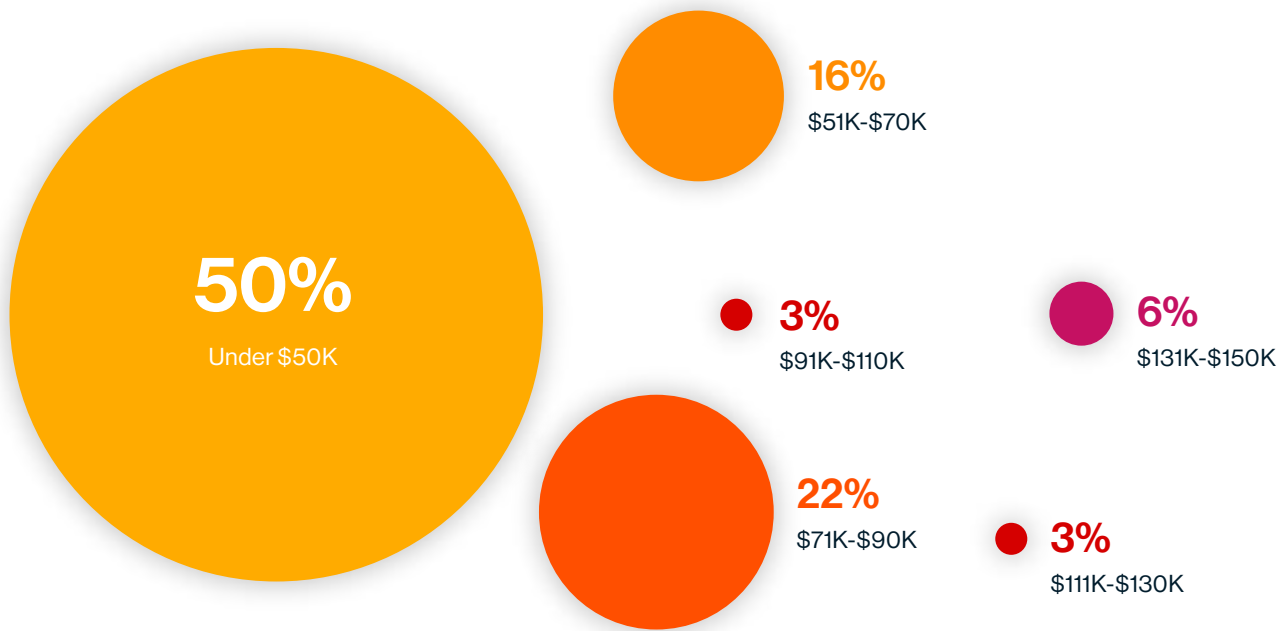


Certification

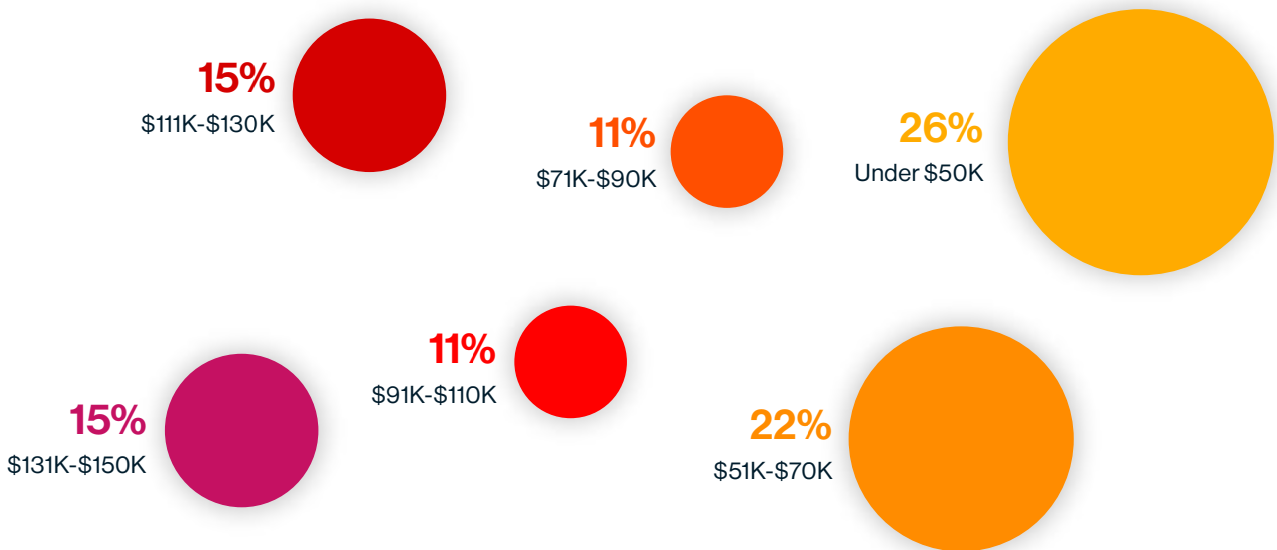


Impact of academic degree in CS/engineering on the salary.

Academic Degree



No Academic Degree





Security/Cloud Architect

The security architect is the technical authority behind the decision making of the organization's security stack and acts as a subject matter expert in all aspects of purchase, deployment and maintenance of the various security products within the organization's environment.

General Salary Breakdown



22%	●	Under \$50K
8%	●	\$51K-\$70K
16%	●	\$71K-\$90K
8%	●	\$91K-\$110K
16%	●	\$111K-\$130K
8%	●	\$131K-\$150K
10%	●	\$151K-\$170K
4%	●	\$171K-\$190K
6%	●	\$191K-\$210K
2%	●	Over \$290K

Overall salary range for Security Analyst/Threat Intelligence Expert

SALARY FACTORS / BONUS



Bonus

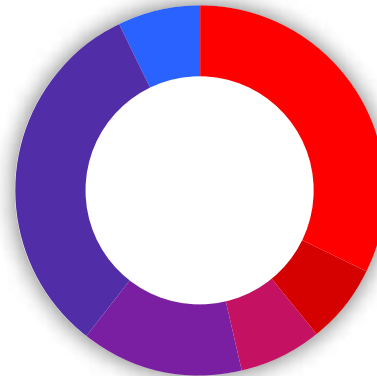
Is there a bonus component in the salary?

Yes



25%	●	Under \$50K	14%	●	\$131K-\$150K
11%	●	\$51K-\$70K	11%	●	\$151K-\$170K
7%	●	\$71K-\$90K	4%	●	\$171K-\$190K
7%	●	\$91K-\$110K	11%	●	\$191K-\$210K
7%	●	\$111K-\$130K	4%	●	Over \$290K

Bonus Size



32%	●	1%-5%
7%	●	11%-15%
7%	●	16%-20%
14%	●	21%-25%
32%	●	6%-10%
14%	●	Above 25%

Frequency

93%

Annually



7%

Quarterly

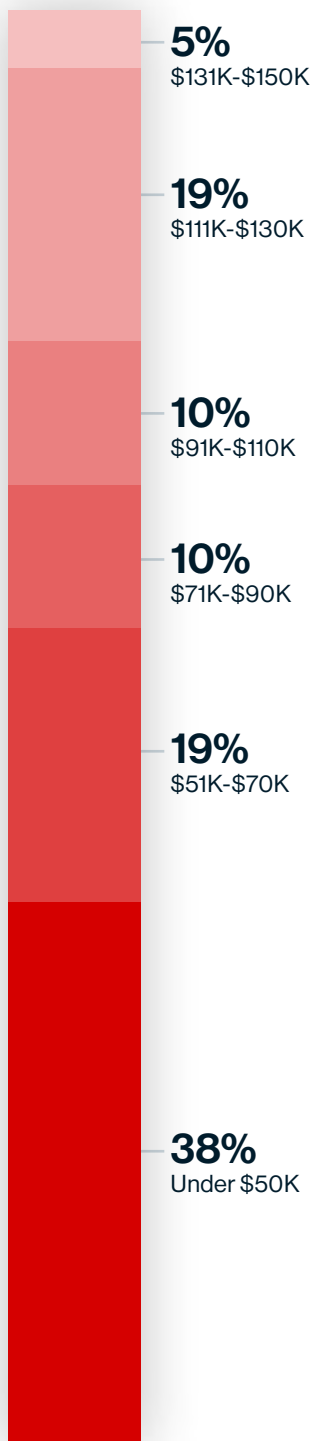




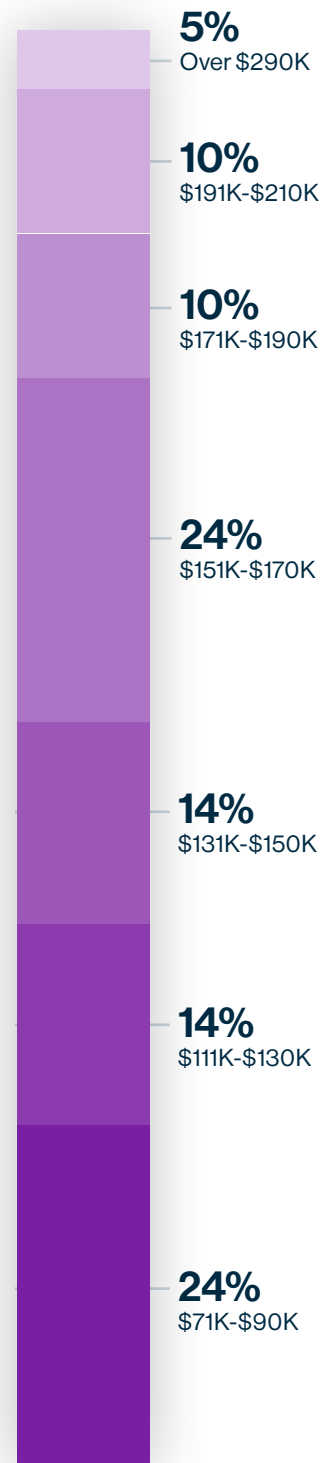
Geolocation

Impact of organization's geolocation on the salary.

EMEA



North America





Industry

Security/Cloud Architect



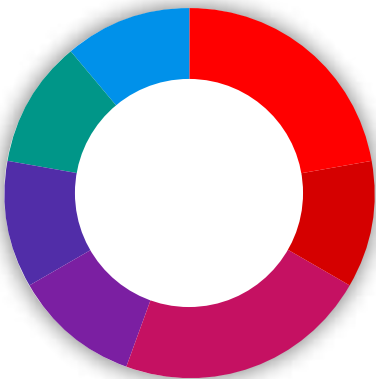
Impact of organization's industry on the salary.

Banking and Finance



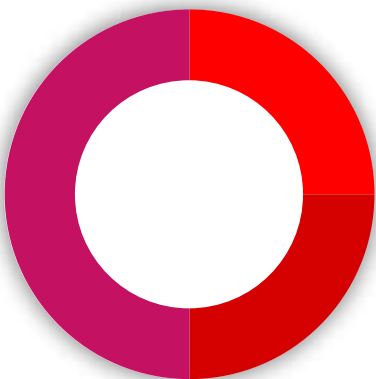
17%	●	Under \$50K	8%	●	\$131K-\$150K
8%	●	\$51K-\$70K	17%	●	\$171K-\$190K
8%	●	\$71K-\$90K	17%	●	\$191K-\$210K
8%	●	\$91K-\$110K	8%	●	Over \$290K
8%	●	\$111K-\$130K			

Industrial



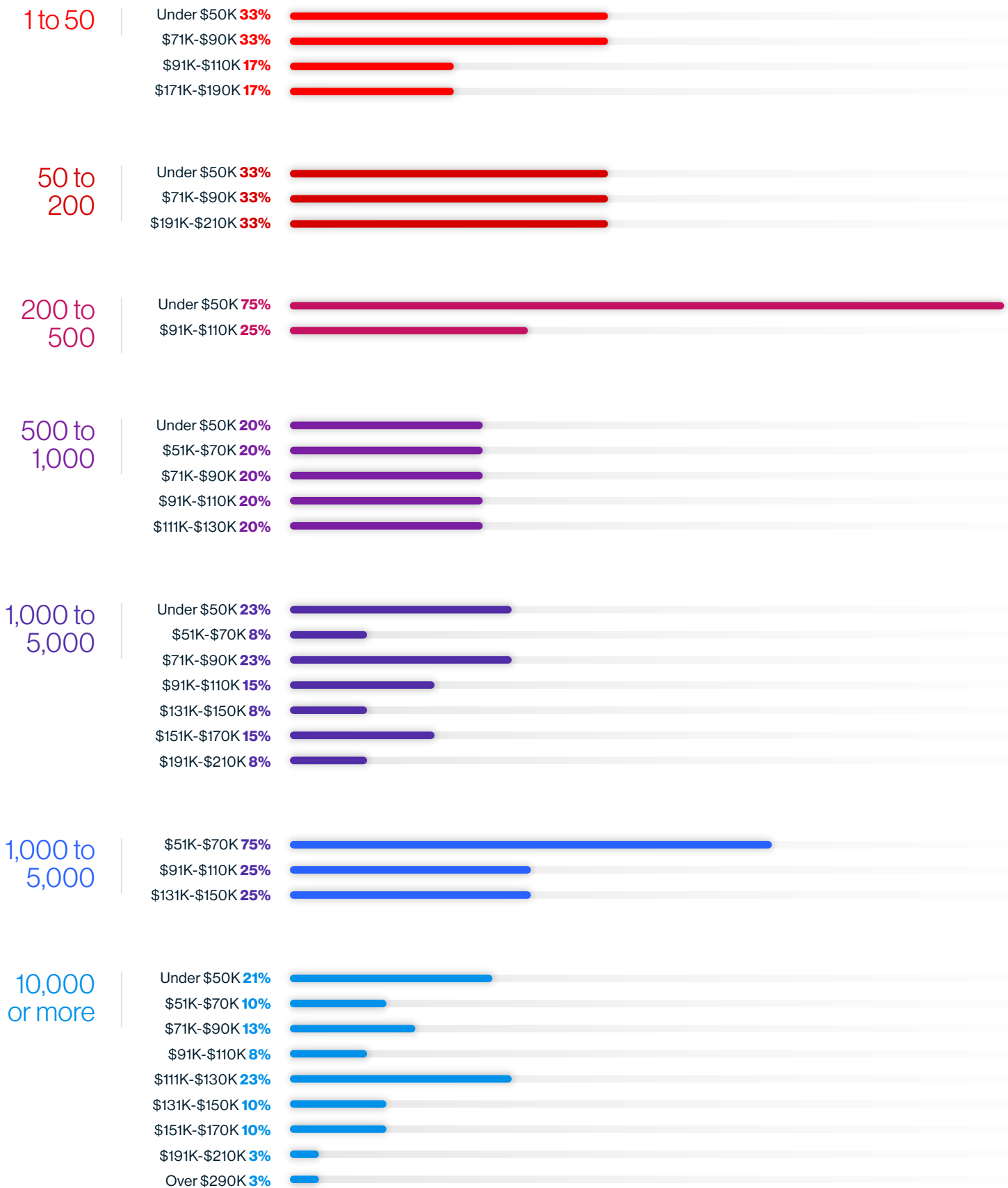
22%	●	Under \$50K	11%	●	\$131K-\$150K
11%	●	\$51K-\$70K	11%	●	\$191K-\$210K
22%	●	\$71K-\$90K			
11%	●	\$91K-\$110K			
11%	●	\$111K-\$130K			

Healthcare



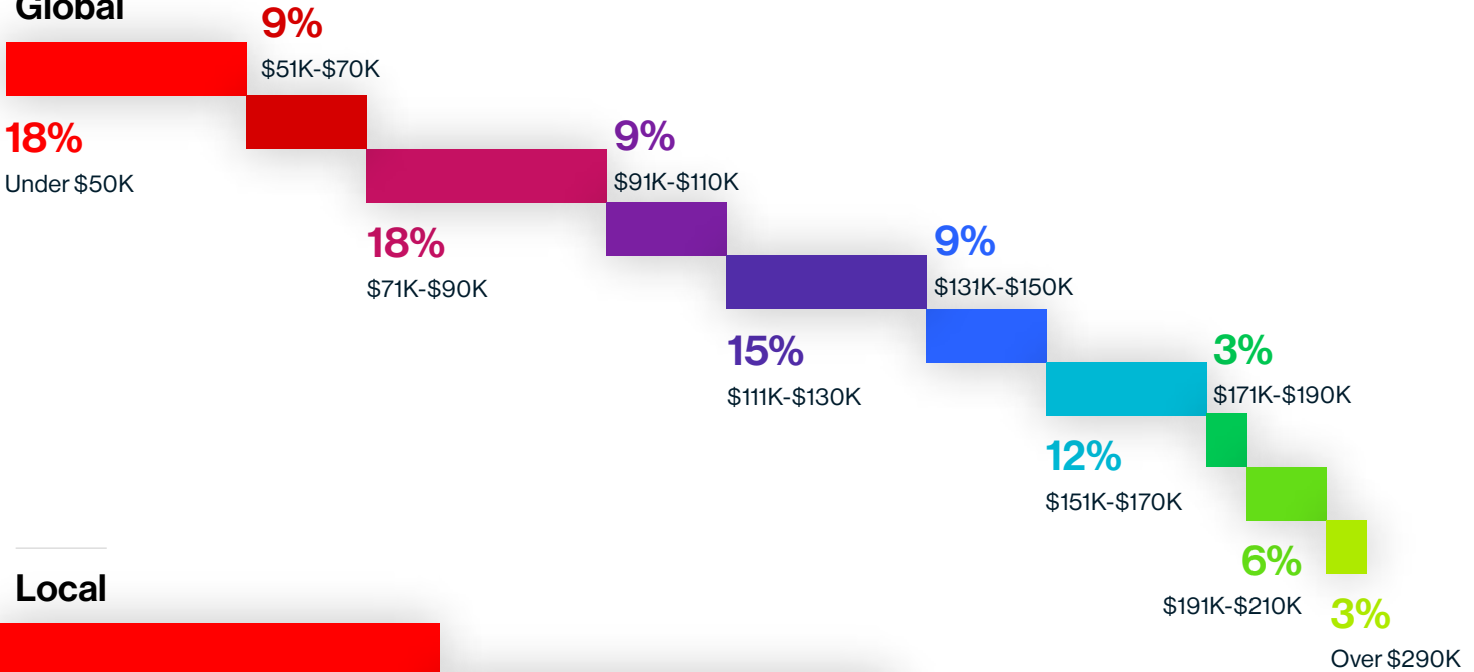
25%	●	\$111K-\$130K
25%	●	\$131K-\$150K
50%	●	\$151K-\$170K

Impact of organization's size on the salary.

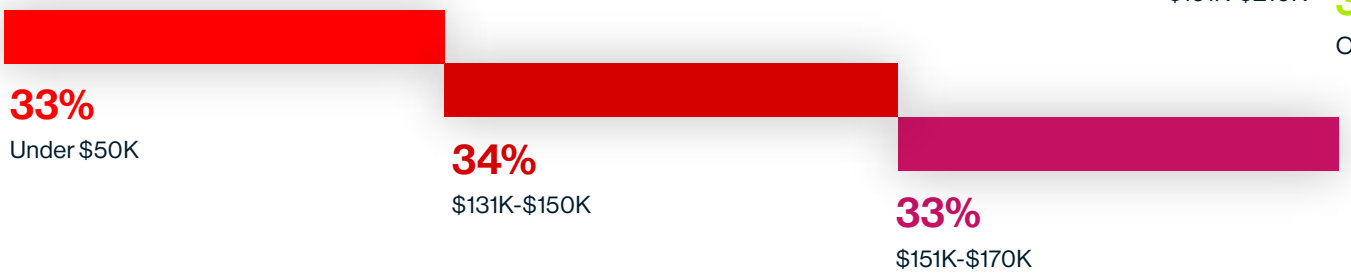


Impact of organization's operational scope.

Global



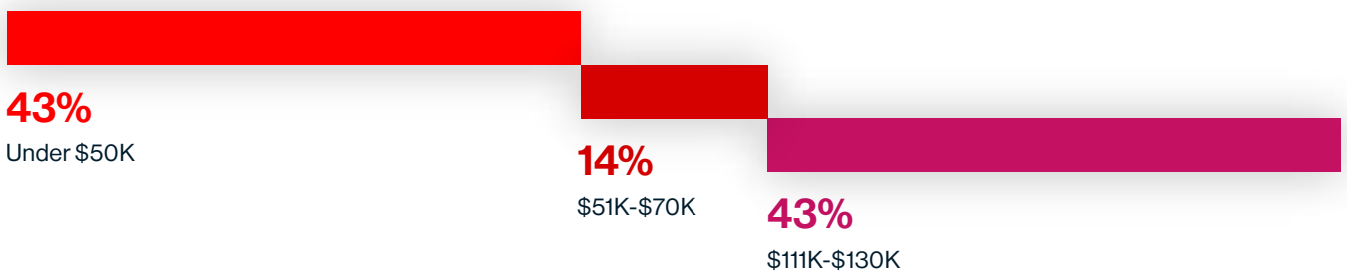
Local



Regional



Single Country



SALARY FACTORS / INDIVIDUAL

Security/Cloud Architect



Experience

Impact of number of years in security position on the salary.

1-3 years

4-8 years

9-15 years

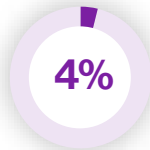
16 years or more



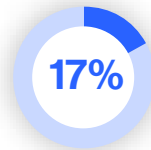
Under \$50K



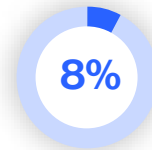
Under \$50K



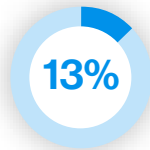
\$51K-\$70K



Under \$50K



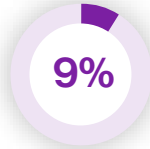
\$51K-\$70K



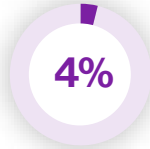
\$51K-\$70K



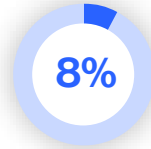
\$51K-\$70K



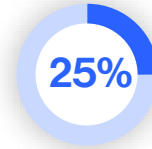
\$71K-\$90K



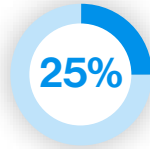
\$91K-\$110K



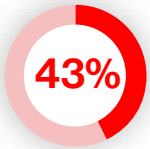
\$71K-\$90K



\$91K-\$110K



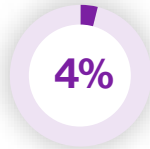
\$71K-\$90K



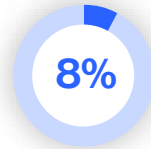
\$71K-\$90K



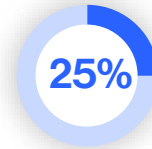
\$111K-\$130K



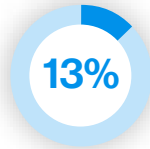
\$131K-\$150K



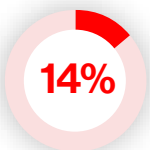
\$111K-\$130K



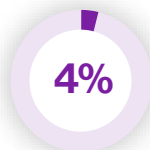
\$151K-\$170K



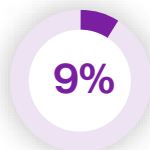
\$111K-\$130K



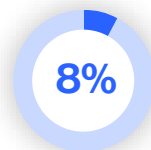
\$131K-\$150K



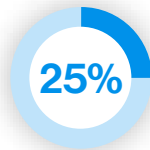
\$151K-\$170K



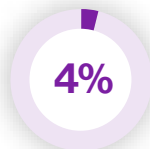
\$171K-\$190K



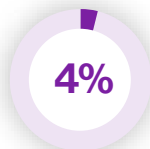
\$191K-\$210K



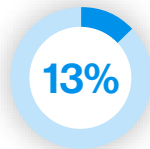
\$131K-\$150K



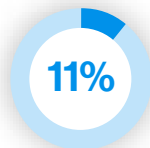
\$191K-\$210K



Over \$290K



\$151K-\$170K



\$191K-\$210K



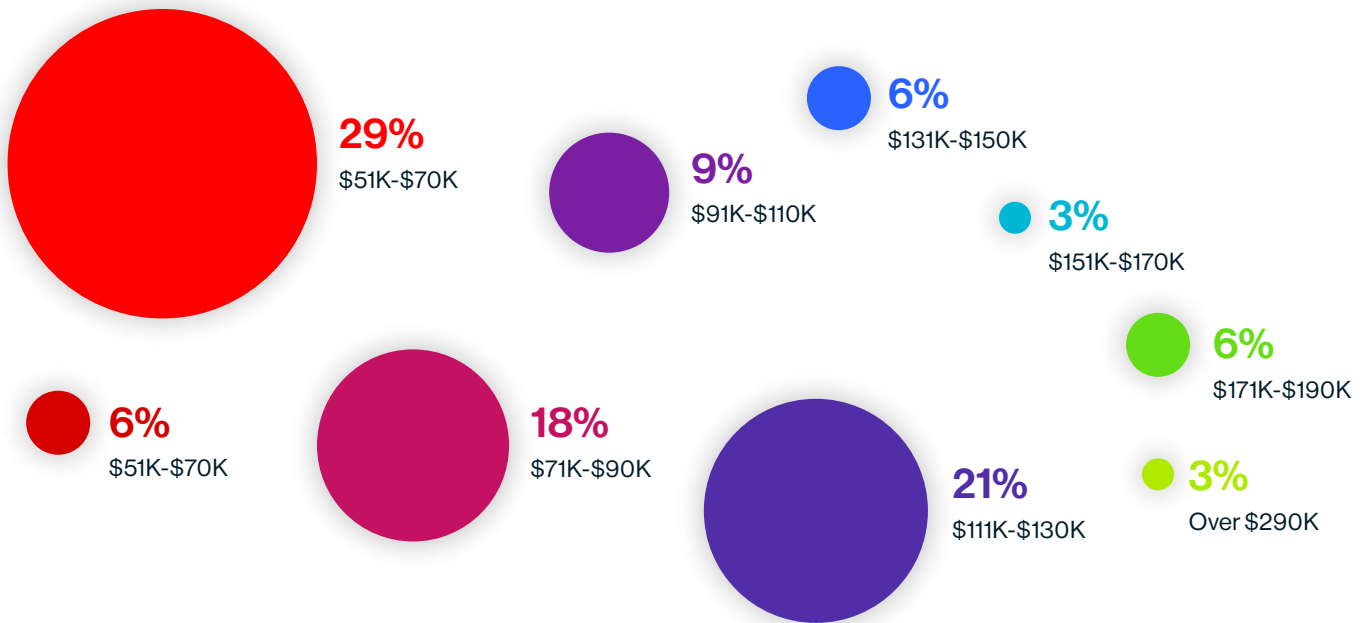
Certification

Security/Cloud Architect

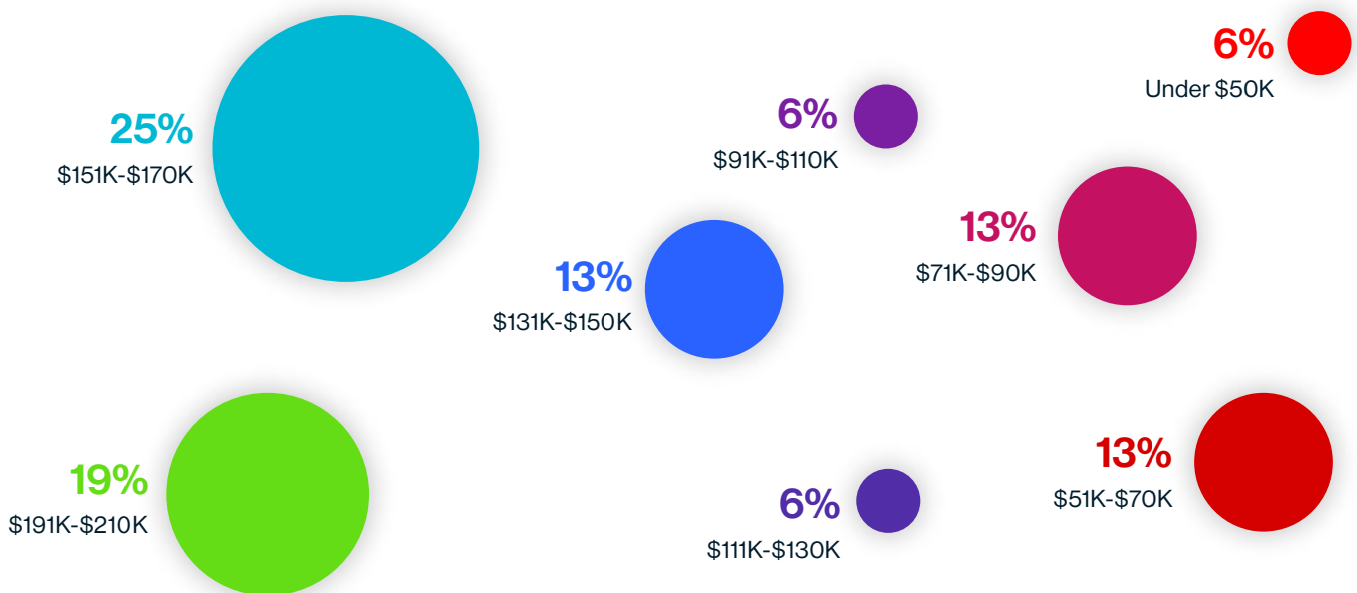


Impact of academic degree in CS/engineering on the salary.

Academic Degree



No Academic Degree





Security Director/Manager

The security director is tasked with the orchestration of the entire security team, recruitment, setting procedures and workflow, and acting as the connecting link between security operations and the organization's management.

General Salary Breakdown



17%	●	Under \$50K
9%	●	\$51K-\$70K
14%	●	\$71K-\$90K
9%	●	\$91K-\$110K
14%	●	\$111K-\$130K
8%	●	\$131K-\$150K
11%	●	\$151K-\$170K
2%	●	\$171K-\$190K
6%	●	\$191K-\$210K
2%	●	\$211K-\$230K
5%	●	\$231K-\$250K
2%	●	\$251K-\$270K
3%	●	Over \$290K

Overall salary range for Security Analyst/Threat Intelligence Expert

SALARY FACTORS / BONUS



Bonus

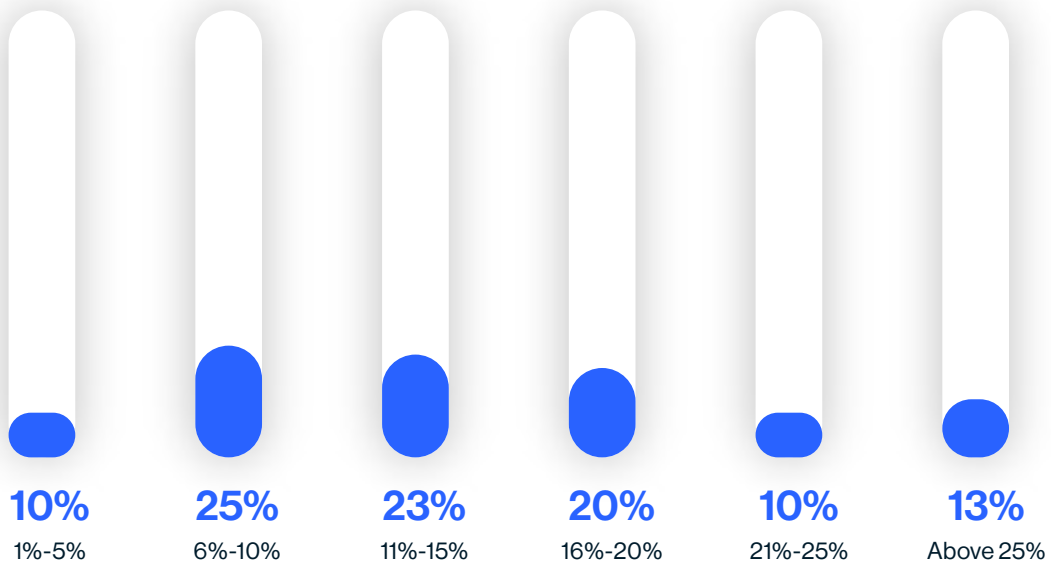
Is there a bonus component in the salary?

Yes



10%	●	Under \$50K	10%	●	\$151K-\$170K
13%	●	\$51K-\$70K	5%	●	\$191K-\$210K
13%	●	\$71K-\$90K	3%	●	\$211K-\$230K
8%	●	\$91K-\$110K	5%	●	\$231K-\$250K
20%	●	\$111K-\$130K	3%	●	\$251K-\$270K
8%	●	\$131K-\$150K	5%	●	Over \$290K

Bonus Size



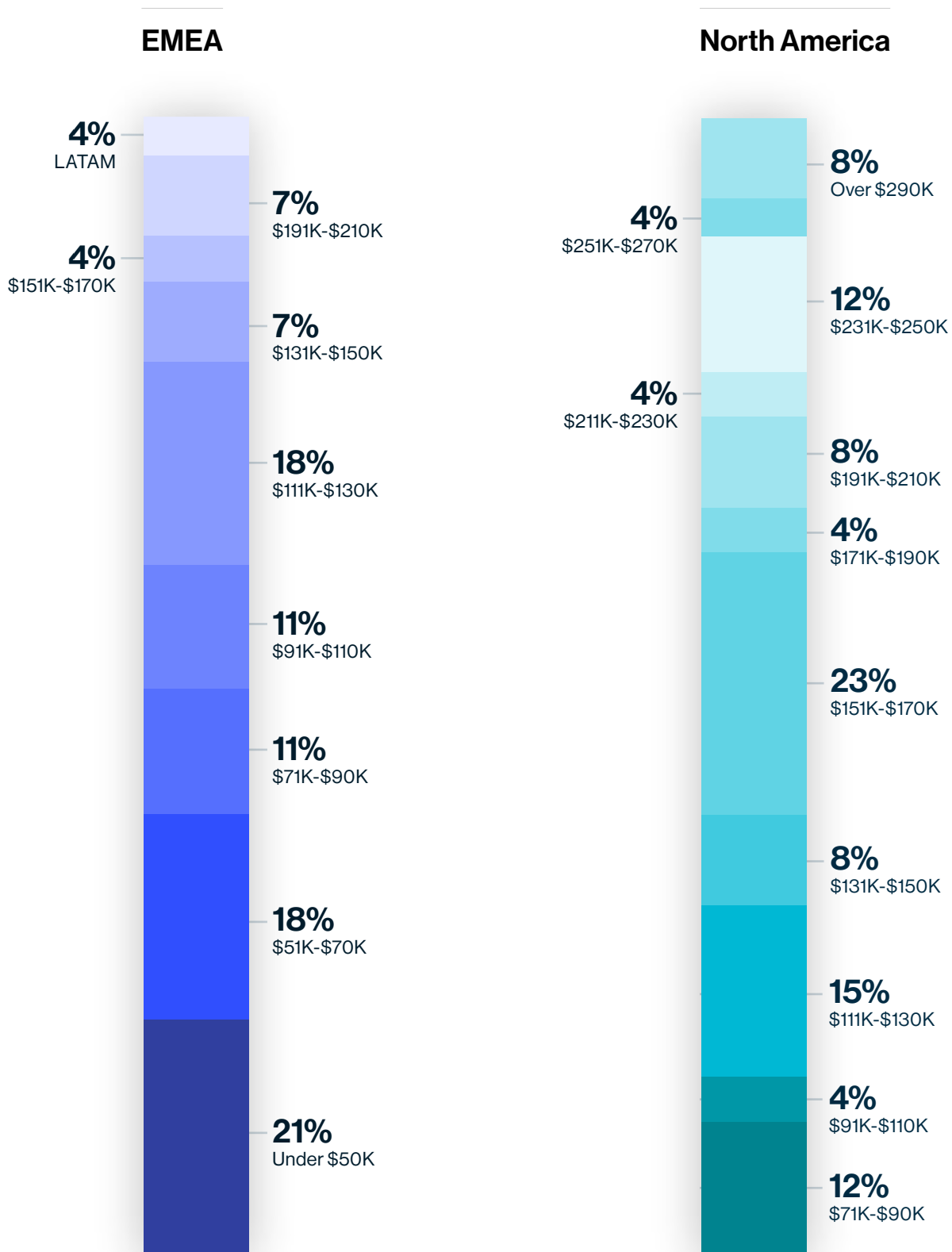
SALARY FACTORS / ORGANIZATION

Security Director/
Manager



Geolocation

Impact of organization's geolocation on the salary.



Impact of organization's industry on the salary.

Banking and Finance



15%	● Under \$50K	5%	● \$131K-\$150K
10%	● \$51K-\$70K	10%	● \$151K-\$170K
15%	● \$71K-\$90K	15%	● \$191K-\$210K
10%	● \$91K-\$110K	5%	● \$231K-\$250K
10%	● \$111K-\$130K	5%	● \$251K-\$270K

Insurance



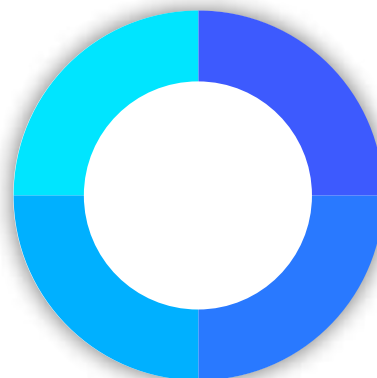
15%	● Under \$50K	15%	● \$71K-\$90K
10%	● \$51K-\$70K	10%	● \$91K-\$110K

Industrial



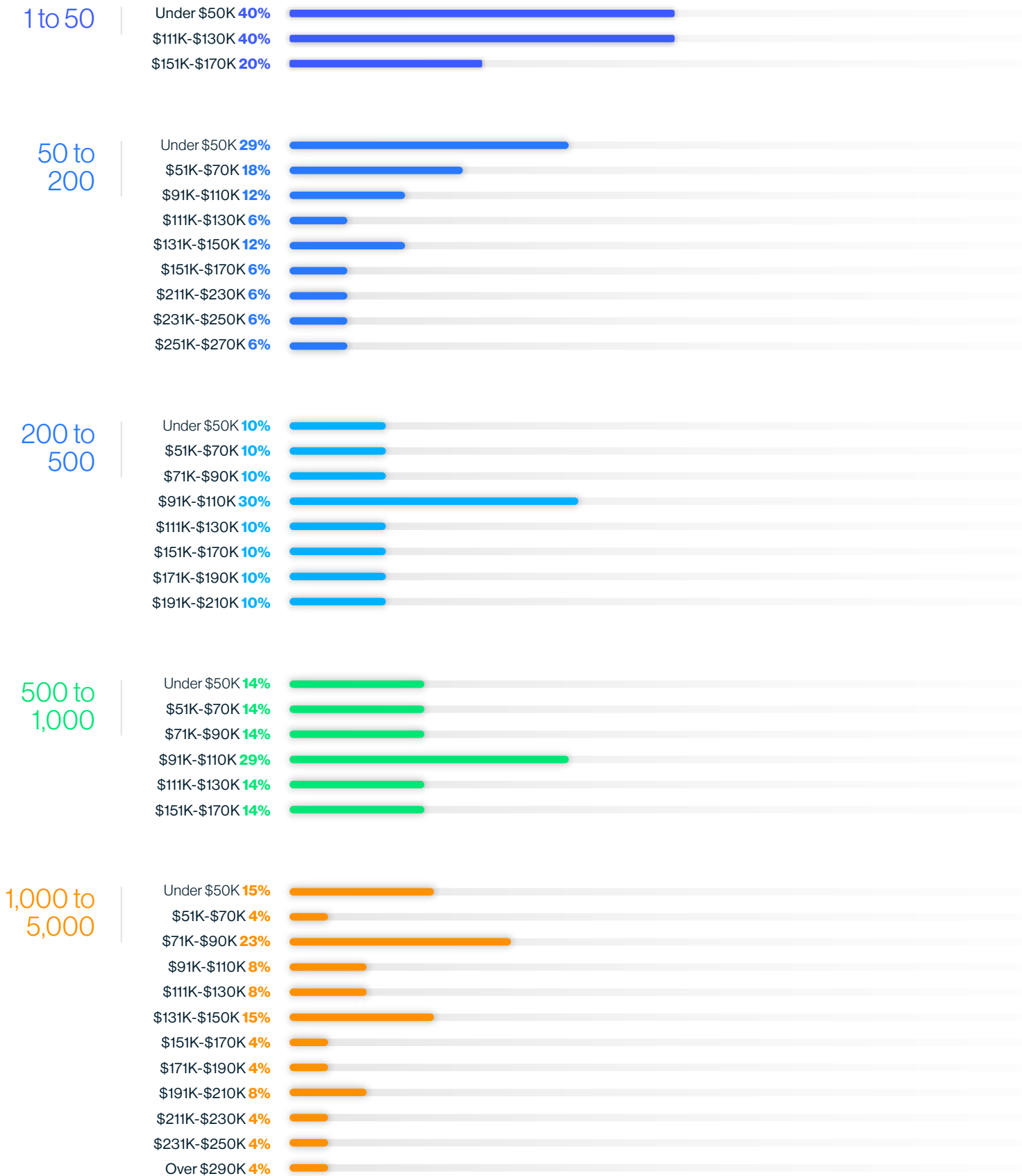
40%	● \$71K-\$90K	20%	● \$131K-\$150K
40%	● \$111K-\$130K		

Education



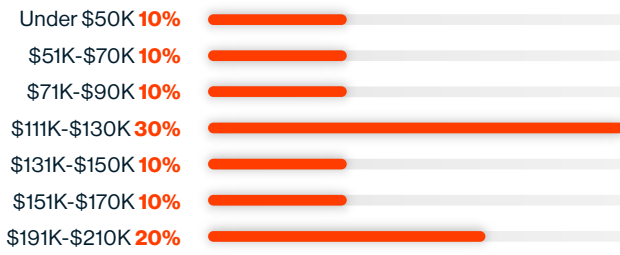
25%	● Under \$50K	25%	● \$91K-\$110K
25%	● \$71K-\$90K	25%	● \$151K-\$170K

Impact of organization's size on the salary.

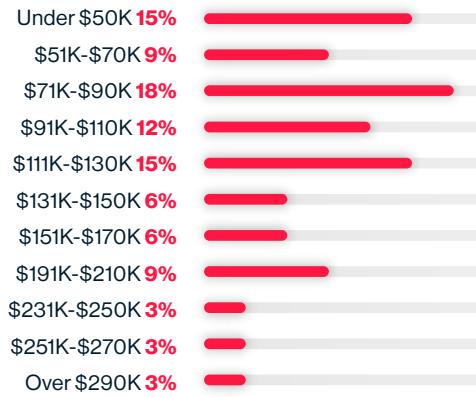


Impact of organization's size on the salary.

5,000 to
10,000



10,000
or more





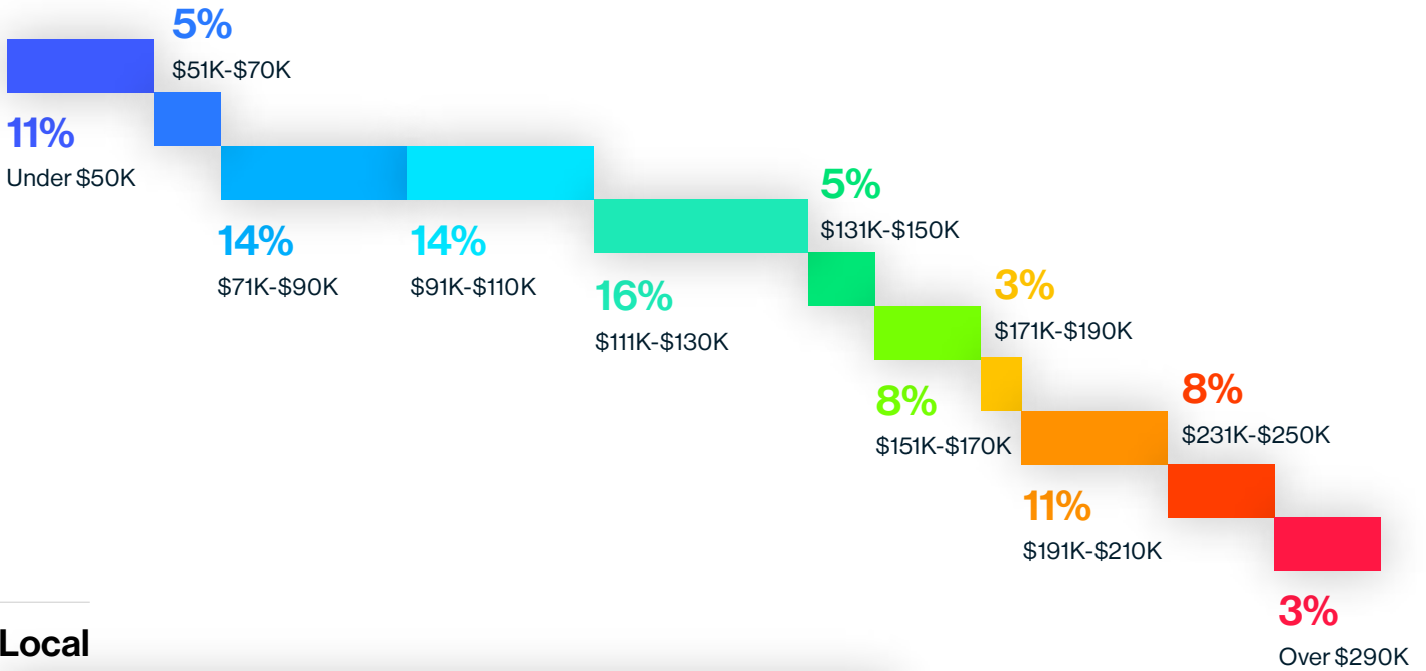
Scope

Security Director/
Manager

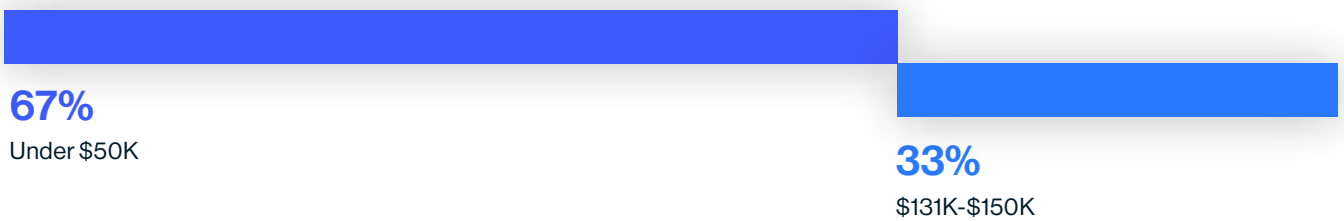


Impact of organization's operational scope.

Global



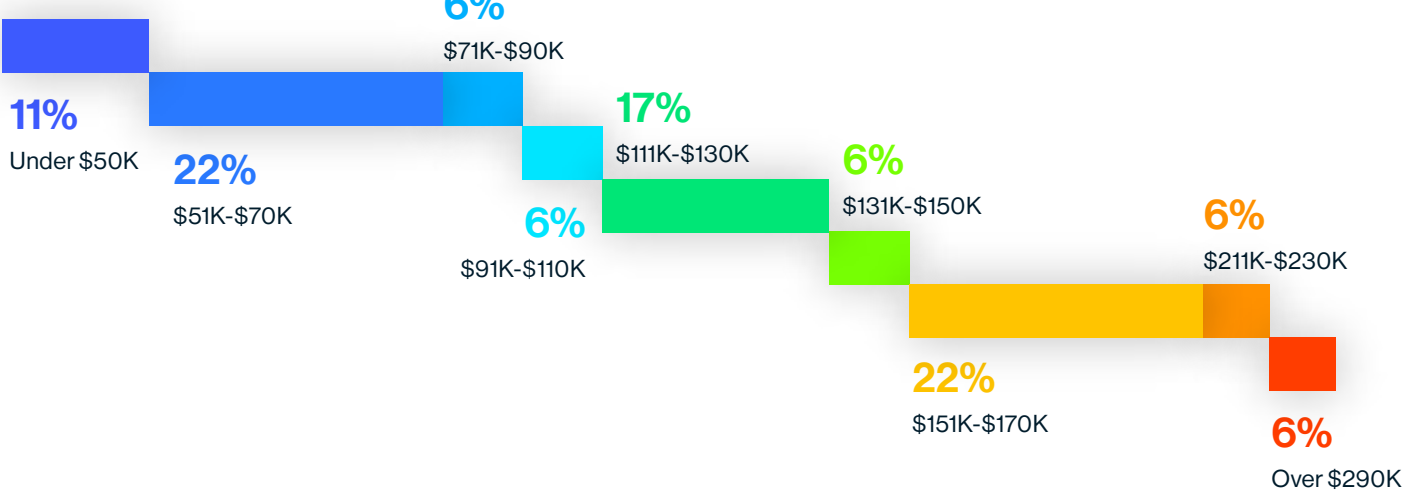
Local



Regional



Single Country

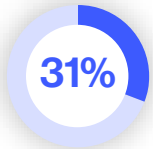


SALARY FACTORS / INDIVIDUAL

Experience

Impact of number of years in security position on the salary.

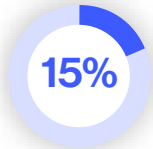
1-3 years



Under \$50K



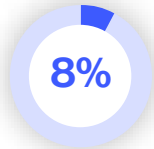
\$51K-\$70K



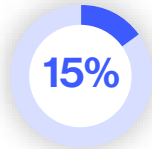
\$71K-\$90K



\$91K-\$110K



\$111K-\$130K



\$131K-\$150K

4-8 years



Under \$50K



\$51K-\$70K



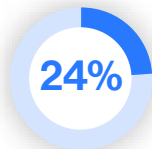
\$71K-\$90K



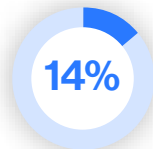
\$91K-\$110K



\$131K-\$150K

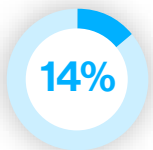


\$151K-\$170K



\$231K-\$250K

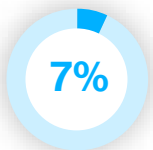
9-15 years



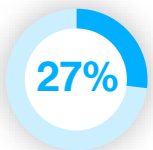
Under \$50K-\$70K



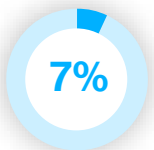
\$71K-\$90K



\$91K-\$110K



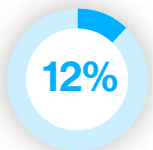
\$111K-\$130K



\$131K-\$150K

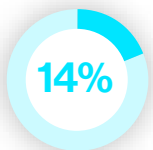


\$151K-\$170K



\$191K-\$230K

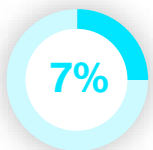
16 or more years



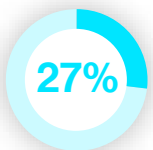
\$51K-\$90K



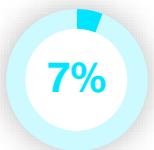
\$91K-\$110K



\$111K-\$130K



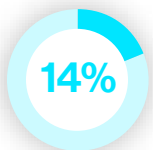
\$111K-\$130K



\$171K-\$190K



\$191K-\$210K



\$251K-
Over \$290K

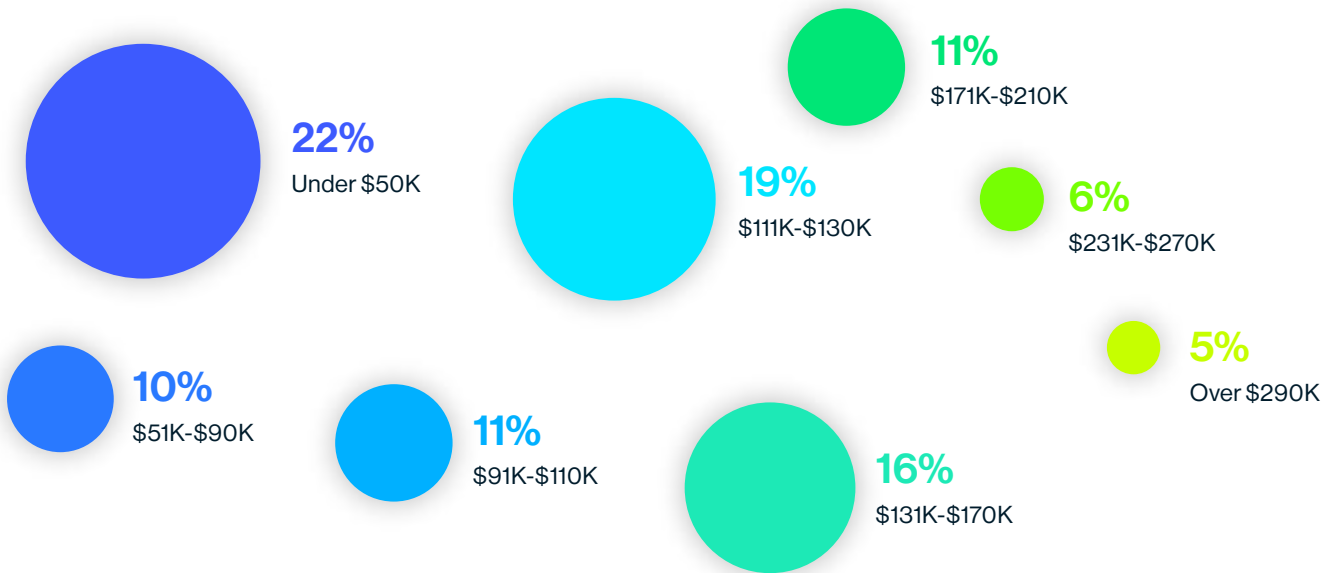


Certification



Impact of academic degree in CS/engineering on the salary.

Academic Degree



No Academic Degree

