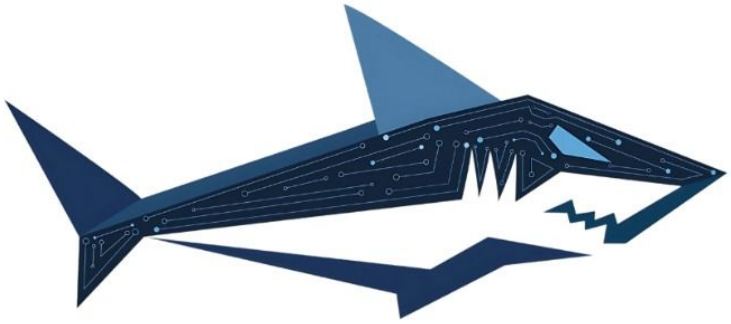

CYBERSHARK

RECRUITMENT

UK CYBER SECURITY SALARY SURVEY 2025

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WELCOME TO THE ANNUAL UK CYBER SECURITY SALARY SURVEY 2025

This is one of the most comprehensive Cyber Security salary surveys I have read. For the last 3 years, this report & the relationship with Cybershark Recruitment has been crucial to our recruitment process.

Chief Information Security Officer,
Fintech Company

Our ability to recruit Cyber Security consultants has been dramatically increased with the information from the Cyber Security salary survey & the partnership with Cybershark Recruitment.

Cyber Security Partner,
Global Consultancy

INTRODUCTION

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It has never been more important for businesses to understand the drivers, motivators and ambitions of Cyber Security professionals across the UK. In a market where there were more than 97,000* open roles in 2024, it really is a candidate driven market and businesses that fail to adapt, risk falling behind.

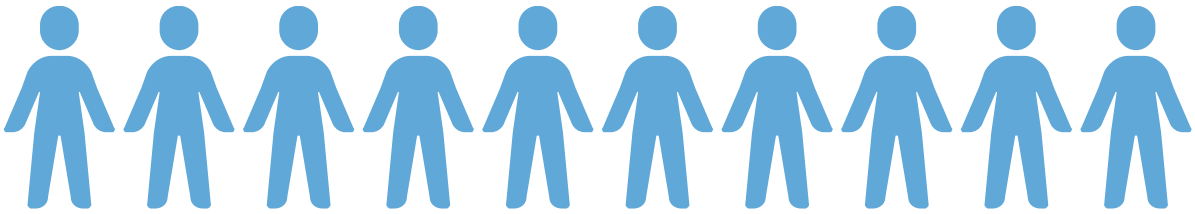
To attract, develop and retain top talent your organisation needs to look at why Cyber Security professionals are leaving their current roles and implement a strategy and benefits plan to help candidates achieve their goals so your business can achieve theirs.

The answer lies beyond salaries - career growth, flexible working options and meaningful benefits all play a critical role in reducing the high attrition rate that we are seeing across the market.

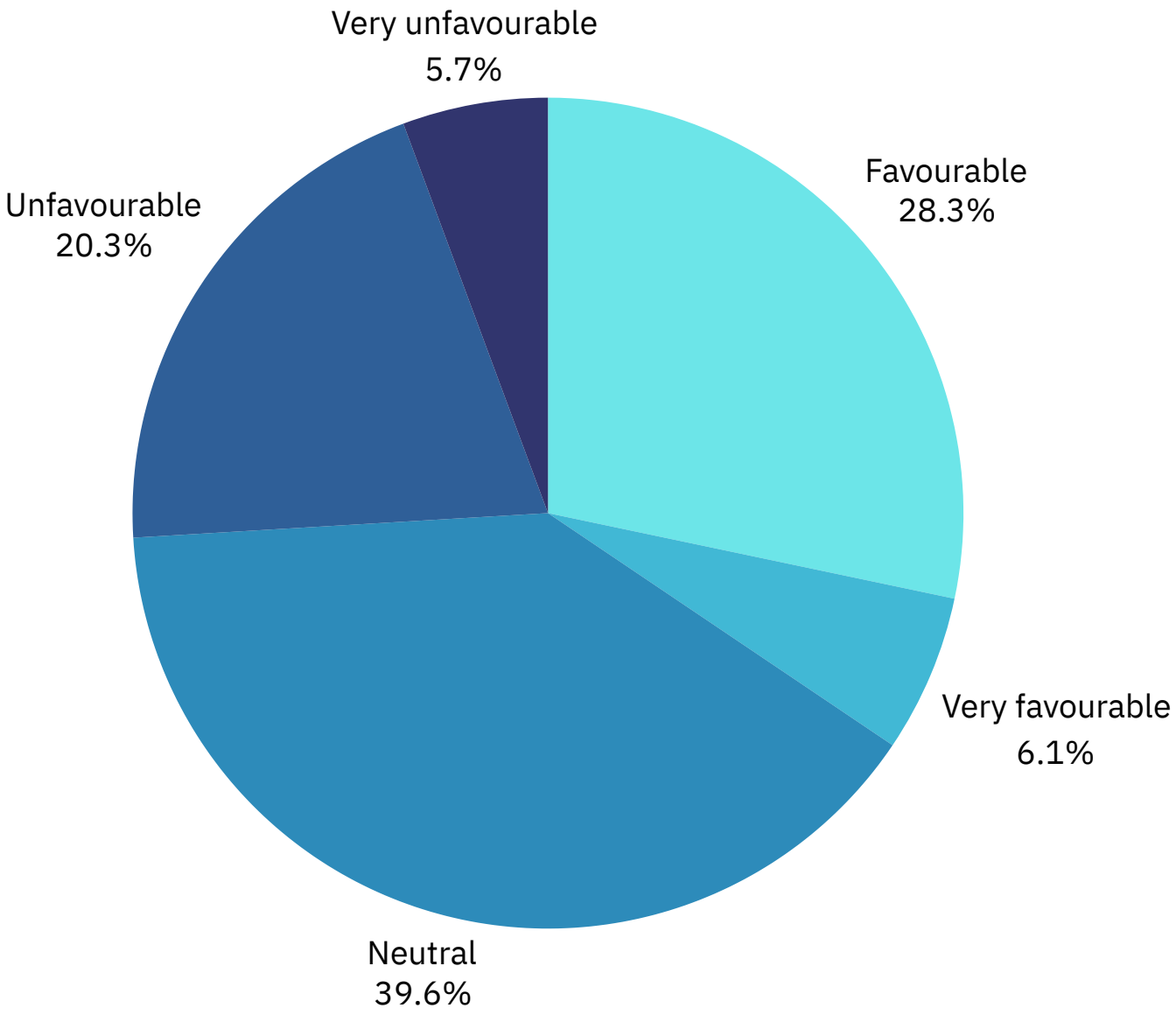
Retaining the top talent within your business starts with a strategy tailored to these needs. As experts in our field, we have developed an in-depth understanding of the Cyber Security market from speaking with thousands of Cyber Security specialists every year. We are able to provide guidance on the best recruitment strategies, salary ranges, benefits packages and career progression offerings, as well as offer detailed market insights for both clients. and candidates alike.

*GOV.UK - Cyber security skills in the UK labour market 2024

TOTAL PARTICIPANTS: 3180



What are your thoughts on the current job market for Cyber Security professionals in the UK?



CYBER SECURITY SALARIES

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	21+ Years
Governance, Risk & Compliance	£39,500 - £54,500	£58,500 - £71,000	£75,750 - £88,000	£84,750 - £100,000	£100,000 - £119,500	£110,000 - £132,000	£130,000 - £155,125	£170,000 - £236,000
Security Architecture	£49,000 - £61,500	£62,500 - £76,500	£84,250 - £100,000	£100,000 - £115,000	£110,000 - £129,750	£120,000 - £142,500	£145,000 - £175,000	£180,000 - £230,000
Security Engineering	£43,000 - £59,250	£57500 - £69,500	£77,000 - £93,000	£90,250 - £105,000	£102,500 - £121,500	£112,500 - £135,000	£130,000 - £151,500	£150,000 - £202,500
Incident Response	£42,500 - £57,000	£61,250 - £72,500	£80,500 - £97,500	£92,000 - £107,250	£105,500 - £125,000	£115,000 - £135,500	£135,000 - £162,500	£180,000 - £230,000
eDiscovery	£37,000 - £47,500	£52,000 - £65,500	£65,000 - £79,250	£75,000 - £90,000	£95,000 - £114,000	£105,000 - £124,500	£120,000 - £140,000	*
Security Analysis (SOC)	£36,000 - £50,000	£50,250 - £63,500	£66,500 - £80,500	£78,000 - £91,500	£92,500 - £111,000	£97,500 - £116,750	£125,000 - £145,000	*
Network Security	£35,500 - £47,500	£50,000 - £64,000	£62,000 - £76,250	£75,000 - £88,000	£85,000 - £103,500	£97,500 - £116,500	£115,000 - £132,500	£130,000 - £167,500
Internet of Things (IoT)	£39,250 - £53,500	*	£60,500 - £76,000	£76,000 - £89,000	£95,000 - £114,500	*	*	*
Critical National Infrastructure	£36,750 - £51,250	£49,000 - £62,500	£60,000 - £75,250	£79,000 - £93,500	£95,000 - £114,000	*	£125,000 - £145,000	*
Cyber Threat Intelligence	£40,000 - £55,500	£52,500 - £67,500	£68,250 - £83,500	£87,500 - £102,000	£105,000 - £124,000	£112,500 - £134,250	£121,000 - £147,250	£150,000 - £200,000
Penetration Testing	£45,500 - £60,000	£61,500 - £76,500	£83,250 - £100,000	£105,000 - £122,500	£120,000 - £140,000	£132,500 - £155,000	£150,000 - £180,000	*
Technology Risk & IT Audit	£36,000 - £48,500	£50,000 - £64,000	£65,000 - £81,000	£77,500 - £92,500	£90,000 - £109,250	£97,500 - £118,250	£115,000 - £132,500	£122,500 - £162,500
Identity & Access Management	£39,500 - £53,000	£55,000 - £69,500	£70,500 - £84,750	£85,000 - £100,000	£97,250 - £116,750	£111,000 - £134,000	£126,250 - £148,500	£151,000 - £198,000
Cyber Resilience	£35,000 - £47,500	£50,000 - £62,250	£65,000 - £80,500	£78,000 - £93,000	£90,000 - £109,000	£105,000 - £127,250	£117,500 - £132,500	*
Data Privacy	£36,000 - £51,000	£50,000 - £61,500	£67,000 - £83,000	£85,000 - £101,000	£97,500 - £116,250	£109,500 - £124,500	£119,500 - £138,750	*
Cloud Security	£40,000 - £55,000	£60,000 - £72,500	£75,000 - £95,000	£92,500 - £108,250	£102,500 - £121,000	£115,000 - £135,000	£140,000 - £165,000	*
Application Security	£42,500 - £56,500	£57,000 - £68,750	£70,500 - £86,000	£87,500 - £102,750	£100,000 - £118,750	£115,000 - £135,000	£140,000 - £165,000	£160,000 - £207,500
DevSecOps	£42,750 - £57,500	£57,500 - £75,500	£73,000 - £91,000	£90,000 - £105,000	£110,000 - £129,000	£120,000 - £145,000	*	*
Digital Forensics	£39,500 - £55,250	£56,750 - £68,500	£71,000 - £85,750	£86,000 - £102,000	£105,000 - £121,000	£107,500 - £127,500	£131,500 - £156,750	*
Endpoint Security	£40,000 - £55,000	£53,750 - £65,500	£62,500 - £69,500	£75,000 - £91,500	£93,000 - £112,500	£105,000 - £125,000	*	*
Zero Trust	£40,750 - £55,000	£54,000 - £66,250	£65,000 - £80,500	£80,000 - £95,250	£95,000 - £113,250	*	*	*

* Insufficient data to complete

YoY Comparison

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	21+ Years	Mean
Governance, Risk & Compliance	1.79%	-7.47%	1.20%	13.00%	-4.80%	4.92%	10.64%	3.15%	2.81%
Security Architecture	-16.70%	-7.92%	-5.91%	0.20%	-1.23%	2.58%	-2.59%	3.56%	-3.50%
Security Engineering	-8.77%	-6.13%	3.07%	4.06%	-0.60%	-1.11%	7.64%	*	-0.26%
Incident Response	-7.18%	1.56%	-0.97%	0.78%	0.24%	1.27%	2.62%	*	-0.24%
eDiscovery	5.33%	-4.16%	1.28%	4.36%	-2.37%	1.08%	*	*	0.92%
Security Analysis (SOC)	0.19%	5.49%	0.44%	5.89%	10.09%	8.88%	11.17%	*	6.02%
Network Security	0.70%	3.06%	-0.90%	3.04%	9.73%	10.32%	15.30%	11.86%	6.64%
Internet of Things (IoT)	0.15%	*	-2.31%	0.61%	0.83%	*	*	*	-0.14%
Critical National Infrastructure (CNI)	-2.24%	-1.02%	-2.83%	-0.10%	5.22%	*	11.23%	*	1.47%
Cyber Threat Intelligence	1.08%	-4.23%	-5.14%	2.41%	9.58%	7.71%	12.10%	25.00%	6.06%
Penetration Testing	-6.48%	3.26%	-9.35%	-3.40%	*	*	*	*	-3.99%
Technology Risk & IT Audit	2.42%	-0.78%	-1.31%	2.96%	7.01%	6.05%	13.13%	15.56%	5.63%
Identity & Access Management	-5.05%	-2.54%	3.46%	7.21%	6.62%	13.14%	18.01%	23.65%	8.06%
Cyber Resilience	0.00%	6.81%	0.31%	10.77%	1.83%	9.37%	10.04%	*	5.59%
Data Privacy	1.18%	3.72%	2.32%	14.19%	14.43%	16.74%	7.13%	*	8.53%
Cloud Security	-3.35%	-1.02%	3.65%	3.63%	-0.81%	-6.20%	5.09%	*	0.14%
Application Security	-6.92%	-1.27%	0.94%	1.48%	5.33%	*	9.90%	6.98%	2.05%
DevSecOps	0.73%	-1.84%	0.89%	-3.73%	-5.89%	-15.06%	*	*	-4.15%
Digital Forensics	-3.75%	-1.76%	-4.29%	-1.96%	0.41%	-13.04%	-0.47%	*	-3.55%
Endpoint Security	2.27%	-2.31%	-6.12%	0.82%	5.40%	*	*	*	0.01%
Zero Trust	3.35%	1.78%	4.10%	6.36%	0.28%	*	*	*	3.17%

* Insufficient data to complete

Cyber Security Salary Trends

Data Privacy (+8.53%)

- Rising concerns over data protection, GDPR compliance, and regulatory fines have driven demand for privacy professionals.
- Increased adoption of AI and cloud computing has necessitated stronger privacy frameworks.

Identity & Access Management (IAM) (+8.06%)

- Growing adoption of Zero Trust security models has made IAM a critical function.
- Increased remote work and cloud-based authentication systems have pushed demand for skilled IAM professionals.

Network Security (+6.64%)

- The surge in ransomware attacks and supply chain breaches has increased investment in network security.
- Companies are strengthening perimeter security due to hybrid work environments.

DevSecOps (-4.15%)

- The DevSecOps field has matured, leading to a larger talent pool and reduced salary premiums.
- Many organisations are integrating security into DevOps roles rather than hiring dedicated specialists.

Penetration Testing (-3.99%)

- Increased use of automated security testing tools and AI-based vulnerability scanning has reduced reliance on manual penetration testers.
- More companies are outsourcing penetration testing to third-party providers rather than maintaining in-house teams.

Digital Forensics (-3.55%)

- Companies are investing in proactive security measures rather than reactive forensic analysis.
- Law enforcement and regulatory agencies are developing in-house forensic capabilities, reducing private-sector demand.

CYBER SECURITY SALARIES BY LOCATION

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	21+ Years
London	£45,000 - £59,500	£62,500 - £76,500	£84,250 - £100,000	£100,000 - £115,000	£110,000 - £129,750	£120,000 - £142,500	£145,000 - £175,000	£180,000 - £230,000
East of England	£35,500 - £48,500	£52,500 - £64,000	£59,500 - £70,000	£72,000 - £82,500	£77,500 - £92,500	£95,000 - £115,000	£117,500 - £134,000	£130,000 - £169,500
East Midlands	£37,750 - £51,250	£50,250 - £65,000	£66,000 - £81,000	£80,000 - £95,000	£95,000 - £110,250	£97,500 - £117,750	£115,000 - £132,500	£122,500 - £162,500
North East	£36,000 - £48,500	£50,000 - £63,250	£62,500 - £77,500	£77,500 - £92,500	£90,000 - £109,250	£95,000 - £115,250	£115,000 - £132,500	£120,500 - £160,000
North West	£35,000 - £52,000	£51,500 - £64,500	£60,000 - £72,500	£75,250 - £82,500	£85,500 - £97,500	£94,000 - £114,750	£105,000 - £125,000	£120,000 - £140,500
Northern Ireland	£39,500 - £53,000	£55,000 - £69,500	£70,500 - £84,750	£85,000 - £100,000	£97,250 - £116,750	£111,000 - £134,000	£126,250 - £148,500	£151,000 - £198,000
Scotland	£38,000 - £52,500	£53,000 - £65,500	£65,000 - £77,000	£79,000 - £91,750	£86,500 - £101,500	£96,000 - £116,500	£115,500 - £134,000	£133,000 - £168,000
South East	£37,000 - £50,500	£52,000 - £62,500	£62,500 - £75,000	£77,500 - £89,750	£78,750 - £99,500	£93,000 - £116,500	£112,000 - £134,000	£129,000 - £162,000
South West	£32,000 - £49,750	£47,500 - £60,500	£57,500 - £72,500	£70,000 - £85,000	£84,500 - £102,500	£92,500 - £110,000	£107,500 - £125,000	£120,000 - £155,000
West Midlands	£39,500 - £53,000	£55,000 - £69,500	£67,500 - £80,500	£80,000 - £92,500	£92,250 - £106,750	£109,000 - £124,000	£118,000 - £138,500	£131,000 - £168,000
Wales	£35,500 - £47,500	£50,000 - £64,000	£62,000 - £76,250	£75,000 - £88,000	£85,000 - £103,500	£97,500 - £116,500	£115,000 - £132,500	£130,000 - £167,500
Yorkshire / Humberside	£37,000 - £55,000	£47,500 - £61,500	£57,500 - £70,500	£69,500 - £79,000	£84,000 - £97,500	£99,000 - £117,500	£107,500 - £122,000	£120,500 - £147,500

YOY COMPARISON OF CYBER SECURITY SALARIES BY LOCATION

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	21+ Years	Mean
London	0.98%	-5.92%	10.41%	8.01%	9.27%	5.09%	11.45%	17.81%	7.14%
East of England	-4.17%	1.65%	-6.09%	-8.21%	-4.59%	0.40%	3.45%	-9.31%	-3.36%
East Midlands	-6.60%	-3.17%	-2.54%	-5.74%	-2.88%	0.53%	-1.01%	0.67%	-2.59%
North East	-3.43%	1.17%	4.08%	18.55%	12.69%	12.17%	2.91%	7.63%	6.97%
North West	6.45%	6.98%	2.08%	15.42%	-1.98%	8.12%	-1.19%	-5.16%	3.84%
Northern Ireland	-3.86%	7.33%	10.25%	14.85%	13.47%	12.42%	8.51%	18.84%	10.23%
Scotland	-7.90%	6.67%	2.90%	8.19%	-0.99%	5.99%	1.41%	0.23%	2.06%
South East	-3.65%	-3.68%	-0.33%	2.87%	-1.69%	-2.77%	13.08%	9.81%	1.70%
South West	-6.95%	-7.52%	-2.17%	-7.96%	1.85%	-5.88%	1.16%	4.68%	-2.85%
West Midlands	-0.62%	12.57%	13.62%	13.86%	8.80%	7.21%	10.41%	10.11%	9.49%
Wales	-1.05%	-2.50%	6.11%	5.13%	9.73%	1.93%	-2.83%	9.67%	3.27%
Yorkshire / Humberside	9.98%	-8.64%	-5.80%	-7.08%	-0.17%	3.08%	-0.89%	1.88%	-0.95%

Cyber Security Salary Trends by Location

Northern Ireland (+10.23%)

- Growing Tech Investment: Northern Ireland has seen significant investment in Cyber Security, with major companies establishing operations in Belfast.
- Government Initiatives: The UK government and local authorities have prioritised Cyber Security education and workforce development.
- Talent Challenges: A smaller talent pool leads to competitive salary increases to attract and retain skilled professionals.

West Midlands (+9.49%)

- Emerging Cyber Hubs: Birmingham and Coventry are growing Cyber Security hubs, leading to increased demand for skilled professionals.
- Increased Industry Demand: Manufacturing and financial services firms in the region are investing more in Cyber Security.
- Remote Work Benefits: The region is benefiting from remote work trends, drawing talent from other areas.

London (+7.14%)

- Financial Sector Demand: London remains the financial capital of Europe, requiring top Cyber Security talent to protect sensitive financial data.
- Higher Cost of Living: Employers must offer higher salaries to attract talent in an expensive city.

East of England (-3.36%)

- Shift of Talent to London: Proximity to London means that Cyber Security professionals might be moving to the capital for better salaries.
- Reduced Corporate Investment: Some businesses might be outsourcing Cyber Security roles to larger hubs rather than hiring locally.

South West (-2.85%)

- Lower Demand: The South West has fewer large-scale Cyber Security firms compared to London or the Midlands.

East Midlands (-2.59%)

- Industry Shift: Traditional industries in the region may not be investing in Cyber Security at the same rate as tech-driven areas.

SALARIES BY GENDER

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	21+ Years
Male	£40,500 - £52,750	£53,250 - £65000	£70,500 - £85,250	£87,250 - £103,500	£99,250 - £118,250	£110,500 - £131,500	£128,500 - £151,250	£154,750 - £203,750
Female	£42,750 - £54,500	£54,750 - £67500	£70,000 - £85,000	£87,000 - £102,500	£95,000 - £113,500	£110,000 - £130,000	£127,000 - £150,000	£148,500 - £199,000

YOY COMPARISON OF SALARIES BY GENDER

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	21+ Years	Mean
Male	-12.02%	-7.50%	-1.32%	1.97%	6.50%	5.53%	14.86%	22.78%	3.85%
Female	-10.10%	-9.92%	-0.29%	5.18%	5.49%	7.43%	12.24%	0.00%	1.43%

Cyber Security Salary Trends based on Gender

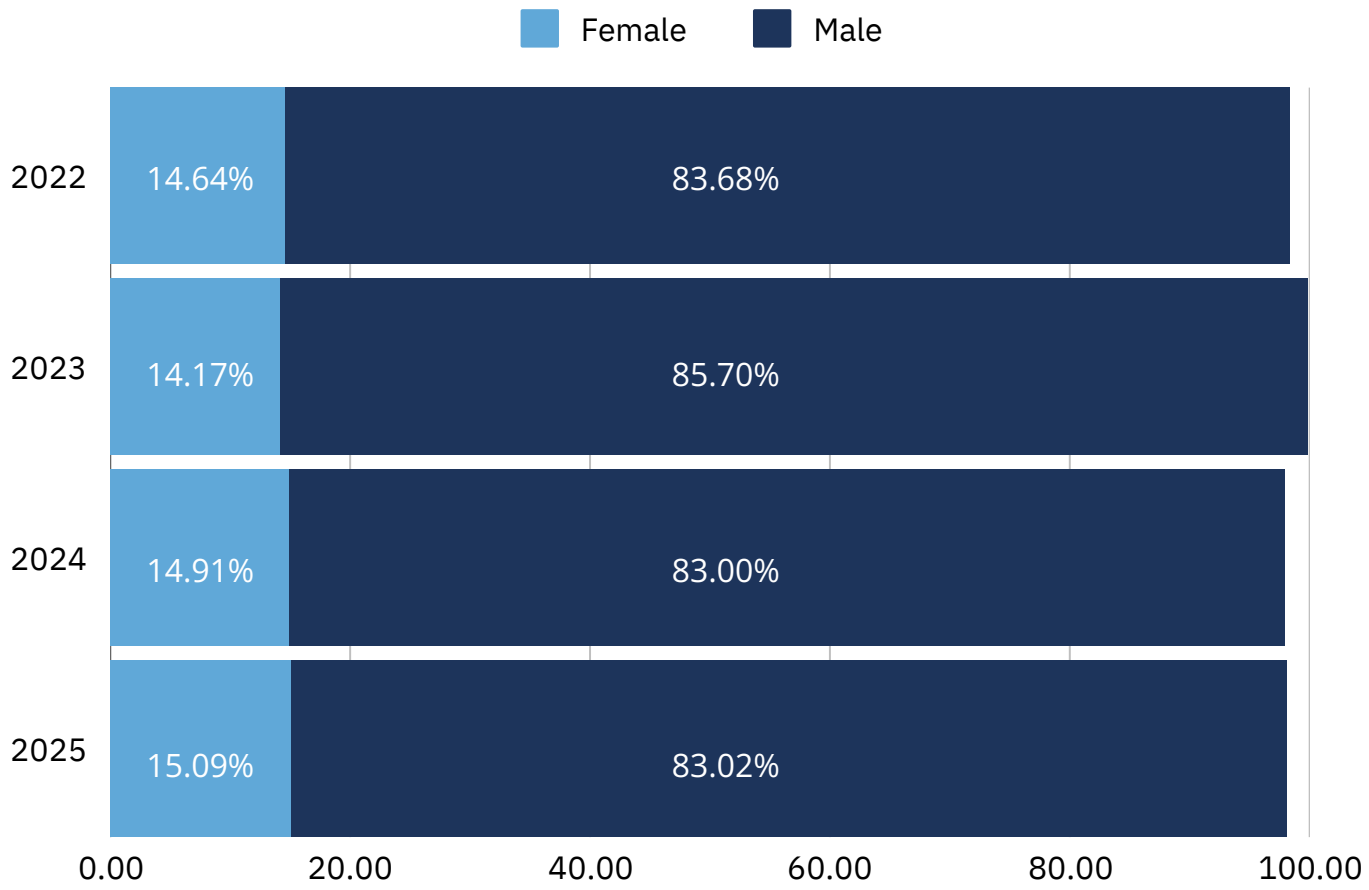
Male Salaries (+3.85%)

- The Cyber Security market still has a higher proportion of male professionals, 85%, leading to a greater representation in senior roles, where salary increases tend to be more significant.
- Male professionals often have a very significant proportion of highly specialised fields such as penetration testing, security architecture, and network security, which are experiencing high demand and salary growth.

Female Salaries (+1.43%)

- While female salaries have increased, the growth rate is slower, indicating that gender pay disparities still persist.
- Women in Cyber Security are often underrepresented in higher-paying technical and leadership roles, impacting their overall salary growth.
- Organisations have started implementing diversity and inclusion initiatives, but the effects on salary improvements are still evolving.
- Pay Disparities & Promotion Barriers: Women in Cyber Security are still facing slower career progression, resulting in lower salary increases compared to their male counterparts.

Gender Representation YoY



SALARIES BY ETHNIC BACKGROUND

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	21+ Years
Asian or Asian British	£42,500 - £57,000	£61,250 - £72500	£80,500 - £97,500	£92,000 - £107,250	£105,500 - £125,000	£115,000 - £135,500	£135,000 - £162,500	£179,000 - £229,500
Arab	£39,500 - £53,000	£55,000 - £69500	£70,500 - £84,750	£85,000 - £100,000	£97,250 - £116,750	£111,000 - £134,000	£126,250 - £148,500	£141,000 - £176,000
Black, African, Caribbean or Black British	£42,500 - £56,500	£57,000 - £68750	£70,500 - £86,000	£87,500 - £102,750	£100,000 - £118,750	£115,000 - £135,000	£140,000 - £165,000	£160,000 - £207,500
Caucasian/ White	£39,500 - £54,500	£58,500 - £71000	£75,750 - £88,000	£84,750 - £100,000	£100,000 - £119,500	£110,000 - £132,000	£130,000 - £155,125	£169,750 - £235,500
Mixed or Multiple ethnic groups	£40,000 - £55,500	£52,500 - £67500	£68,250 - £83,500	£87,500 - £102,000	£105,000 - £124,000	£112,500 - £134,250	£121,000 - £147,250	£150,000 - £200,000

YOY COMPARISON OF SALARIES BY ETHNIC BACKGROUND

	1-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-18 Years	19-21 Years	21+ Years	Mean
Asian or Asian British	-6.01%	-1.52%	17.52%	10.87%	7.83%	8.22%	16.79%	30.46%	10.52%
Arab	-7.88%	-5.34%	4.70%	7.53%	2.98%	9.05%	8.01%	18.56%	4.70%
Black, African, Caribbean or Black British	-2.50%	-3.60%	2.71%	7.49%	8.43%	10.99%	20.34%	25.15%	8.62%
Caucasian/ White	-21.00%	-6.59%	5.43%	1.10%	0.34%	4.47%	6.48%	23.93%	1.77%
Mixed or Multiple ethnic groups	-7.53%	-12.70%	3.88%	6.29%	11.78%	11.61%	3.24%	21.88%	4.81%

Cyber Security Salary Trends based on Ethnic Background

Asian or Asian British (+10.52%)

- Asian professionals have a strong presence in highly technical Cyber Security roles, such as security architecture, risk management, and cloud security, which are in high demand.
- Many large organisations and financial institutions in the UK have actively sought to improve diversity, leading to better salary growth for this group.

Black, African, Caribbean, or Black British (+8.62%)

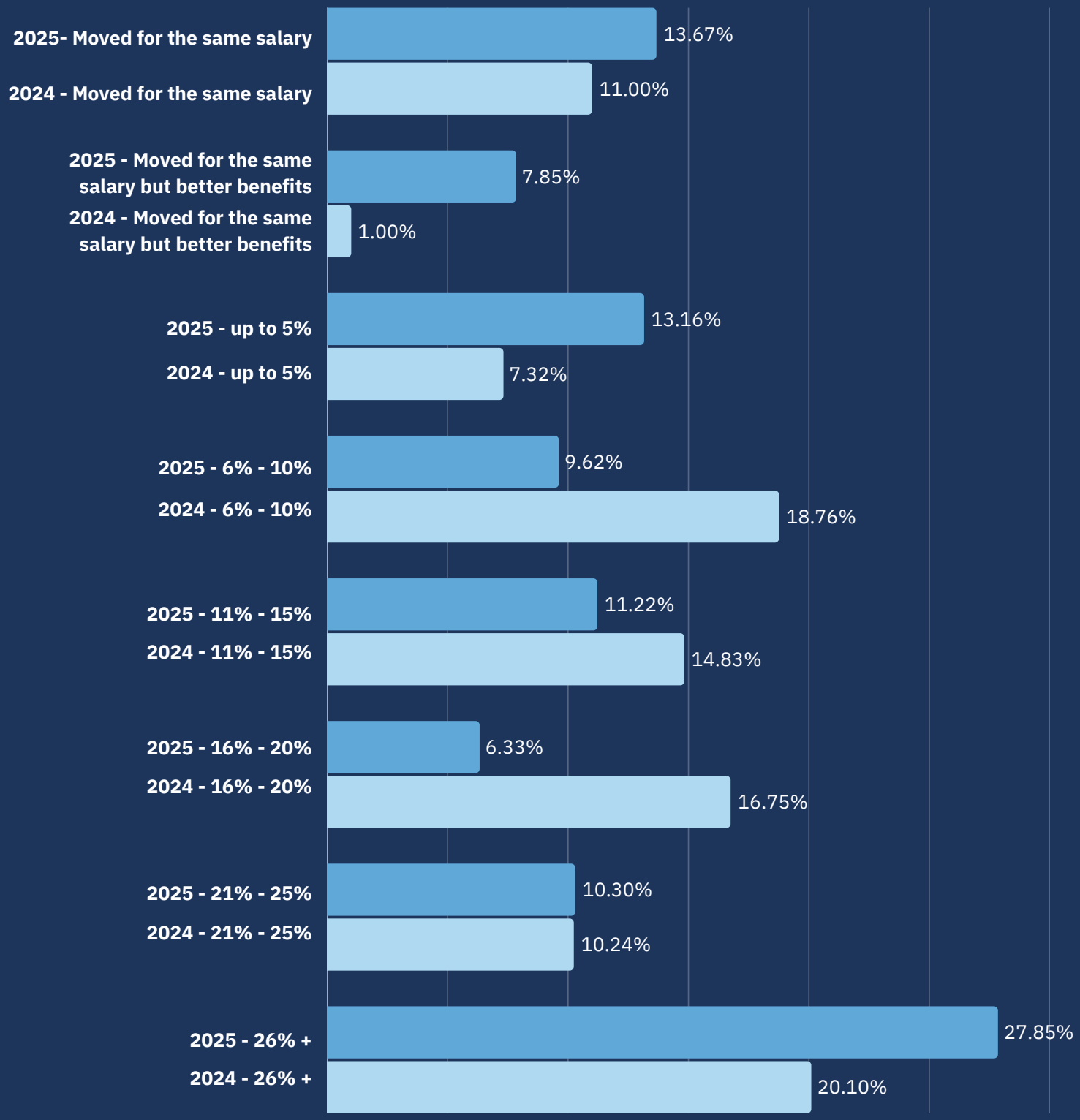
- Increased focus on diversity and inclusion initiatives in the Cyber Security industry has led to greater opportunities and higher wages for Black professionals.
- Growing representation in Cyber Security leadership roles and mentorship programs has helped bridge pay gaps.
- Government and corporate commitments to address pay disparities have contributed to salary increases in underrepresented groups.

Caucasian/White (+1.77%) – Lowest Increase

- Despite still being the largest demographic in Cyber Security, salaries for White professionals have seen a relatively lower growth rate.
- Organisations are prioritising pay equity and focusing on narrowing historical wage gaps, which has led to a more balanced distribution of salary increases.
- The maturity of this group in the industry means salaries are already competitive, resulting in smaller percentage increases.

SALARY INCREASES

ACHIEVED WHEN CHANGING ROLES



Cyber Security Trends for Individuals Who Changed Roles

26%+ Increase (+7.75%)

- High-demand Cyber Security roles, such as cloud security, DevSecOps, and AI security, are commanding significant pay increases for professionals changing jobs.
- Companies struggling to retain talent are offering large pay hikes to attract experienced professionals, especially in niche fields.
- Regulatory compliance, increased cyber threats, and major breaches have forced organisations to invest heavily in top-tier talent.

Moved for the Same Salary but Better Benefits (+6.84%)

- Many professionals are prioritising work-life balance, flexible working arrangements, and enhanced benefits over pure salary increases.
- Companies unable to compete on salary alone are offering improved pensions, equity, remote work options, and training opportunities.
- This trend suggests a shift in how employees perceive value in their compensation packages.

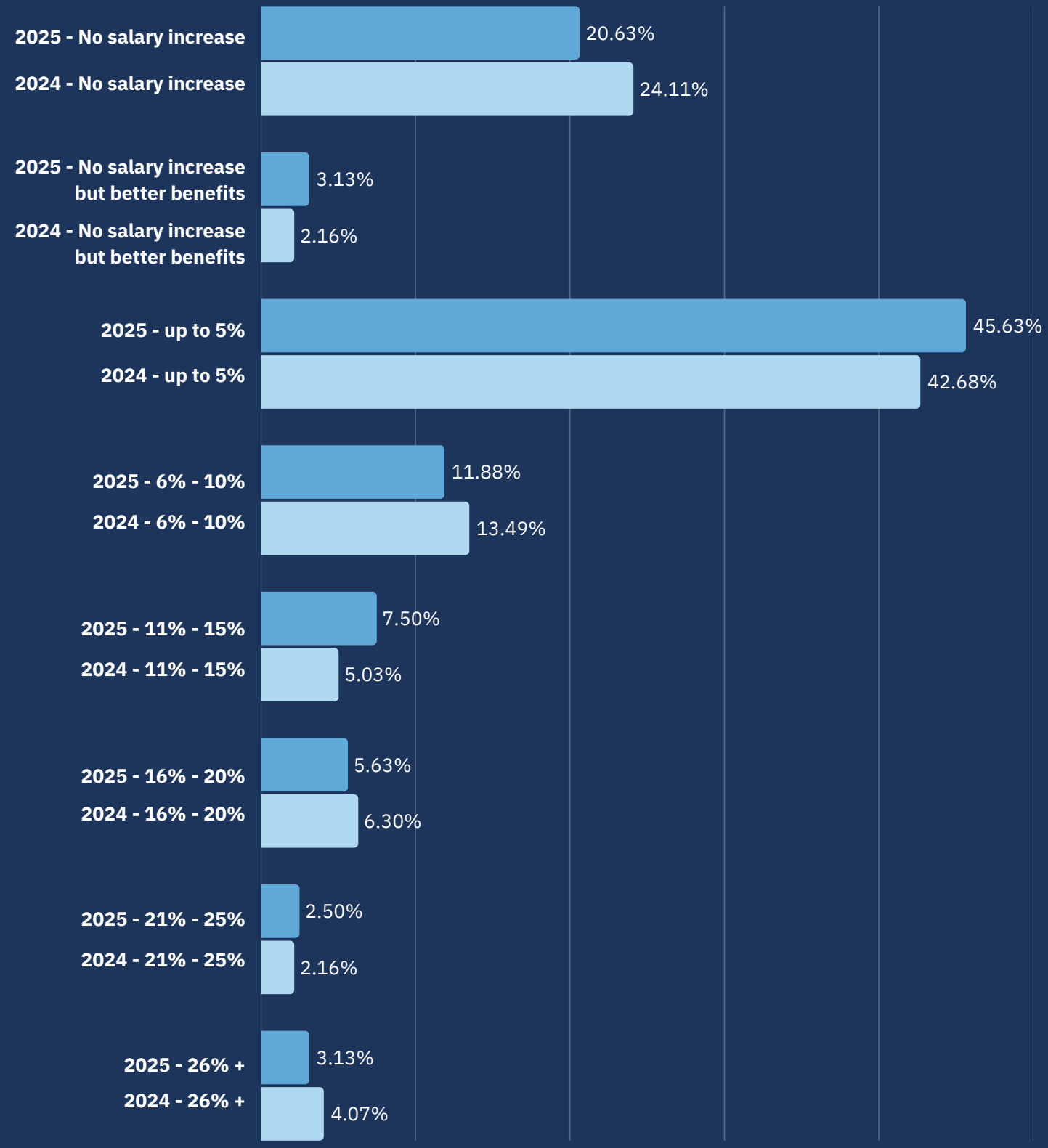
Up to 5% Increase (+5.84%)

- Professionals moving for smaller raises indicate that some Cyber Security roles are stabilising in terms of pay.
- While there is still a demand for Cyber Security experts, not all roles require aggressive salary jumps to attract talent.
- Some job movers prioritise better job security, organisational culture, or specific career growth opportunities over major pay increases.

16-20% Increase (-10.41%)

- Mid-range salary increases have seen a sharp decline, possibly due to companies capping pay raises within controlled limits.
- Employers may be more focused on retaining top talent rather than competing aggressively for mid-level professionals.
- Economic uncertainty may have resulted in firms offering more measured salary adjustments rather than excessive pay raises.

ACHIEVED WHEN STAYING IN CURRENT ROLE



Cyber Security Salary Trends for Individuals Who Did Not Change Roles

Up to 5% Increase (+2.94%)

- More companies are adjusting salaries within this range to keep up with inflation and cost of living increases.
- Organisations may be offering modest raises to retain Cyber Security talent as talent attraction, development and retention challenges persist.

11-15% Increase (+2.47%)

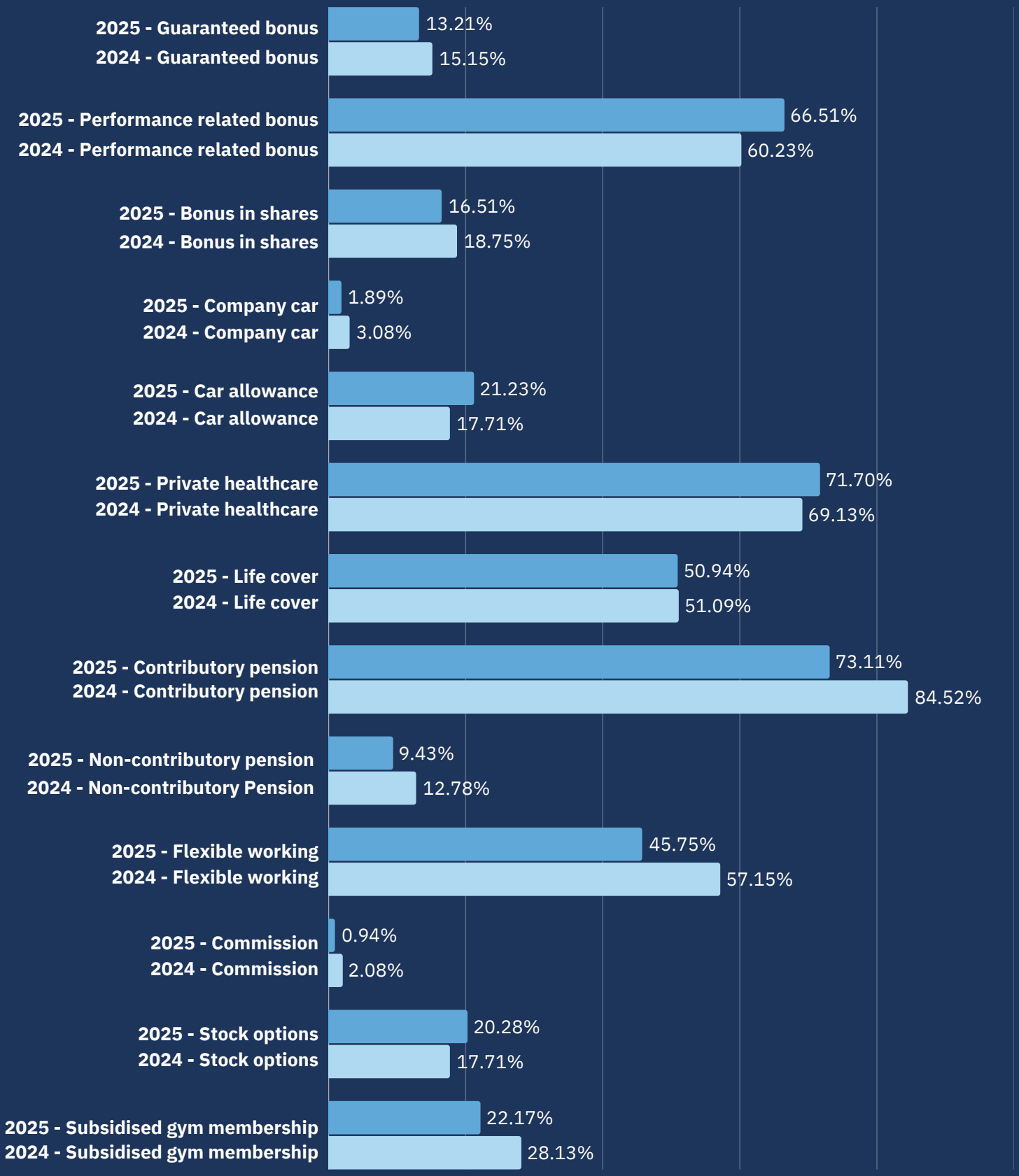
- The push for experienced professionals to remain in their roles rather than move to competitors has resulted in stronger salary incentives.
- Companies may be adjusting pay scales for specialists in cloud security, DevSecOps, and risk management due to high demand.

No Salary Increase (-3.48%)

- No Salary Increase is down, however, this category still represents 20.63% of the people who did not change roles. This category of people could be displeased with their situation versus the opportunity to increase their salary when changing roles.
- Employers may expect professionals to stay despite stagnant wages due to overall industry stability.

BENEFITS

BENEFITS RECEIVED



Cyber Security Benefits Trends

Contributory Pension (-11.40%)

- There is no obvious reason as to why this category would have such a huge reduction in people receiving/participating in contributory pension schemes, the only logical reason we can determine is there has been an increase in Contractor/Freelancer work where there are no benefits paid and so leaves these individuals to participate in their own pension scheme.

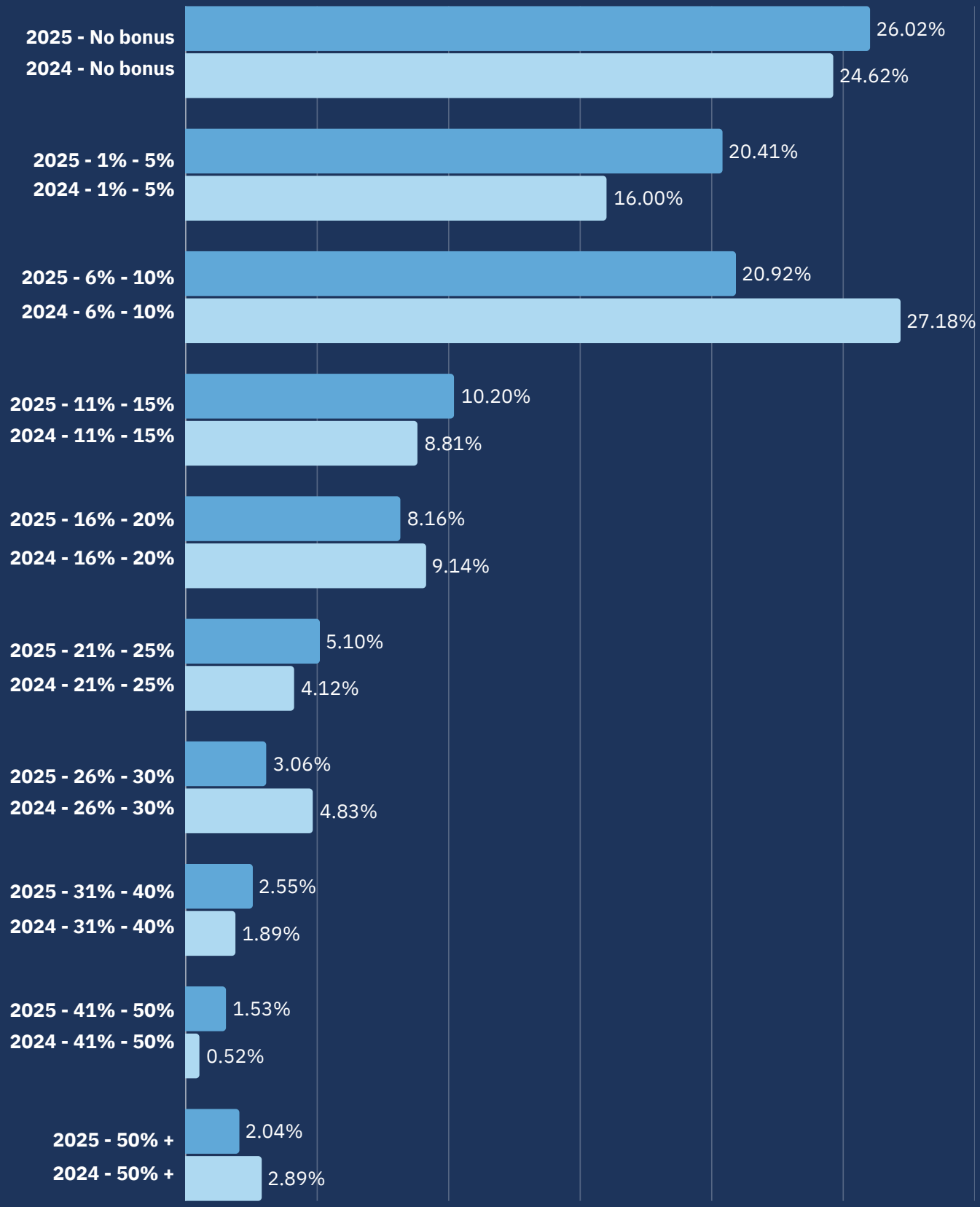
Flexi-Working (-11.39%)

- Return-to-Office Policies: Many organisations are pushing for employees to return to offices due to collaboration concerns and productivity monitoring.
- Regulatory Shifts: Changes in government policies regarding remote working could have influenced employer decisions.

Performance-Related Bonus (+6.28%)

- Incentivising Productivity: Companies may be shifting towards performance-based incentives to drive results rather than offering blanket salary increases.
- Industry Competition: High demand for Cyber Security talent may have led firms to enhance financial incentives to retain top employees.

PERFORMANCE RELATED BONUS



Cyber Security Bonus Trends

1-5% Bonus Increase (+4.41%)

- Many companies are adopting small, incremental bonuses to retain Cyber Security talent without committing to large salary hikes.
- Performance-based incentives are becoming a key strategy, particularly for mid-level professionals.

No Bonus Increase (+1.40%)

- A rise in the percentage of employees not receiving bonuses suggests that some firms are cutting discretionary bonuses altogether.
- Budget constraints may have led to a reallocation of funds toward base salaries or benefits instead of performance-based pay.

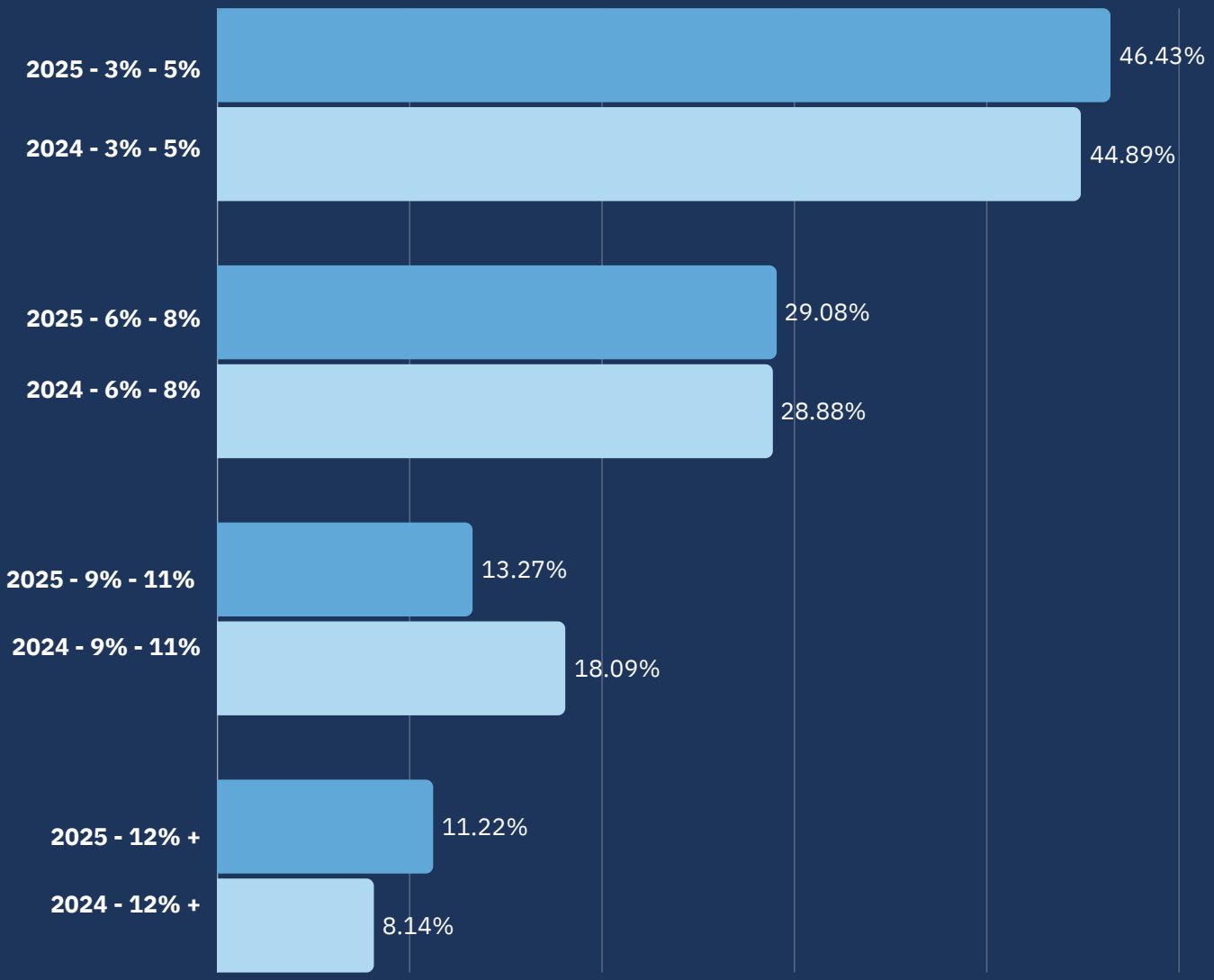
11-15% Bonus Increase (+1.39%)

- This mid-range bonus category has seen growth, potentially due to companies rewarding high-impact Cyber Security professionals.
- Leadership and senior technical roles may be receiving structured, tiered bonuses tied to company security performance.

6-10% Bonus Decrease (-6.26%)

- Mid-tier professionals who previously received moderate bonuses might now be facing reductions as companies adjust their pay models.
- Economic uncertainties may be causing firms to limit bonus pay outs.

CONTRIBUTORY PENSION



Cyber Security Pension Contribution Trends

- Decrease in Lower Contribution Band (3% - 5%): The reduction from 47.04% in 2024 to 39.64% in 2025 suggests a shift away from lower employer pension contributions.
- Increase in Mid-Range Contributions (6% - 11%): The combined increase in the 6% - 8% and 9% - 11% bands indicates that more employers are enhancing their pension offerings to mid-level contributions.
- Slight Decline in Highest Contribution Band (12%+): The marginal decrease in the 12%+ category may reflect a reallocation of resources towards more balanced contribution structures across different employee levels.

Potential Reasons Behind These Changes:

- Introduction of Auto-Enrolment Scheme: The Automatic Enrolment Retirement Savings System Act, enacted in July 2024, mandates that from September 2025, employers and employees will contribute to a retirement savings scheme, starting at 1.5% of gross salary and increasing to 6% over a decade. This initiative aims to enhance pension coverage and may influence employers to adjust their contribution strategies accordingly.

- Competitive Talent Market: In the evolving Cyber Security sector, employers may be enhancing pension contributions to attract and retain skilled professionals, leading to increased contributions in the 6% - 11% bands.

Holidays

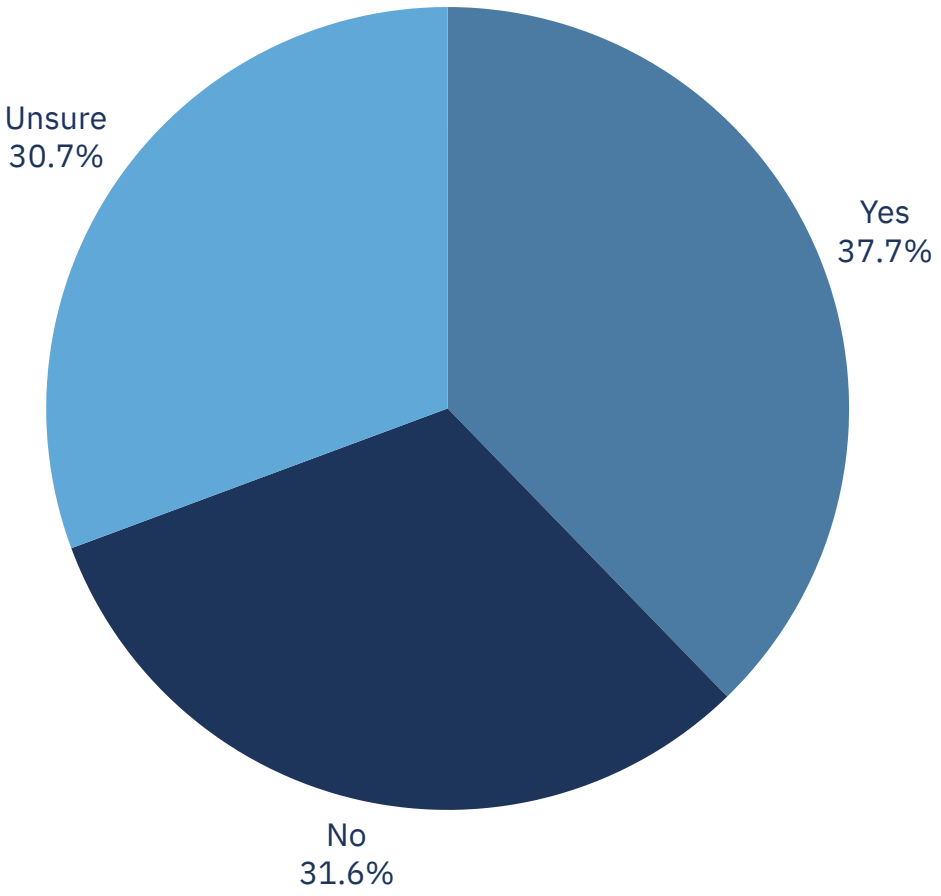
We know holidays are not a benefit but a requirement by law. The minimum holiday days in the UK is 20 days not including Bank Holidays. The Cyber Security Salary Survey has found the average holiday days in 2025 to be 24.73 days and in 2024 were 25.52 days, not including bank holidays.

The long-term trend remains stable, with average holiday days hovering around 24-25 days.

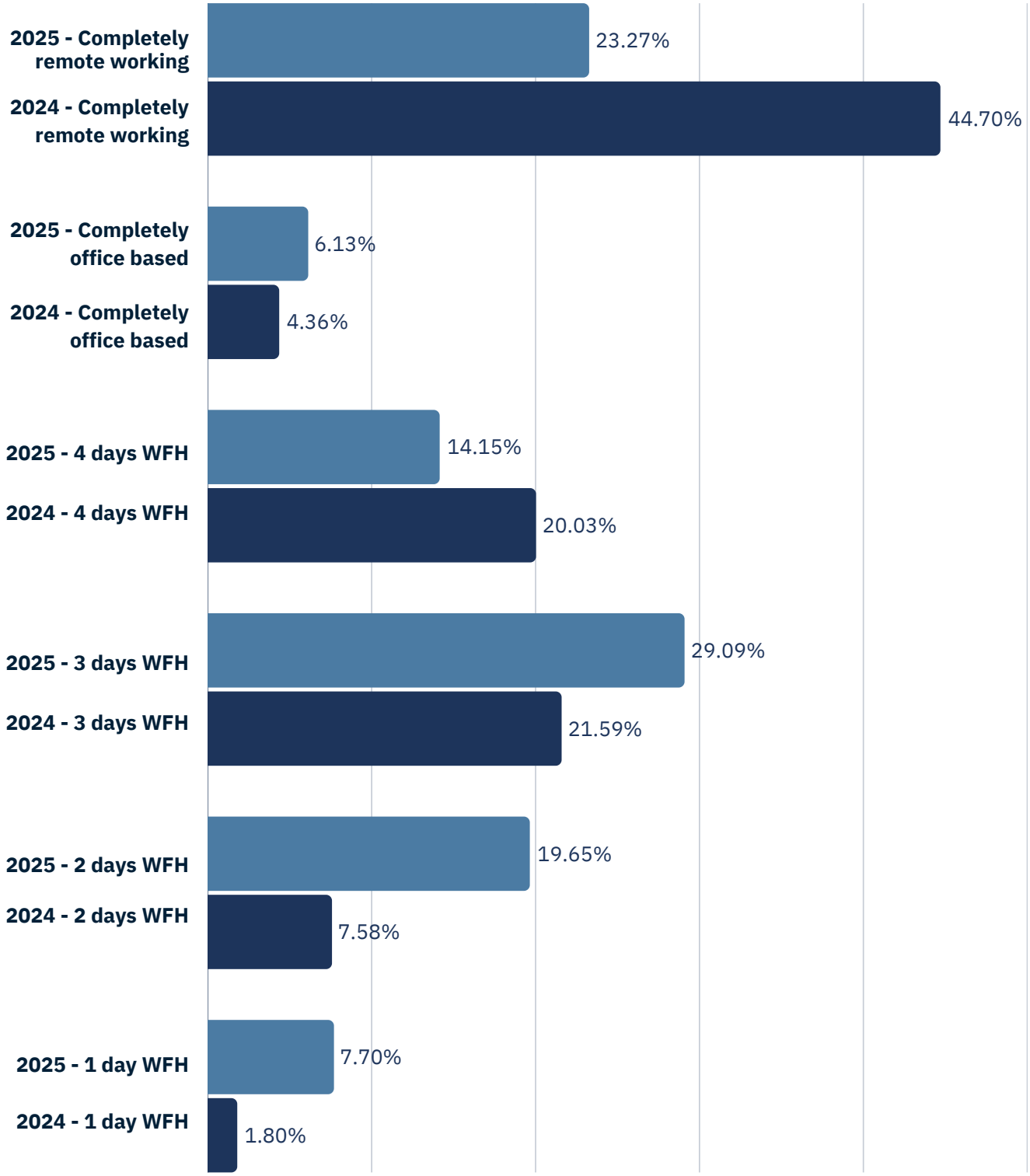
Given the competitive nature of the Cyber Security field, companies are continually looking for ways to retain top talent. Offering more annual leave can be an attractive benefit to current and prospective employees, improving job satisfaction and reducing turnover rates.

Organisations are increasingly recognising the importance of mental health and well-being. More generous leave policies can help mitigate burnout, particularly in high-stress fields like Cyber Security, where professionals often deal with intense and critical tasks.

Do you consider your salary and benefits to be equal or better than typical market value?



FLEXIBLE WORKING



Cyber Security Flexible Working Trends

2 Days per Week (+12.08%)

- Many companies are adopting a hybrid work model, striking a balance between remote flexibility and in-office collaboration.
- Employers may be mandating a minimum in-office presence while still accommodating flexible work arrangements.
- Cyber Security teams may be shifting to a blended approach to maintain security while enhancing team coordination.

3 Days per Week (+7.51%)

- A rise in three-day flexible working setups suggests that firms are optimising security measures for hybrid environments.
- Employees may be negotiating for more remote days while still being available for critical office meetings.

1 Day per Week (+5.91%)

- Some firms that were previously fully in-office are now offering at least one remote workday as a compromise.
- Cyber Security roles that require on-site work (e.g., SOC analysts, forensic teams) may still allow minimal flexible working arrangements.
- The increase may reflect a strategic shift in company culture toward hybrid work instead of rigid office-based policies.

Completely Remote Work (-21.41%)

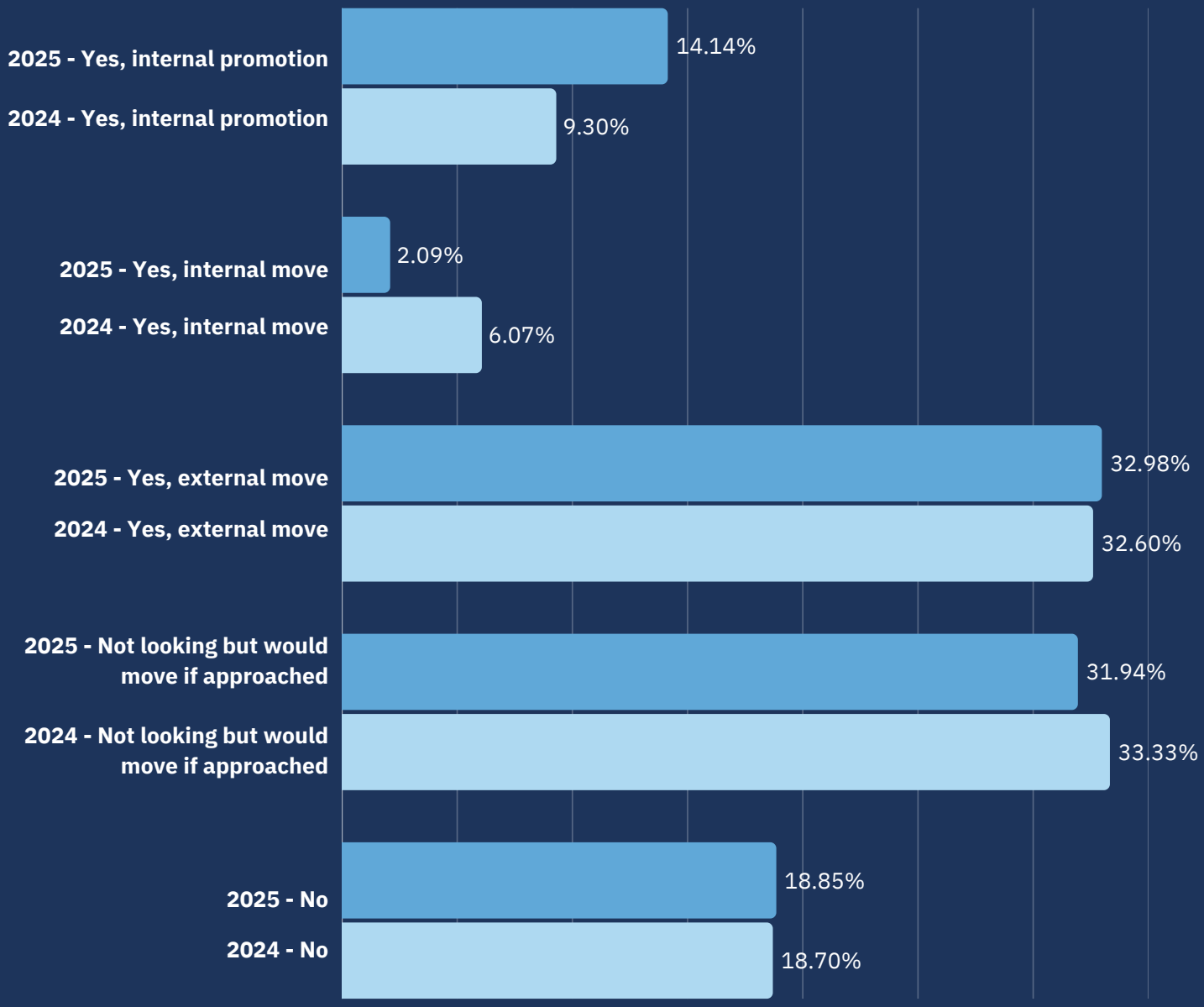
- A significant drop in full-remote roles indicates that more employers are pushing for a hybrid or in-office presence.
- Cyber Security concerns, such as data protection and insider threats, may be driving companies to mandate more office time.

4 Days per Week (-5.87%)

- Employees previously working four days remotely may be transitioning to hybrid schedules with more office presence.

PEOPLE TRENDS

DO YOU EXPECT TO CHANGE ROLES IN THE NEXT YEAR?



Cyber Security Role Change Expectation Trends

Whilst ‘Yes, external move’, ‘Not looking but would move if approached’ and ‘No’ have seemed to level off, the surprising aspect is that ‘Yes, external move’ accounts for 32.98% of the cyber security talent market that are actively looking for a new role. A further 31.94% are passively looking in the ‘Not looking but would move if approached’ category. Indicating that a potential 64.92% of the market could change roles this year.

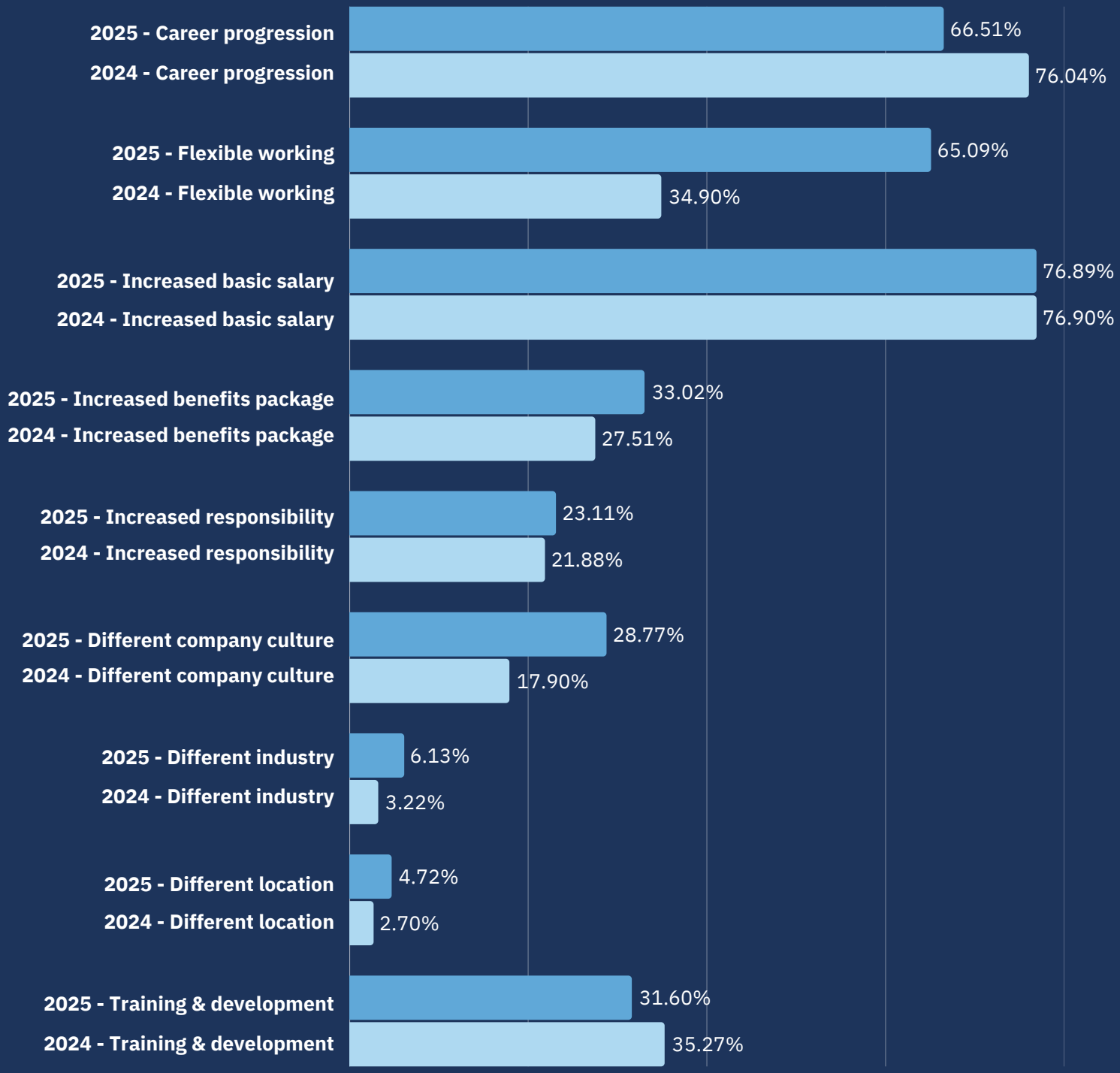
Yes, Internal Promotion (+4.84%)

- More Cyber Security professionals are looking for career growth within their current organizations rather than moving externally.
- Companies may be prioritizing internal mobility programs, offering leadership training and structured career pathways.
- Retention strategies, such as fast-tracked promotions for high performers, could be influencing this trend.

Yes, Internal Move (-3.98%)

- Fewer professionals are considering lateral internal moves, possibly because they now prefer promotions over sideways transitions.
- Companies may be streamlining internal job rotations, leading to fewer movement opportunities.
- Cyber Security professionals might prioritize higher salaries rather than internal restructuring.

WHAT IS MOST IMPORTANT WHEN CHANGING ROLES?



Cyber Security Candidate Priorities When Changing Roles

Flexible Working (+30.19%)

- Remote and hybrid work flexibility is becoming a top priority as professionals seek a better work-life balance.
- Cyber Security professionals are in high demand, giving them leverage to negotiate flexible arrangements.
- The shift towards hybrid work models means candidates are actively seeking roles that provide flexibility rather than rigid office mandates.

Different Company Culture (+10.88%)

- Professionals are prioritising workplace culture, looking for environments that align with their values (e.g., diversity, inclusion, work-life balance).
- Toxic workplace cultures and burnout in Cyber Security may be pushing professionals to seek healthier, more supportive environments.
- Companies emphasising mental health, employee engagement, and ethical business practices are becoming more attractive.

Increased Benefits Package (+5.51%)

- Candidates are paying more attention to non-salary benefits, including private healthcare, pensions, and well-being programmes.
- Rising inflation and cost-of-living concerns may be driving candidates to seek stronger benefits in addition to salary increases.
- Employers are improving benefits to retain talent without necessarily offering large salary increases.

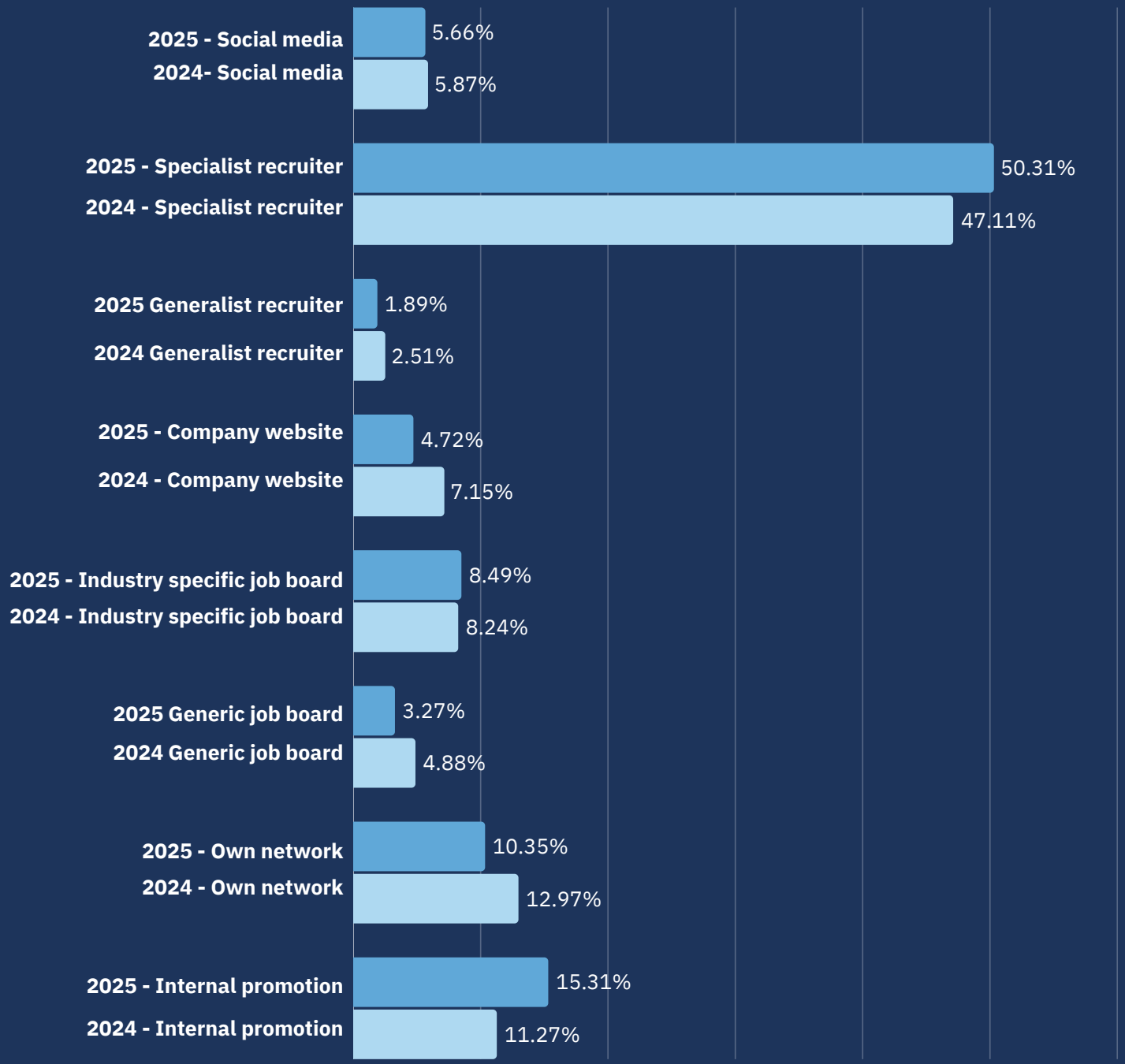
Career Progression (-9.53%)

- While still important, career growth has declined in priority, as candidates may be prioritising stability and work-life balance over fast promotions.
- Some Cyber Security professionals may feel that promotions come with higher workloads and stress without proportional salary increases.

Training & Development (External/Certifications) (-3.67%)

- Employers offering tuition reimbursement and upskilling programs may no longer be the main deciding factor when switching jobs.

HOW DO YOU EXPECT TO FIND YOUR NEXT ROLE?



How Cyber Security Professionals Expect to Find Their Next Role Trends

Internal Promotion (+4.05%)

- Employers may be offering structured career growth plans, encouraging retention and reducing external job movement.
- Increased emphasis on leadership development and internal talent mobility could be influencing this trend.

Specialist Recruiters (+3.20%)

- More professionals are turning to niche Cyber Security recruiters who have deep industry connections.
- Given the high demand for specialised skills (e.g., cloud security, threat intelligence), companies may prefer using dedicated recruiters over general hiring platforms.

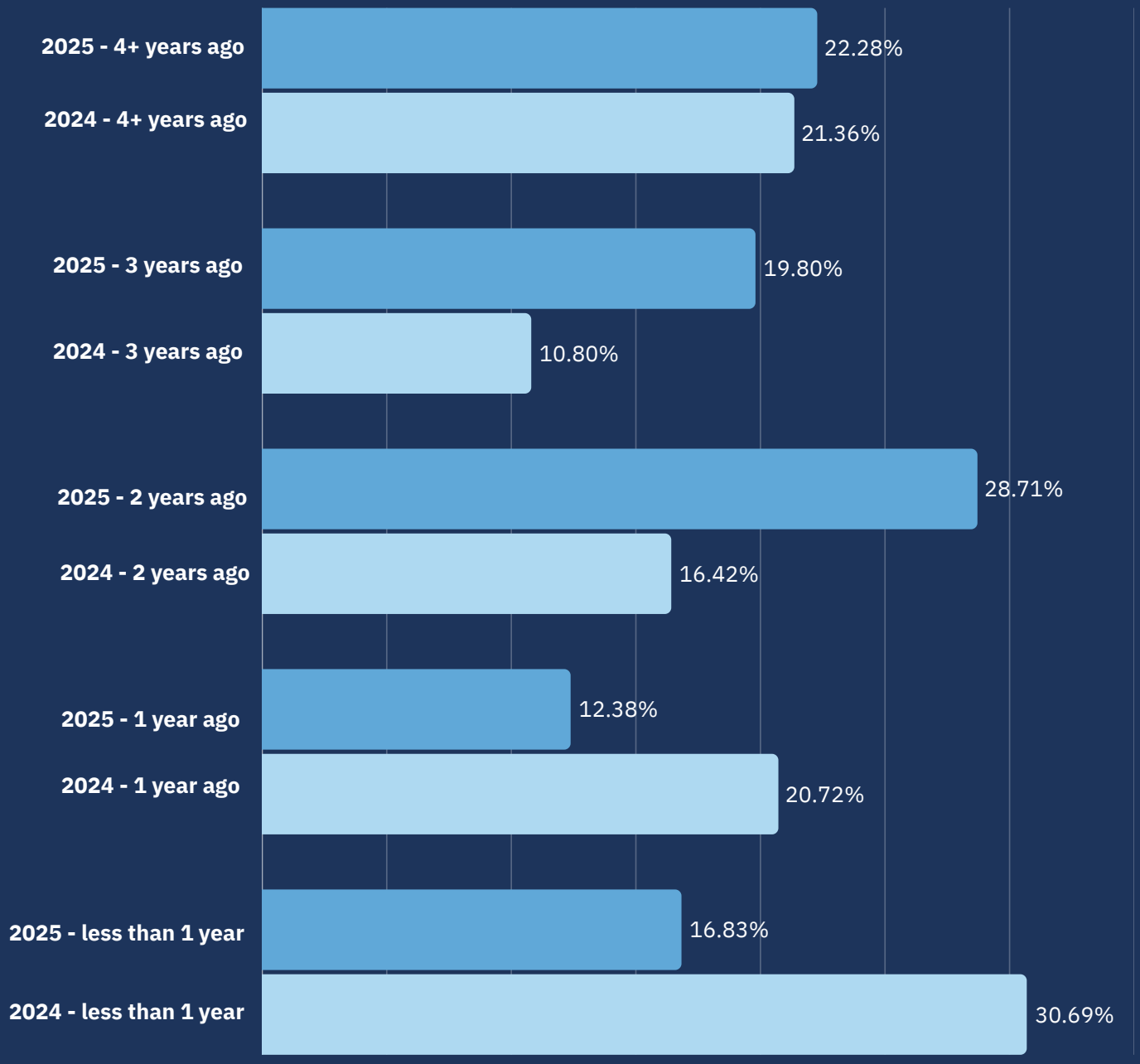
Own Professional Network (-2.63%)

- Fewer professionals are relying on personal networks to secure new jobs, possibly due to companies formalising hiring processes.
- Increased use of recruiters and internal promotions may be reducing the need for referrals.

Company Websites (-2.43%)

- A decline in direct applications via company websites suggests that job seekers are using third-party recruiters and job boards instead.
- Many Cyber Security professionals are looking for higher salaries and better job matching, which recruiters can facilitate better than self-applying.
- Passive job seekers may be more inclined to wait for recruiter outreach rather than actively searching company career pages.

LAST TIME YOU CHANGED ROLES



When Cyber Security Professionals Last Changed Role Trends

The Cyber Security sector in the UK has observed an increase in average tenure from 24.25 months in 2024 to 28.22 months in 2025. This trend suggests that professionals are remaining in their positions for longer durations.

2 Years Ago (+12.28%)

- More professionals are staying in their roles for at least two years before making a move, suggesting a shift toward greater job stability.
- Companies may be improving retention strategies such as higher salaries, better benefits, and clear career progression pathways.
- Cyber Security professionals might be waiting for better job market conditions or specific opportunities before making a move.

3 Years Ago (+8.99%)

- A similar trend is seen for professionals who last changed jobs three years ago, reinforcing the idea of longer job tenure.
- This could indicate that some professionals who held off on moving during economic uncertainties in previous years are now starting to explore options.
- Organisations may have extended retention cycles, encouraging Cyber Security professionals to stay longer before switching.

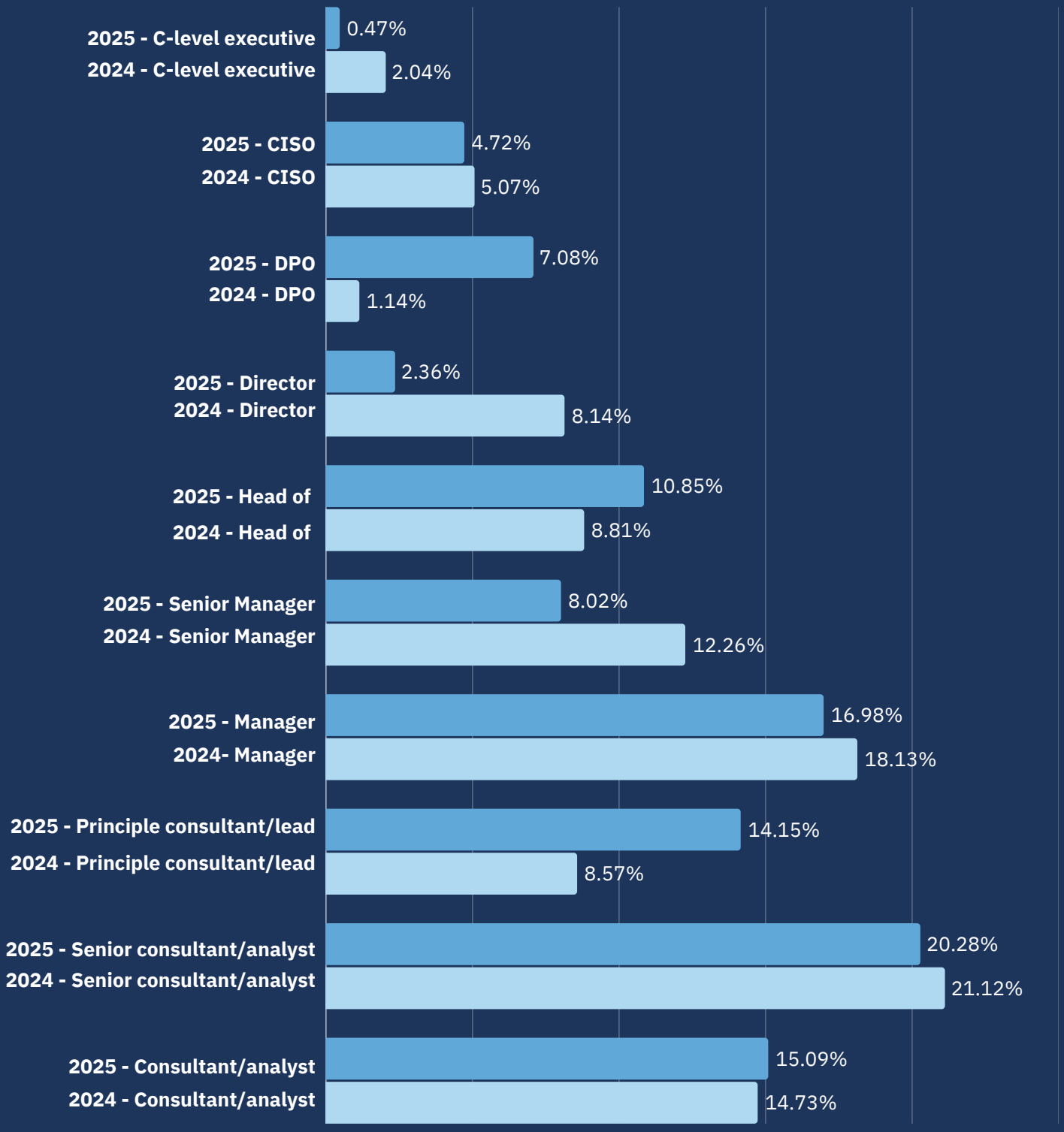
Less Than a Year (-13.85%)

- Fewer Cyber Security professionals are changing jobs within their first year, suggesting a decline in job-hopping behaviour.
- Companies may be offering stronger retention incentives to discourage quick turnover.
- Professionals may be taking longer to assess new opportunities due to changing market conditions, salary expectations, or economic stability.

1 Year Ago (-8.34%)

- There is also a significant drop in professionals who changed roles one year ago, reinforcing the trend of longer job tenures.
- This may indicate that professionals are staying put longer before considering a move, possibly due to improved employer retention efforts or concerns over job security.
- The Cyber Security industry might be experiencing fewer mass hiring waves, leading to a slower rate of external movement.

POSITION LEVEL



Cyber Security Organisational Level Change Trends

Data Protection Officer (DPO) (+5.94%)

- Growing regulatory pressures, such as GDPR compliance and increasing data privacy concerns, are driving a higher demand for DPOs.
- With Cyber Security breaches and data protection fines on the rise, organisations are prioritising compliance expertise.

Principal Consultant / Lead (+5.58%)

- Senior technical specialists and Cyber Security consultants are gaining prominence, reflecting the demand for deep technical expertise.
- Organisations are investing in experienced Cyber Security professionals who can lead projects, rather than just hiring junior analysts.
- This trend suggests a maturing Cyber Security market, where companies are seeking leadership at the technical level rather than just management hires.

Head of Cyber Security (+2.04%)

- Mid-senior Cyber Security leadership roles are expanding, possibly due to companies strengthening their security leadership before executive hires.
- Organisations are creating dedicated Cyber Security departments, requiring leaders who bridge technical expertise with business risk management.
- This growth indicates that Cyber Security is being recognised as a core function within organisations, with dedicated leadership roles increasing.

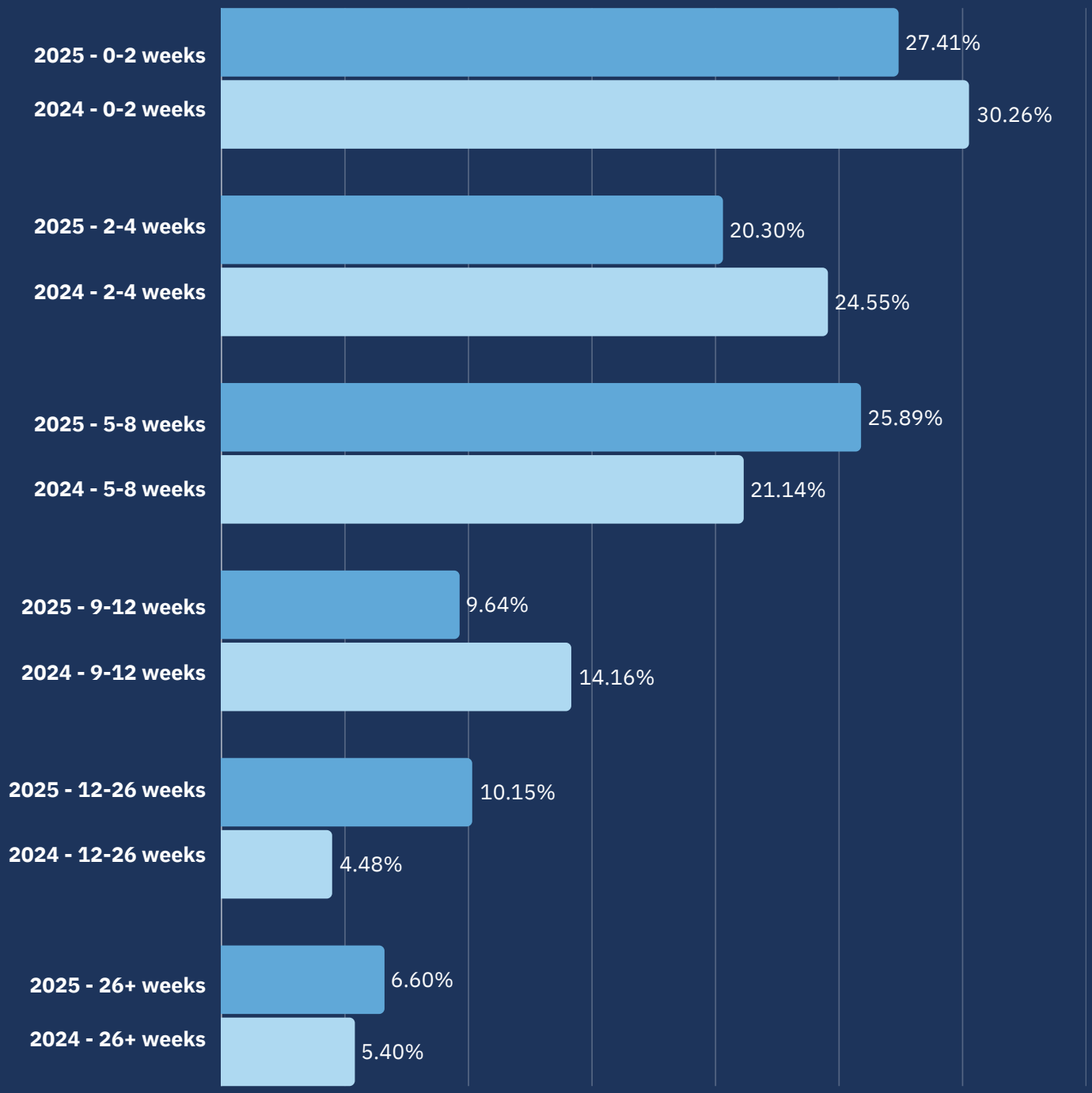
Director (-5.78%)

- Fewer Cyber Security professionals are holding director-level roles, which may indicate flattening organisational structures or a shift towards technical leadership (e.g., Principal Consultants instead of Directors).
- Some companies may be outsourcing security functions instead of maintaining large internal Cyber Security teams at the director level.
- Cost-cutting measures may be reducing mid-to-high-level management positions.

Senior Manager (-4.24%)

- Senior managers are seeing a drop in representation, possibly due to companies focusing on technical experts (consultants/leads) or creating Head of Cyber roles instead.
- Some senior Cyber Security professionals may be moving into more specialised leadership roles (DPO, Principal Consultant, or Head of Cyber Security) rather than traditional management tracks.

TIME TO FIND A NEW ROLE



Cyber Security Time to Find a New Role Trends

12-26 Weeks (+5.67%)

- The increase in job searches lasting three to six months suggests that hiring processes are becoming more rigorous, particularly for specialised roles.
- Employers may be conducting longer interview cycles with multiple assessment stages to ensure they hire the right talent.
- Economic uncertainty may be causing companies to delay hiring decisions or implement hiring freezes, leading to longer job search durations.

5-8 Weeks (+4.75%)

- More candidates are experiencing mid-length hiring processes, which could indicate increased competition for Cyber Security roles.
- The shift towards hybrid and remote work models may require more thorough screening and onboarding processes.

9-12 Weeks (-4.52%)

- Professionals may be securing roles quicker than before, particularly in areas with high demand, such as cloud security and DevSecOps.
- Organisations may be focusing on filling roles faster to prevent skill shortages.

2-4 Weeks (-4.25%)

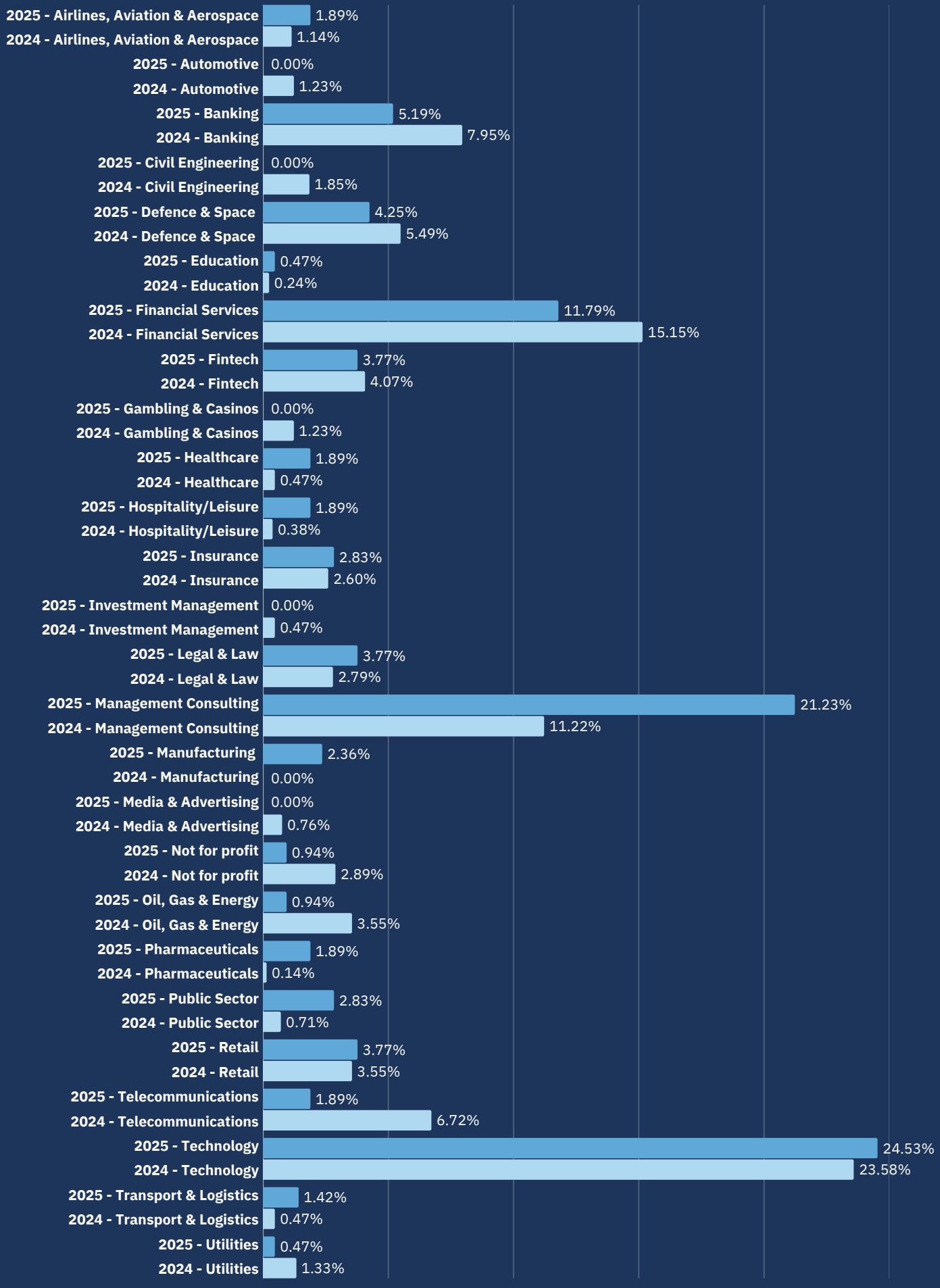
- A significant drop in short-term job searches suggests that fewer Cyber Security professionals are landing roles quickly.
- This could indicate increased hiring competition, requiring candidates to go through longer interview processes before securing an offer.
- Companies may be more selective, focusing on skills validation and cultural fit before making a hiring decision.

0-2 Weeks (-2.85%)

- The decrease in ultra-fast hiring suggests that companies are no longer making rapid hiring decisions, instead opting for more thorough candidate evaluations.
- This trend could also reflect a slowdown in immediate hiring needs, with businesses taking a more cautious approach to recruitment.
- Fewer Cyber Security professionals may be job-hopping quickly, indicating greater stability in the job market.

COMPANY TRENDS

INDUSTRY DISTRIBUTION



Cyber Security Industry Changes Trends

Management Consulting (+10.00%)

- Increased demand for Cyber Security advisory services as businesses seek expert guidance on compliance, risk management, and digital transformation.
- Regulatory changes, such as updated GDPR requirements and AI security policies, have driven companies to outsource security consulting rather than expanding in-house teams.
- The rise of Cyber Security-as-a-service (CaaS) models has led to consulting firms hiring more Cyber Security experts to assist multiple clients across industries.

Manufacturing (+2.36%)

- The surge in ransomware attacks on supply chains has forced manufacturers to invest in industrial Cyber Security to protect operational technology and IoT systems.
- Increased adoption of smart factories, AI-driven automation, and cloud-based systems has raised the importance of Cyber Security protection in manufacturing.

Public Sector (+2.12%)

- Rising nation-state cyber threats and data breaches have led to greater government investment in Cyber Security talent.
- A push for digital transformation in government services (e.g., cloud adoption, secure online services) is driving the demand for cyber professionals in the public sector.

Telecommunications (-4.84%)

- A slowdown in hiring could be due to consolidation in the telecom sector, leading to fewer Cyber Security job openings.
- Some telecom companies may be outsourcing Cyber Security functions rather than expanding in-house teams.

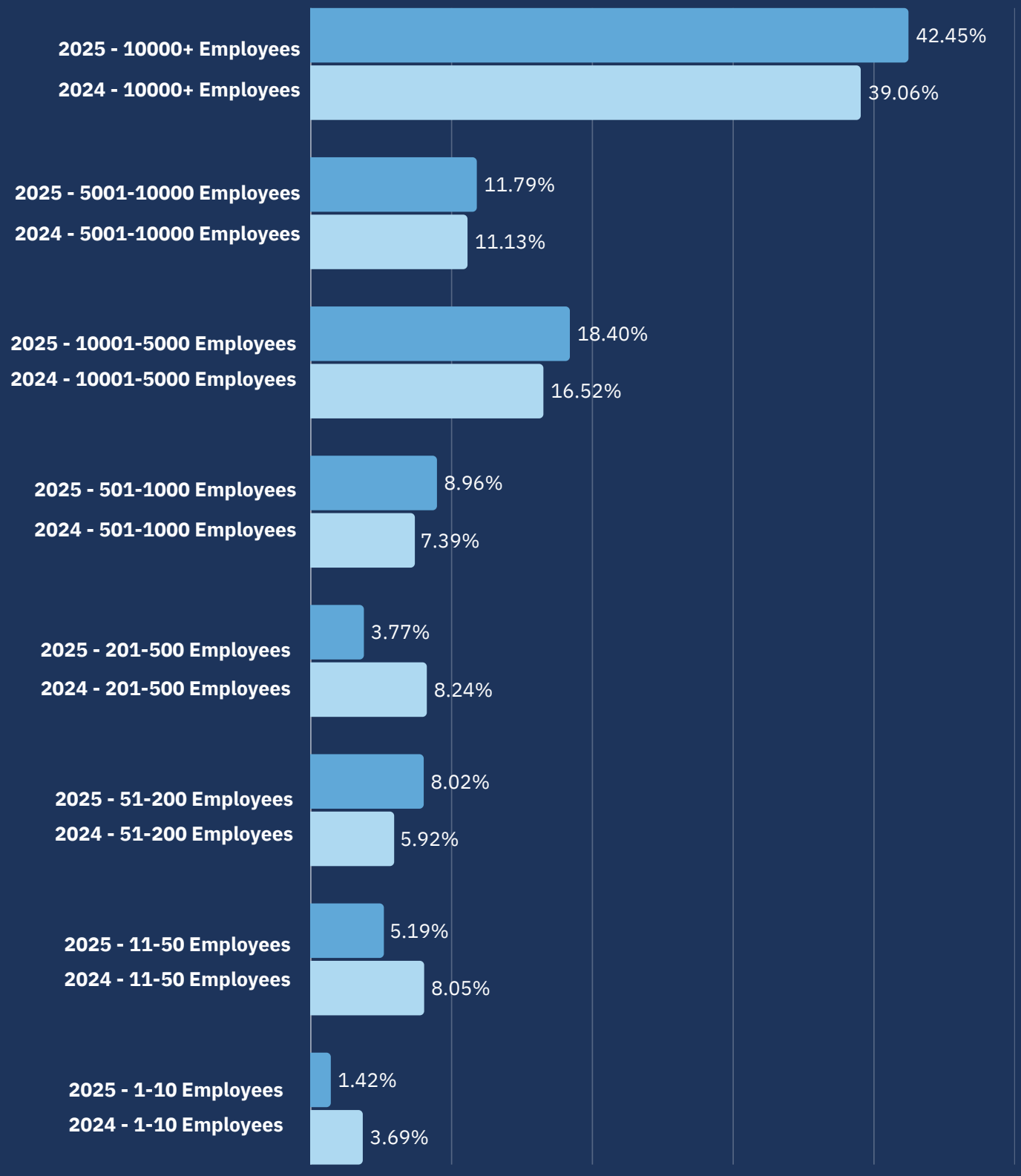
Financial Services (-3.36%)

- Despite the sector remaining a key target for cybercrime, financial institutions may be automating more security functions using AI-driven fraud detection and security analytics.
- Some banks and fintech companies are reducing Cyber Security hiring due to economic pressures and a shift toward managed security services.

Banking (-2.77%)

- A decline in Cyber Security roles in banking may indicate that Cyber Security teams are becoming more centralised across financial institutions.
- The rise of third-party Cyber Security providers may have led banks to outsource Cyber Security operations rather than maintain large internal teams.
- Despite the industry's vulnerability to cyber threats, hiring patterns may reflect a preference for AI-driven security solutions over additional personnel.

COMPANY SIZE DISTRIBUTION



Cyber Security Company Size Distribution Trends

10001+ Employees (+3.39%)

- This in an indication that candidates are preferring larger enterprises and multinational corporations for increased job security in a time of economic uncertainty.
- Large enterprises and multinational corporations are expanding their Cyber Security teams to address growing security threats.

201-500 Employees (-4.46%)

- Small-to-mid-sized organisations may be outsourcing Cyber Security services rather than maintaining full in-house teams.
- Economic constraints may be slowing down Cyber Security hiring for companies below the enterprise level.

11-50 Employees (-2.86%)

- Small businesses may be opting for managed security services (MSSPs) rather than hiring full-time Cyber Security staff.
- The high cost of Cyber Security professionals may be forcing start-ups and small firms to rely on automation and AI-driven security solutions.

1-10 Employees (-2.28%)

- Very small companies and start-ups could be reducing Cyber Security hires due to budget constraints and economic uncertainties.
- Cyber Security hiring in micro-businesses may be shifting towards contract-based roles and external consulting rather than full-time hires.

CYBERSHARK

RECRUITMENT

CONTACT US

For any questions on the salary survey or to get further information on the UK Cyber Security market please feel free to get in touch via the details below.

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