

The global demand for cybersecurity professionals is surging, driven by escalating cyber threats and increasing regulatory demands.

A 2024 report by Cybersecurity Ventures estimates there will be **3.5** million unfilled cybersecurity roles globally by the end of the year, underscoring the critical need for talent in this domain. Our 2024 Cybersecurity Salary Survey captures this landscape, offering a detailed analysis of salary benchmarks across junior, mid-level, and senior roles in cybersecurity. By highlighting key specialisations like Penetration Testing, Threat Intelligence, Cloud Security, and Governance, Risk, and Compliance (GRC), this survey illustrates how expertise correlates with compensation in a rapidly evolving market.

For organisations, understanding these trends is crucial for securing talent in a competitive field. For professionals, it provides a benchmark to assess career trajectories. This report includes over 20 job categories, segmented by percentile, to offer granular insights into the UK's cybersecurity compensation trends.

KEY TRENDS IN CYBERSECURITY FOR 2025

AI AND MACHINE LEARNING INTEGRATION

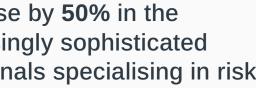
The rise of AI and machine learning in cybersecurity is reshaping the industry. By 2025, Gartner predicts that AI-driven cybersecurity tools will account for 40% of spending in the sector. This shift underscores the growing demand for professionals skilled in deploying and managing AI-based solutions.

ZERO TRUST ARCHITECTURE (ZTA)

As more organisations adopt remote and hybrid work models, ZTA is becoming a cornerstone of security strategies. The UK government's National Cyber Strategy 2022 highlighted the need for robust ZTA implementation across critical sectors, a trend likely to escalate through 2025.

CYBER INSURANCE PREMIUM HIKES

The costs of cyber insurance are predicted to rise by **50%** in the next two years, as insurers grapple with increasingly sophisticated attacks. This will increase demand for professionals specialising in risk assessment and compliance.





QUANTUM-SAFE CRYPTOGRAPHY

With advancements in quantum computing, organisations are prioritising quantum-safe encryption strategies. Specialists in cryptography will see significant salary increases as their expertise becomes indispensable.



CONSOLIDATION OF CYBERSECURITY TOOLS

A Deloitte report forecasts that by 2025, 60% of enterprises will favour a consolidated cybersecurity tech stack. This trend will drive demand for multi-skilled professionals adept in diverse technologies.



JOB TITLE

JUNIO

Penetration Testers / Red Teamers

Senior Security Consultant

Embedded Software Security Engineer

Embedded Software Security Engineer

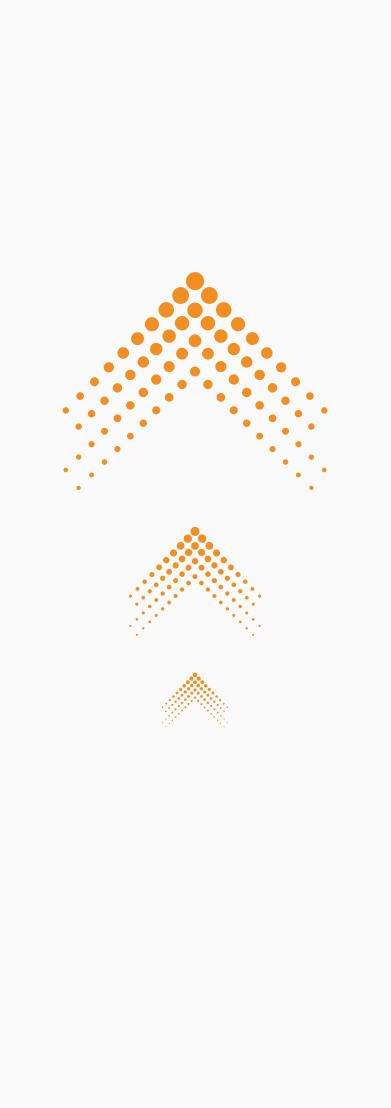
Security Engineer

Cryptography Specialists

SOC Engineer

Security Information and Event Management (SIEM)

Cyber Security Analysts



CYBER SECURITY (PERMANENT)

R (10% PERCENTILE)	MID (50% PERCENTILE)	SENIOR (75% PERCENTILE)
£50,000	£72,500	£100,000 +
£63,750	£80,000	£86,563 +
£58,875	£80,000	£110,000 +
£50,000	£75,000	£90,000 +
£37,716	£57,500	£84,563 +
£75,000	£100,000	£140,000 +
£47,250	£55,000	£75,000 +
£42,000	£65,000	£81,250 +
£39,823	£60,000	£70,000 +



JOB TITLE

JUNIOR

Network Security Engineers

Security Architects

Cloud Security Engineers

Cloud Security Architects

Governance, Risk Management and Compliance (GRC)

Compliance Specialists (ISO, NIST, SOC2, PCI etc.)

Chief Information Security Officers / CISO / CSO

Information Security Officer

Blue Teaming

CYBER SECURITY (PERMANENT)

R (10% PERCENTILE)	MID (50% PERCENTILE)	SENIOR (75% PERCENTILE)
£51,250	£60,000	£72,200 +
£62,500	£85,000	£91,250 +
£60,000	£75,000	£90,000 +
£70,000	£85,000	£100,000 +
£50,000	£67,500	£85,000 +
£42,875	£66,250	£70,000 +
£70,000	£110,000	£140,000 +
£45,050	£68,750	£74,063 +
£50,000	£50,000	£90,000 +





JUNIO

Purple Teaming

Malware Analysis

Threat Intelligence Specialists

JOB TITLE

JUNIO

Penetration Testers / Red Teamers

Senior Security Consultant

Embedded Software Security Engineer

CYBER SECURITY (PERMANENT)

R (10% PERCENTILE)	MID (50% PERCENTILE)	SENIOR (75% PERCENTILE
£50,000	£77,500	£112,500 +
£55,850	£62,500	£71,250 +
£55,000	£70,000	£100,000 +

CYBER SECURITY (TEMPORARY)

R (10% PERCENTILE)	MID (50% PERCENTILE)	SENIOR (75% PERCENTILE)
£421	£600	£681
£454	£688	£716
£425	£500	£525





JOB TITLE

JUNIOR

Application Security (AppSec)

Security Engineer

Cryptography Specialists

SOC Engineer

Security Information and Event Management (SIEM)

Cyber Security Analysts

Network Security Engineers

Security Architects

Cloud Security Engineers

CYBER SECURITY (TEMPORARY)

R (10% PERCENTILE)	MID (50% PERCENTILE)	SENIOR (75% PERCENTILE)
£409	£600	£727
£400	£550	£625
£600	£775	£813
£400	£550	£700
£411	£600	£700
£413	£500	£550
£355	£500	£581
£500	£651	£750
£460	£550	£625



JOB TITLE

JUNIOR

Cloud Security Architects

Governance, Risk Management and Compliance (GRC)

Compliance Specialists (ISO, NIST, SOC2, PCI etc.)

Chief Information Security Officers CISO / CSO

Information Security Officer

Blue Teaming

Purple Teaming

Malware Analysis

Threat Intelligence Specialists



CYBER SECURITY (TEMPORARY)

R (10% PERCENTILE)	MID (50% PERCENTILE)	SENIOR (75% PERCENTILE)
£500	£650	£719
£348	£575	£713
£450	£550	£650
£900	£1,100	£1,300
£433	£496	£551
£350	£425	£469
£504	£520	£538
£525	£725	£738
£481	£538	£591



SALARY BENCHMARKS: ANALYSIS AND INSIGHTS

The survey's findings reveal significant variance in compensation based on specialisation and experience:

- Penetration Testers / Red Teamers command salaries up to £100,000+ for senior roles, reflecting the critical importance of proactive threat identification.
- Cryptography Specialists lead with salaries reaching £140,000+, demonstrating the premium on safeguarding data in an era of escalating cyber threats.
- Chief Information Security Officers (CISOs) earn upwards of £140,000, underscoring the value of strategic leadership in cybersecurity.

These salaries align with broader industry data. For instance, a study by (ISC)² found that professionals with advanced certifications like CISSP earn 25% more than their uncertified peers.



CYBERSECURITY PREDICTIONS FOR 2025



Surge in Cloud Security Roles:

As cloud adoption accelerates, the market for Cloud Security Engineers and Architects is expected to grow by **18% annually**. Salaries in this field may rise by 20% over the next two years.



Growth in Temporary Contracts:

The gig economy is expanding into cybersecurity. By 2025, **30% of** cybersecurity roles are expected to be filled on a contract basis, with day rates for senior consultants exceeding £1,300.



Increased Demand for Purple Teaming: Combining offensive and defensive strategies, purple teaming will see a 15% uptick in demand, with salaries for top specialists crossing £115,000.



CONCLUSION

Our **2024 Cybersecurity Salary Survey** illustrates the industry's competitive landscape, where expertise and leadership command premium salaries.

By 2025, the rise of AI, ZTA, and quantum-safe cryptography will redefine the skillsets in demand, making continuous professional development a necessity.

For organisations, staying ahead means **offering competitive salaries** and creating pathways for career growth. For professionals, **aligning skills with emerging trends** like AI integration and quantum cryptography will be essential. Leveraging this data, employers and candidates alike can make informed decisions in a high-stakes, fast-evolving industry.