



**CYBER SECURITY
SALARY SURVEY
2025**

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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.

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KEY TRENDS IN CYBERSECURITY FOR 2025

- 1 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.
- 2 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.
- 3 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.

- 4 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.
- 5 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.

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CYBER SECURITY (PERMANENT)

JOB TITLE	JUNIOR (10% PERCENTILE)	MID (50% PERCENTILE)	SENIOR (75% PERCENTILE)
Penetration Testers / Red Teamers	£50,000	£72,500	£100,000 +
Senior Security Consultant	£63,750	£80,000	£86,563 +
Embedded Software Security Engineer	£58,875	£80,000	£110,000 +
Embedded Software Security Engineer	£50,000	£75,000	£90,000 +
Security Engineer	£37,716	£57,500	£84,563 +
Cryptography Specialists	£75,000	£100,000	£140,000 +
SOC Engineer	£47,250	£55,000	£75,000 +
Security Information and Event Management (SIEM)	£42,000	£65,000	£81,250 +
Cyber Security Analysts	£39,823	£60,000	£70,000 +



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CYBER SECURITY (PERMANENT)

JOB TITLE	JUNIOR (10% PERCENTILE)	MID (50% PERCENTILE)	SENIOR (75% PERCENTILE)
Network Security Engineers	£51,250	£60,000	£72,200 +
Security Architects	£62,500	£85,000	£91,250 +
Cloud Security Engineers	£60,000	£75,000	£90,000 +
Cloud Security Architects	£70,000	£85,000	£100,000 +
Governance, Risk Management and Compliance (GRC)	£50,000	£67,500	£85,000 +
Compliance Specialists (ISO, NIST, SOC2, PCI etc.)	£42,875	£66,250	£70,000 +
Chief Information Security Officers / CISO / CSO	£70,000	£110,000	£140,000 +
Information Security Officer	£45,050	£68,750	£74,063 +
Blue Teaming	£50,000	£50,000	£90,000 +

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CYBER SECURITY (PERMANENT)

JOB TITLE	JUNIOR (10% PERCENTILE)	MID (50% PERCENTILE)	SENIOR (75% PERCENTILE)
Purple Teaming	£50,000	£77,500	£112,500 +
Malware Analysis	£55,850	£62,500	£71,250 +
Threat Intelligence Specialists	£55,000	£70,000	£100,000 +

CYBER SECURITY (TEMPORARY)

JOB TITLE	JUNIOR (10% PERCENTILE)	MID (50% PERCENTILE)	SENIOR (75% PERCENTILE)
Penetration Testers / Red Teamers	£421	£600	£681
Senior Security Consultant	£454	£688	£716
Embedded Software Security Engineer	£425	£500	£525

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CYBER SECURITY (TEMPORARY)

JOB TITLE	JUNIOR (10% PERCENTILE)	MID (50% PERCENTILE)	SENIOR (75% PERCENTILE)
Application Security (AppSec)	£409	£600	£727
Security Engineer	£400	£550	£625
Cryptography Specialists	£600	£775	£813
SOC Engineer	£400	£550	£700
Security Information and Event Management (SIEM)	£411	£600	£700
Cyber Security Analysts	£413	£500	£550
Network Security Engineers	£355	£500	£581
Security Architects	£500	£651	£750
Cloud Security Engineers	£460	£550	£625

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CYBER SECURITY (TEMPORARY)

JOB TITLE	JUNIOR (10% PERCENTILE)	MID (50% PERCENTILE)	SENIOR (75% PERCENTILE)
Cloud Security Architects	£500	£650	£719
Governance, Risk Management and Compliance (GRC)	£348	£575	£713
Compliance Specialists (ISO, NIST, SOC2, PCI etc.)	£450	£550	£650
Chief Information Security Officers CISO / CSO	£900	£1,100	£1,300
Information Security Officer	£433	£496	£551
Blue Teaming	£350	£425	£469
Purple Teaming	£504	£520	£538
Malware Analysis	£525	£725	£738
Threat Intelligence Specialists	£481	£538	£591



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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.

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CYBERSECURITY PREDICTIONS FOR 2025

- 1 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.
- 2 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.
- 3 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.

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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.

