

Acumin Permanent Salary Index • NOVEMBER 2011

£1000/YEAR

Compiled by Acumin LTD. • Presented by SearchSecurity.co.UK

2008
AVERAGE

2009
AVERAGE

2010
AVERAGE

JAN '11

MAY '11

NOV '11

	LEVEL	GUIDELINES	2008 AVERAGE	2009 AVERAGE	2010 AVERAGE	JAN '11	MAY '11	NOV '11
CONSULTANCY	Security Analyst	A1 – Security MSc Graduate with some direct experience with grounded technical skills, hands on experience with operations or configuration of security	25-35	24-32	28-38	28-35	30-35	30-35
		A2 – Deep technical skills, hands on experience with operations or configuration of Security and with the ability to work independently but as part of another persons project	35-45	33-45	37-47	40-50	40-52	40-50
	Security Consultant	C1 – As above with the addition of supervising staff and owning their own piece of work - Project leadership	45-60	43-49	49-67	52-60	52-60	52-60
		C2 – As above with the addition of being able to design solutions, supervise others and Project Manage	55-70	55-64	58-68	55-65	60-70	55-65
		C3 - As above with the addition of Account management and Business Development being integral in their role	65-85	60-82	65-89	65-90	70-90	65-85
	Security Manager	M1 - As above with the addition of Programme Management and a core skill set for Managing a Permanent Delivery team	80-95	80-92	80-94	80-92	80-98	80-95
M2 - As above with the addition of owning and designing security consultancy propositions		90-120	85-110	84-108	80-105	80-110	80-105	
Partner	P1 - Own and develop the entire practice. Should be a well known figurehead and active member of the Security upper echelons. Should own the overall P&L and have direct responsibility for the business	140-220	120-200	119-195	115-180	115-180	115-180	
END USER	Security Administrator/ Operations	Responsible for user password requests, and monitoring of intrusions upto security node change requests and intrusion response	25-32	24-35	25-36	23-35	25-35	27-35
	Security Analyst	SA1 - Mid-Level, technical role responsible for designing and rolling out infrastructure and application security	32-42	32-45	34-45	36-48	38-48	40-45
		SA2 - Mid-Level, non-technical role responsible for conducting Risk assessments and writing Security Policies	32-42	32-45	33-47	30-45	30-45	32-47
	Information Security Officer	ISO1 - Part of a team in a large organisation responsible for IT Risk Controls, an element of IT Security Policies or designing and rolling our Technical Standards across the organisation	35-45	35-45	39-49	40-50	40-50	42-55
		ISO2 - Working in a solo role within an SME, responsible for technical security and security policies	35-45	35-45	36-46	35-45	35-45	35-45
	Information Security Consultant (Senior)	Responsible for liaising with internal stakeholders to advise on technical and risk related projects and architectures. Responsible for conducting IT Risk assessments though to advising on architectural and Policy changes to the business - a very business facing role	50-75	50-75	54-78	53-75	55-78	55-78
	Information Security/ Risk Manager	IRSM1 - In a large organisation, regionally responsible for either technical or non-technical Risk discipline and all that involves from strategy through to execution. Will have some kind of Team responsibility	45-75	47-75	53-72	55-75	60-75	62-80
		IRSM2 - In an SME, responsible for all of the Information Security Function from design and writing of Policies and technical standards through to Security Awareness. Likely to have less team management, but will have the use of IT Staff for technical implementation and have responsibility for third party vendor management	45-75	46-70	46-68	45-70	48-72	45-70
	Security Architect	Highly technically proficient and seen as an expert in developing technical security solutions to the business. Will design, project manage and oversee technical Security and other IT architectures to ensure Security is built into the organisation in line with Policy	70-90	70-85	71-90	75-95	80-95	80-100
	Information Security Director (Regional)	In a large organisation will be regionally responsible for All Information Security matters and maybe other risk disciplines as well	80-95	75-90	78-97	80-110	80-115	85-120
In a mid-level corporate will be Globally responsible for all Information Risk disciplines and conduct from Governance and Risk through to Technical Standards		80-95	75-90	76-92	80-100	80-110	85-115	
CISO	Globally responsible for all Information Risk matters in a Large Enterprise	115-180	115-180	115-180	115-180	115-180	120-200	
SERVICE PROVIDERS & SECURITY VENDORS	CLAS Consultant	A large group spanning many skills, but ultimately responsible for conducting and assessing formal criteria for Government accreditation. Can range from just writing AMADS up to advising on high-end Security Architecture	45-75	50-67	57-81	50-75	50-75	50-70
	Penetration Tester	Team Leader /CREST Approved Penetration Tester	55-75	55-75	63-80	65-85	65-85	65-85
		Team Member/CREST Registered Tester						45-60
	Network Security Engineer	Working for a Systems Integrator or VAR, responsible for infrastructure based Technical Security focusing on Firewall and other periphery protection design and implementation projects	28-45	32-43	35-49	40-50	40-50	45-55
	VP EMEA	EMEA business leader, responsible for managing operations, sales and marketing teams, highly target driven.						110 (double if On Target Earnings)
	Sales (Channel)	Predominantly focused on stand-alone security products. Selling to channel partners the benefits of a solution when integrated into their existing portfolio	45-55	45-50	50-59	54-65	55-70	55-75
	Sales Direct	Mid-Corporate to Enterprise focused, direct Sales. Selling either stand alone, large security solutions, or a suite of products	45-85	45-75	49-80	60-80	65-85	70-85
	Sales Engineer	Mid-Corporate to Enterprise focused,Pre-Sales Technical Support. Selling either stand alone, large security solutions, or a suite of products						55-70
Marketing Manager	SME to Enterprise focused, Marketing for either stand alone, large security solutions, or a suite of products						40-50	