Current Information Security Salary Levels
COMPILED BY ACUMIN LTD

PAY RANGE

UP   DOWN   SAME

	LEVEL	GUIDELINES	SALARY RANGE 2008	AUG '09	NOV '09	FEB '10	MAY '10	
CONSULTANCY	Analyst	· A1 – Security MSc Graduate or some direct experience with grounded technical skills, hands-on experience with operations or configuration of security	25-35	23-32	25-33	25-35	30-40	👍
		· 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	35-45	33-45	35-45	38-48	👍
	Consultant	· C1 – As above with the addition of supervising staff and owning their own piece of work - Project leadership	45-60	45-50	42-48	45-50	50-60	👍
		· C2 – As above with the addition of being able to design solutions, supervise others and manage projects	55-70	55-65	55-62	55-65	58-70	👍
		· C3 - As above with the addition of account management and business development being integral in their role	65-85	60-80	60-85	60-85	65-90	👍
	Manager	· M1 – As above with the addition of Programme Management and a core skill set for managing a permanent delivery team	80-95	80-90	80-95	80-95	80-95	🟡
		· M2 – As above with the addition of owning and designing security consultancy propositions	90-120	85-110	85-110	85-110	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	120-200	120-200	120-200	🟡
END USER	Security Administrator/ Operations	· Responsible for user password requests, and monitoring of intrusions up to security node change requests and intrusion response	25-32	25-35	23-35	23-37	27-37	👍
	Security Analyst	· SA1 - mid-level, technical role responsible for designing rolling out infrastructure standards	32-42	32-45	32-45	32-45	35-45	👍
		· SA2 - mid-level, non-technical role responsible for conducting risk assessments and writing security policies	32-42	32-45	32-45	32-45	35-48	👍
	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 out technical standards across the organisation	35-45	35-45	35-45	35-45	40-50	👍
		· ISO2 - Working in a solo role within an SME, responsible for technical security and security policies	35-45	35-45	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 through to advising on architectural and policy changes to the business - a very business facing role	50-75	50-75	50-76	53-78	53-78	🟡
	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	45-70	50-70	52-72	52-72	🟡
		· 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	45-70	47-70	47-70	45-65	👎
	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	70-85	70-87	70-90	👍
	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	75-90	75-90	80-100	👍
		· In a mid-level corporation, will be globally responsible for all Information risk disciplines and conduct from governance and risk through to technical standards	80-95	75-90	75-90	75-92	75-92	🟡
	CISO	· Globally responsible for all information risk matters in a large enterprise	115-180	115-180	115-180	115-180	115-180	🟡
SERVICE PROVIDERS	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 RMADS up to advising on high-end security architecture	45-75	45-65	55-70	55-75	60-85	👍
	CHECK Team Leader	· CHECK TL certified Penetration Tester	55-75	55-75	55-75	58-78	65-80	👍
	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	30-42	33-45	33-47	35-50	👍
	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	45-50	48-55	50-60	👍
	Sales Direct	· Mid-size- to enterprise-focused direct sales. Selling either stand-alone, large security solutions, or a suite of products	45-85	45-70	45-80	45-80	50-80	👍