Current information security salary levels
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PAY RANGE 2009 (2008)
UP   DOWN   SAME

CONSULTANCY

ANALYST

Role	Pay Range 2009 (2008)	Trend
A1 – Security MSc Graduate or some direct experience with grounded technical skills, hands on experience with operations or configuration of security	£23-32K (25-35)	DOWN
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	£35-45K (35-45)	SAME

CONSULTANT

Role	Pay Range 2009 (2008)	Trend
C1 – As above with the addition of supervising staff and owning their own piece of work - Project leadership	£45-50K (45-60)	DOWN
C2 – As above with the addition of being able to design solutions, supervise others and manage projects.	£55-65K (55-70)	DOWN
C3 - As above with the addition of account management and business development being integral in their role	£60-80K (65-85)	DOWN

MANAGER

Role	Pay Range 2009 (2008)	Trend
M1 - As above with the addition of Programme Management and a core skill set for Managing a Permanent Delivery team	£80-90K (80-95)	DOWN
M2 - As above with the addition of owning and designing security consultancy propositions	£85-110K (90-120)	DOWN

PARTNER

Role	Pay Range 2009 (2008)	Trend
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	£120-200K (£140-220)	DOWN

END USER

Role	Pay Range 2009 (2008)	Trend
Security Administrator/Operations – Responsible for user password requests, and monitoring of intrusions up to security node change requests and intrusion response	£25-35K (25-32)	?

SECURITY ANALYST

Role	Pay Range 2009 (2008)	Trend
SA1 - mid-level, technical role responsible for designing and rolling out infrastructure standards	£32-45K (32-42)	UP
SA2 - mid-level, non-technical role responsible for conducting risk assessments and writing security policies	£32-45K (32-42)	UP

INFORMATION SECURITY OFFICER

Role	Pay Range 2009 (2008)	Trend
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	£35-45K (35-45)	SAME
ISO2 - Working in a solo role within an SME; responsible for technical security and security policies	£35-45K (35-45)	SAME
Information Security Consultant (Senior) - Responsible for liaising with internal stakeholders to advise on technical and risk related projects and architectures. Also responsible for conducting IT risk assessments through to advising on architectural and policy changes to the business - a very business facing role	£50-75K (50-75)	SAME

INFORMATION SECURITY/RISKMANAGER

Role	Pay Range 2009 (2008)	Trend
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	£45-70K (45-75)	DOWN
IRSM2 - In an SME, responsible for all of the information security function within the region or company 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	£45-70K (45-75)	DOWN
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	£70-85 (70-90)	DOWN
Information Security Director (Regional) - In a large organisation, will be regionally responsible for all information security matters and maybe other risk disciplines. In a mid-level corporate will be globally responsible for all information risk disciplines and conduct from governance and risk through to technical standards	£75-90K (80-95)	DOWN
CISO - Globally responsible for all information risk matters in a large enterprise	£115-180K (115-180)	SAME

SYSTEMS INTEGRATOR

Role	Pay Range 2009 (2008)	Trend
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 (Risk Management Accreditation Document Sets) up to advising on high-end security architecture	£45-65K (45-75)	DOWN
CHECK Team Leader - CHECK TL certified Penetration Tester	£55-75K (55-75)	SAME
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	£30-42K (28-45)	UP / DOWN
Sales (Channel) - Predominantly focused on stand-alone security products. Selling to channel partners the benefits of a solution when integrated into their existing portfolio	£45-50K (45-55)	DOWN
Sales Direct - Mid-Corporate to Enterprise focused, direct Sales. Selling either stand-alone, large security solutions, or a suite of products	£45-70 (45-85)	DOWN