InfoSec Salary

2014 Survey Report

Conducted by Checkmarx, March 2014
OVERVIEW AND METHODOLOGY

• The objective of this research is to study and analyze the current compensation structures in the InfoSec Industry and share this information with the community.

• More than 150 CISO's and InfoSec Executives (CSOs, IT Security Officers and Directors) from leading companies from around the world participated in this survey.

• While the majority of the CISO's and Executives who took part in this research are located in the US, 48 participants were from countries including: UK, Japan, India, Australia, France and Germany.

• All data collection for the research was carried out between January and February 2014.

SALARY DATA

Our research was conducted to increase market transparency and determine the average annual salary of CISOs and InfoSec Executives from IT Security companies, small, medium and large alike. A total of 150 companies from around the world provided confidential salary information and participated in the survey.

• CISO-level participants from 150 companies provided confidential annualized salary data.

• Respondents also provided salary data for members of their company's IT security team.

• Salary data was normalized into seven categories: CISO, Vice President Level, Director Level, Manager Level, Security Architect, Security Analyst and External Pen-Testers.
RESPONDENTS INFORMATION

- **Gender:**
  - Male: 12%
  - Female: 88%

- **Age:**
  - Under 25: 3%
  - 25-35: 32%
  - 35-45: 35%
  - 45+: 30%

- **Experience:**
  - Under 3: 14%
  - 3-5: 49%
  - 5-10: 31%
  - 10+: 6%

- **Advanced Degree:**
  - Yes: 59%
  - No: 41%

- **Certification:**
  - Yes: 88%
  - No: 12%

- **Nationality:**
  - USA: 35
  - Australia: 2
  - South America: 2
  - Europe: 102
  - Asia: 9

Source Code Analysis Made Easy
## Industry Sectors

- **n = 150 companies**

<table>
<thead>
<tr>
<th>Industry Sector</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial</td>
<td>34</td>
</tr>
<tr>
<td>Retail</td>
<td>6</td>
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<tr>
<td>Industrial</td>
<td>9</td>
</tr>
<tr>
<td>Info Technology</td>
<td>41</td>
</tr>
<tr>
<td>Education/Research</td>
<td>10</td>
</tr>
<tr>
<td>Media/Entertainment</td>
<td>14</td>
</tr>
<tr>
<td>Communications</td>
<td>3</td>
</tr>
<tr>
<td>Defense</td>
<td>3</td>
</tr>
<tr>
<td>Energy</td>
<td>8</td>
</tr>
<tr>
<td>Transportation</td>
<td>3</td>
</tr>
<tr>
<td>Others</td>
<td>19</td>
</tr>
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</table>
A total of 150 companies participated in our 2014 InfoSec Salary Survey. 30% of the companies have a global headcount of 1000 to 10000 workers, while another 30% have over 10000 employees worldwide. 25% of the surveyed companies have a total global headcount of 100 to 1000 workers.
ANNUAL SALARY PER POSITION

CISO

- $40k - $80k (9%)
- $81k - $120k (8%)
- $121k - $160k (11%)
- $161k - $200k (11%)
- $201k - $240k (17%)
- $241k - $280k (15%)
- More than $280k (19%)

VICE PRESIDENT LEVEL

- $40k - $80k (2%)
- $81k - $120k (3%)
- $121k - $160k (11%)
- $161k - $200k (21%)
- $201k - $240k (26%)
- $241k - $280k (12%)
- More than $280k (25%)

DIRECTOR LEVEL

- $40k - $80k (1%)
- $81k - $120k (9%)
- $121k - $160k (21%)
- $161k - $200k (31%)
- $201k - $240k (15%)
- $241k - $280k (21%)
- More than $280k (2%)
ANNUAL SALARY PER POSITION

MANAGER LEVEL

- $40k - $80k (11%)
- $81k - $120k (25%)
- $121k - $160k (22%)
- $161k - $200k (15%)
- $201k - $240k (12%)
- $241k - $280k (13%)
- More than $280k (2%)

SECURITY ARCHITECT

- $40k - $80k (12%)
- $81k - $120k (24%)
- $121k - $160k (23%)
- $161k - $200k (14%)
- $201k - $240k (23%)
- $241k - $280k (3%)
- More than $280k (1%)

SECURITY ANALYST

- $40k - $80k (26%)
- $81k - $120k (25%)
- $121k - $160k (16%)
- $161k - $200k (13%)
- $201k - $240k (17%)
- $241k - $280k (3%)
- More than $280k (0%)
MEDIAN ANNUAL SALARY PER JOB TITLE

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Median Salary</th>
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<tbody>
<tr>
<td>CISO</td>
<td>200 K$</td>
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<td>VP</td>
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<tr>
<td>DIR</td>
<td>180 K$</td>
</tr>
<tr>
<td>MANAGER</td>
<td>140 K$</td>
</tr>
<tr>
<td>SEC ARCHITECT</td>
<td>140 K$</td>
</tr>
<tr>
<td>SEC ANALYST</td>
<td>100 K$</td>
</tr>
</tbody>
</table>

MEDIAN CISO ANNUAL SALARY PER REGION

<table>
<thead>
<tr>
<th>Region</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA</td>
<td>260 K$</td>
</tr>
<tr>
<td>UK</td>
<td>180 K$</td>
</tr>
<tr>
<td>EU</td>
<td>160 K$</td>
</tr>
<tr>
<td>AUS</td>
<td>100 K$</td>
</tr>
<tr>
<td>S.AMERICA</td>
<td>60 K$</td>
</tr>
<tr>
<td>ASIA</td>
<td>100 K$</td>
</tr>
</tbody>
</table>

MEDIAN INFOSEC PROFESSIONALS ANNUAL SALARY PER REGION

<table>
<thead>
<tr>
<th>Region</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA</td>
<td>180 K$</td>
</tr>
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<td>S.AMERICA</td>
<td>180 K$</td>
</tr>
<tr>
<td>ASIA</td>
<td>140 K$</td>
</tr>
</tbody>
</table>
CISO INFORMATION

- **Gender**: 89% Male, 11% Female
- **Experience**:
  - Under 3: 3%
  - 3-5: 2%
  - 5-10: 30%
  - 10+: 65%
- **Age**:
  - Under 25: 2%
  - 25-35: 43%
  - 35-45: 10%
  - 45+: 45%
- **Certification**:
  - Yes: 90%
  - No: 10%
- **Advanced Degree**:
  - Yes: 70%
  - No: 30%
CISO DATA ANALYSIS

Average Pay Per Industry Sector

- **FINANCIAL**: ABOVE 280K
- **OTHERS**: 121K-160K
- **TRANSPORTATION**: 201K-240K
- **DEFENSE**: 81K-120K
- **COMMUNICATIONS**: 241K-280K
- **MEDIA/ENTERTAINMENT**: 161K-200K
- **EDUCATION/RESEARCH**: 81K-120K
- **INFO TECHNOLOGY**: 201K-240K
- **INDUSTRIAL**: 161K-200K

**SALARY BY REGION**

- **EUROPE**: 241K-280K, 161K-200K
- **ASIA**: 81K-120K
- **S.AMERICA**: 81K-120K
- **AUSTRALIA**: 41K-80K

**SALARY BY GENDER**


Source Code Analysis Made Easy

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Pen Testing Compensation fees per application also produced interesting results. 35% of Pen Testing firms collect over $3000 per application, while only 5% collect less than $500. A total of 33% of the Pen Testing customers pay in between $2000 and $3000.
MEDIAN ANNUAL SALARY
USA vs. REST OF THE WORLD

Annual Salary

k$

260 220 220 180 180 180 180 180 180

CISO VP DIR MANAGER SEC ARCHITECT SEC ANALYST

USA REST OF THE WORLD
ABOUT CHECKMARX

Checkmarx’s (http://www.checkmarx.com) vision is to commoditize Static Application Security Testing (SAST) throughout the Software Development Lifecycle (SDLC). With complete integration into IDEs, source repositories, build management servers, bug tracking tools, dashboards, and more, Checkmarx enables security professionals to automate the application security testing process.

The security testing scans for the most prevalent security vulnerabilities as determined by OWASP Top 10, SANS 25 as well as compliance standards including PCI-DSS and HIPAA. Checkmarx was recognized by Gartner as the sole visionary in their latest SAST magic quadrant and as Cool vendor in application security. Customers include hundreds of Fortune 500, government organizations and SMBs in over 30 countries.

Checkmarx was recently named the 2nd fastest growing security company in the 2013 Deloitte EMEA Tech Fast 500, posting over 2200% revenue growth in the last 5 years and providing yet another testimony of the company’s success. Four of the world’s 10 largest software companies and three of the world’s four largest IT consulting firms are now protected by Checkmarx.

Checkmarx is gaining further momentum from application marketplaces looking to enforce a security threshold for developer submissions following Checkmarx’s huge success as the security gatekeeper for the Salesforce.com platform, with over a billion LoC scanned to date. Israel’s leading technology publication, TheMarker.com, recently placed Checkmarx as one of the top 10 Israeli startups to watch out for in 2014.