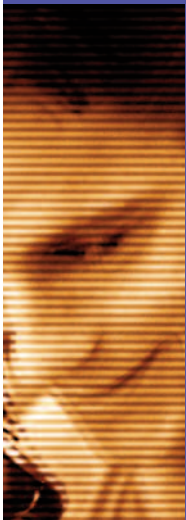




# European Corporate Security Pay in 2009



The SSR Executive Profiles corporate salary survey accesses over 3,000 senior managers across Europe who have responsibility for the function of security in, financial services, transport, manufacturing, pharmaceuticals, oil and gas. In general terms 2009 salaries will remain static and this is the time for those in perceived response roles to be proactive to demonstrate value.

Security is often a misunderstood word which holistically means 'health' rather than the traditional non-pragmatic 'response function'.

In 2009 security executives are an organisation's health advisors, measuring many risks, identifying the potential outcomes, mitigation and defending the reputation of the organisation's brand.

### Security in an economic down turn

The value of security concepts in recession will be demonstrated in many differing ways during the coming year. In the City there is already increased demand for due-diligence services, both in-company provision and third party providers, as organisations seek to defend themselves from the past, and position their business for the future. In a recent study of corporate investigations (George Campbell 2008),

**73% of incidents resulting in a corporate loss would not have arisen if due diligence had been undertaken before the event.**

He also advocates a robust past event surveillance, to ensure best practice governance for the future.

### 0% Pay increases but skills shortages still

0% pay increases for the year and limited bonus payments, sounds pretty average across most functions, but in general the security practitioner with a wider range of skills will still be in short supply.

**Those being recruited or intending changing roles, can expect increases of 10% - 20% on basic remuneration.**

The lack of mobility in the security function, 4.5 years against an overall average of 3 years, is still a primary reason for lower executive remuneration on the whole against other competing service delivery functions

Central banks are being pressurised by their governments to reform regulation, so leading to great compliance and governance. This will add to most corporations' security / loss prevention head count or at least spend.

In addition, supply chain networks from pharmaceuticals; OME to oil and gas sectors will be attacked more readily. The news earlier this year that 70,000 units of fake drugs had entered the UK's National Health Service dispensary network - is a stark reminder of how vulnerable we can be.

### On the agenda for the board

Compliance, integrity and risk identification. Most corporations have less than 50% of their risks identified (George Campbell 2008) with less than 27% of risks responses documented.

Some security professionals have developed excellent risk matrixes, ensuring that security has a place in their corporations annual report and executive strategies. There is however plenty of scope for shared best practice because we have to ensure that corporations recognise that proactively addressing security risk can be relatively inexpensive.

Against the key business functions of finance, property + people, security generally ranks lowly when providing metrics for performance. This is a disadvantage when bidding for investment against these core functions.

In all areas of business, success is dependent on forecasting. Casual, random incidents will confound most risk models, but without metrics the professional is unable to influence policy making at the highest levels. Low cost incidents, multiplied, will be repeated until they are identified, costed, and the appropriate response, promulgated.

### In The End

Applicants that demonstrate RoI will remain in high demand. Our recent recruitment has seen clients increase their remuneration budget by up to 35% when identifying an above expectation applicant.

In Quarter 4:2008 there was a 40% reduction in notified vacancies, but Q1 2009 has seen a noticeable rise in vacancies within the security risk environment.

Failure to address known vulnerabilities is 50% more likely to result in financial loss.

Therefore the corporate security team is a vital ingredient in increasing profitability for all business in both private and public sectors.

### Peter French CPP FSyl

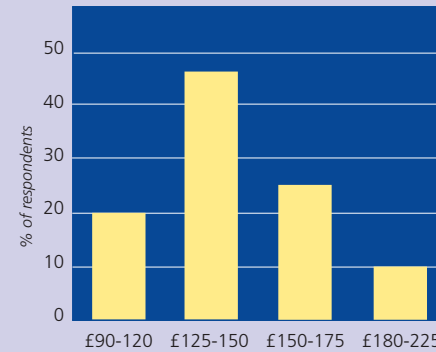
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# Security Salaries and Benefits Benchmark

January 2009

Chief Security Officer/International CSO



Salary range up to £235k

Responsible for policy, executive board briefings. For global companies it is not unusual to find a HQ CSO with another International CSO reporting directly to overseas or affiliate Boards of Directors. These individuals will be a driver for change and service expansion. Bonus sum available 45%. Budget responsibility £30m+.

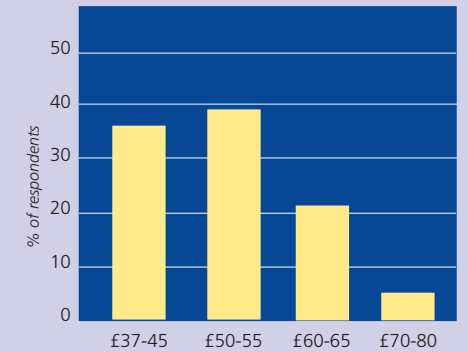
EMEA Security Head



Salary range up to £150k

Tasked with regional policy development, executive reporting (promulgating corporate policy) and an over-view of physical and intellectual property protection. There will also be a requirement to test corporate resilience and co-ordinate disaster response across various functions. Increasing in value due to their language skills and increasing devolved operation. Budget responsibility £10m - £30m.

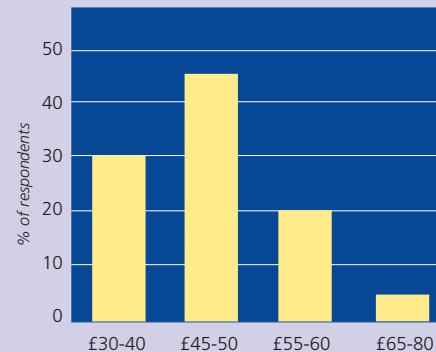
Main HQ Site Security Manager



Salary range up to £80k

Directly in charge of physical assets and information protection, proactive, local Health and Safety policy development and implementation. Probably a direct employer, but increasingly outsourced to a management team provider. This position is at risk during an economic downturn. More companies are prepared to see vendors timeshare the position within FM or Security functions. Budget responsibility £2m-£5m+.

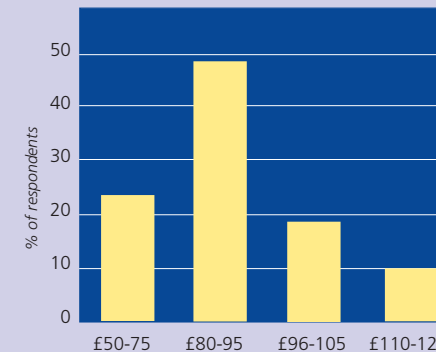
Regional Investigator and Due Diligence Manager



Salary range up to £80k

Supply chain management implementing corporate procedures. This would likely be a country role that has extensive interaction with suppliers and transport companies. Because of the skills required, there is an increasing demand for Due Diligence Managers to form a client-facing role that can act on trends and manage the businesses expectations of trading risk.

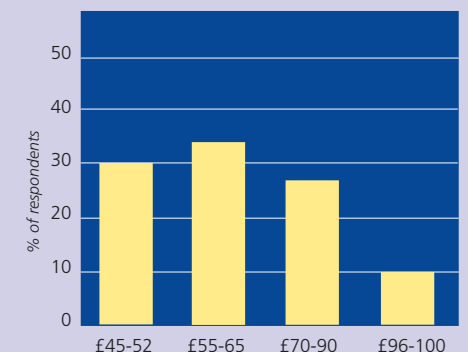
European Security Head



Salary range up to £130k

Responsible for regional reporting, policy implementation and promulgating corporate policy. In charge of physical and information security. Required to implement corporate resilience and recoverability strategies. One of the broadest reinvention groups. Whilst pay increases might be 0%, personal bonus payments have been maintained. Key skills gaps between demand and the candidates applying. Budget responsibility £5m - £10m.

National Security Head



Salary range up to £100k

Responsible for all physical aspects of corporate security and maintaining standards across an estate. Increasingly involved with Health and Safety functions. Salary increases have been negligible but increasing pressure on the post holder to deliver sustainable overhead reductions of between 5-10%. Budget responsibility £2m - £10m.

