



European Salary Survey 2019



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The SSR Personnel & Executive Profiles 2019 annual European salary survey partners with ASIS International.

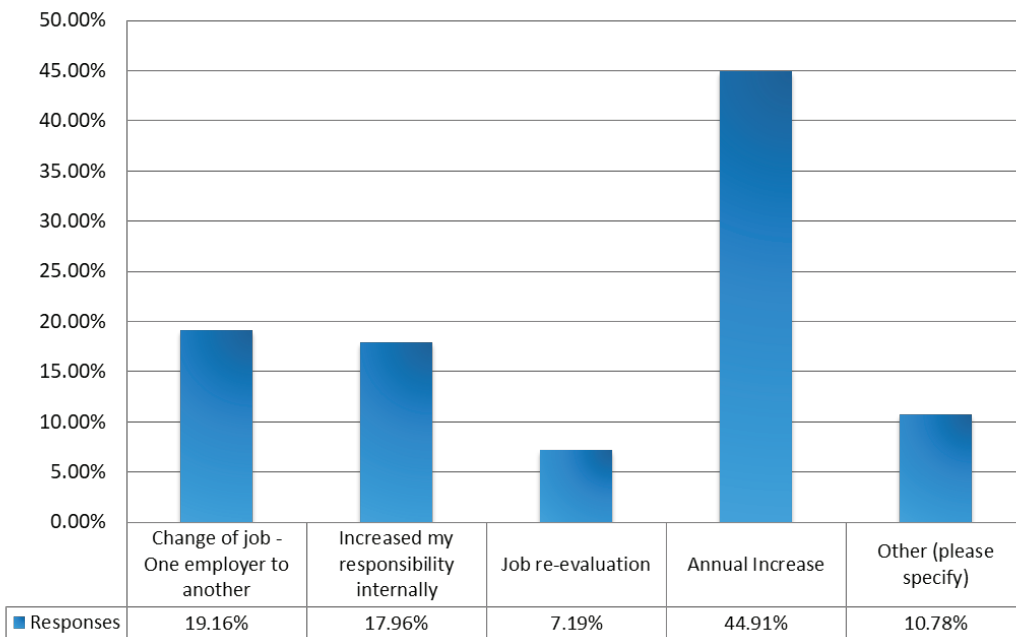
Data is collated from more than 12,000 security professionals from across 40 business sectors including; finance & insurance, manufacturing, extractives, e-commerce, FMCG and logistics. 67% of respondents had some form of regional responsibility. SSR separately monitor salary data from technical vendors, integrators and outsourcers, as well as the public sector, this data is available through their bespoke salary data consultancy.

Peter French MBE, Managing Director of SSR Personnel comments “This has been another good year for capturing data and we want to thank all the participants that support this initiative with ASIS International. For the first year, we have offered greater dissemination in Europe due to the increased salary data requirement from European businesses. We are planning already for next year and a presentation at ASIS Europe 2020 – From Risk to Resilience in Prague 1st – 3rd April 2020.

The annual consumer inflation rate in the EU 28 is predicted during the summer months to remain steady at 1.2% against a 2019 forecast of 1.5% , by the EU statistical office, **Eurostat**. The population in the EU 28 was 512m, the number of people in employment 213m, an increase of over 2m in 12 months, citizens recorded as unemployed was just under 16m. Wage growth 2019 in the EU 28 is predicted to be above 3.5%.



Factors affecting your salary



This year's salary survey reveals that 44% of participants increased their salary through annual review, 20% by changing their jobs (down from 22% 2018), 18% though increased responsibility and 7.9 % through formal job revaluation. 15% of respondents believe BREXIT will affect their job role, down from 27% in 2018. 76% of respondents had no stake in company shares, 75% in 2018, 72% in 2019. 54% of respondents believe their current package is undervalued, 60% in 2018. 72% of respondents were members of a professional association, 65% in 2018.

On a whole applicants actively seeking to change jobs was less than 45%, whilst in 2010 – 2012 that figure was over 59% of those active in the job market.



Resilience



Originally a scientific term, taken from the Latin verb *salire*, to jump, and first used in English by the Jacobean experimenter Francis Bacon. The 'resilience' of a material is its ability to return to its original shape after being compressed or stretched. **Webster** entered this word into their dictionary in 1827. The concepts of risk and resilience have risen to the top of the international policy agenda as a strategic and calculated response to the needs of societies, organisations, businesses and governments as they seek to address increasingly complex threats and risks to state and human security, or indeed national survival. It is also about standards, the disciplines of risk assessment and resilience need to address the occurrence of simultaneous, multiple risk events and require cross-sector and cross-border responses that all businesses need to incorporate, therefore the professional experienced in such disciplines has an increasing intrinsic value to the organisation..

Cyber Developments

In 2018 SSR reported the extent to which the demand for cyber specialist was far exceeding the supply for trained and experienced staff. In 2019 cyber roles and people engaging in cyber resilience are experiencing the most significant salary increases. The **OECD** estimates that cybercrime will cost the world €6 trillion annually by 2021. This represents the greatest transfer of economic wealth in history, creates risks to the legal world of innovation and investment, and will be more profitable than the global trade of all major illegal drugs cartels combined.

The common view has been that every IT position should also be a cybersecurity position, but that relies on every technology worker being unified in the common aim of protecting and defending apps, data, devices, infrastructure and people. This does not happen, and will not happen, as the skills set for cyber roles represents a small and varied daily job of the typical IT workers job. Examples of the changing nature of cyber risk; crypto crime is an emerging segment of the cybercrime ecosystem, and booming. First released to the public in 2009, there is now €76 billion of illegal activity per year involving just Bitcoin, which is close to the scale of the U.S. and European markets for illegal drugs, according to a study published by the **University of Sydney** in Australia.



Through ransomware, the costs for recovery to organisations are predicted to reach €20 billion per annum by 2021. Ransomware attacks on healthcare organisations — often called the No. 1 cyber-attacked industry — will quadruple by 2021. Through the **CEO annual survey** it is predicted that a business will fall victim to a ransomware attack every 11 seconds by 2021. This makes ransomware the fastest growing type of cybercrime, but there are checks and programmes that could prevent the scale of these incidents if ISPs were more aggressive in hunting down miscreants.

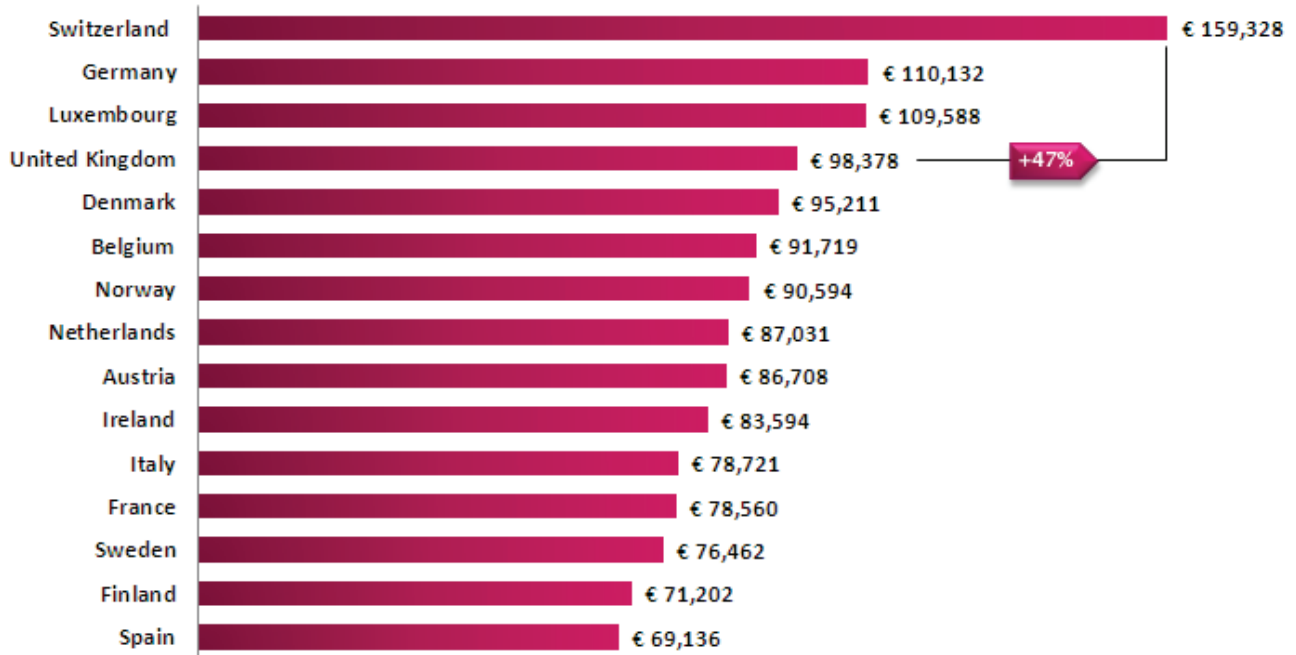
Information security (with its subset of cybersecurity) spending is expected to reach \$170.4 billion in 2022, according to **Gartner**. That doesn't include a complete accounting of internet of things (IoT), industrial IoT, industrial control systems (ICS) security, automotive security, and other cybersecurity categories. The number of unfilled cybersecurity jobs, is predicted to globally reach 3.5 million by 2021 before we see a greater take up by the Generation Z cohort entering work and more women coming into the cyber workplace by 2024.

This year SSR have undertaken a number of reviews into the role of the physical chief security officer / resilience directors, in taking over the leadership and management of cyber incidents, creating a hostile response environment for hackers to operate within. The average remuneration increase for taking on this role was from €30,000 to 40,000 per annum for bringing to the organisation a rigor of resilience, as well as identifying the internal skills and knowledge gaps.

For entry level analysts, with a coding capability, they are commanding a €35,000 -45,000 starting salary. White hats / Hunters €60,000 - 70,000 pa, and for managing a team, €90,000 – 110,000 pa which in today's candidate driven market, may be reviewed every 6 months!



Middle Management Salary Comparisons in Europe



Both entry level professionals and middle managers in Switzerland are the highest paid when compared to the Top 15 European economies. In spite of taxes and high cost-of-living, the Swiss remain on top of the ranking with a gross base pay 36.51% higher than the second-placed country Luxembourg and 78.9% higher than 15th place Spain.

When those figures are adjusted for purchasing power parity (PPP), which takes taxes and cost of living into account, Switzerland's middle managers remain in the first place for relative buying power with an adjusted wage of € 82,583. Switzerland is followed by Luxembourg in second place and Germany in third place.

Of the other countries, such as Ireland come in 4th place and the United Kingdom is 5th. In conclusion, despite wages being substantially adjusted downward when taxes and the cost-of-living are factored in, Swiss workers still have a higher buying power than all other Europeans. **Graph and statistics created based on original data from Willis Towers Watson.**

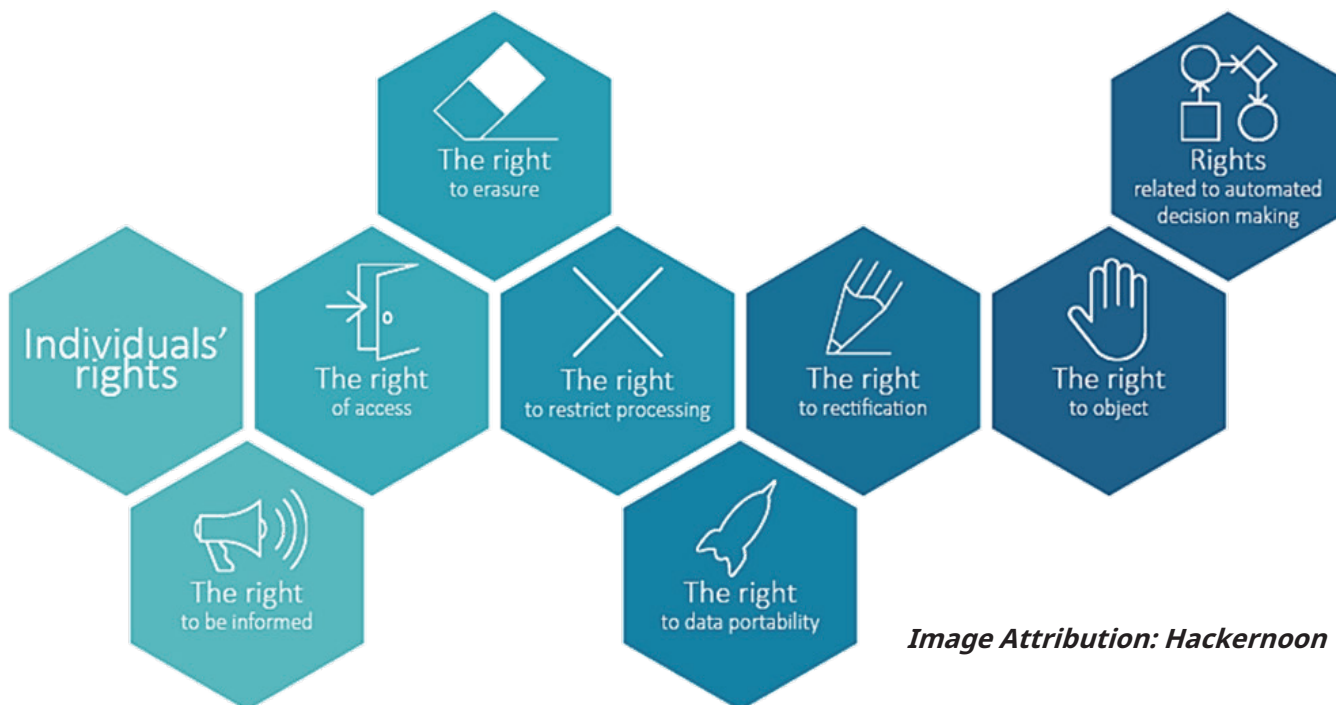


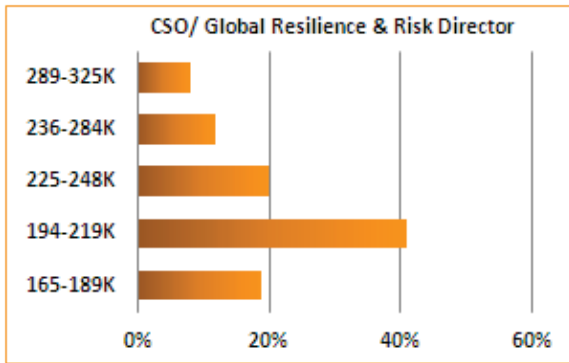
In the first 12 months of GDPR

The influence of GDPR on other global legislation among countries not in the European Union has continued to grow since May last year. As reported by **Paul Breitbarth at Nimity**. In Europe, Switzerland, Norway, Iceland, and Liechtenstein have aligned regulations almost identically with the GDPR. Numerous countries in Africa and South East Asia are also seeing data protection laws on the rise, particularly those that want to do business with Europe. The Indian parliament is currently debating data protection legislation reflecting aspects of GDPR, while South Korea is updating its regulations with the hope to achieve adequacy in the coming year. Potentially, the country's current multiple data privacy laws could be combined into one omnibus law that can be considered 'essentially equivalent' to the GDPR.

Meanwhile, new laws coming into effect in Brazil and California have also been influenced by GDPR. The LGPD, Brazil's first General Data Protection Law, will enter into force on 15 August 2020 and like GDPR is an omnibus law, covering many principles of data protection.

In California, the California Consumer Privacy Act (CCPA) enters into application on 1 January 2020, but organisations have been advised not to wait too long with implementing the CCPA requirements since consumer requests can cover data for the 12 months preceding the request. The legislation is partly inspired by GDPR, but certainly not identical, covering mainly data subject rights, but none of the other accountability obligations included in the GDPR. **Report titled 'GDPR one year on, what have we learned'**





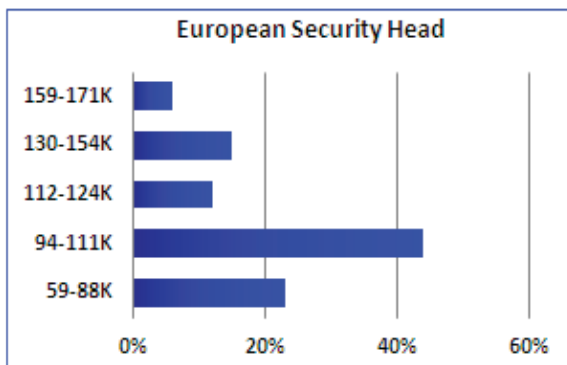
CSO/ Global Resilience & Risk Director

Responsible for policy, executive board briefings. Dotted line or direct responsibility for subsidiary Head of Security position. Oversight budget responsibility of €35m+. Revenues of €2bn+. If you have responsibility for Cyber resilience then basic pay should have increased by €30-60k P.A in the last 18 months.



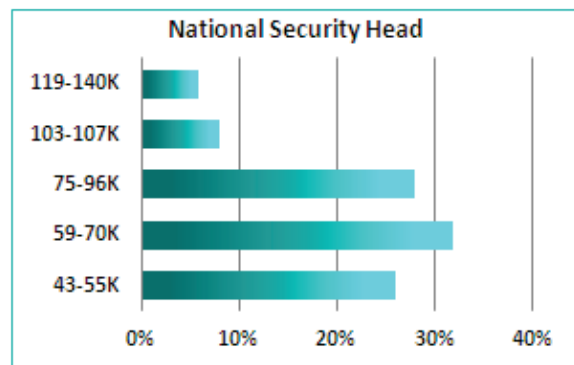
Director, Resilience & Risk/ Head of Security

Responsible for delivering localised policy, executive board briefings. They are a driver for change and service expansion. Budget responsibility of €10m - €30m. Revenues of €1bn+. Taking responsibility for cyber hunting, risk alert programmes, business continuity and crisis management. Should have increased salary by 20-30%



European Security Head

Regional reporting, policy implementation, promulgates corporate policy. Responsible for physical and information security. Budget responsibility €5m - €10m. Taking responsibility for cyber resilience, risk alert programmes, business continuity and crisis management.



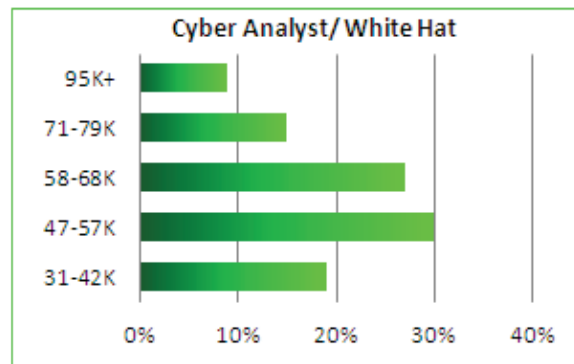
National Security Head

Responsible for all physical aspects of corporate security and maintaining standards across an estate. Budget responsibility €2m - €10m. Developing an estate programme for internet connected devices (IOT) mechanical plant has been overlooked by IT departments. GDPR has been and remains a major part of this role oversight.



Cyber Resilience Manager/ Head of Cyber

A role that is developing across a range of sectors as organisations elevate their response to cyber attacks. The rapid controls on insider users that organisations need to have requires a robust cyber policy against perennial and growing risk. Flexible benefits such as increased holiday.

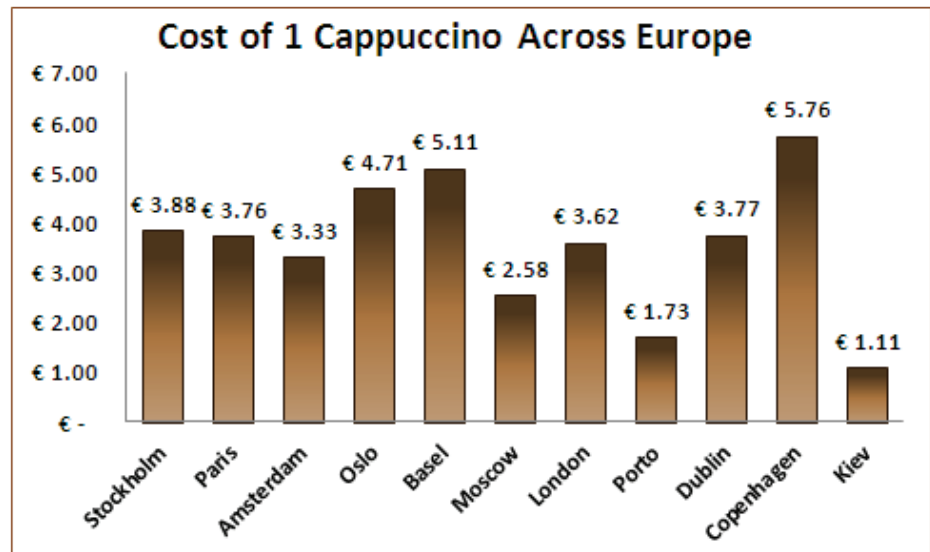


Cyber Analyst/ White Hat-Ethical Hacker

As organisations go on the attack against Cyber resistant intruders, the skills for this role are stretched across the United Kingdom and Europe. Certification will not help, like law enforcement you are seeking technicians who have an exploring nature, 'in hamrony with machine code'



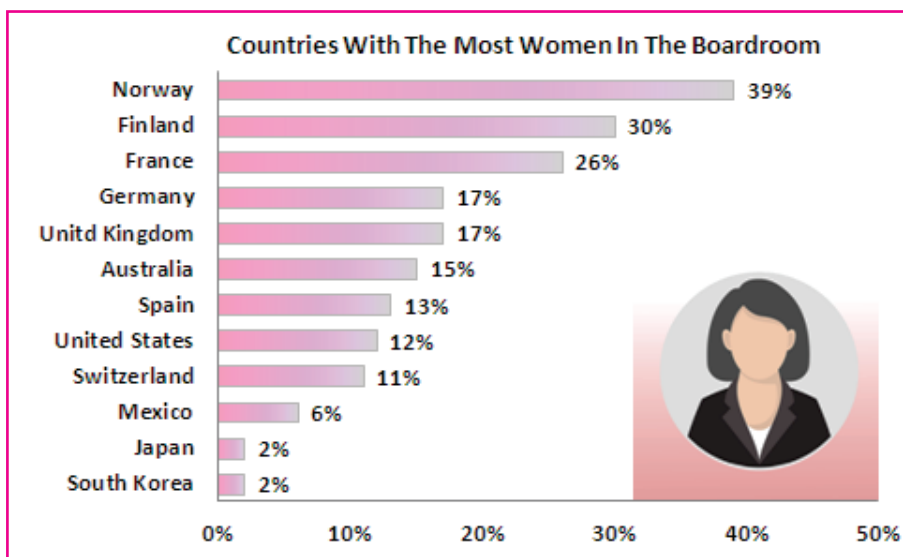
With such a large geographical area SSR have attempted to highlight the geographical wage differences through the **Numbeo** cost of living index through the cost of a cappuccino graph that records the average price of a cappuccino in European cities.



Anchoring the EU Salary Survey through comparing the cost of a cup of cappuccino provides more indicators as to the regional variances we find in salaries. In these indices we see the cost difference between Copenhagen and Kiev is €5.76 to €1.11, 135% higher.

How will we attract current and upcoming and generational talent? Generation Z, like Millennials, will be tech savvy and very fast at being able to adapt to new technology.

Gen Z will ask for ownership stakes, be working on their own inventions and be interested in a piece of the business pie, this must be taken seriously by HR and leaders. Both Millennials and Gen Z have a focus on contributing and highly value the idea of having a purpose.



In an attempt to address the lack of females in decision-making positions in companies, many countries have introduced mandated quotas for boardroom membership. Norway became the first country in the world to introduce a female boardroom quota and it has proven extremely successful. \$2tn - Boost to OECD female earnings from closing the gender pay gap (Attribution: **Statista**)

Statista



SSR® Personnel is the largest Recruitment Consultancy & Executive Search practice dedicated to the Security, Fire, Health and Safety sectors, both by revenues and consultants. Established in 1986, we offer the strongest guarantees of success. SSR® has been voted the global Security Recruitment Consultancy of the Year. The Award was presented to “the recruitment consultancy that has demonstrated the highest levels of professionalism in dealing with client organisations and potential appointees for security-specific roles across all of the major business sectors”. Judges were unanimous in their praise for the leading position that SSR® holds in such a diverse global sector.

SSR® has a global presence with our latest office in the UAE joining our established operations in Asia, Africa, Europe, Mexico and the USA. In 2019 the Dubai office were voted the best security recruitment consultancy in the ME awards.

We adhere to quality standard 9001:2008. Our services incorporate talent scanning, retained search, interim hire, permanent and temporary assignments. SSR® have consultants dedicated in disciplines and geographical understanding recruiting in Africa, Americas, Asia, China, Europe, India, Middle East & Russia. We provide a global recruitment network for the attraction and retention of talent that will make an impact in your company today.

Typical positions recruited include Corporate Security Management, Cyber Security, Security & Fire Systems Product Sales, Retail and Loss Prevention, Engineering & Project Management, Investigations, Audit, Compliance, Health and Safety.

Job Roles of the Near Future & Distant Future



Privacy Theorists, Philosophers and Ethicists Custom Organ Designer Data/ Privacy Specialist

Automated Traffic Architects and Engineers Computer Personality Designers

Brain Quants Resilience Manager Master of Edge Computing Geoengineers

Front end developer “Heavy Air” Engineers Bio-Hacking Inspectors and Security

Corporate Reorganizer/Disorganizer Cyber Calamity Forecaster

Body Part & Limb Makers Inflectionists Food Engineer Trust Manager

Internet of Things (IoT) Architect Electrical Drone Engineer AR Journey Builder

Crypto Currency Bankers, Regulators and Lawyers Mass Energy Storage Developers

Gravity Pullers Drone Taxi Driver Urban Agriculturalists Automation Auditors

Avatar Developer Smart Contact App Developers Tidewater Architect Nano-Medics

Clone Ranchers Artificial intelligence consultant Crypto Currency Theorists, Philosophers and Evangelists

Earthquake Forecasters Data Hostage Specialists Architectural 3D Specialist Extinction Revivalists

Certified Ethical Hacker Backlash Minimizers Civilian Drone Controller Time Hackers

Global System Architect Robotic Earthworm Drivers Global System Architects

Nano-Weapons Specialists Memory Augmentation Therapists Space-Based Power System Designers

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Part of the Pertemps Network Group

About ASIS International

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