



# Working in security today

- Skills shortage - Security professionals
- Cyber security growth - Artificial intelligence

The annual survey 2023 of security professionals in the UK highlights increasing appreciation and value of their role which is much greater than pre-pandemic levels of trust and employer satisfaction against a background of corporate cost control.

## Environmental, Societal and Governance

### Dealing with skills that are in short supply

Across all UK industries – creatives, hospitality, manufacturing, financial services and more – over a million vacancies are advertised every month, down by 30% from mid-2022, but still a significant number, against a backdrop of low unemployment. In answer to a question in this year's survey to security leaders, 'What is the significance of hiring talent?', the majority of responses placed this as a top 10 corporate priority and the eight in ten respondents had increased budgets to upskill existing personnel.

When benchmarking against other European countries with lower unemployment rates than the UK, upskilling and investing of employees is a top 5 priority for many. This is in tandem with a change in spending, decreasing guarding costs, whilst increasing physical security protection budgets. Respondents confirmed a direct correlation with vendor performance, and post-pandemic realisation that security management can be delivered in less labour-intensive ways.

Significant growth in analyst employment delivering geopolitical predictions, corporate ESG performance and competitor analysis are just some of the areas where security departments are adding vigilance to the corporation. Some of this is possible through big data machine learning and AI predictive learning. There are also greater third-party resources that can formulate styles and prediction parameters, accessing paid and publicly accessible databases.

Recently, we were in a presentation where a UK university has mapped the CO2 footprint of every power station, cement manufacturing plant and steel plant in the world. They even have the transportation miles recorded, so for ESG measurement you could relatively accurately predict your supply chain's environmental footprint from raw materials to finished product.

Security professionals have a substantial role to play in the ESG agenda – if they wish to. Most CSOs have a solid line into the components that are measured. Sustainability of the corporation, supply chain, business resilience, performance monitor through loss prevention, health, and safety. Societal around our direct actions in manufacturing, third parties' use of our product and, therefore, our brand, or if you are a social media platform, the risk of a disgruntled user who arrives at the reception desk with a handgun as you have ruined their life. Risk in our operations, moving and protecting our assets including staff on a family holiday in Sudan, as a corporation we want to protect our people.

Environmentally many security leaders will have an oversight of functions that have controls that can assist the corporation in gathering real-time information, including building occupation, internal monitoring for small groups of workers that need non-core hours access, who could be assisted around a building through hologram assistance.

### Recognising the work of the security professional

For many, changing your job has not been the priority for three years, due to the pandemic. Job security has been most people's major concern. Employees have changed their behaviours, getting on with the job to hand: agile with reduced resources, ensuring that their job function has delivered for the business. Increasingly this has been recognised in the Board room. This year respondents reported that their remuneration has increased through job performance review and had outpaced the usually broader-based annual increase. We recorded increases of around 15% against a national prediction salary increase of 6.5% annually.

Security management job longevity has reduced from 14 years at a senior level to around seven years, multiple factors are at play

such as Mergers & Acquisitions, smaller corporate footprint, role development and changing skills. We also have a rush of tech-savvy managers, who will use AI tools to secure more investment aligned with corporate values and readily move to companies that better support innovation.

### Cyber security growth

There are an estimated 50,000 UK cyber security roles vacant against a National Cyber Security Centre prediction that 700,000 cyber roles need to be created in the UK. Tech entrepreneur Hermann Hauser recently emphasised at the NCSC CYBERUK conference the importance of collaboration. In a wide-ranging discussion, he said Britain has a tradition and history of leading cyber security. "If you look at all the nations in the world that have a working innovation system, it is all based on the interaction of universities, the government, and the finance community. It's a team sport, if technology startups are a team sport, you've got to have all these players working together".

Hermann further predicted that technology companies and startups will help grow the UK economy: growth from innovative breakthroughs that come out of universities or big research to labs. The ecosystems that now exist are the bases that allow you to build these companies much faster now than ever before. "We've just had the most spectacular example of that in Chat GPT, which went from zero to one million users in a week or so."

### Artificial intelligence

Recent news and the number of tech entrepreneurs citing the dangers of AI, and the resignation of senior Google scientist Geoffrey Hinton, known as the "godfather of AI", highlight how the world is unprepared for nefarious use of AI. After two years, Members of the European Parliament (MEPs) have bridged their differences and reached a provisional political deal on the world's first Artificial Intelligence rulebook. Given the impact of GDPR, and sizable fines levied and continuing to be applied, this will be a concern to most corporations, and there are dangers through the wider application of AI technology that will keep security professionals busy.

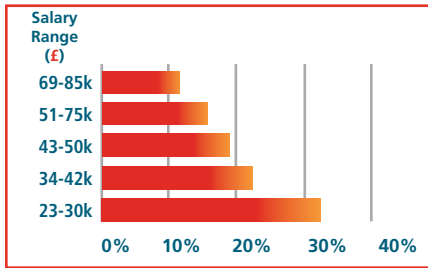
### Peter French MBE

CEO

SSR Personnel & Executive Profiles

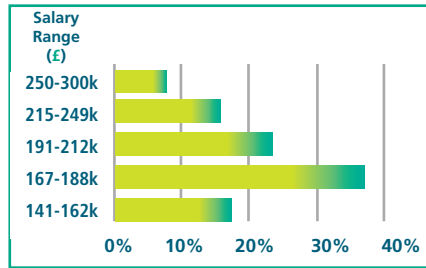
[www.ssr-personnel.com](http://www.ssr-personnel.com)

# UK SALARY SURVEY 2023–2024



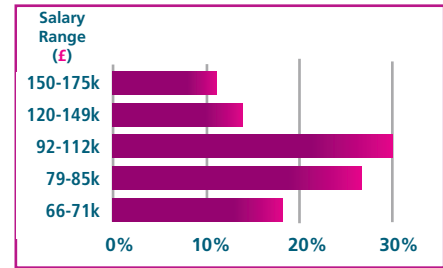
## Cyber Resilience Manager / Head of Cyber

The internal case manager, you will be deciding on which events you can successfully pursue, provide proactive attack strategies, work with cyber agencies to encourage coordinated actions. Trawling newly created domains and URL allowing the business leadership to understand the threat actors, national or criminal groups. Experience drawn from a mixture of physical and digital backgrounds. Bonus medium 25%, company benefits.



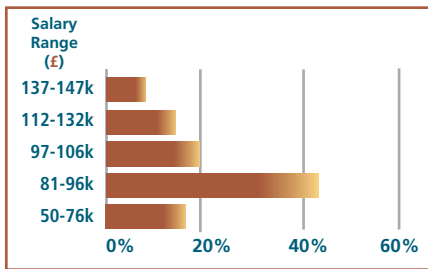
## CSO / Global Resilience & Risk Director

Responsible for policy, executive board briefings. Dotted line or direct responsibility for subsidiary CSO / Head of Security position. Oversight budget responsibility of £30m+. Revenues of £2bn+. Responsibility for pandemic response, cyber and resilience, crisis management, included in LTIP: executive bonus range to 50%; share options; health care; travel allowance £12K; executive share purchase.



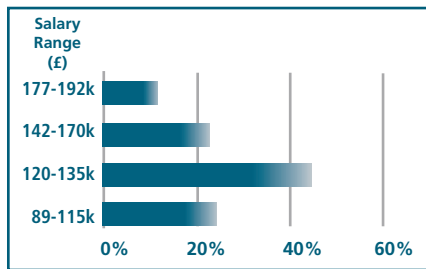
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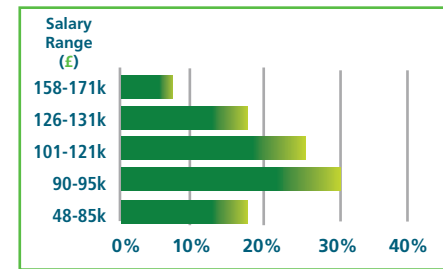
## European Security Head

Regional reporting, policy implementation, promulgates corporate policy. Developed crisis response to COVID, increasingly managing cyber preparedness programmes. Responsible for physical and information security. Budget responsibility £5m - £10m. Bonus medium 30%, health plan; car or allowance up to £9K, share purchase scheme.



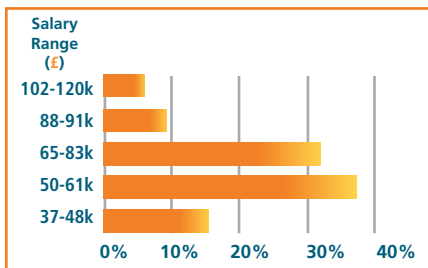
## Director, Risk & Resilience / Head of Security

Responsible for delivering localised policy, executive board briefings. They are a driver for change and service expansion. Increasingly managing cyber and pandemic response. Budget responsibility of £10m - £30m. Revenues of £1bn+. Included in the LTIP. Executive bonus medium 35%; share options; health care; car allowance £12K; executive share purchase.



## EMEA Security Head

Regional policy development, executive reporting, promulgating corporate policy, overview of physical and intellectual protection. Taking responsibility for cyber preparedness, pandemic response, business continuity and crisis management. Medium bonus range 30%, share options; travel allowance up to £10K.



## National Security Head

Responsible for all aspects of corporate security and maintaining standards across an estate. Developing an estate programme for internet connected devices and plant that has been overlooked by I.T departments. GDPR has been and remains a major part of this role. Organised pandemic response across all sites. Budget responsibility £2m - £10m. Bonus medium 20%; car £5k; health care.

Dundee	£2.79
Edinburgh	£2.78
Manchester	£3.01
Glasgow	£2.94
Leeds	£3.19
Sheffield	£2.81
Liverpool	£2.90
Bradford	£2.51
Birmingham	£2.77
London	£3.25

## Cost of 1 Cappuccino across the UK

Anchoring the UK Salary Survey through comparing the cost of a cappuccino provides more indicators as to the regional variances we find in salaries. In these indices we see that cost has risen in all major cities across the UK highlighted by a 70p increase in Leeds. The difference between the lowest cost (£2.51 in Bradford) and the highest cost (£3.25 in London) is 25.69%.

## The Survey

The SSR Personnel & Executive Profiles 2023 annual salary survey is supported by ASIS International. Data collated from more than 14,000 security professionals from across 40 business sectors, including finance, insurance, manufacturing, extractives, e-commerce, transport and logistics. We also populated with data collected during our bespoke salary surveys which covered 1.3 million employees and 1.2 trillion EURO revenues.

