

The annual survey for 2022 of security professionals highlights opportunities for those in the sector as the UK outpaced other developed economies, with a return to pre-pandemic employment levels and near record levels of vacancies advertised against the background of the "Great Resignation".

Wage inflation and its effect

With the near trebling of inflation in the past 12 months, pay demands are building. In highly unionised private sector workplaces, such as BT, there are pay demands of 10% and a strike ballots planned.

There is a 40% increase in the number of companies going into bankruptcy, reported by the Insolvency Service. Begbies Traynor's Red Flag Alert paints a particularly worrying picture for UK businesses, with increasing numbers falling victim to pressures which have been building while Government intervention has masked problems in the economy for two years. 500,000 business are in financial stress and in danger of defaulting on repaying Covid loans.

Companies most affected are in the support services sector. In the SSR survey, 24% respondents reported no increase in their basic salaries, compared with 38% in 2021. Those rewarded with bonuses and share schemes reported an increase in value averaging around 5.5%. Those changing roles, or who have been revalued through personal performance, averaged over 10%.

Risks and Skills demands

Respondents rated the risks to their organisation in this order:

1. Cyber Security
2. Organisational Governance
3. Data Privacy
4. Culture
5. Talent Management

This mostly mirrors CEO surveys, except those have talent attraction or retention typically at around third on their list of risks. 74% of respondents reported that they had self-funded post-graduate education. This is driven in part by the mistaken assertion that that there is parity of need between the hirer and those for hire. When organisations are reporting a shortage of skills, they need to contribute to their existing employees' development.

A fundamental change has occurred in recent times. Work-cycle longevity is now at its longest ever and, therefore, has the greatest number of generations at work at the same time. The pandemic has removed over one



A world where security professionals are in high demand

million self-employed and part-time workers from the UK workforce. The Pertemps monthly CBI Labour market reports recently reported there were 1.3m vacancies advertised monthly, many of them are in the support and creative industries.

After five years of technology growth spurred by two years of pandemic, some businesses are relying on recruitment practices that are outdated: go to market, offer more money, and recruit. Worryingly, employee attrition has increased for companies. Immigration visa requirements bring newsworthy reporting of the lack of labour in low-paying trades, but the skills deficiency is at its most critical in areas such as security engineers, which suffer from an ageing work force, advancing technology, and lack of appeal for joining the work force.

Meanwhile, UCAS reports an unprecedented growth in students opting to take on STEM subjects. This includes a 400% increase in acceptances for students wishing to go on to study artificial intelligence courses at university.

The UK is fast attracting jobs in crypto currency firms due to the UK successful tech sector, but the UK has over 150,000 vacancies.

Equality, Diversity & Inclusion

Unfortunately for UK security PLC, we are not attracting women into the profession in high enough numbers. Women make up 21% of the work force employed in the digital economy and representation is lower in the

cyber and physical worlds.

As firms accept a hybrid new world, candidates report they are spurred to look for a new role because they are not allowed to work from home. This disproportionately affects women who typically are the primary carers for children and elderly dependents.

Women in the UK feel more stressed today than they did a year ago, and nearly half say it is the reason they will likely leave their job in the next two years, according to the latest Deloitte 'Women@Work' report. Nearly half of women polled felt burned out, and described their mental health as either 'poor' or 'very poor'.

But of course, representation is not just about the number of women, it's a much wider issue than that. Diversity encompasses all aspects of the human experience, from age and culture to skills and life experience.

Attraction and retention

SSR survey respondents are reporting an increasing lack of empathy culture in their senior management as the reason for leaving

Under half of all organisations cite pay and bonuses as the key for staff attraction and retention, whereas over 50% of applicants say that culture and benefits are a significant reason for joining a company.

An investment from as little as £25 per employer can provide a host of benefits, including access to wellness consultants, private health, gym membership, family discount vouchers, and will reduce staff churn. The return is worth the investment.

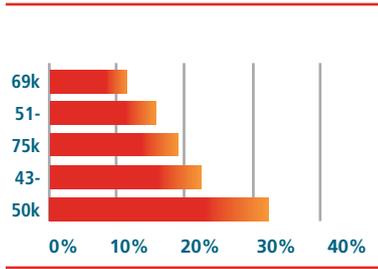
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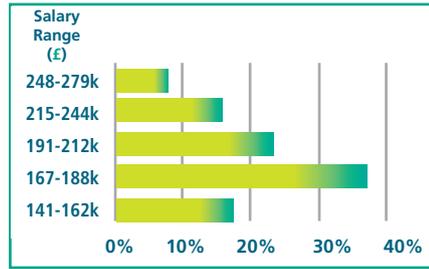


UK SALARY SURVEY 2022 – 2023



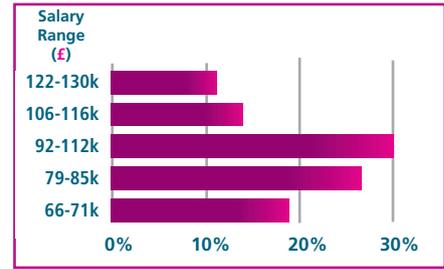
Cyber Analyst / Ethical Hacker

A role that is developed across a range of sectors as organisations elevate their response to cyber-attacks. The rapid controls on WFH users' organisations need to have a robust cyber policy against perennial and growing risk. As a hunter role they will coordinate attacks across a range of holistic actors. Computer sciences degree. you are seeking technicians who have an exploring nature, 'in harmony with machine code' and



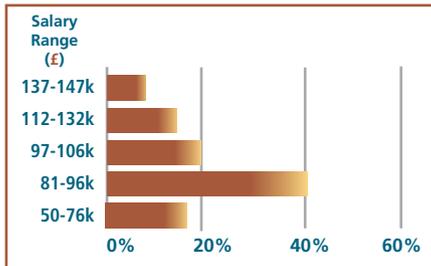
CSO / Global Resilience & Risk Director

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 & resilience, crisis management, included in LTIP: executive bonus range to 50%; share options; health care; travel allowance £12K; executive share purchase.



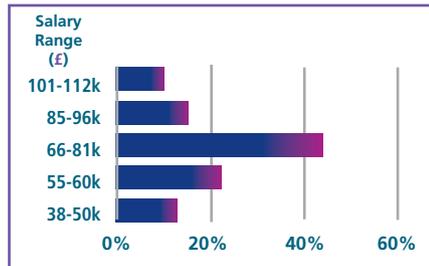
Cyber Resilience Manager / Head of Cyber

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 URLs 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.



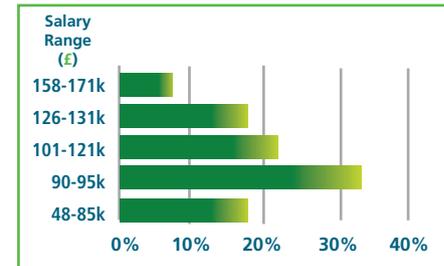
European Security Head

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.



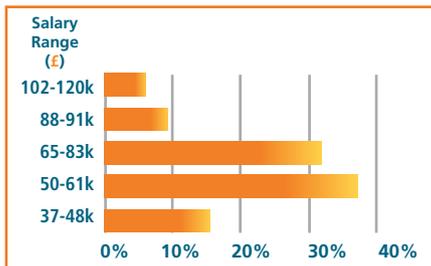
Senior Investigator

Responsibility for more than one country's operations. Active across all security breaches, due diligence, product diversion, counterfeit, and auditing functions for the corporation. Provides the forensic function in company. Travel allowance; pension & health plan; flexible benefits package; bonus medium 20%.



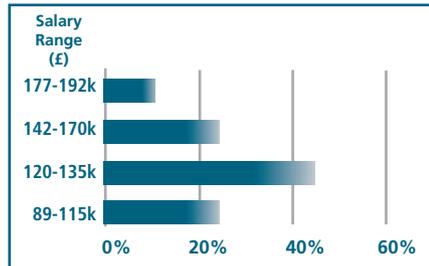
EMEA Security Head

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 identify what 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.



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; allowance £12K; executive share purchase.

The Survey

The SSR® Personnel & Executive Profiles 2022 annual salary survey partners with ASIS International. Data is collated from more than 12,000 security professionals from across 40 business sectors, including finance and insurance, manufacturing, extractives, e-commerce, FMCG and logistics. We also populated with data collected during our bespoke salary surveys which covered 1.3 m employees and EURO 1.2 trillion revenues.

