ACUMIN

UK Permanent Salary Index - 2015
Based on registered vacancies and actual placements

SYSTEM INTEGRATORS & CONSULTANCIES

Job Title	Guidelines	2008	2009	2010	2011	2012	2013	2014	
Information Security & Risk Management									
IT Security Officer	Part of a team in a large organisation responsible for IT risk controls, an element of IT security policy or designing and rolling out technical standards across the organisation.	35-45	39-49	44-57	45-55	45-55	45-55	45-55	❚❚
Security Project Management	Responsible for conducting, managing and budgeting for multiple large security transformation projects. Should have experience of project management and programme management disciplines such as Prince2.	80-95	80-92	80-94	80-95	80-95	75-95	75-90	⬇
Security & Risk Consultant	Responsible for liaising with internal stakeholders to advise on security, transformation, and risk-related projects and controls. Responsible for conducting risk assessments through to advising on technical and policy changes to the business - a very business-facing role.	55-70	55-64	58-68	60-65	65-80	55-80	55-80	❚❚
Security Analyst	Deep technical skills, hands-on experience with operations or configuration of security, with the ability to work independently but as part of another person's project.	35-45	35-45	37-47	40-51	42-55	40-60	40-60	❚❚
Governance & Compliance									
PCI QSA	Will have had training from the PCI Security Standards Council and be employees of an approved PCI security and auditing firm. The primary goal of the PCI QSA is to perform an assessment of an organisation that handles credit card data against the high-level control objectives of the PCI Data Security Standard.	44-57	42-55	47-60	55-70	50-67	60-70	55-65	⬇
ISO27001 Lead Auditor	Specialising in information security management systems (ISMS) based on the ISO/IEC 27001 standard and ISO/IEC 19011. Responsible for performing information management system audits.	47-55	45-55	50-60	45-55	45-55	55-65	58-65	⬆
Accreditor / Auditor	Technical, physical and administrative responsibility. Covering topics from auditing the physical security of data centres to auditing logical security of databases, networks, applications and firewalls. Highlighting key components to look for and different methods for auditing these.	45-55	42-57	45-57	42-55	40-48	45-55	45-55	❚❚
Penetration Testing, Forensics & Intrusion Analysis									
Penetration Tester	CHECK Team Leader or CREST Approved Penetration Tester.	55-75	55-75	63-80	65-85	65-85	65-85	65-85	❚❚
Penetration Tester	CHECK Team Member or CREST Registered Tester.	25-35	28-35	32-42	32-42	35-45	40-55	45-60	⬆
Security Investigator	Responsible for responding to a confirmed security breach and attempts to track and identify the entry point and culprit.	35-45	35-45	40-55	45-60	50-70	55-75	55-75	❚❚
Network Forensics	A technical role focusing on extracting adverse network activity to identify any untoward behaviour across the network not inline with corporate security policy.	35-45	35-45	40-55	45-60	50-70	55-75	55-75	❚❚
Technical Security									
Security Admins	Responsible for user password requests, security software updates and monitoring of basic intrusions including security node change requests and intrusion response.	25-32	24-35	25-36	25-35	27-38	35-40	30-37	⬇
Network Security	Responsible for infrastructure based technical security, focusing on network security and other periphery protection design and implementation projects.	28-45	32-43	35-49	45-55	47-55	50-60	50-60	❚❚
Security Operations - Threat Management	Responsible for detecting actionable network security threats and for the administration, operation and maintenance of the toolsets that support this activity. The primary toolsets are Security Incident and Event Management (SIEM), Data Loss Prevention (DLP), Intrusion Detection System (IDS) and Firewall Operations Management.	30-40	35-45	45-60	50-70	65-75	65-78	68-80	⬆
Security Architects	Highly technical, seen as an expert in developing technical security solutions for the business. Will design, project manage and oversee technical Security and other IT architectures to ensure security is built into the organisation inline with policy.	70-90	70-85	71-90	80-95	70-95	60-100	65-95	⬇

UK Permanent Salary Index - 2015
Based on registered vacancies and actual placements

ACUMIN

SYSTEM INTEGRATORS & CONSULTANCIES

	Job Title	Guidelines	2008	2009	2010	2011	2012	2013	2014	
Sales Engineering	Pre-Sales	Supporting sales functions in the technical product suite. Demonstrating and explaining the solution and assisting in the upselling process. Regularly feeding back to support teams and product management with technical issues and upgrade requirements.	55-70	55-75	57-78	55-72	55-75	60-80	62-83	⬆
	Product Management	Consistent review and input into development of product and solution suites, producing customer & channel communications as well as supporting key clients with upgrade advice and high level deployment practice. Working closely alongside Sales and Marketing functions.	55-65	50-60	54-65	60-70	60-75	65-80	65-80	⏸
Sales & Marketing	Direct Sales - Enterprise	Enterprise focused, direct sales. Selling either stand alone or a suite of products. These are **on target earnings (OTE)** based on a split of base vs. commission of 50/50.	100-130	100-130	110-140	120-150	130-170	130-160	130-170	⬆
	Direct Sales - SME	SME focused, direct sales. Normally selling a particular point solution. **OTE.**	70-100	80-110	86-120	90-140	100-150	110-150	100-140	⬇
	Marketing Specialist	Responsible for supporting and coordinating the marketing effort.	22-30	25-30	25-32	28-40	28-40	30-45	28-42	⬇
	Marketing Management	Responsible for regional direct and channel marketing strategies and implementation activities.	35-50	35-50	35-55	40-55	42-60	50-65	55-70	⬆
Cyber Security	SC & DV Cleared (including CLAS)	Government security cleared consultants to ensure the successful delivery of government security policies and standards. There are many areas here, we have focused on "CLAS" accredited consultants as a benchmark.	60-75	65-85	60-70	55-70	60-70	62-70	65-75	⬆
Executive Management	Operations Director	Responsible for overseeing process, compliance, corporate governance , consulting, solution delivery operations and support divisions of the business.	55-80	60-80	65-80	70-85	75-90	75-100	75-100	⏸
	Regional Lead	Responsible for overseeing sales and marketing and normally, initial operations of a business within a stated region. Is normally either the sole employee in a region or a senior manager of a small team. **OTE**.	140-170	130-170	140-180	150-180	150-200	150-200	150-220	⬆
	Sales Lead	EMEA business leader, responsible for managing operations, sales and marketing teams, highly target driven. **OTE.**	150-170	150-170	160-180	160-200	170-220	170-220	170-220	⏸
	Partner/Professional Services Lead	Manage and develop the entire practice. Should be a well known figurehead and active member of the IT security upper echelons. Should own the overall P&L and have direct responsibility for the business.	140-220	120-200	119-195	115-180	120-200	130-250	130-250	⏸

UK Permanent Salary Index - 2015

Based on registered vacancies and actual placements

ACUMIN

END USERS

Job Title	Guidelines	2008	2009	2010	2011	2012	2013	2014	
Information Security & Risk Management									
Security Analyst	Mid-Level, non-technical role responsible for conducting risk assessments and writing security policies.	32-42	32-45	34-45	38-48	40-48	40-50	40-55	⬆
IT Security Officer	A non-technical role, responsible for IT risk controls, security risk and security policies, and for rolling out security awareness programmes across the organisation.	35-45	35-45	39-49	41-52	45-50	48-55	45-55	⬇
Information Security/Risk Manager	Regionally or divisionally responsible for non-technical risk disciplines from strategy through to execution. Will have some team management responsibility.	45-75	47-75	53-72	60-75	60-75	55-80	60-80	⬆
Security & Risk Consultant	Responsible for liaising with internal stakeholders to advise on security and risk related projects. Responsible for conducting IT risk assessments through to advising on architectural and policy changes to the business - a very business facing role.	50-75	50-75	54-78	55-78	55-78	60-80	65-80	⬆
Security Project Management	Responsibility for the planning, execution and closing of a portfolio of security implementation projects.	80-95	80-92	80-94	80-95	85-95	80-95	80-95	⏸
Governance & Compliance									
Security and Policy Assurance	Specialising in information security management systems (ISMS), typically based on the ISO/IEC 27001 standard. Responsible for ensuring implementation of ISMS controls across projects and systems, and often performing information management system audits against this.	62-65	62-64	65-70	62-72	60-70	62-75	65-75	⬆
Compliance Manager	Technical, physical and administrative responsibility. Covering topics including auditing the physical security of data centres and auditing logical security of databases, networks, applications and firewalls. Must highlight key components to look for and different methods for auditing these areas.	60-72	63-74	65-75	60-70	60-70	60-75	60-75	⏸
Penetration Testing, Forensics & Intrusion Analysis									
Security Investigator / Network Forensics	A technical role focusing on extracting adverse network activity and identifying any untoward behaviour across the network not inline with corporate security policy. Responds to a confirmed security breach and attempts to track and identify the entry point and culprit.					55-70	60-75	60-75	⏸
Security Operations IDS	Intrusion detection and prevention expert advising on intrusion mitigation and response techniques, procedures and systems.	45-62	44-65	45-66	45-65	45-60	45-75	50-80	⬆
Technical Security									
Security Admins	Responsible for user password requests, security software updates and monitoring of basic intrusions including security node change requests and intrusion response.	25-32	24-35	25-36	25-35	30-40	30-40	30-45	⬆
Security Engineer	Technical role focusing on development and implementation of technical standards across applications and / or network technology in line with company's security policies.	55-70	55-64	58-68	60-70	55-70	55-75	55-80	⬆
Security Architects	Technically proficient and seen as an expert in developing technical security solutions for the business. Will design, project manage and oversee technical security and other IT architectures to ensure security is built into the organisation in line with policy.	70-90	70-85	71-90	80-95	75-90	75-110	75-110	⏸
Business Continuity Management									
Business Continuity Analyst	Responsible for running business impact analysis assessments, managing the business continuity planning systems and reporting potential risks to the BC Manager.	35-50	35-45	35-50	40-50	42-55	45-58	45-58	⏸
Business Continuity Manager	Responsible for managing the on-going business continuity plans, testing activities and risk mitigation to ensure critical business operations can continue in disastrous circumstances.	65-85	65-85	60-80	70-90	70-90	74-90	76-90	⬆
Business Continuity Director	Responsible for the strategic placement of business continuity activities into the business to ensure critical business operations can continue in disastrous circumstances.	105-120	97-105	95-110	100-115	100-115	100-115	100-115	⏸

END USERS

	Job Title	Guidelines	2008	2009	2010	2011	2012	2013	2014	
Public Sector Security	**Information Assurance Accreditor**	Responsible for accrediting information systems against compliance to HMG IA standards and Security Policy Framework etc.	35-50	35-50	38-55	38-60	38-60	38-60	38-60	❙❙
	Data Protection Manager	Responsible for ensuring compliance to data protection and data privacy regulations.					45-55	46-55	50-65	⬆
	CLAS Consultant	SC & DV Cleared. A large group spanning many skills, but ultimately responsible for conducting and assessing formal criteria for Government accreditation. Can range from just writing RMADS up to advising on high-end security architecture.	45-75	50-67	57-81	50-75	54-82	54-82	50-80	⬇
Exectutive Management	**CISO**	Globally responsible for all Information Risk and Security matters in a large enterprise.	115-180	115-180	115-180	120-200	130-200	135-200	135-200	❙❙
	Security Director	In a mid-level corporate will be globally responsible for all Information Risk and Security matters.	80-95	75-90	78-97	80-115	85-118	85-120	85-120	❙❙

UK Permanent Salary Index - 2015

Based on registered vacancies and actual placements

ACUMIN

VENDORS

	Job Title	Guidelines	2008	2009	2010	2011	2012	2013	2014	
Techical Security	**Technical Support**	Telephone based or client facing role, responsible for supporting a specific vendor product or solution once implemented.	25-40	28-40	28-45	30-45	30-50	30-52	25-50	↓
	Security Engineer	Client facing role, responsible for implementing a specific vendor product or solution.	28-45	32-43	35-49	42-52	45-60	40-65	45-70	↑
	Solution Consultant	Client facing roles responsible for designing or architecting a specific vendor product or solution, and advising the client on its best use.	55-70	55-75	60-75	65-80	70-90	65-85	65-80	↓
Sales Engineering	**Pre Sales/Sales Engineer**	Junior sales support function in the technical product suite. Demonstrating and explaining the solution.	40-60	40-55	40-55	45-60	45-60	50-65	55-65	↑
	Pre Sales/Sales Engineer	Senior sales support function in the technical product suite. Demonstrating and explaining the solution and assisting in upselling process. Regularly feeding back to support teams and product management with technical issues and upgrade requirements.	55-78	55-75	55-75	60-80	60-80	65-85	70-85	↑
	Product Manager	Consistent review and input into development of product and solution suites, producing customer & channel communications as well as supporting key clients with upgrade advice and high level deployment practice. Working closely alongside Sales and Marketing functions.	55-65	50-60	54-65	60-70	60-75	70-80	65-75	↓
Sales & Marketing	**Direct Sales - Enterprise**	Mid-corporate to enterprise focused, direct sales. Selling either stand alone, large security solutions, or a suite of products. **OTE.**	90-170	90-150	100-160	130-170	130-170	130-170	130-170	‖
	Direct Sales - SME	SME focused, direct sales. Selling either stand alone or a suite of products. **OTE.**	108-144	106-140	104-148	120-156	120-150	100-140	90-140	↓
	Channel Sales - VAR	Selecting, recruiting, motivating, managing and supporting VARs to maximise sales through multiple channel partners. **OTE.**	90-110	90-100	100-118	110-140	120-140	120-160	120-150	↓
	Channel Sales - System Integrator	Selecting, recruiting, motivating, managing and supporting Systems Integrators to maximise sales of (usually) large solutions through a small number of strategic partners. **OTE.**	90-110	90-100	100-118	110-140	120-140	120-140	130-160	↑
	Marketing Management	Responsible for regional direct and channel marketing strategies and implementation activities.	45-55	40-50	40-50	40-50	40-65	55-85	55-80	↓
Executive Management	**Sales Director/EVP Sales**	EMEA business leader, responsible for managing operations, sales and marketing teams, highly target driven. **Base Salary.**	98-132	102-130	100-139	110-140	90-138	94-142	94-142	‖
	VP EMEA	EMEA business leader, responsible for managing operations, sales and marketing teams, highly target driven. **Base Salary.**	125-180	120-170	125-175	125-170	132-184	125-175	125-175	‖
	Marketing Director/CMO	Responsible for developing all marketing strategies on an international scale and overseeing all marketing activities for the business as a whole.	85-125	80-110	80-120	80-130	90-130	95-140	95-140	‖
	Operations Director/General Manager	Responsible for overseeing process, compliance, corporate governance, international operations and support divisions of the business.	80-115	90-120	92-134	90-130	100-140	105-160	105-160	‖
	CTO	Typically reports directly to the chief executive officer (CEO) and is primarily concerned with long-term technical development of all software and hardware solutions. The CTO also needs a working familiarity with intellectual property (IP) issues (e.g. patents, trade secrets, licence contracts), and an ability to interface with legal departments.	120-175	120-175	127-170	125-165	130-180	135-195	135-195	‖

UK Contractor Day Rate - 2015
Based on registered vacancies and actual placements

ACUMIN

SYSTEM INTEGRATORS & CONSULTANCIES

Job Title	2011 Average	2012 Average	2013 Average	2014 Average	
Information Security & Risk Management					
Security Director	600 - 850	600 - 900	620 - 930	700 - 950	↑
IT Security Officer	350 - 400	315 - 360	330 - 370	330 - 380	↑
Security Project Management	500 - 650	500 - 620	500 - 620	500 - 650	↑
Security & Risk Consultant	450 - 550	450 - 530	455 - 535	475 - 600	↑
Security Analyst	300 - 450	290 - 420	290 - 420	325 - 450	↑
Governance & Compliance					
PCI QSA	500 - 700	450 - 630	450 - 630	450 - 650	↑
ISO27001 Lead Auditor	450 - 550	450 - 550	455 - 555	400 - 580	↑
Accreditor / Auditor	450 - 500	450 - 500	450 - 500	450 - 550	↑
Penetration Testing, Forensics & Intrusion Analysis					
Penetration Tester	500 - 800	450 - 720	450 - 720	450 - 700	↓
Security Investigator	500 - 650	500 - 600	510 - 620	500 - 625	↑
Network Forensics	500 - 650	500 - 600	500 - 600	500 - 625	↑
Technical Security					
Security Admins	250 - 350	240 - 320	240 - 320	250 - 350	↑
Network Security	400 - 500	380 - 480	380 - 480	350 - 520	↑
Security Operations - Threat Management	400 - 600	400 - 600	400 - 600	400 - 600	‖
Security Architects	500 - 700	480 - 670	490 - 680	550 - 750	↑
Business Continuity Management					
Business Continuity Analyst	300 - 400	300 - 400	310 - 410	320 - 430	↑
Business Continuity Manager	450 - 550	450 - 550	460 - 560	460 - 560	‖
Business Continuity	450 - 600	450 - 600	310 - 410	320 - 430	↑

UK Contractor Day Rate - 2015

Based on registered vacancies and actual placements

END USERS

	Job Title	2011 Average	2012 Average	2013 Average	2014 Average	
Information Security & Risk Management	IT Security Officer	350 - 400	350	375	375	‖
	Information Security/ Risk Manager	500 - 750	500 - 700	500 - 700	500 - 700	‖
	Security Project Management	500 - 650	500 - 600	500 - 600	475 - 600	↓
	Security & Risk Consultant	450 - 550	450 - 500	450 - 500	450 - 550	↑
	Security Analyst	300 - 450	300 - 450	300 - 450	300 - 450	‖
Governance & Compliance	ISO27001 Lead Auditor	450 - 550	450 - 500	450 - 500	450 - 550	↑
	Accreditor / Auditor	450 - 500	450 - 500	460 - 510	460 - 510	‖
Penetration Testing, Forensics & Intrusion Analysis	Penetration Tester	500 - 800	500 - 800	500 - 800	500 - 800	‖
	Investigator	500 - 650	500 - 650	500 - 650	500 - 650	‖
	Network Forensics	500 - 650	500 - 650	500 - 650	500 - 650	‖
Technical Security	Security Admins	250 - 350	250 - 350	250 - 350	250 - 350	‖
	Network Security	400 - 500	400 - 500	410 - 510	410 - 550	↑
	Security Operations IDS	400 - 600	400 - 600	400 - 600	400 - 650	↑
	Security Architects	500 - 700	500 - 700	500 - 700	500 - 750	↑
Business Continuity Management	Business Continuity Analyst	300 - 400	300 - 400	300 - 400	300 - 400	‖
	Business Continuity Manager/ Consultant	450 - 550	450 - 600	450 - 600	450 - 600	‖

END USERS

	Job Title	2011 Average	2012 Average	2013 Average	2014 Average	
Public Sector Security	Information Assurance Accreditor	400 - 500	400 - 500	400 - 500	400 - 500	
	Data Protection Manager	400 - 500	400 - 500	400 - 500	400 - 500	
	CLAS Consultant	400 - 650	400 - 650	400 - 650	400 - 650	

About Acumin

Since 1998 Acumin has been providing Cyber Security and Information Risk Management recruitment services to Global End Users, IT Security Vendors, Systems Integrators and Consultancies. Specialising in Information Security, Information Risk Management, Governance, Risk and Compliance, Penetration Testing & Forensics, Technical Security, Pre-Sales, Sales & Marketing and Executive Management positions. Acumin are founders of the RANT Forum and RANT Conference.

Please call us if you would like to discuss your personal career development or your internal hiring requirements.