

European Cybersecurity State of the Profession 2023 Survey

HTP

HightechPartners
TALENT | TECH | TRANSFORMATION

ECS
EUROPEAN CYBER SECURITY ORGANISATION



Solvay Lifelong Learning
BRUSSELS SCHOOL. ECONOMICS. MANAGEMENT

AP
ATAYA & PARTNERS

Raffaele Jacovelli

Brussels, 18.06.2023

Scope of Work



What

The 2023 European Cybersecurity State of the Profession Survey has been launched in Cooperation with ECSO, Solvay Brussels School and Ataya and Partners, to start a broad continuous monitoring of the evolution of CyberSec Professionals across several dimensions, among which:

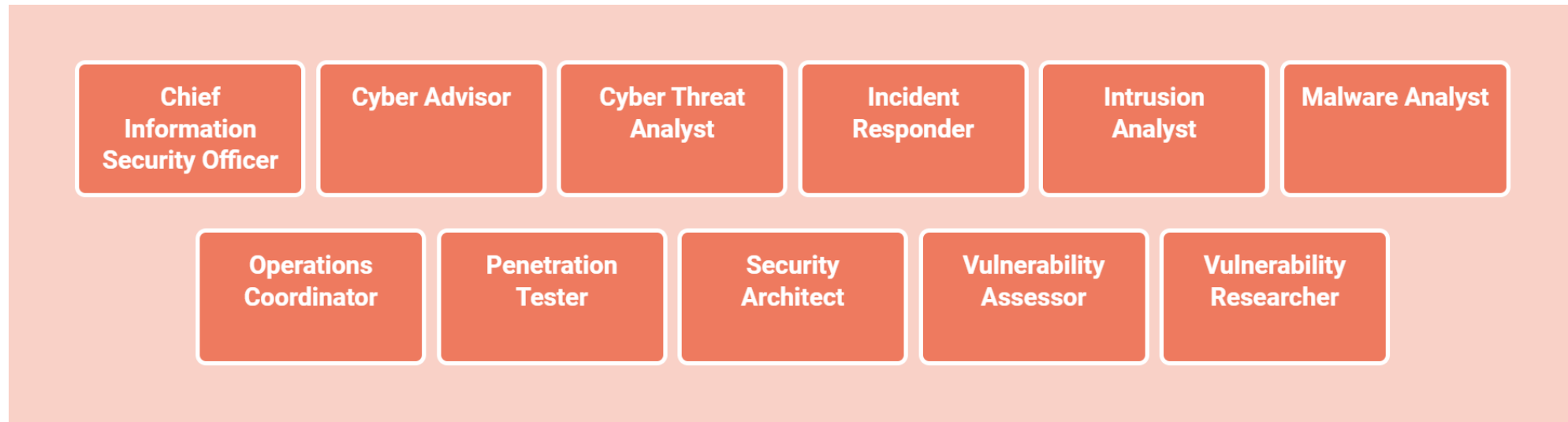
- Experience and Qualifications
- Stress and Career Change
- Training and Development
- Skills and Career Goals
- Current Salary Ranges



Launch

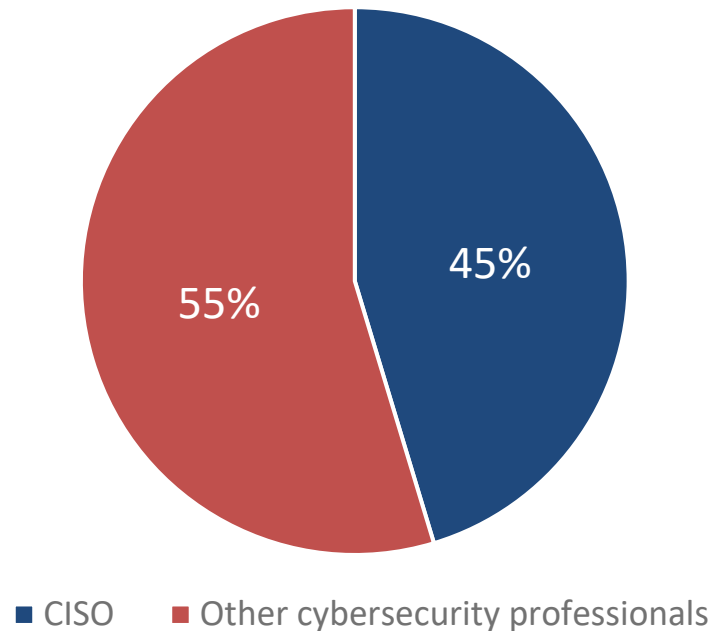
- Launched in November 2022 and closed in January 2023 - we have gathered responses from 19 countries members of EU plus United Kingdom.
- It has been split in 2 surveys, 1 focused only on CISO's, leveraging the relevant community within ECSO and 1 dedicated to all CyberSec professionals, across all the Job Functions (currently 11 within the CIISEC framework)

Cybersec Job Functions



RESPONDENTS' DISTRIBUTION by function

Proportion of CISO among the respondents

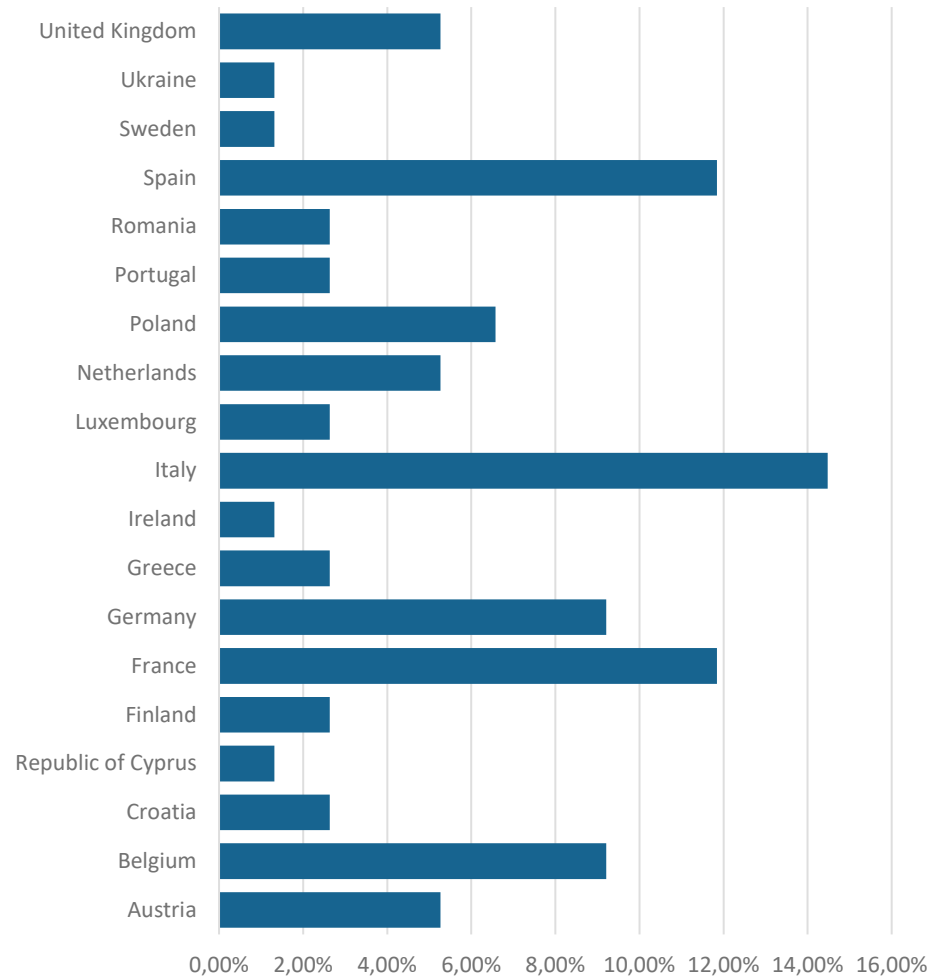


Considering that the ratio between CISO and non CISO in the profession is over 1:10 we have received a fairly significant number of responses, being 45% of the total.

On the other hand the results of the analysis may be limited due to the relatively low number of respondents, with a total of 76 participants.

Nonetheless, the data provides valuable insights into the characteristics of these professionals, and the following analysis will examine the key findings from the surveys.

RESPONDENTS' DISTRIBUTION by Country



Overall, it appears that the respondents are predominantly working from Western and Southern Europe, with a smaller representation from Central and Eastern Europe.

However, the sample size is relatively small and may not be representative of the larger population of cybersecurity professionals and CISOs across Europe.

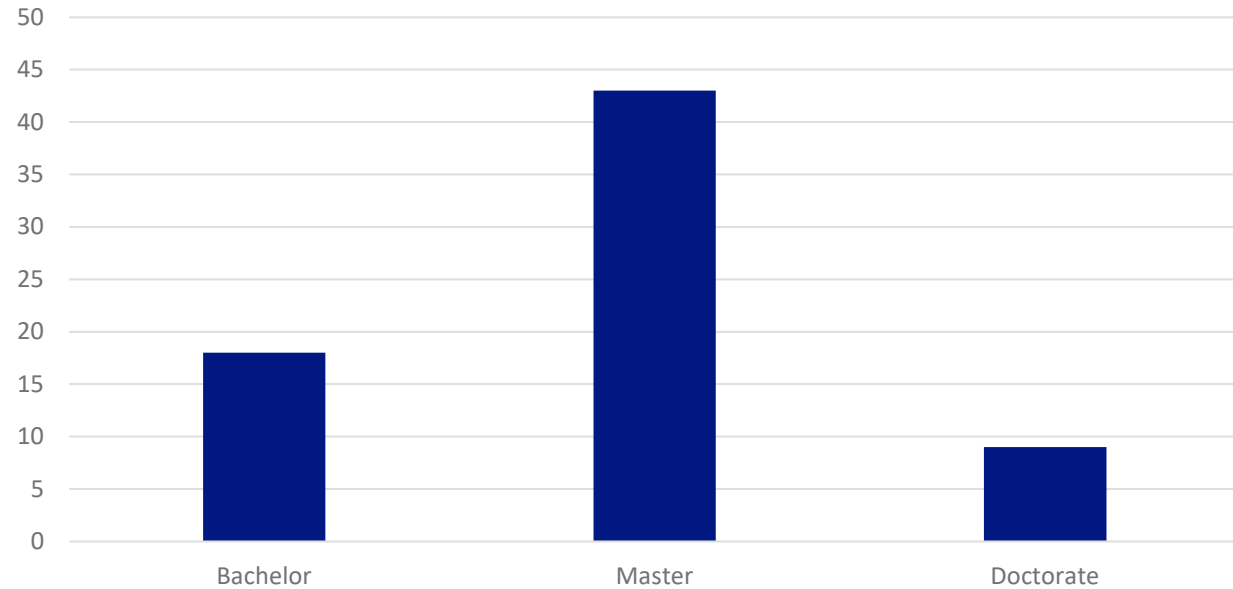
Additionally, it should be noted that the gender distribution of the respondents is highly skewed, with only 15% of the individuals identifying as women and the remaining 85% identifying as men.

This highlights a gender imbalance in the cybersecurity industry.

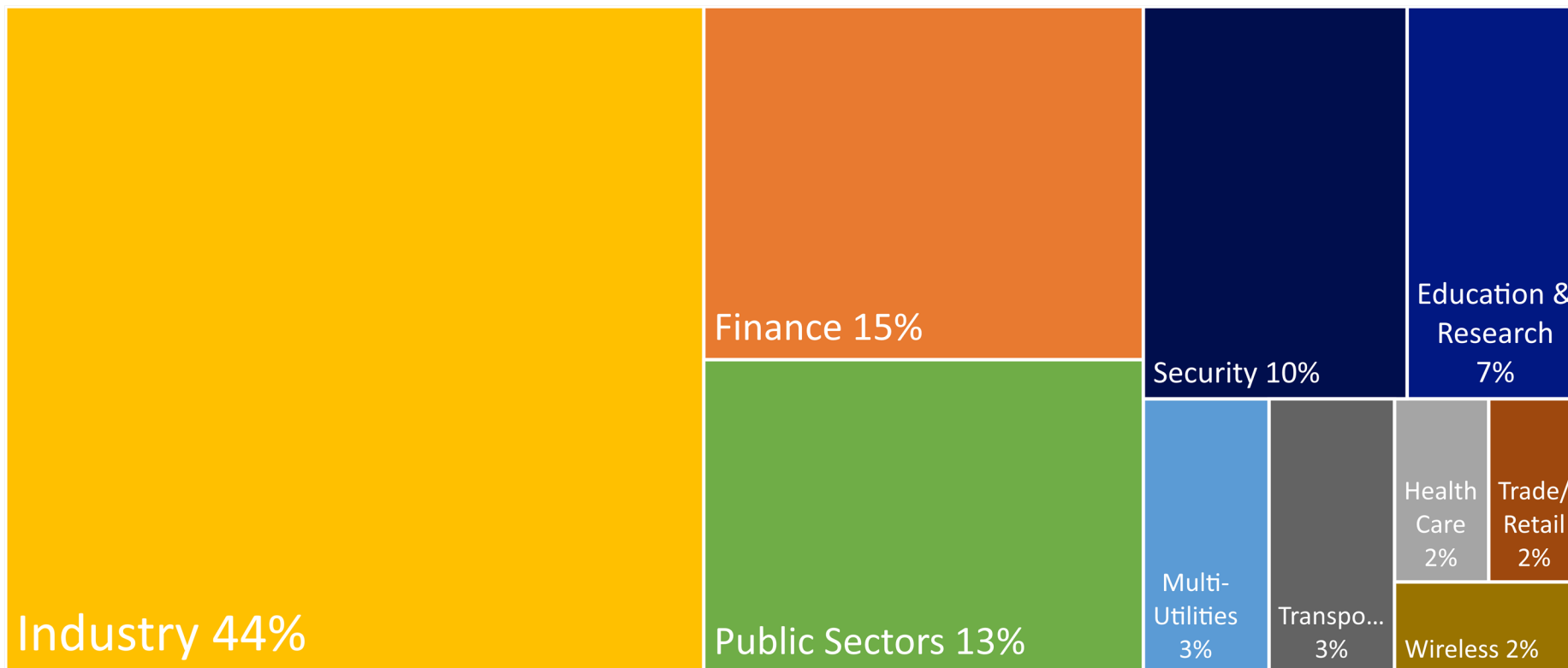
RESPONDENTS' EDUCATION

The chart clearly states that the Master Degree is the most popular across the board for all the CyberSec professionals.

Educational background



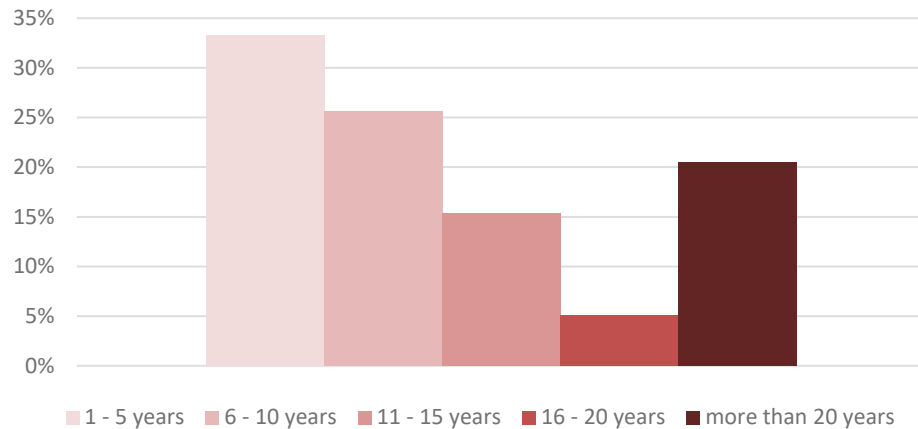
RESPONDENTS BREAKDOWN BY INDUSTRY



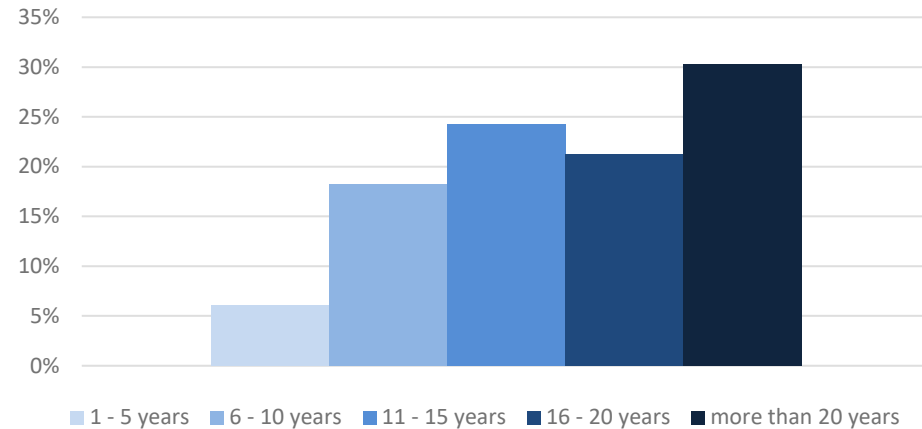
The chart clearly indicates that as opposed to what we might expect, most of the professionals are engaged in Manufacturing, Energy, and Technology (grouped under Industry), followed by Finance and Public Sector

RESPONDENTS BREAKDOWN BY SENIORITY

Experience in the cybersecurity field -
Other cybersecurity professionals



Experience in the cybersecurity field -
CISO



The 2 charts above show the different patterns for CISO's and the rest:
As expected the CISO's have cumulated many years of experience before taking over the role, while the rest of the population have joined the profession more recently

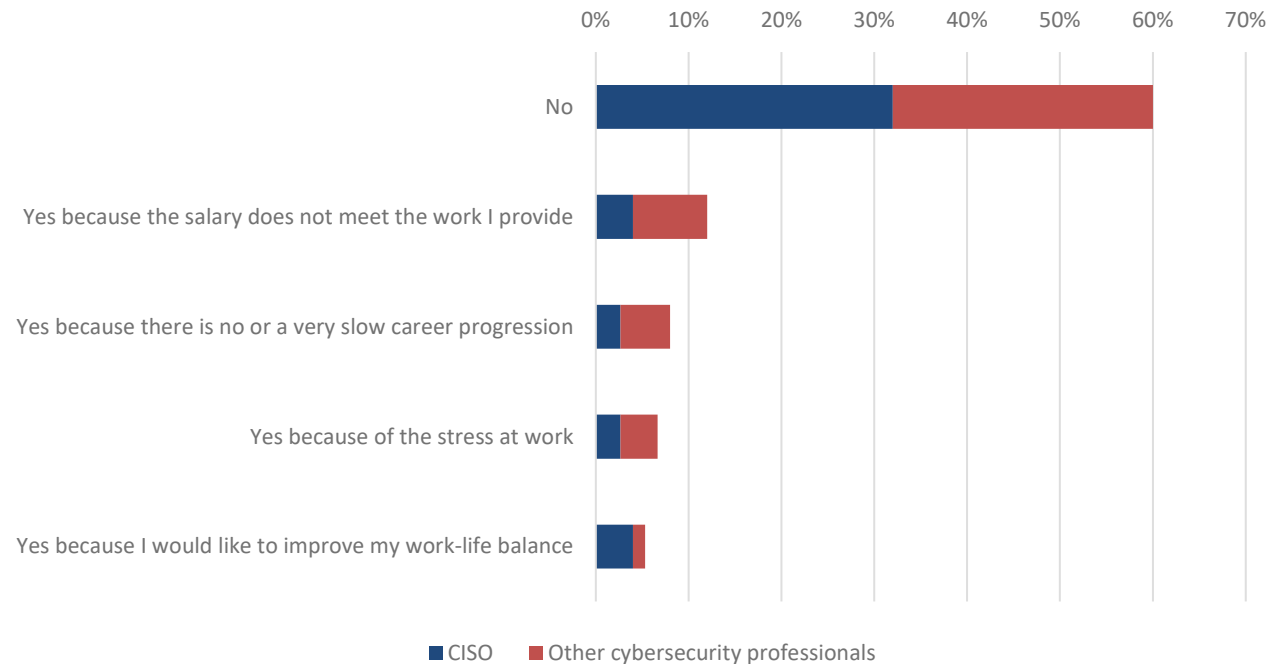
RESPONDENTS CAREER DEVELOPMENT

The majority of the CyberSec professionals are not planning to change

Some CISO's is concerned about the work-life balance

The rest of those open to change are concerned because of the salary level or slow career progression possibility

Do they plan to change their career path ?



RESPONDENTS CAREER DEVELOPMENT

What would be a natural evolution of your career ?

Would you like to :

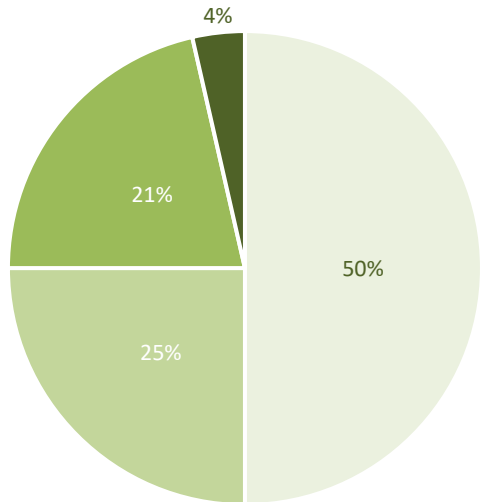


CISO's either are looking to grow in the existing organization or change completely.

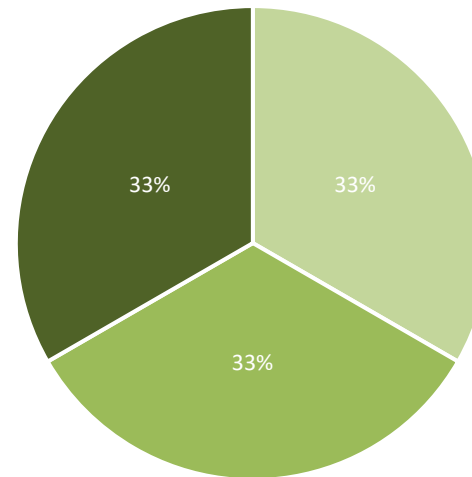
The rest expects to grow internally or to become a services provider.

RESPONDENTS SALARY BREAKDOWN

Salary (/year) - Other cybersecurity professionals



Salary (/year) - CISO

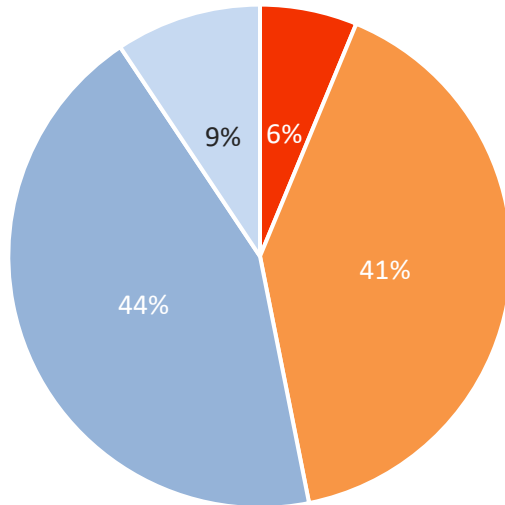


■ Less than 75 000€
 ■ 75 000€ - 100 000€
 ■ 100 000€ - 150 000€
 ■ More than 150 000€
 ■ Less than 75 000€
 ■ 75 000€ - 100 000€
 ■ 100 000€ - 150 000€
 ■ More than 150 000€

As expected CISO's average annual salary is higher than the rest.
 Over 21% of the professionals can achieve an annual salary above € 100k while the majority is below € 75k

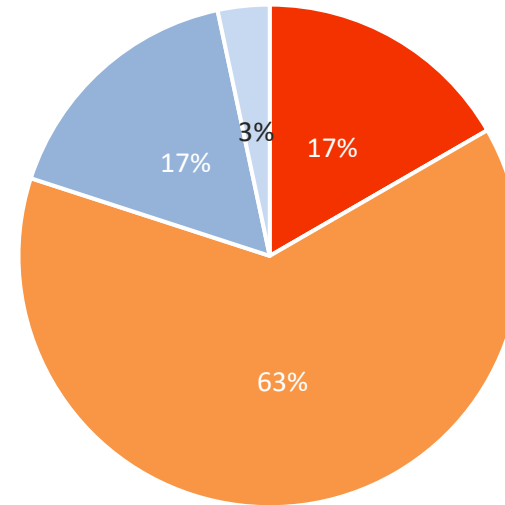
RESPONDENTS STRESS LEVEL

Stress - Other cybersecurity professionals



■ Extremely high ■ High ■ Average ■ Low

Stress - CISO



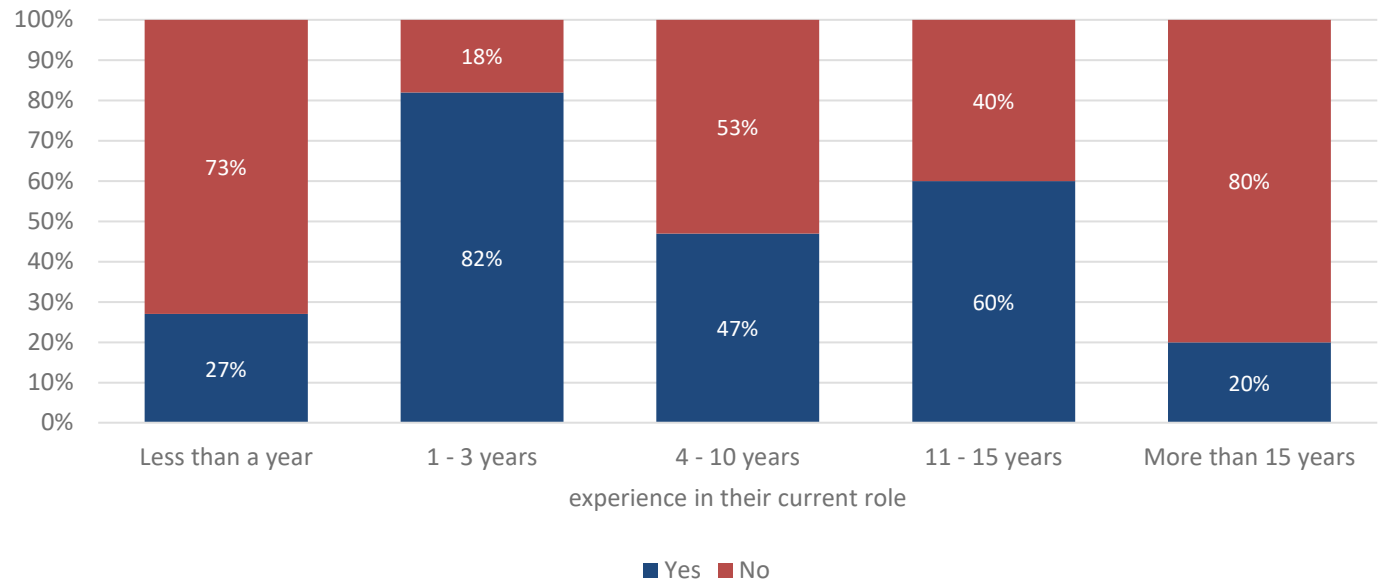
■ Extremely high ■ High ■ Average ■ Low

The is a certain correlation between level of stress and salary for the CyberSec professionals.
It's concerning the amount of stress for CISO's, being for the vast majority High or even Extremely High

RESPONDENTS LIFE-LONG LEARNING

Have you attended in the last 3 years a formal training related to cybersecurity ?

This chart shows that CISO's with over 15 years of experience tend to limit their formal training, while throughout the career the it's a constant, although with a different level of intensity, confirming that the CyberSec domain requires continuous updates.

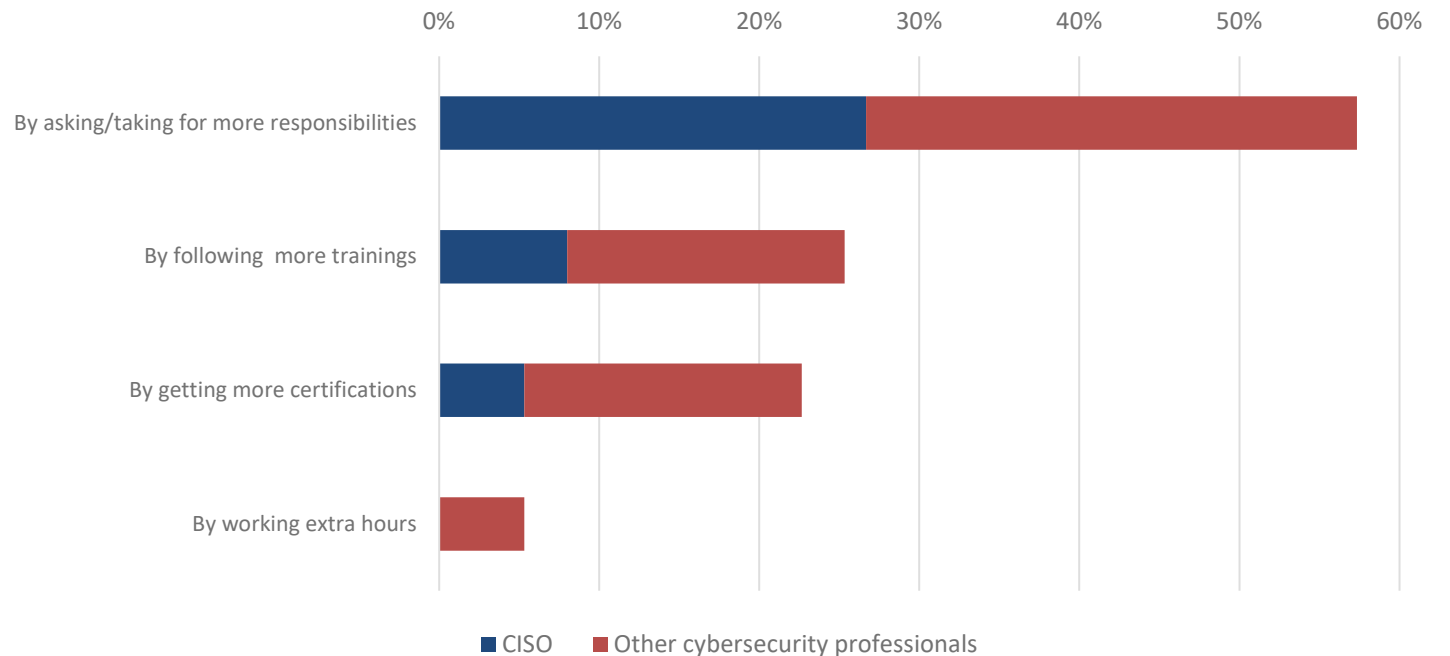


RESPONDENTS CAREER IMPROVEMENT STRATEGIES

Despite the continuous education that CyberSec professionals undertake, seldomly following more trainings is considered the best strategy to get promoted.

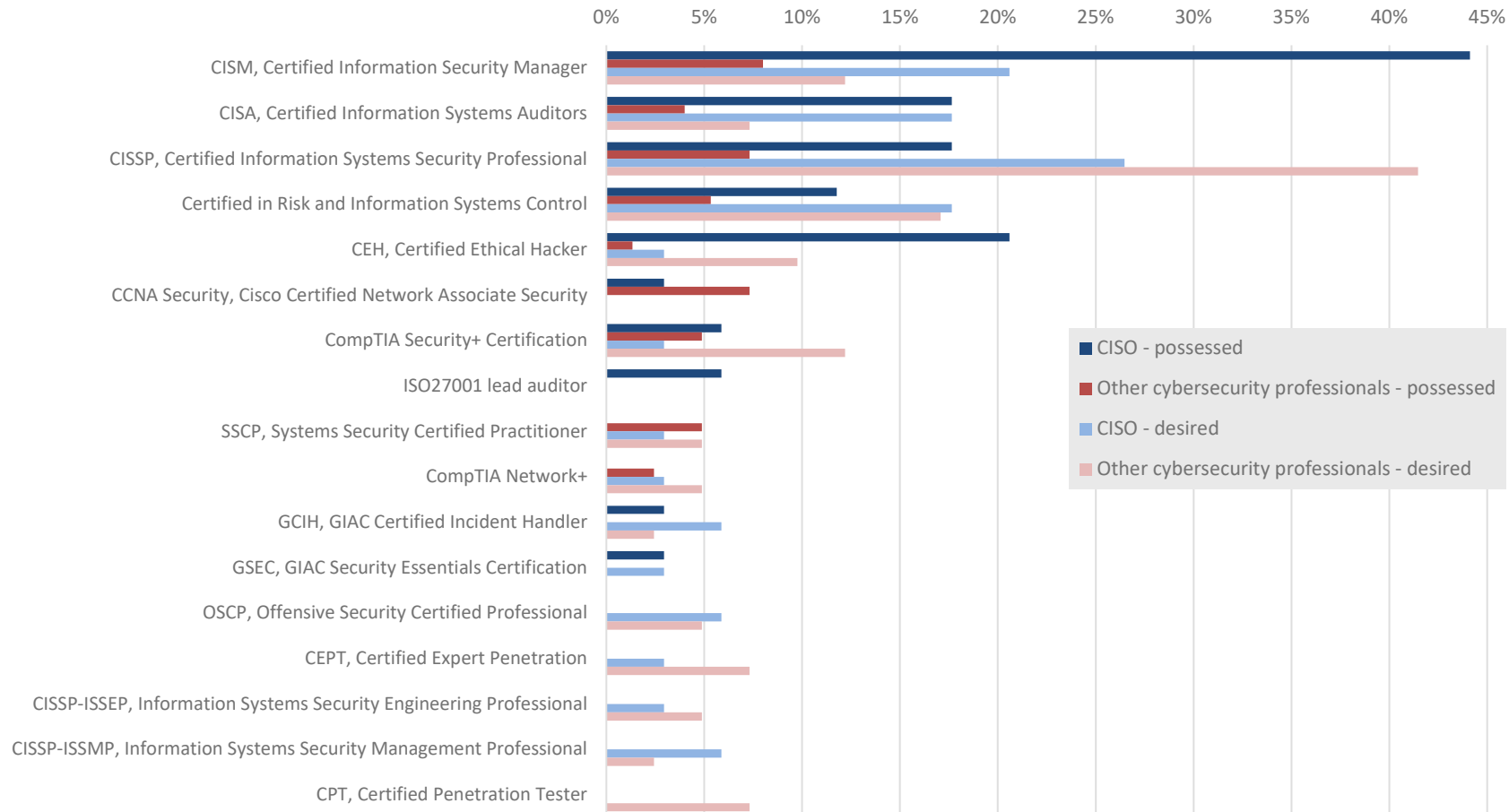
Only 15% invest in getting more certifications and another 15% in trainings, but in general asking for more responsibilities seems to be the preferred option.

How do you plan to have a promotion ?



RESPONDENTS CERTIFICATIONS

Certifications possessed and desired

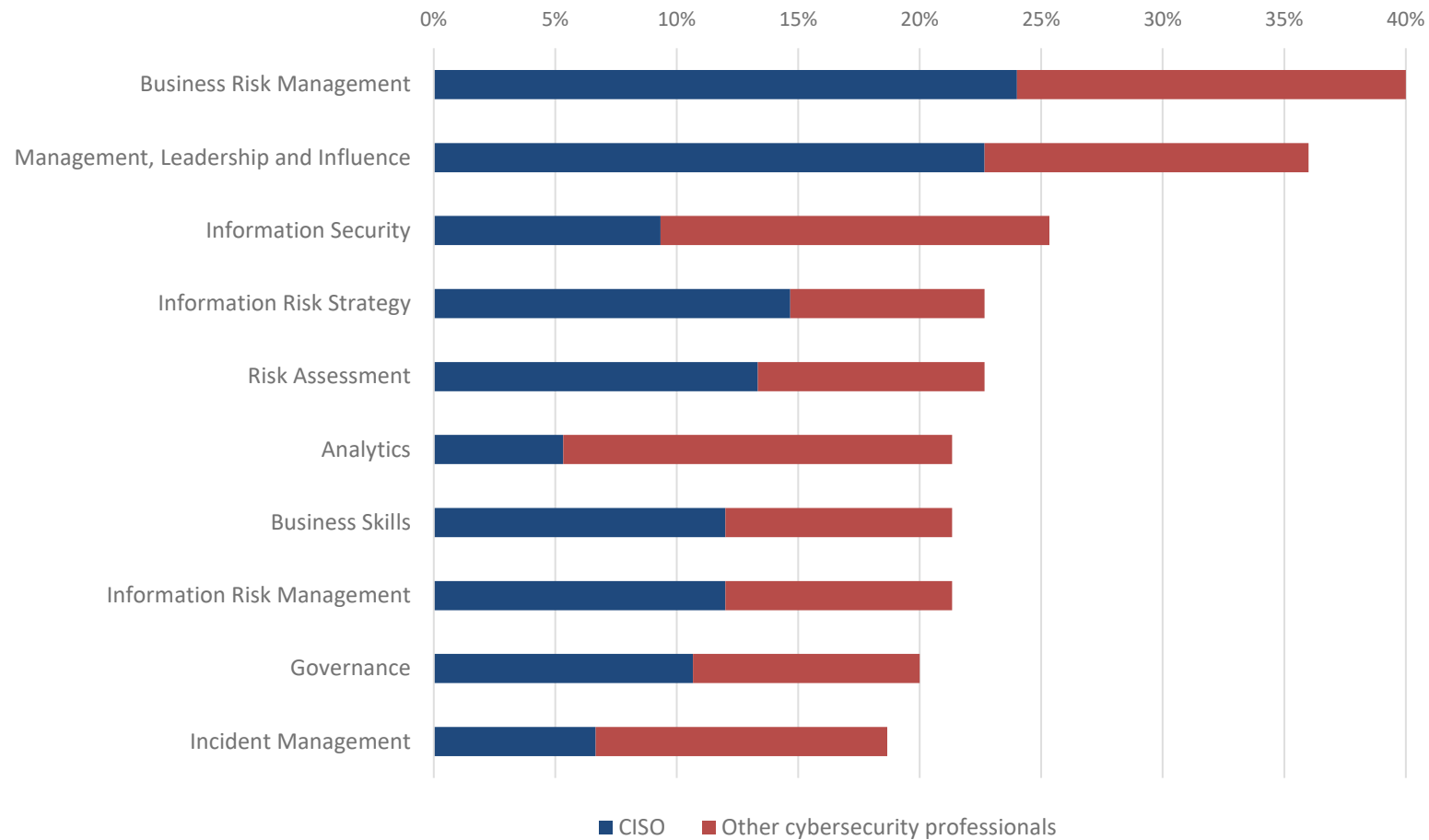


CISM and CISA are most possessed certifications, followed by CISSP that is also the most desired by both CISO's and professionals.

Interestingly enough the ISO 27001 Auditor has a limited number of people certified and no-one planning to get such certification.

RESPONDENTS HARD SKILLS DEVELOPMENT

What hard skills would you like to learn to perform better at your job ?



This chart shows the most wanted Hard Skills.

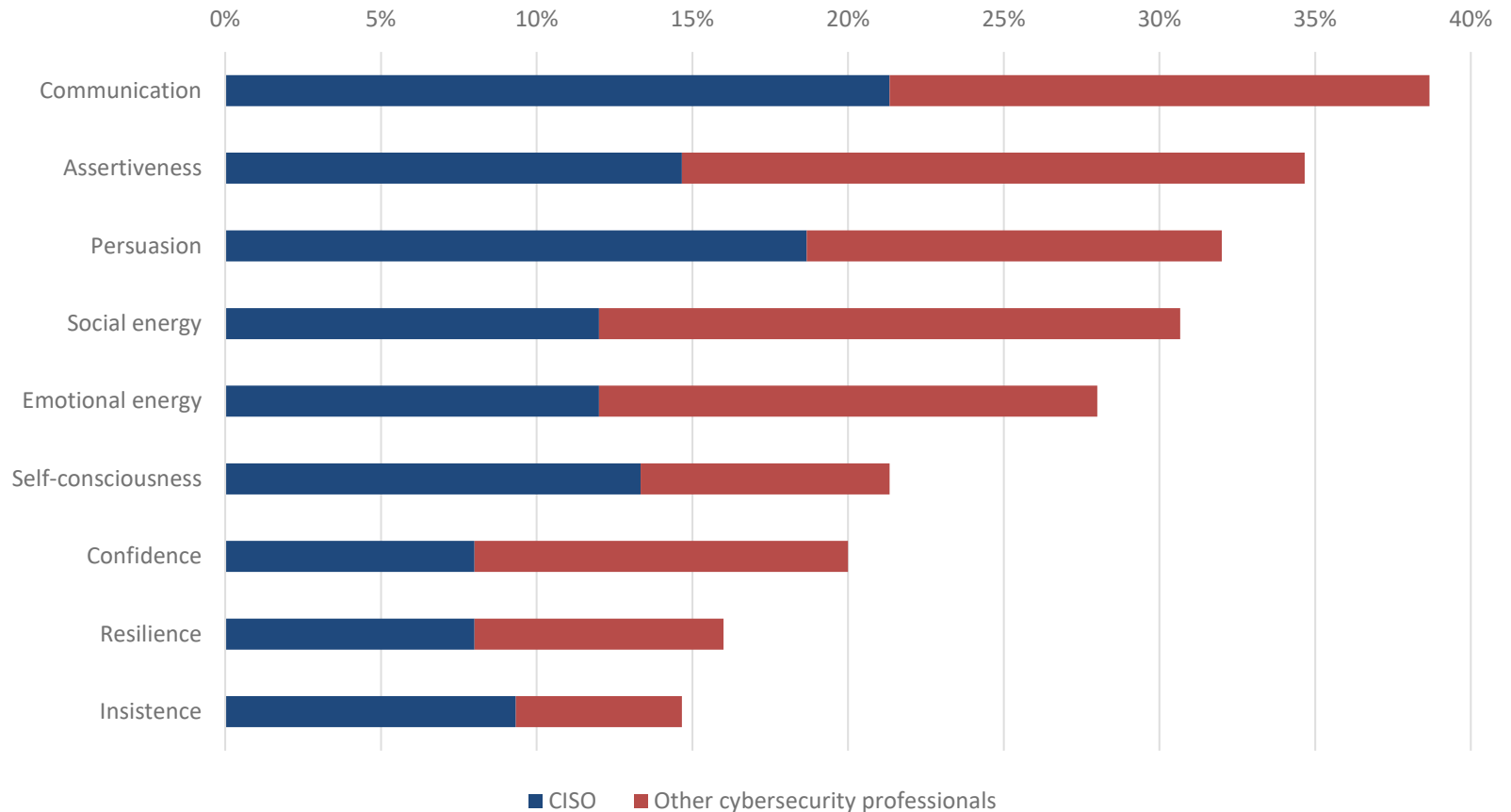
Relevant to observe that Business Risk Management ranks at the top, indicating at the same time that the impact on the business of security threats is at the top of the agenda, but also that most of CISO's and professionals do not feel to be sufficiently equipped in this area.

RESPONDENTS SOFT SKILLS DEVELOPMENT

What soft skills would you like to learn to perform better at you job ?

There is clearly a good consciousness that the Soft Skills are becoming as important as the Hard.

Communication, Assertiveness, Persuasion, Social and Emotional Energy are rightly at the top, as historically ICT people do not shine in this area, that is becoming essential to increase the performances in CyberSec.



FINAL CONSIDERATIONS

CyberSec executives and professionals are the most in demand and growing within ICT industry but **require** a continuous development in terms of Hard and Soft Skills.

Given the growing risks related to this domain, the **level of stress** associated is much **above** the average, as the security has assumed a paramount importance.

To **improve** and **grow** a continuous learning approach is essential to stay afloat and enable a fast-paced career development.

Average salary levels **grow** with the seniority and the role, but on average are **slightly higher** than colleagues in other IT domains.

CyberSec experts are required across all industries with Manufacturing, Energy, Technology and Financial Services among the most popular.

We've developed with Ataya & Partners Skillsbeam.io to provide you a compass to get oriented towards the **most relevant individual** career path, leveraging each one existing skills and **helping** to fill the relevant gaps.



Drive your career

Hightech Partners can advise you:

<https://hightechpartners.net>

<https://atayapartners.com>

<https://cybersec.skillsbeam.io>

THANK YOU