

# 2016 Security Salary Survey

At median annual salaries of **\$100,000** for staff and **\$127,000** for management, the base pay for today's security professional hasn't increased much since 2014, yet **68%** of respondents to our survey say they're satisfied with their jobs. Is there more to an IT security career than money?



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SUMMARY  
EXECUTIVE

**Cybersecurity** spending is at an all-time high, according to many industry estimates, but that rapid increase in spending apparently is not having much impact on the salaries of currently employed security professionals. According to responses from security professionals in the Dark Reading/InformationWeek Security Salary Survey, the median salary for an enterprise security staffer is about \$100,000—about 2% higher than it was when we conducted our last survey in 2014. IT security management fared no better. Managers' base salaries averaged about \$127,000, around 1.6% higher than two years ago.

Interestingly, security professionals don't seem too peeved about the slow salary growth: For both staffers and management, 68% of respondents report being either "satisfied" (46% for staffers, 49% for managers) or "very satisfied" (22% and 19%).

While the data indicates that base pay remains the aspect that matters most to both IT staffers (51%) and management (47%), our survey suggests that other factors are nearly as important to security professionals. Among the other factors that count in security job satisfaction:

- Opinions and knowledge are valued (43% for staffers, 44% for managers)
- Benefits (38% and 37%)
- Challenge of job or responsibility (36% and 40%)
- Job or company stability (39% and 43%)

In this report, we offer a deeper look into the mind of the security professional, offering statistics and candid feedback from IT security professionals on their feelings about their compensation, their concerns about their careers, and their priorities in their job choices. We also offer some insight into the way they spend their time, and who they spend it with. By reading this report, the reader should gain an understanding of how security professionals spend their days, and of what makes them want to stay at their posts in a hiring environment where opportunities seem so abundant.

# SYNOPSIS

RESEARCH

**Survey Name** 2016 Dark Reading/InformationWeek Security Salary Survey

**Survey Date** June 2016

**Region** North America

**Number of Respondents** 416

**Purpose** To examine the compensation, bonuses, and other benefits provided to IT security professionals and to gain an understanding of their job responsibilities, as well as their current state of satisfaction in their positions.

**Methodology** InformationWeek and Dark Reading surveyed business technology decision-makers at North American companies. The survey was conducted online, and respondents were recruited via an email invitation containing an embedded link to the survey. The email invitation was sent to UBM Tech's qualified database. The respondents included in this report had job titles that included the word "security" or reported that their primary job responsibilities include IT security.

## ABOUT US

**InformationWeek Reports'** analysts arm business technology decision-makers with real-world perspective based on qualitative and quantitative research, business and technology assessment and planning tools, and adoption best practices gleaned from experience.

## The Perks of Being an IT Security Professional

Why do IT security professionals do what they do? While cyberpros clearly don't make a bad living — six figures is the average — this year's survey data clearly shows that money isn't the primary driver for most of them.

Increases in compensation for IT staff and management were barely enough to keep up with a [1.7% increase in the cost of living](#), and yet more than two-thirds of our sample (68%) reported being "satisfied" or "very satisfied" with their current jobs. (See Figure 1.) Clearly, money isn't everything to IT security professionals.

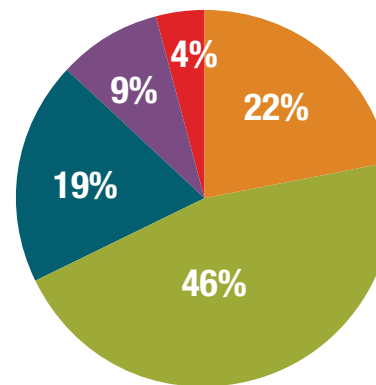
First, let's take a snapshot of the users who responded to Dark Reading/InformationWeek's 2016 Security Salary Survey. We received online responses from 416 IT security professionals, two-thirds (67%) of them from companies with more than 500 employees. (See Figure 45, p. 51.) Fifty-two percent of them work for companies with revenue of more than \$250 million—15% work for organizations with revenues greater than \$10 billion. (See Figure 44, p. 50.) The respondents hailed from a wide range of industries: 14% work for the federal

Figure 1

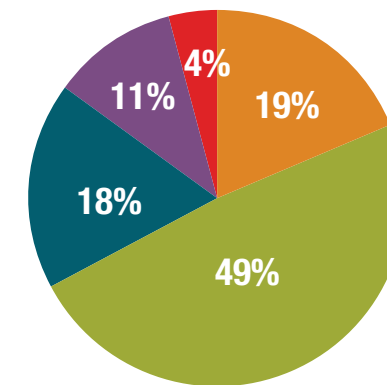
### Overall Satisfaction

Overall, how satisfied are you with all aspects of your job, including compensation, benefits, and other aspects of your employment relationship?

Very satisfied Satisfied Neutral Dissatisfied Very dissatisfied



Staff



Management

Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

government, 11% banking, 11% healthcare, 9% IT vendors, and 6% education. (See Figure 46, p. 52.)

Age-wise, more than three-quarters of staff and management respondents were 36 or

older, with 22% at 55+. (See Figure 43, p. 49.) Women comprised 14% of the IT security staff and 8% of the managers we talked to. (See Figure 42. on p 48.) Median number of years of IT experience for staffers responding to the

survey was 16; the median number of years for managers was 20. (See Figure 2.) Staffers who responded had been working for their current employers a median number of four years; IT security management checked in at six years. (See Figure 20, p. 27.)

So, how much do IT security pros make? Median salaries and overall compensation increased very little in the last 12 months, according to our respondents. Median salary for IT security staff people came in at \$100,000; the management salary median was \$127,000. (See Figure 3.) That translates to a 2% increase for staffers and a 1.6% increase for management. That's an improvement from our last survey of staffers, who only reported a 1.3% salary gain in 2014. Managers fared worse, seeing nearly a full-point drop in salary increases — from 2.5% in 2014 to 1.6% this year — which represents the smallest salary increase tallied by managers in the last four years of these surveys.

Total compensation — that is, salary, bonuses, and any other direct cash payments received in the last 12 months — brought the median income to \$105,000 for IT security staffers and \$137,000 for management

**FAST FACT**

**2%**

The median increase in salary for IT security staff from 2015 to 2016.

Figure 2

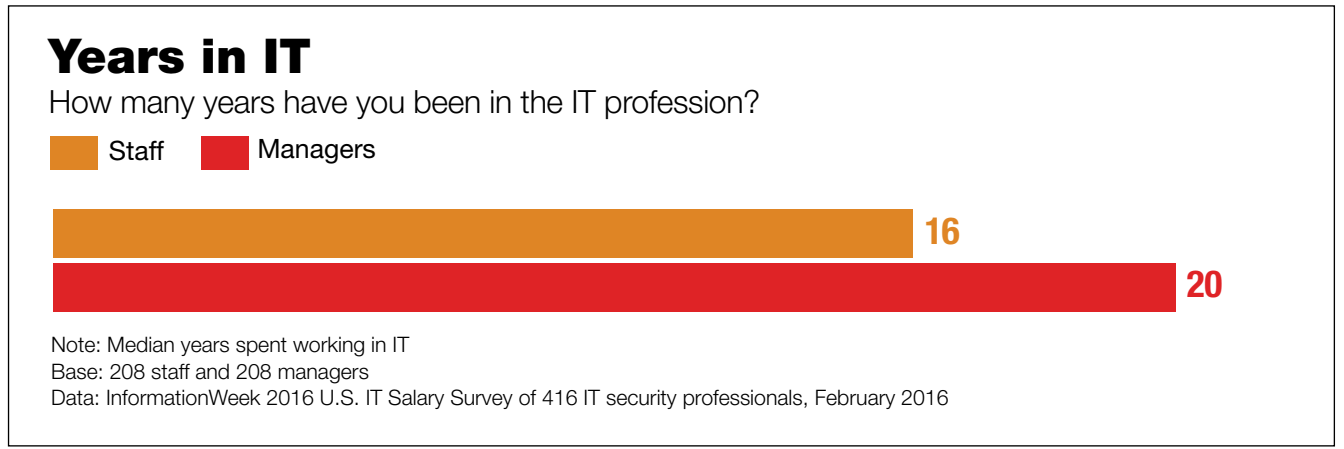
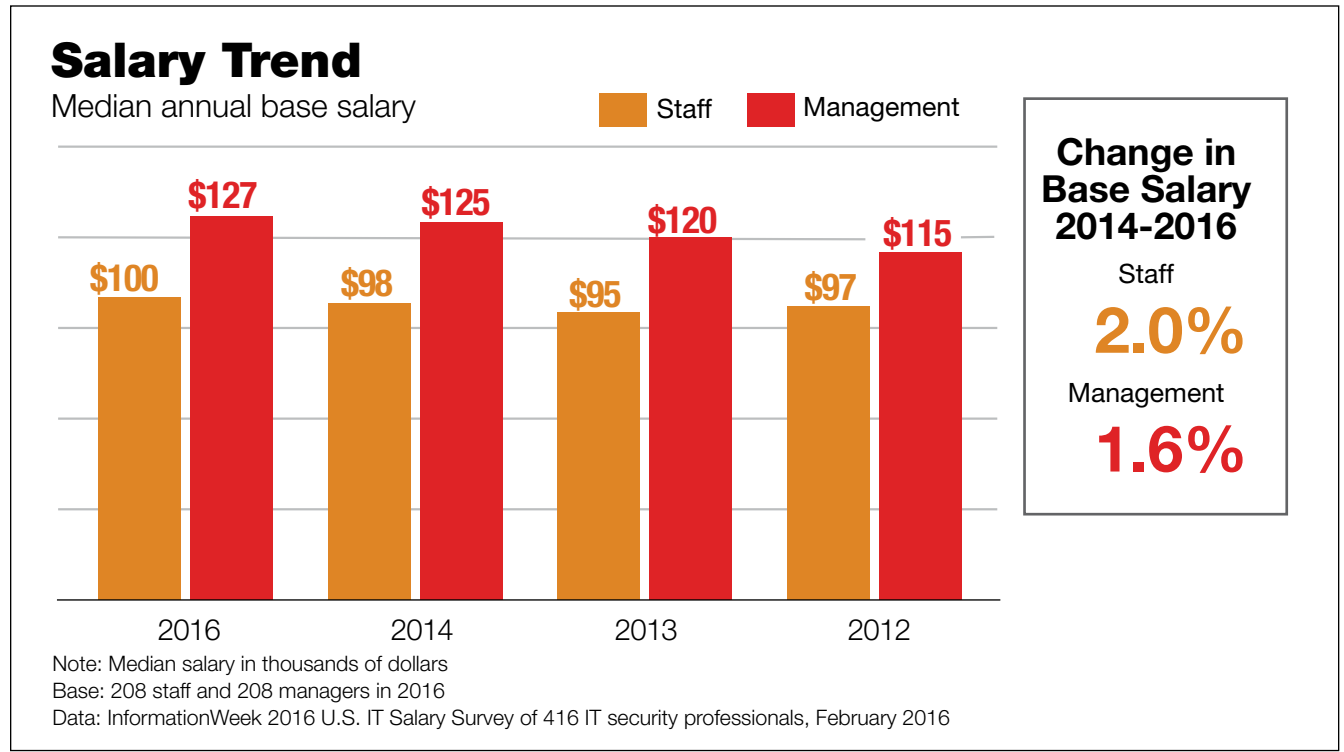


Figure 3



in 2016. (See Figure 4.) That's an increase of 1.9% for staffers, slightly less than their best showing (2%) in 2013. Not so for IT security managers, whose median total compensation represents a 0.7% loss for the year — quite a change from 2014, when total compensation for management was up 2.9%.

### Job Satisfaction Remains High

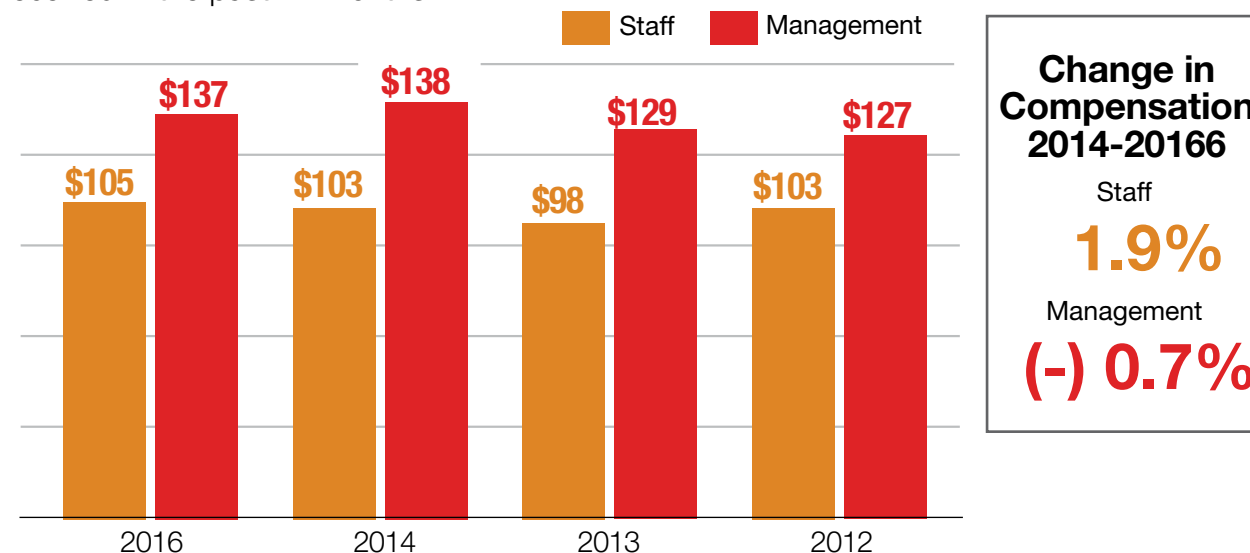
As an industry, IT security is growing rapidly. Worldwide technology purchases exceeded \$75 billion in 2016, according to a [press release](#) by Gartner, and [some industry estimates](#) say there will be more than 1.5 million cybersecurity job openings in the next five years. Any organization that's only increasing compensation for IT security professionals by 1%-2% is going to have a significant retention problem in the not too distant future, according to Lee Kushner, president of L.J. Kushner and Associates LLC, an IT recruiting firm based in Freehold, N.J. "If the security team is smart and on top of things, they're not being appreciated for the value they bring to the organization," he said.

But job freedom and flexibility also count for a lot among IT security professionals. Pay wasn't

Figure 4

## Compensation Trend

Median total cash compensation; includes any bonuses and other direct cash payments received in the past 12 months



Note: Median salary in thousands of dollars  
Base: 208 staff and 208 managers in 2016  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

the biggest driver for Roger Parkerson, an IT security engineer for United Federal Credit Union in St. Joseph, Mich. "In my case, I love IT security, and the reason I came out of retirement was to go back to it," he said. "I'm very well appreciated in my job

here. I'm the only one doing it!"

In our survey, the three biggest drivers for bonuses were identical for IT staff and management: personal performance (64% for staff, 69% for management) corporate performance (49% and 56%), and company profit sharing (26%



and 24%). (See Figure 5.) Division performance also sweetened the pot for extra compensation (19% and 16%), as did project milestone completion (18% and 14%).

When asked about their overall job satisfaction levels, survey respondents mostly reported that they are happy with their jobs and responsibilities. For both staffers and management, 68% of respondents report being either “satisfied” (46% for staffers, 49% for managers) or “very satisfied” (22% and 19%). (See Figure 22, p. 28.)

However, that leaves about 30% of infosec professionals who are unsatisfied with their jobs—a figure that should give employers pause, according to Kushner. “Three out of ten might be flight risks, so what does it cost me to replace those people? If their compensation is 2%, they’re not happy. And most of those you want to keep are the ones who want to leave,” he said. “Retention is still the best form of hiring.”

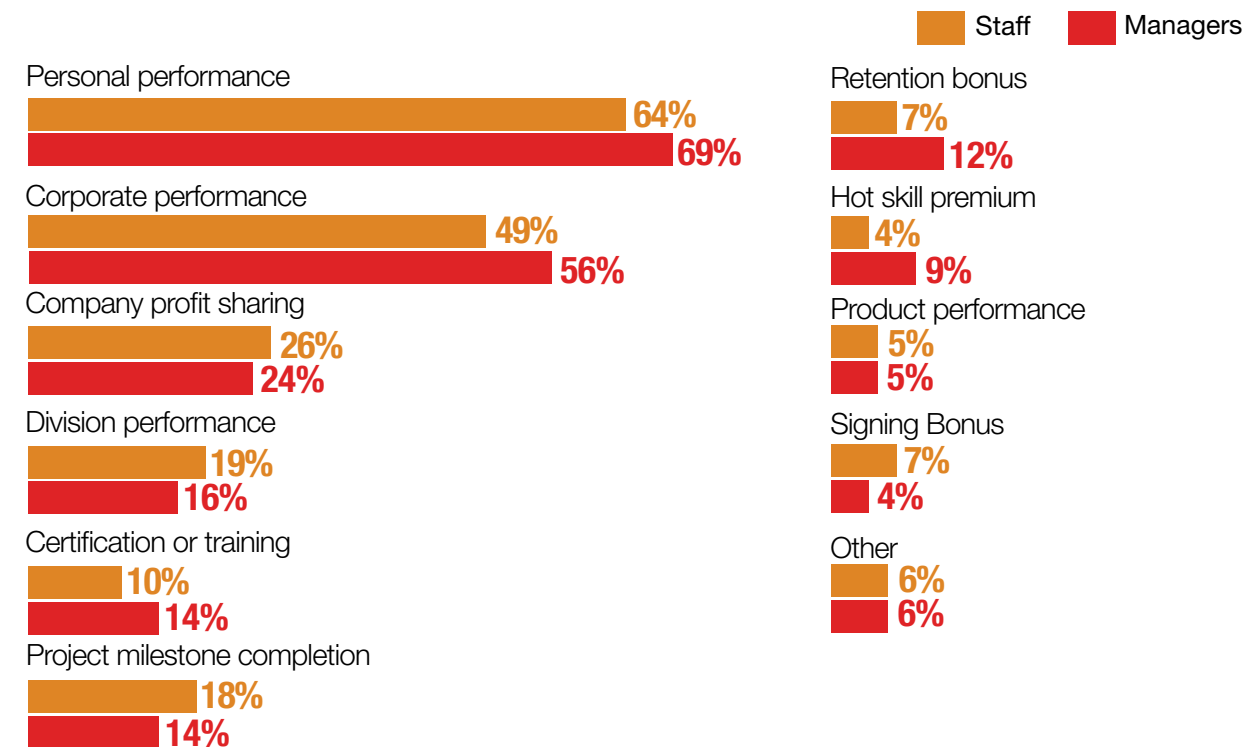
### Money Isn’t Everything

Our survey shows that almost 70% of security pros are happy in their jobs, despite reporting salary raises that are barely beyond the cost of living. How can this be?

Figure 5

## Reasons for Bonuses

What are the primary reason(s) for the bonuses and other direct cash payments you receive?



Note: Multiple responses allowed  
Base: 133 staff and 149 managers who will, or expect to, receive a bonus in 2016  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

David Shearer, executive director of security professional association (ISC)2 in Clearwater, Fla., wonders what employers are doing above and beyond salary to keep people satisfied. “We think there may be things that don’t show up on a salary survey — could there be gifting going on?” he wondered. “We know the security market is extremely competitive. But when you’re not seeing big salary gains, you have to wonder what is going on that drives” such high levels of satisfaction.

Money’s one thing — certainly the main thing for employees—but it isn’t the only thing, especially for IT security professionals, according to Matt Lampe, an assist general manager for the Los Angeles Department of Water and Power, and the utility’s former CIO. “When I look at my infosec crew here, those people in particular have among the highest satisfaction, because they get a lot of interesting challenges, it’s not highly repetitive, and they feel like they’re making a difference,” Lampe says. That’s not the case with all IT jobs, where the repetition and drudgery can be real morale killers, prompting the dissatisfied to look for work in other organizations or industries.

Parkerson of United Federal Credit Union

Figure 6

## Year in Review

In the past 12 months I have ...

	Staff	Management
Been given a raise of less than 5%	34%	29%
Been promoted	17%	25%
Had more or new training opportunities	26%	25%
Been given a raise between 5% and 10%	12%	21%
Been given a raise of more than 10%	19%	20%
Had fewer training opportunities	17%	17%
Had an increase in benefits	10%	14%
Had benefits cut	12%	13%
Had my pay frozen	7%	12%
Had a pay cut of more than 10%	1%	2%
Had a pay cut of less than 5%	1%	1%
Been demoted	0%	1%
Had a pay cut between 5% and 10%	1%	0%

Note: Multiple responses allowed

Base: 208 staff and 208 managers

Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016



suggested that independence and the pleasure of problem-solving are their own rewards. “I’m essentially my own boss here and right now,” he said. “I’m in the middle of a data loss prevention project for the credit union. I just completed a final proof of performance.”

But what about money? “The raise was fine and I’m sure I’ll get another,” Parkerson said. “But even if I didn’t, it wouldn’t matter.”

It’s worth mentioning that 19% of IT staffers in our survey reported receiving a raise of more than 10% in the last 12 months, up from 8% the last time we surveyed. (See Figure 6.) Some 20% of managers reported a raise of 10% or more, also up from a previous result of 17%.

Other IT security professionals are less sanguine about the compensation picture. “I kind of laugh at the salary numbers. We ourselves did not see a 2% increase because we’re government,” said Sean League, an information systems analyst for the Alameda County Sheriff in Oakland, Calif. “We’re not paid anywhere near to what our civilian counterparts make, but we have benefits that our private sector counterparts don’t.” League cited retirement and healthcare benefits, some of which are sweeter for government employees.

### **Security Pro Deficit**

Employers need to rebalance the ways they budget for in-demand IT positions like those in information security, experts say. The retention issue raised by Kushner — that underpaid infosec pros won’t hang around — is more than just theoretical,

**FAST FACT**

# 39%

The number of security professionals who feel their work is engaging.

according to (ISC)2's Shearer. "If you look at [the] 1.5-million person deficit that's coming between 2015-2020 in cyber-security, we're not even beginning to fill the pipeline," he said. "Organizations that have talent are trying to hold onto it, and it's hard to staff to appropriate levels. Burnout is a key factor here as well."

(ISC)2 has surveyed its own membership, which is made up of more than 100,000 security professionals around the globe, about jobs, salaries and the future. Many of the responses align with the Dark Reading/InformationWeek salary survey data. Shearer said the average age of (ISC)2 respondents was 42. "That's not old, but it's not young. With a profession fraught with stress, it's unlikely they'll stay in the profession. They move on. That points to a retention problem."

Only 6% of (ISC)2's survey respondents were under the age of 30. "So where is the next wave of young, innovative talent pool coming from to replace those folks 55 and older?" Shearer wondered. "In aggregate, organizations are going to have a retention problem — maybe not right here, right now, because I think employers are doing a better job of treating employees," he said. "But they

can't bring in more people who aren't there to bring in, so burnout and stress are going to affect the [infosec] workforce."

LADWP has run into its own hiring challenges, Lampe says, and not just because IT security professionals are in such high demand. The utility is required to use the civil service system to hire. Its union, the International Brotherhood of Electrical Workers, wants DWP to give internal candidates priority when hiring, he noted.

"It's very tough to recruit an information security professional, so for the most part we have to grow them," Lampe said. LADWP takes a good systems programmer and trains him or her for a year or two via both in-house and outside courses to get the individual fully functional in infosec. "Over the last eight years, we've gone from one CISSP to seven, and from zero security auditors to three or four. We've gone from nobody certified in forensics to a couple who are now certified," he said.

That's a familiar development model, not just for organizations that draw from civil service and union employees, but also for any CIO or IT manager whose hiring and training budgets have been squeezed, experts say.

**Priorities and Skills**

What other factors are affecting IT security hiring, retention, and job satisfaction? Our survey offers some insight.

Base pay remains the job aspect that matters most to both IT staffers (51%) and management (47%). (See Figure 19, p. 26.) Close behind on the "What matters most?" continuum was a feeling that the respondents' opinions and knowledge are valued (43% for staffers, 44% for managers), benefits (38% and 37%), challenge of job or responsibility (36% and 40%), and job or company stability (39% and 43%).

Most security professionals also feel their work is engaging. Staffers reported they are intellectually challenged (39%) or somewhat challenged (48%) by the projects they're working on; 40% of management feel challenged; and 46% feel somewhat challenged by their projects. (See Figure 23, p. 29.)

IT recruiters frequently complain about a lack of "soft skills," such as communication skills or business acumen, on IT pros' resumés. Unfortunately, there's not much to data in our survey to indicate that the situation is improving. There was an increase in those involved with research and development—14% for staffers,

up from 9% in 2014, and 16% for managers, up from 10% in the same timeframe. (See Figure 13, p. 21.) There was also a slight increase in non-IT support functions for both staffers and management (11% for each).

There was a slight dip in the number of respondents who said, “My responsibilities are IT-focused only.” The figure was 64% for staffers, down from 2014’s 69%, and 46% for managers, down from 49%. Staffers are spending more time with peers in a business unit outside IT (24%, up from 20% in 2014), while managers are spending less time with non-IT peers (34%, versus the previous 39%). (See Figure 14, p. 22.) Only 4% of staffers reported any desire for training in people and business management skills—a decrease from 2014. (See Figure 7.) For recruiters looking for candidates with soft skills, it appears that their job won’t get any easier.

Outsourcing continues to reshape the IT landscape, and our security-focused respondents say they are feeling its impact. Almost half of them (48%) report that their companies are outsourcing IT functions to American companies, foreign companies, or both. (See Figure 27, p. 33.) Staff and management alike agreed that IT outsourcing lowers employee morale

Figure 7

### Training Valued

What type of training would you find most valuable to you in developing your career?

	Staff	Management
Technology-specific training	70%	57%
Certification courses	70%	53%
People management skills training	4%	15%
Business skills training (e.g., finance, marketing)	4%	14%
Project management training	14%	14%
College courses (tech, business)	10%	9%
MBA	5%	8%
Communication skills training	2%	7%
Statistics or analytics training or courses	4%	6%
Other	1%	1%

Note: Two responses allowed  
Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

(staff 49%, management 52%), reduces the number of IT jobs available (52% and 39%), and pushes down salaries for new hires (50% and 37%). (See Figure 28, p. 34.) Interestingly, both staff and management overwhelmingly agreed that outsourcing has had no impact on their careers (69% and 67%). (See Figure 29, p. 35.)

The majority of survey respondents still believe IT is a promising career path (staff 65%, management 66%). (See Figure 25, p. 31.) For IT staffers, that’s a big boost from our last survey in 2014, when only 51% of staffers found IT promising. It continues the trend from 2012, when just 42% of staffers said IT careers

**FAST FACT****92%**

The vast majority of respondents believe IT is as secure or more secure than other career paths.

held promise. The vast majority also believe IT is as secure or more secure than other career paths (91% and 92%). (See Figure 26, p. 32.)

With security people in such demand, what does the job hunt look like? Interestingly, only a small number of IT staff members reported that they are either actively looking for a new job (11%), while a larger number said they are “sort of” looking (31%). (See Figure 22, p. 28.) Sixteen percent of management respondents said they’re actively looking for a new job, and 34% are sort of looking. Of those looking for a new job, about three-quarters of both staffer and management respondents said more money was their biggest motivator. They also cited “more interesting work” (47% for staff, 43% for management), as well as “more personal fulfillment” (40%, and 44%). (See Figure 31, p. 37.) The next motivator cited by staffers was “personal or family needs” (36%). For management it was, “Don’t like present company’s management or culture” (at 39%).

**The Bigger Budget Picture**

Some survey respondents said that budget limits and economic issues are affecting their ability to do their jobs—and in some cases,

affecting the security of the entire organization.

For League and his colleagues in the Alameda County Sheriff’s Department, the money issue is bigger than salaries. It also affects capital spending, which in the Sheriff’s Department’s case, is a life-and-death issue. League, who’s worked for the sheriff since 1991, is one of three IT people supporting an organization with 2,500 employees.

League wants to make a decent wage and be recognized for good work, but equipping law enforcement with 1,100 video cameras — not to mention buying, testing, and activating the 1-petabyte of storage required to keep that video data for 36 months — will cost the department \$1 million. The burden of that responsibility weighs more heavily on him than the salary issue.

“If we have a security issue, we can’t get [officers] the data. If we have a fiscal issue, we can’t get them the data,” League said. “My number one priority is to bring someone home safe every night — certainly a taxpayer, but all of our guys, too. I’m not saying we should have unlimited IT budgets, but we should have what we need.”

For security pros, the need to do more with

limited resources is a common theme. One of the many lingering after-effects of the 2008-2009 recession is a fiscal conservatism that has bled into capital budgets and personnel/hiring. Employees are viewed as expensive, and their salaries, benefits, and retirement often get reduced to overhead, which in part explains the rise of [the gig economy](#) and superabundance of independent contractors.

As part of the recession hangover, most employers have kept hiring to a minimum, and raises, when they do occur, are typically single-digit at best — usually in the low single digits. While they are frustrated by the shortage of raises, salaried employees are often grateful for the steady income and health insurance, even if their prospects for continued employment change dramatically from quarter to quarter.

Aaron Hurt, a security analyst for a financial services company in the Midwest, predicted that raises in the fiserv industry will continue to be in the 2% range, rather than at the 4% mark that might have once been the norm. “Unemployment in the IT sector is at 1.7%, so people aren’t jumping ship, but there’s definitely a huge market out there both for

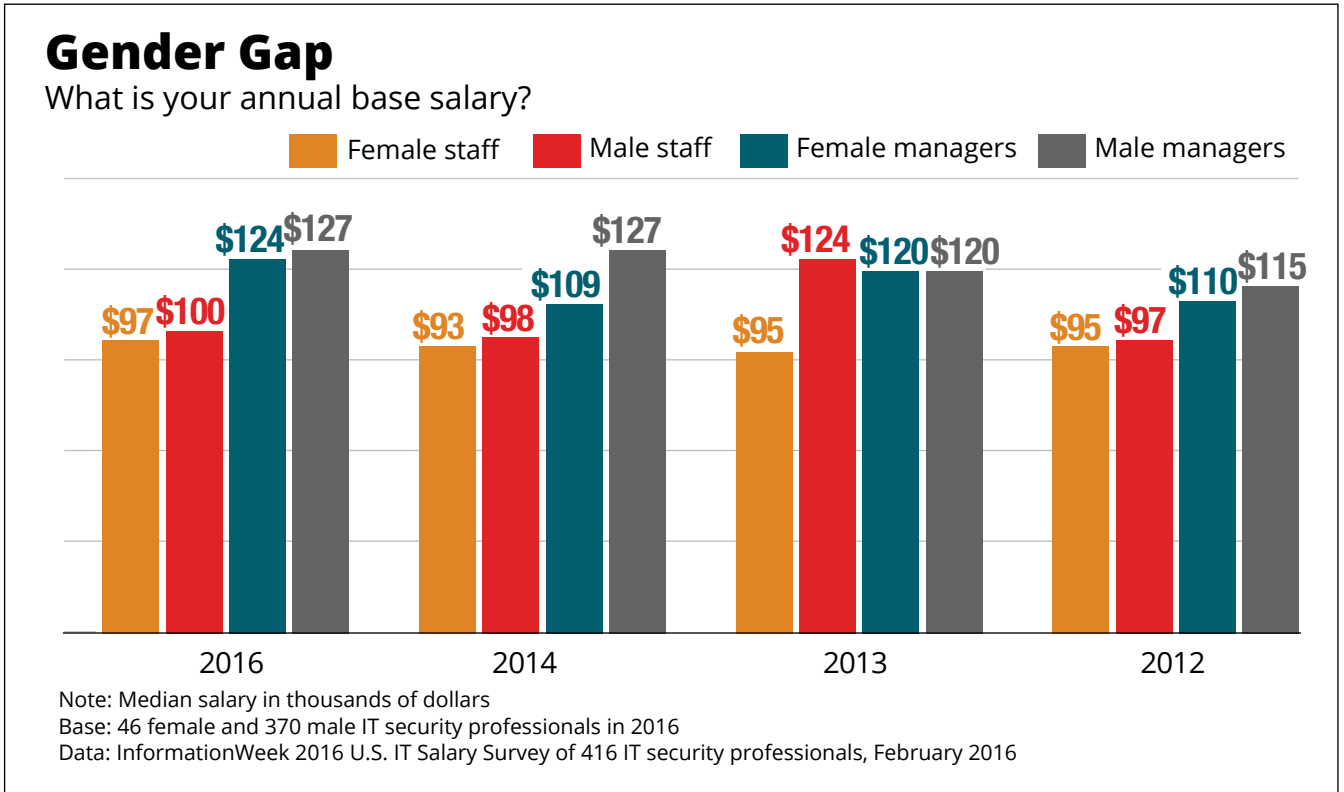
infosec and IT professionals as a whole,” said Hurt, who moonlights as an IT recruiter.

**The Gender Gap**

The gender disparity in salary that plagues women in most other sectors of the economy also shows up in IT. According to our survey results, the median base salary for women IT security staffers was \$97,000, which lags behind the median salary of \$100,000 for male staffers. (See Figure 8.) A similar gap also exists for female IT security managers, whose median salary is \$124,000 in comparison with male managers, whose median salary is \$127,000.

The disparity widens when comparing total compensation (salary plus all cash bonuses). The median figure for total compensation for female IT security staff is \$101,000, while male staffers check in at \$105,000. (See Figure 10, p. 18.) Similarly, female IT security managers have a median total compensation of \$130,000, while their male counterparts make \$137,000 in total compensation. Of course, there are fewer women in the IT profession than men, and our survey — which collected the responses of 46 female and 370 male IT

Figure 8



security professionals — reflects this disparity. According to a recent study by Deloitte, [women hold fewer than 25% of the jobs in the IT sector](#). That’s better than it was, according to some, but others say there remains much work to be done.

In the security sub-sector of IT, women only make up 10% of the workforce, accord-

ing to figures from (ISC)2. African-American females represent 5% of that 10%, according to Shearer. “Women in STEM jobs — even in engineering fields — are not getting paid the same and aren’t afforded the same upward mobility,” he added.

Others in the industry prefer to concentrate on the gains women continue to make in the

workplace, both as IT security staffers and as managers.

Joyce Brocaglia, CEO of IT recruitment firm Alta Associates in Flemington, N.J., said she's seeing no pay disparity between genders in the offers she helps broker. "Until women do a better job of opting out of middle management and [companies are] encouraging and supporting them to get to those senior roles, we'll continue to see that disparity," she said.

IT recruiter Kushner said he sees more companies concerned about diversity requirements in their searches for job candidates. "Female candidates often have more job offers than males because they are more rare, and then more attractive," he explained. "The bidding war becomes different" as a result.

Yet, regardless of gender, compensation is usually driven by the employee's ability to do the job, Kushner emphasized. "Employers don't look at certifications, degrees, or any of that," he said. "Talent is the ultimate determining factor of compensation."

### The Role of Training

Additional training that leads to professional certifications for security staffers and managers

Figure 9

## Critical Business and Technical Skills

Which of the following business or technical skills are critical to your job?

	Staff	Management
Securing data and applications	87%	82%
Aligning business and technology goals	58%	80%
Collaborating with internal stakeholders	53%	70%
Analyzing data	67%	67%
Preparing reports	50%	61%
Building vendor relationships	37%	59%
Managing vendors	30%	58%
Experimenting with cutting-edge technology	51%	57%
Managing network and systems infrastructure	44%	56%
Interacting with customers	44%	48%
Building project teams	23%	44%
Integrating enterprise applications	27%	32%
Integrating, normalizing, or cleansing data	20%	24%
Seeking out new business opportunities	12%	22%
Developing applications	10%	17%
Other	3%	3%

Note: Multiple responses allowed

Base: 208 staff and 208 managers

Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016



can be a way to advance their careers and qualifies them for better pay. More than half our survey respondents reported attending some sort of company paid training in the last 12 months — 52% for staff versus 64% for management, down slightly from 2014. (See Figure 17, p. 25.) About one-third of staffers and managers (31%) reported doing some sort of company-paid certification courses. Seventy percent of staffers and fifty percent of managers in our survey said that they would find certification courses valuable in developing their careers.

The survey results suggest that IT security professionals may value certifications like CISM and CISSP more than some employers do. (See Figure 33, p. 39.) Data from (ISC)2

does indicate that certifications can lead to higher pay, but many security experts agree that while certifications might help you make the cut for that first round of interviews, they aren't a major driver behind compensation.

More IT security professionals are also starting to pay for their own certification courses. According to our salary survey data, 18% of IT security staffers paid their own way in the last 12 months (up 4% from 2014), and IT security managers paid for themselves 16% of the time (up 5%). (See Figure 17, p. 25.) These figures perhaps reinforce the notion that training and education are more valuable to employees than they are to the organizations they work for.

## Conclusion

Clearly, the issue of salary and compensation is a double-edged sword for security professionals. IT has never been more important to an organization's basic ability to function, do business, and satisfy clients. Good, experienced information security has never been so critical in order to safeguard users, data, and an organization's most valued digital assets.

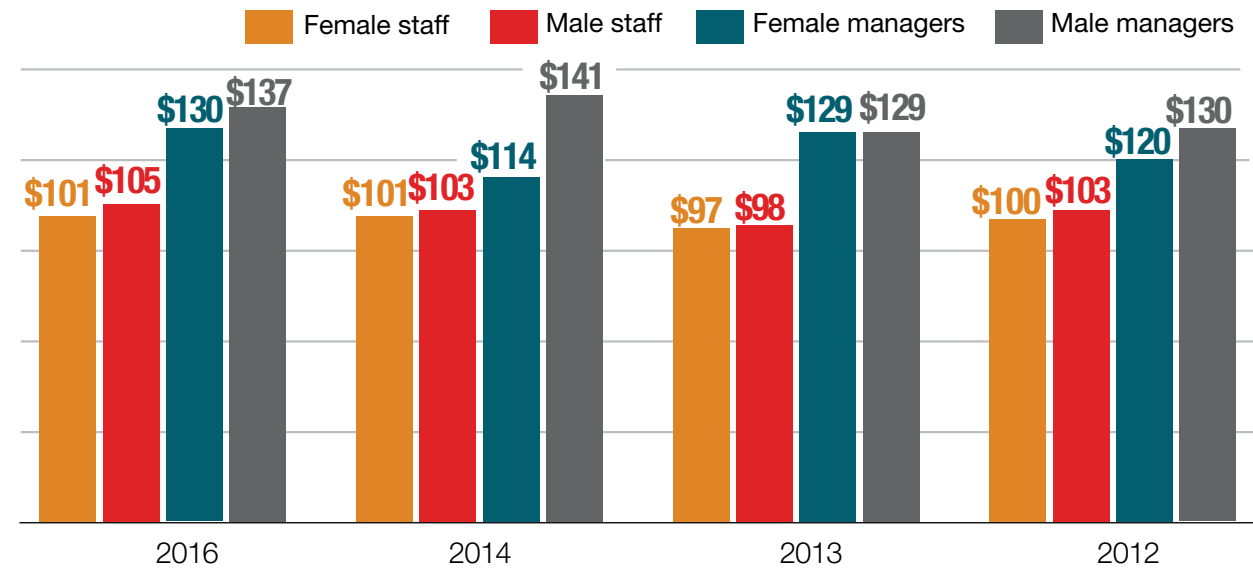
Yet, single-digit pay raises that barely align with cost-of-living adjustments indicate a curious disconnection between employers and the seller's market for security skills. How long can employers trade on the good will (or fear of unemployment) among IT security professionals? Ask us next year when we conduct our survey again.

APPENDIX

Figure 10

### Compensation by Gender

What is your total annual cash compensation, including salary and all cash bonuses?



Note: Median compensation in thousands of dollars

Base: 46 female and 370 male IT security professionals in 2016

Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 11

### Experience Outside IT

Have you held a full-time position outside the IT function?

Staff Managers

Yes



No

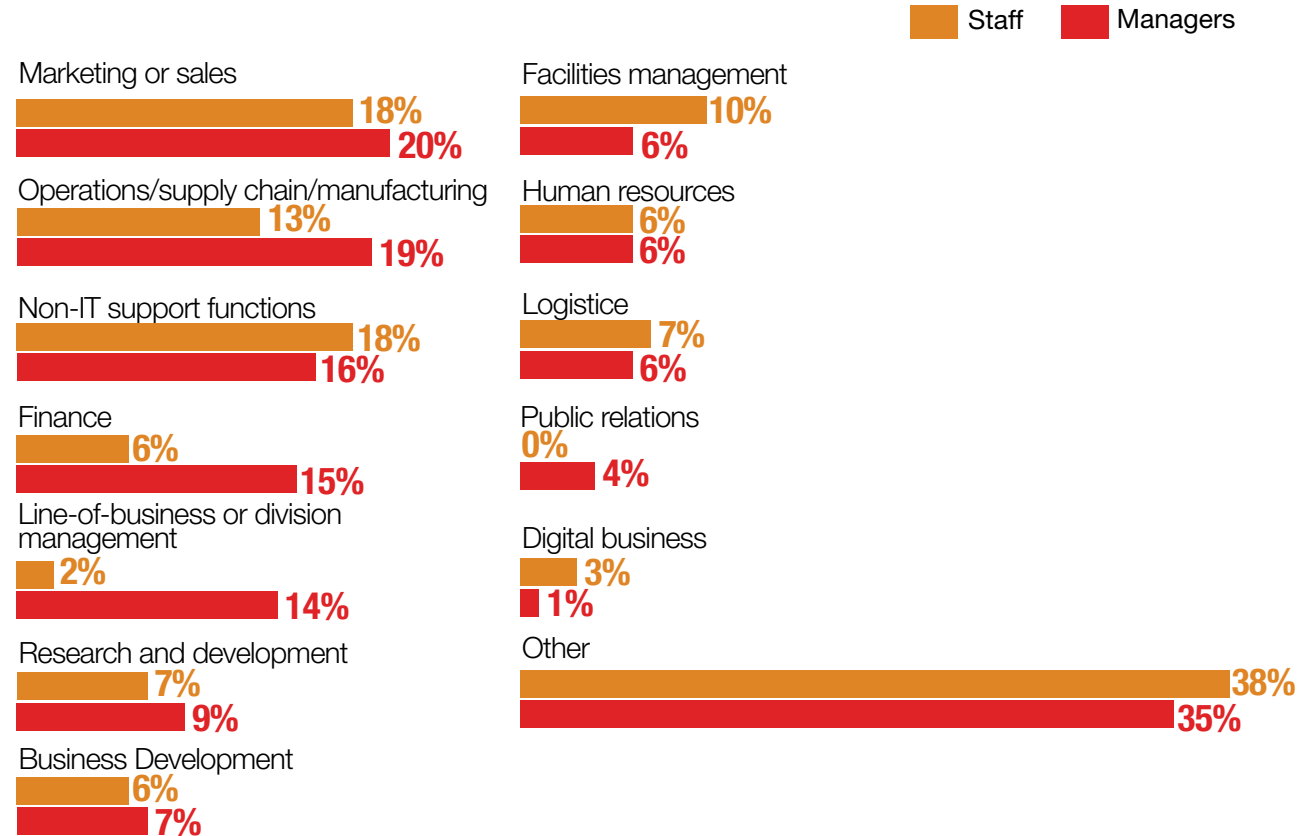


Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals,  
February 2016

Figure 12

### Non-IT Positions Held in Past Jobs

In which non-IT function(s) have you held a full-time position?



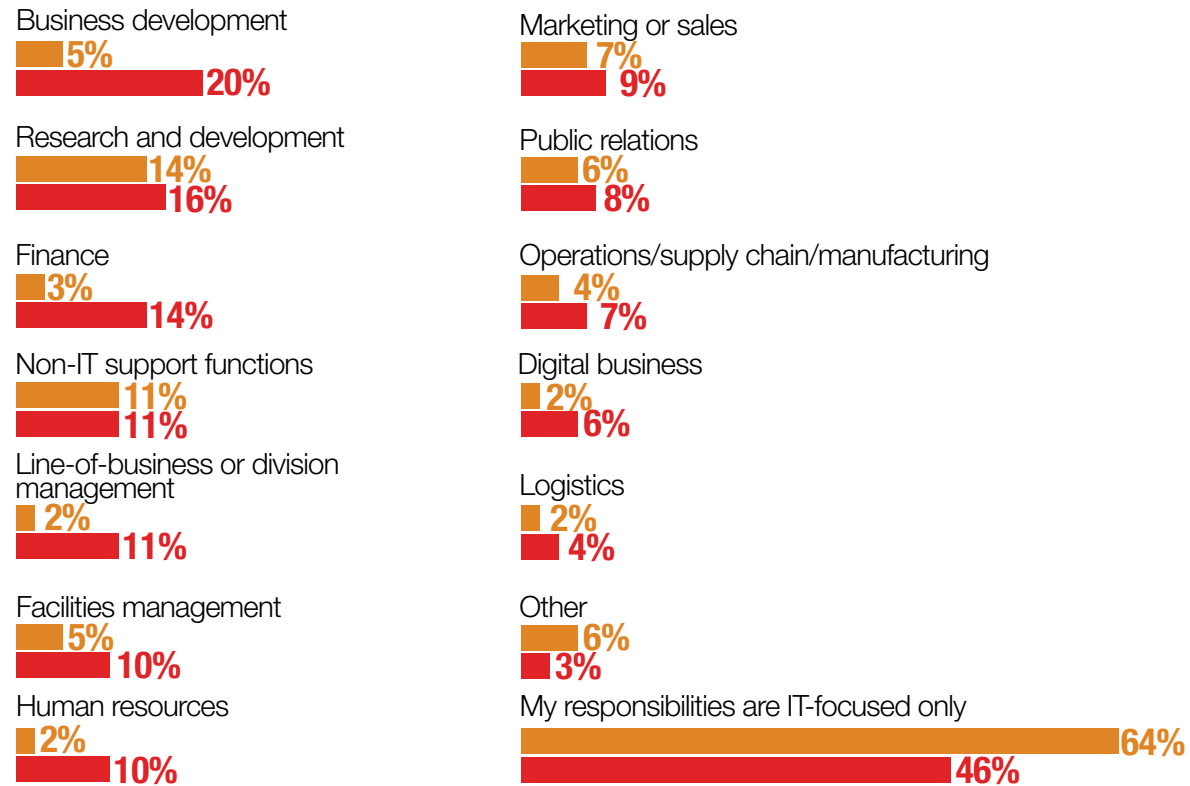
Note: Multiple responses allowed  
 Base: 101 staff and 110 managers who have worked outside IT  
 Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 13

### Non-IT Responsibilities in Current Position

In your current role, does your work involve formal responsibilities outside the IT organization?

Staff Managers



Note: Multiple responses allowed  
Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 14

### Staff: Role Outside of IT

To what extent do the following describe your role?

	Applies to 50% or more of my job	Applies to less than 50% of my job	Does not apply
I spend time with peers in a business unit outside IT	24%	26%	50%
My salary is allocated to a business unit outside IT	20%	8%	72%
I report to a manager outside IT	19%	9%	72%
I'm considered embedded in a business unit outside IT	18%	7%	76%
I'm physically located in a business unit outside IT	16%	7%	77%

Base: 208 staff

Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 15

## Manager: Role Outside of IT

To what extent do the following describe your role?

	Applies to 50% or more of my job	Applies to less than 50% of my job	Does not apply
I spend time with peers in a business unit outside IT	34%	31%	35%
I report to a manager outside IT	34%	9%	58%
My salary is allocated to a business unit outside IT	23%	9%	68%
I'm physically located in a business unit outside IT	19%	8%	73%
I'm considered embedded in a business unit outside IT	18%	15%	68%

Base: 208 managers

Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 16

## Rewards for Next 12 Months

Please specify the type(s) of noncash and indirect cash rewards you expect to receive in the next 12 months.

	Staff	Management
Health insurance	81%	77%
401(k) match	81%	70%
Company-paid smartphone	42%	53%
Certification reimbursement	37%	48%
Further education or training	42%	38%
Tuition reimbursement	32%	36%
Stock options	15%	20%
Stock purchase plan	15%	13%
Health club membership	14%	13%
Company-paid phone, fax, cable modem, or DSL lines	6%	9%
Company car or car allowance	2%	9%
Company-paid home Internet access	6%	8%
Sabbatical or extended vacation	2%	6%
Day care or day care subsidy	2%	4%
Other	4%	4%

Note: Multiple responses allowed

Base: 208 staff and 208 managers

Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016



Figure 17

### Training Received

In the past 12 months, which of the following apply to you in terms of training?

	Staff	Management
Attended company-paid training	52%	64%
Attended company-paid certification course(s)	31%	31%
Attended training I paid for myself	27%	28%
Received no additional training or certification the past 12 months	22%	17%
Attended certification courses I paid for myself	18%	16%

Note: Multiple responses allowed  
 Base: 208 staff and 208 managers  
 Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 18

### Experience Outside IT

Have you held a full-time position outside the IT function?



Note: Median dollars  
 Base: 72 staff and 68 managers who paid for their own training and/or certification course(s)  
 Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

**Figure 19**

# What Matters Most

What matters most to you about your job?

	Staff	Management
Base pay	51%	47%
My opinion and knowledge are valued	43%	44%
Job or company stability	39%	43%
Challenge of job or responsibility	36%	40%
Benefits	38%	37%
Vacation time or paid time off	36%	33%
Corporate culture and values	22%	33%
Flexible work schedule	35%	31%
Job atmosphere	33%	30%
Recognition for work well done	26%	30%
Working with highly talented peers	31%	26%
Commute distance	26%	25%
Having the tools and support to do my job well	29%	25%
Involvement in setting company strategy and determining goals	11%	25%
Ability to work on creating "new" innovative IT solutions	16%	24%
My work (job) is important to the company's success	17%	23%
Bonus opportunities	14%	21%
Skill development/educational/training opportunity	36%	19%
Ability to work with leading-edge technology	20%	18%
Potential for promotion	23%	18%
Geographic location of job	17%	16%
Effectiveness of immediate supervision	16%	15%
Telecommuting/working at home	28%	13%
Prestige or reputation of the company	7%	11%

Note: Maximum of seven responses allowed  
 Base: 208 staff and 208 managers  
 Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 20

### Years at Company

How many years have you been at your present company?

Staff Managers



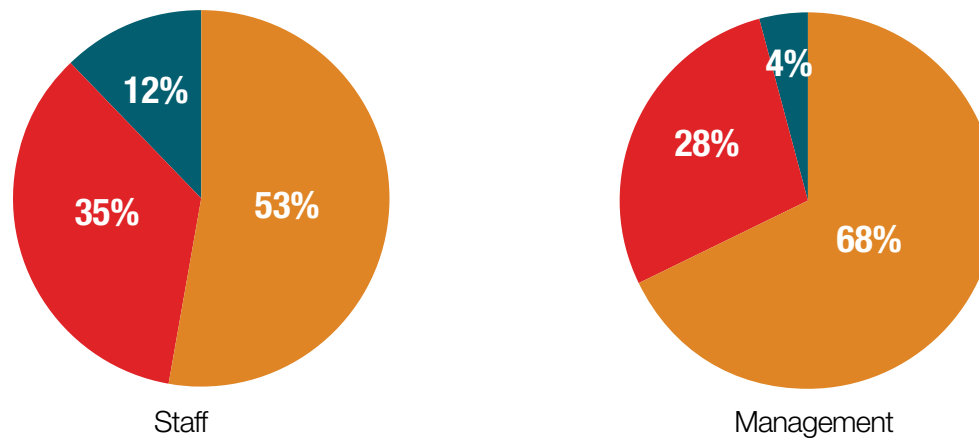
Note: Median years spent at company  
Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 21

### Number of Companies in the Past 10 Years

How many companies have you worked for in the past 10 years?

1 to 2 3 to 4 5 or more



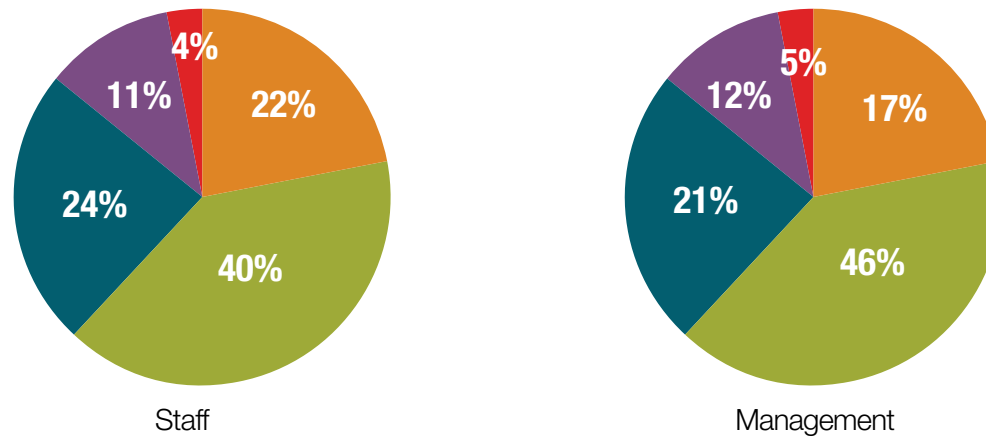
Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 22

### Compensation Satisfaction

Overall, how satisfied are you with your total compensation package?

Very satisfied   Satisfied   Neutral   Dissatisfied   Very dissatisfied



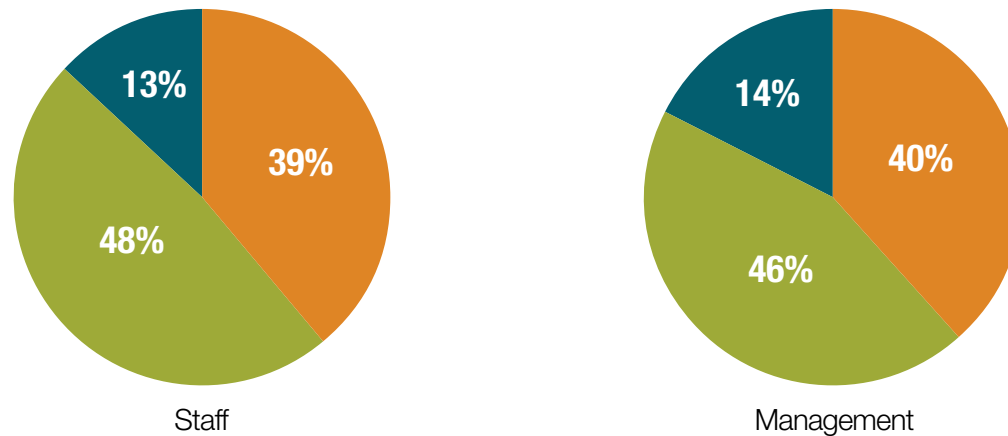
Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 23

### Intellectually Challenged

Do you feel you are being challenged intellectually with the IT projects you are working on?

Challenged    Somewhat challenged    Not at all challenged



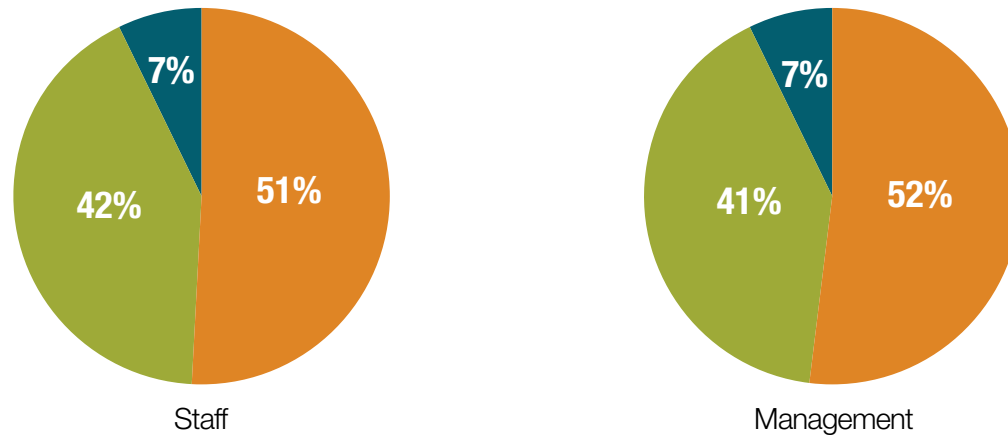
Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 24

### Job Security

How would you rate your present job security?

I feel very secure   I feel somewhat secure   I feel insecure



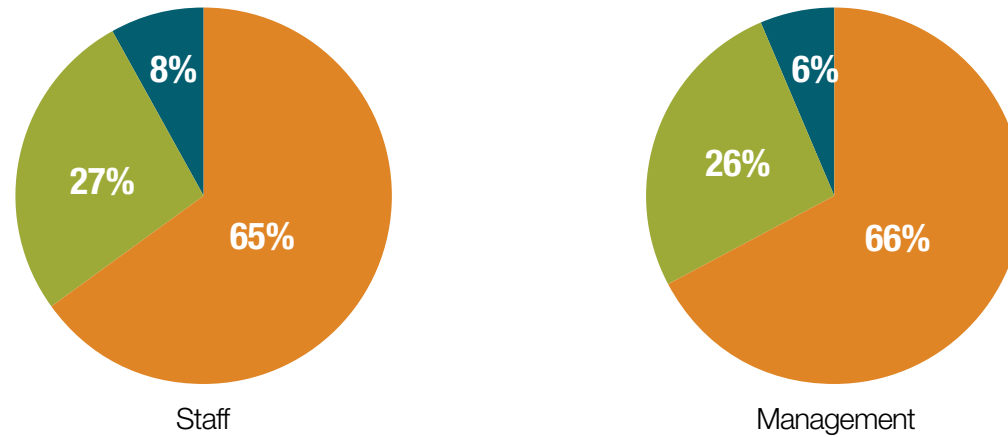
Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 25

### Promising Career Path

Do you believe a career path in IT and the potential for salary advancement are as promising today they were five years ago?

As promising today    I feel somewhat secure    I feel insecure



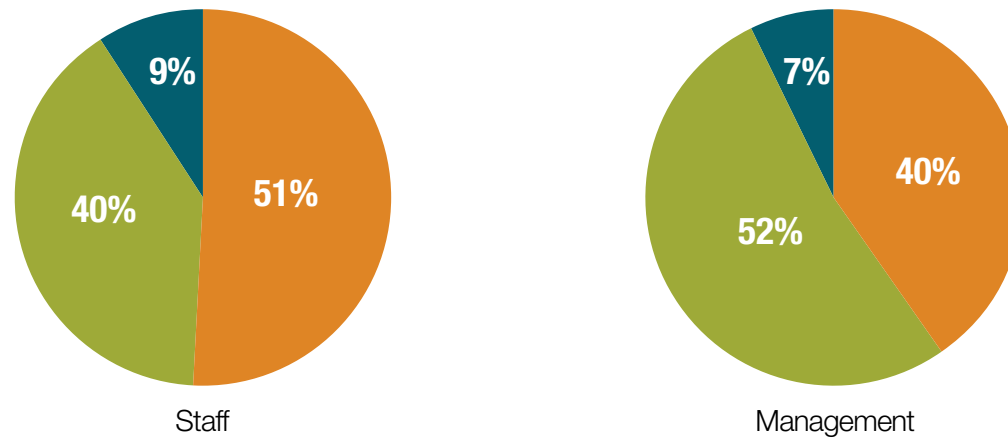
Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 26

### IT Career Security

Do you believe a career path in IT is ...

More secure than most others    As secure as most others    Less secure than most others



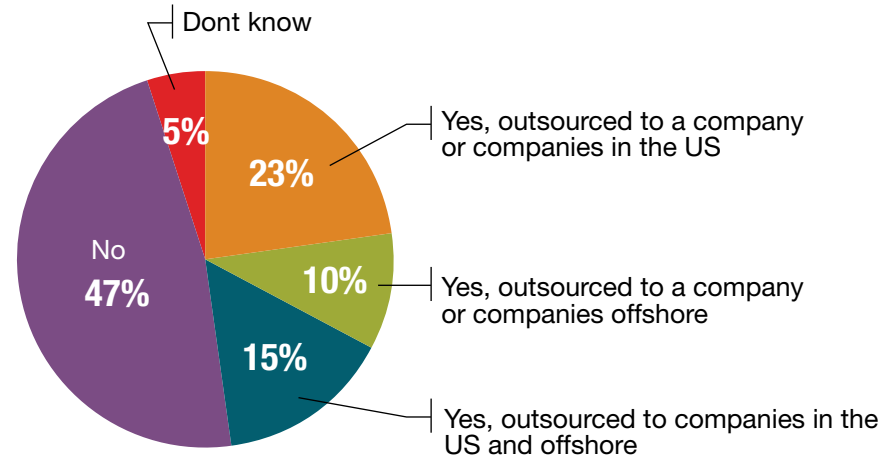
Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016



Figure 27

### IT Outsourcing Practices

Is your organization outsourcing some of its IT jobs?



Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 28

## Impact of Outsourcing on IT Professionals

What impact do you feel outsourcing is having on IT professionals?

	Staff	Management
Lower employee morale	49%	52%
Fewer IT jobs available	52%	39%
New hires at reduced salaries	50%	37%
Fewer opportunities for advancement	30%	33%
Skills valued less	36%	28%
Opportunity to work on more innovative projects as menial tasks	18%	23%
Salary reductions for employees	24%	18%
It's an important aspect of global business growth	12%	17%
Skills valued more	11%	13%
New hires to support outsourcing efforts	12%	11%
Other	3%	4%

Note: Multiple responses allowed

Base: 208 staff and 208 managers

Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 29

## Impact of Outsourcing on Career

What impact has outsourcing had on your career path?

	Staff	Management
I've gotten expanded or new responsibilities	13%	13%
I've lost my job	6%	7%
I've taken a pay cut	6%	6%
I've relocated to new city, state, or country	6%	5%
I've had to be retrained for new jobs or skills	4%	4%
I've been promoted	2%	4%
I've been demoted	2%	1%
Outsourcing has had no impact on my career path	69%	67%
Other	6%	7%

Note: Multiple responses allowed

Base: 208 staff and 208 managers

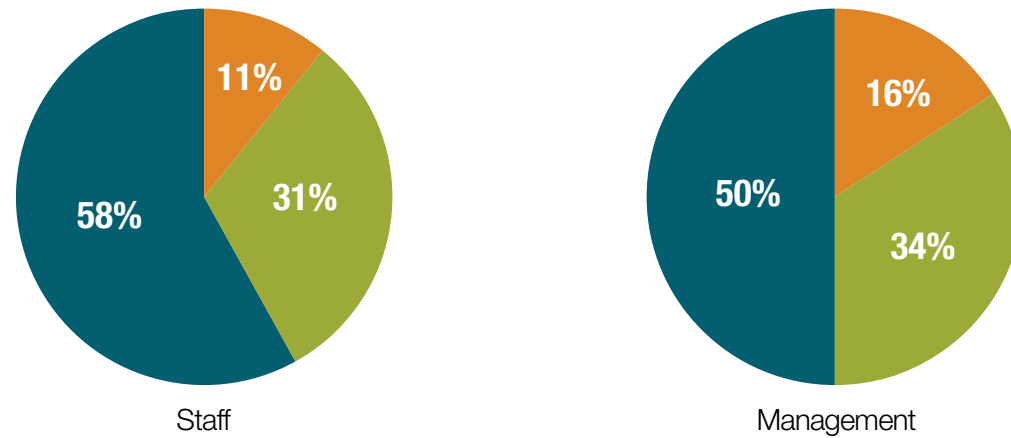
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 30

### New Job Seekers

Are you looking for a job at a different employer?

Yes, actively    Yes, somewhat    No



Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 31

## Reasons for Seeking a New Job

Why are you looking for a new job?

	Staff	Management
Higher compensation	75%	76%
Seeking more personal fulfillment	40%	44%
More interesting work	47%	43%
Don't like present company's management or culture	33%	39%
More responsibility	29%	37%
More job stability	31%	30%
Personal or family needs	36%	27%
More dynamic company	22%	26%
Seeking less stress	16%	23%
Job market opportunities are too good to pass up	20%	20%
Stock options	15%	16%
Fear of being laid off	17%	12%
Move to a different geographical area	8%	11%
Job skills or requirements no longer match my skills or interests	10%	6%
Laid off from previous job	0%	4%
Want to join a startup company	5%	4%
Other	12%	4%

Note: Multiple responses allowed

Base: 165 staff and 112 managers looking for a new job

Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 32

## Accepting Lower Position

What would influence you to accept a lesser position or title?

	Staff	Management
More job satisfaction	39%	40%
Better company	23%	34%
Location	27%	31%
Flexibility	30%	29%
More challenging role	23%	26%
More job security	26%	24%
Stock options	15%	20%
Better fit for my skills	24%	19%
Different field	5%	2%
Other	8%	7%
I would not accept a lesser position or title under any circumstances	29%	29%

Note: Multiple responses allowed

Base: 208 staff and 208 managers

Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 33

### Security Certifications

Do you hold any security certifications (CISSP, CISA, CISM, etc.)?

Yes No



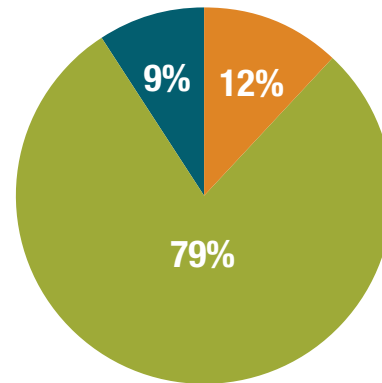
Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 34

### Data Breaches

Has your organization suffered a serious data breach or security compromise in the past 12 months?

Yes No I don't know



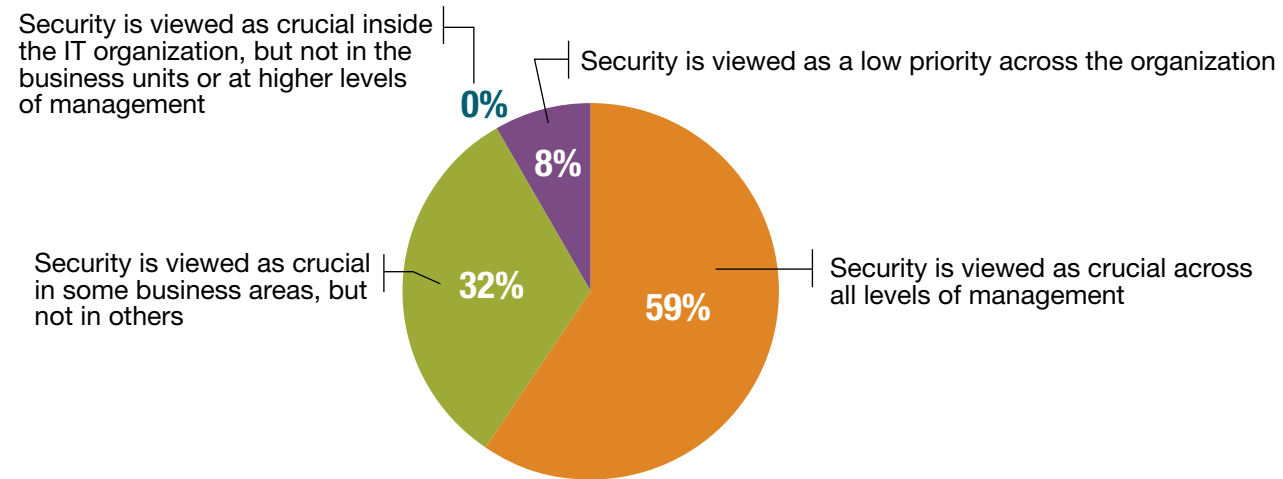
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016



Figure 35

### Security Prioritization

What priority does your organization place on information security?

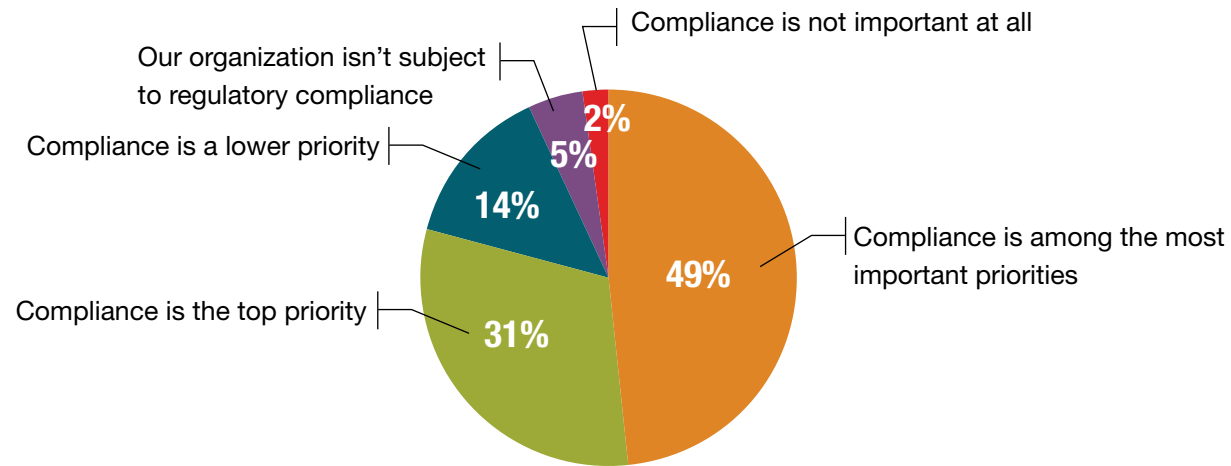


Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 36

### Importance of Compliance to Security Effort

How important is regulatory compliance to your organization's IT security effort?



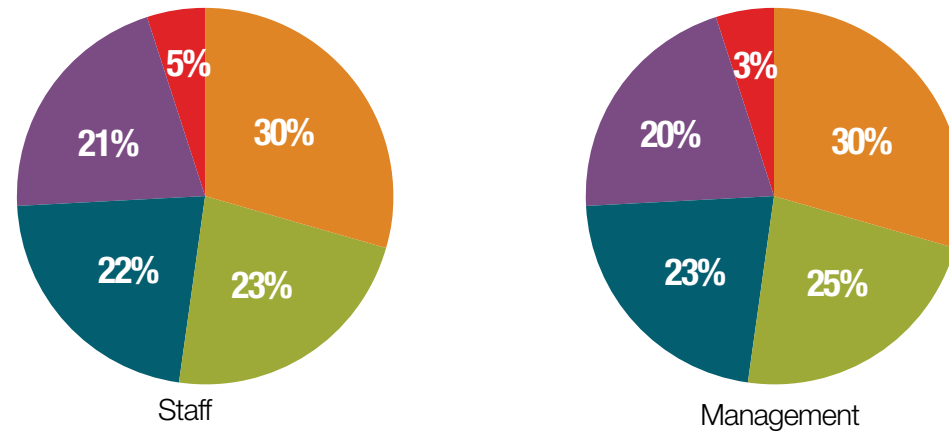
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 37

### Allocation of Security-Related Pay or Resources

In your organization, where is the bulk of security-related staff pay or resources allocated?

User/system administration    Compliance    Perimeter defense    Detection/incident response    Security research



Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

**Figure 38**

## Developing New Skills

Which of the following skills do you plan to learn about in 2016?

	Staff	Management
IT security	80%	67%
Leadership skills	23%	34%
Cloud integration	32%	33%
Business skills	9%	19%
Project management	21%	18%
Software-defined networking	8%	17%
Data analytics	12%	15%
Network engineering/operations	23%	14%
Enterprise architecture	17%	13%
Wireless	13%	12%
DevOps	7%	12%
Software-defined storage	5%	11%
Programming skills	22%	9%
Application development	9%	8%
IT service assurance	12%	8%
Mobile app development	5%	8%
Unified communications	6%	7%
System engineering/operations	15%	7%
Data storage	9%	4%
Voice engineering	3%	3%
Other	3%	4%

Note: Multiple responses allowed

Base: 208 staff and 208 managers

Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 39

## Skills for Career Advancement

Which skills would most benefit your individual advancement and/or salary?

	Staff	Management
IT security	72%	57%
Leadership skills	20%	31%
Business skills	12%	25%
Project management	15%	18%
Cloud integration	15%	17%
Data analytics	6%	14%
Enterprise architecture	13%	10%
Programming skills	16%	9%
Network engineering/operations	22%	8%
IT service assurance	5%	6%
DevOps	5%	6%
Wireless	5%	6%
Application development	6%	5%
System engineering/operations	8%	5%
Software-defined networking	4%	4%
Mobile app development	3%	4%
Software-defined storage	2%	3%
Unified communications	2%	2%
Data storage	2%	2%
Voice engineering	1%	1%
Other	4%	3%

Note: Maximum of three responses allowed

Base: 208 staff and 208 managers

Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 40

## Technology Job Threats

Do you view any of the following technologies as a threat to your job?

	Staff	Management
Outsourcing IT operations	61%	49%
Cloud computing	21%	22%
IT automation	21%	17%
Internet of Things	8%	14%
Data analytics	5%	8%
Artificial intelligence	8%	7%
Consumer technology	4%	7%
Robotics	4%	5%
Software-defined networking	4%	2%
Software-defined storage	4%	2%
DevOps	1%	1%
Other	9%	12%

Note: Multiple responses allowed

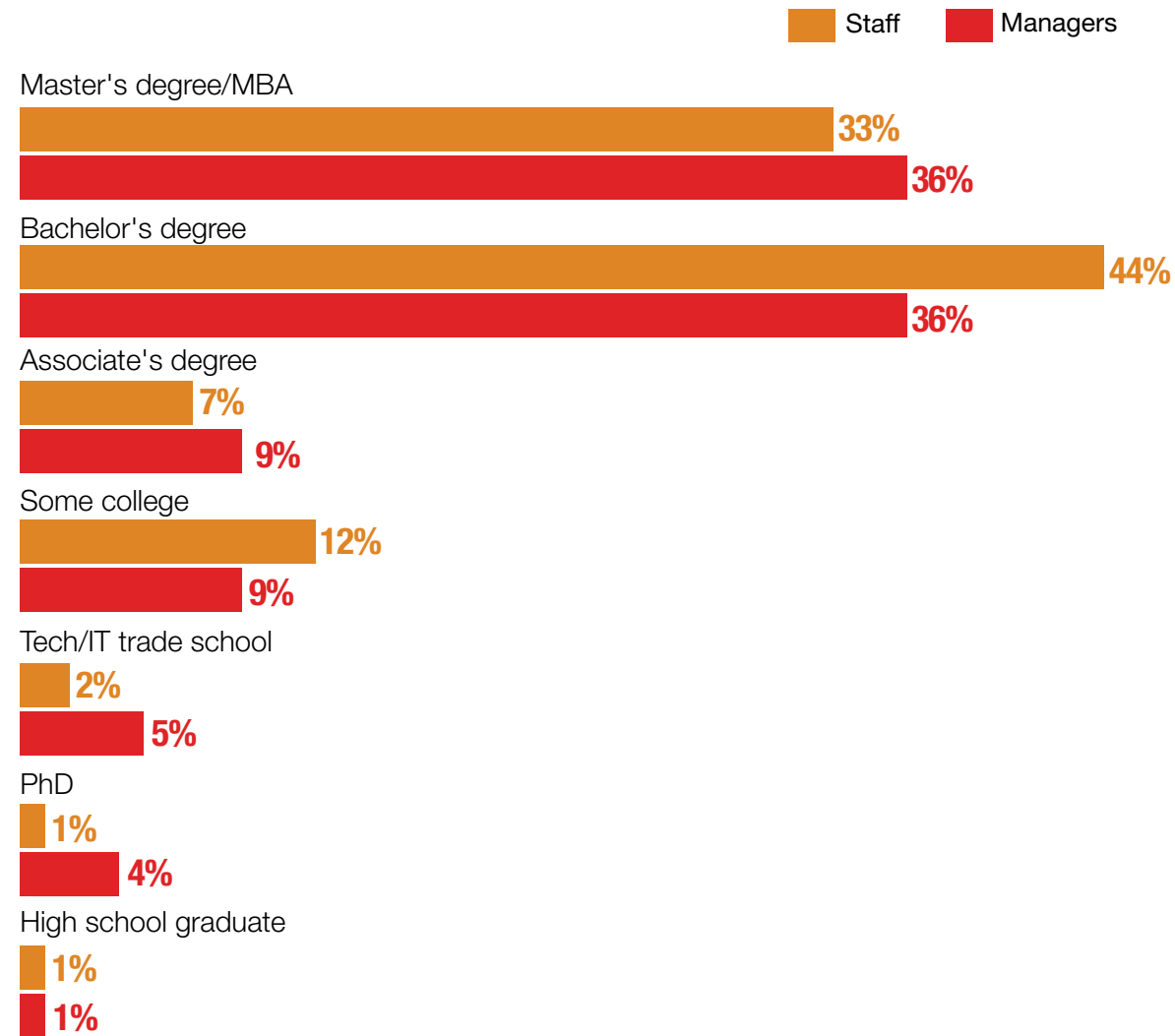
Base: 208 staff and 208 managers

Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 41

### Education

What is your highest level of education?



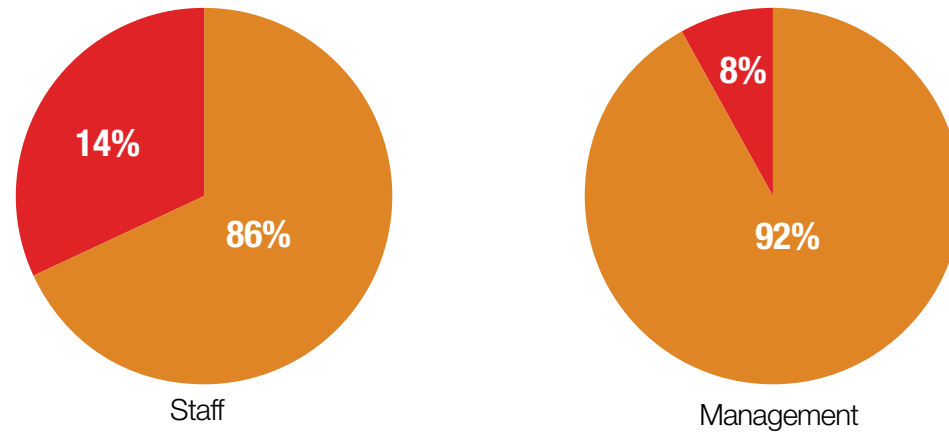
Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 42

### Gender

What is your gender?

Male Female



Base: 208 staff and 208 managers  
Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016



Figure 43

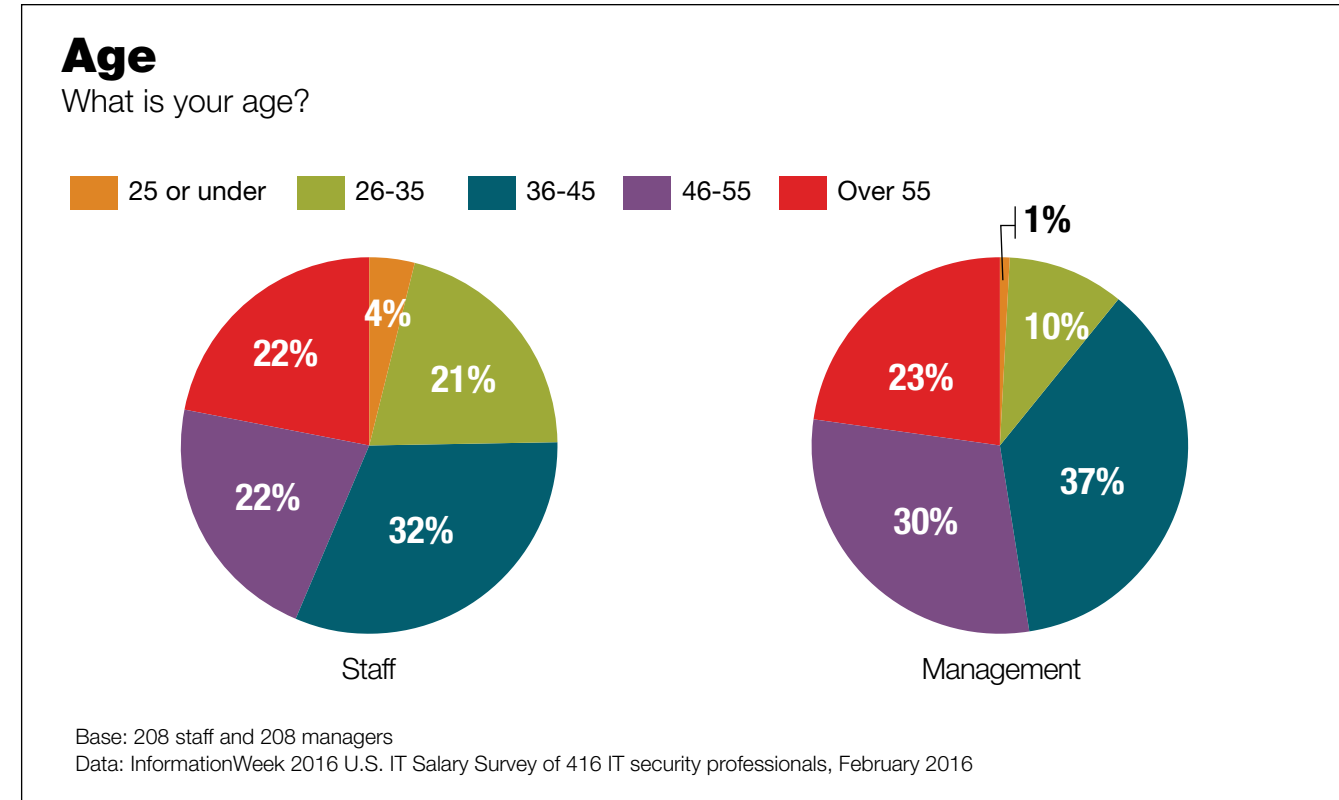
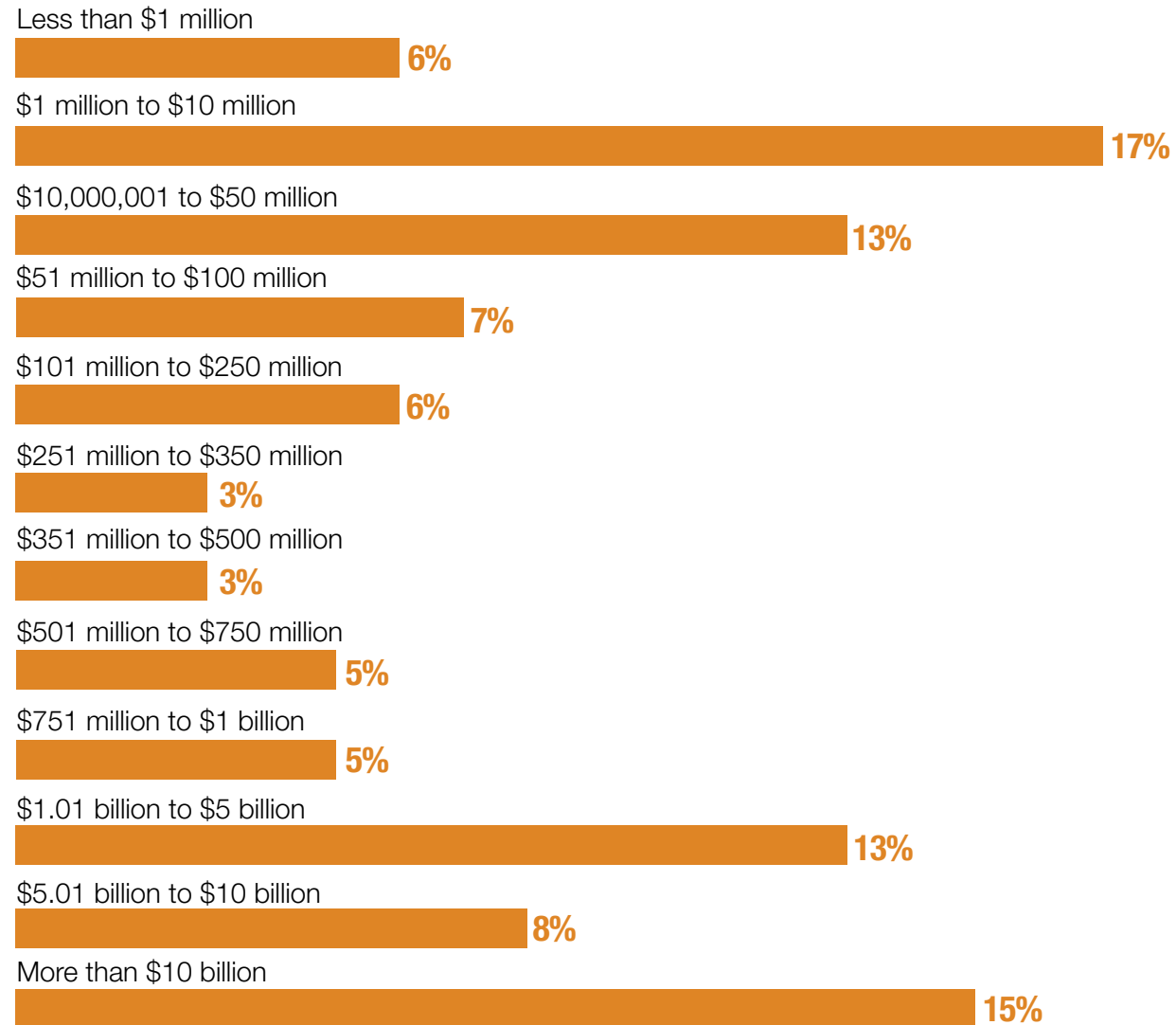


Figure 44

### Company Revenue

What is the annual revenue or operating budget of your organization?

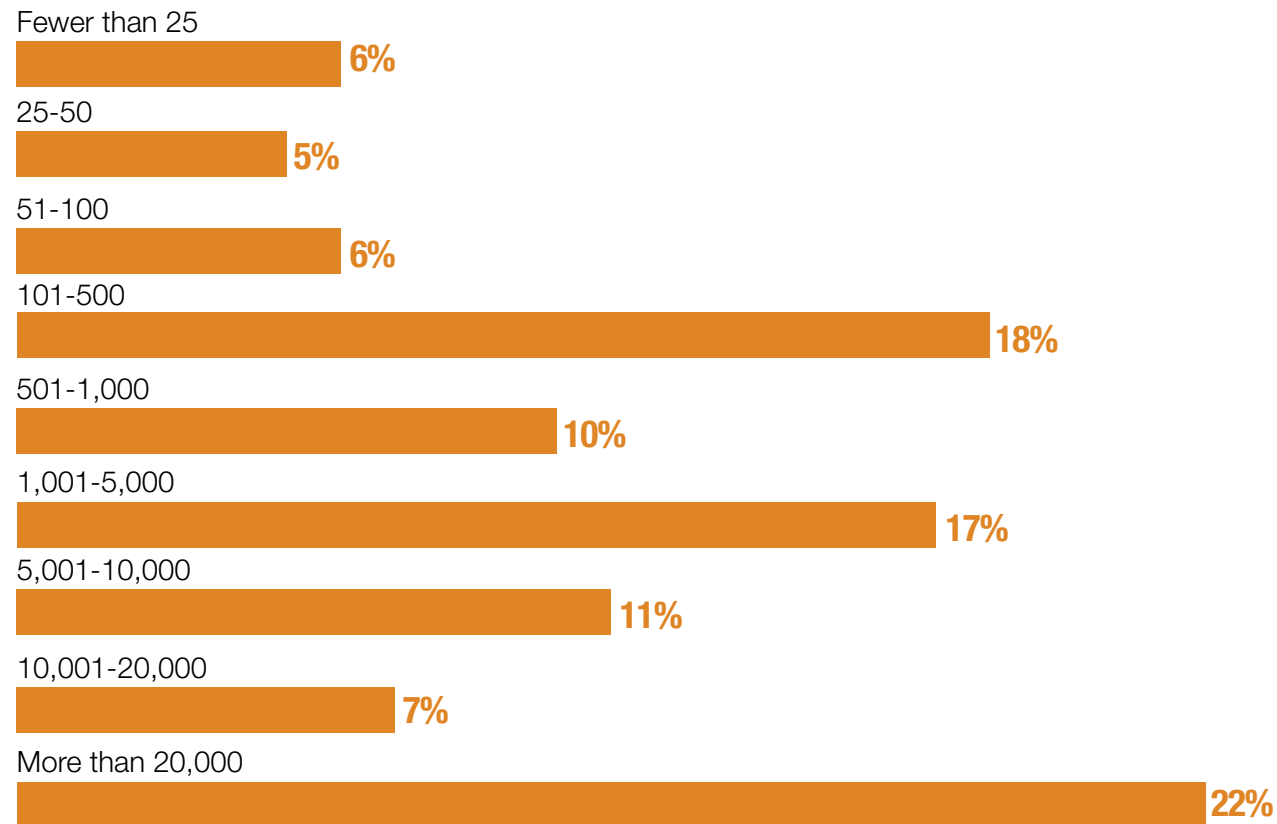


Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 45

### Company Size

How many total employees does your company have?

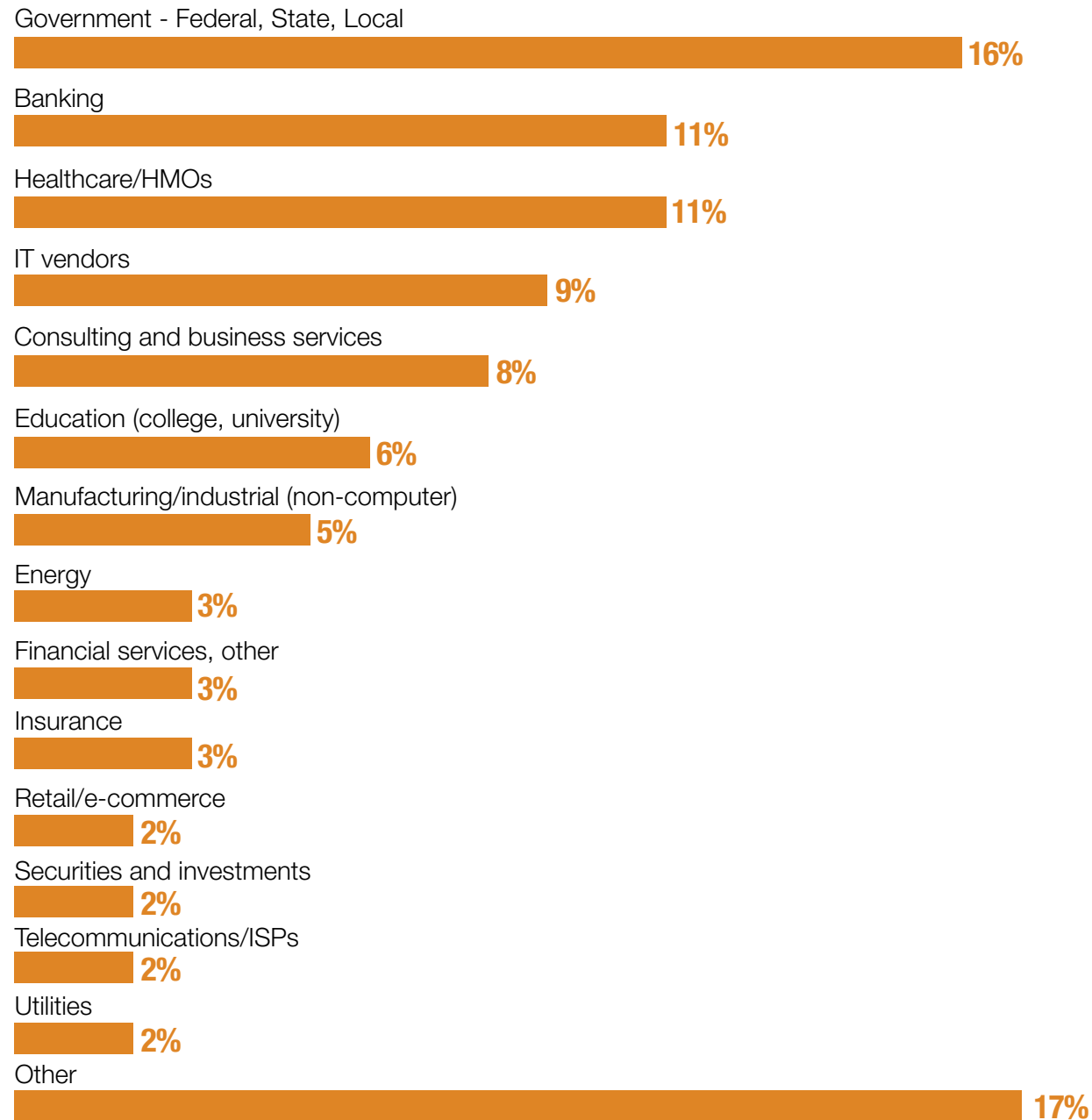


Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016

Figure 46

## Industry

Which of the following best describes the industry in which you work?



Data: InformationWeek 2016 U.S. IT Salary Survey of 416 IT security professionals, February 2016