2013 Salary Survey

Security Job Market 'Rocking,' But Pressures Rise

Security continues to be information technology's hottest necessary evil, but the pressures of doing more with less are starting to wear on professionals.

By Robert Lemos

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Robert Lemos is a veteran technology journalist of more than 16 years and a former research engineer. His articles have appeared in *Business Week*, *CIO* magazine, CNET News.com, *Computing Japan*, *CSO* magazine, *Dark Reading*, *eWEEK*, *InfoWorld*, *MIT Technology Review*, Popular Science, Threatpost, *USA Today*, Wired News and ZDNet News. Lemos currently specializes in network and computer security, cybercrime, cyber conflict and enterprise technology.

Lemos has won four awards for his writing, including the Society of Professional Journalist's National Sigma Delta Chi award for coverage of the MS-Blast/Blaster worm (2003) and a Top-10 Journalist Award for cybersecurity coverage from the SANS Institute (2010).

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SYNOPSIS

RESEARCH

Survey Name   2013 *InformationWeek* U.S. IT Salary Survey: Security

Survey Date   January 2013

Region   United States

Number of Respondents   682 IT security professionals, composed of 390 staff and 292 managers

Purpose   To track IT salary and compensation trends from the perspective of those on the front lines, *InformationWeek* conducts an annual U.S. IT Salary Survey. Now in its 16th year, it's the largest employee-based IT salary survey in the country. Last year 13,880 full-time IT professionals completed the Web-based survey. This year 14,074 took part. The goal of this trendable study is to measure various aspects of compensation, benefits and job satisfaction. This report focuses on the 682 IT security professionals who participated in the survey.

Methodology   The survey was designed by *InformationWeek* and fielded online. The survey was promoted in *InformationWeek's* daily and weekly newsletters. In addition, email invitations with an embedded link to the survey were sent to qualified IT professionals from *InformationWeek* Business Technology Network print, newsletter and events databases. The survey was fielded from November 2012 to January 2013.
   The information in this report is based on responses from 682 IT security professionals. Unemployed and part-time workers were excluded from these results, as were respondents from outside the United States. This report uses median rather than mean or average figures for salary and%age salary changes to eliminate distortions caused by extremes at the high or low ends of the responses.

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Salary Survey: Security

At the RSA Conference in February, Department of Homeland Security deputy undersecretary for cybersecurity Mark Weatherford stressed the need to develop more cybersecurity talent in the U. S. Good IT security professionals are in high demand, he told attendees.

"What's the unemployment rate for a good cybersecurity person? Zero," Weatherford said, adding that government agencies and the private sector were stealing the best people from each other. "We are all familiar with the fratricide going on."

The *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals confirms that the market for security pros is booming, so much so that the gender gap has nearly closed when it comes to pay. But interviews with respondents suggest that the scarcity of security professionals has resulted in a frenetic pace that has left some unsatisfied and, ironically, feeling less secure in their jobs than last year. In addition, companies' decisions to outsource some of their security functions

have left U.S. college graduates with fewer paths to pick up IT security and move into higher-paid positions.

Salaries split in 2013, with the median staff salary declining $2,000 to $95,000 this year. Management salaries continued to rise, topping $120,000 in 2013, up $5,000 from the previous year. The trend in total compensation reflects the same split as salaries: Total compensation for staff declined in 2013 to a median of $98,000, down $5,000, while management saw a $2,000 increase, to $129,000.

Compared with the general market for IT professionals, however, security salaries and compensation are much stronger. Salaries for both information technology staff and management increased $2,000 in 2013, to $87,000 and $110,000, respectively — much lower than either category of IT professional.

"It's rocking right now," says Preston George,

Figure 1

Salary Trend
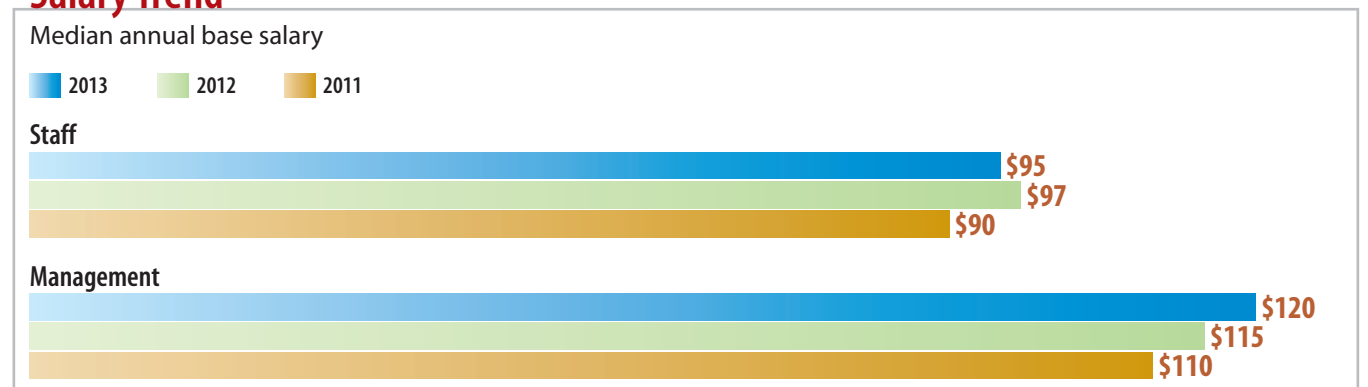
Median annual base salary

■ 2013   ■ 2012   ■ 2011

Staff
- $95
- $97
- $90

Management
- $120
- $115
- $110

Note: Median salary in thousands of dollars
Base: 390 staff and 292 managers in 2013
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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a senior cybersecurity analyst with a federal agency. "There are so many opportunities out there, I can't count them."

Satisfaction rates continue to be high as well. 63% of IT security staffers are satisfied or very satisfied with all aspects of their jobs, while nearly two-thirds of IT security managers are similarly content. George, for example, loves working for his federal agency but will likely leave soon — the competitive pay and benefits offered by the private sector make it hard for the government to compete. Like 68% of staff and 73% of managers, higher compensation is the top reason for leaving.

But satisfaction comes not just from money and perks. Increasingly, organizations are looking at IT security as not just a necessary evil. More than 80% of respondents say security is considered crucial by upper management or within certain areas of the business. Compliance is considered the top priority in 31% of organizations and one of the most important priorities in an additional 52%.

Respondents also say that companies have started recognizing the need to create and maintain better digital defenses.

"The interesting part I'm seeing is that people are interested in more than just compliance — they are interested in actual security," says Jens C. Laundrup, principal consultant with consultancy Emagined Security. "They are realizing that if their security is bad, and if they get breached, they will be killing their reputation and killing their name."

Yet with companies' greater recognition of the need for security professionals comes a downside: In 2013, security practitioners showed a slight drop in how secure they feel in their jobs. While other IT disciplines continue to feel as secure in their positions as in 2012, IT security staff saw a seven-point drop, to 43%, in the number that feel very secure. Overall, 89% of IT security staffers feel at least somewhat secure in their jobs, down from 92% in 2012, and 92% of IT security managers feel secure, down slightly from 93% in 2012.

None of the IT security practitioners interviewed was worried. "Everyone I know in the security industry — myself included — are

FAST FACT

63%

of IT security staffers are satisfied or very satisfied with all aspects of their jobs, while nearly two-thirds of IT security managers are similarly content.

Figure 2

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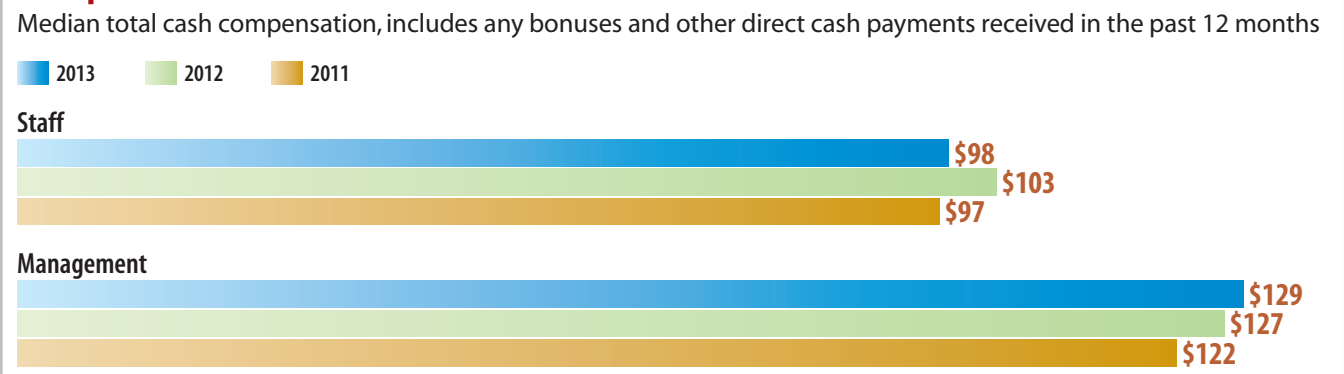
Median total cash compensation, includes any bonuses and other direct cash payments received in the past 12 months

■ 2013   ■ 2012   ■ 2011

Staff

$98
$103
$97

Management

$129
$127
$122

Note: Median compensation in thousands of dollars
Base: 390 staff and 292 managers in 2013
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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secure in their jobs," says Ivor Coons, a security channel sales engineer who asked that his company not be named. "I don't know where that trend comes from."

IT security is a stressful occupation, and that could be contributing to the feeling of insecurity, says Coons.

Another perspective: It's the complexity and reliance on IT security making workers worry, says Barbara Bartley, executive director of IT operations and information security for Baptist Health. Bartley points out that while there's a great deal of demand for workers in security, the expectations can be very high, and that leads to stress and uncertainty. The ever-changing nature of technology — especially security technology — leads workers to always feel under pressure.

"It's gone from just taking care of the integrity of your devices in-house, to, now it's the cloud, it's mobile devices, watching for breaches and the high-tech rules — these have changed so much, and the expectations are so great that any one of us feels that [we are] more vulnerable," Bartley says. "So you

Figure 3

Increase in Base Salary

Median percentage change in base salary

	2011	2012	2013
Staff	0.9%	1.3%	1.6%
Management	1.9%	2.0%	2.1%

Base: 390 staff and 292 managers in 2013
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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don't feel secure. With this economy nowadays, I don't know if anyone feels secure in their job."

Some of the insecurity may also come from uncertainty about government funding and the sequester. Many of the industries, including defense contractors and healthcare, that have made strides in securing their systems have done so because the government accounts for a large part of their business, says a security team leader at a Midwest healthcare insurer who asked not to be identified.

"When the government talks about making cuts to Medicare, as a government contractor, that means they are talking about making cuts to us," he says.

Not Just a Man's World

Demand for knowledgeable IT security workers has helped close the earnings gap between men and women. While there continues to be roughly a $10,000 difference in salaries between the genders in the IT market in general, male and female IT security workers are making almost identical salaries, with no difference between men and women in management positions. Male security staffers still make $2,000 more than the average female IT security pro.

Bartley says she's treated on par with her male counterparts, perhaps because healthcare has become a more egalitarian workplace. A decade ago, when administrators and

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information technology staff tended to be pulled from the business side of healthcare, men often got preferential treatment. Now, however, many administrators rise up through the nursing ranks, a field dominated by women, Bartley says. The chief operating officer at Baptist Health is a woman, as are the hospital administrator and the previous administrator.

As a result, women have equal responsibilities, and in most cases pay.

"It has been very equitable and been based on experience, education and on outcomes, and not by gender," she says. "If you would have asked me that question 10 years ago, there would have been a defined difference."

Lisa Ackerman, managing director of information assurance at Tresys Technology, an information security consultancy, agrees that, in the security field at least, the gap between men and women is narrowing.

"For a long time, I was the only woman everywhere I went, and now I'm starting to see a lot more women everywhere I go," Ackerman says. "More opportunities are available as

a whole across security, in terms of the types of degrees that are offered and the types of jobs that are available, and women are more interested in the opportunities."

Certification continued to be a major asset for IT security workers, with staff members holding certifications making $12,000 more in base salary than their noncertified co-workers' median salary of $84,000. Managers with certifications also received a hefty premium of $10,000 more than the $110,000 median salary for noncertified managers.

Figure 4

Gender Gap

What is your current annual base salary?

■ 2013   ■ 2012   ■ 2011

Female staff
- 2013: $93
- 2012: $95
- 2011: $87

Male staff
- 2013: $95
- 2012: $97
- 2011: $90

Female managers
- 2013: $120
- 2012: $110
- 2011: $108

Male managers
- 2013: $120
- 2012: $115
- 2011: $110

Note: Median base salary in thousands of dollars
Base: 73 female and 609 male IT security professionals in 2013
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Workers with certifications also have an edge when looking for new jobs. While companies value training, with 56% of staff and 66% of management attending employer-paid training, companies paid for certification opportunities only about half as often — perhaps for that very reason.

"I don't think certification is about job-proofing, in terms of making your job more secure; it's getting the job," says Terry Koenn, a security architect. "Certification from the employees' side is getting the next job. Certification from the employers' side, they look at it as the employee leaving."

Perhaps the biggest certification that people need for many security positions is a college degree. Coons, the channel sales engineer, does not have a degree, having dropped out of a prestigious university to work, but he is a rare bird at his company. "We do not hire people without a college degree," he says. "It is a huge barrier."

It's a barrier that many are looking to lower. Looking to quickly train enough IT security professionals to meet demand, the U.S.

Department of Homeland Security's Task Force on CyberSkills aims to use junior and community colleges in combination with 2,000 hours of on-the-job training to bring would-be workers to the level necessary to defend a network from attack.

At the RSA Conference, DHS's Weatherford stressed that the hurdle of a college degree

needs to be lowered. "We have to get over the fact that you do not need a college degree to be in our business," he said. "Probably the five smartest people I know in our business did not go to college."

It's the will to learn that companies should look for in their candidates, says Fred Drum, IT risk management team leader at P&G Associ-

Figure 5

Impact of Security Certifications on Base Salary and Compensation

Do you hold any security certifications (CISSP, CISA, CISM, etc.)?
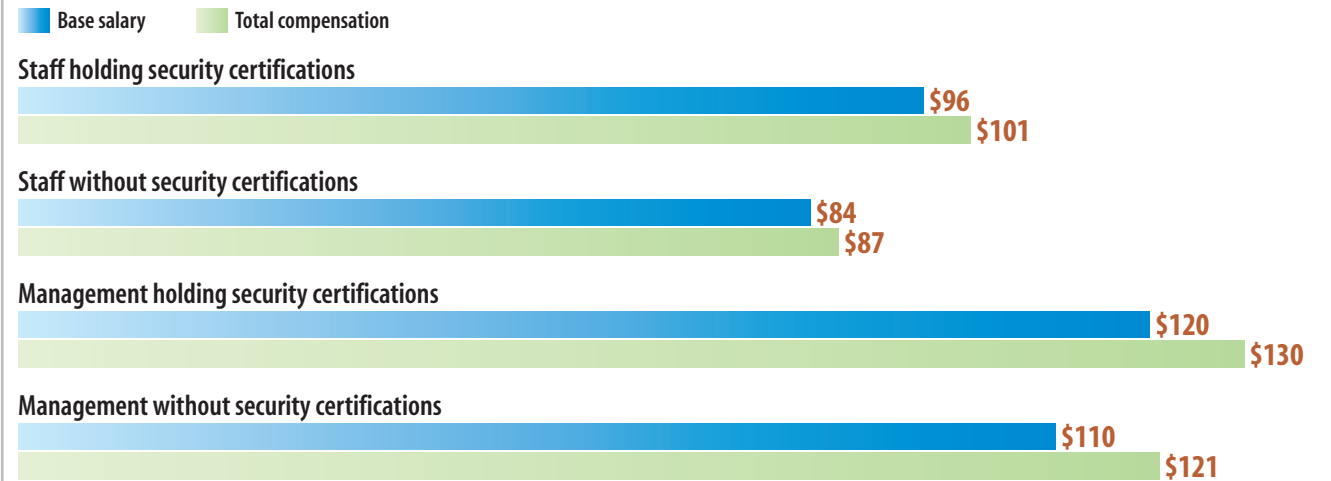
■ Base salary   ■ Total compensation

Staff holding security certifications
$96
$101

Staff without security certifications
$84
$87

Management holding security certifications
$120
$130

Management without security certifications
$110
$121

Note: Median base salary and total compensation in thousands of dollars
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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ates, a provider of risk management services. While certifications are needed to "get past the HR filters," hiring professionals who continue to educate themselves is important. After all, attackers don't care about that piece of paper. "They don't have college degrees, and they are not in school or still in school, but they are taking down our networks," Drum says.

In particular, the small- and midsize business market needs to focus on training. Companies with less than $10 million in revenue tend to pay their staff about $5,000 less than the median base salary, with managers making $5,000 to $10,000 less than the median salary. Because IT security workers in those companies tend to focus on security for a brief time and then move on, training and integrating the process into the business is key, says Daniel Moore, a principal with Secure Networks.

It's important "for security of the Internet but especially for small businesses," Moore says. "Most small businesses think that the right security solutions are out of reach, or they make a snap decision when they are breached."

While outsourcing results in fewer jobs for

IT security professionals and lower employee morale — about half of staff and managers make both assertions — companies that outsource their day-to-day security may also incur greater expenses, says Emagined's Laundrup. When an incident happens and they have to call in a consultant or outside tech, the costs quickly accumulate. Instead, companies

should keep core expertise in-house and use outside consultants to help with a surge in business, or a large incident, and with the special projects that may benefit from an outside viewpoint.

"Extra projects are more fun," Laundrup says. "And I can understand that, but it is not as logical."

Figure 6
Base Salary and Compensation by Security Breaches
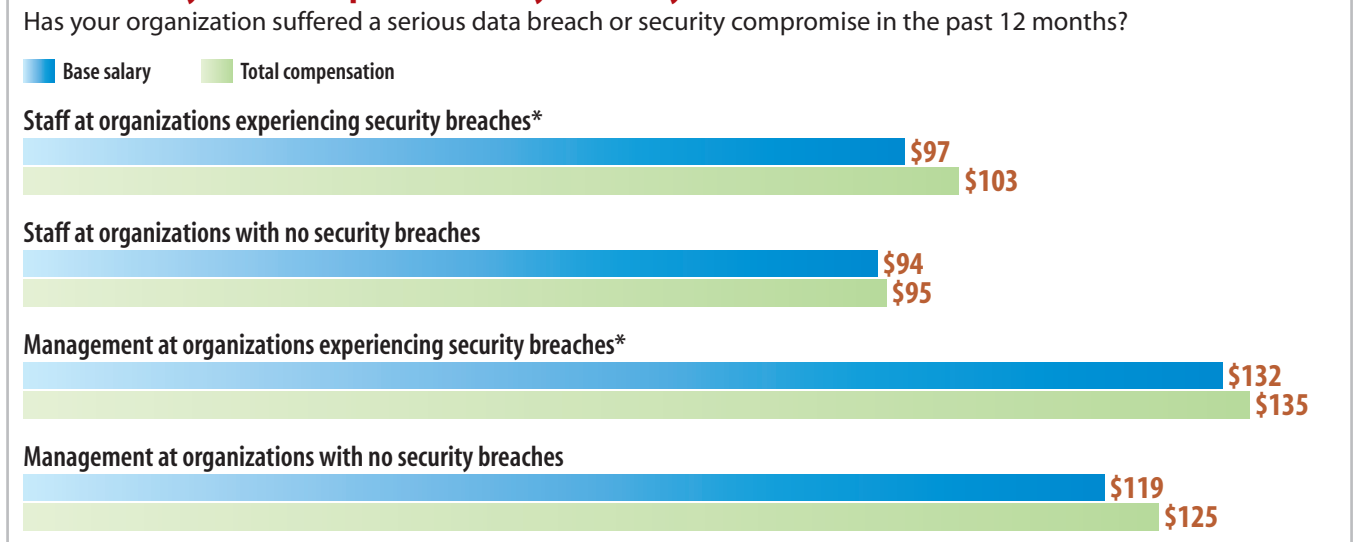
Has your organization suffered a serious data breach or security compromise in the past 12 months?

🟦 Base salary   🟩 Total compensation

Staff at organizations experiencing security breaches*
$97
$103

Staff at organizations with no security breaches
$94
$95

Management at organizations experiencing security breaches*
$132
$135

Management at organizations with no security breaches
$119
$125

*Low base, use with caution   R6460413-SEC/57
Note: Median base salary and total compensation in thousands of dollars
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

Cloud, however, where day-to-day service costs are operationalized, is a good option for companies that may not be able to develop the talent in house to deal with day-to-day security, he said.

Perhaps worse for the IT security market as a whole, outsourcing is removing some of the U.S. workforce's core competency in IT security, says Coons. By outsourcing many of the basic IT security jobs to managed security providers that have global operations, U.S. companies are destroying a lot of the fertile breeding ground for security training, he says. Rather than have people that learn basic security practices on the job, companies expect them to come trained. Nearly two-fifths of staff and management indicate that outsourcing leads to fewer opportunities for advancement.

"We want them to come out from where ever they are graduating from, full trained in security," he says.

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APPENDIX

Figure 7

Increase in Compensation

Median percentage change in total cash compensation (includes any bonuses and other direct cash payments received in the past 12 months)

	2011	2012	2013
Staff	1.3%	1.3%	2.0%
Management	2.5%	2.1%	3.1%

Base: 390 staff and 292 managers in 2013

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 8

Compensation by Gender

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

■ 2013   ■ 2012   ■ 2011

Female staff
$97
$100
$93

Male staff
$98
$103
$98

Female managers
$129
$120
$115

Male managers
$129
$130
$123

Note: Median compensation in thousands of dollars
Base: 73 female and 609 male IT security professionals in 2013
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 9

Salary by Company Revenue
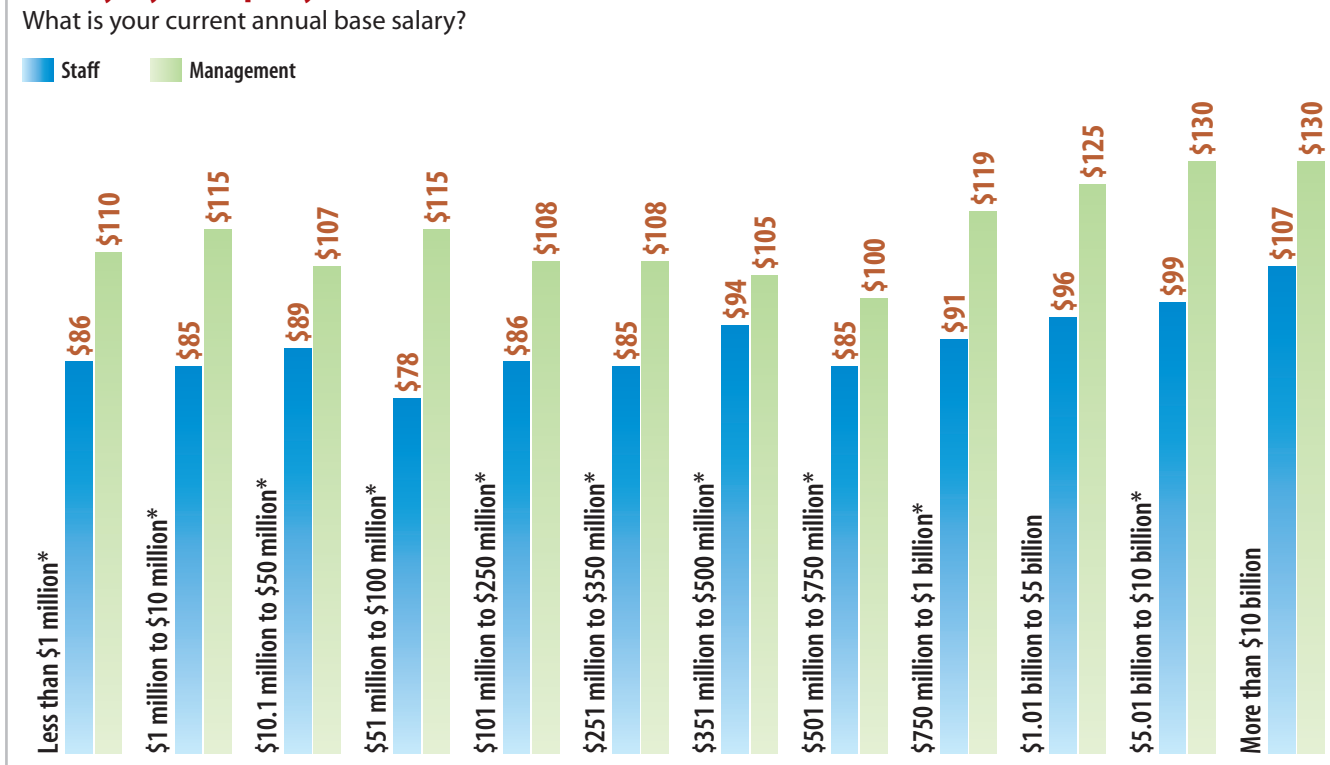
What is your current annual base salary?

■ Staff   ■ Management

*Low base, use with caution
Note: Median salary in thousands of dollars
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 10

Salary by Age

What is your current annual base salary?

■ Staff   ■ Management

25 or less*
$51
$147

26-35*
$83
$107

36-45
$96
$125

46-55
$95
$120

Over 55*
$100
$113

*Low base, use with caution
Note: Median salary in thousands of dollars
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013
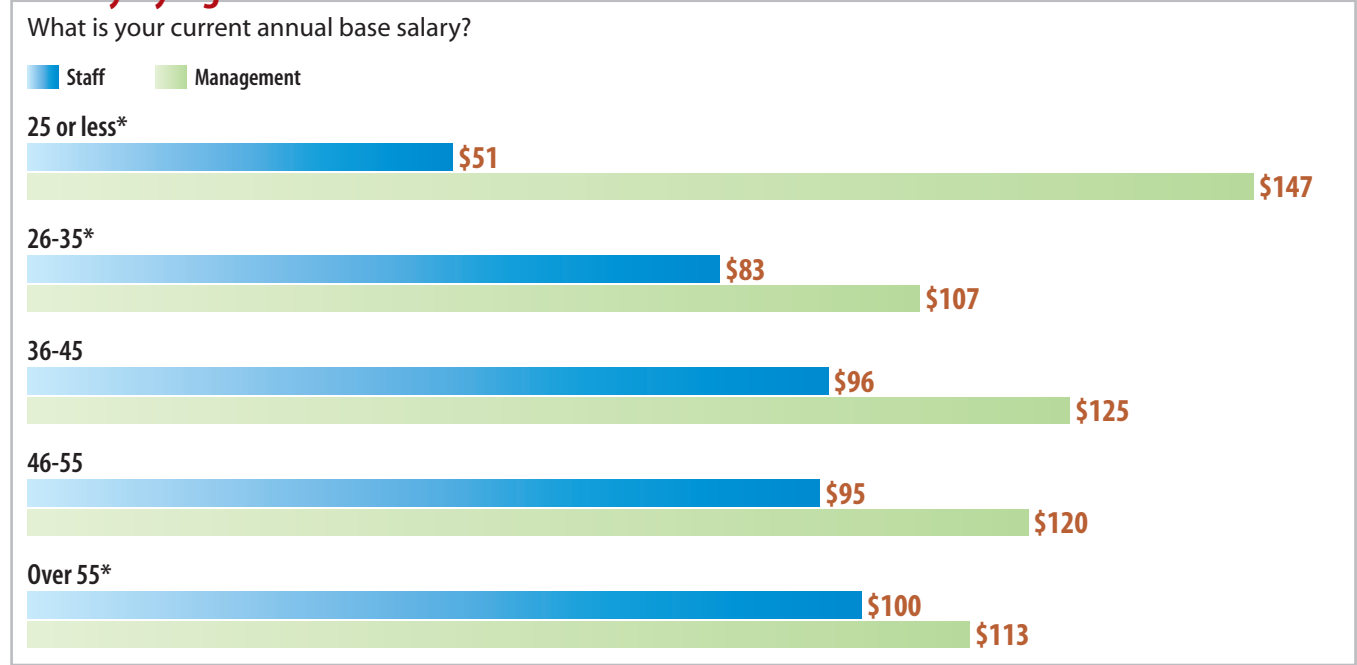
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Figure 11

Bonuses for 2013

Are you receiving, or do you expect to receive, a bonus in 2013?

Staff   Management

Yes
61%
75%

No
39%
25%

Base: 390 staff and 292 managers

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Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 12

Reasons for Bonuses

Of the bonuses and other direct cash payments you receive, please specify the primary reason(s) for them.

■ Staff   ■ Management

Reason	Staff	Management
Personal performance	68%	78%
Corporate performance	44%	47%
Division performance	23%	19%
Company profit sharing	15%	20%
Project milestone completion	13%	21%
Certification or training	7%	10%
Product performance	5%	5%
Hot skill premium	5%	9%
Retention bonus	5%	8%
Signing bonus	4%	3%
Other	9%	5%

Note: Multiple responses allowed   R6460413-SEC/10
Base: 239 staff and 218 managers who will, or expect to, receive a bonus in 2013
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 13

Experience Outside IT

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

■ Staff   ■ Management

Yes

Staff: 51%

Management: 46%

No

Staff: 49%

Management: 54%

Base: 390 staff and 292 managers

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 14

Non-IT Positions Held in Past Jobs

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

■ Staff   ■ Management

Marketing/sales — Staff 21%, Management 16%
Non-IT support functions — Staff 20%, Management 13%
Operations/supply chain/manufacturing — Staff 17%, Management 23%
Finance — Staff 10%, Management 19%
Research and development — Staff 9%, Management 9%
Logistics — Staff 5%, Management 9%
Business development — Staff 4%, Management 14%
Line-of-business/division management — Staff 4%, Management 10%
Facilities management — Staff 3%, Management 4%
Human resources — Staff 3%, Management 4%
Public relations — Staff 0%, Management 6%
Other — Staff 41%, Management 40%

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Note: Multiple responses allowed
Base: 199 staff and 135 managers who have worked outside IT
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 15

Non-IT Responsibilities in Current Position

In your current role, does your work involve formal responsibilities outside the IT organization?
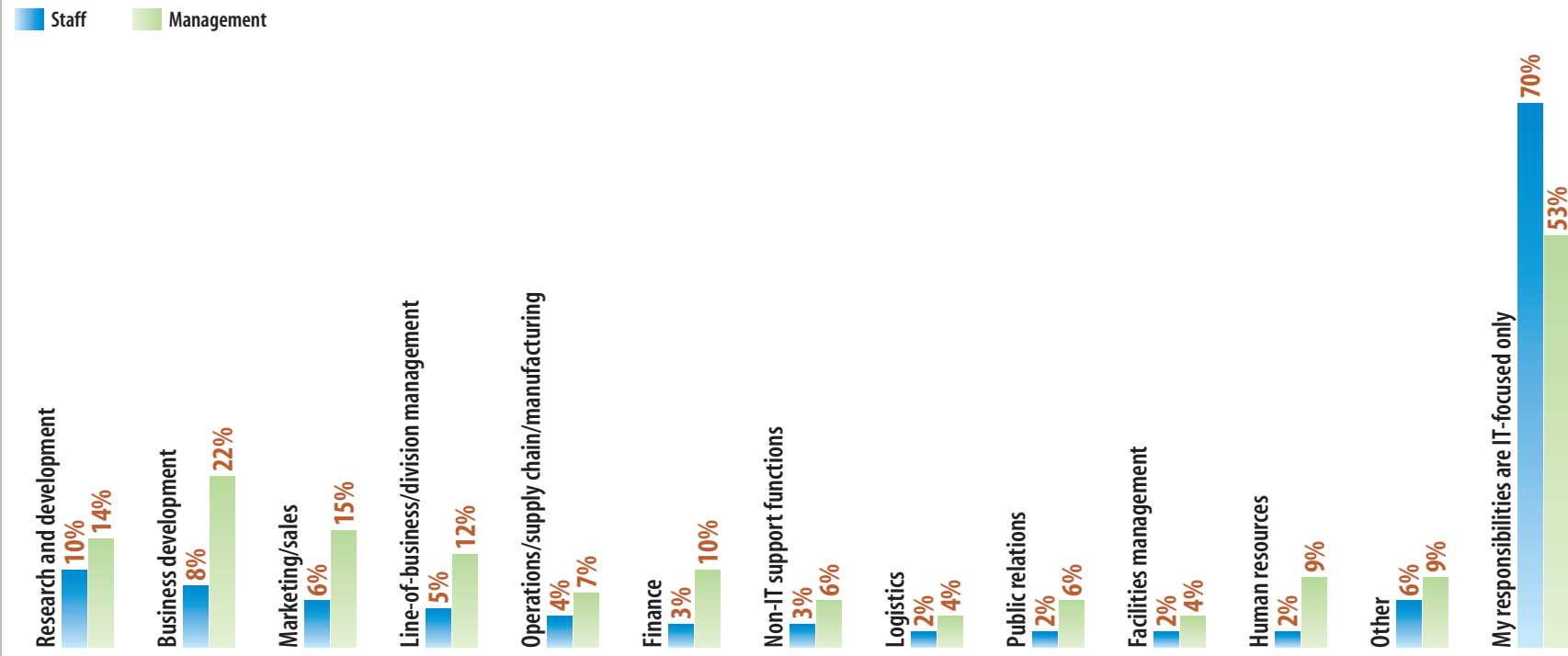
■ **Staff**   ■ **Management**

Research and development — 10% / 14%
Business development — 8% / 22%
Marketing/sales — 6% / 15%
Line-of-business/division management — 5% / 12%
Operations/supply chain/manufacturing — 4% / 7%
Finance — 3% / 10%
Non-IT support functions — 3% / 6%
Logistics — 2% / 4%
Public relations — 2% / 6%
Facilities management — 2% / 4%
Human resources — 2% / 9%
Other — 6% / 9%
My responsibilities are IT-focused only — 70% / 53%

Note: Multiple responses allowed
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 16

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

| 26% | 27% | 47% |

I'm considered embedded in a business unit outside IT

| 18% | 5% | 77% |

I'm physically located in a business unit outside IT

| 18% | 4% | 78% |

My salary is allocated to a business unit outside IT

| 17% | 6% | 77% |

I report to a manager outside IT

| 17% | 5% | 78% |

Base: 390 staff   R6460413-SEC/14

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 17
Management: 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

| 31% | 36% | 33% |

I report to a manager outside IT

| 24% | 6% | 70% |

I'm considered embedded in a business unit outside IT

| 21% | 14% | 65% |

My salary is allocated to a business unit outside IT

| 20% | 6% | 74% |

I'm physically located in a business unit outside IT

| 20% | 9% | 71% |

Base: 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 18

Critical Business and Technical Skills

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

■ Staff   ■ Management

Securing data and applications — 90% / 87%
Analyzing data — 70% / 66%
Collaborating with internal stakeholders — 62% / 63%
Aligning business and technology goals — 58% / 79%
Preparing reports — 55% / 58%
Interacting with customers — 52% / 57%
Experimenting with cutting-edge technology — 50% / 48%
Managing network and systems infrastructure — 38% / 35%
Building vendor relationships — 35% / 48%
Managing vendors — 24% / 47%
Integrating, normalizing or cleansing data — 23% / 22%
Integrating enterprise applications — 21% / 21%
Building project teams — 20% / 47%
Seeking out new business opportunities — 12% / 28%
Developing applications — 10% / 11%
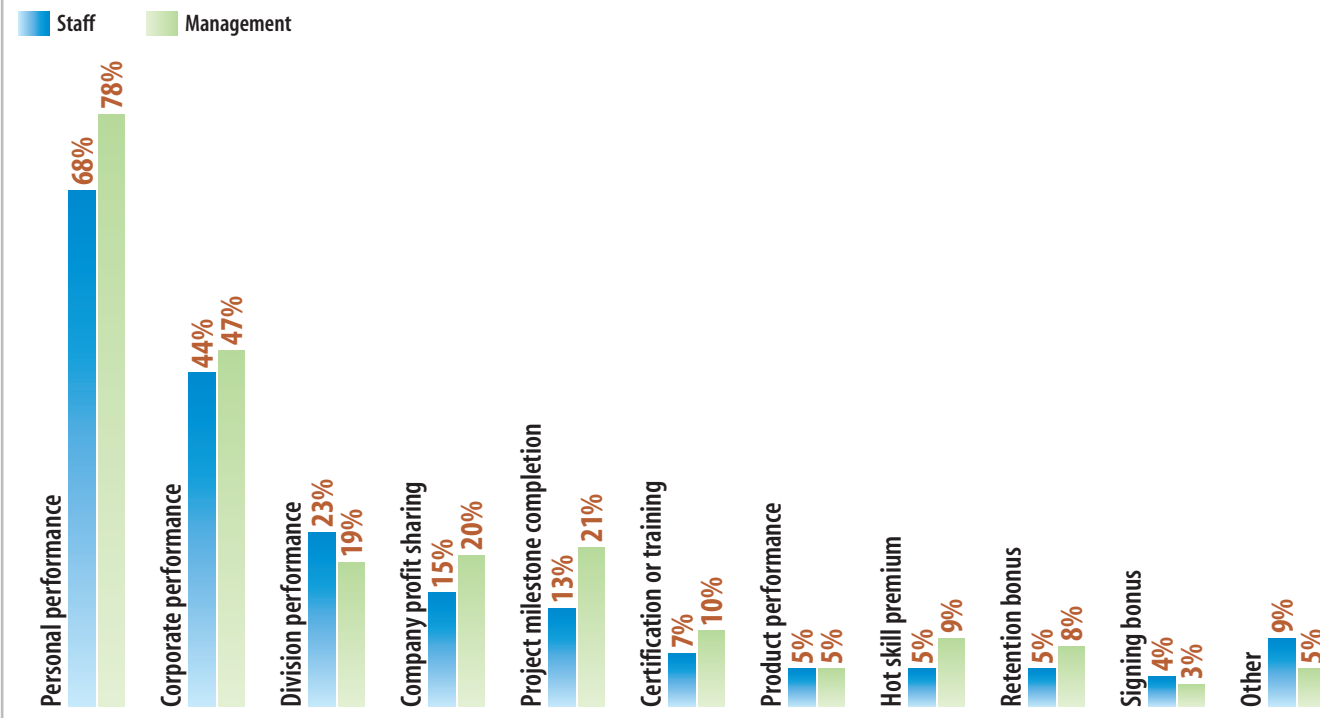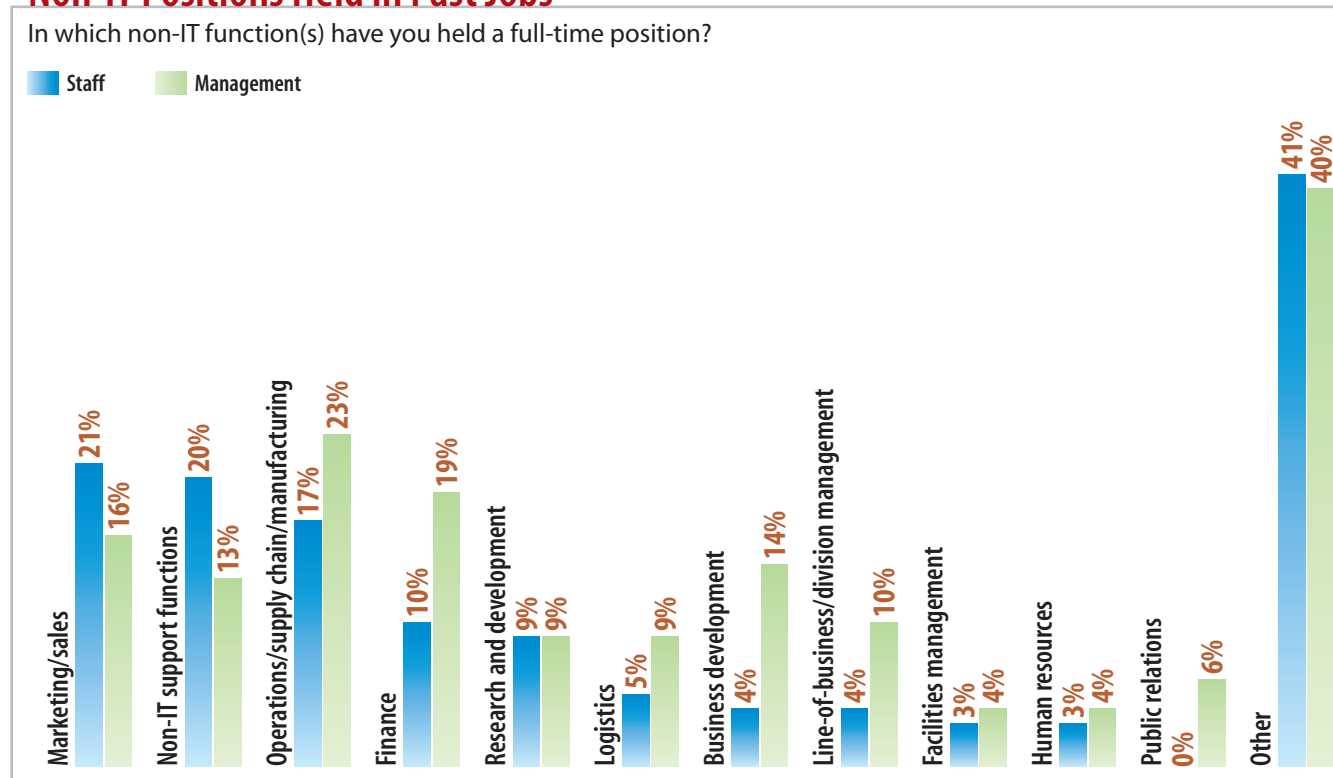Other — 6% / 7%

Note: Multiple responses allowed
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 19

Staff Base Salaries by Region

What is your current annual base salary?

	2011	2012	2013
Northeast	$90	$102	$99
Midwest	$87	$92	$91
South Atlantic	$95	$99	$97
South Central*	$85	$90	$95
Mountain*	$98	$96	$92
Pacific	$95	$100	$95

*Low base, use with caution

R6460413-SEC/17

Note: Median salaries in thousands of dollars

Base: 390 staff in 2013, 418 in 2012 and 467 in 2011

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 20

Staff Pay Increases by Region

By what percentage did your base salary change this year?

	2011	2012	2013
Northeast	1.4%	0%	1.1%
Midwest	0%	2.0%	.4%
South Atlantic	1.0%	1.4%	1.8%
South Central*	0%	1.8%	.5%
Mountain*	0%	0%	1.9%
Pacific	1.1%	1.8%	2.6%

*Low base, use with caution

R6460413-SEC/18

Note: Median percentage change in annual base pay

Base: 390 staff in 2013, 418 in 2012 and 467 in 2011

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 21

Manager Base Salaries by Region

What is your current annual base salary?

	2011	2012	2013
Northeast	$120	$115	$120
Midwest	$100	$102	$107
South Atlantic	$116	$124	$120
South Central*	$104	$109	$110
Mountain*	$113	$103	$138
Pacific*	$120	$127	$145

*Low base, use with caution

Note: Median salaries in thousands of dollars

Base: 292 managers in 2013, 307 in 2012 and 339 in 2011

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 22

Management Pay Increases by Region

By what percentage did your base salary change this year?

	2011	2012	2013
Northeast	2.0%	2.0%	2.1%
Midwest	1.8%	1.2%	2.2%
South Atlantic	1.8%	2.2%	2.0%
South Central*	1.5%	2.2%	1.9%
Mountain*	2.8%	2.2%	2.6%
Pacific*	2.8%	0%	2.0%

*Low base, use with caution

R6460413-SEC/20

Note: Median percentage change in annual base pay

Base: 292 managers in 2013, 307 in 2012 and 339 in 2011

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

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Figure 23

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.
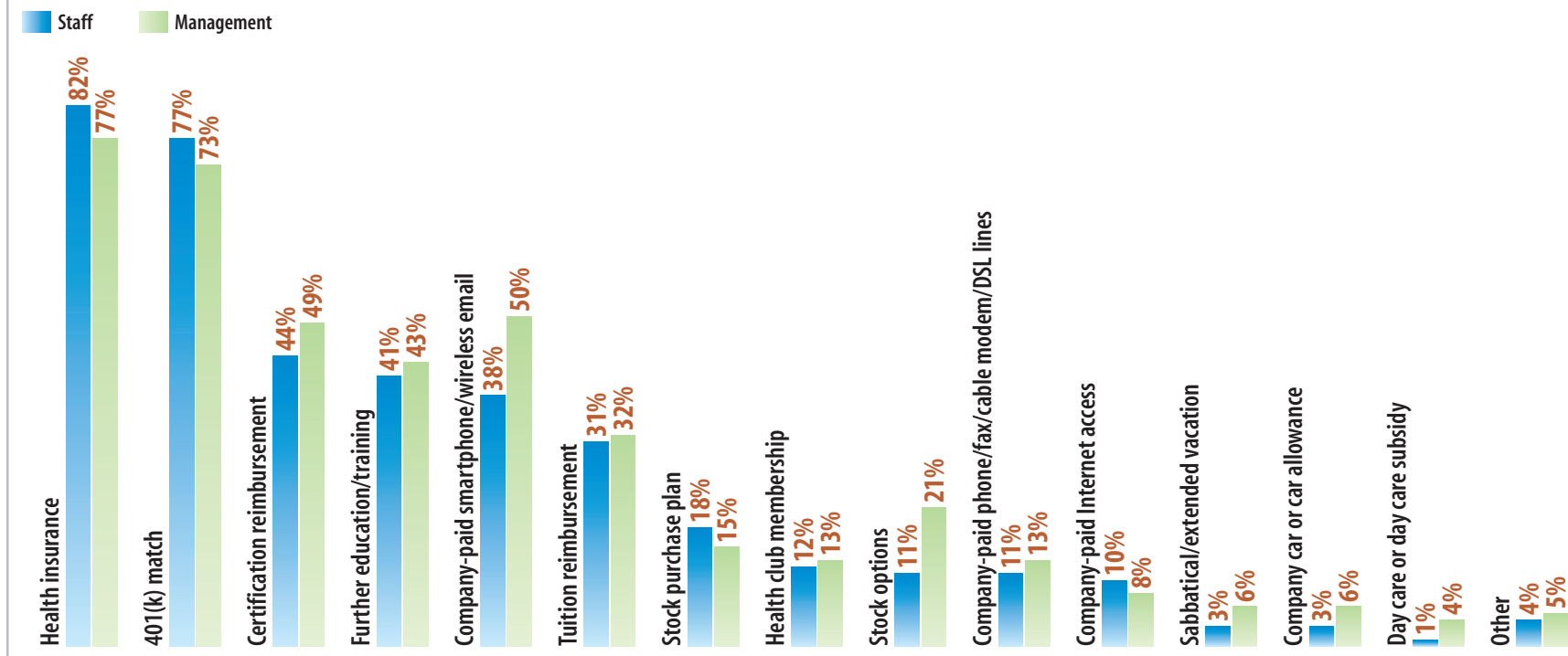
■ Staff   ■ Management

	Staff	Management
Health insurance	82%	77%
401(k) match	77%	73%
Certification reimbursement	44%	49%
Further education/training	41%	43%
Company-paid smartphone/wireless email	38%	50%
Tuition reimbursement	31%	32%
Stock purchase plan	18%	15%
Health club membership	12%	13%
Stock options	11%	21%
Company-paid phone/fax/cable modem/DSL lines	11%	13%
Company-paid Internet access	10%	8%
Sabbatical/extended vacation	3%	6%
Company car or car allowance	3%	6%
Day care or day care subsidy	1%	4%
Other	4%	5%

Note: Multiple responses allowed
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/21

InformationWeek
:: reports

Figure 24

Training Valued

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

■ Staff   ■ Management

Training type	Staff	Management
Technology-specific training	69%	51%
Certification courses	66%	50%
Project management training	13%	14%
College courses (tech, business)	10%	9%
Business skills training (e.g., finance, marketing)	7%	18%
MBA	6%	9%
People management skills training	6%	20%
Communication skills training	5%	8%
Statistics or analytics training/courses	3%	6%
Other	3%	2%

Note: Two responses allowed
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/22

InformationWeek
:: reports

Figure 25

Training Received

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

■ Staff   ■ Management

Attended company-paid training
56%
66%

Attended company-paid certification course(s)
27%
35%

Attended training I paid for myself
22%
24%

Attended certification courses I paid for myself
11%
15%

Received no additional training or certification the past 12 months
23%
14%

Note: Multiple responses allowed
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/23

InformationWeek
:: reports

Figure 26

Out-of-Pocket Training Expenses

About how much did you spend on training in the past 12 months, for which you were not reimbursed by your company?

Staff	$1,000
Management	$2,000

Note: Median dollars

R6460413-SEC/24

Base: 104 staff and 82 managers who paid for their own training and/or certification course(s)

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

InformationWeek
:: reports

Figure 27

What Matters Most to Staffers

What matters most to you about your job?

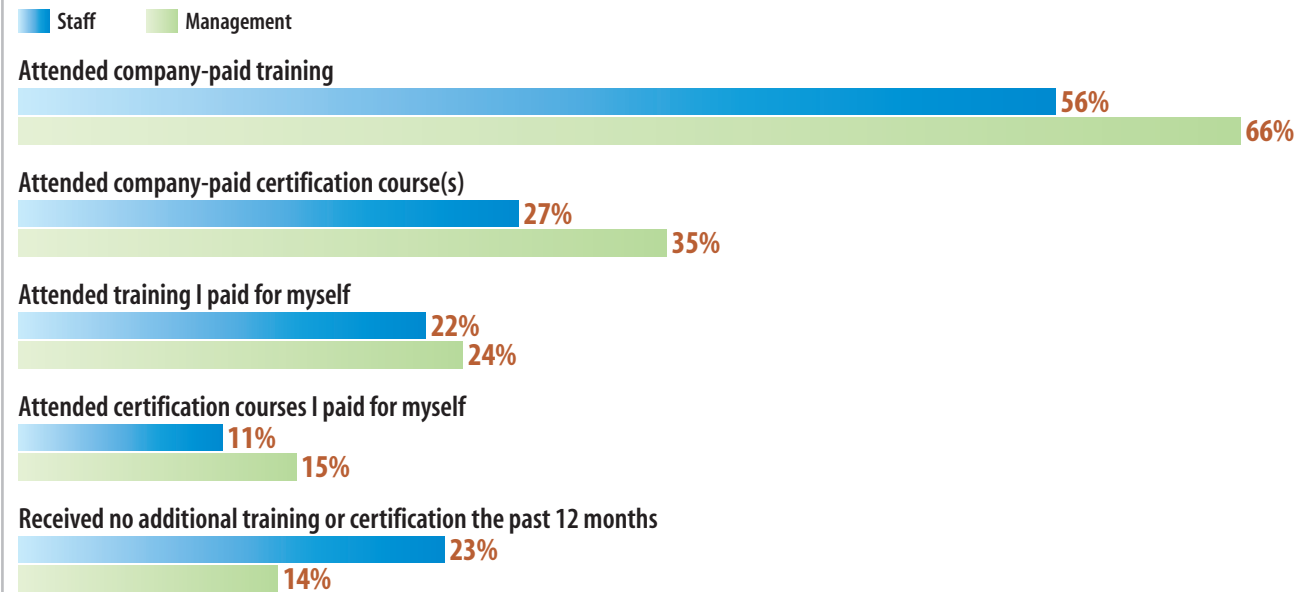|	2011	2012	2013
Base pay	51%	50%	49%
Challenge of job/responsibility	41%	40%	44%
Benefits	44%	40%	43%
Job/company stability	45%	44%	43%
Flexible work schedule	42%	44%	43%
My opinion and knowledge are valued	42%	41%	41%
Vacation time/paid time off	37%	36%	40%
Recognition for work well done	29%	31%	34%
Telecommuting/working at home	24%	27%	33%
Job atmosphere	31%	30%	31%
Working with highly talented peers	24%	29%	30%
Skill development/educational/training opportunity	30%	30%	27%
Having the tools and support to do my job well	28%	31%	25%
Corporate culture and values	19%	22%	24%
Commute distance	22%	20%	21%
Potential for promotion	23%	22%	21%
My work (job) is important to the company's success	21%	20%	20%
Ability to work with leading-edge technology	19%	18%	19%
Effectiveness of immediate supervision	19%	20%	16%
Geographic location of job	19%	17%	16%
Bonus opportunities	12%	13%	15%
Ability to work on creating "new" innovative IT solutions	16%	15%	13%
Prestige/reputation of the company	7%	7%	8%
Involvement in setting company strategy and determining goals	10%	9%	5%

Note: Seven responses allowed
Base: 390 staff in 2013, 418 in 2012 and 467 in 2011
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/25

InformationWeek
:: repo**rts**

Figure 28

What Matters Most to Managers

What matters most to you about your job?

	2011	2012	2013
My opinion and knowledge are valued	47%	47%	49%
Challenge of job/responsibility	42%	44%	47%
Flexible work schedule	39%	37%	39%
Base pay	40%	48%	38%
Job/company stability	44%	40%	37%
Recognition for work well done	28%	30%	35%
Corporate culture and values	30%	25%	31%
Working with highly talented peers	28%	24%	30%
My work (job) is important to the company's success	31%	26%	30%
Benefits	34%	33%	27%
Job atmosphere	31%	30%	26%
Telecommuting/working at home	22%	23%	25%
Vacation time/paid time off	28%	32%	25%
Ability to work on creating "new" innovative IT solutions	20%	21%	23%
Potential for promotion	25%	22%	23%
Having the tools and support to do my job well	24%	25%	22%
Geographic location of job	18%	19%	21%
Skill development/educational/training opportunity	23%	20%	20%
Ability to work with leading-edge technology	17%	22%	18%
Involvement in setting company strategy and determining goals	20%	22%	18%
Effectiveness of immediate supervision	17%	16%	17%
Commute distance	15%	17%	16%
Bonus opportunities	17%	19%	13%
Prestige/reputation of the company	10%	10%	10%

Note: Seven responses allowed
Base: 292 managers in 2013, 307 in 2012 and 339 in 2011
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/26

InformationWeek
:: reports

Figure 29

What Matters Most

What matters most to you about your job?

	Staff	Management
Base pay	49%	38%
Challenge of job/responsibility	44%	47%
Benefits	43%	27%
Job/company stability	43%	37%
Flexible work schedule	43%	39%
My opinion and knowledge are valued	41%	49%
Vacation time/paid time off	40%	25%
Recognition for work well done	34%	35%
Telecommuting/working at home	33%	25%
Job atmosphere	31%	26%
Working with highly talented peers	30%	30%
Skill development/educational/training opportunity	27%	20%
Having the tools and support to do my job well	25%	22%
Corporate culture and values	24%	31%
Commute distance	21%	16%
Potential for promotion	21%	23%
My work (job) is important to the company's success	20%	30%
Ability to work with leading-edge technology	19%	18%
Effectiveness of immediate supervision	16%	17%
Geographic location of job	16%	21%
Bonus opportunities	15%	13%
Ability to work on creating "new" innovative IT solutions	13%	23%
Prestige/reputation of the company	8%	10%
Involvement in setting company strategy and determining goals	5%	18%

Note: Seven responses allowed   R6460413-SEC/27
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

InformationWeek
:: reports

Figure 30

Years in IT

How many years have you been in the IT profession?

Staff

17

Management

20

Note: Median years spent working in IT   R6460413-SEC/28
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

InformationWeek
:: reports

Figure 31

Years at Company

How many years have you been at your present company?

Staff

5

Management

6

Note: Median years spent at company   R6460413-SEC/29
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

InformationWeek
:: reports

Figure 32

Number of Companies in the Past 10 Years

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

■ Staff   ■ Management

1 to 2

59%

67%

3 to 4

35%

29%

5 or more

6%

4%

Base: 390 staff and 292 managers

R6460413-SEC/30

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

InformationWeek
:: reports

Figure 33

Satisfaction With Compensation

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

■ Staff   ■ Management

Very satisfied
16%
15%

Satisfied
43%
54%

Neutral
24%
18%

Dissatisfied
14%
10%

Very dissatisfied
3%
3%

Base: 390 staff and 292 managers   R6460413-SEC/31
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

InformationWeek
:: reports

Figure 34

Staff: Compensation Satisfaction Trend

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

■ 2013   ■ 2012   ■ 2011

Very satisfied
16%
17%
16%

Satisfied
43%
44%
44%

Neutral
24%
25%
26%

Dissatisfied
14%
12%
12%

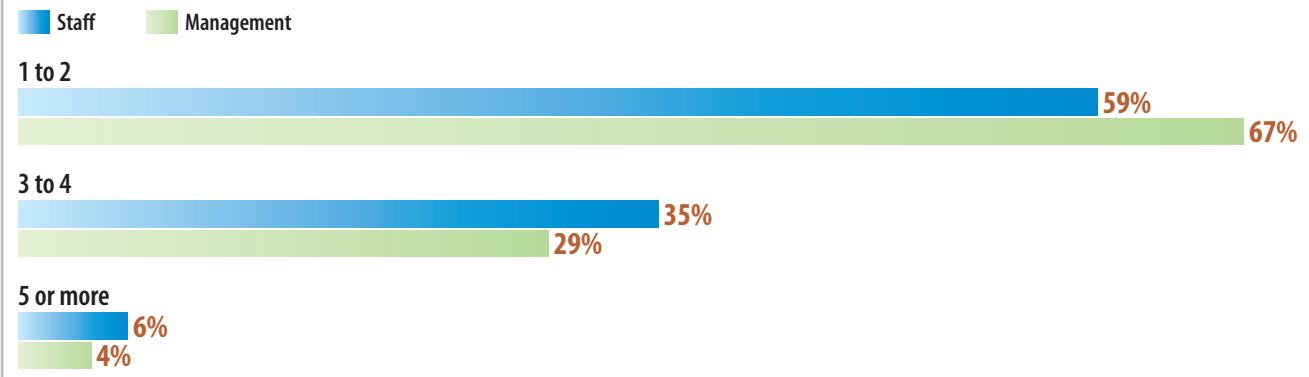**Very dissatisfied**
3%
2%
2%

Base: 390 staff in 2013, 418 in 2012 and 467 in 2011
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/32

InformationWeek
:: reports

Figure 35

Management: Compensation Satisfaction Trend

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

■ 2013   ■ 2012   ■ 2011

Very satisfied
- 15%
- 15%
- 15%

Satisfied
- 54%
- 50%
- 48%

Neutral
- 18%
- 26%
- 22%

Dissatisfied
- 10%
- 7%
- 14%

Very dissatisfied
- 3%
- 2%
- 1%

Base: 292 managers in 2013, 307 in 2012 and 339 in 2011

R6460413-SEC/33

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

InformationWeek
:: reports

Figure 36

Overall Satisfaction

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

■ Staff   ■ Management

Very satisfied

Staff: 17%
Management: 17%

Satisfied

Staff: 46%
Management: 48%

Neutral

Staff: 24%
Management: 24%

Dissatisfied

Staff: 11%
Management: 10%

Very dissatisfied

Staff: 2%
Management: 1%

Base: 390 staff and 292 managers
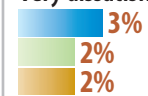Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/34

InformationWeek
:: reports

Figure 37

Staff: Overall Satisfaction Trend

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

■ 2013   ■ 2012   ■ 2011

Very satisfied
17%
19%
15%

Satisfied
46%
47%
46%

Neutral
24%
24%
27%

Dissatisfied
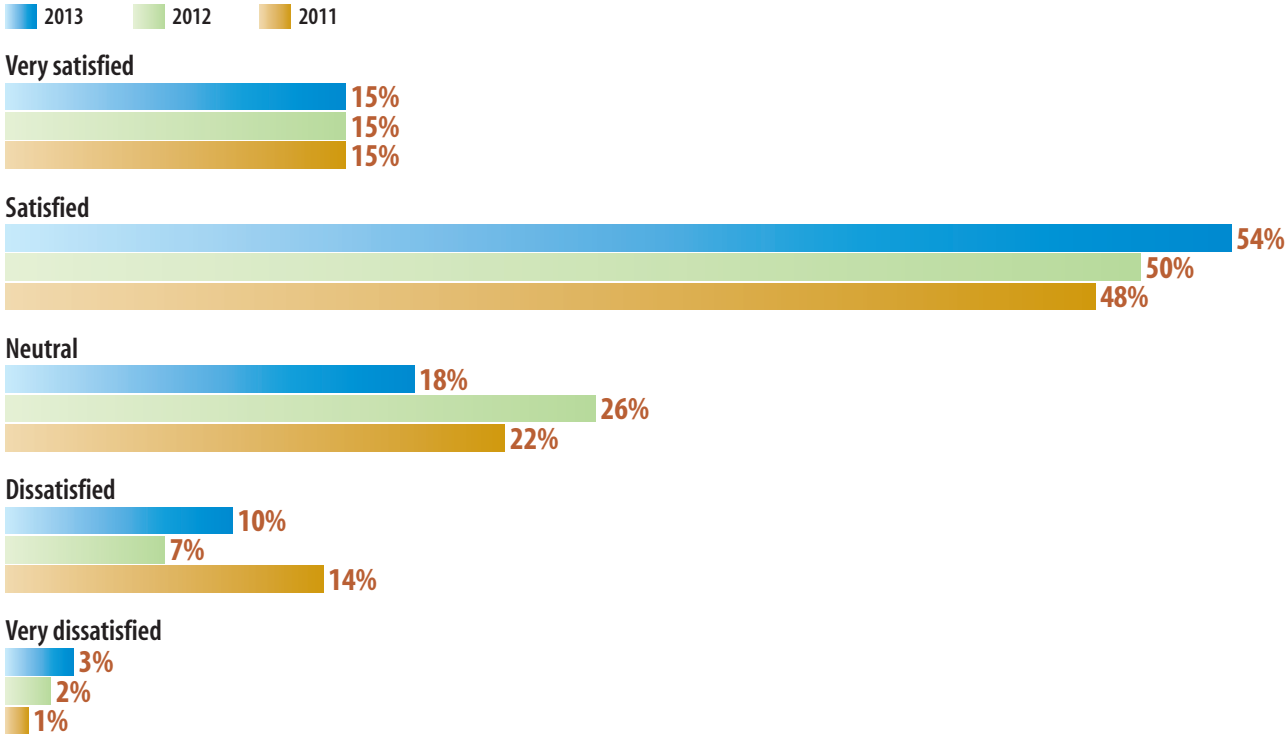11%
8%
10%

Very dissatisfied
2%
2%
2%

Base: 390 staff in 2013, 418 in 2012 and 467 in 2011
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/35

InformationWeek
:: reports

Figure 38

Management: Overall Satisfaction Trend

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

■ 2013   ■ 2012   ■ 2011

Very satisfied
17%
16%
17%

Satisfied
48%
55%
49%

Neutral
24%
23%
23%

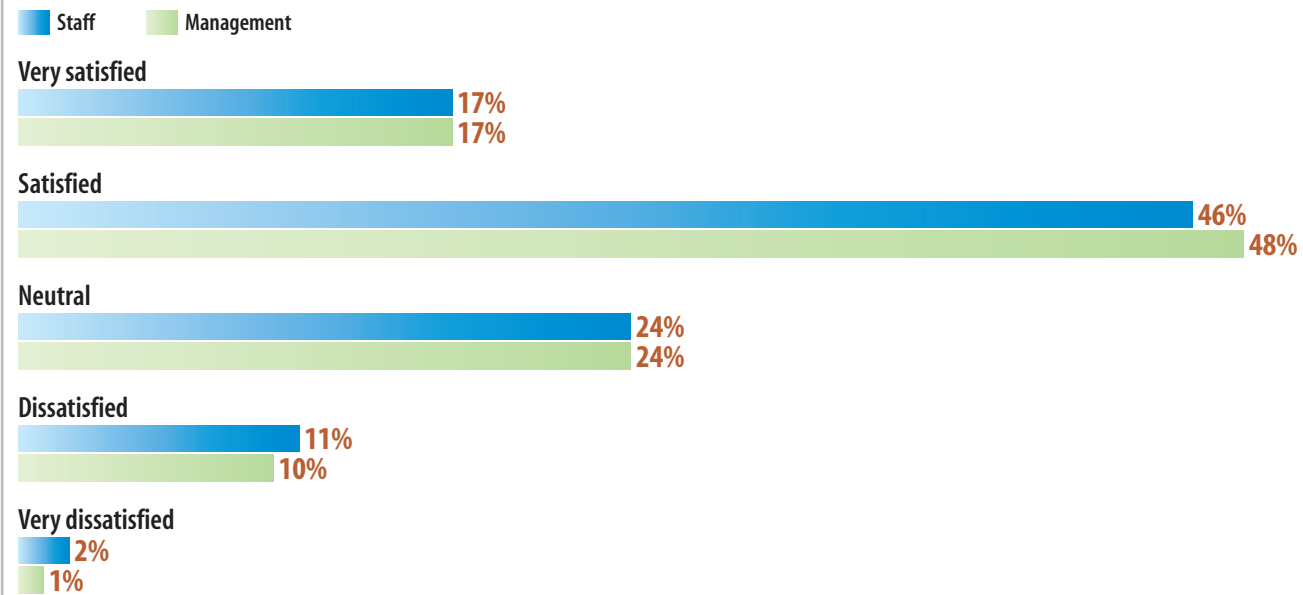**Dissatisfied**
10%
5%
10%

Very dissatisfied
1%
1%
1%

Base: 292 managers in 2013, 307 in 2012 and 339 in 2011
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/36

InformationWeek
:: reports

Figure 39

Intellectually Challenged

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

■ Staff   ■ Management

Challenged
- Staff: 39%
- Management: 46%

Somewhat challenged
- Staff: 50%
- Management: 45%
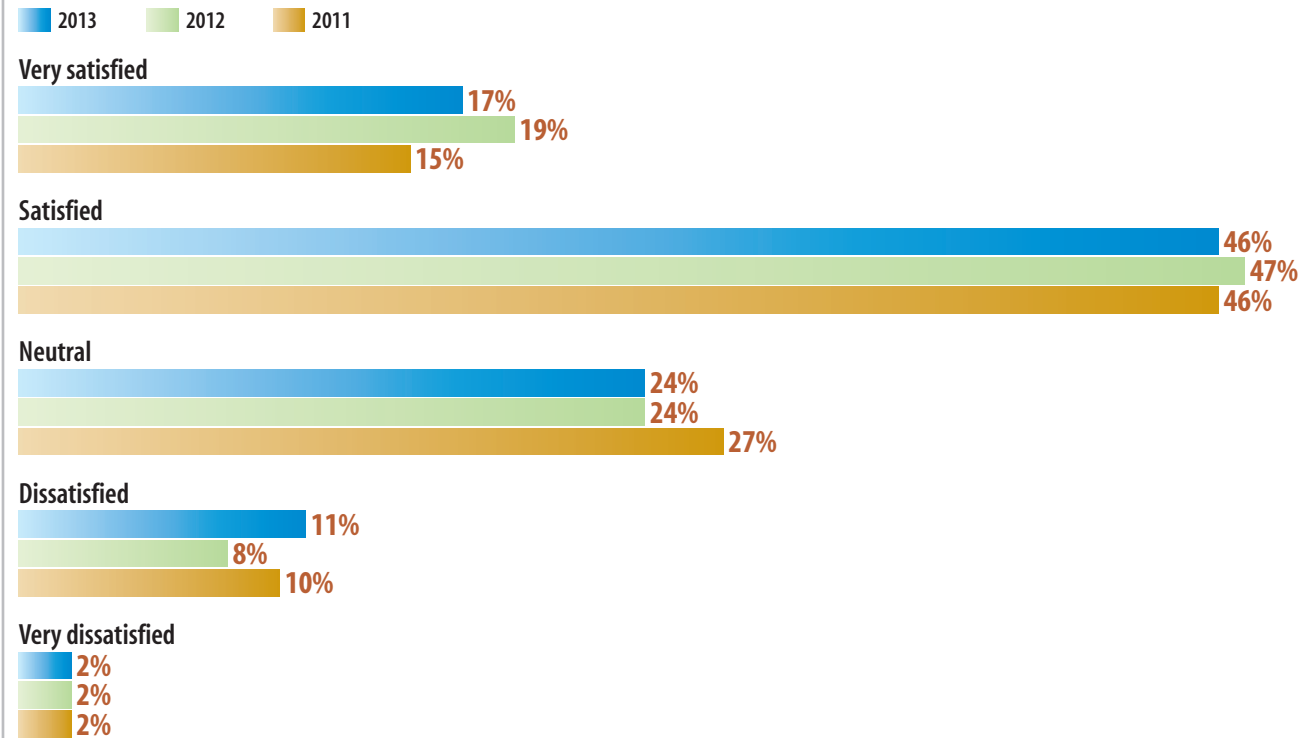
Not at all challenged
- Staff: 11%
- Management: 9%

Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/37

InformationWeek
:: reports

Figure 40

Job Security

How would you rate your present job security?

■ Staff   ■ Management

I feel very secure

Staff **43%**
Management **47%**

I feel somewhat secure

Staff **46%**
Management **45%**

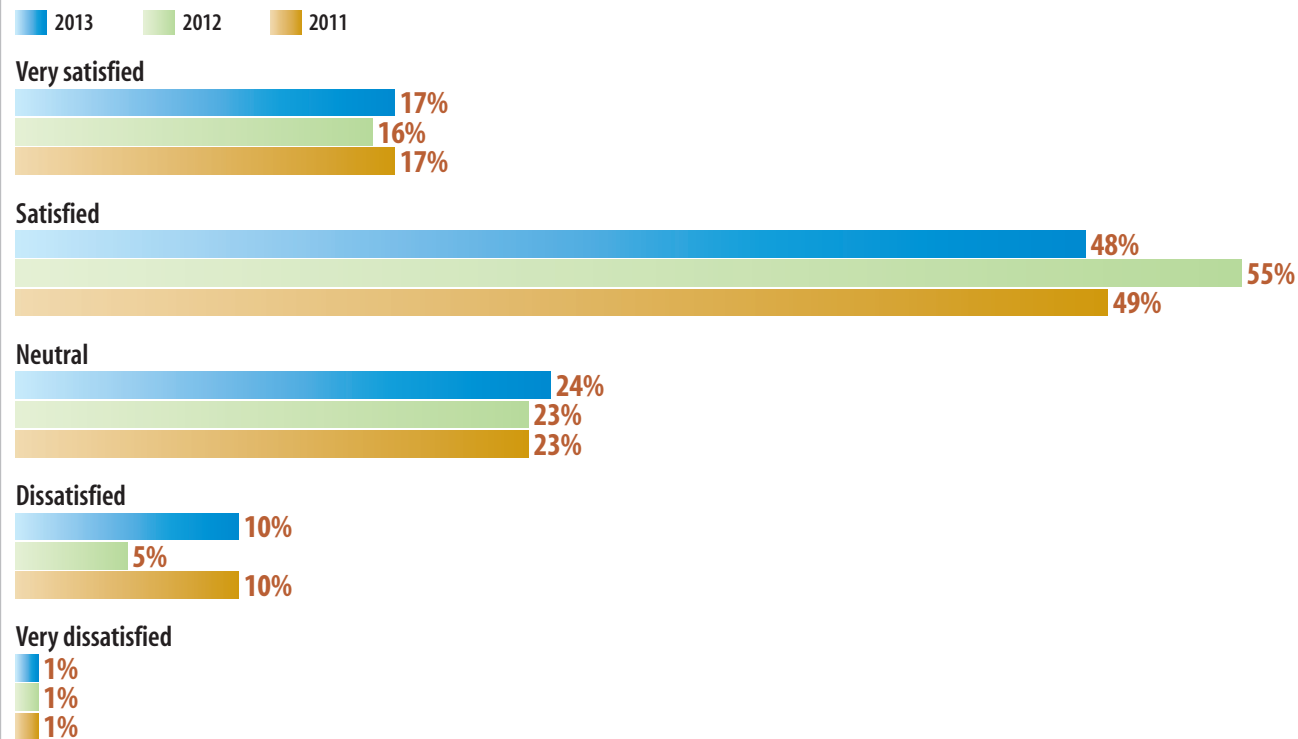**I feel insecure**

Staff **11%**
Management **8%**

Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/38

InformationWeek
:: reports

Figure 41

Staff: Job Security Trend

How would you rate your present job security?

2013   2012   2011

I feel very secure

43%
50%
41%

I feel somewhat secure

46%
42%
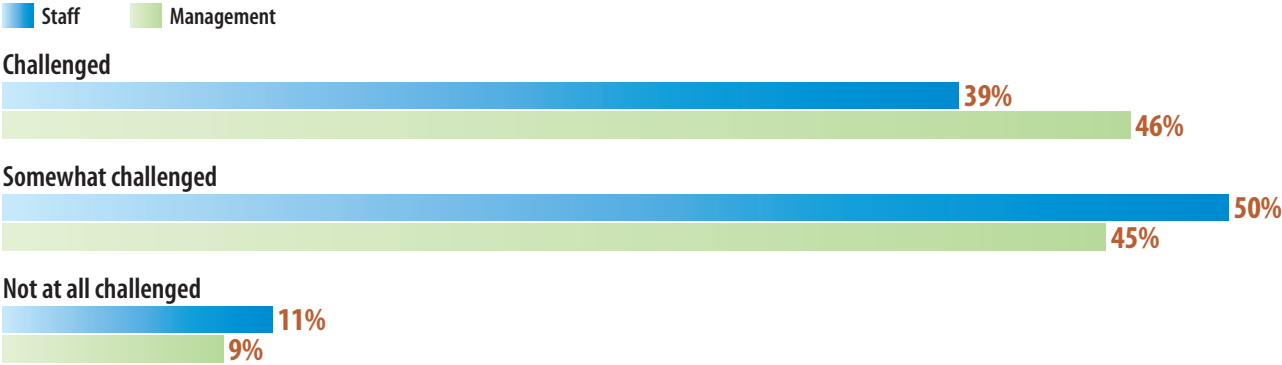50%

I feel insecure

11%
8%
9%

Base: 390 staff in 2013, 418 in 2012 and 467 in 2011
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/39

InformationWeek
:: reports

Figure 42

Management: Job Security Trend

How would you rate your present job security?

■ 2013　■ 2012　■ 2011

I feel very secure

47%
44%
47%

I feel somewhat secure

45%
49%
44%

I feel insecure

8%
7%
9%

Base: 292 managers in 2013, 307 in 2012 and 339 in 2011
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/40

InformationWeek
:: reports

Figure 43

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?

■ Staff   ■ Management

As promising today

Staff: **50%**
Management: **52%**

Not as promising

Staff: **41%**
Management: **42%**

Unsure

Staff: **9%**
Management: **6%**

Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/41
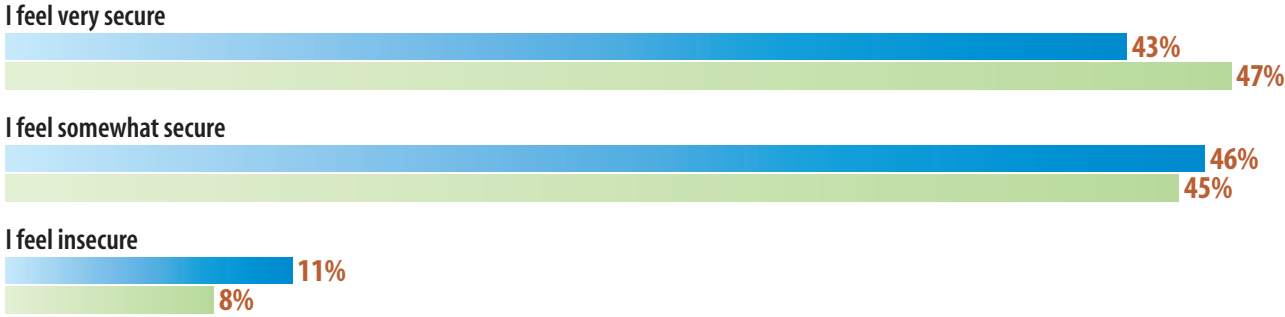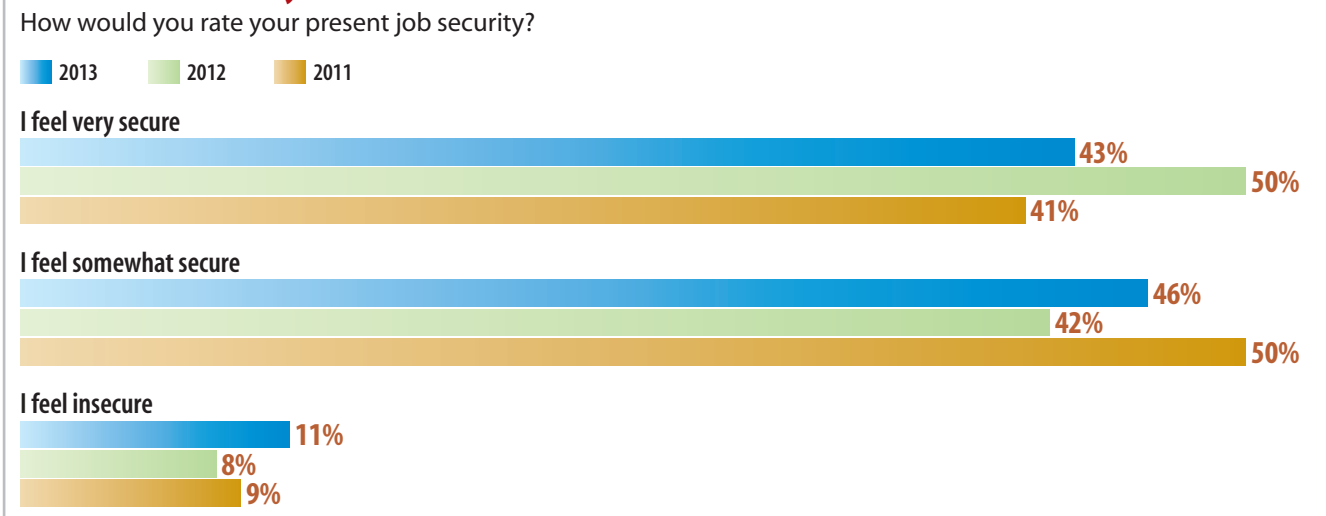
InformationWeek
:: reports

Figure 44

Staff: IT Career Path Trend

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

■ 2013   ■ 2012   ■ 2011

As promising today

2013: 50%
2012: 42%
2011: 39%

Not as promising

2013: 41%
2012: 48%
2011: 52%

Unsure

2013: 9%
2012: 10%
2011: 9%

Base: 390 staff in 2013, 418 in 2012 and 467 in 2011
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/42

InformationWeek
:: reports

Figure 45

Management: IT Career Path Trend

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

■ 2013   ■ 2012   ■ 2011

As promising today
52%
48%
46%

Not as promising
42%
47%
47%

Unsure
6%
5%
7%

Base: 292 managers in 2013, 307 in 2012 and 339 in 2011
R6460413-SEC/43
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

InformationWeek
:: reports

Figure 46

Economy Impact on IT Career Security

Given the current economy, do you believe a career path in IT is …

■ Staff   ■ Management

More secure than most others

45%
45%

As secure as most others

45%
49%

Less secure than most others

10%
6%

Base: 390 staff and 292 managers

R6460413-SEC/44

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

InformationWeek
:: reports

Figure 47

Impact of Slower Economy

In the past 12 months, as a result of the slower economy, I have …

Note: Multiple responses allowed
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/45

InformationWeek
:: reports

Figure 48

IT Outsourcing Practices
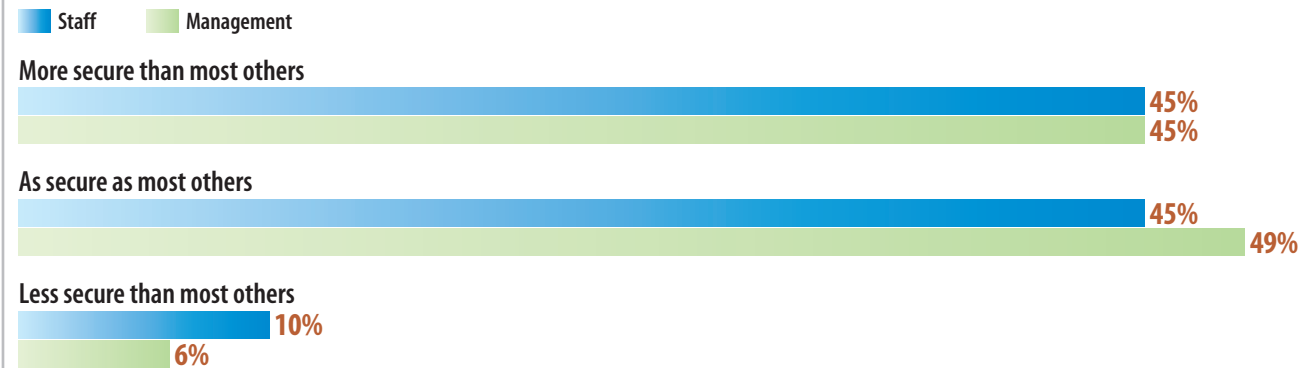
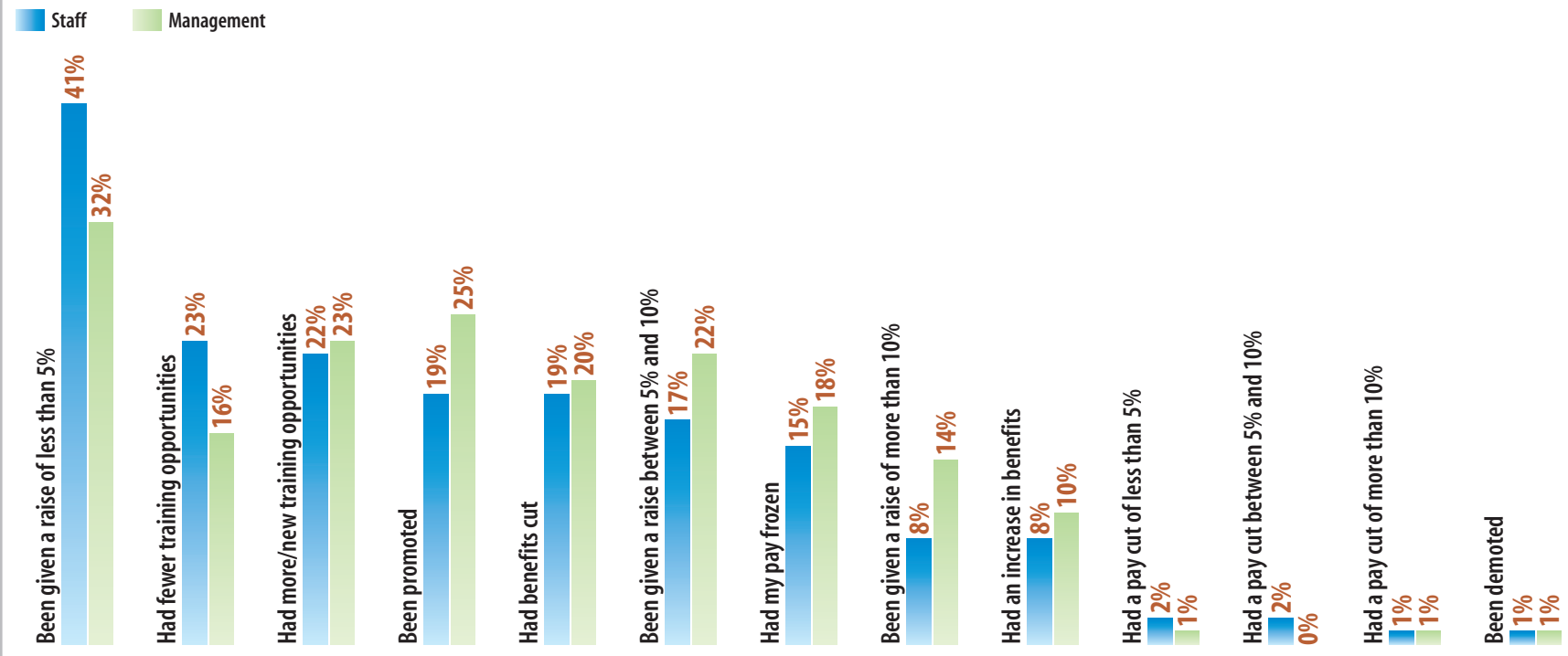Is your organization outsourcing some of its IT jobs?

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013   R6460413-SEC/46

Figure 49

Impact of Outsourcing on IT Professionals

What impact do you think the current trend toward outsourcing is having on IT professionals?

■ Staff   ■ Management

Fewer IT jobs available — 51% / 48%
Lower employee morale — 50% / 50%
New hires at reduced salaries — 43% / 44%
Fewer opportunities for advancement — 40% / 38%
Skills valued less — 33% / 32%
Salary reductions for employees — 24% / 22%
Opportunity to work on more innovative projects as menial tasks are moved out of organization — 18% / 22%
Skills valued more — 16% / 16%
It's an important aspect of global business growth — 15% / 18%
New hires to support outsourcing efforts — 11% / 17%
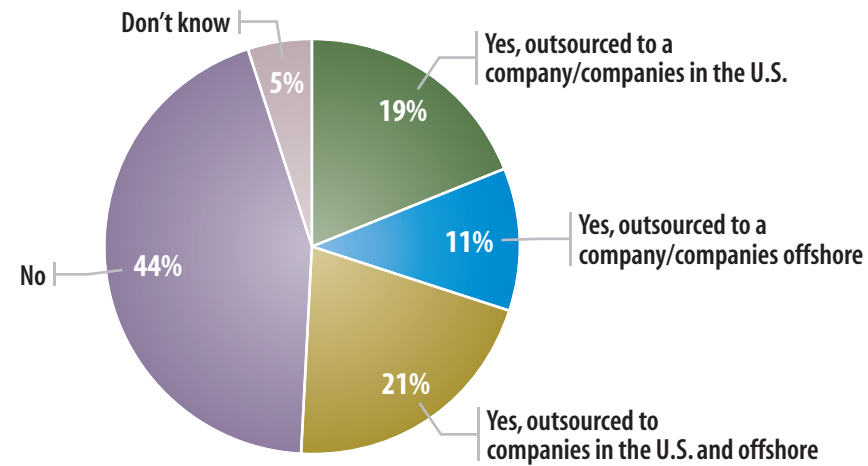Other — 6% / 2%

Note: Multiple responses allowed
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/47

InformationWeek
:: reports

Figure 50

Impact of Outsourcing on Career

What impact has outsourcing had on your career path?

■ Staff   ■ Management

	Staff	Management
I've gotten expanded or new responsibilities	13%	19%
I've lost my job	10%	6%
I've had to be retrained for new jobs or skills	8%	4%
I've taken a pay cut	7%	4%
I've relocated to new city/state/country	4%	5%
I've been promoted	2%	4%
I've been demoted	1%	1%
Other	6%	4%
Outsourcing has had no impact on my career path	67%	67%

Note: Multiple responses allowed
Base: 390 staff and 292 managers
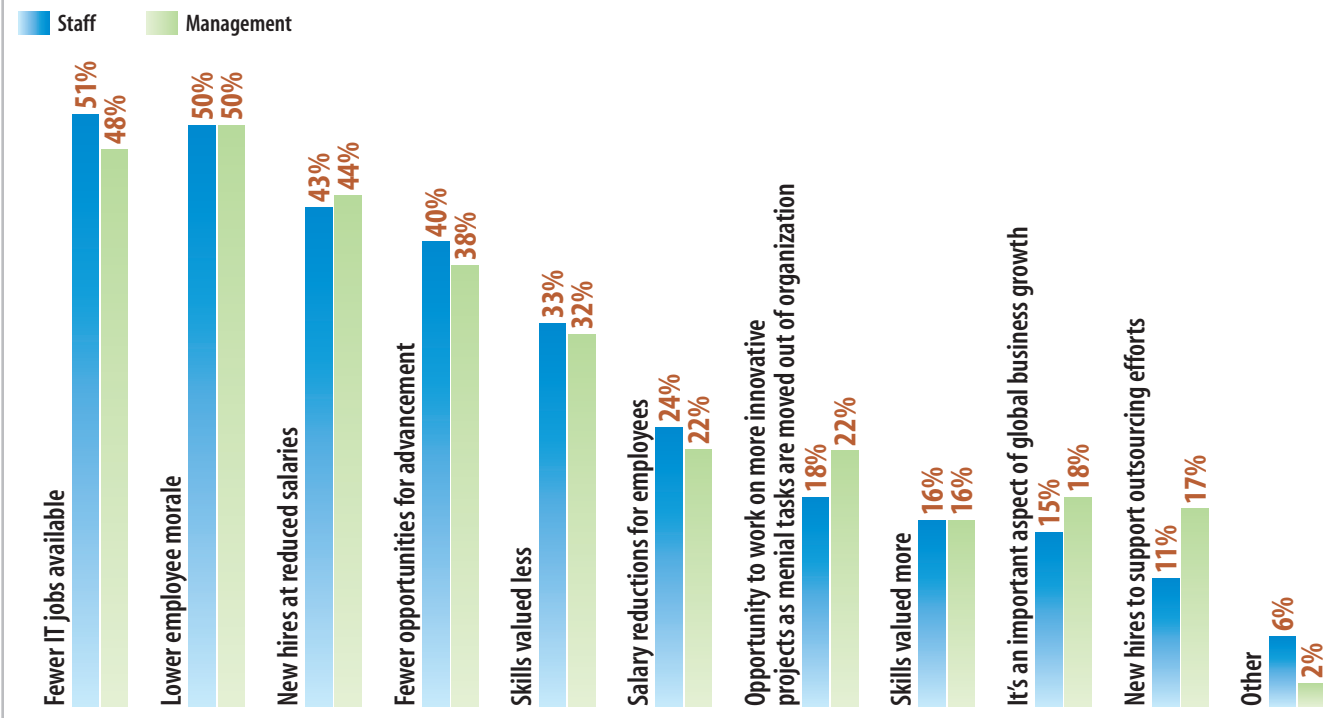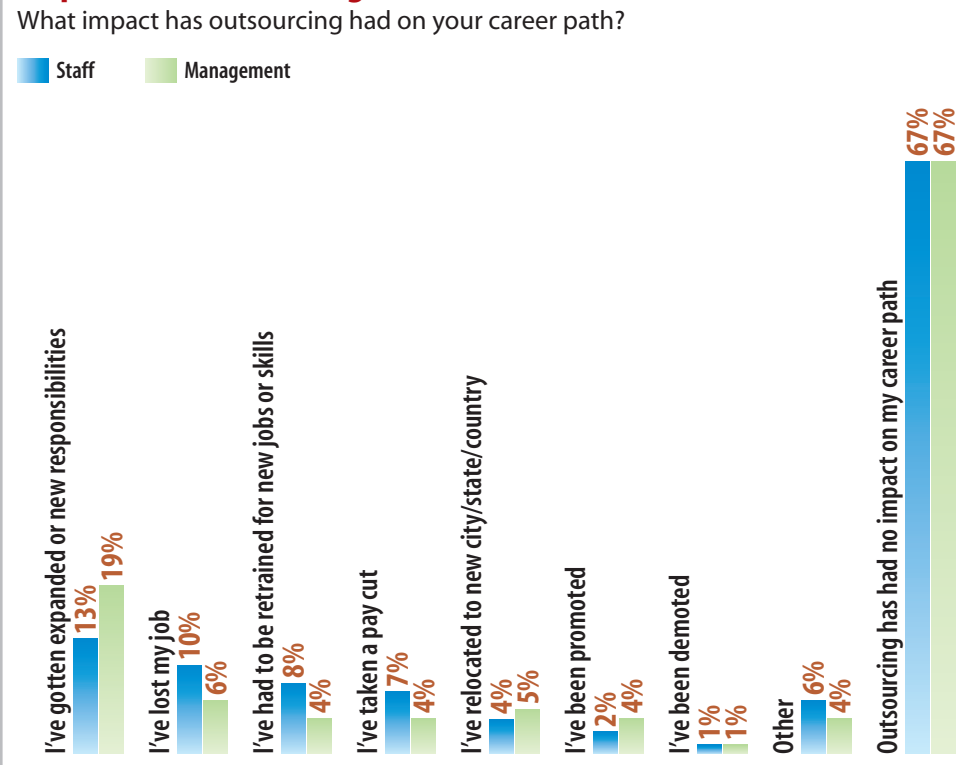Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/48

InformationWeek
:: reports

Figure 51

Looking for a New Job?

Are you currently looking for a job at a different employer?

■ Staff   ■ Management

Yes, actively
7%
9%

Yes, somewhat
35%
38%

No
58%
53%

Base: 390 staff and 292 managers

R6460413-SEC/49

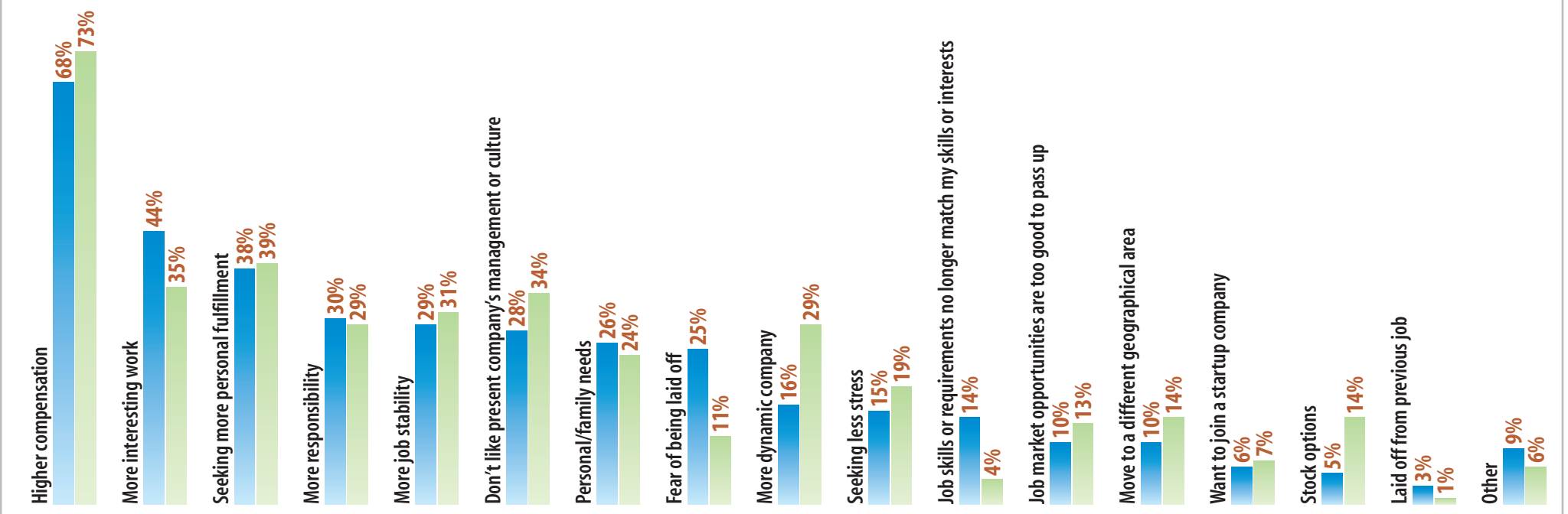Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

InformationWeek
:: reports

Figure 52

Reasons for Seeking a New Job

Why are you looking for a new job?

■ Staff   ■ Management

	Staff	Management
Higher compensation	68%	73%
More interesting work	44%	35%
Seeking more personal fulfillment	38%	39%
More responsibility	30%	29%
More job stability	29%	31%
Don't like present company's management or culture	28%	34%
Personal/family needs	26%	24%
Fear of being laid off	25%	11%
More dynamic company	16%	29%
Seeking less stress	15%	19%
Job skills or requirements no longer match my skills or interests	14%	4%
Job market opportunities are too good to pass up	10%	13%
Move to a different geographical area	10%	14%
Want to join a startup company	6%	7%
Stock options	5%	14%
Laid off from previous job	3%	1%
Other	9%	6%

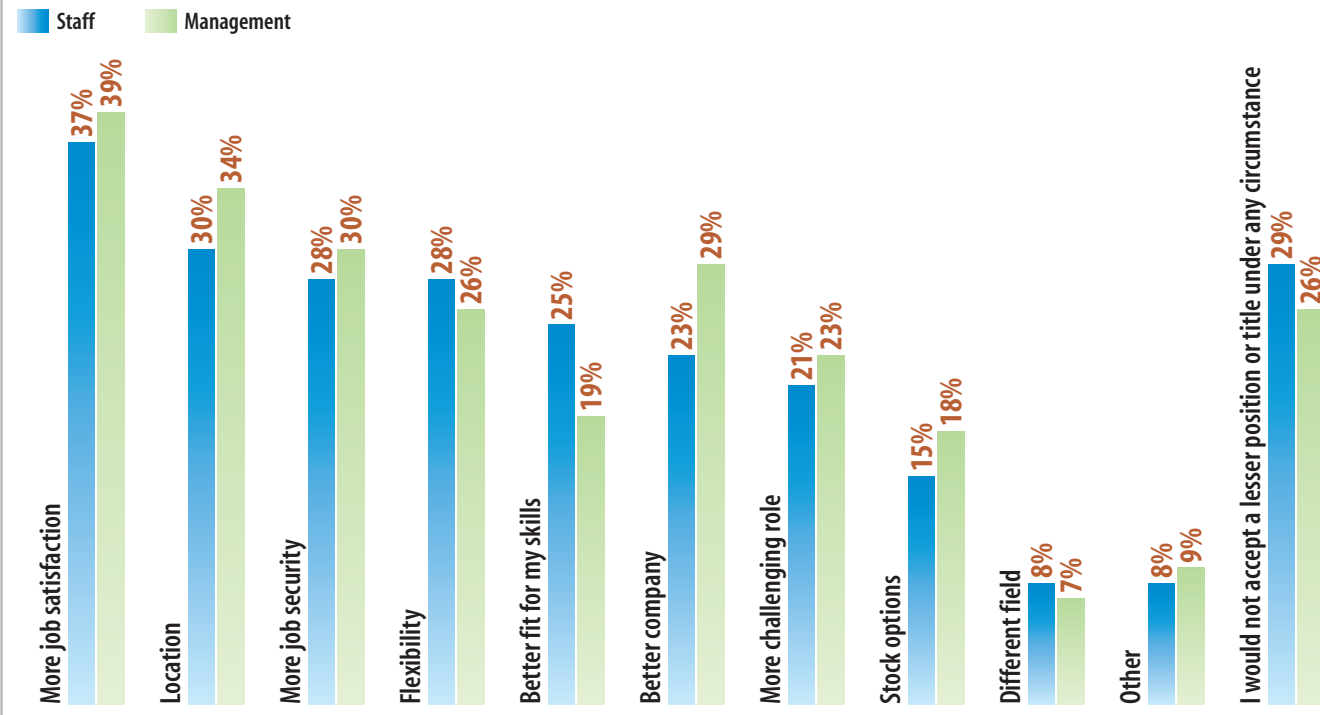Note: Multiple responses allowed
Base: 163 staff and 137 managers looking for a new job
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/50

InformationWeek
:: rep**o**rts

Figure 53

Lower Position

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

█ Staff   █ Management

Category	Staff	Management
More job satisfaction	37%	39%
Location	30%	34%
More job security	28%	30%
Flexibility	28%	26%
Better fit for my skills	25%	19%
Better company	23%	29%
More challenging role	21%	23%
Stock options	15%	18%
Different field	8%	7%
Other	8%	9%
I would not accept a lesser position or title under any circumstance	29%	26%

Note: Multiple responses allowed
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/51

InformationWeek
:: reports

Figure 54

Security Certifications

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

■ Staff   ■ Management

Yes

66%
73%

No

34%
27%
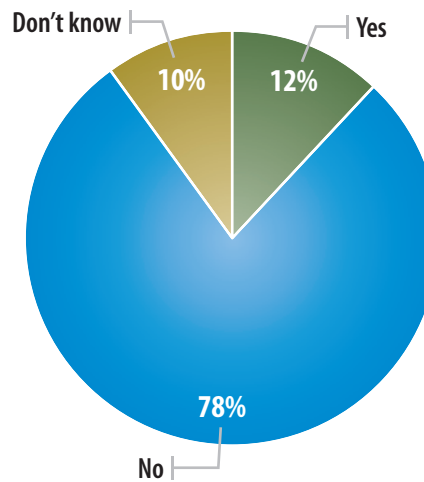
Base: 390 staff and 292 managers

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/52

Figure 55

Data Breaches

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

Don't know ——   —— Yes

10%   **12%**

78%

No ——

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013   R6460413-SEC/53

InformationWeek
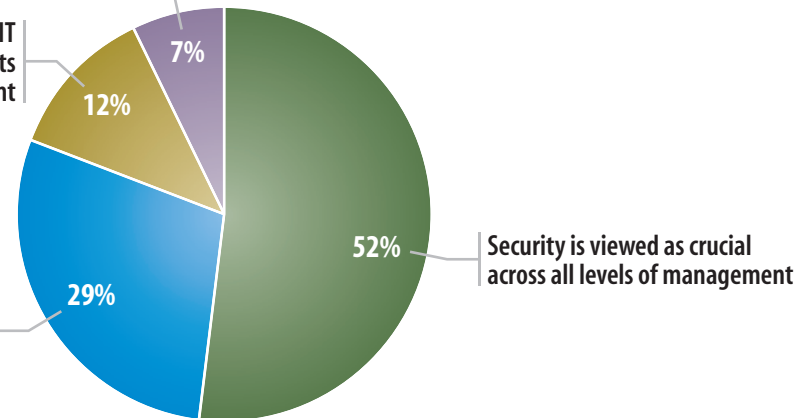:: reports

Figure 56

Security Prioritization

What priority does your organization place on information security?

Security is viewed as a low priority across the organization

Security is viewed as crucial inside the IT organization, but not in the business units or at higher levels of management

7%

12%

52%
Security is viewed as crucial across all levels of management

29%

Security is viewed as crucial in some business areas, but not in others

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/54

InformationWeek
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Figure 57

Importance of Compliance to Security Effort

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

Our organization isn't subject to regulatory compliance
Compliance is not important at all
Compliance is a lower priority

1% 5%

11%

31% — Compliance is the top priority
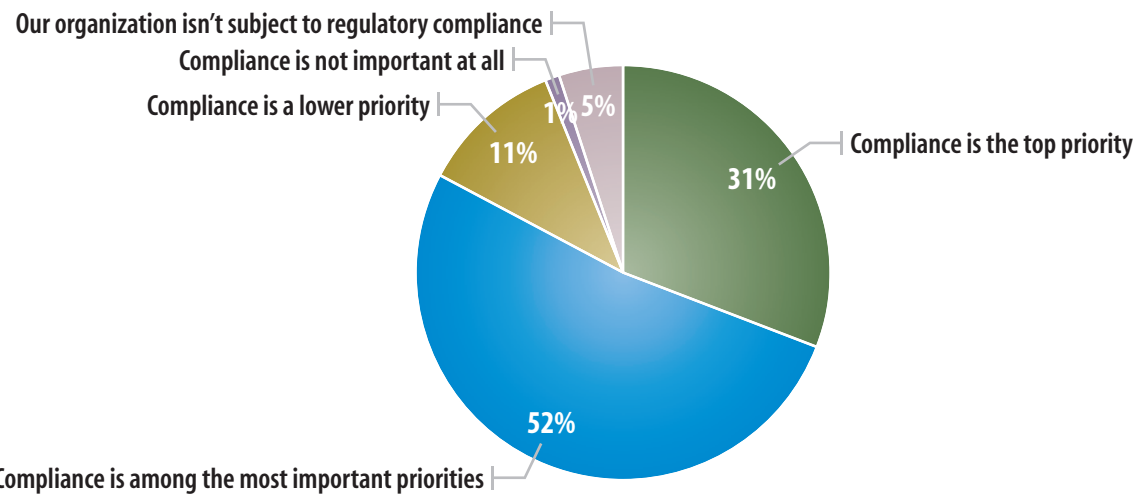
52%

Compliance is among the most important priorities

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013   R6460413-SEC/55

InformationWeek
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Figure 58

Base Salary and Compensation by Security Prioritization

What priority does your organization place on information security?

	Staff base salary	Staff total compensation	Management base salary	Management total compensation
Security is viewed as crucial across all levels of management	$95	$101	$125	$132
Security is viewed as crucial in some business areas, but not in others	$95	$96	$111	$122
Security is viewed as crucial inside the IT organization, but not in the business units or at higher levels of management*	$87	$89	$112	$119
Security is viewed as a low priority across the organization*	$97	$99	$110	$110

*Low base, use with caution

R6460413-SEC/58

Note: Median base salary and total compensation in thousands of dollars

Base: 390 staff and 292 managers

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

InformationWeek
:: rep**o**rts

Figure 59

Base Salary and Compensation by Importance of Compliance

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

	Staff base salary	Staff total compensation	Management base salary	Management total compensation
Compliance is the top priority	$95	$100	$123	$128
Compliance is among the most important priorities	$95	$99	$119	$128
Compliance is a lower priority*	$92	$95	$132	$138
Compliance is not important at all*	$80	$80	$143	$143
Our organization isn't subject to regulatory compliance*	$95	$96	$113	$118

*Low base, use with caution

R6460413-SEC/59

Note: Median base salary and total compensation in thousands of dollars
Base: 390 staff and 292 managers
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

InformationWeek
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Figure 60

Education

What is your highest level of education?

■ Staff   ■ Management

Ph.D.
3%
6%

Master's degree/MBA
33%
36%

Bachelor's degree
41%
36%

Associate's degree
5%
4%

Some college
14%
14%

Tech/IT trade school
4%
3%

High school graduate
0%
1%

Base: 390 staff and 292 managers

R6460413-SEC/60

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

InformationWeek
:: reports

Figure 61

Gender

What is your gender?

■ Staff   ■ Management

Male

87%
92%

Female

13%
8%

Base: 390 staff and 292 managers

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013
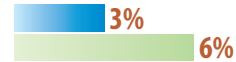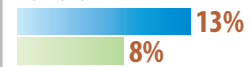
R6460413-SEC/61

InformationWeek
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Figure 62

Age

What is your age?

■ Staff   ■ Management

25 or less
3%
1%

26-35
16%
11%

36-45
29%
37%

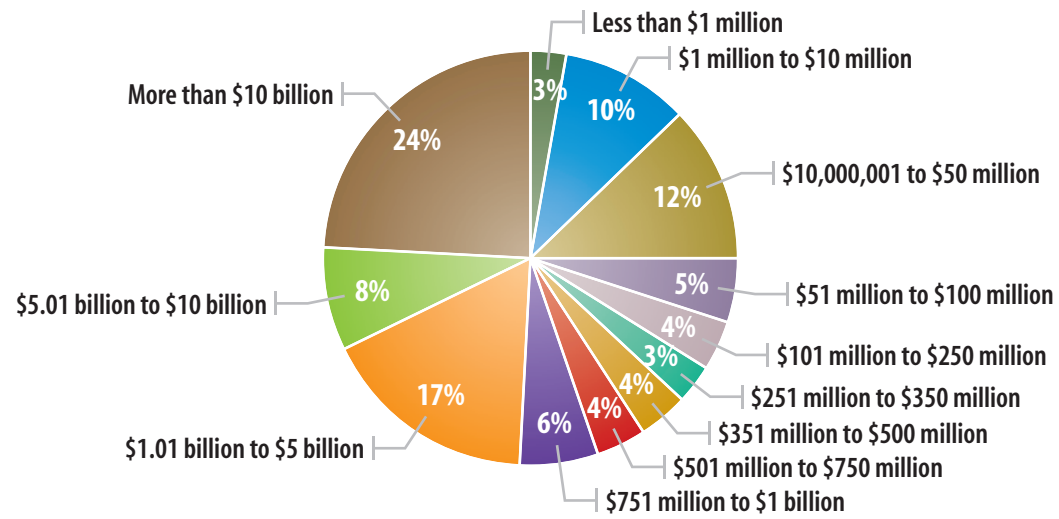**46-55**
34%
38%

Over 55
18%
13%

Base: 390 staff and 292 managers

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013

R6460413-SEC/62

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Figure 63

Company Revenue

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

- Less than $1 million — 3%
- $1 million to $10 million — 10%
- $10,000,001 to $50 million — 12%
- $51 million to $100 million — 5%
- $101 million to $250 million — 4%
- $251 million to $350 million — 3%
- $351 million to $500 million — 4%
- $501 million to $750 million — 4%
- $751 million to $1 billion — 6%
- $1.01 billion to $5 billion — 17%
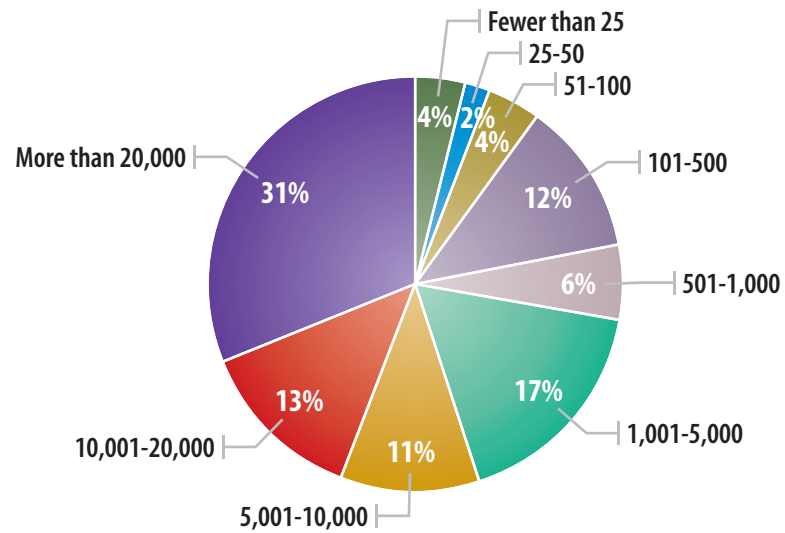- $5.01 billion to $10 billion — 8%
- More than $10 billion — 24%

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013   R6460413-SEC/63

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Figure 64

Company Size

How many total employees does your company have?

Fewer than 25
25-50
51-100
101-500
501-1,000
1,001-5,000
5,001-10,000
10,001-20,000
More than 20,000

4% 2% 4% 12% 6% 17% 11% 13% 31%
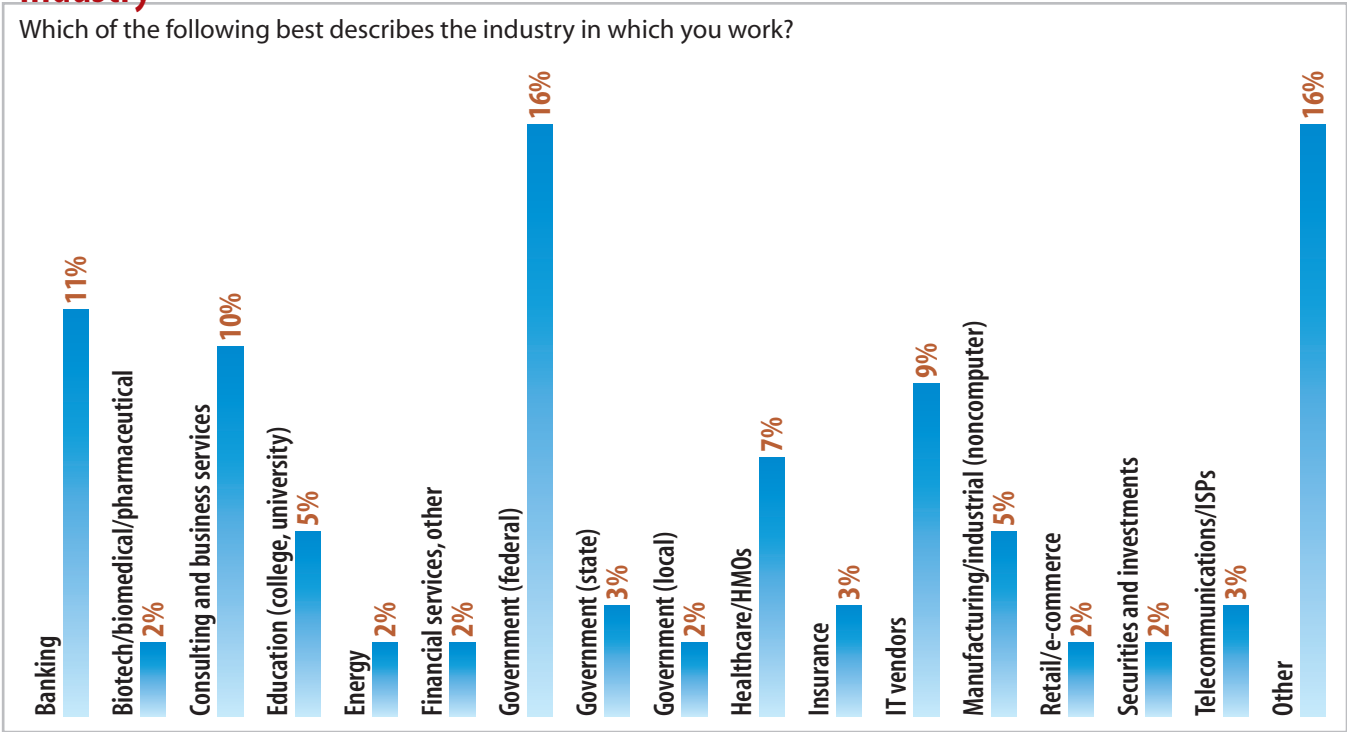
Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013   R6460413-SEC/64

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Figure 65

Industry

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

Banking 11%
Biotech/biomedical/pharmaceutical 2%
Consulting and business services 10%
Education (college, university) 5%
Energy 2%
Financial services, other 2%
Government (federal) 16%
Government (state) 3%
Government (local) 2%
Healthcare/HMOs 7%
Insurance 3%
IT vendors 9%
Manufacturing/industrial (noncomputer) 5%
Retail/e-commerce 2%
Securities and investments 2%
Telecommunications/ISPs 3%
Other 16%

Data: *InformationWeek* 2013 U.S. IT Salary Survey of 682 IT security professionals, January 2013   R6460413-SEC/65

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