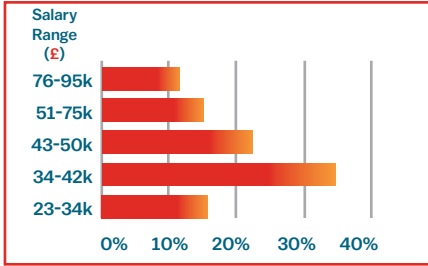
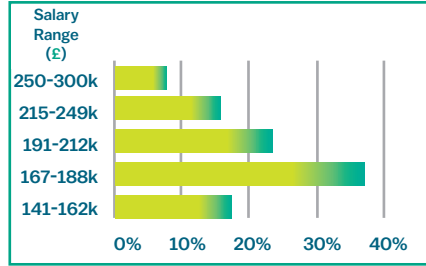


UK Salary Survey 2024



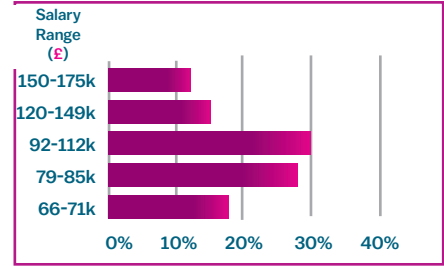
Cyber Analyst / Ethical Hacker

A role that is developed across a range of sectors as organisations elevate their response to cyber attacks. The rapid controls on WFH users' organisations need to have a robust cyber policy against perennial and growing risk. As a hunter role they will coordinate attacks across a range of holistic actors. Computer sciences degree; you are seeking technicians who have an exploring nature, 'in harmony with machine code' and neurodivergent. Bonus medium 15%.



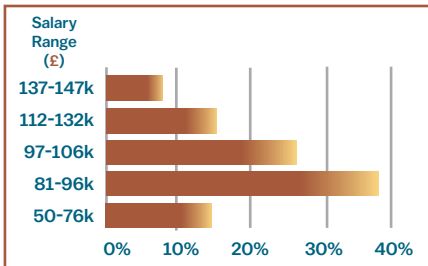
CSO / Global Resilience & Risk Director

Responsible for policy, executive board briefings. Dotted line or direct responsibility for subsidiary CSO / Head of Security position. Oversight budget responsibility of £30m+. Revenues of £2bn+. Responsibility for pandemic response, cyber & resilience, crisis management. Included in LTIP: executive bonus range to 50%; share options; health care; travel allowance £12K; executive share purchase.



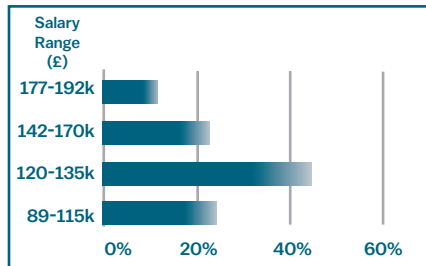
Cyber Resilience Manager / Head of Cyber

The internal case manager, you will be deciding on which events you can successfully pursue, provide proactive attack strategies, work with cyber agencies to encourage coordinated actions. Trawling newly created domains and URLs, allowing the business leadership to understand the threat actors, national or criminal groups. Experience drawn from a mixture of physical and digital backgrounds. Bonus medium 25%, company benefits.



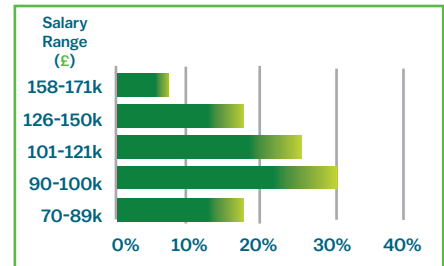
European Security Head

Regional reporting, policy implementation, promulgates corporate policy. Developed crisis response to COVID, increasingly managing cyber preparedness programmes. Responsible for physical and information security. Budget responsibility £5m - £10m. Bonus medium 30%, health plan; Car or allowance up to £9K, share purchase scheme.



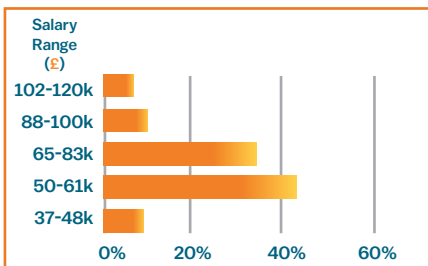
Director, Risk & Resilience / Head of Security

Responsible for delivering localised policy, executive board briefings. They are a driver for change and service expansion. Increasingly managing cyber and pandemic response. Budget responsibility of £10m - £30m. Revenues of £1bn+. Included in the LTIP; executive bonus medium 35%; share options; health care; Car or allowance £12K; executive share purchase.



EMEA Security Head

Regional policy development, executive reporting, promulgating corporate policy overview of physical and intellectual protection. Taking responsibility for cyber preparedness, pandemic response, business continuity and crisis management. Medium bonus range 30% share options; travel allowance up to £10K.



National Security Head

Responsible for all aspects of corporate security and maintaining standards across an estate. Developing an estate programme for internet-connected devices and plant that has been overlooked by IT departments. GDPR has been and remains a major part of this role. Organised pandemic response across all sites. Budget responsibility £2m - £10m. Bonus medium 20%, car £5k; health care.

Dundee	£3.50
Edinburgh	£3.40
Manchester	£3.56
Glasgow	£3.30
Leeds	£3.30
Sheffield	£3.42
Liverpool	£3.18
Bradford	£3.19
Birmingham	£3.23
London	£3.61

Cost of One Cappuccino across the UK

Anchoring the UK Salary Survey through comparing the cost of a cappuccino provides more indicators as to the regional variances we find in salaries. In these indices we see that cost has risen in all major cities across the UK, highlighted by a 71p increase in Dundee. The difference between the lowest cost (3.18 in Liverpool) and the highest cost (3.61 in London) is 12.7%. Interestingly, that gap has closed from 25.2% last year, which emphasises rising costs outside the capital.

The Survey

The SSR® Personnel & Executive Profiles 2024 annual salary survey partners with ASIS International. Data is collated from more than 14,000 security professionals from across 40 business sectors, including finance & insurance, manufacturing, extractives, e-commerce, FMCG and logistics. We also populated with data collected during our bespoke salary surveys which covers 1.3 million employees and EURO 1.2 trillion revenues.

