ARM
ADVANCED RESOURCE MANAGERS

CYBER TALENT INSIGHTS REPORT

Cyber talent snapshot

102k candidates, +4% growth y-y

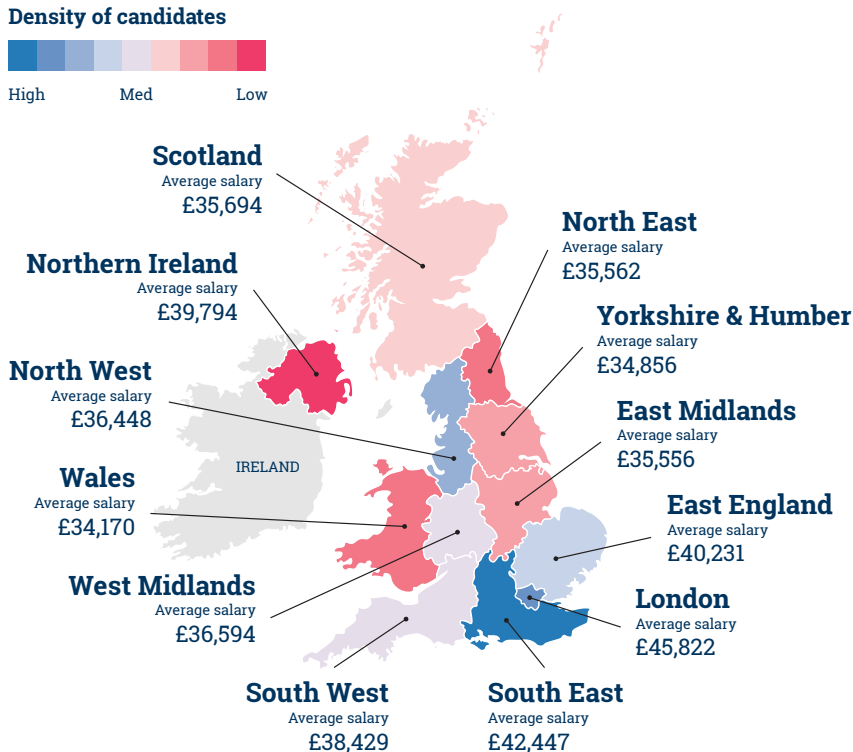**20k** are contract employees or open to contracting

16.5k are open to new opportunities

34k candidates moved roles in the past year

58k job ads live

£ Cyber talent hotspots & salaries

Density of candidates

High — Med — Low

Scotland
Average salary
£35,694

North East
Average salary
£35,562

Northern Ireland
Average salary
£39,794

Yorkshire & Humber
Average salary
£34,856

North West
Average salary
£36,448

East Midlands
Average salary
£35,556

IRELAND

Wales
Average salary
£34,170

East England
Average salary
£40,231

West Midlands
Average salary
£36,594

London
Average salary
£45,822

South West
Average salary
£38,429

South East
Average salary
£42,447

This shows the average salary across all fields and levels - more experienced talent could command a higher wage

Top UNIVERSITIES for cyber talent

1. Sheffield Hallam
2. Coventry University
3. University of Greenwich
4. Loughborough University
5. University of Portsmouth
6. University of Leeds
7. Staffordshire University
8. University of Manchester
9. Middlesex University
10. Kingston University

Top COURSES for cyber talent

1. Computer Science
2. Information Technology
3. Computer & Information Sciences
4. Computer Systems Networking & Communications
5. Maths
6. Electronic Engineering
7. Computer & Information Systems Security
8. Business Administration & Management
9. Physics
10. Information Science/Studies

♀♂ Gender diversity in cyber
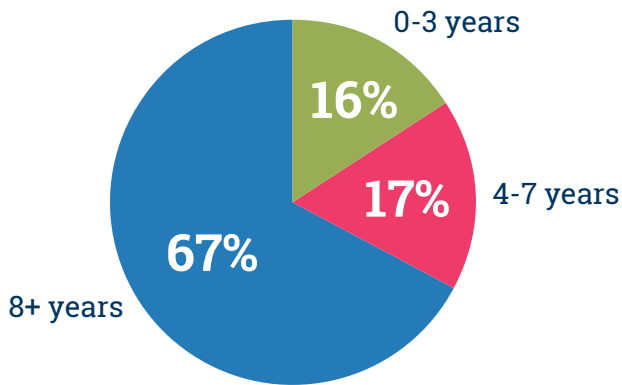
82% MALE   **18%** FEMALE

Top HIRERS of female cyber talent:

1. Forensic Science Service (64% female)
2. NHS (41% female)
3. Glaxosmithkline (30% female)
4. Lloyds Banking Group (28% female)
5. Royal Bank of Scotland (26% female)

Biggest employers of cyber talent

1. BT
2. IBM
3. LLOYDS BANKING GROUP
4. vodafone
5. HSBC UK
6. BARCLAYS
7. DXC.technology
8. nccgroup
9. CISCO
10. BAE SYSTEMS INSPIRED WORK Applied Intelligence

Experience of workforce

- 0-3 years **16%**
- 4-7 years **17%**
- 8+ years **67%**

Top HIRERS of fresh cyber talent (0-3yrs)

1. NHS
2. IBM
3. bp
4. BAE SYSTEMS
5. Royal Bank of Scotland

Gender by region

Male **Female**

Percentage (%)

South East · London · North West · East England · West Midlands · South West · Scotland · Yorkshire & Humber · East Midlands · North East · Wales · Northern Ireland

Experience by region

- 0-3yrs
- 4-7yrs
- 8+yrs

Percentage (%)

South East · London · North West · East England · West Midlands · South West · Scotland · Yorkshire & Humber · East Midlands · North East · Wales · Northern Ireland
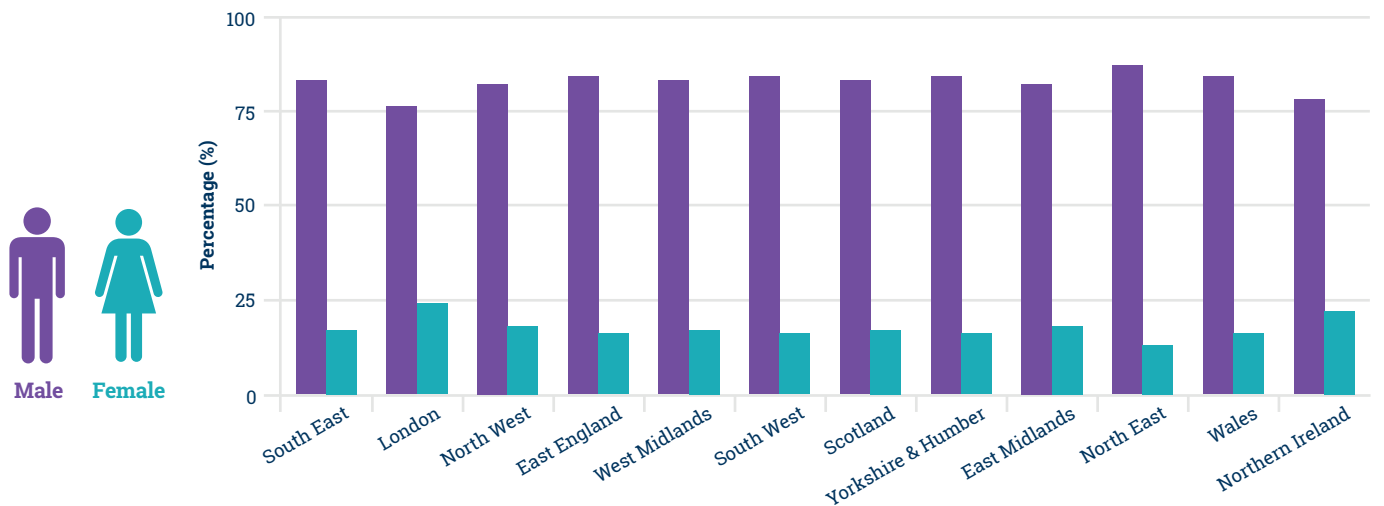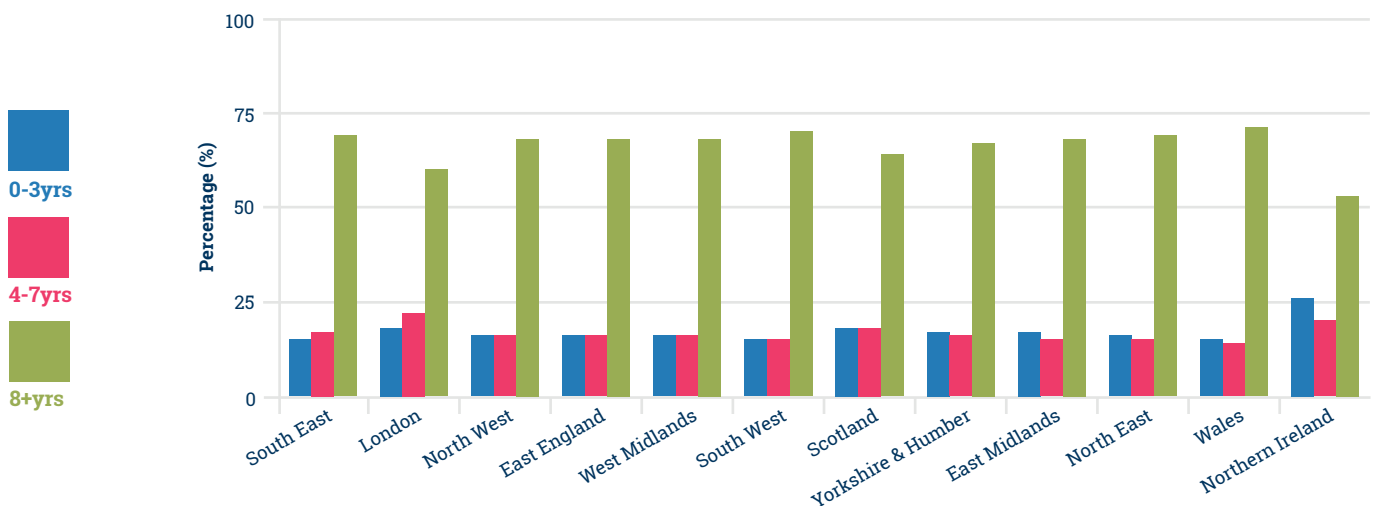
* Data taken from Horsefly

Supply & demand - candidates per role

South East - 2

London - 2

North West - 2

East England - 2

West Midlands - 2

South West - 2

Scotland - 3

Yorkshire & Humber - 2

East Midlands - 2

North East - 4

Wales - 3

Northern Ireland - 4

Supply & demand - graph
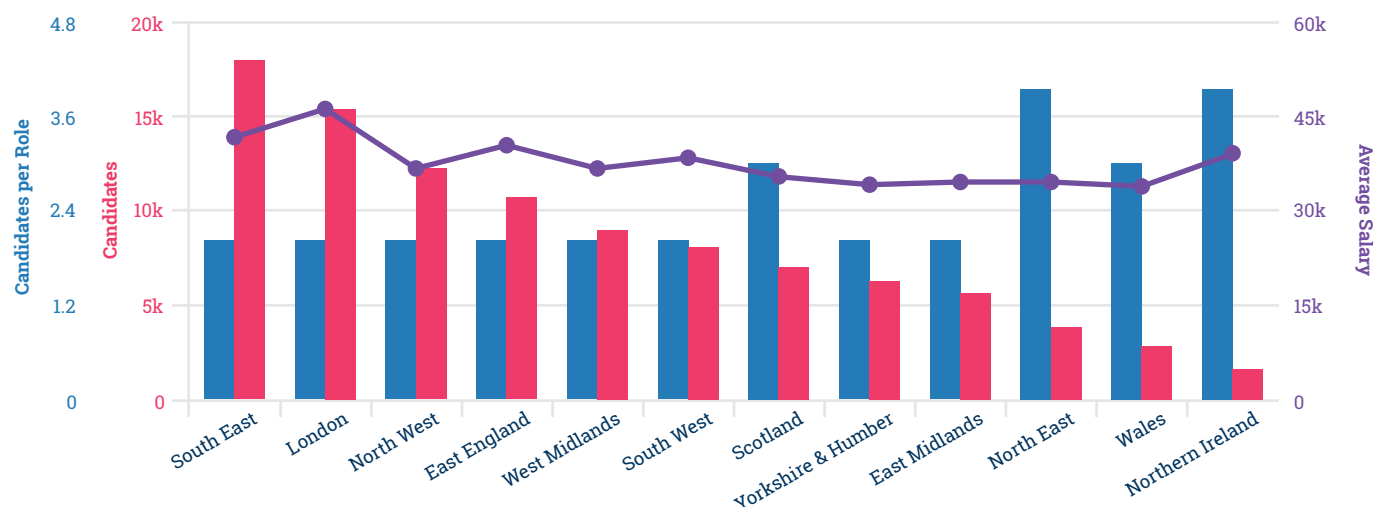
Spotlight on: penetration testing

5.5k
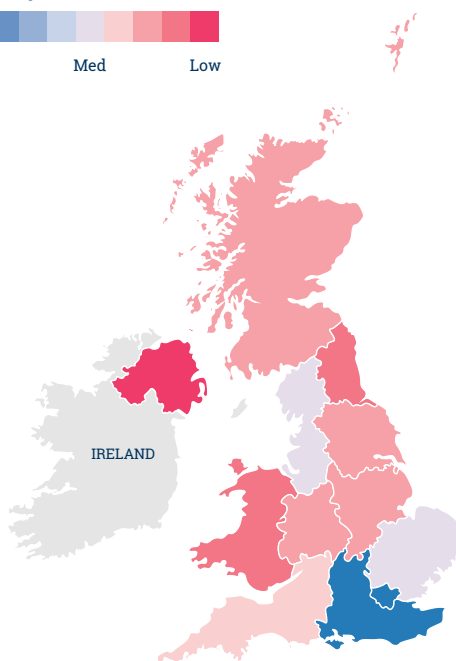candidates

1.5k
job ads live

£45k
average salary

6
candidates per role in the South East
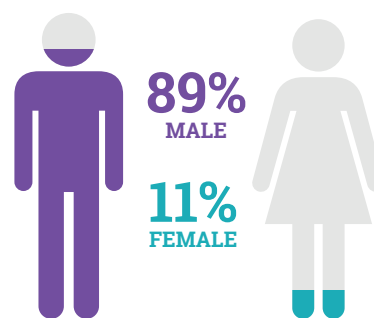
VS

2
candidates per role in London

Top job titles

1. Security Analyst
2. Security Consultant
3. Information Security Consultant
4. Senior Security Consultant
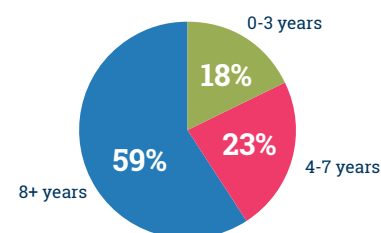5. Penetration Tester

Density of candidates

High   Med   Low

IRELAND

Gender breakdown

89%
MALE

11%
FEMALE

Experience breakdown

0-3 years **18%**

4-7 years **23%**

8+ years **59%**

CYBER TALENT INSIGHTS REPORT

ARM
ADVANCED RESOURCE MANAGERS

Spotlight on: SOC & SIEM

7.2k
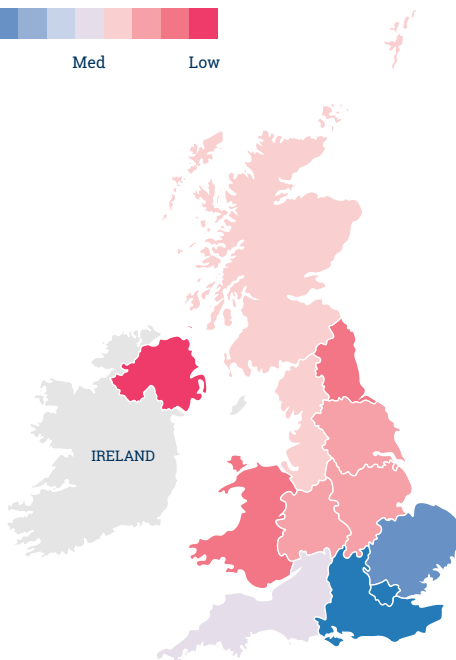candidates

4k
job ads live

£44k
average salary

4
candidates per role in the South East

VS

2
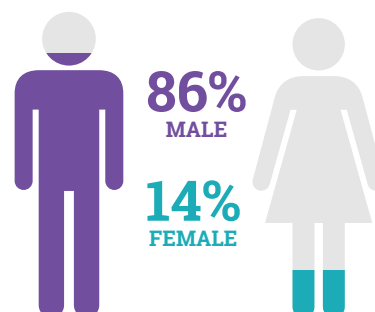candidates per role in London

Top job titles

1. Information Security Manager
2. Security Analyst
3. Information Security Analyst
4. Information Security Consultant
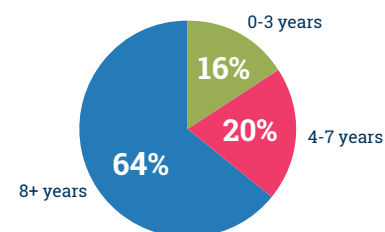5. Security Consultant

Density of candidates

High — Med — Low

IRELAND

Gender breakdown

86% MALE

14% FEMALE

Experience breakdown

- 0-3 years **16%**
- 4-7 years **20%**
- 8+ years **64%**

Spotlight on: IAM

7.5k
candidates
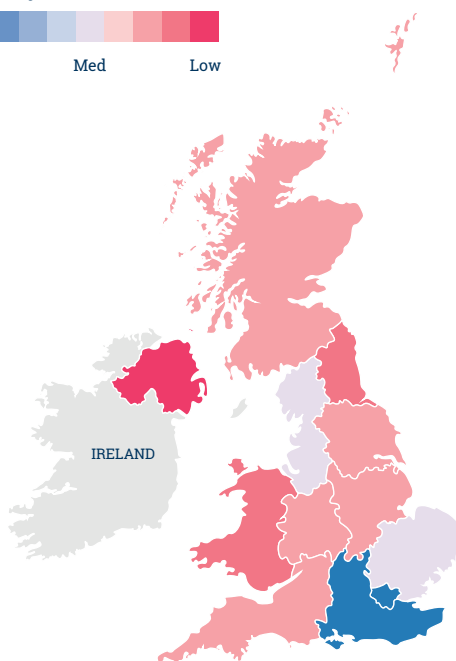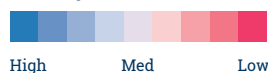
3.6k
job ads live

£44k
average salary

7
candidates per role in the North East
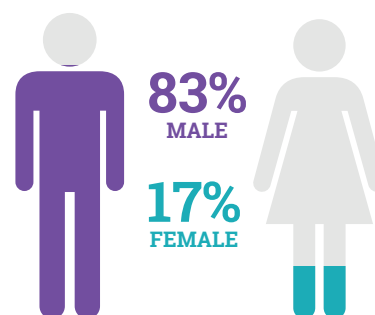
VS

1
candidate per role in London

Top job titles

1. Technical Architect
2. Solution Architect
3. Security Architect
4. Technical Consultant
5. Security Consultant

Density of candidates

High — Med — Low

IRELAND

Gender breakdown

83% MALE

17% FEMALE

Experience breakdown

- 0-3 years **10%**
- 4-7 years **18%**
- 8+ years **72%**

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* Data taken from Horsefly

For information on bespoke talent insight reports for your business, contact us.

arm.co.uk