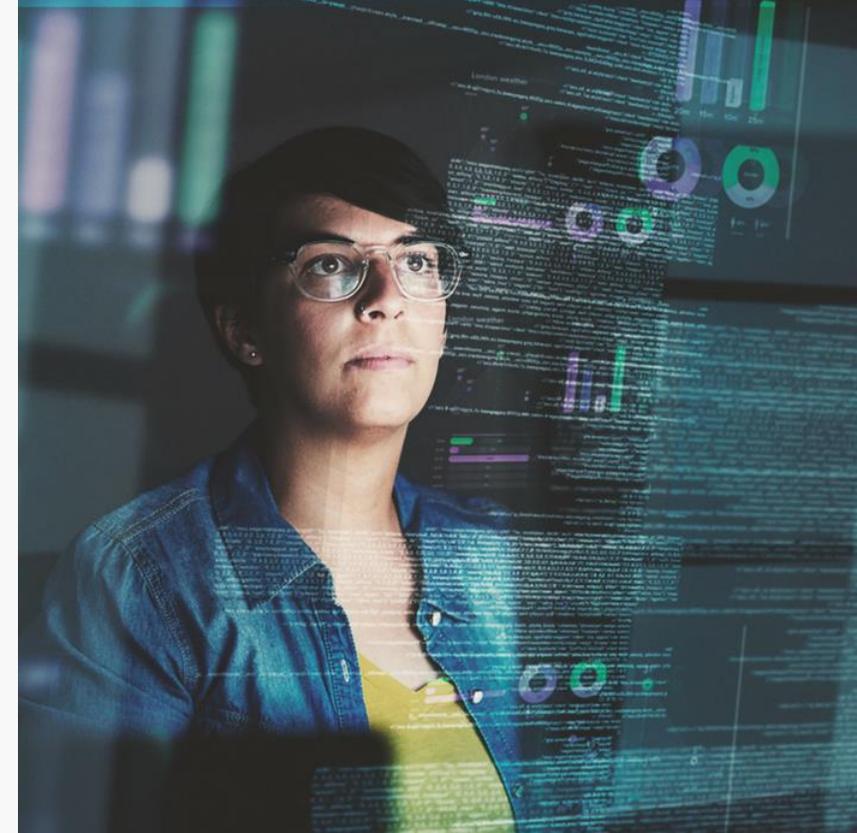# outsource

Cyber Security
Market Insights
August 2018

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Market Update

- Gartner forecasts that worldwide spending on information security products and services will exceed $114bn in 2018, up 12.4% from last year

- The market is expected to grow 8.7% in 2019 to $124bn, driven in part by spending on consultation and implementation services related to the European Union's (EU's) General Data Protection Regulation (GDPR) and other privacy legislation

- Reports expect a 1.8 million shortfall in the number of skilled cyber security workers by 2022, with an ISC2 report showing 45% of companies surveyed claiming a lack of skilled cyber workers directly result in cyber security breaches

- Outsource UK has seen a number of personal changes already this year with a complete re-branding and relaunch, and the appointment of Nick Dettmar as CEO, having previously held the position of COO within Outsource UK

- Our Cyber team also hosts a number of events to attract the highest calibre of candidates, including candidate advancement workshops, the development of our ex-forces network and our extremely popular M1Con event thrown by our Cyber team quarterly, which is a free platform for candidates interested in Cyber Security to learn, develop and network. (More detail provided on page 4)

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Most sought after roles

The most in demand roles so far in 2018 have been for **Cyber Managers** and **Head of Cyber** up to **CISO** function **(18%).** However, this can be both strategic cyber management, or technical management of cyber teams, which we have separated from **Cyber Risk Manager** roles, which accounted for **15%** of the roles received. Organisations are looking at their security posture, and taking cyber seriously, which is no doubt linked to the increased pressure for the board with potential GDPR fines of 4% of turnover.

Pen Test roles still make up almost **12%** of our roles, which is also linked to the influx of **Consultancy** business we have seen **(46.5%)**

Financial Services also accounts for **22%** of our roles, which may be attributed to a large number of banks increasing their **Cyber Risk** & 3LOD models within their cyber teams due to the increasing legislation we are seeing within the banking sector.

Most in demand roles

Role	%
Cloud Security	3.42%
Crypto / PKI	1.37%
Cyber Risk	15.07%
Data Security	0.68%
Hardware / Scada	2.05%
IAM (Identity Access Management)	7.53%
Cyber Managers / Head of Cyber	18.49%
Network Security	1.37%
Pen Test	11.64%
Pre Sales	3.42%
Security Architect	3.42%
Security Engineer	5.48%
SOC / SIEM / Incident Response	7.53%
Software / App Sec	6.16%
Threat Intel	4.79%

outsource Salary & rate survey – UK averages

Job Title	Median Perm Salary	Contract Day Rate (Excl. agency fees)
Cyber Security Director / CISO	£120,000 - £150,000 +	£1000 per day
Check Team Leader	£80,000 per annum	£600 per day
ICS / SCADA Security	£80,000 per annum	£800 per day
Splunk Consultant	£76,250 per annum	£600 per day
Cyber Ark Consultant	£75,000 per annum	£500 per day
Incident Response Consultant	£75,000 per annum	£575 per day
Cyber Threat Manager	£75,000 per annum	£588 per day
Cyber Security Architect	£75,000 per annum	£625 per day
Cyber Security Manager	£72,500 per annum	£535 per day
SOC Manager	£70,000 per annum	£613 per day
Cyber Security Risk Manager	£70,000 per annum	£535 per day
Threat Hunter	£70,000 per annum	£650 per day
Cryptography Engineer	£68,000 per annum	£470 per day
Penetration Tester	£67,500 per annum	£475 per day
CCP Information Assurance Consultant	£67,500 per annum	£550 per day
Network Security Consultant	£66,000 per annum	£500 per day
Identity & Access Management Consultant	£65,000 per annum	£550 per day
Compliance / Data Privacy Consultant	£62,500 per annum	£475 per day
Security & Risk Analyst	£56,250 per annum	£485 per day
Security Engineers	£55,000 per annum	£475 per day
Vulnerability Analysts	£51,250 per annum	£506 per day
SOC Analyst	£45,000 per annum	£438 per day

2018 diary dates

AFCEA London Meetings
1st Thursday of every month

44CON London
12-14th September 2018

M1Con, Leamington Spa
Hardware Security & Security Talks
25th October 2018

Security Cleared Expo, & Cyber Security Expo London
23rd October 2018

Diversity Matters: Inspiring Inclusion within Cyber, London
15th November 2018

M1Con, Manchester
Q4 Date TBC

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GDPR Impact

Compliance Spotlight
With the May 25th 2018 'go live' date for GDPR past, the volume of work needed in order to comply with the new legislation can seem daunting. After all, from a recruitment perspective, personal data – from our candidates, our clients and our own staff – is at the heart of everything that we do. At Outsource, our GDPR project was completed way before deadline, and we have used the new legislation as a way to update our existing data protection policies and processes. However, we are also using the project as a way to really look at our data, and see what we can do better. We've outlined what we think are the most important five steps towards getting ready for GDPR for managers and HR teams with recruitment responsibilities.

Understand the legislation
GDPR legislation is a lengthy legal document which applies to all industries. So the first step is to identify what it means for your business.

Audit
In order to know how GDPR will affect you, you need to know what data you actually have! So for us, we've audited on exactly what information we hold, and identified exactly where it all is.

Data flows
GDPR legislation contains rules around how you must allow access too, correction of, and deletion of data, amongst many other things! So to enable this, you must know exactly how data is passed around the business, and who has access to it. We've produced data flow diagrams of exactly how data moves around our business.

Grounds for processing
The legal bit! In a nutshell, in order to process data under GDPR you must be able to assign a legal ground for processing to all activities where you use personal data. It's not all about consent, despite internet scaremongering!

Cleanse!
A dirty word – no one likes to delete data that may have been collected over a number of years. But if you can't assign a legal ground for processing, you shouldn't really have that data, so cleanse, cleanse, cleanse!
And don't forget – if you've been compliant with existing Data Protection legislation this really is just the next step. To discuss how GDPR will affect your recruitment processes, give us a call……

Victoria Roythorne – Head of Communications and Compliance

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2018 YTD

Diversity

Diversity continues to be a key focus for our customers. In May we partnered with Nationwide Building Society to discuss 'Inclusion in the Workplace' with senior leaders from all industries championing diverse topics.

GDPR

We rolled out our own internal GDPR compliance schedule well ahead of the May deadline. We now have a super cleansed database, and are confident this gives us the most up to date relevant network of cyber candidates.

M1CON

We hosted our first two M1CON events in Manchester in March and June of this year. With a CTF and talks on everything from Hardware Security to Android Hacking, each event had over 30 attendees which was great!

Military Hiring Campaign

We have had our first successful military hiring campaign, via our Outsource Bench Consultant model. The candidate gets a great opportunity, commercial experience, paid a fair salary and ongoing training and the client gets a skilled resource with bespoke training tailored to them, and a free hire after 12 months.

Placements

Over 50% of our placements have been female candidates or BAME candidates, with 14% being ex- military veterans.

2018 – Q3 & Q4

Diversity

Due to the demand, we'll also be carrying out a Diversity in Cyber event hosted by NCSC in November of this year. If Diversity is on your agenda, and you want help attracting a more diverse workforce, ask to speak with our Diversity Manager.

Audit offerings

Outsource love compliance! We now offer IR35 audit services to our customers. To find out more, ask to speak with our Compliance Team.

M1CON

For Q4 we are planning two events – one in Leamington Spa hosted with a client, and one in December back in Manchester with more 121 workshops focussed around cv and interview techniques.

Military Hiring Campaign

We want to continue to roll out our bench resource campaign across other customers – both for ex military hires, and for junior cyber (and non-cyber)staff with ongoing support and training via Outsource. To hear more, ask to speak to our Bench Resource team.

Placements

We are working hard to promote cyber careers to diverse groups, and actively work to have the best network of diverse candidates, including females.

Meet the #CyberSquad

Rosie Anderson

Cyber Management

- Almost 15 years recruitment experience
- Focussed on Cyber Security Directors, Heads of Cyber Function, Cyber Risk Managers & CISOs both on a permanent, interim and contract basis
- D&I Lead for Outsource, hosting our own Diversity events and upskilling programmes for military veterans
- AFCEA Member
- Spoke at CyberUK in March re the Importance of Diversity within Cyber Teams

Rebecca Jane

SOC, SIEM & IR

- Over 7 years recruitment experience
- Focusses on Technical Security professionals including SOC, SIEM & Incident Response on both a permanent and contract basis
- CERIS Approved

Liam Fahey

Network & Cloud Security

- 2nd Newest member of the #CyberSquad – 6 months recruitment experience
- Focussed on Cloud & Network Security
- Active within the Cyber Community – Bsides, Manchester Grey Hats, M1Con

Shirin Fahri

Pen Test & App Sec

- Over 4 years recruitment experience
- Focusses on Pen Test & App Sec recruitment
- Created own event M1Con – an educational platform aimed at helping interested tech candidates break into cyber security
- OWASP member

Siobhan Gallacher

Hardware & ICS Security

- Newest member of the #CyberSquad – 18 months recruitment experience
- Focussing on Hardware & ICS Security experience
- Background in Engineering recruitment and focussing on hardware security as a new market

How can we help you achieve your goals?

Rosie Anderson
Cyber Manager

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