



# Cybersecurity Jobs Data: What Jobs are Steady and Which are Volatile?



Featuring:

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01

Cyber Job Posting Data

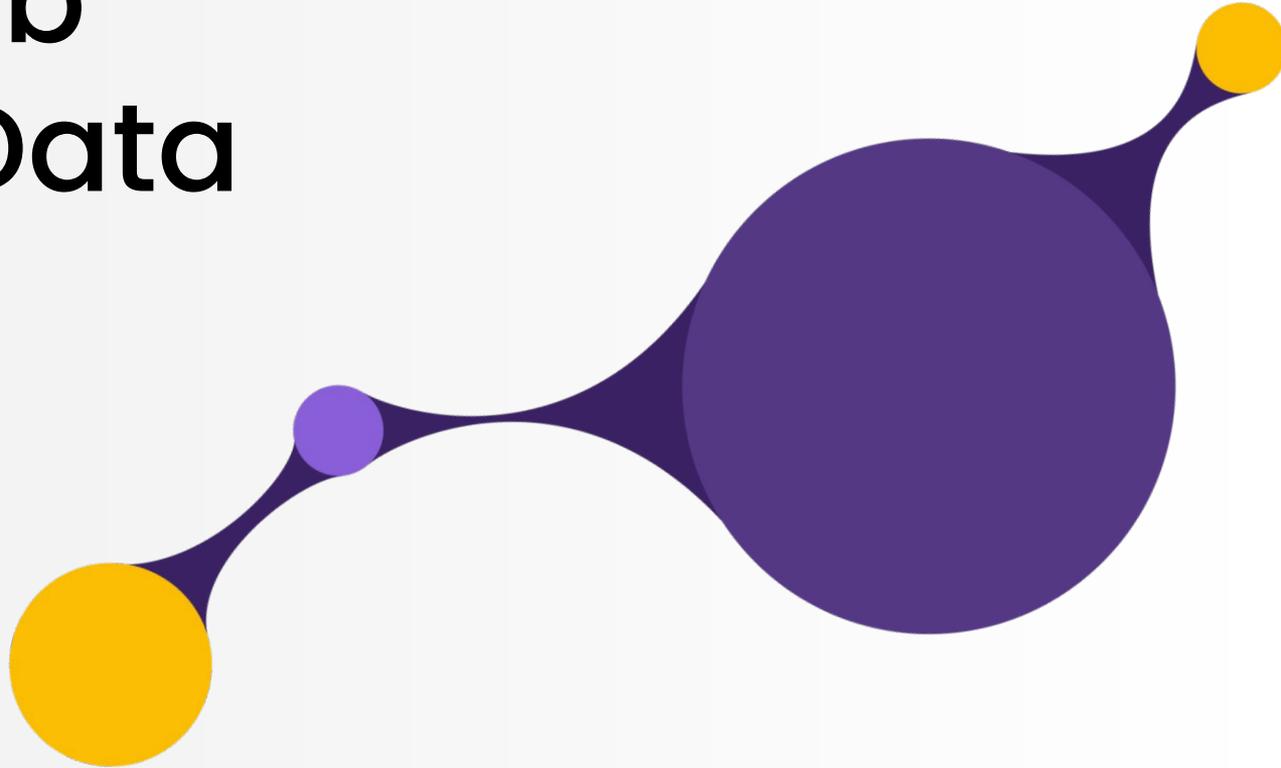
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Volatile & Non-Volatile Cyber Roles

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Market Considerations & Key Takeaways

# Cyber Job Posting Data



# Top Categories per Cybersecurity Job Postings

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Category	Total Job Postings
Defense	166,958
Develop	72,052
Compliance	42,204
Plan	41,945
Response	15,032
Offense	10,570
Educate	10,292
Manage	4,931
Research	2,495

# Top 25 Cybersecurity Roles Posted

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Functional Role	Total Job Postings
Security Analyst	79,535
DevSecOps	56,850
Security Engineer	35,832
Identity and Access Management (IAM) Engineer	23,883
Security Architect	19,982
Data Privacy Officer (DPO)	18,222
Governance and Compliance Analyst	12,481
Incident Responder	11,882
Application Security Engineer	10,741
Cybersecurity Program Manager	10,648
Cybersecurity Professor / Instructor	10,292
Cybersecurity Project Manager	8,695
Product Security Engineer	8,654
Cloud Security Engineer	8,620
Cyber Software Engineer	6,548
Penetration Tester	6,161
Cyber Risk Analyst	5,953
Privacy Analyst	5,548
Cyber Threat Intelligence Analyst	5,533
Chief Information Security Officer (CISO)	4,931
Red Teamer	4,409
Reverse Engineer / Malware Analyst	3,150
Cyber Insider Threat Analyst	2,814
Cybersecurity Advisor	2,620
Security Researcher	2,495

September 2022 - July 2023  
Source: CyberSN, 2023

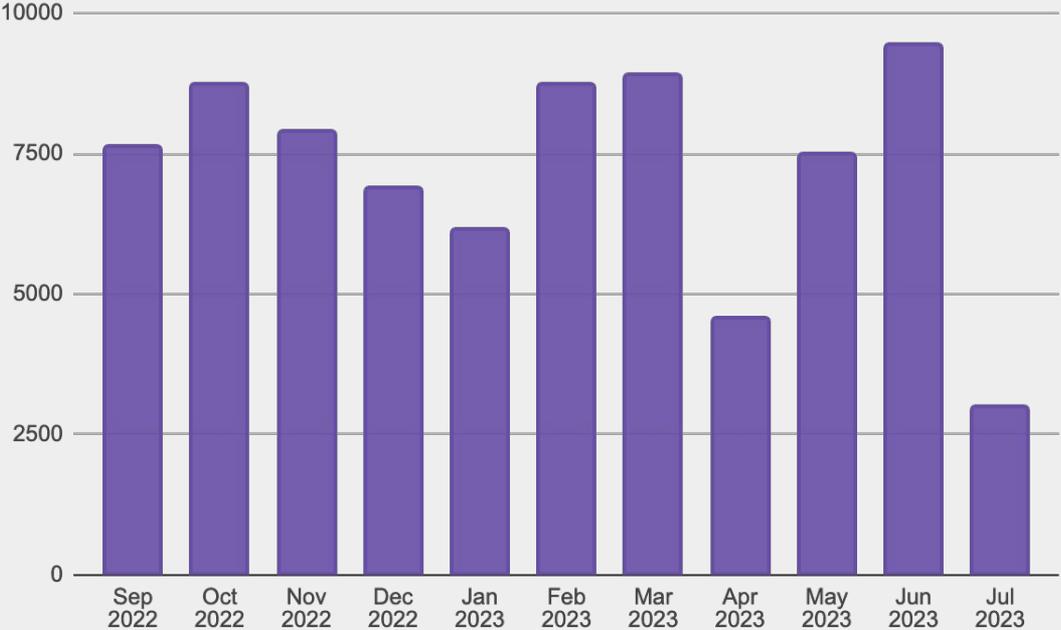


September 2022 - July 2023 Source: CyberSN, 2023

# 79,535

posted jobs

**Security Analysts** are responsible for enhancing their organization's cybersecurity posture by monitoring and responding to threats, implementing or enhancing security solutions such as firewalls, endpoint security, and security event monitoring.



CyberSN Taxonomy

Defense

NICE

Operate and Maintain (OM)

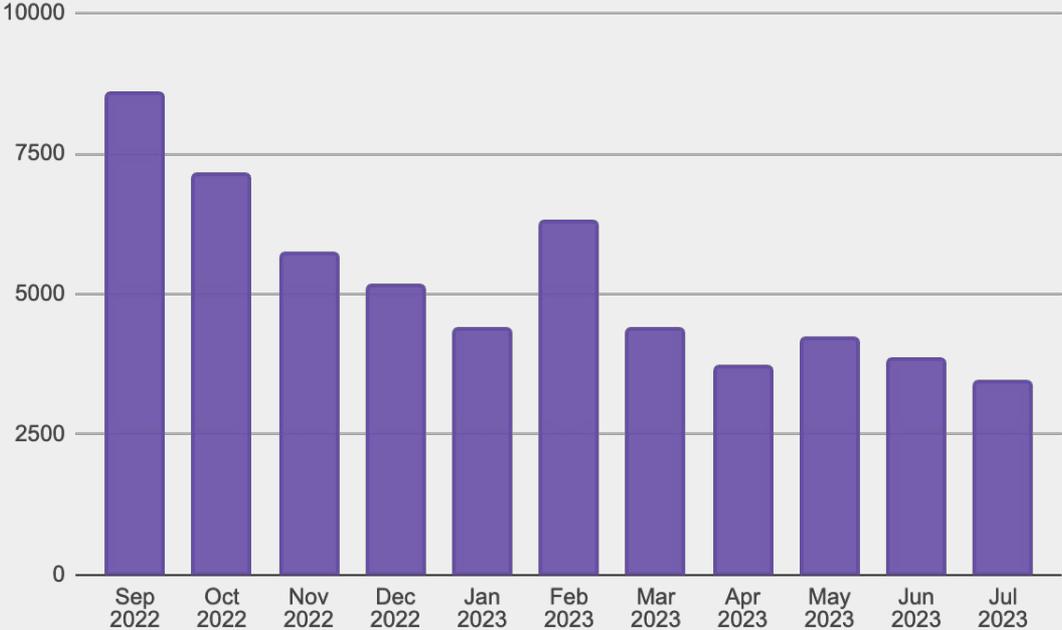
Protect and Defend (PR)



# 56,850

posted jobs

**DevSecOps (Development, Security, and Operations)** professionals use a combination of programming knowledge, threat management, and communication skills to automate and integrate cybersecurity at every stage of the SDLC lifecycle.



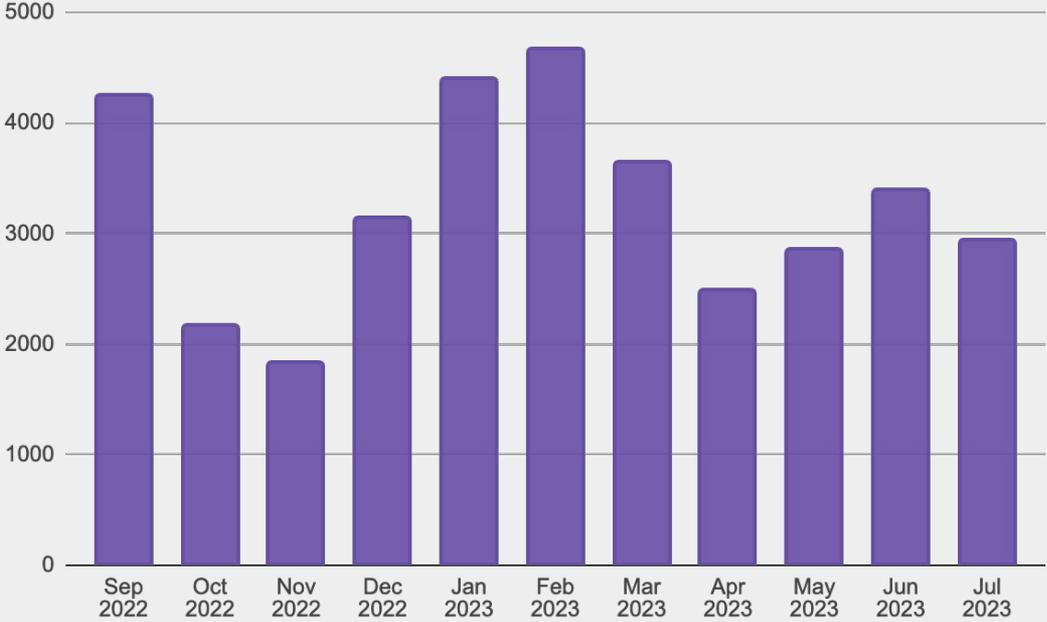
# Security Engineer

September 2022 - July 2023 Source: CyberSN, 2023

# 35,832

posted jobs

**Security Engineers** develop and maintain the systems that keep sensitive data safe from breaches and leaks. These professionals play a pivotal role in protecting an organization's data, reputation, and finances by working with penetration testers, security analysts, and technology managers to secure data, as well as installing firewalls and other breach detection systems.



CyberSN Taxonomy

Defense

NICE

Securely Provision (SP)

Operate and Maintain (OM)



# Identity and Access Management (IAM) Engineer

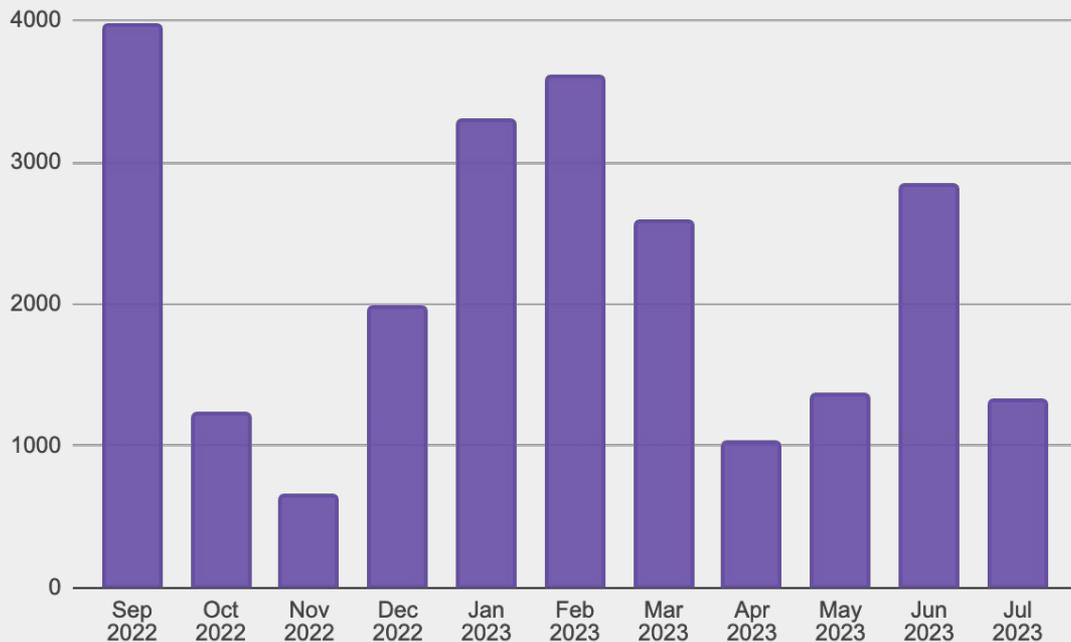
**23,883**  
posted jobs

**IAM Engineers** implement and continuously optimize Identity and Access Management services in line with evolving technologies and security regulations. They are responsible for designing, implementing, and maintaining IAM technologies to ensure audit and privacy compliance, driving automation wherever possible. IAM Engineers also assist with resolving any security issues related to IAM operations.

CyberSN Taxonomy

Defense

September 2022 - July 2023 Source: CyberSN, 2023



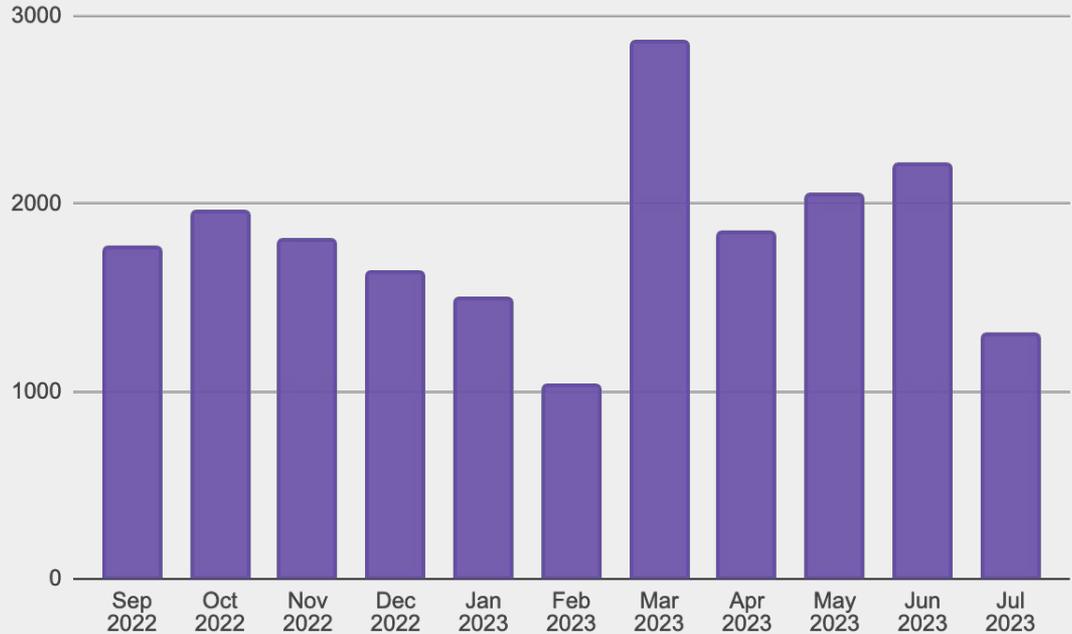
# Security Architect

September 2022 - July 2023 Source: CyberSN, 2023

# 19,982

posted jobs

**Security Architects** combine extensive hardware and software knowledge with policy development to anticipate cyber threats and design the systems that detect and prevent them. When new networks are developed, a security architect is needed to oversee the network build and ensure that the best defensive measures are implemented from day one.



CyberSN Taxonomy

Plan

NICE

Securely Provision (SP)



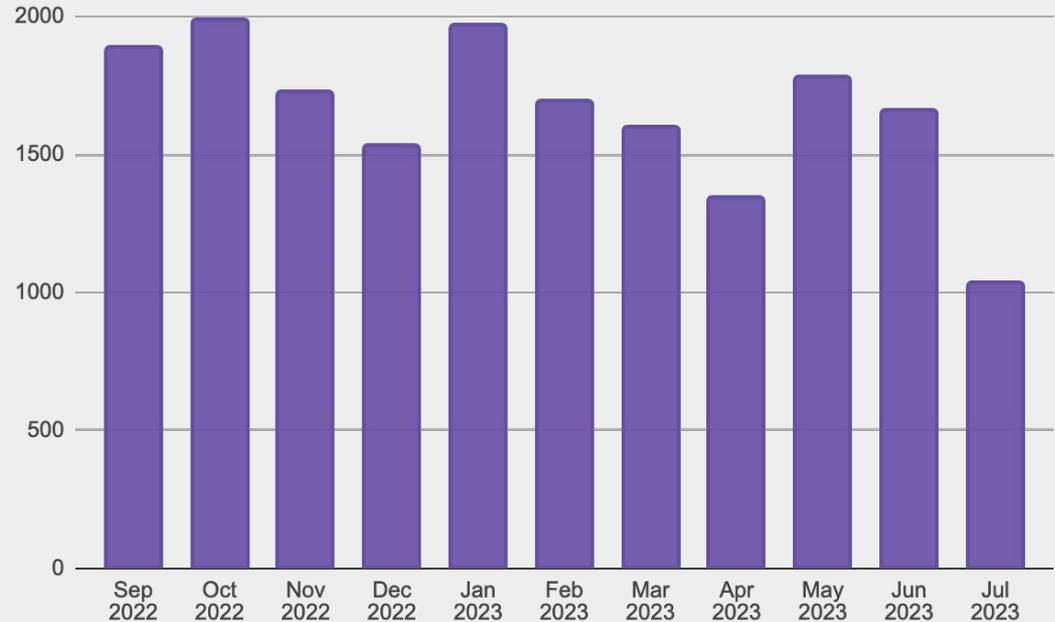
# Data Privacy Officer (DPO)

September 2022 - July 2023 Source: CyberSN, 2023

# 18,222

posted jobs

**Data Privacy Officers (DPO)** oversee data privacy and protection policies to ensure that the entire organization processes the personal data of their customers, employees, and partners, in accordance with company policies and regulatory compliance requirements. The introduction of the General Data Protection Regulation (GDPR) brought international visibility to the importance of the Data Privacy Officer position, as this enterprise leadership role is required for GDPR compliance in certain businesses.



CyberSN Taxonomy

Compliance

NICE

Oversee and Govern (OV)



# GOVERNANCE AND COMPLIANCE ANALYST

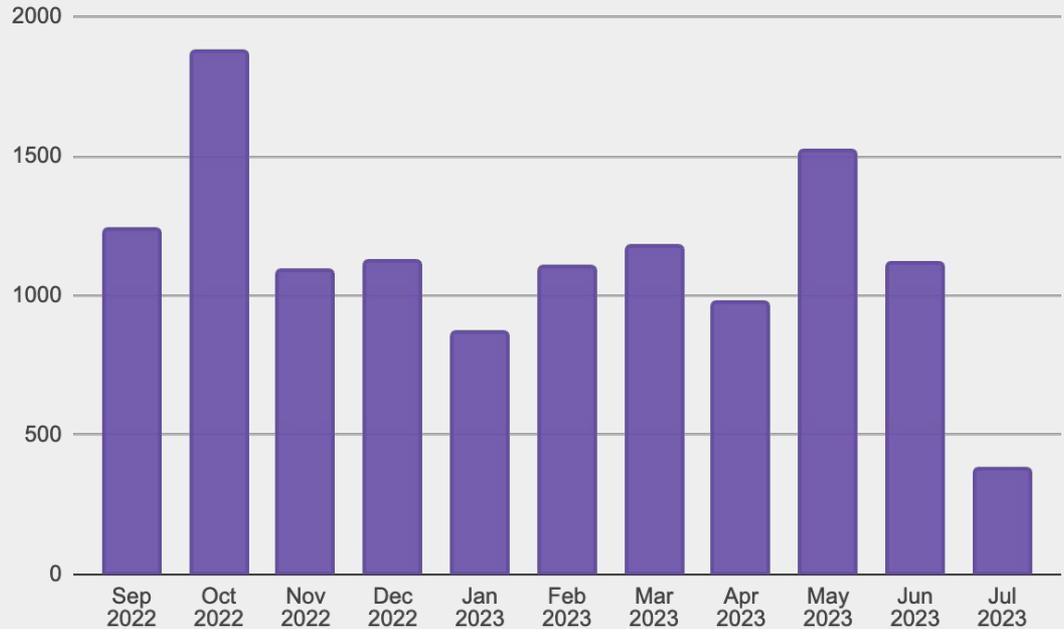
September 2022 - July 2023 Source: CyberSN, 2023

# 12,481

posted jobs

## Governance and Compliance Analysts

ensure that an organization's operations and procedures meet government and industry compliance standards. They research regulations and policies on behalf of the enterprise, communicate the necessary requirements, apply for certifications, and serve as a subject matter expert on all compliance-related matters.



CyberSN Taxonomy

Compliance

NICE

Oversee and Govern (OV)



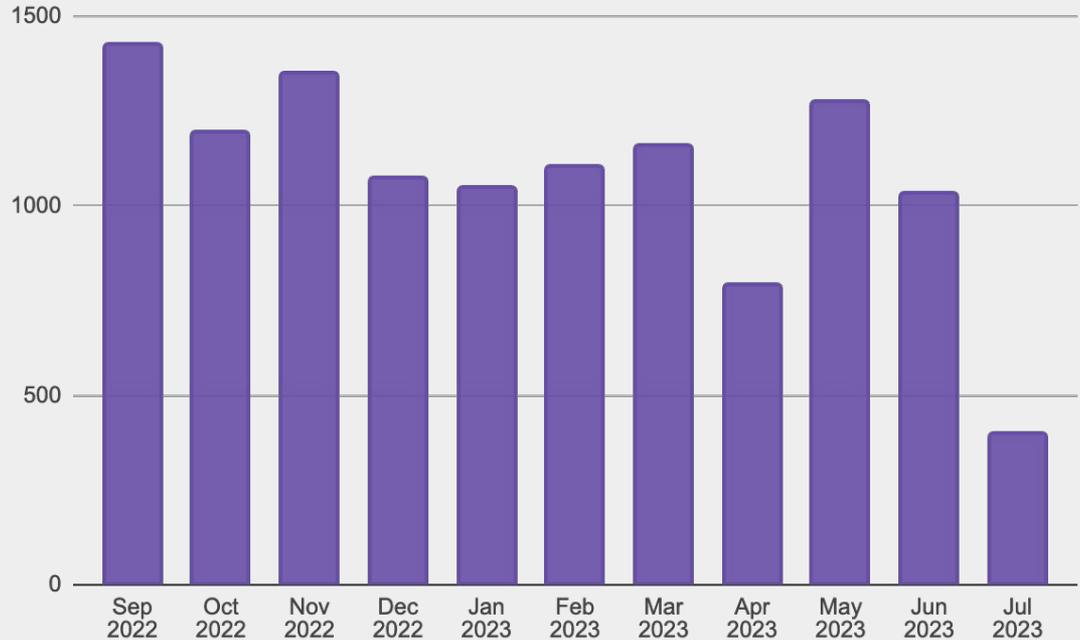
# INCIDENT RESPONDER

September 2022 - July 2023 Source: CyberSN, 2023

# 11,882

posted jobs

**Incident Responders** protect and improve an organization's security by addressing and managing the activities to recover from a cybersecurity event. The Incident Responder makes an assessment on threat severity, conducts investigations, and works to contain, eradicate, and recover from threats.



CyberSN Taxonomy

Response

NICE

Protect and Defend (PR)

INVESTIGATE (IN)



# APPLICATION SECURITY ENGINEER

September 2022 - July 2023 Source: CyberSN, 2023

# 10,741

posted jobs

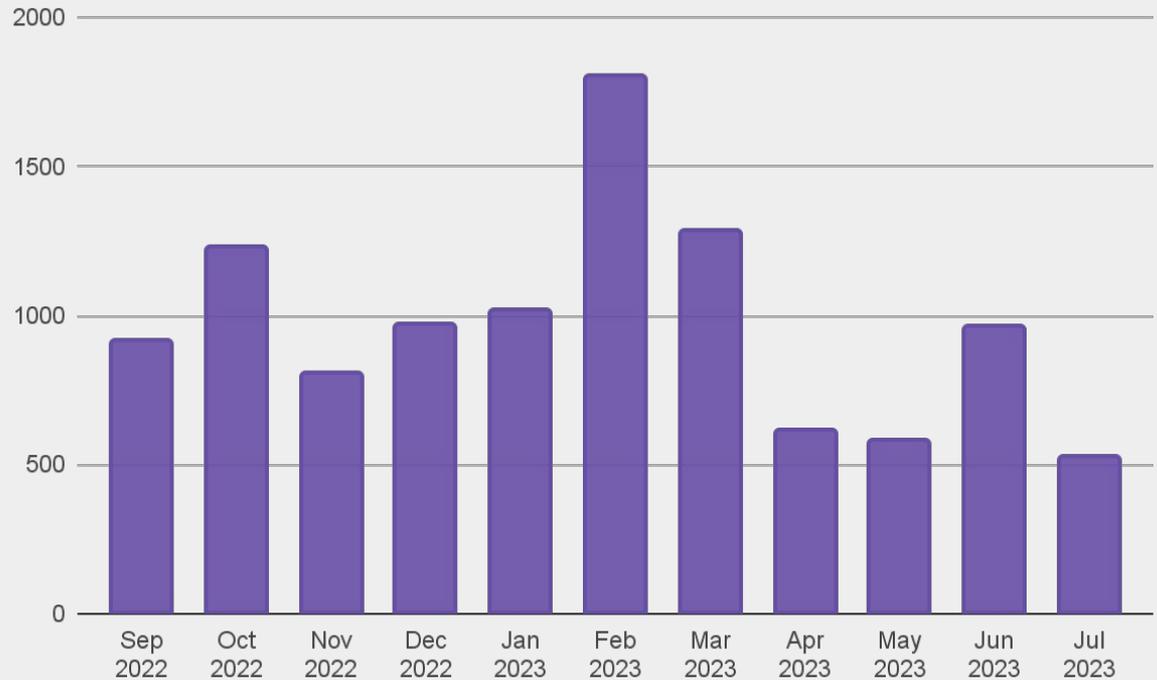
**Application Security Engineer** develops and tests security components that make an application more secure. They proactively test their security posture from an attacker's perspective, help shape engineering best practices, improve and drive application security monitoring, and work with the security team to educate engineers on emerging threats.

CyberSN Taxonomy

Defense

NICE

Securely Provision (SP)



# CYBERSECURITY PROGRAM MANAGER

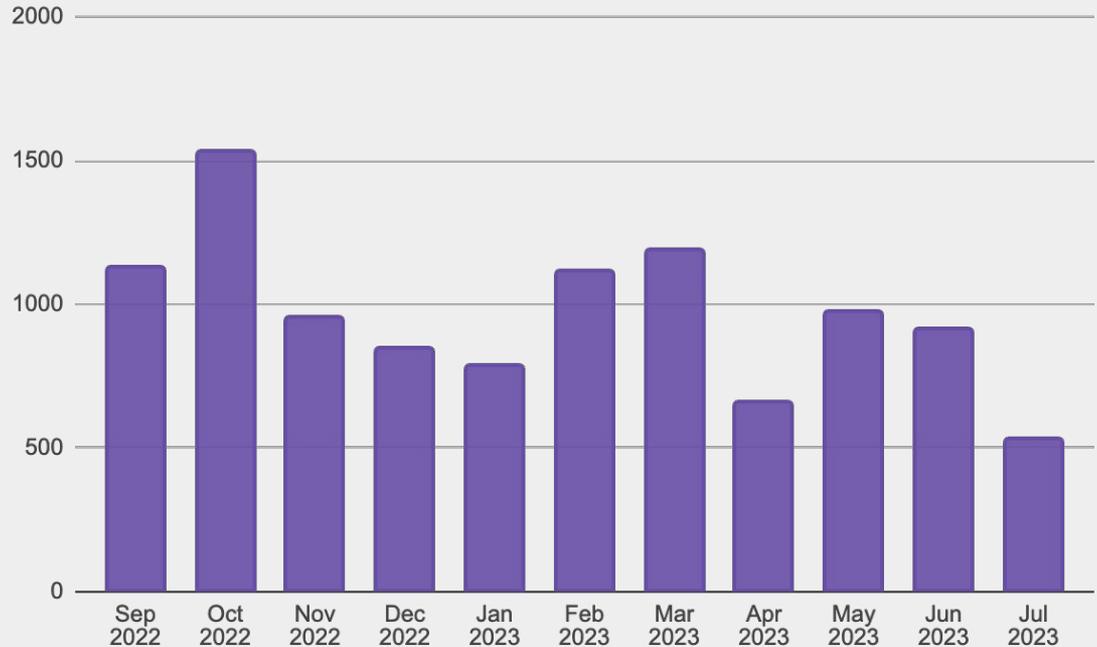
September 2022 - July 2023 Source: CyberSN, 2023

# 10,648

posted jobs

## Cybersecurity Program Managers

manage a variety of projects within their organization, facilitating the planning and prioritization of complex cybersecurity services. These projects may be complex and span many offices, departments, and entities. The projects they manage may be short-term or long-term and could include significant business and technology changes.



CyberSN Taxonomy

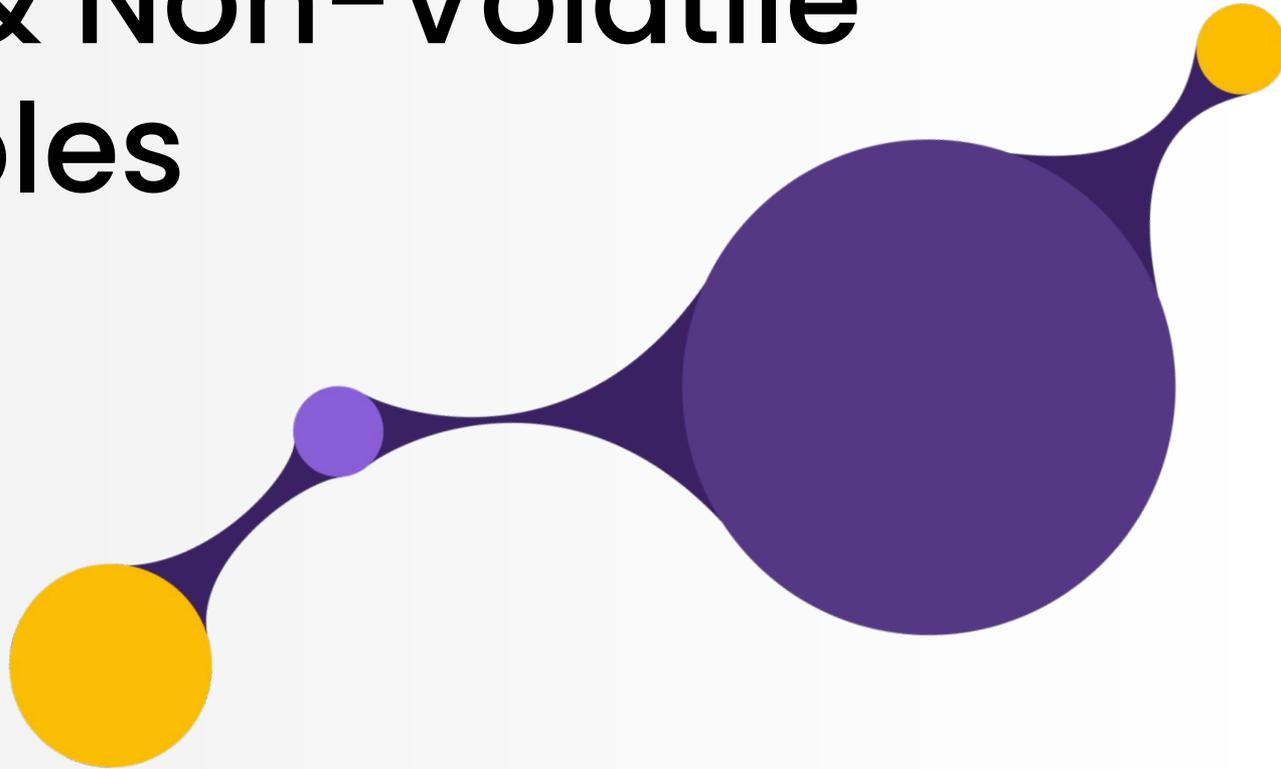
Plan

NICE

Oversee and Govern (OV)



# Volatile & Non-Volatile Cyber Roles



# Why volatility (Analyst, DevSecops, SecEng, IAM)

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- Analyst: largest teams, can consolidate roles easier
- DevSecops: Result of digitalization (covid)
  - Hard to find these professionals, not many of them.
  - New Industry trend, shift left material in job postings, is it in practice?
- Security Engineering
  - Second largest team, can consolidate roles easier.
- IAM
  - Large push to digitalization pre-pandemic, so why?



# Why Not Volatile (CISO, Pentesting, Product Security, GRC, Appsec)

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**Compliance Driven**

**vs.**

**Commitment Driven**



# Market Considerations & Key Takeaways



# Key Takeaways

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- Cybersecurity professionals have been impacted by the challenged economy
- Jobs data shows that compliance trumps security
- Norm is jobs are posted for 30 days before taken down
- Posted Jobs are not all approved
  - Example: Amazon 25,000 posted jobs in 2022, only 7,800 approved
    - 17,200 Posted - Not Approved
- Job Descriptions do not make sense so people have to apply to all jobs
- Job searching and hiring are more broken than ever





# Get in touch



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