
Australian Privacy Job Report

- Sep 2021



Summary of findings September 2021

This report outlines the trends from our analysis of privacy jobs advertised between Dec 2018 and Sep 2021.

Main findings:

- The number of advertised jobs has stayed relatively steady for most of this calendar year, indicating a return to normal after dipping significantly in 2020. There were 35 jobs advertised on Seek and Indeed, up from the 33 positions advertised in June 2021, and 34 in March 2021.
- For the first time we looked at jobs advertised on LinkedIn. There were an additional 10 positions on LinkedIn. (These positions have not been included in the comparisons to previous quarters which are all based on Seek and Indeed).
- Many jobs are being re-advertised from one month to the next, perhaps indicating difficulties in filling open positions.
- Most jobs are located in Sydney but with many jobs available on the east coast of Australia indicating a degree of flexibility in terms of location.
- More senior and legal positions were advertised in September 2021, perhaps indicating the rising importance of the privacy role in organisations.
- There is still little consistency in terms of job titles. Of 45 roles advertised (including Linked In) there were 43 different job titles. Lack of consistency in job titles can make it difficult for those looking at entering the profession.
- There was one position that was advertised as an entry-level position.
- Experience is still a key requirement for most positions, with the most common requirement increasing from 3-5 yrs last quarter to 5+ years this quarter. This is consistent with the increase in more senior job titles - including words like "Manager" and "Senior."
- More ad's referred to privacy certifications as part of their criteria for candidates, than in previous reports.

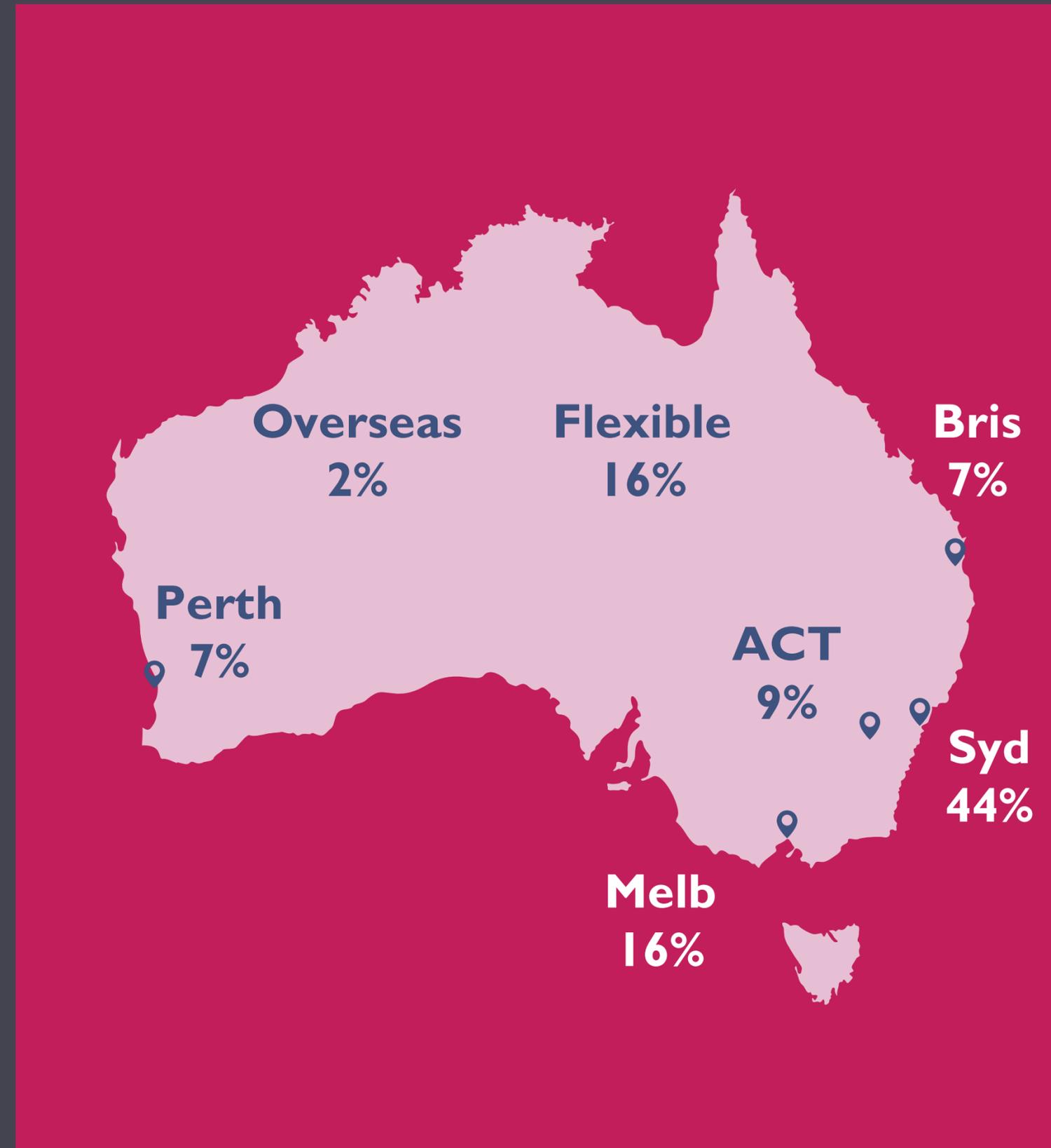
Number of Jobs - Sep 2021

- The total number of privacy jobs has stayed steady this calendar year, with 35 roles advertised in September 2021.
- This compares to 33 jobs in the June 2021 data and 34 in March 2021.
- These job numbers only reflect positions advertised on Seek and Indeed for the sake of comparison to previous reports. There were another 10 unique positions advertised on LinkedIn during September, taking the total to 45.
- More positions referenced certifications such as CIPM, CIPP, CIPT, CISM etc as being desirable or required.



Location of Jobs - Sep 2021

- Sydney is still the dominant location for privacy jobs, with Melbourne and ACT jobs lower this quarter.
- The Sydney positions were mostly with Banking / Financial Services and Professional Service firms.
- No positions were advertised in Adelaide, Darwin or regional Australia. There was one position advertised for an overseas placement (Bangkok).
- Flexibility in job location has increased again from last quarter, from 12% to 16% with three positions specifically mentioning work from home options.
- Flexible roles are generally centred on the East Coast with candidates having the option to be based in Melbourne, Sydney or Brisbane.



Job Sector - Sep 2021

- Professional services organisations were the biggest employers for the first time in June 2021. This quarter's numbers have jumped significantly again from 24% to 33%.
- Many of these roles are with legal firms who are looking to provide more privacy focused services suggesting an increased use of law firms.
- The Health sector also moved significantly this quarter to 11% of advertised roles, up from 3% last quarter.
- Higher education and not-for-profits continue to have very few advertised positions.

Most Jobs



Professional Services
33%



Banking /
Financial Services
18%

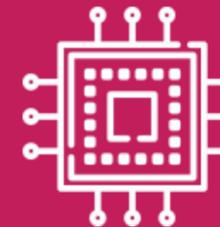


Corporate
16%

Fewest Jobs



Not for Profit
2%



Technology / Telecom
7%



Higher Education
2%

Job Titles - Sep 2021

- There was a continued emphasis on Management positions along with an increase in the use of the words "Officer", "Data" and "Governance" in job titles.
- Roles described as "Officer" positions varied considerably in terms of experience required and job description.
- The number of advertised positions for legal counsel grew during this quarter, exceeded only by Management roles, underscoring that for many organisations privacy is still part of the legal function. Management and Legal Counsel positions combined accounted for more than 50% of all advertised jobs.
- Of the 45 advertised roles (including roles from Linked In), there were a staggering 43 different job titles. This underscores the lack of a consistent approach or skills framework for privacy positions, potentially making it more difficult for entrants into the profession.

Most Common



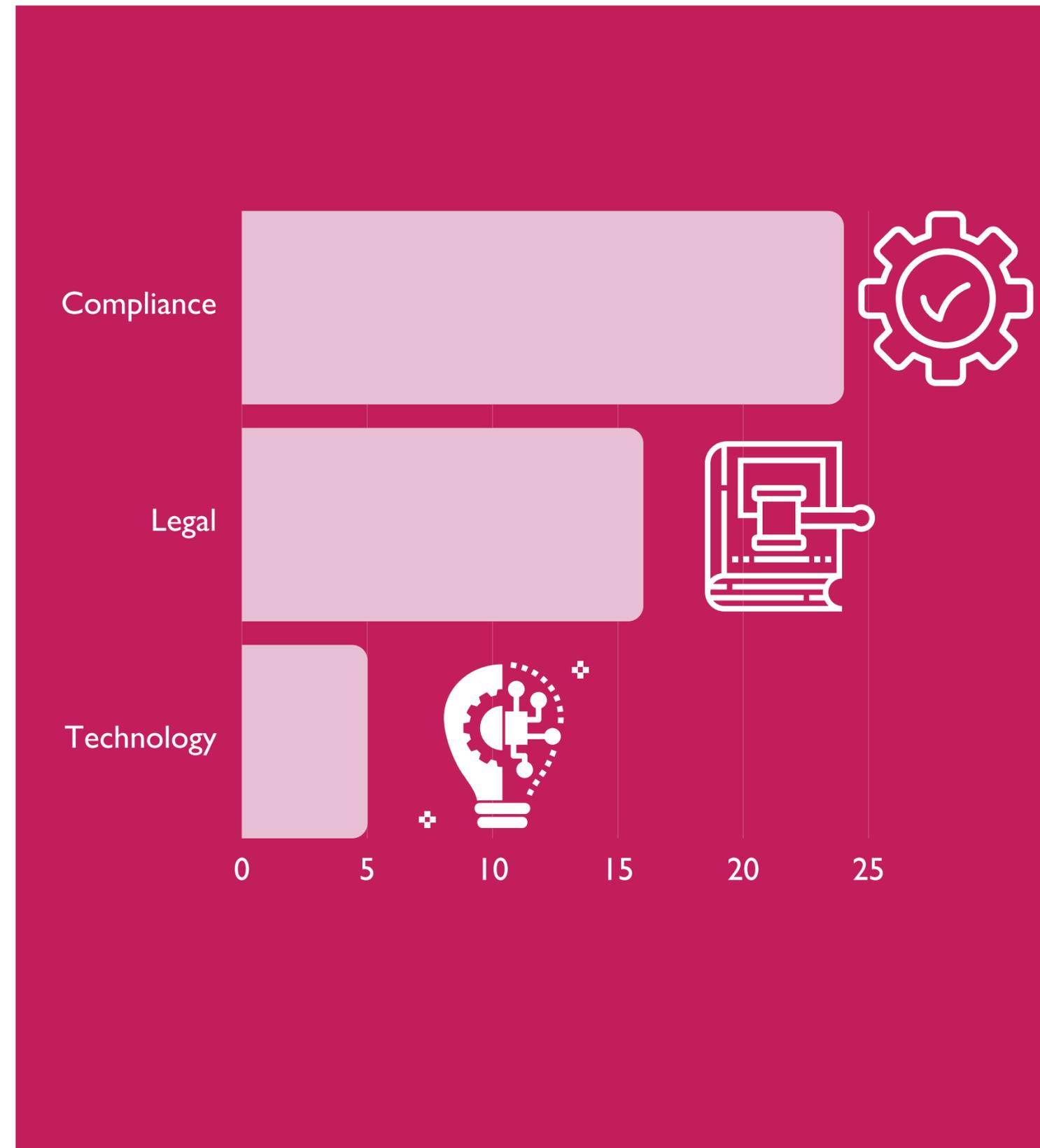
Least Common



Role Responsibilities - Sep 2021

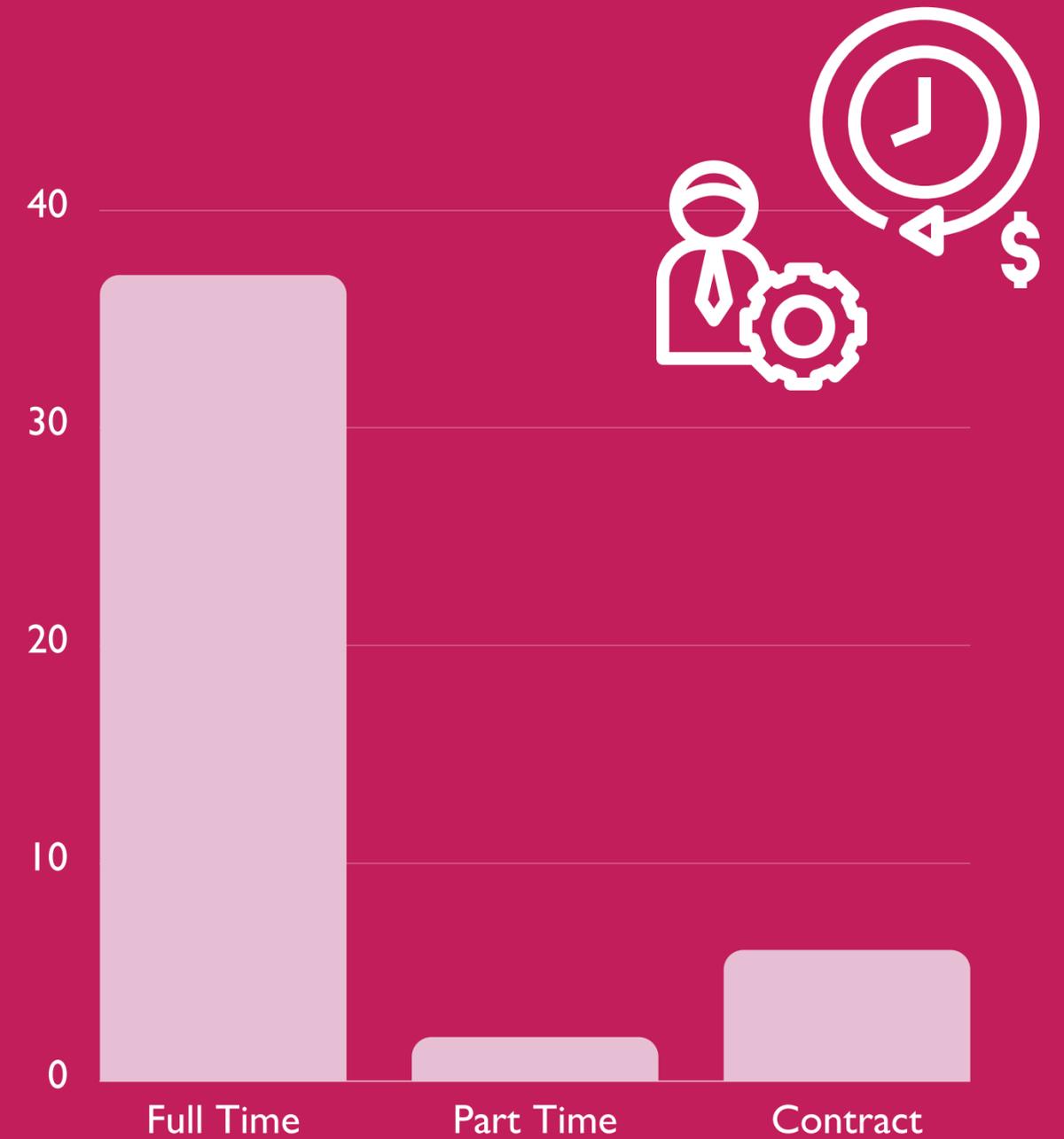
- Legal services were sought by professional services providers (which increased as advertisers in Sep 2021).
- The continued high number of ad's looking for privacy practitioners with a legal degree underscores the importance of understanding legal obligations, and privacy being seen as a legal issue.
- While compliance is not referenced as often in job titles this quarter, most non-legal positions were compliance focused in their responsibilities.
- There are indications that larger organizations are re-organizing and augmenting their privacy teams (with increased references to teams). Team names used to describe where privacy professionals are located in the organization, most commonly included the words: Privacy, Risk, Data, Governance & Compliance

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Type of Role - Sep 2021

- The break down between full time, part time and contract positions moved more towards full time roles.
- Contract positions dropped to just 13% of the total advertised positions, suggesting that more companies are seeing the need to embed privacy professionals into their organizations long term.
- Nearly 45% of all advertised positions in September were previously advertised in August. This could indicate a shortage of suitably qualified privacy professionals, growth in roles or possibly unrealistic or unclear expectations being set for some positions.



Salaries - Sep 2021

- Unlike previous quarters, no rate was specified for any of the contract roles.
- Only 4 full time roles included an advertised salary range.
- Of those 4 roles, the lowest salary was \$92,000 - \$104,728 (exc super) for a Coordinator - Privacy & Health Records
- The other three roles were more senior and varied from \$123,883 pa through to \$205,000 pa (exc super) for a Senior Manager in the Banking / Financial services sector
- Some positions also mentioned the possibility of bonuses, salary packaging and "Competitive Salaries" on offer.

Average Salaries



\$162,277

Full time
(including super)

Experience, Qualifications and Certifications - Sep 2021

- There was one entry level contract position advertised.
- For those roles where a number of years experience was specified, the shortest time was 2+ years. The longest prior experience requirement was for 10+ years for two positions. One of those positions was a Senior Privacy Officer for a government owned entity and the other a Senior Manager role for a Telco.
- The most common experience requirement was for 5+ years. This has increased from 3 - 5 yrs last quarter.
- Eight roles referred to certifications being desirable - all of which included privacy certifications and some also included security certifications. Certifications mentioned were: CIPM, CIPP, CIPT, CISM, CISA and CISSP.
- 55% of all positions required the candidate to be degree qualified, with 44% of those requiring law degrees. The rest were flexible, with Business, IT and related degrees being considered.

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**One Entry
Level Job**

Most common experience required:

5+ years



Our Methodology:

As part of our ongoing research into the state of the Australian privacy profession, Privacy 108 analyses the privacy job market, comparing on-line job adverts quarterly. Job listings provide a useful snapshot into how both private and public sector organisations value privacy, the resources they are willing to commit to developing and managing privacy programs, and to building their privacy maturity.

A list of all positions with 'privacy' and/or 'data protection' in the title was compiled from jobs advertised on www.seek.com.au and www.indeed.com.au on a selected date in March, June, September December of each quarter. That list was then analysed.

Commencing in August 2021 we have begun taking monthly (rather than quarterly) snapshots. This will help us identify, for instance, jobs that are advertised for more than 30 days.

We are also now including data from Linked In into our analysis. However, for clarity, this report is based solely on the Seek and Indeed data for September. The Linked In data is not included in the number of jobs graph or in other comparative data. However it is included in analysis of total jobs limited to the September 2021 quarter.

From 2022, we will start including LinkedIn data plus findings from monthly comparisons.



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hello@privacy108.com



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