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# *Australian Privacy Job Report*

*- June 2021*



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# Summary of findings June 2021

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

## Main findings:

- The number of advertised jobs has returned to pre-COVID highs.
- Most jobs are located in Sydney, followed by Melbourne although there is increasing flexibility in terms of location.
- More senior positions were advertised in June 2021.
- There is still little consistency in terms of job titles. Of the 33 roles, there were 29 different titles.
- 25% of positions are for contract roles, with the balance full time, although many of the job ad's offer flexibility in working arrangements.
- Experience is still a key requirement for most positions, with the most common requirement for 2 – 5 years prior experience.
- More ad's referred to privacy certifications than in previous reports.

## Our Analysis:

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 from December 2018 to June 2021. 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 either 'privacy' or 'data protection' in the title was compiled from jobs advertised on [www.seek.com.au](http://www.seek.com.au) and [www.indeed.com.au](http://www.indeed.com.au) on a selected date in March, June, September December of each quarter. That list was then analysed.

Our findings from our analysis of most recent data are summarised in this report.

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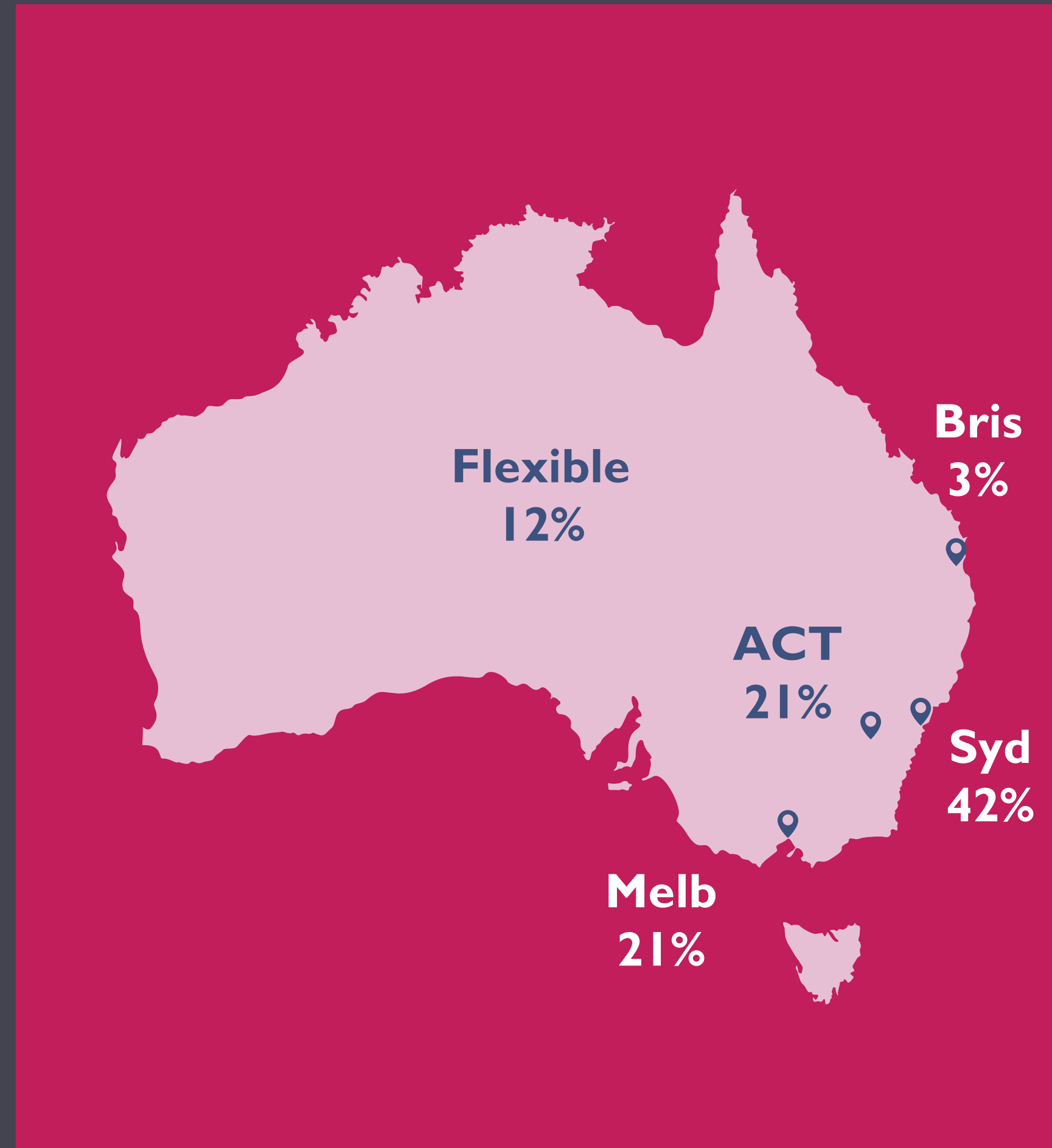
# Number of Jobs - June 2021

- Total number of jobs increased to pre-pandemic highs.
- The rise in jobs in both March 2021 and June 2021 suggest that the privacy job market has picked up.
- However, we are still not seeing a big rise in numbers overall, notwithstanding a significant increase on the December 2020 advertised jobs.
- There were fewer examples of organisations looking to fill multiple roles, suggesting that employers are looking for additions or replacements for existing teams rather than building privacy teams from scratch.



# Location of Jobs - June 2021

- Sydney is still the dominant location for privacy jobs, followed by Melbourne and the ACT.
- This number appears to be the result of more corporate and government than traditional banking and finance positions.
- There were no positions advertised in Adelaide, Perth, Darwin or regional Australia.
- We noted an increased moved to flexibility in location of jobs, with one ad specifically referring to the option to work from home.
- Many ad's highlighted availability of flexible working conditions and commitment to ethical and diverse workforce.



# Job Sector - June 2021

- Professional services organisations were the biggest employers for the first time in June 2021, followed by government agencies and banking and financial services.
- This could indicate an increased use of consulting service providers and law firms to build privacy programs and respond to data breaches.
- Again, most government roles were with State rather than Federal government agencies.
- Health providers, education and not-for-profits continue to have very few advertised positions.

## Most Jobs



Banking /  
Financial Services  
21%



Government  
21%



Professional Services  
24%

## Fewest Jobs



Not for Profit  
0%



Health  
3%



Higher Education  
9%

# Job Titles - June 2021

- There was an increase in the advertised jobs for more senior positions – including words like ‘manager’, ‘leader’ or ‘senior’ in their description.
- The number of advertised positions for legal counsel remained high, underscoring that for many organisations privacy is still part of the legal function.
- Technical roles advertised also increased, looking for a range of different cyber skills including data breach response, access management and storage/deletion.
- Of the 33 advertised roles, there were 29 different job titles. (As part of our analysis we standardize the roles into one of the 7 categories). Examples of the advertised manager positions include:
  - Manager – Compliance and Conduct (Privacy)
  - Manager – Security & Privacy Risk Advisory
  - Senior Manager – Privacy and Security
  - Senior Privacy and Security Specialist

## Most Common

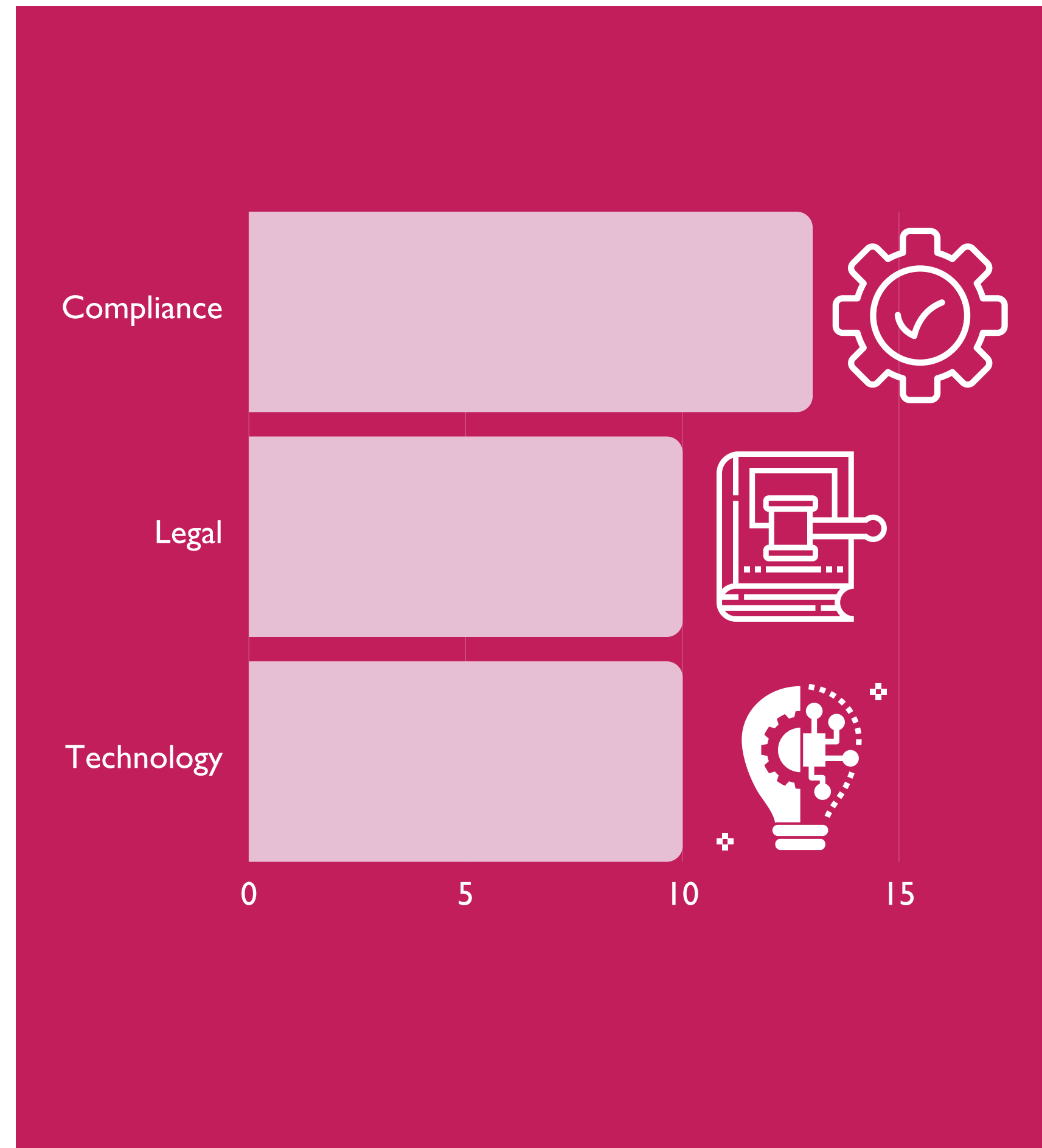


## Least Common



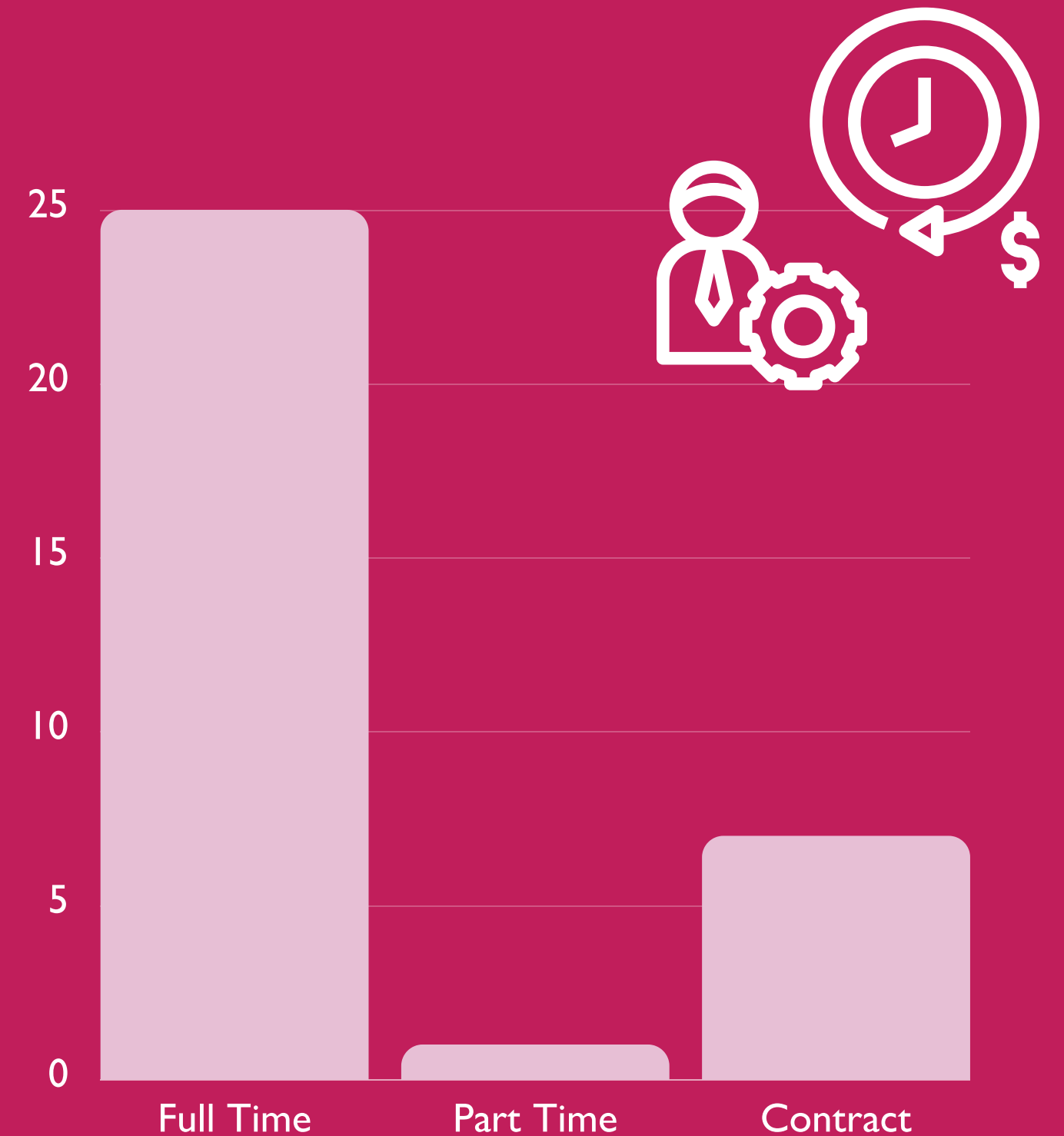
# Role Responsibilities - June 2021

- The spread of organisations looking for privacy professionals as part of their compliance, legal or technical programs was more even than in the previous report.
- The rise in privacy professionals as part of a technology team is consistent with the increase in advertised positions for engineers and specialists.
- Similarly, legal services were sought by professional services providers (which increased as advertisers in June 2021).
- The continued high number of ad's looking for privacy practitioners with a legal degree underscores the importance of understanding legal obligations, and the continuing situation of privacy being seen as part of the legal team.



# Type of Role - June 2021

- The break down between full time, part time and contract positions remained stable.
- Contract positions continue at over 25% of the total advertised positions, suggesting that privacy professionals might be required for one-off projects of limited duration.
- Government agencies offered more contract positions, which might reflect issues with their recruitment processes or sustainability of the position over the long term.





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# Salaries - June 2021

- Contract rates were advertised for two (2) Data Protection Engineer positions and Privacy Specialists. For these roles the rate was between \$800 - \$1,100 per day.
- Only 5 full time roles included an advertised salary range.
- Of those 5 roles, the lowest salary was \$60,000 - \$75,000 for a Back Up / Data Protection Engineer.
- The other four roles were more senior.
- The highest salary (\$160k base+) was for a Senior Manager Risk and Controls Enablement in the financial services sector.

## Average Salaries

**\$950**

**Contractor  
(per day)**

**\$158,000**

**Full time  
(including super)**

# Experience, Qualifications and Certifications - June 2021

- All jobs required some prior experience, with the type of experience depending on the role.
- There were no entry level jobs although a couple of the technical roles did not require extensive prior experience.
- For those roles where a number of years experience was specified, the shortest time was 2+ years. The longest prior experience requirement was for a Senior lawyer who needed a minimum 7 years PQE.
- The most common experience requirement was between 2- 5 years.
- Four roles referred to holding certifications - 3 were privacy related certifications including iapp's CIPM, CIPP, CIPT and ISACA's CDPSE. The other job referred to ITIL qualifications.



**No Entry Level Jobs**

**Most common experience required:**

**2 to 5 years**





# Privacy108

We Protect Privacy

Contact us for further information



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