
Australian Privacy Job Report

- Dec 2021



Summary of findings December 2021

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

Main findings:

- After advertised job numbers staying steady for the first 3 quarters of 2021, there was a dip in December, dropping to 28 positions from 35 in the previous quarter.
- An additional 10 (unique) positions advertised on LinkedIn. (These positions have not been included in the comparisons to previous quarters which are all based on jobs advertised on Seek and Indeed).
- Approximately 25% of jobs were re-advertised for more than 1 month, perhaps indicating difficulties in filling open positions.
- Most jobs are still located in Sydney, but its dominance may be dropping. Jobs are still focused on the east coast, with a degree of flexibility in terms of location.
- While there is still little consistency in job titles, there is a trend to a smaller group of words being used in job titles with Privacy, Officer, Lawyer, Consultant, Data, Security and Manager being used far more frequently.
- Experience is still a key requirement for most positions. The most common requirement has dropped back to 3+ years after last quarter going up to 5+ years . There were no entry level positions recorded in December.

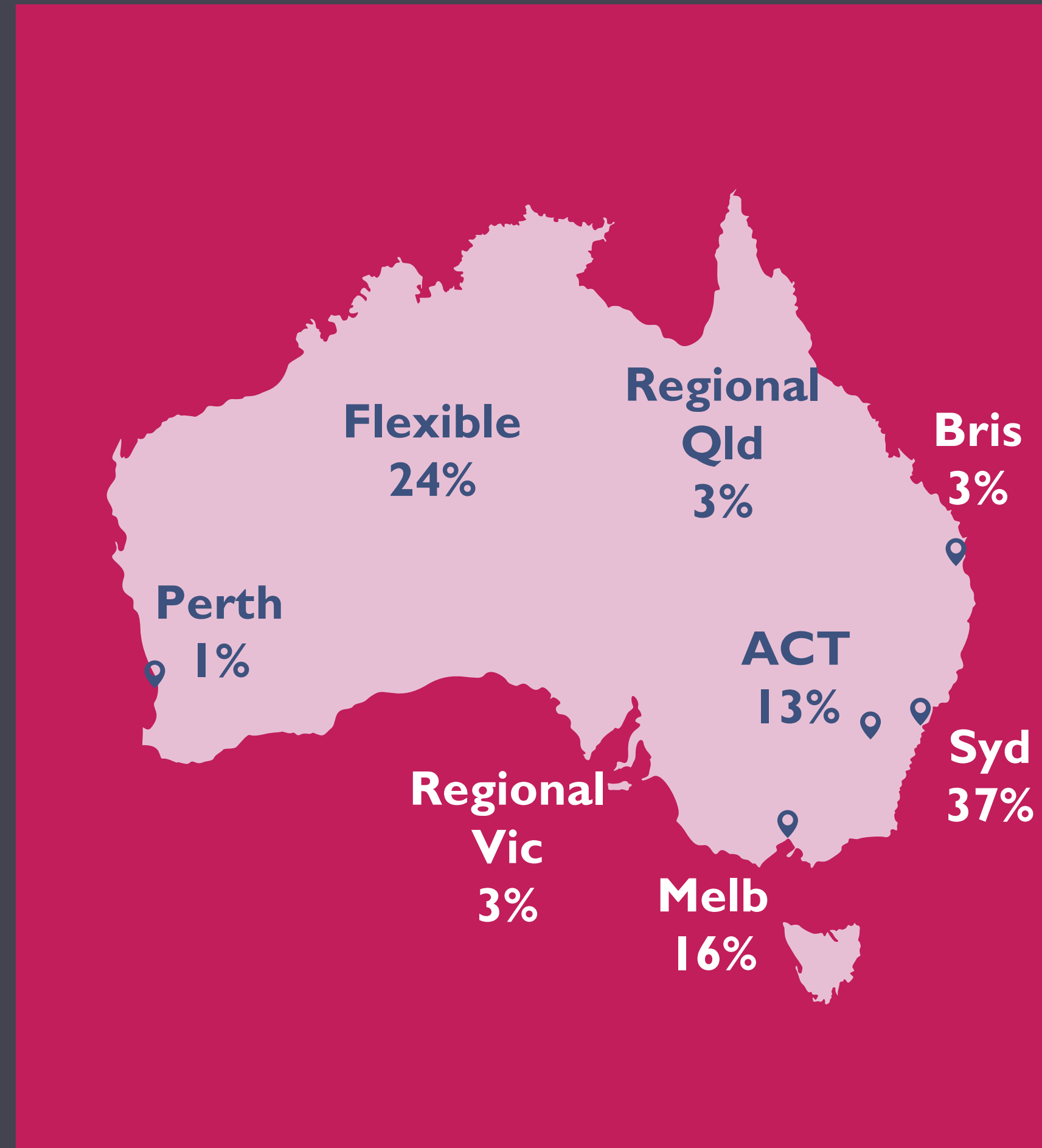
Number of Jobs - Dec 2021

- The total number of privacy jobs dipped slightly towards the end of the year with 28 roles advertised in December 2021.
- This compares to 35 jobs in the Sep 2021 data and 33 in June 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 December, taking the total to 38.
- We continue to see an increase in the number of positions referencing certifications such as CIPM, CIPP, CIPT, CISM etc as being desirable or required.



Location of Jobs - Dec 2021

- Sydney is still the dominant location for privacy jobs, however it has dropped to 37% from 44% of positions last quarter.
- No positions were advertised in Adelaide or Darwin and only two in regional centres.
- Flexibility in job location has increased again from last quarter, from 16% to 24% (although it did dip during Oct and Nov). Multiple other positions also mentioning hybrid / work from home options, although they weren't flexible in city of residence.
- Flexible roles are generally centred on the East Coast with candidates having the option to be based in Melbourne or Sydney and sometimes Brisbane and for one position, even overseas.



Job Sector - Dec 2021

- Professional services organisations were the biggest employers for the first time in June 2021. This quarter's numbers have jumped again slightly from 33% in Sept to 35% in December.
- Many of the professional services firms are advertising multiple positions over multiple months, indicating a significant increase in the use of consulting firms.
- The banking / financial services sector dropped out of the top three, at only 11% of roles advertised. This may be because they have been building their teams over the past 2 years and are now reaching their optimum team size.
- Higher education and not-for-profits continue to have very few advertised positions.

Most Jobs



Professional Services
35%



Government &
Utilities
16%

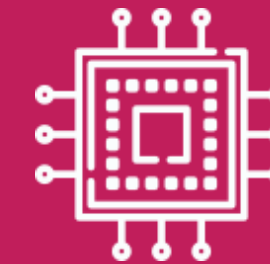


Corporate
14%

Fewest Jobs



Not for Profit
3%



Technology / Telecom
8%



Higher Education
5%

Job Titles - Dec 2021

- There was a continued emphasis on Management positions along with an increase in the use of the words "Data", "Data Protection" and "Data Governance" in job titles. We also found an increased number of technical (security focussed) Data Protection positions which we did not include in our figures, but which indicate there is an increased focus on "Data" across industry.
- Again the number of advertised positions for legal counsel and management position made up the majority of positions advertised with 11 and 12 respectively. Management and Legal Counsel positions combined accounted for more than 60% of all advertised jobs.
- Of the 38 advertised roles (including roles from Linked In), there were 34 different job titles, however more frequently than previously, the same group of words were being used in job titles.

Most
Common

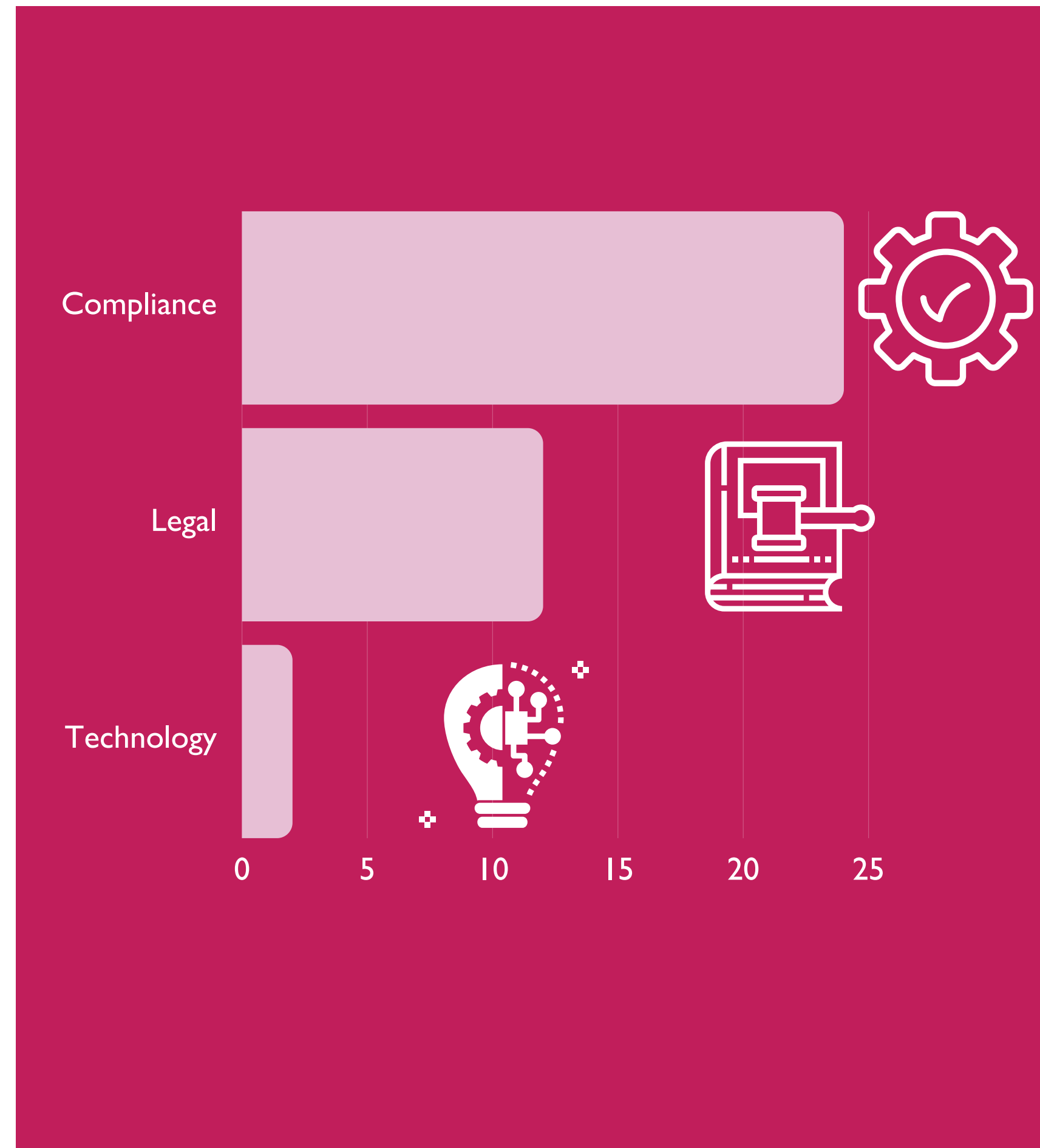


Least
Common



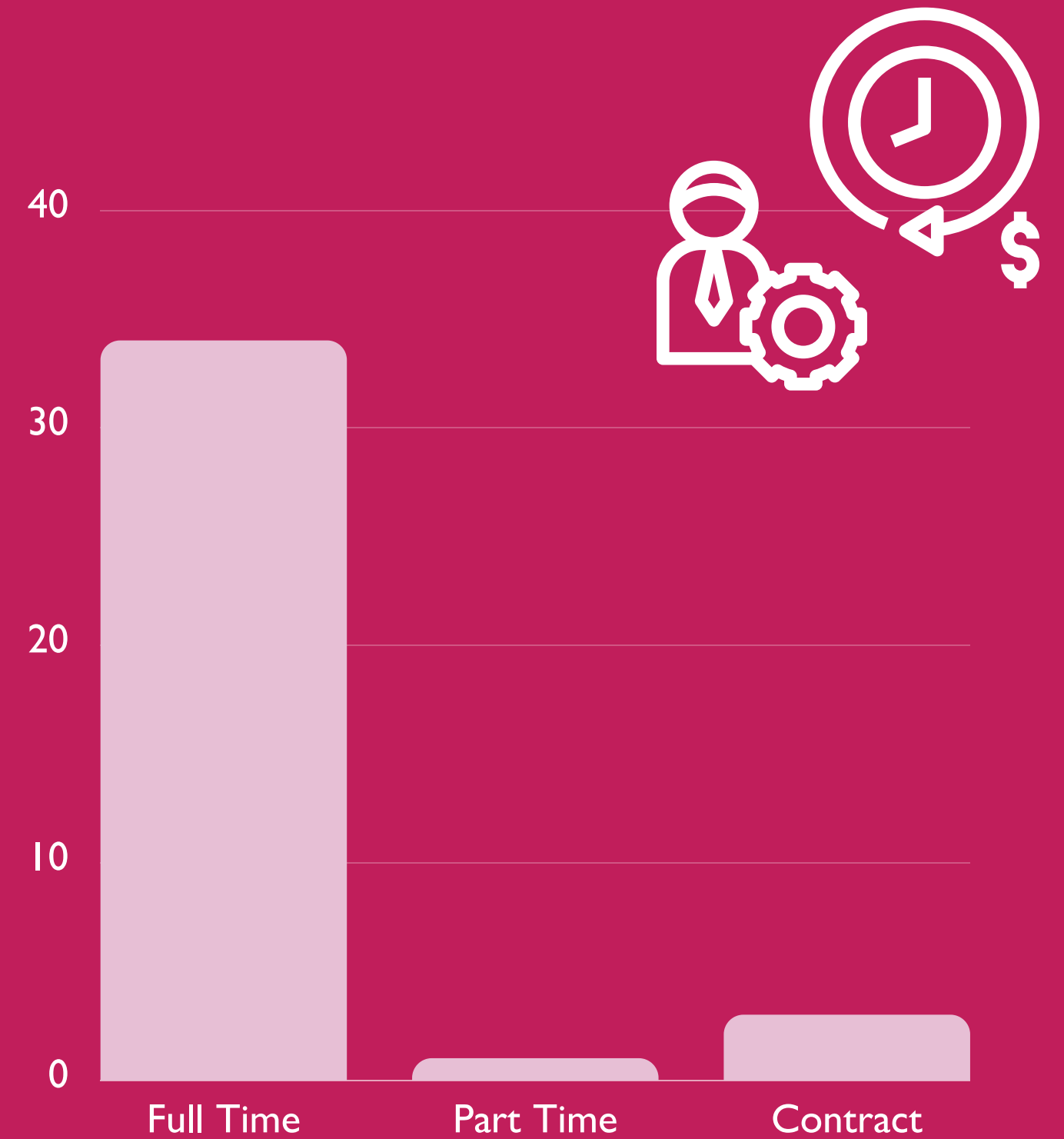
Role Responsibilities - Dec 2021

- 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, 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



Type of Role - Dec 2021

- The break down between full time, part time and contract positions continued the move more towards full time roles.
- Over 26% of all advertised positions in December were previously advertised in November. See the next page for a further breakdown of repeated advertising.
- A small number of consulting and law firms are repeatedly advertising the same positions on a month by month basis, indicating there is a shortage of suitably qualified privacy professionals in the market and more businesses are turning to professional advisory firms for assistance.



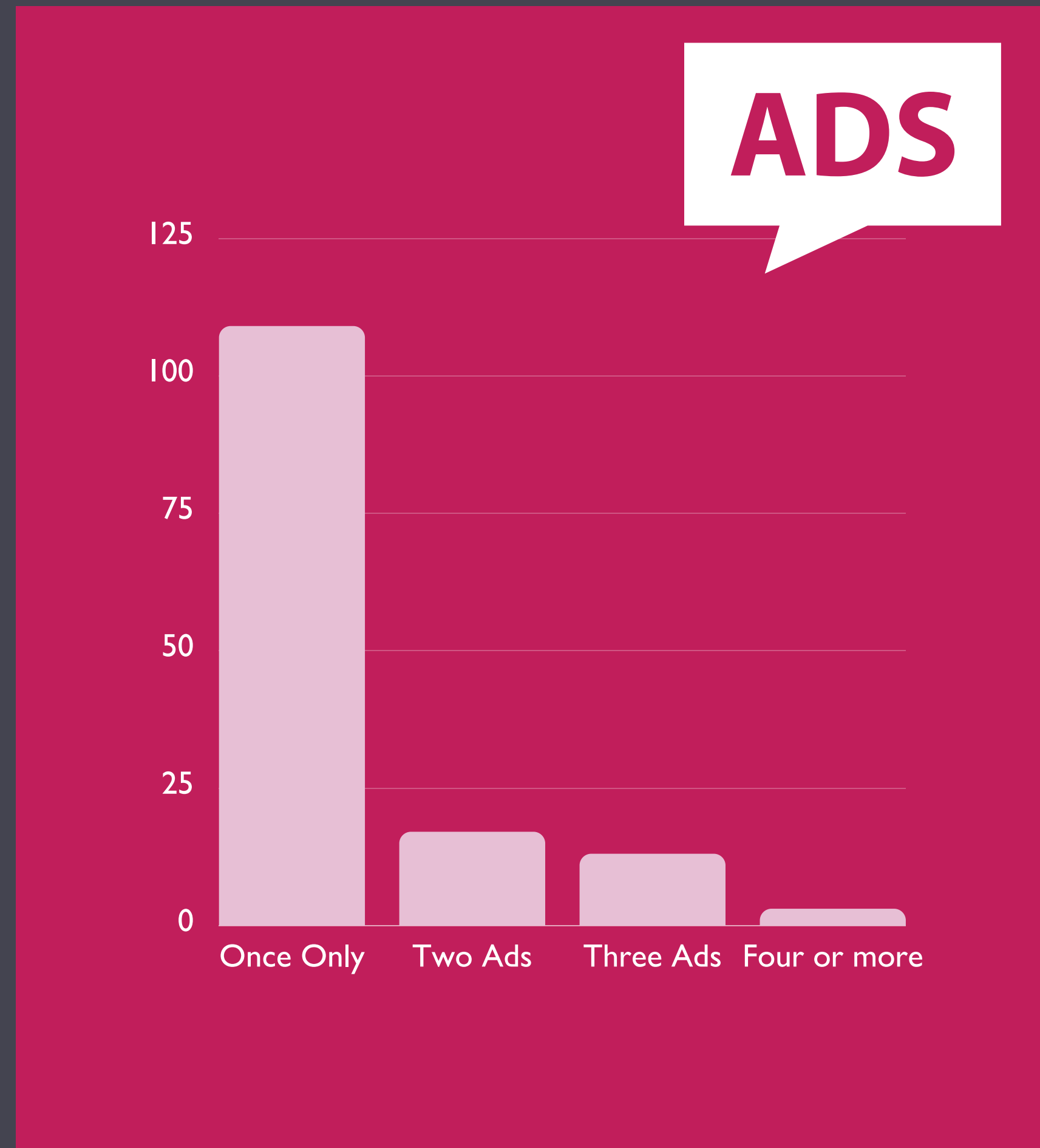
Re-advertised Positions

- Aug to Dec 2021

- Since August we have been surveying the job market on a monthly basis. Other parts of this job report primarily use December's job data to keep it line with previous reports. *
- This new graph, shows the number of re-advertised positions during Aug to Dec 2021.
- Some roles seem to be proving very hard to fill and are being re-advertised up to 4 times.
- Of the 142 unique jobs (a total of 199 job ads) advertised across the three platforms; Linked In, Seek and Indeed, 109 were advertised only once and 33 were advertised multiple times, or 23%. The true rate may be higher as job names are often changed on readvertising.

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*From the March 2022 Job Report we will start to include data from every month.



Salaries - Dec 2021

- No advertised salaries in Dec were less than \$100,000, but there were also no particularly high salaries as compared to previous quarters. The range was between \$113,000 and \$156,000 exc super.
- Two contract roles specified salary ranges, one of \$800 to \$885 per day and the other of \$115,689 to \$121,216 pa plus super.
- Only 5 full time roles and one part time role included an advertised salary range. Most roles that include salary information are government based.
- Of those 5 roles, the lowest salary was \$113,343 to \$124,904 (exc super) for a Senior Data Governance Officer

Average Salaries

\$842

Contract - pd
(inc super)

\$138,589

Contract - pa
(inc super)

\$147,607

Full time / Part Time (pro rata)
(including super)

Experience, Qualifications and Certifications - Dec 2021

- For those roles where a number of years experience was specified, the shortest time was 1+ years. The longest prior experience requirement was for 7+ years for two positions.
- The most common experience requirement was for 3+ years. Down from last quarter (5+ yrs) but back to levels for previous quarters
- 24% of roles referred to privacy (or security) certifications being desirable or required. Certifications mentioned were: CIPM, CIPP, CIPT, CISM, CISA and CISSP.
- 58% of all positions required the candidate to be degree qualified, with 45% of those requiring law degrees. This is very similar to last quarter.
- One role as a Principal Research Scientist in Data Privacy with CSIRO required a PhD. Another position listed a Masters degree or a PhD as desirable.

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**No Entry
Level Jobs**

Most common experience required:



3+ 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 primarily on the Seek and Indeed data for December, except where noted. 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 December 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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