
Australian Privacy Job Report

- Jun 2022



Summary of findings June 2022

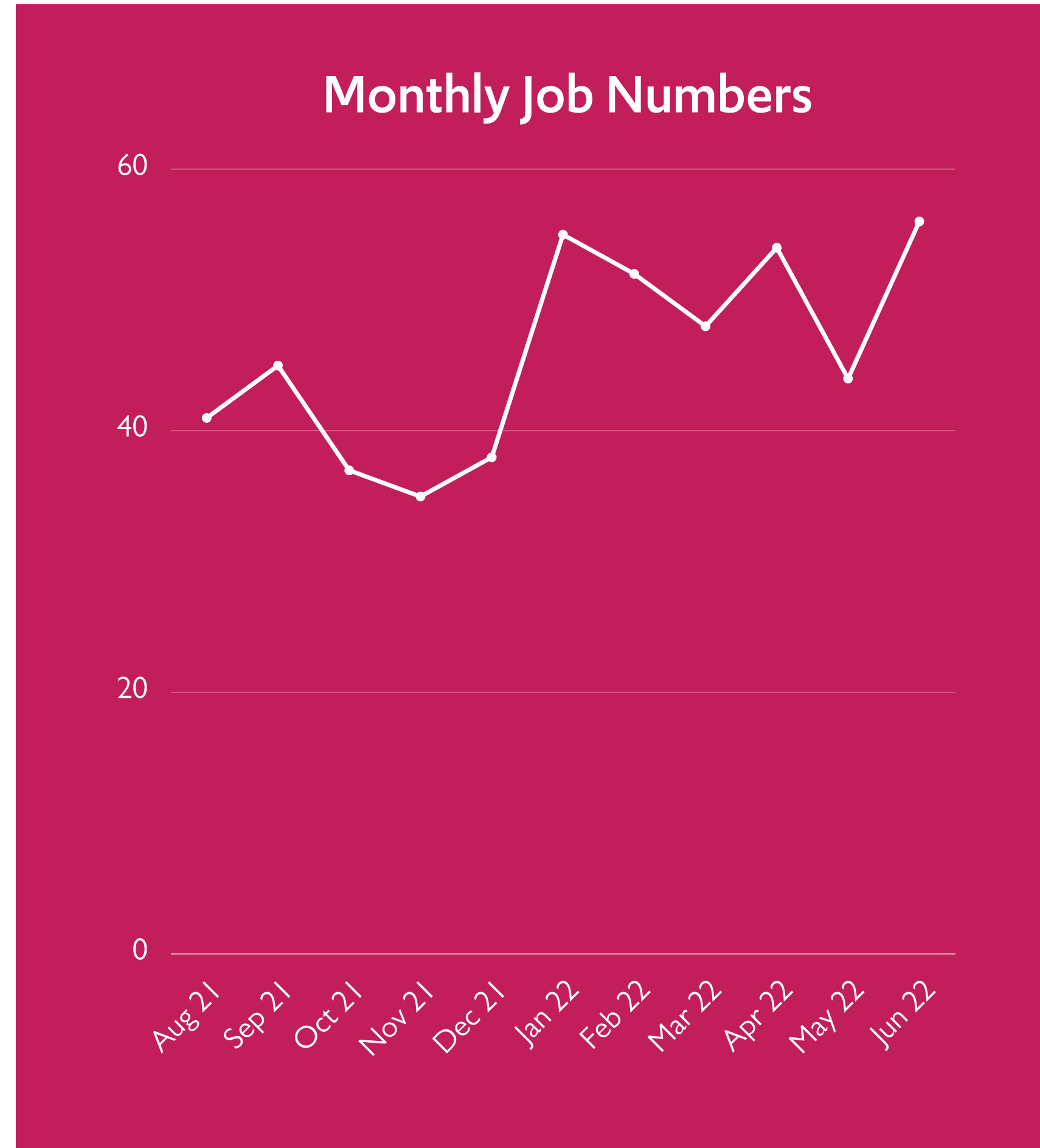
This report outlines our major findings for the three months of April to June 2022. It also shows the trends (on a quarterly basis) from our analysis of privacy jobs advertised between Dec 2018 and June 2022.

Main findings:

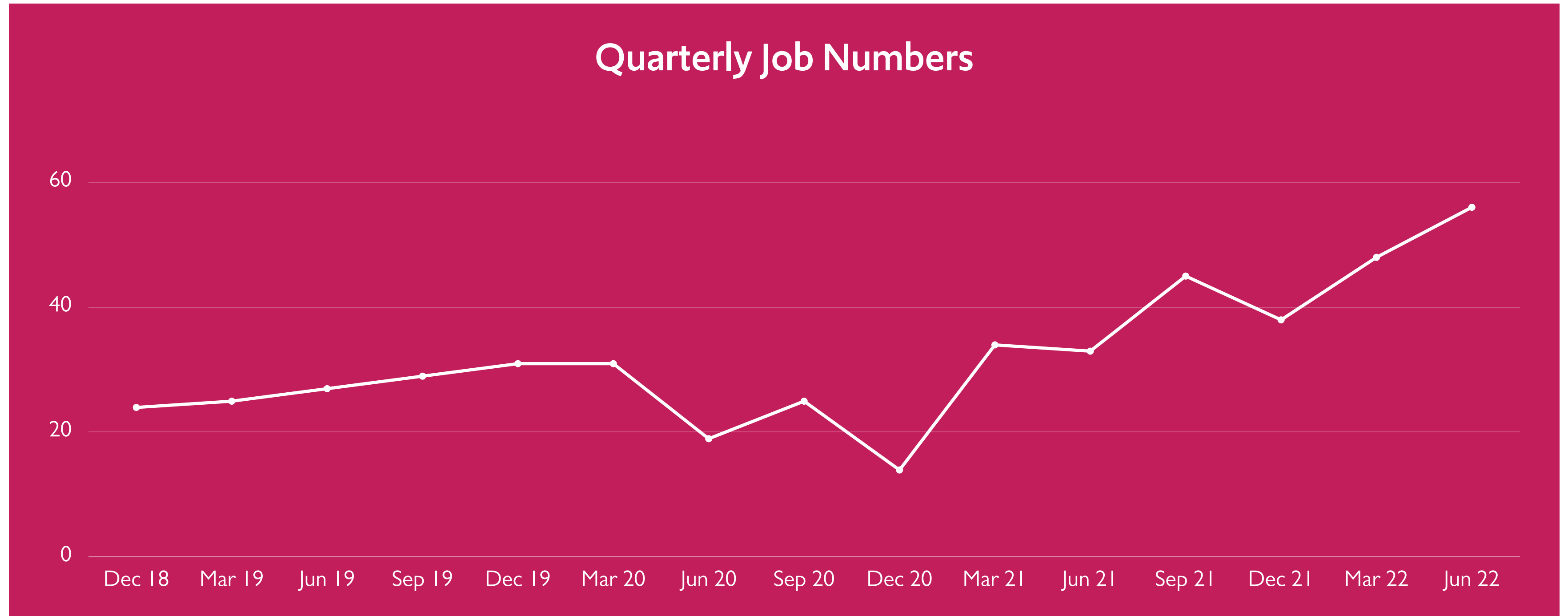
- The number of job ads this quarter was almost the same as last quarter: a total of 154 compared to 155 last quarter. Professional services organisations, including law firms, were the biggest advertisers.
- There was a big increase in advertised positions with Corporates (particularly retail) and Technology / Telecom firms, with a number offering multiple positions. This suggests organisations in these sectors are establishing and building privacy teams. Previously, Government and Banking have been the dominant sectors. This quarter, both sectors dropped out of the top three advertising sectors.
- Health, higher education and not for profit sectors continue to advertise very few positions.
- The increase we saw last quarter in positions for qualified lawyers has continued, with legal counsel roles comprising 33% of all positions advertised. A total of 50 of the 154 roles had 'counsel' in their title.
- Despite the requirement for legal qualifications, most job functions are still mainly compliance focussed, with many being in the compliance or risk part of the organisation.
- Notwithstanding the focus on legal qualifications and prior privacy experience, the average salary for advertised positions was around \$145k, which is more commensurate with lower middle management rather than senior roles.
- Our estimate of the number of re-advertised positions since August 2021 has risen to 41%. The more difficult roles to fill seem to be experienced privacy lawyers and senior leadership positions. We expect this difficulty will continue as organisations recognise the importance of privacy and more senior leaders are needed.
- There is also growing references to privacy and security requirements including the iapp certifications and the CDPSE from ISACA.

No. of Job Ads - Jun 2022

- This graph shows job numbers on a monthly basis since August 2021 when we commenced recording job data every month. Job numbers now include all unique positions found on Seek, Indeed and Linked In.
- Job numbers have stayed strong with the highest number of positions ever recorded in June at 56. May saw numbers dip to 44 but these numbers are still very strong compared to last year.
- There has been a significant increase in the corporate and technology sectors building privacy teams, with multiple roles being advertised simultaneously.

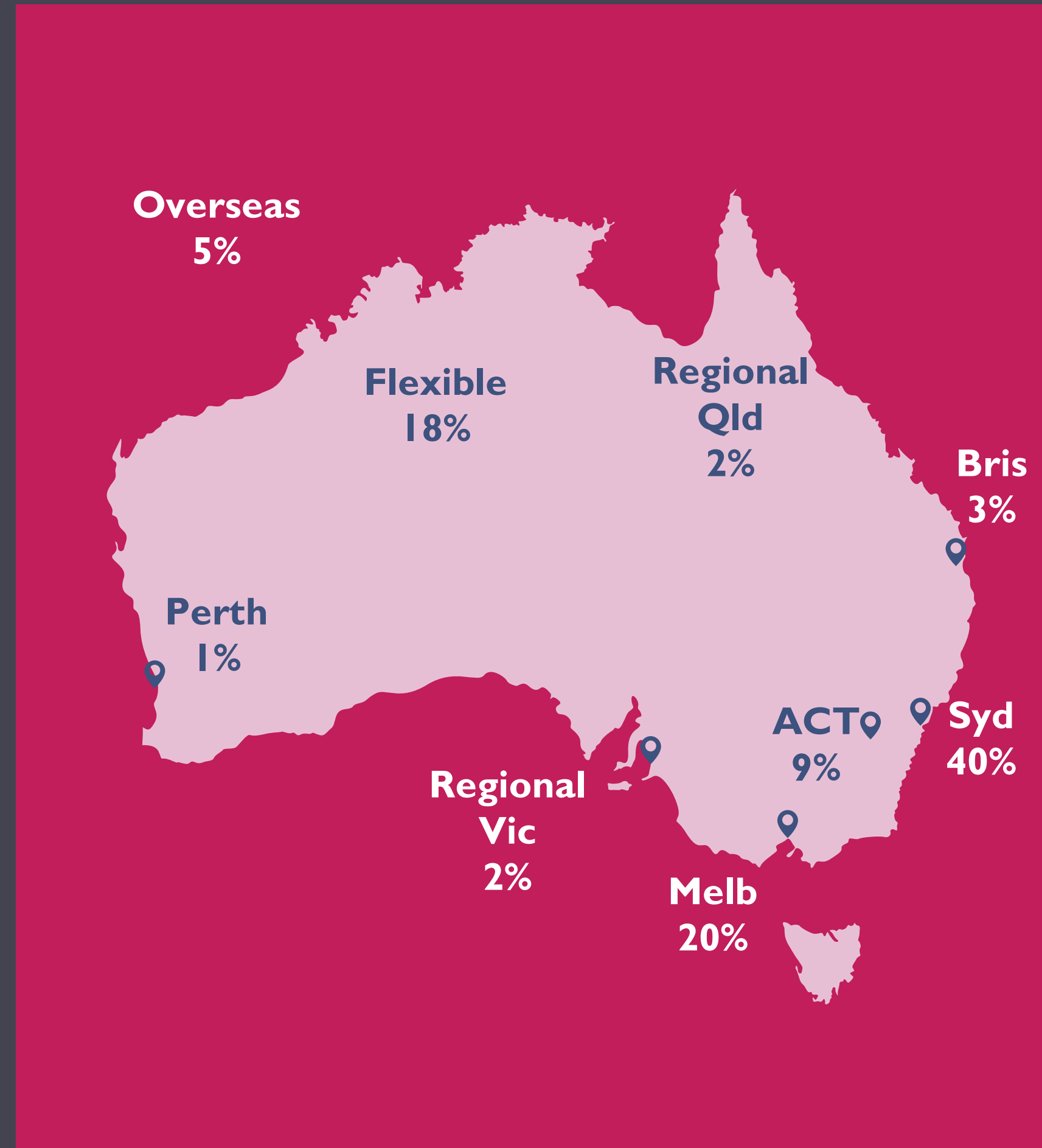


Quarterly Trend in Job Ads - Dec 2018 to Jun 2022

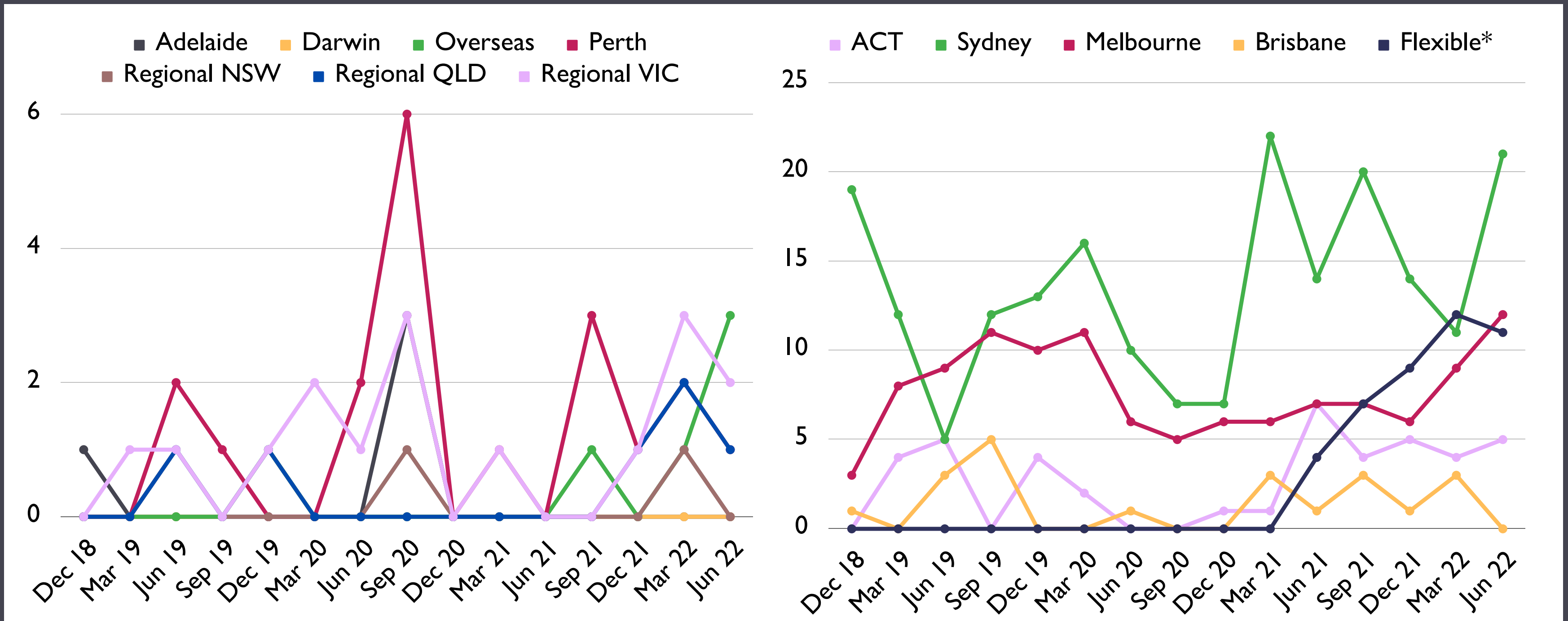


Location of Jobs - Apr to Jun 2022

- Sydney has reasserted its dominance rising from 30% of all jobs last quarter to 40% this quarter. This also seems to coincide with a drop in jobs offering flexibility of location, which is down to 18% of roles compared to 20% last quarter and 24% at its highest.
- ACT and Melbourne have stayed steady, but regional roles have dropped, with less distribution of roles than last quarter.
- Positions specifically mentioning work from home or hybrid work options has dropped significantly from 38% of all roles to just 21% this quarter. There is a clear shift back to working in the office as the preferred option.



Quarterly Trends in Location of Jobs - Dec 2018 to Jun 2022



Job Sector - Apr to Jun 2022

- Government roles have dropped from 33% of all roles advertised to just 17% this quarter and have fallen out of the top three.
- There has been a significant jump in technology firms advertising privacy positions and many of them seem to be building teams for the first time. They have risen to 20% from just 8% last quarter. Corporate firms stayed steady, consolidating the significant increase we saw last quarter.
- Professional services organisations have stayed steady this quarter, while banking/financial services rose somewhat from 6.5% to 11%.
- Higher education, health and not-for-profits continue to have very few advertised positions.

Most Jobs



Professional Services
21%



Technology
20%

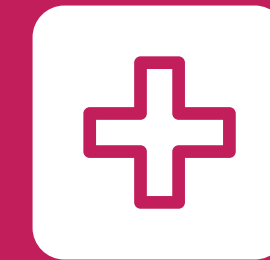


Corporate
20%

Fewest Jobs



Not for Profit
2%

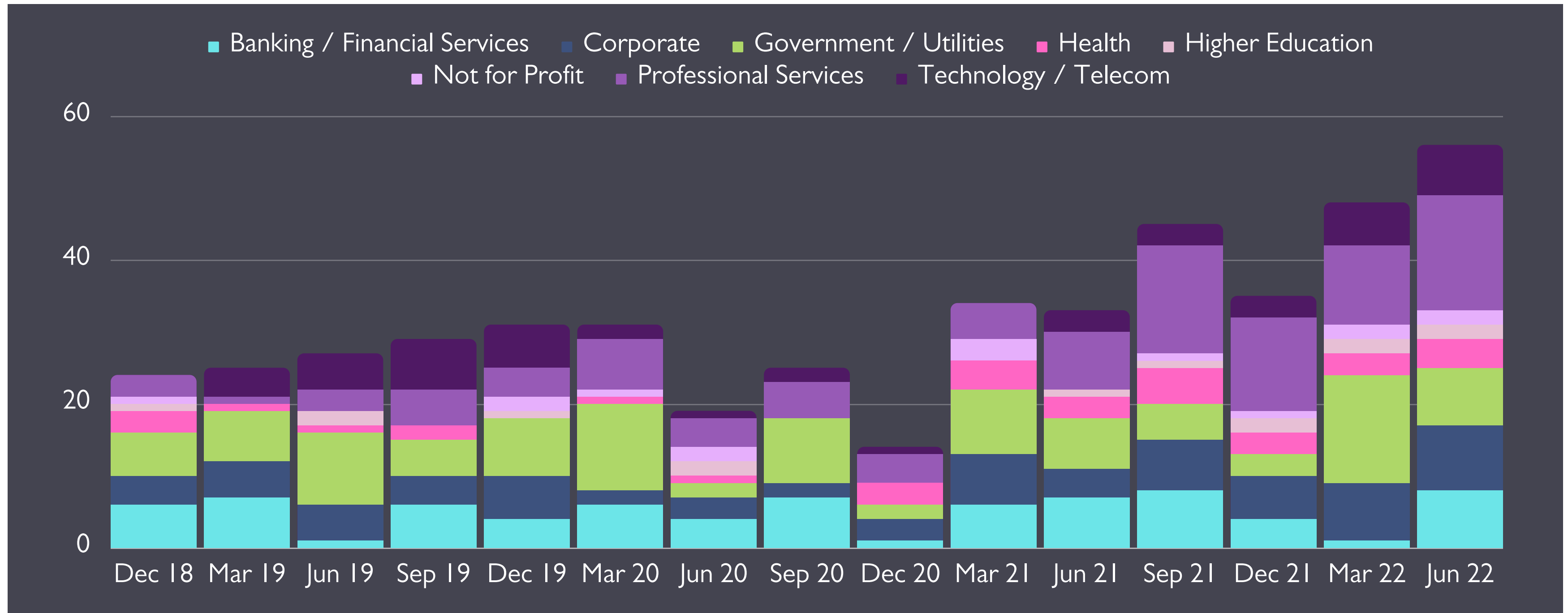


Health
6%



Higher Education
3%

Quarterly Trends for Job Sector - Dec 2018 to Jun 2022



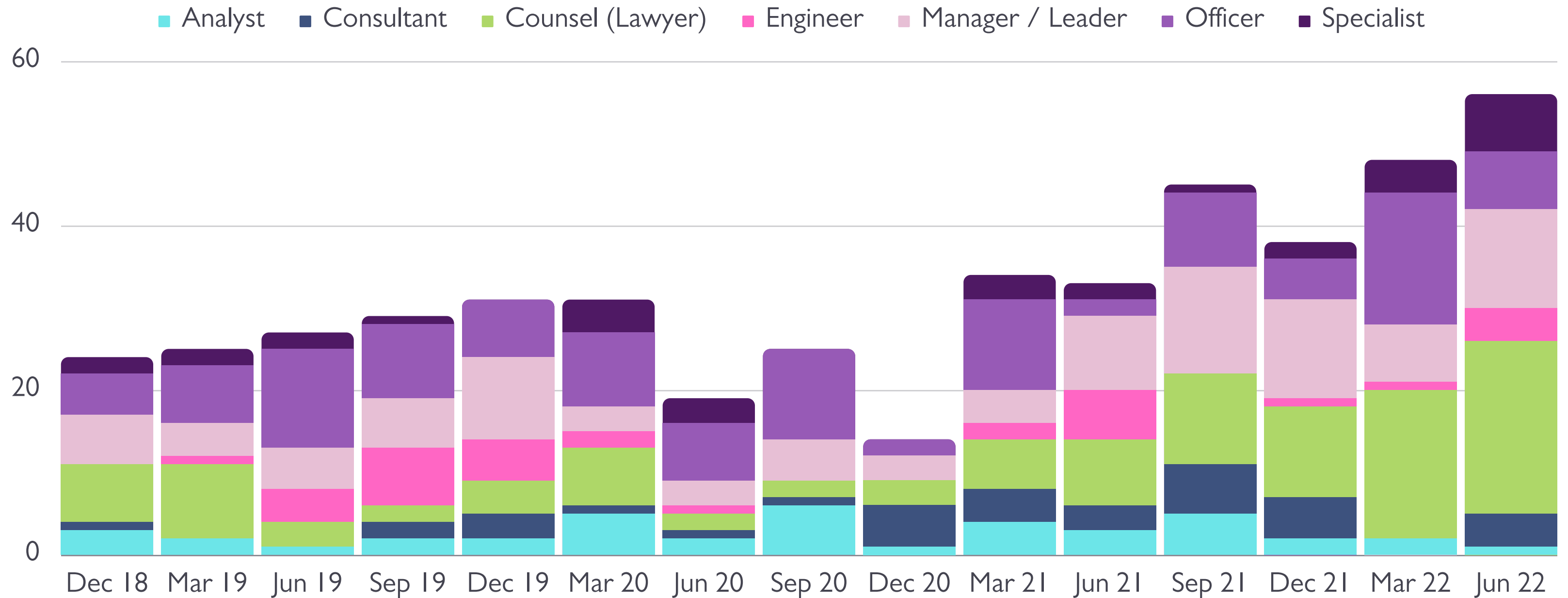
Job Titles - Apr to Jun 2022

- The majority of advertised positions were for legal counsel (33%), officers (23%) and managers / leaders (20%). With analysts, consultants, engineers and specialists lagging significantly behind. This is very similar to last quarter.
- Again, we are still not seeing great consistency in role titles but more commonly we are seeing "Privacy Manager", "Privacy Lawyer / Privacy Counsel" and "Privacy Officer" used in job titles.
- Interestingly we have seen a few jobs aimed primarily at marketing and product management of a privacy related product in the technology space.
- The word 'Data' is being used more often in job titles and there seems to be an overall shift to Data Governance and Data Protection being considered part of the larger Privacy function.

Most Common

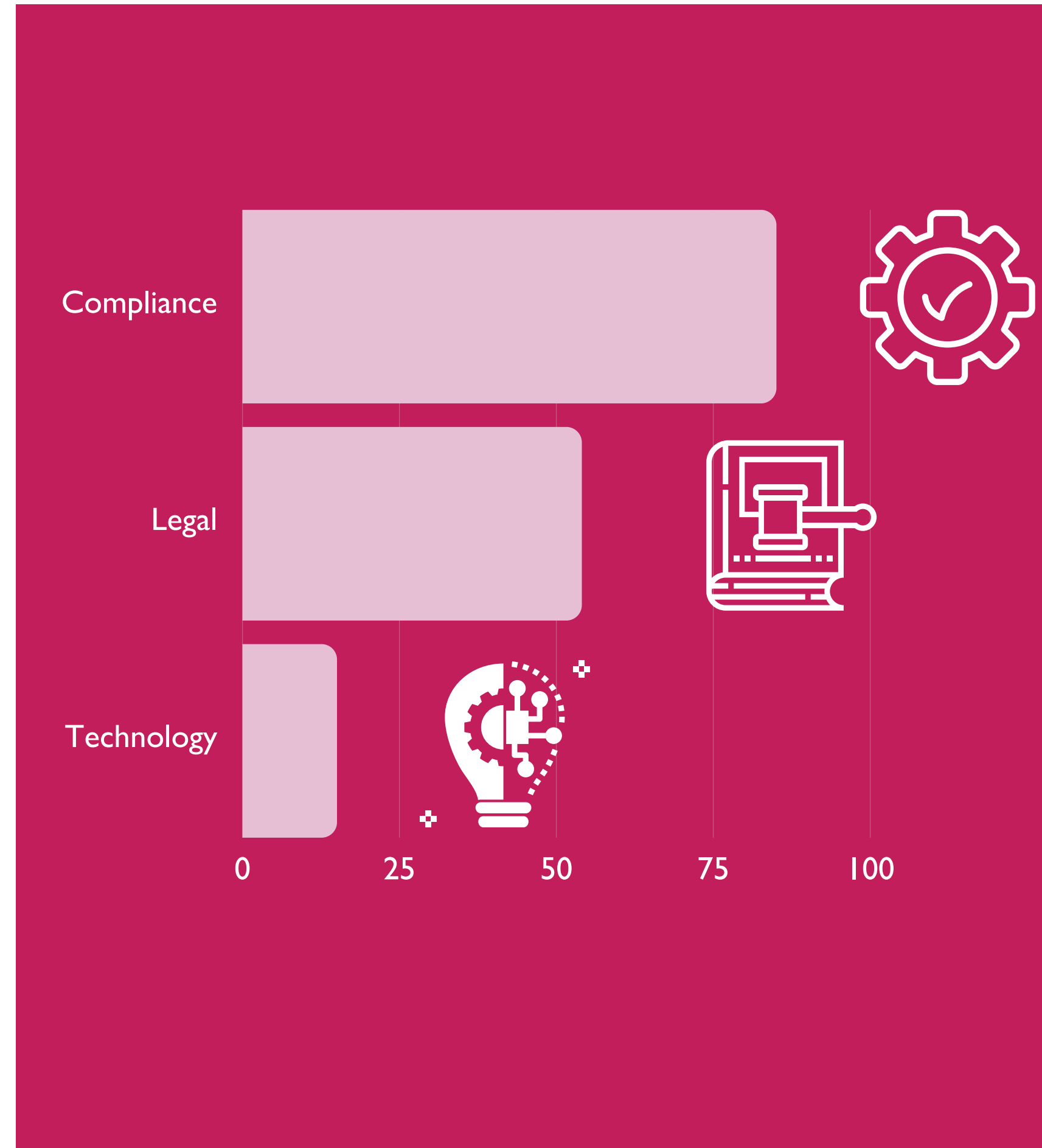


Quarterly Trends in Job Titles* - Dec 2018 to Jun 2022

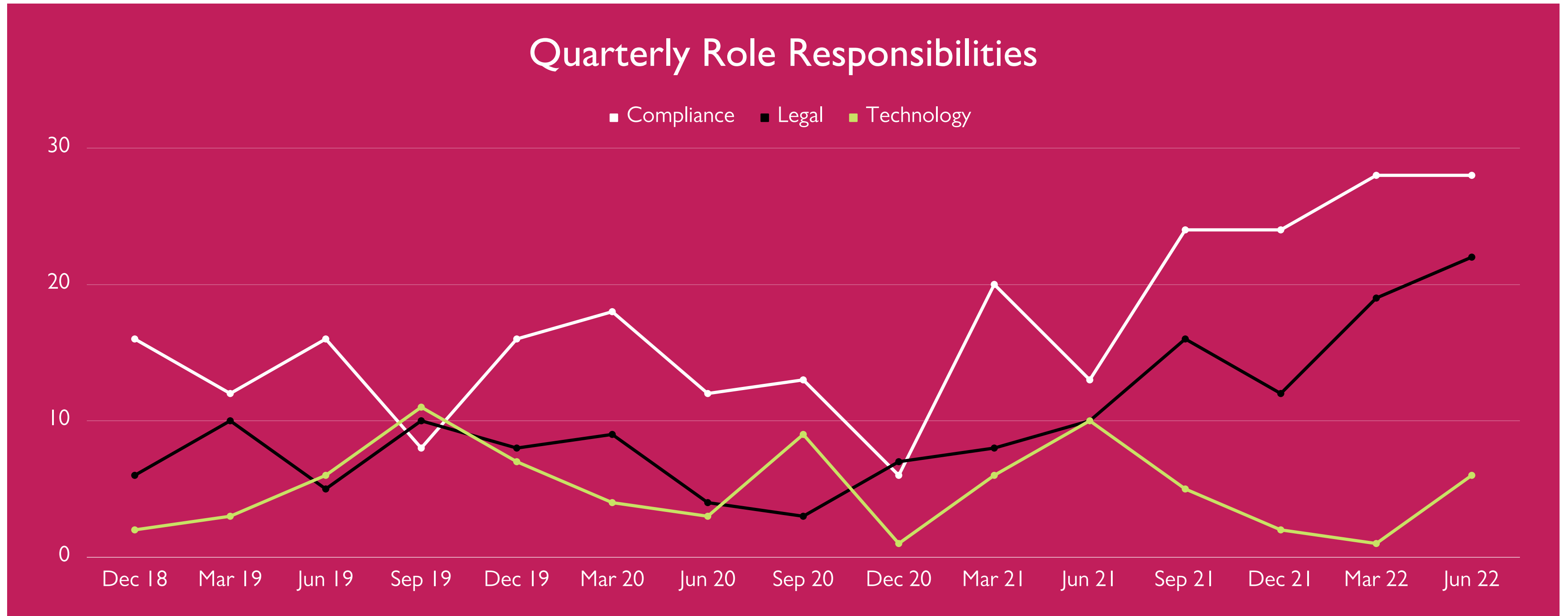


Role Responsibilities - Apr to Jun 2022

- 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 and a percentage of positions for lawyers were primarily compliance focused in their responsibilities.
- There has been a modest increase in technology focussed roles this quarter.

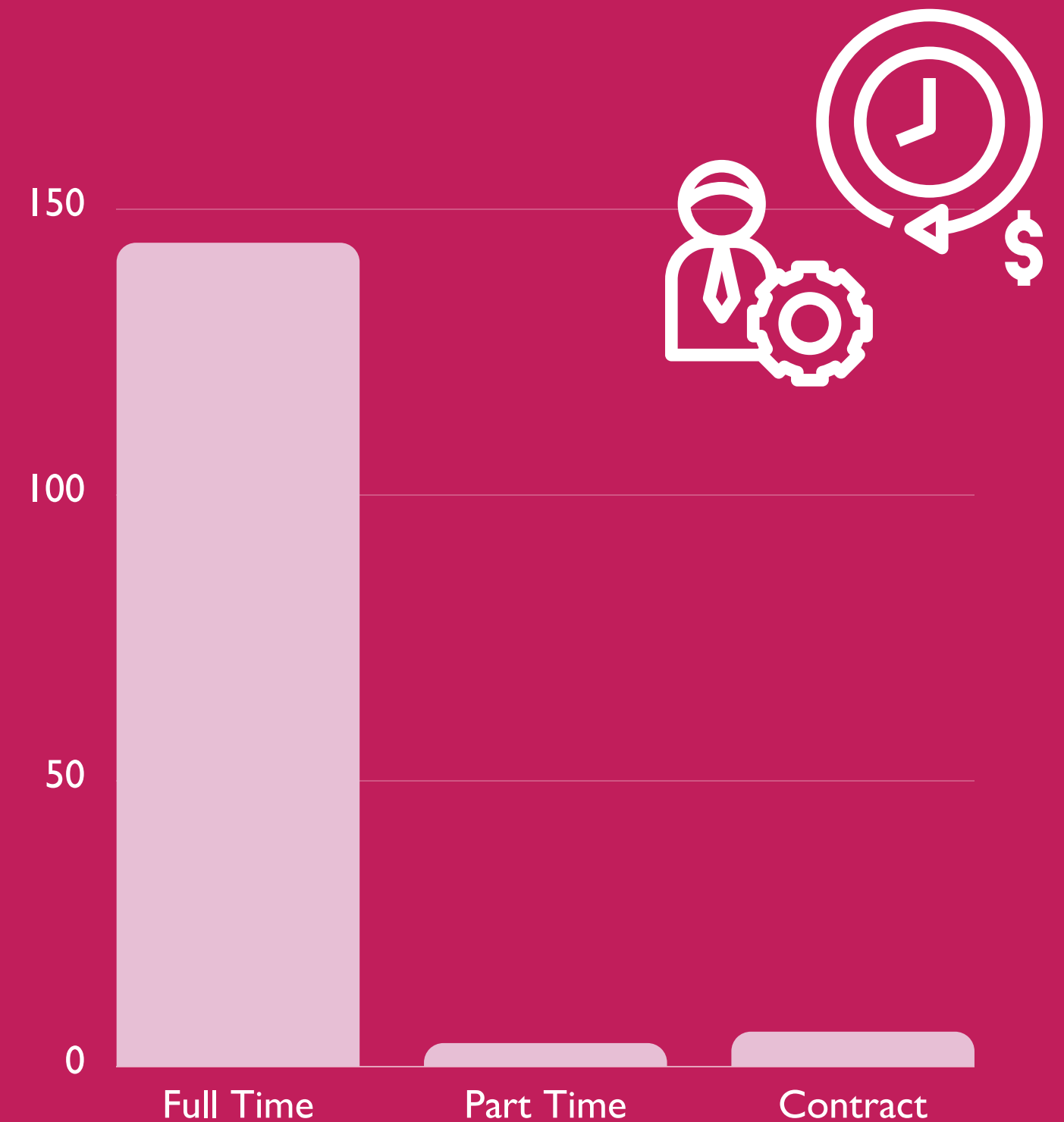


Quarterly Trend in Role Responsibilities - Dec 2018 to Jun 2022

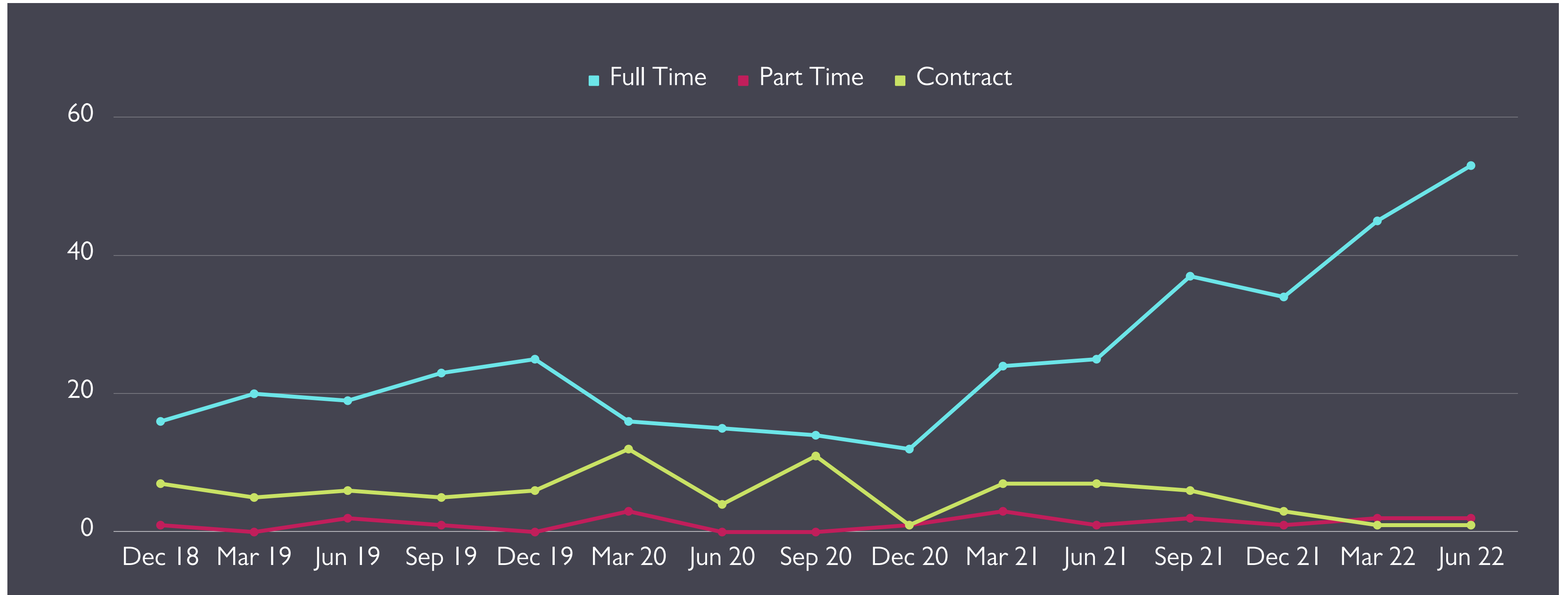


Type of Role - Apr to Jun 2022

- The break down between full time, part time and contract positions continues to be heavily focussed on full time work. It seems part time work in the field of privacy is very difficult to find.
- Readvertised roles over the quarter jumped to just under 50% from 26% last quarter, indicating many roles are proving difficult to fill. (See the Re-advertised Positions page for a further breakdown of repeated advertising.)
- While it's good to see fewer contract roles and more permanent positions, perhaps some flexibility to go to 4 days or other part time arrangements might help employers who are struggling to fill positions.



Quarterly Trends for Type of Role - Dec 2018 to Jun 2022



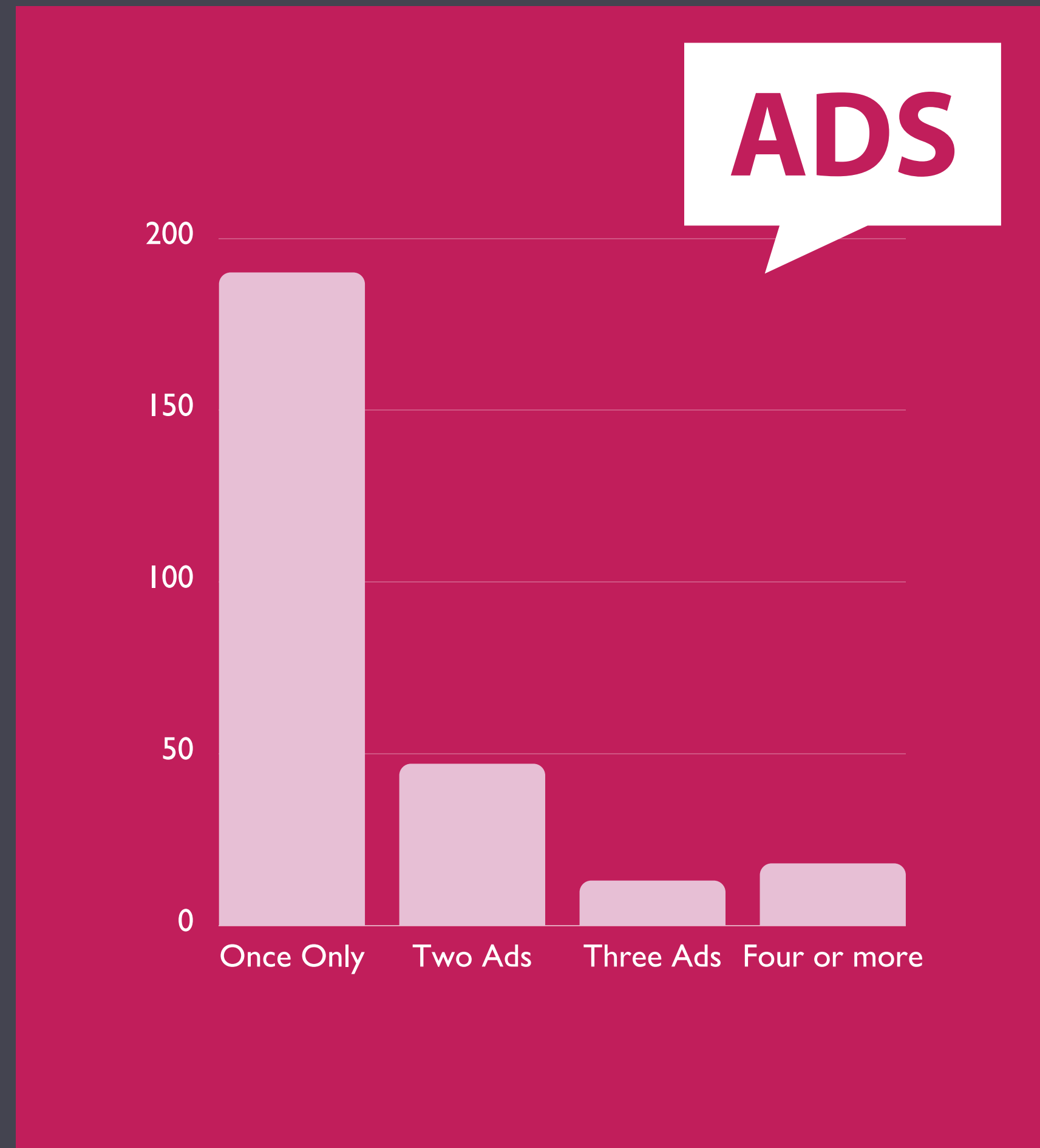
Re-advertised Positions

- Aug to Jun 2022

- Since August we have been surveying the job market on a monthly basis. This graph shows the number of re-advertised positions between Aug 2021 and Jun 2022.
- Some roles seem to be proving very hard to fill and are being re-advertised many times. The most we have seen is one role advertised 8 times. These tend to be the more senior positions. Many professional services companies also advertise repeatedly in an effort to fill up their teams.
- At least 41% of all positions were advertised more than once (for longer than a 30 day period) and the true rate may be higher as job names are often changed on re-advertising.

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



Salaries - Apr to Jun 2022

- Again there was a wide range of salaries during the quarter. The lowest had a starting point for their range of \$67,000 and the highest went up to \$280,000 at the top end of the available range.
- Fewer advertised roles this quarter displayed a salary range with around 18% of all jobs, compared to 26% last quarter. However, overall there does seem to be a trend toward more positions specifying pay range as the table on the next page shows.
- Three contract roles specified salary ranges, all per annum, and ranging from \$112,515 to \$172,162, inc of super.

Average Salaries



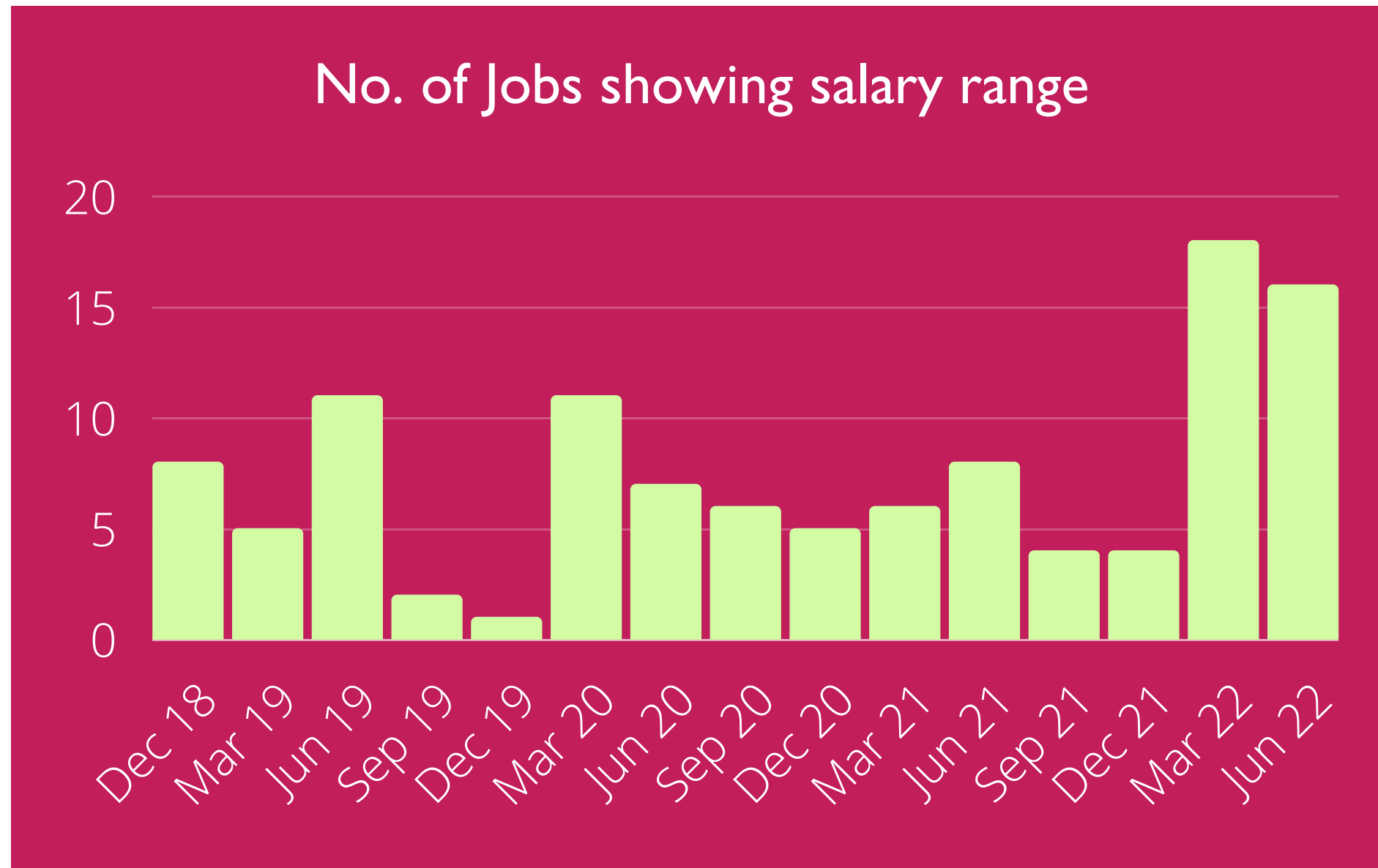
\$147,135

**Contract - pa
(inc super)**

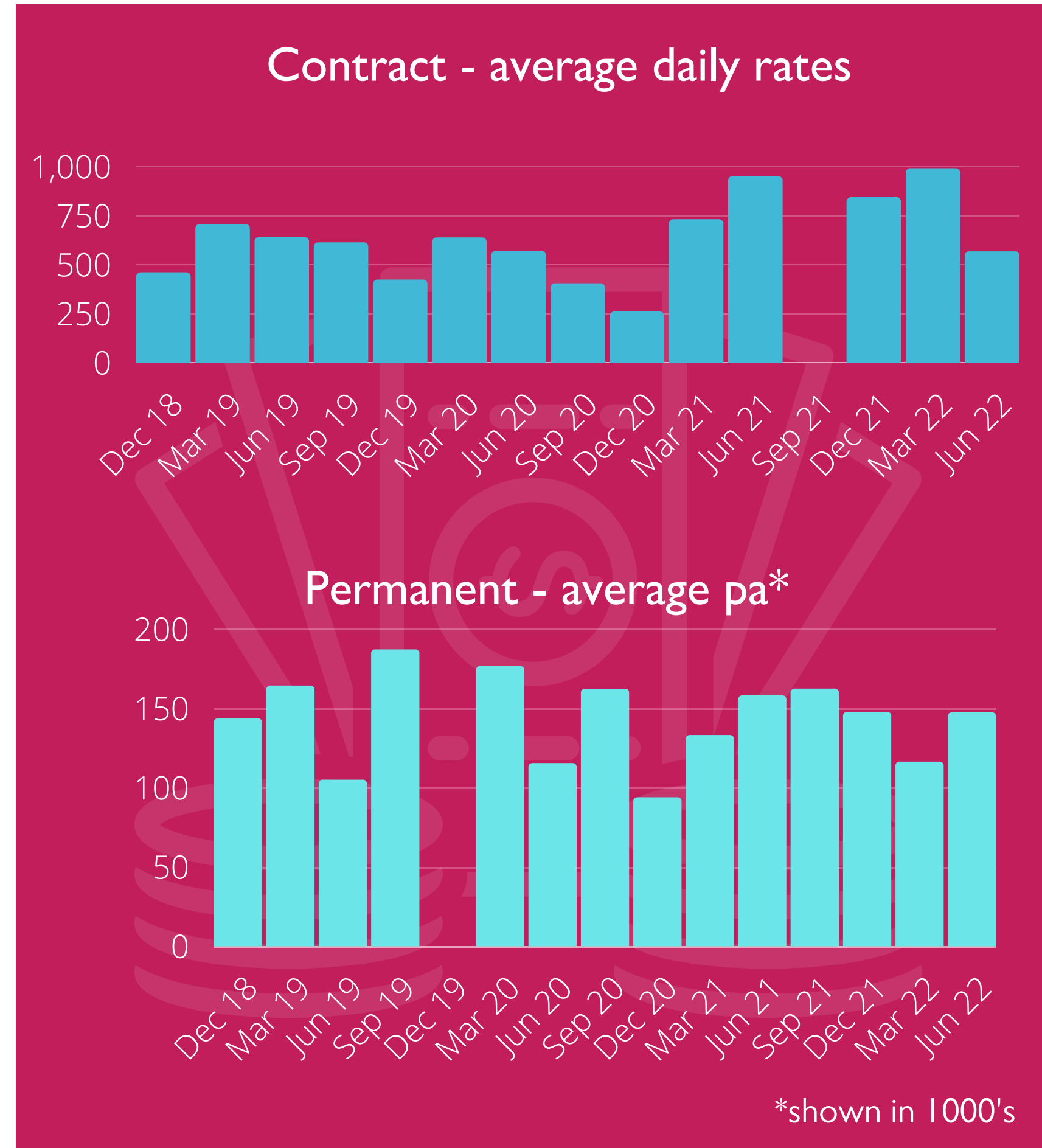
\$147,330

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

Quarterly Trends for Salaries - Dec 2018 to Jun 2022



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Experience, Qualifications and Certifications - Apr to Jun 2022

- 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 one position.
- The most common experience requirement was for 3+ years with 21 roles, followed by 5+ with 15 roles.
- 28% of roles referred to privacy (or security) certifications being desirable or required. Certifications mentioned were: CIPM, CIPP, CIPT, CISM and CDPSE. This is quite a jump from the 19% last quarter, demonstrating that these qualifications are becoming more widely recognized as valuable in the privacy space.
- 55% of all positions required the candidate to be degree qualified, which is slightly down from last quarter. 55% of those positions that required a degree, specified a law degree. 4 roles specified a degree in Computer Science and 2 positions required a PhD. All other roles requiring a degree could come from any relevant field.



**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 monthly. 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 is compiled from jobs advertised on www.seek.com.au, www.indeed.com.au and Linked In on a selected date each month. These lists are then analysed.

From December 2018 to July 2021 the job surveys were conducted on a quarterly basis only. Commencing in August 2021 we began taking monthly (rather than quarterly) snapshots. This will help us identify, for instance, jobs that are advertised for more than 30 days. Linked In job ads were also only added to the analysis from August 2021.

Data from every month and from all three job advertising platforms we now survey (Linked In, Seek and Indeed) are included in our charts and analysis in this report, with the exception of the quarterly trend charts. In order to continue comparing trends from when we commenced surveying the job market in Dec 2018, these quarterly trend charts are based only on the snapshot numbers for the quarterly months of March, June, September and December.



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