
Australian Privacy Job Report

- Sep 2022



Summary of findings Sep 2022

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

Main findings:

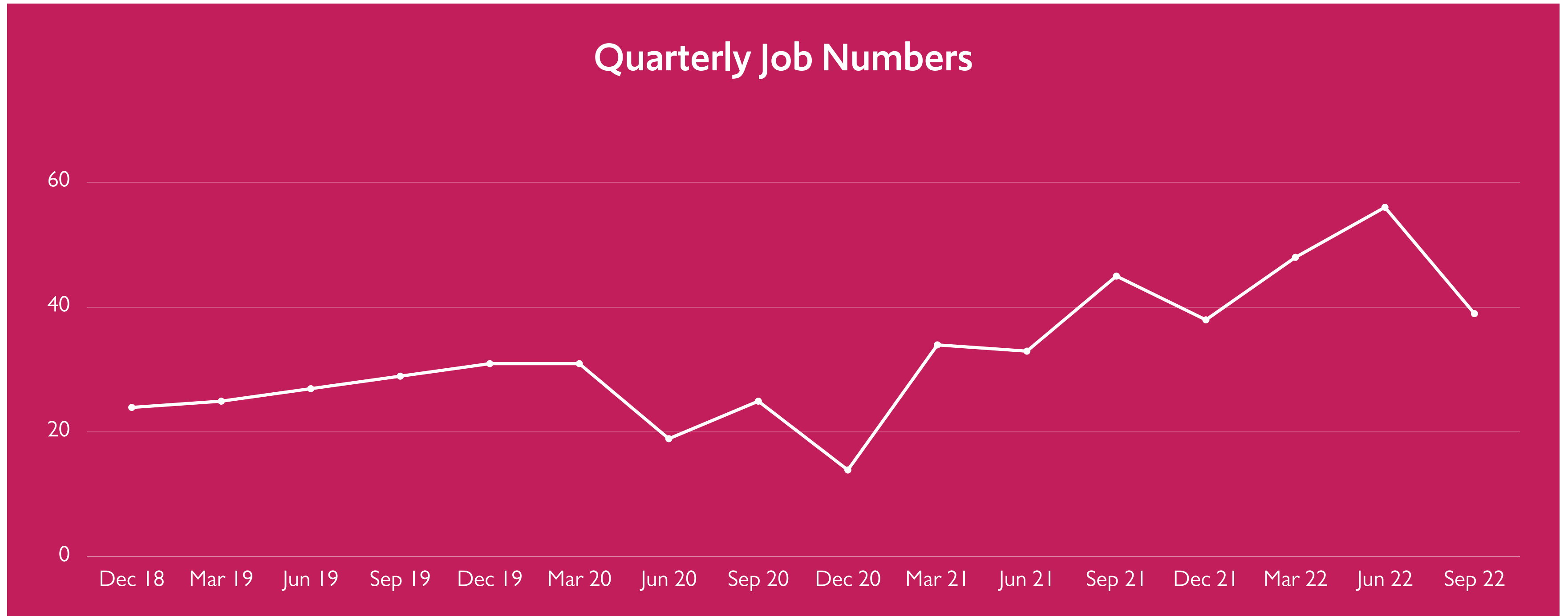
- The number of job ads this quarter was lower than last quarter: a total of 134 compared to 154 last quarter.
- Professional services organisations, including law firms, were again the biggest advertisers, doubling the next largest sector.
- The spike in Technology / Telecom roles has not sustained into this quarter. However, we're seeing a consistent trend in Banking/Financial Services and Corporate (including retail) which suggests organisations in these sectors are establishing and building privacy teams. This quarter, both sectors returned to the top three advertising sectors.
- There was a slight increase in the health, higher education and not for profit sectors continuing to advertise positions, although they remain the lowest three advertising sectors.
- The increase in positions for qualified lawyers we've seen over the last two quarters has slowed with legal counsel roles comprising 18% of all positions advertised down from 33% last quarter.
- The majority of job functions are still compliance focussed (almost 70% of the roles this quarter) 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 this quarter remains around \$145k, which is more commensurate with lower middle management rather than senior roles.
- We've seen a couple of entry level and graduate level positions advertised this quarter which is an interesting trend we'll keep our eye on.
- There is also growing references to privacy and security requirements including the IAPP certifications.

No. of Job Ads - Sep 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 July maintaining high numbers of positions advertised at 54, down from June at 56 (where June was a record). August and September numbers saw a dip to 41 and 39 respectively. These numbers are consistent with the same time last year.
- The spike in Technology / Telco roles was not sustained into this quarter but we're seeing a consistent trend in banking / financial services and corporate sectors.

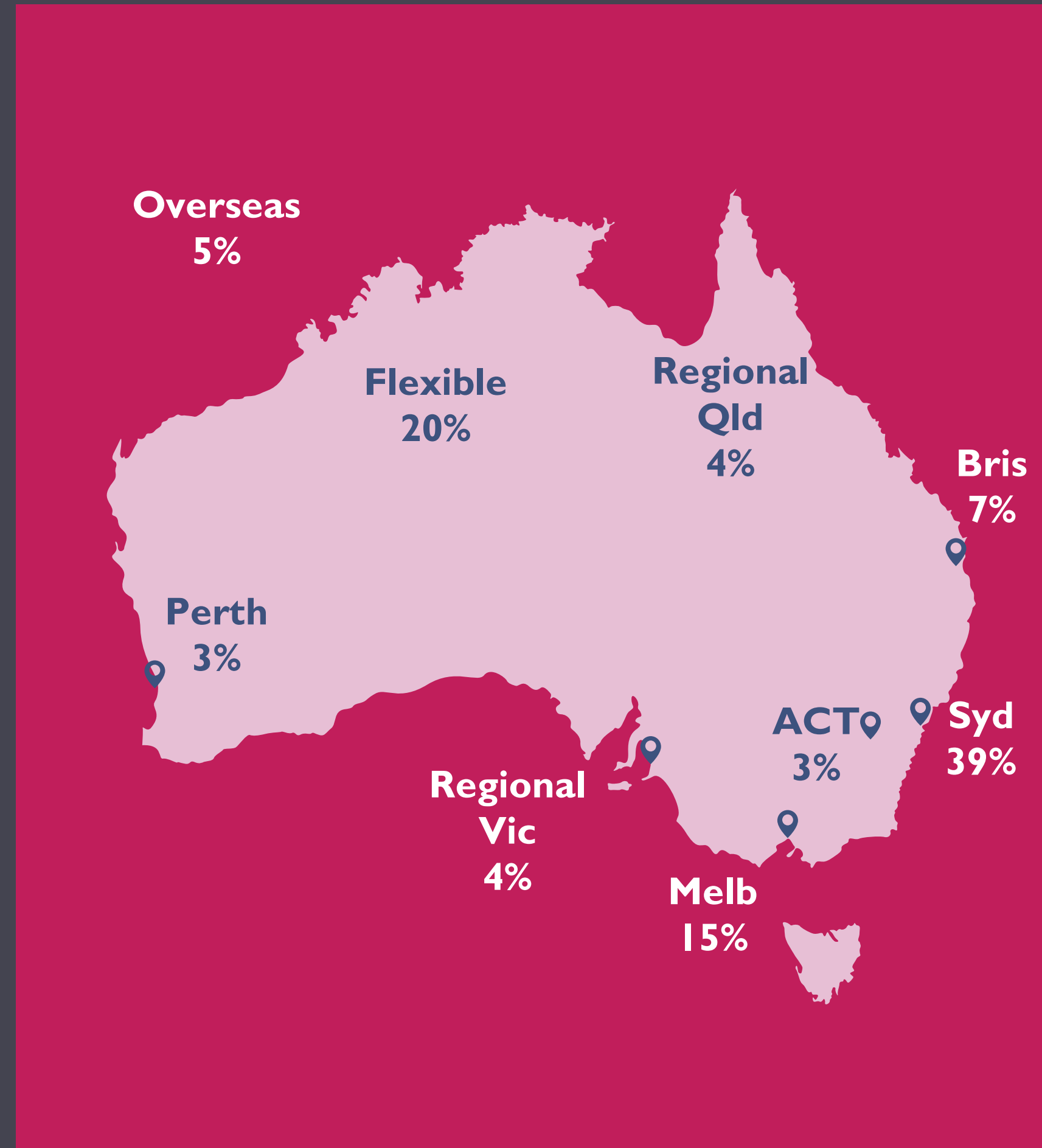


Quarterly Trend in Job Ads - Dec 2018 to Sep 2022

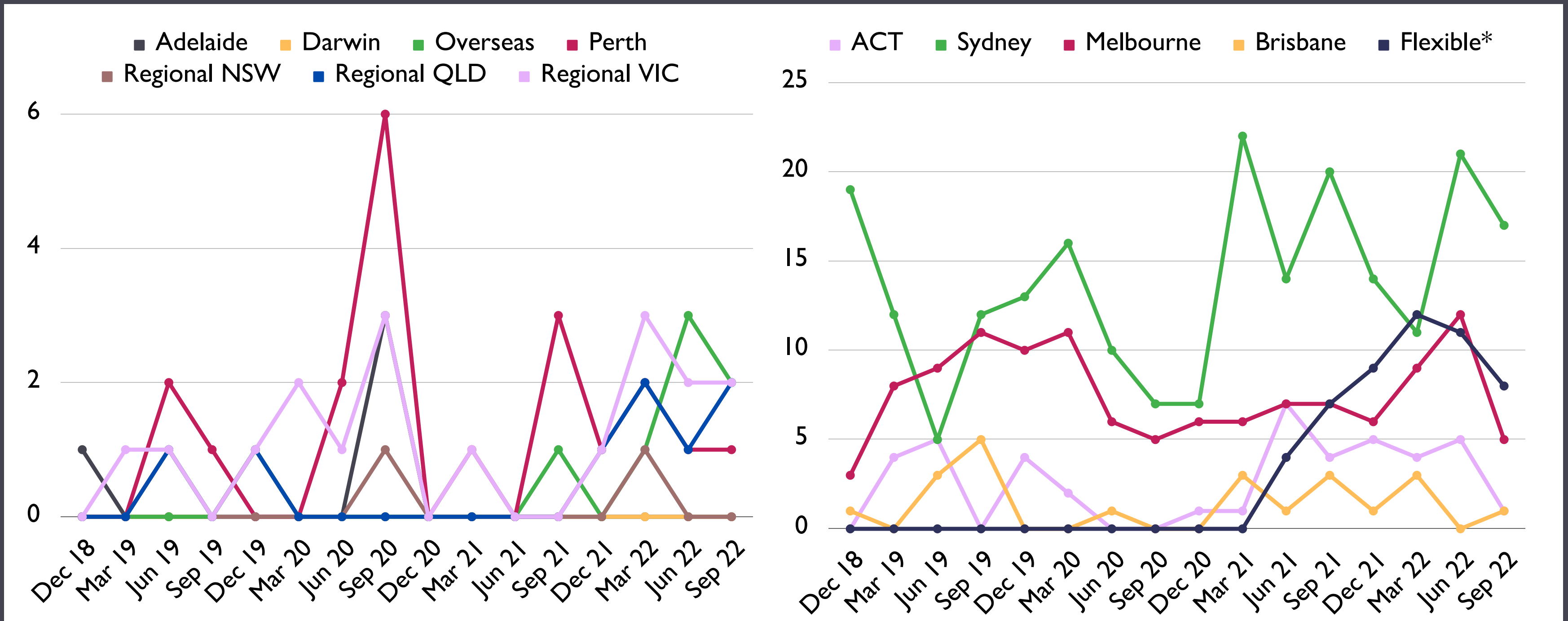


Location of Jobs - Jul to Sep 2022

- Sydney maintained its recent resurgent dominance with 40% of all jobs 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.
- Melbourne has stayed steady, and we've seen a small bump in regional roles this quarter.
- Positions specifically mentioning work from home or hybrid work options has improved from last quarter up from 21% to 46% this quarter.



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



Job Sector - Jul to Sep 2022

- Government roles have continued to drop, down from 33% of all roles advertised in Jan – Mar, to 17% in Apr – Jun and down again to 14% this quarter and have fallen out of the top three.
- The significant jump in technology firms advertising privacy positions we saw last quarter seems to have been a one off with a return to expected numbers around 7%. Corporate firms stayed steady, at 21%.
- We've seen a small jump in professional services organisations, up to 25% this quarter, while banking/financial services has increased again to 16% up from 11% last quarter.
- Higher education, health and not-for-profits continue to have very few advertised positions.

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Most Jobs



Professional Services
25%



Corporate
22%



Banking / Financial
16%

Fewest Jobs



Health
7%

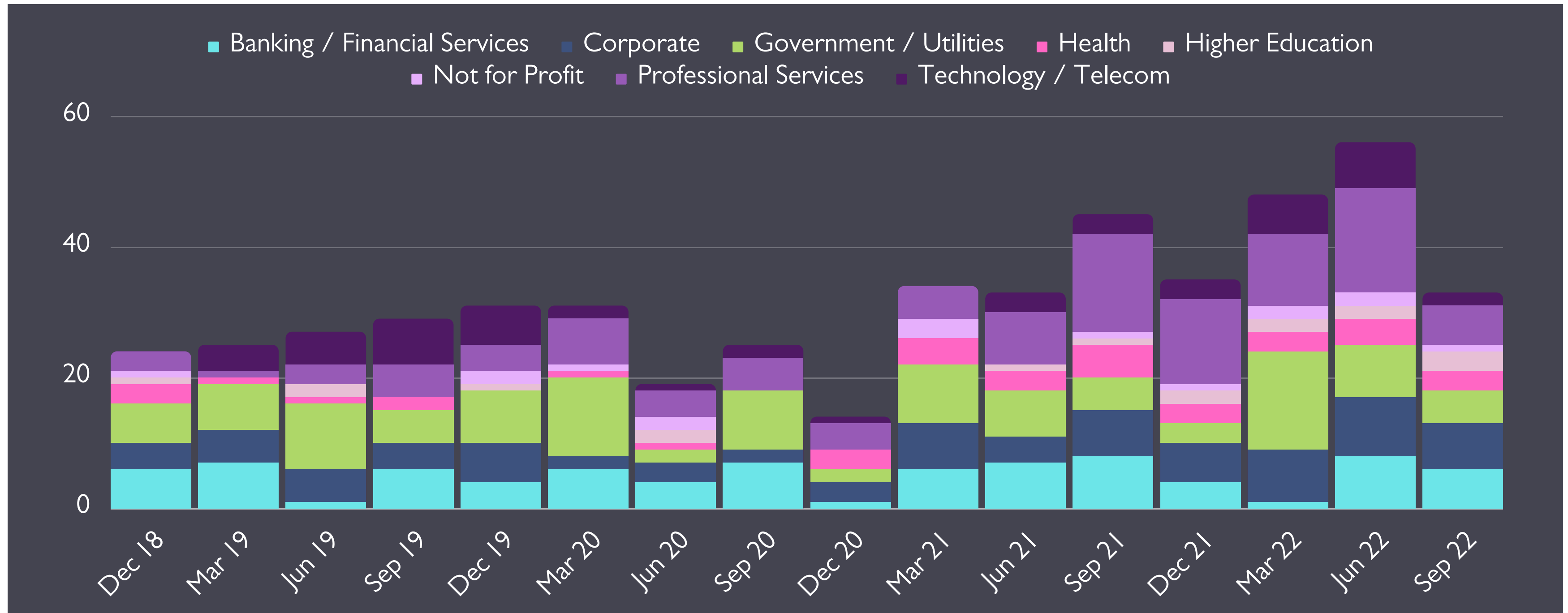


Higher Education
5%



Not for Profit
4%

Quarterly Trends for Job Sector - Dec 2018 to Sep 2022



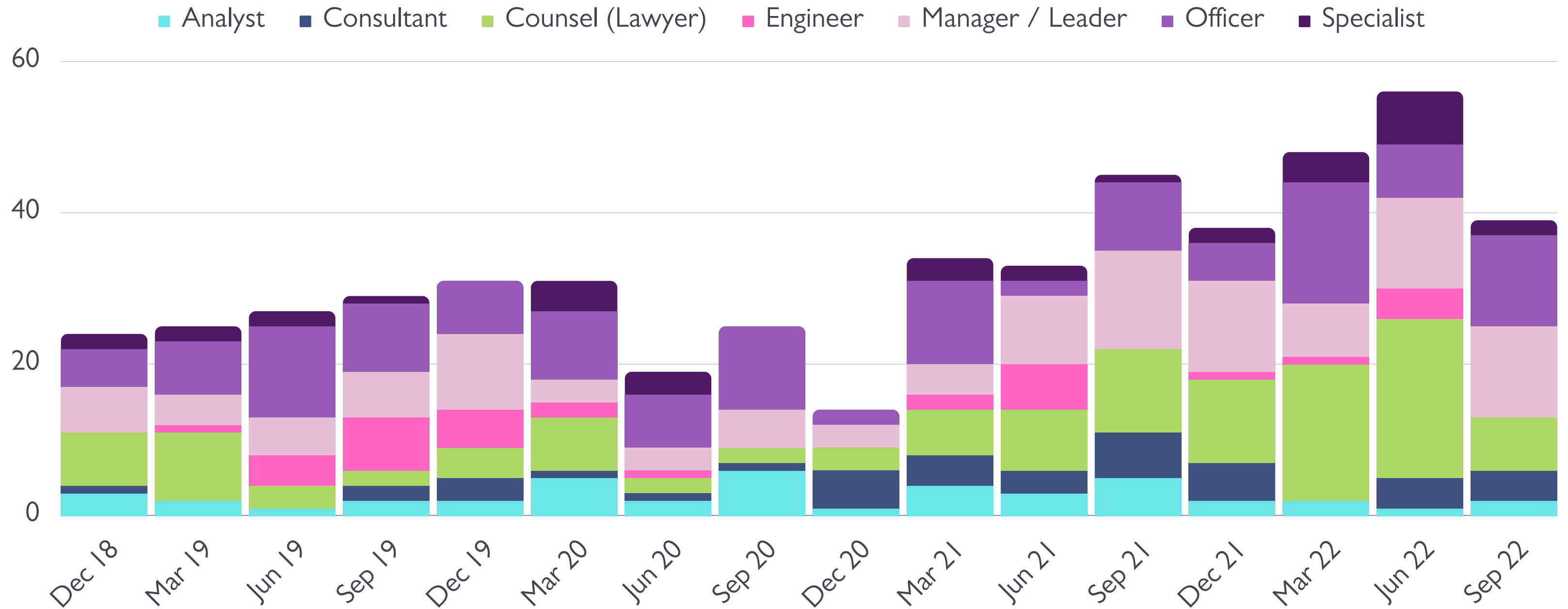
Job Titles - Jul to Sep 2022

- Consistent with last quarter, although with some movement among roles, the majority of advertised positions were for legal counsel (19% down from 33% last quarter), officers (33% up from 23%) and managers / leaders (28% up from 20%). With analysts (8), consultants (7) and specialists (6) slightly increasing in numbers but maintaining their low numbers comparative to last quarter. There were no engineer roles advertised this quarter (down from 11 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.
- The word 'Data' continues to appear 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

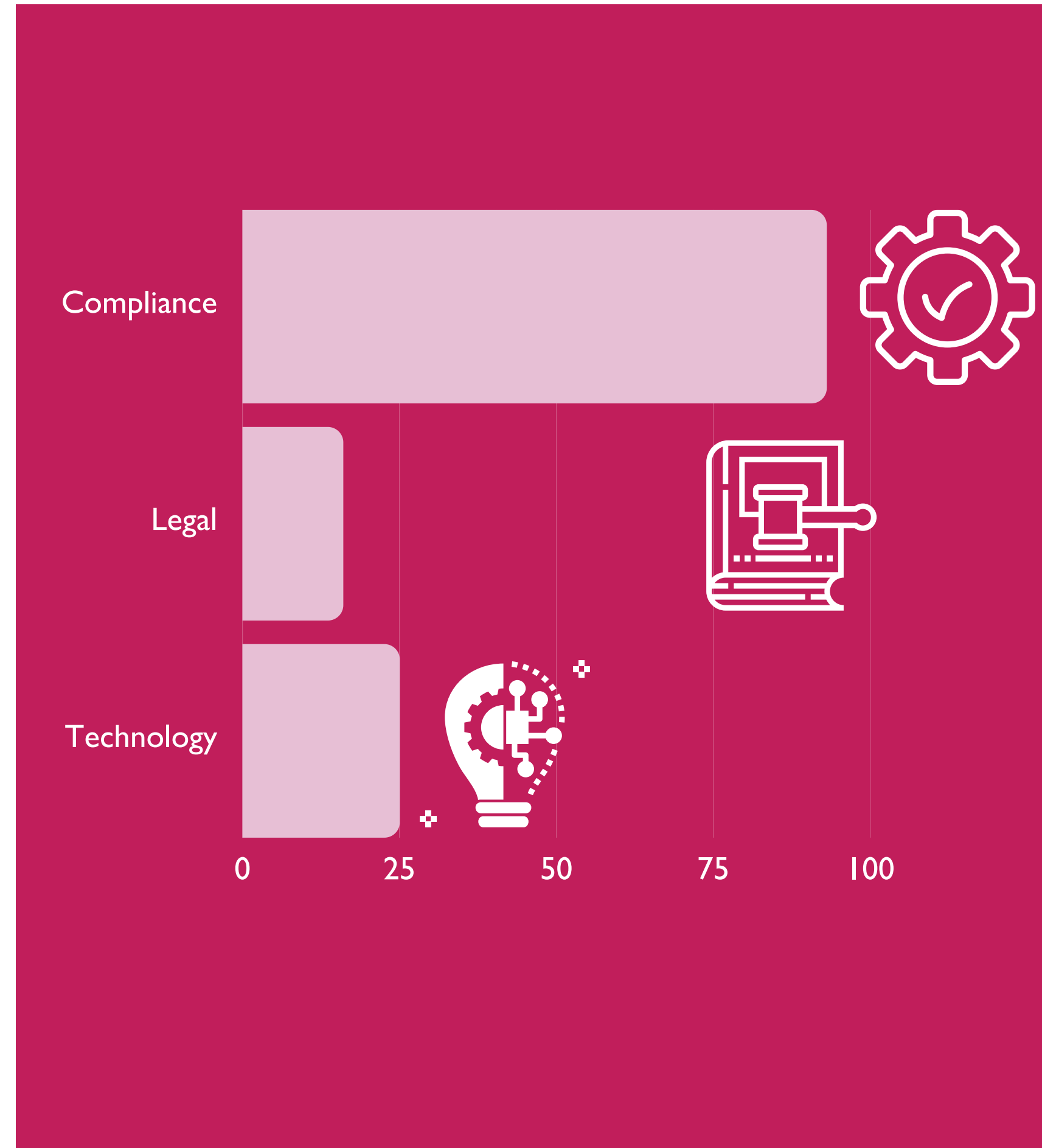


Quarterly Trends in Job Titles* - Dec 2018 to Sep 2022

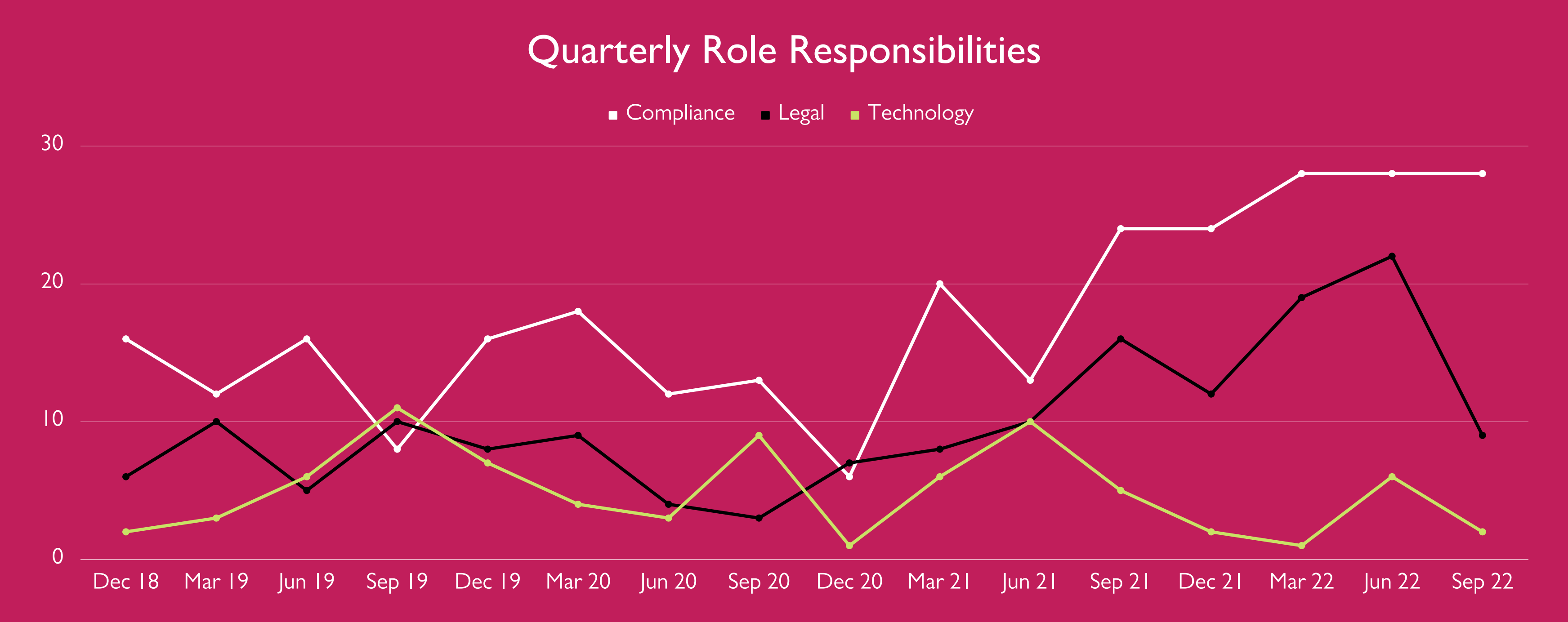


Role Responsibilities - Jul to Sep 2022

- While the number of ads looking for privacy practitioners with a legal degree remains high overall, we have seen a decrease of this requirement over the quarter.
- 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.
- We have seen 2 roles this quarter aimed at students studying for a relevant degree as part of graduate programs and a further entry level role which is an interesting trend we will keep our eye on.



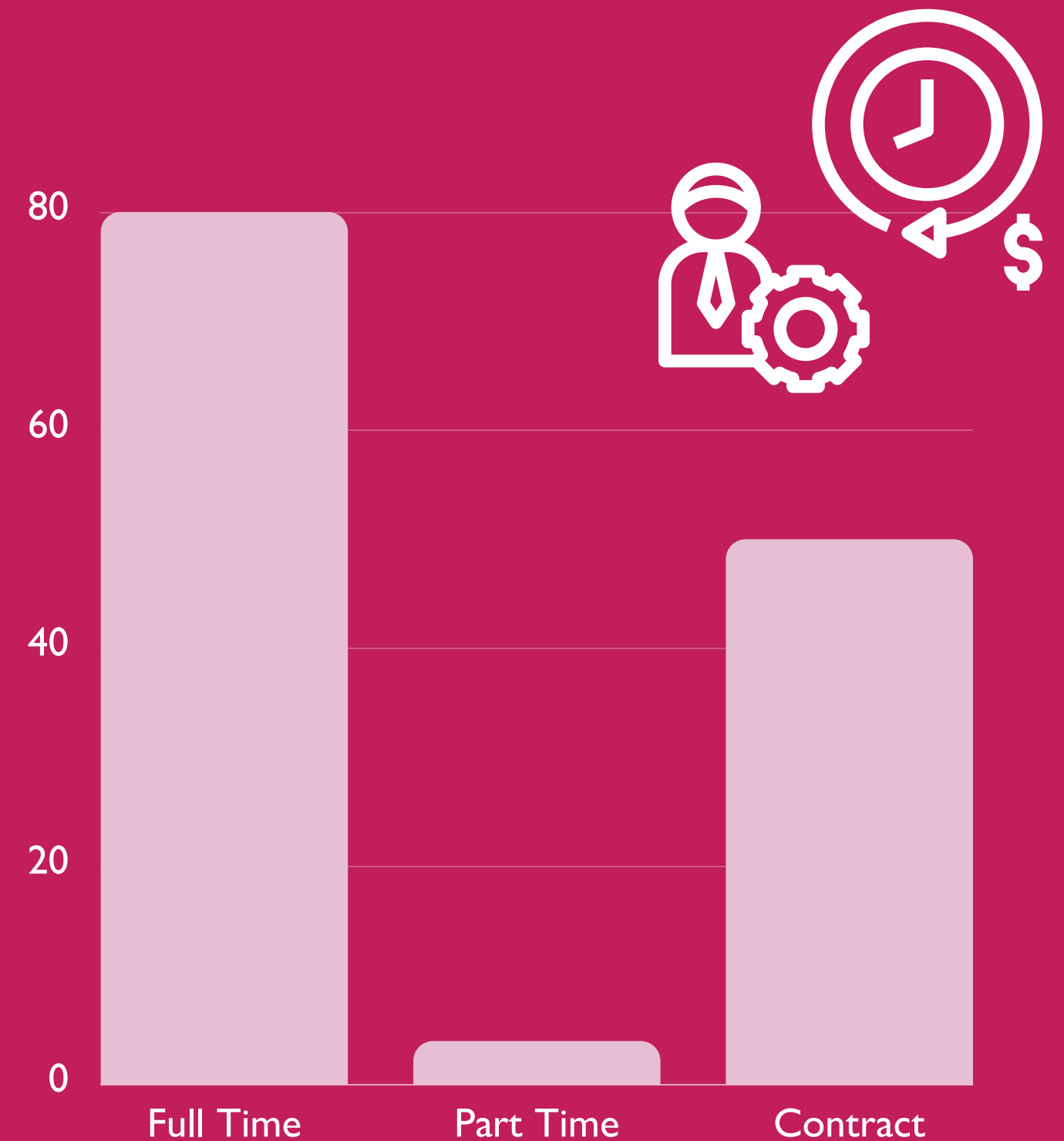
Quarterly Trend in Role Responsibilities - Dec 2018 to Sep 2022



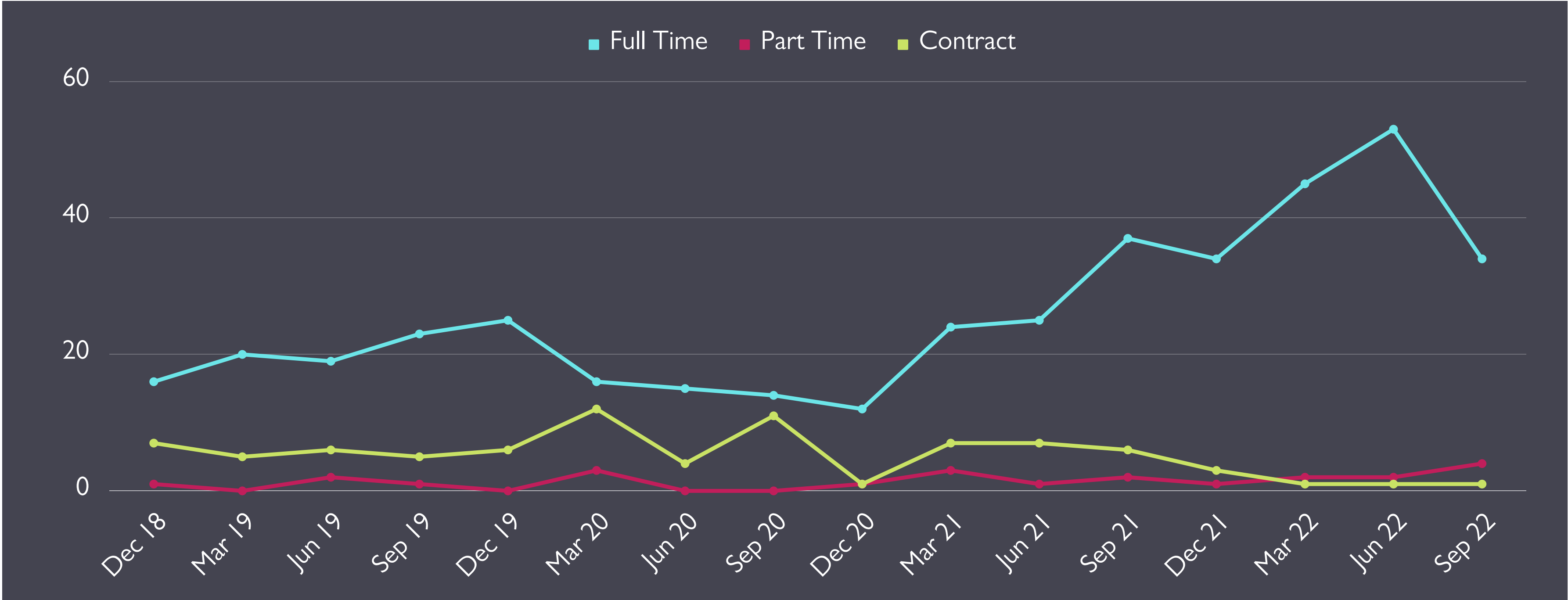
*Only job no.'s from the final month of the quarter are included

Type of Role - Jul to Sep 2022

- The break down between full time, part time and contract positions continue to be heavily focussed on full time work. However, we've seen a large increase in contract roles up from 4% last quarter to 37% this quarter.
- Readvertised roles over the quarter jumped back up from 26% last quarter, to 59% this quarter indicating many roles are proving difficult to fill.
- An increase in professional services firms advertising may reflect that where organisations are struggling to fill their own positions, they are relying more on professional services firms to meet need.



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



*Linked In jobs were included for the first time in Sep 2021
*Only job no.'s from the final month of the quarter are included

Salaries - Jul to Sep 2022

- Again there was a wide range of salaries during the quarter. The lowest had a starting point for their range of \$78,835 (inc super) and the highest went up to \$215,475 (inc super) at the top end of the available range.
- More advertised roles over the quarter displayed a salary range with around 22% of all jobs, compared to 18% last quarter. This is contributing to the overall trend for more jobs to show salary ranges.
- A total of 13 contract roles specified salary ranges, all per annum, and ranging from \$86,247 to \$244,205 inc of super.

Average Salaries



\$152,655

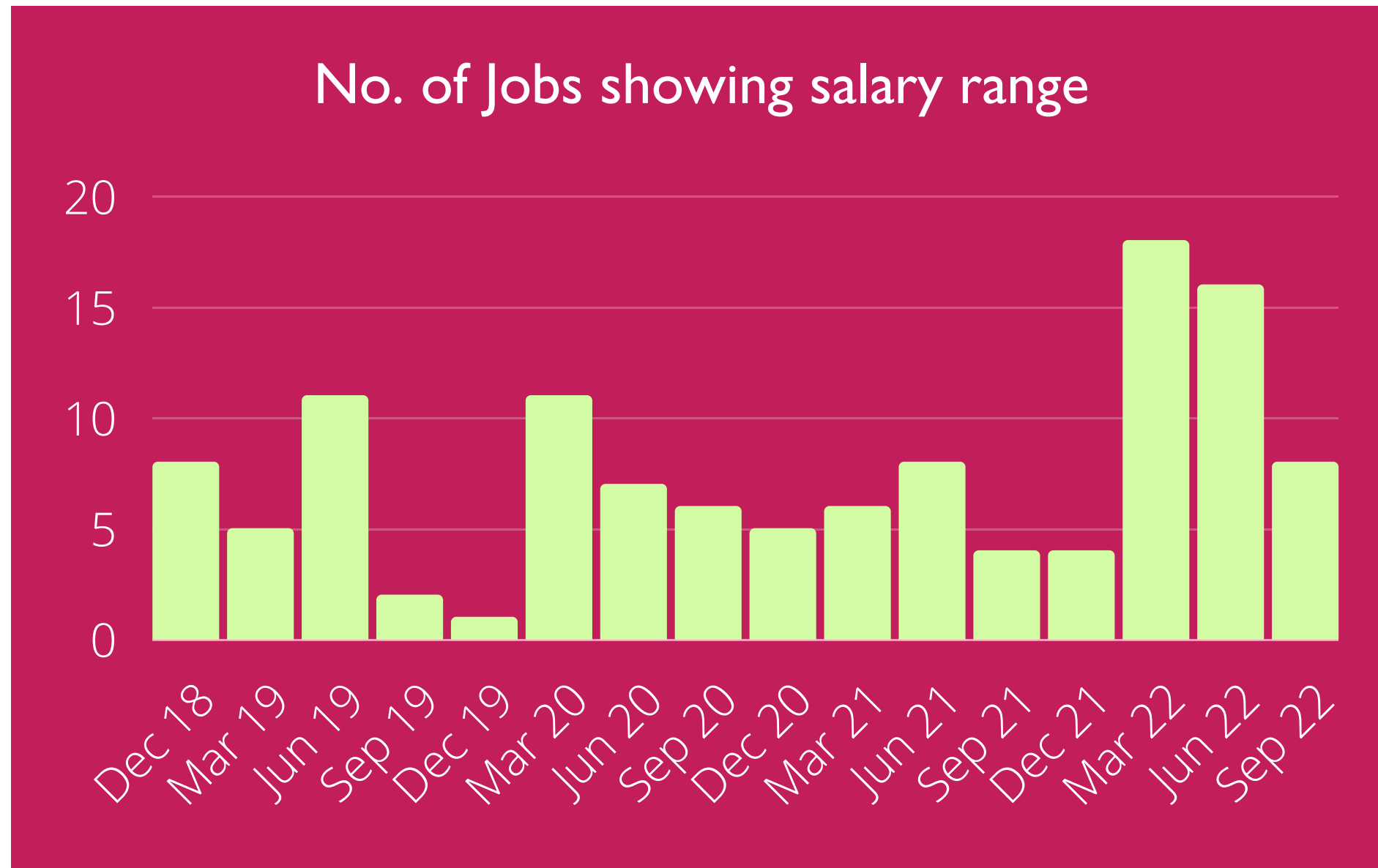
The infographic features a central vertical stack of elements. At the top is the text '\$152,655' in large white font. Below it is 'Contract pa (inc super)' in smaller white font. In the middle is a large white dollar sign icon with a smaller white 'S' inside a circle. Below that is '\$148,596' in large white font. At the bottom is 'Full time pa (including super)' in smaller white font. The background is a dark red color with faint, stylized icons of a fan of money and two stacks of coins.

Contract pa
(inc super)

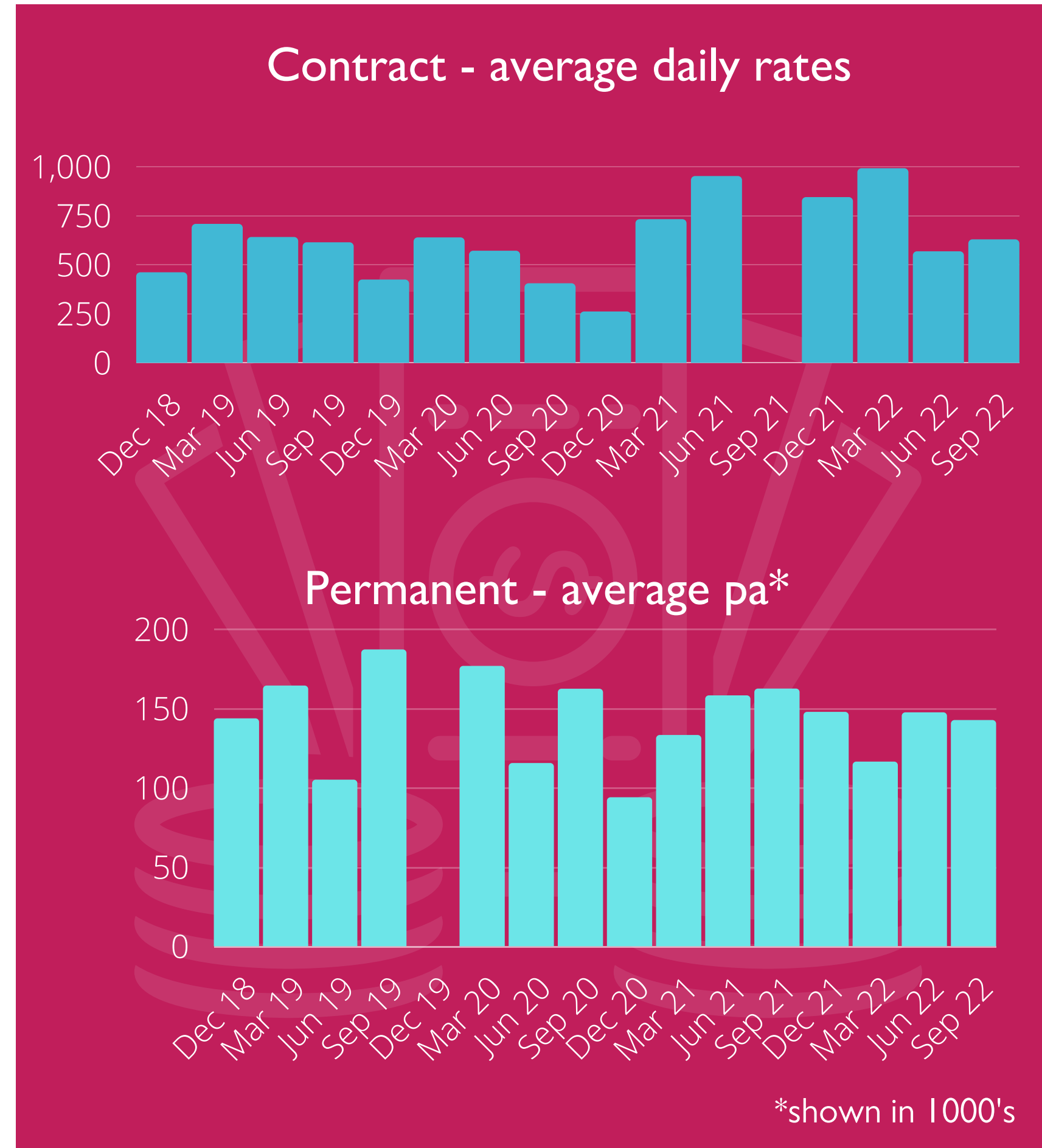
\$148,596

Full time pa
(including super)

Quarterly Trends for Salaries - Dec 2018 to Sep 2022



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Experience, Qualifications and Certifications - Jul to Sep 2022

- For those roles where a number of years experience was specified, the shortest time was 1+ years. The longest prior experience requirement was for 10+ years for four positions.
- The most common experience requirement was for 5+ years with 23 roles, followed by 3+ with 16 roles.
- 29% of roles referred to privacy (or security) certifications being desirable or required. Certifications mentioned were: CIPM, CIPP, CIPT, CISM and CDPSE. This is consistent with the 28% we saw last quarter, demonstrating that these qualifications are becoming a standard consideration in the privacy space.
- 49% of all positions required the candidate to be degree qualified, which is slightly down from last quarter. 48% of those positions that required a degree, specified a law degree. 2 roles specified a degree in Computer Science and 1 position required a PhD. All other roles requiring a degree could come from any relevant field.



**No Entry
Level Jobs**

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 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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