

Australian Privacy Job Report

- Dec 2022



Summary of findings Dec 2022

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

Main findings:

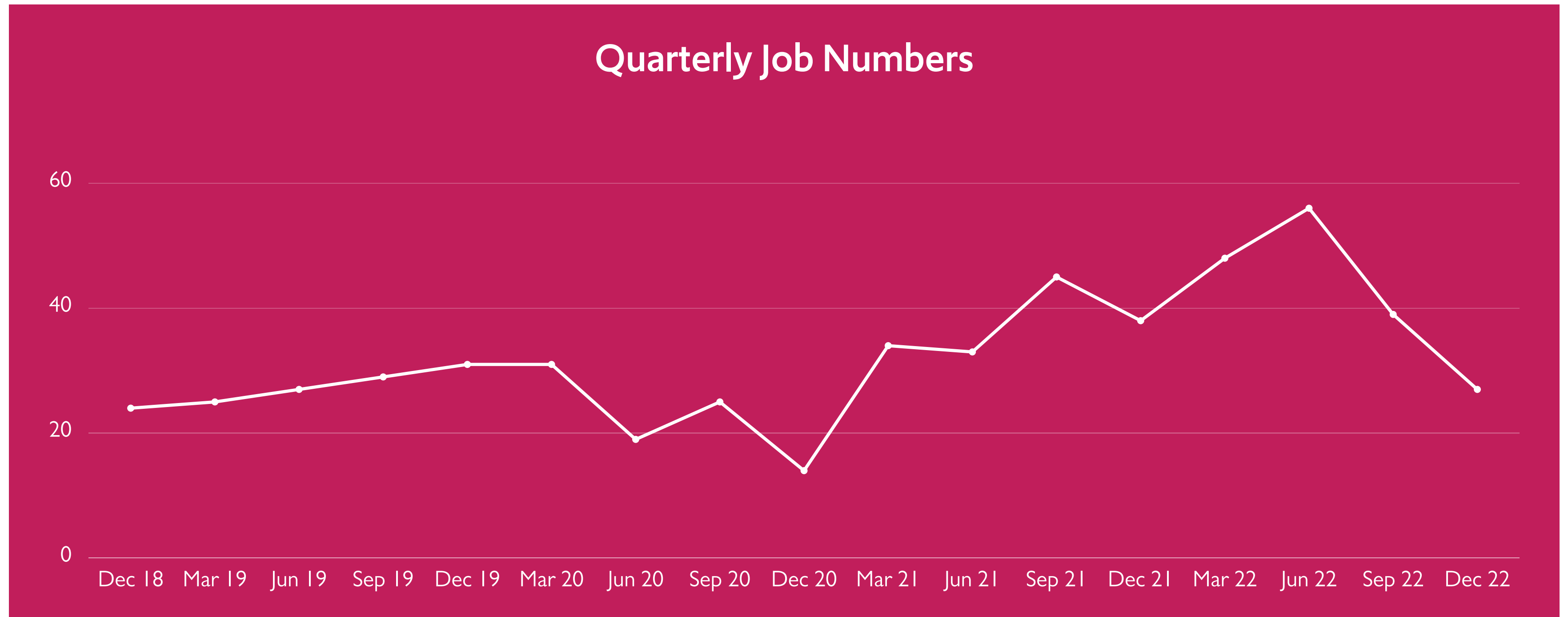
- The number of job ads this quarter was sharply lower than last quarter: a total of 85, compared to 134 last quarter and 154 for the June Quarter, perhaps reflecting a drop in general business confidence.
- The number of jobs advertised each month during the December 2022 quarter stayed consistent (average of 28 each month).
- There was a significant drop in advertised roles with Professional services organisations, including law firms. Instead government was the biggest advertising sector in the quarter.
- There was a slight increase in the health sector although with, higher education and not for profit, these sectors remain the lowest three advertising sectors.
- Sydney remained the preferred location for privacy practitioners. Over the quarter there were no advertised positions in Adelaide or Perth, although there were regional roles advertised in Qld and Victoria.
- There was a move away from positions for qualified lawyers, with privacy managers and officers being in higher demand. Again this is probably linked to the drop in roles with professional services organisations.
- The majority of job functions are still compliance focused (almost 78% of the roles this quarter).
- 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. The highest advertised salary was \$190k + super for an Associate Director – Privacy with KPMG.
- There were fewer references to privacy and security certifications, perhaps again reflective of the move to government rather than professional services firms as advertisers.

No. of Job Ads - Dec 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.
- The number of jobs advertised in each of October, November and December was largely consistent at around 28 per month with a small drop in December (which is usual). However, it does represent a decline from the high of 56 positions advertised in June (which was the highest number of jobs advertised since this reporting began).
- The number of advertised jobs this quarter is more consistent with the numbers of jobs advertised in March 2020 (during COVID).
- The decline in advertised positions could represent a drop in business confidence particularly as a large part of the drop in number can be attributed to professional services organisations (covered below).

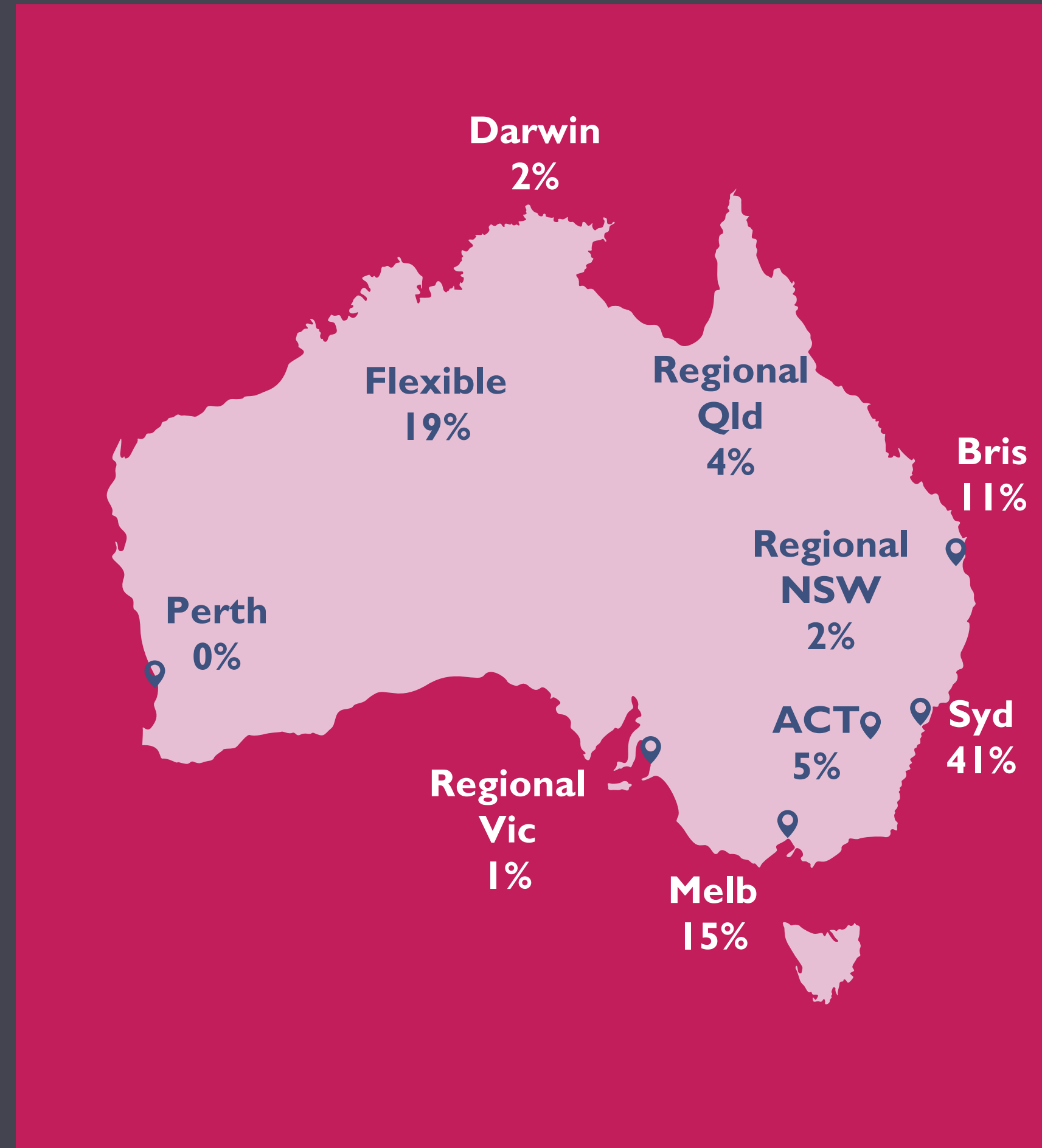


Quarterly Trend in Job Ads - Dec 2018 to Dec 2022

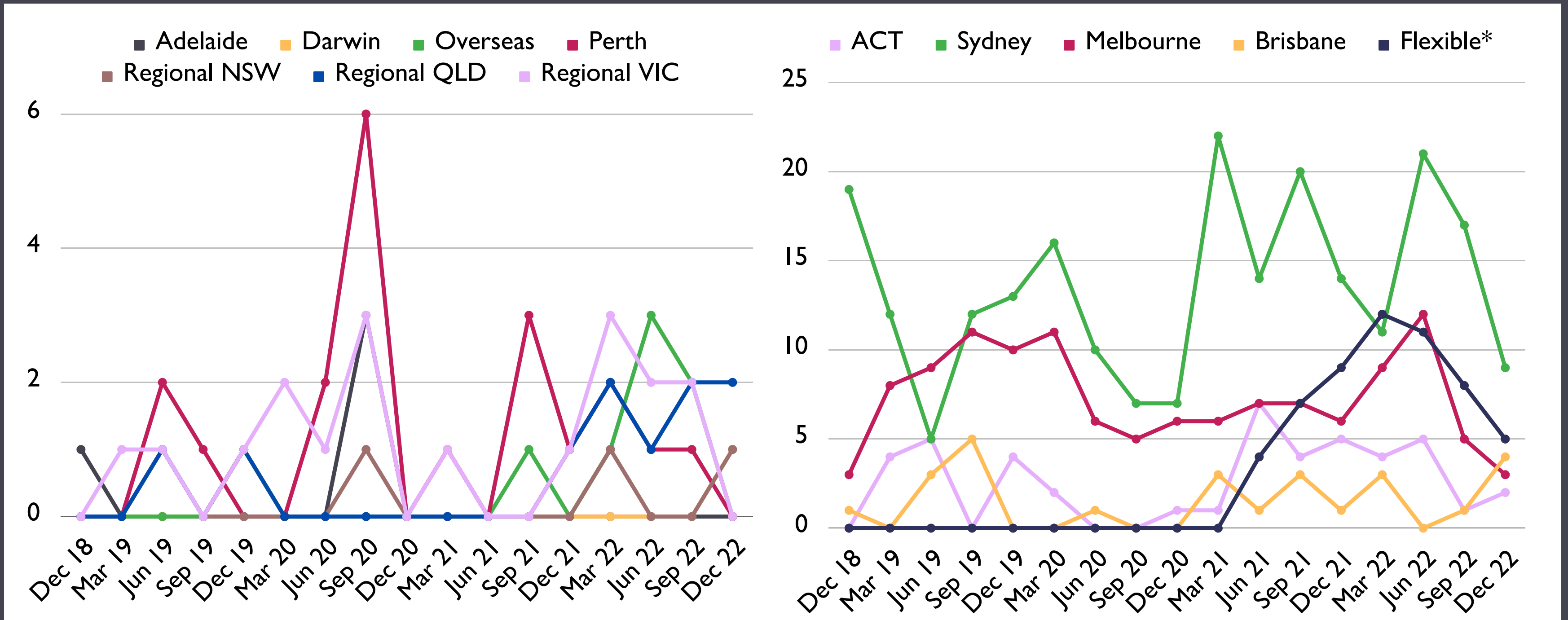


Location of Jobs - Oct to Dec 2022

- Sydney continues to be the main location for privacy roles with 41% of all jobs this quarter. Flexibility of location was available in 19% of roles, slightly up from 18% of roles last quarter, 20% the previous quarter and 24% at its highest.
- Melbourne has stayed steady, and we've seen a small bump in regional roles this quarter (in Victoria and Queensland and 1 role in Darwin). There were no advertised positions in Adelaide or Perth.
- 27% of positions specifically mentioned work from home or hybrid work options, down from a high of 46%.



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



Job Sector - Oct to Dec 2022

- Following a drop over the last two quarters (14% in the September Quarter), government took the top spot for both number of roles (30) and the % of total advertised positions (35% of all roles).
- The biggest drop was the professional services sector, falling to 16% of the total, from 25% in the previous quarter. Corporate advertisers also dropped from 21% to 14%.
- Technology firms remained consistent at around 7% (6 roles in total over the period). As did the banking/financial services at 13% (11 positions), down from 16% last quarter and up from 11% in the quarter before.
- We saw a rise in health sector roles – a total of 6 for this quarter.
- Higher education and not-for-profits continue to have few advertised positions.

Most Jobs



Professional Services
16%

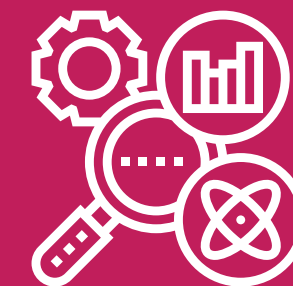


Corporate
14%



Government /
Utilities
35%

Fewest Jobs



Research
1%

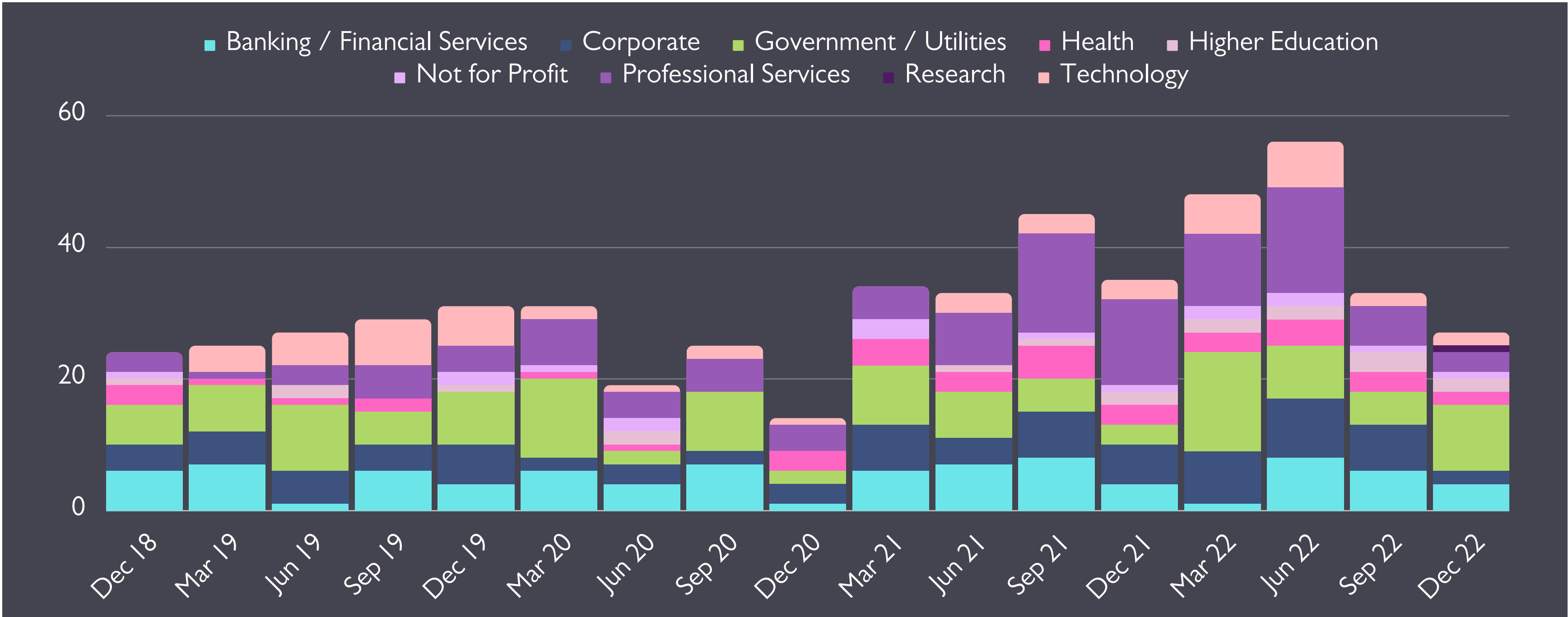


Higher Education
4%



Not for Profit
2%

Quarterly Trends for Job Sector - Dec 2018 to Dec 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

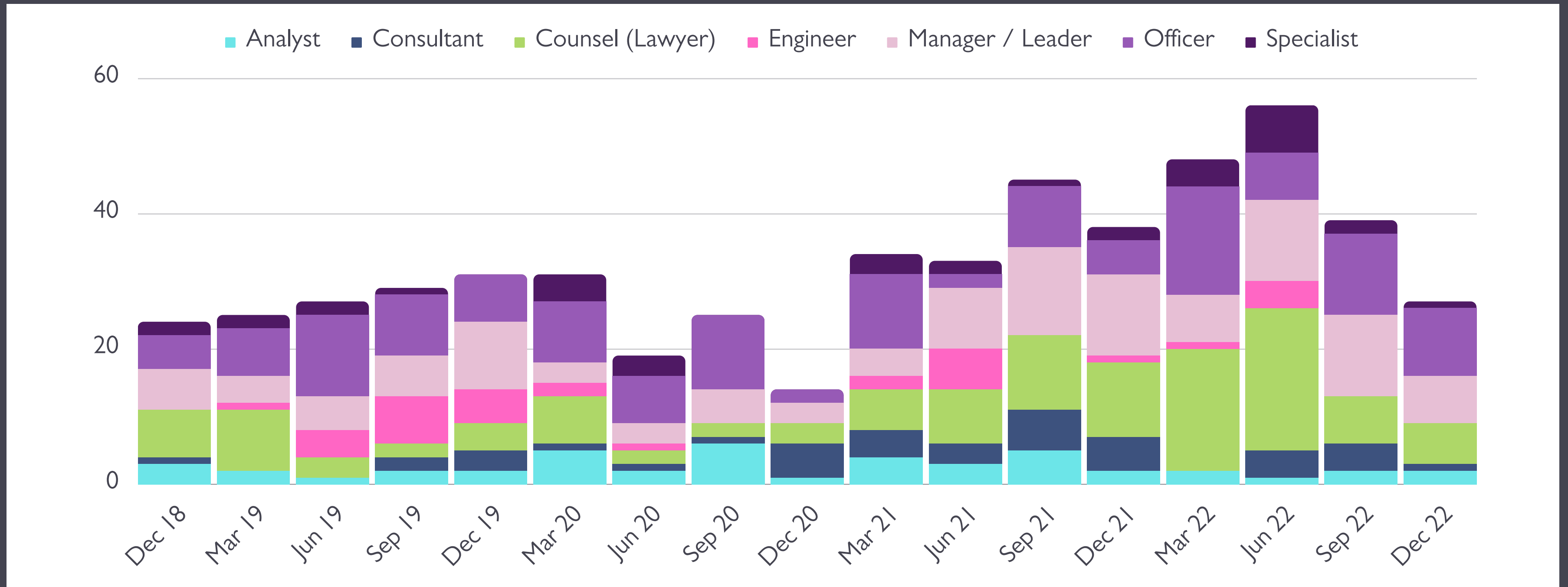
Job Titles - Oct to Dec 2022

- Unlike previous quarters, the majority of advertised positions were for privacy managers / leaders (34%, up from 28% in the previous quarter and 20% in the quarter before that). Second most popular role was privacy officer, at 31.8%.
- Legal counsel roles continued to decline (16.5%, down from 19% last quarter and 33% the quarter before). This is consistent with the fall in professional service firm advertisements.
- Analysts (3), consultants (6) and specialists (6) stayed around the same. There were no engineer roles advertised this quarter (compared to 11 in the June 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.

Most Common

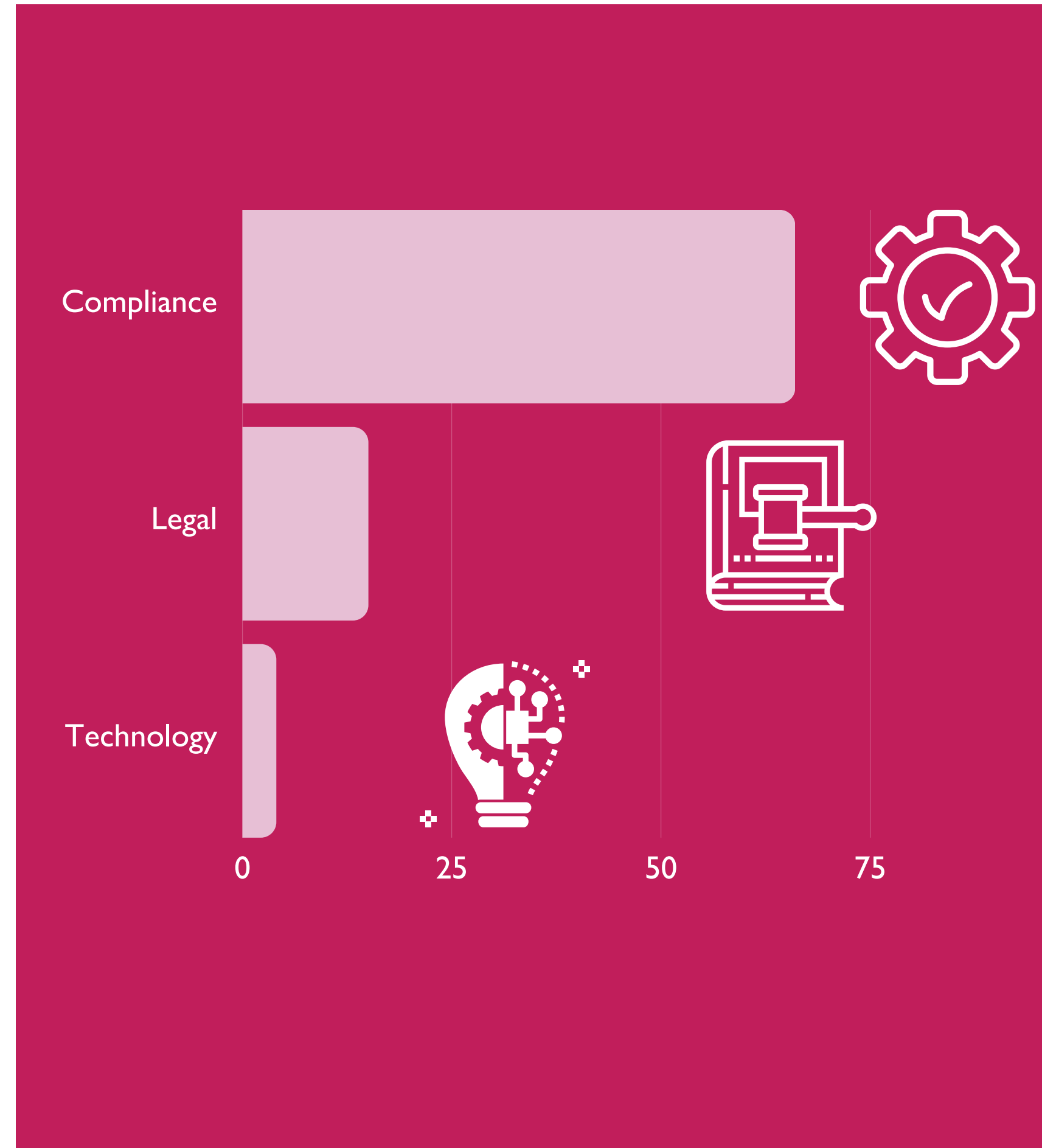


Quarterly Trends in Job Titles* - Dec 2018 to Dec 2022

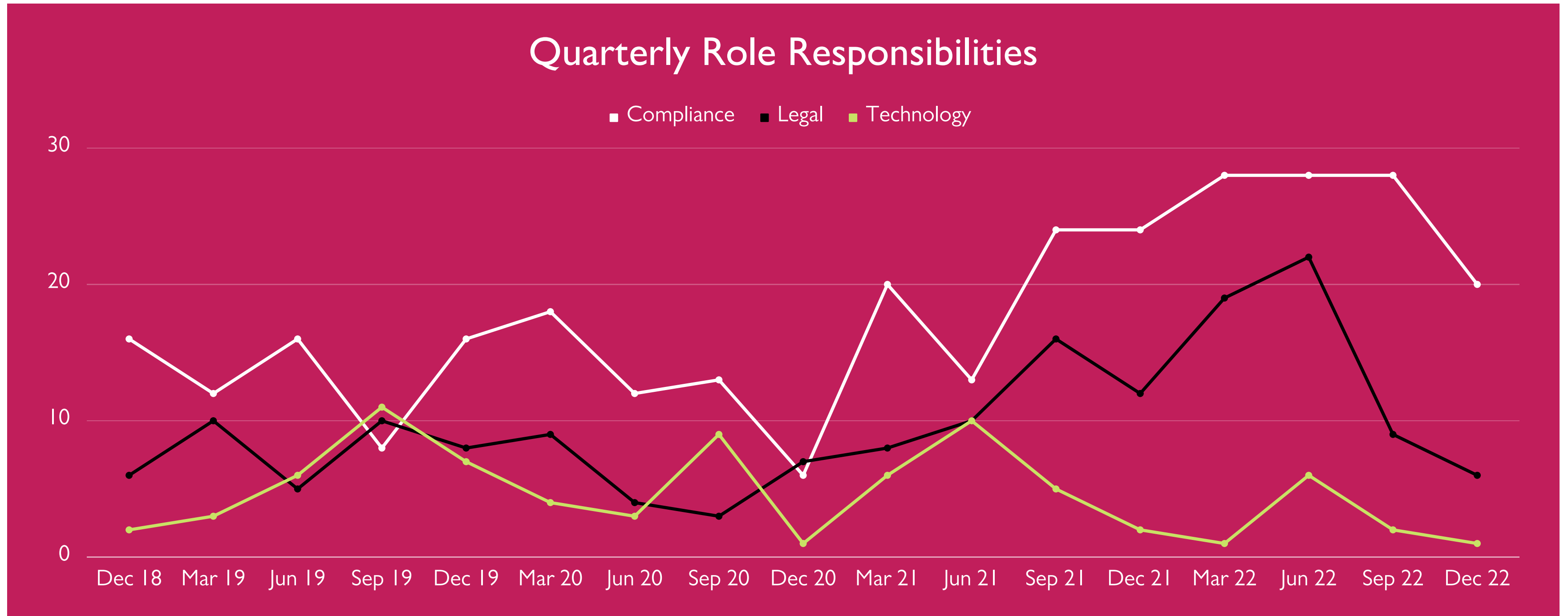


Role Responsibilities - Oct to Dec 2022

- 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.
- There were no positions that seemed to be aimed at graduates or entry level people. There were positions for privacy case managers with a ‘high-profile Federal government’ agency that provided the opportunity to ‘obtain and/or further sought-after privacy skills.’ However, even these roles required experience in complex case management and ‘a background in privacy, data breaches or a degree in law (desirable).’

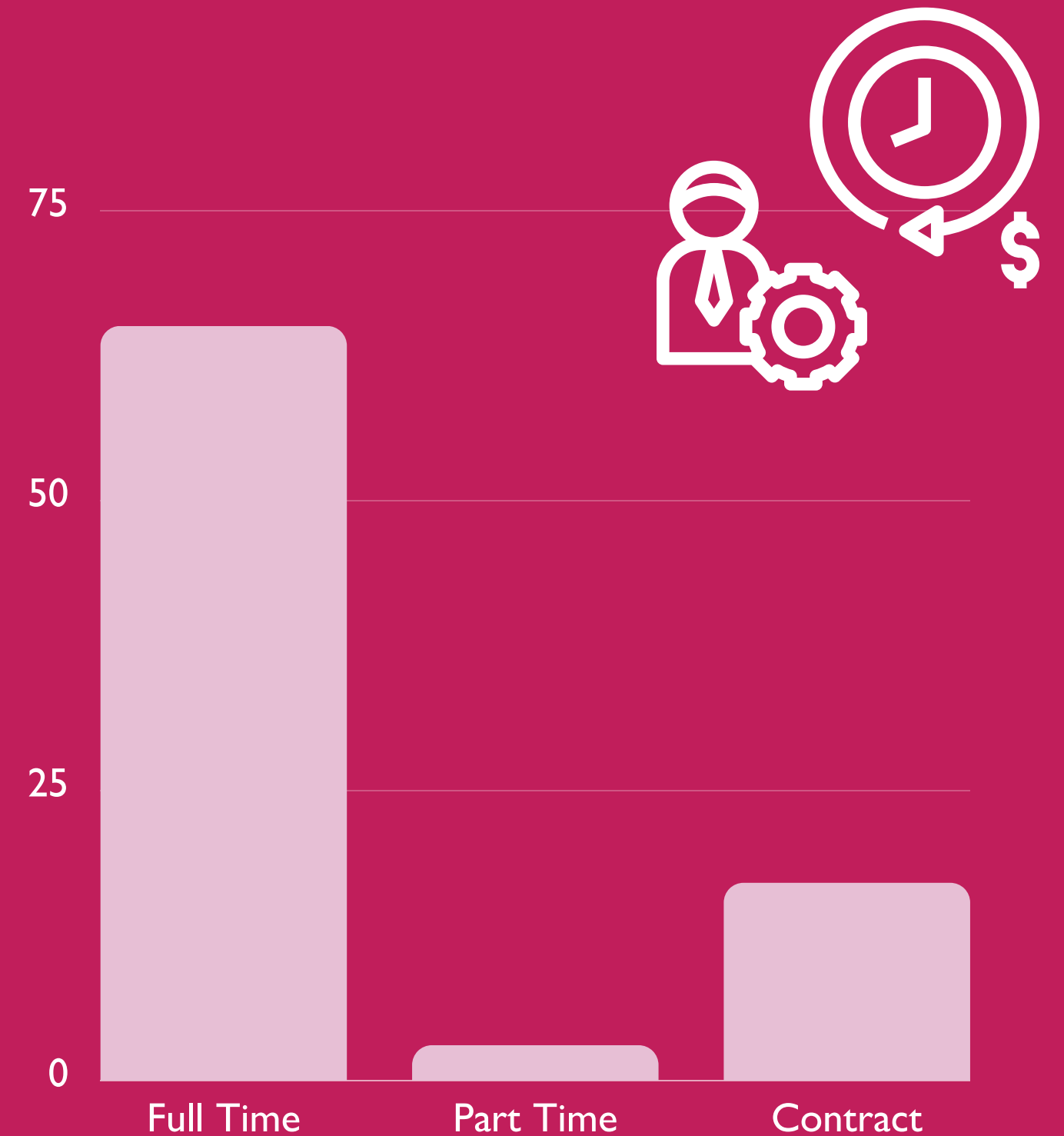


Quarterly Trend in Role Responsibilities - Dec 2018 to Dec 2022

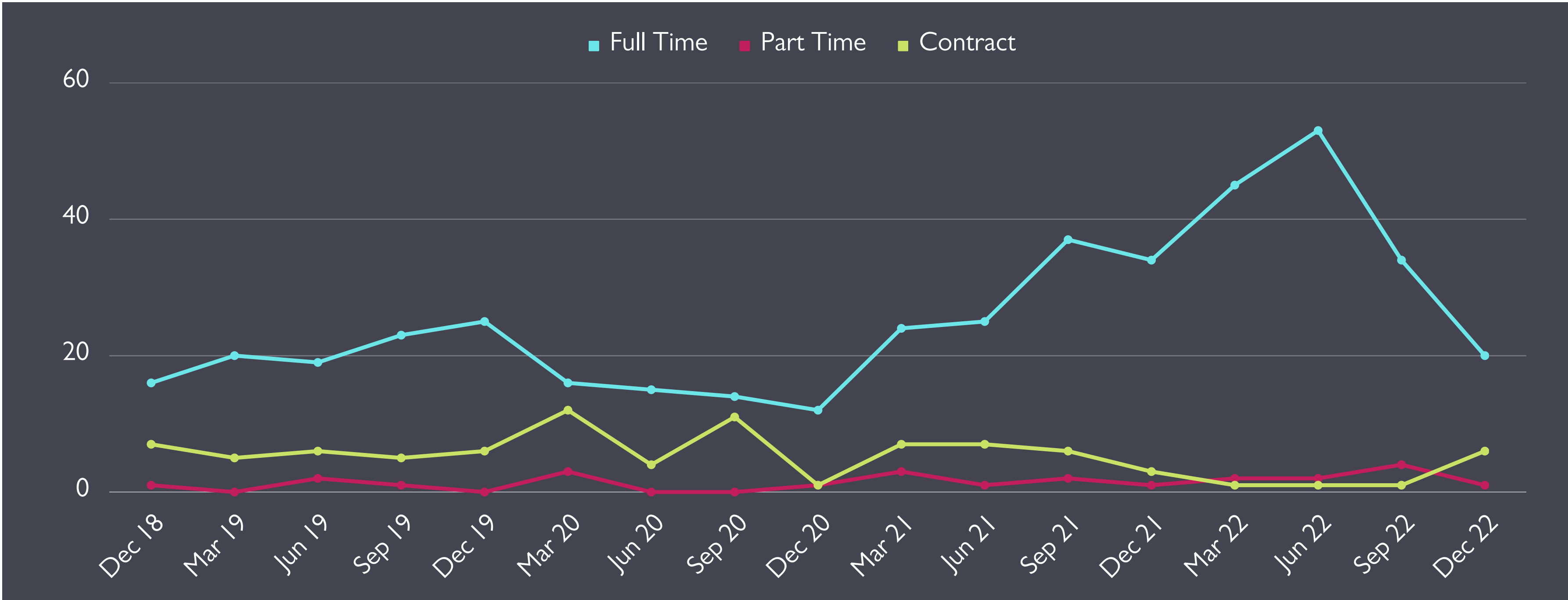


Type of Role - Oct to Dec 2022

- The break down between full time, part time and contract positions show that privacy roles continue to be heavily focused on full time work. This quarter sees a drop in contract roles back to 20%, compared to 37% in the September quarter and 4% in the June quarter.
- The comparative rise in contract vs permanent roles is probably again reflective of the rise in government employers and concern about the economy going forward.
- Only 4% of roles were for part time work. There also seems to be a move away from offering 'hybrid' working. A hybrid working model was offered in 27% of roles, down from a high of 41%.



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

- 40% roles over the quarter displayed a salary range, up from 22% last quarter, and 18% in the June quarter. This suggests a growing tightening in the market.
- The highest paying role in the quarter was for as Associate Director - Privacy with KPMG, offering a salary of \$190,000.
- The lower paid roles included an FOI& Privacy Officer contract position with a Victorian Local Council offering \$34 - \$45 per hour.
- For permanent roles, the most common salary range offered was between \$126,000 - \$175,000 inc super (10 roles).
- 8 contract roles specified salary ranges. The most common rate(4 roles) was between \$800 - \$1,000 per day, with 3 roles at less than \$650 per day. Only 1 role was for more than \$1,000 per day.

Salary Ranges

- most common ranges

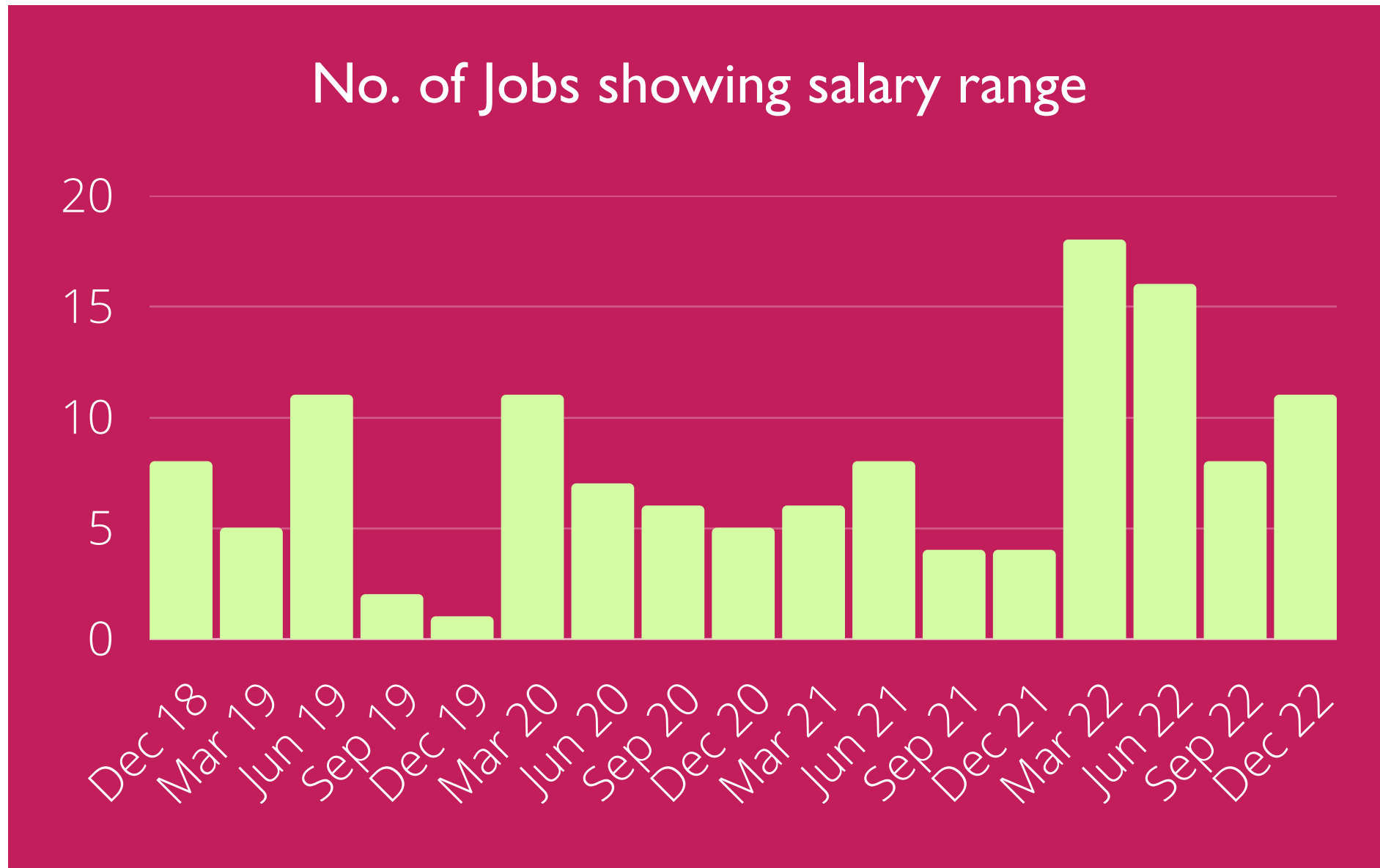
\$801 to \$1000 p/d

Contract pa
(inc super)

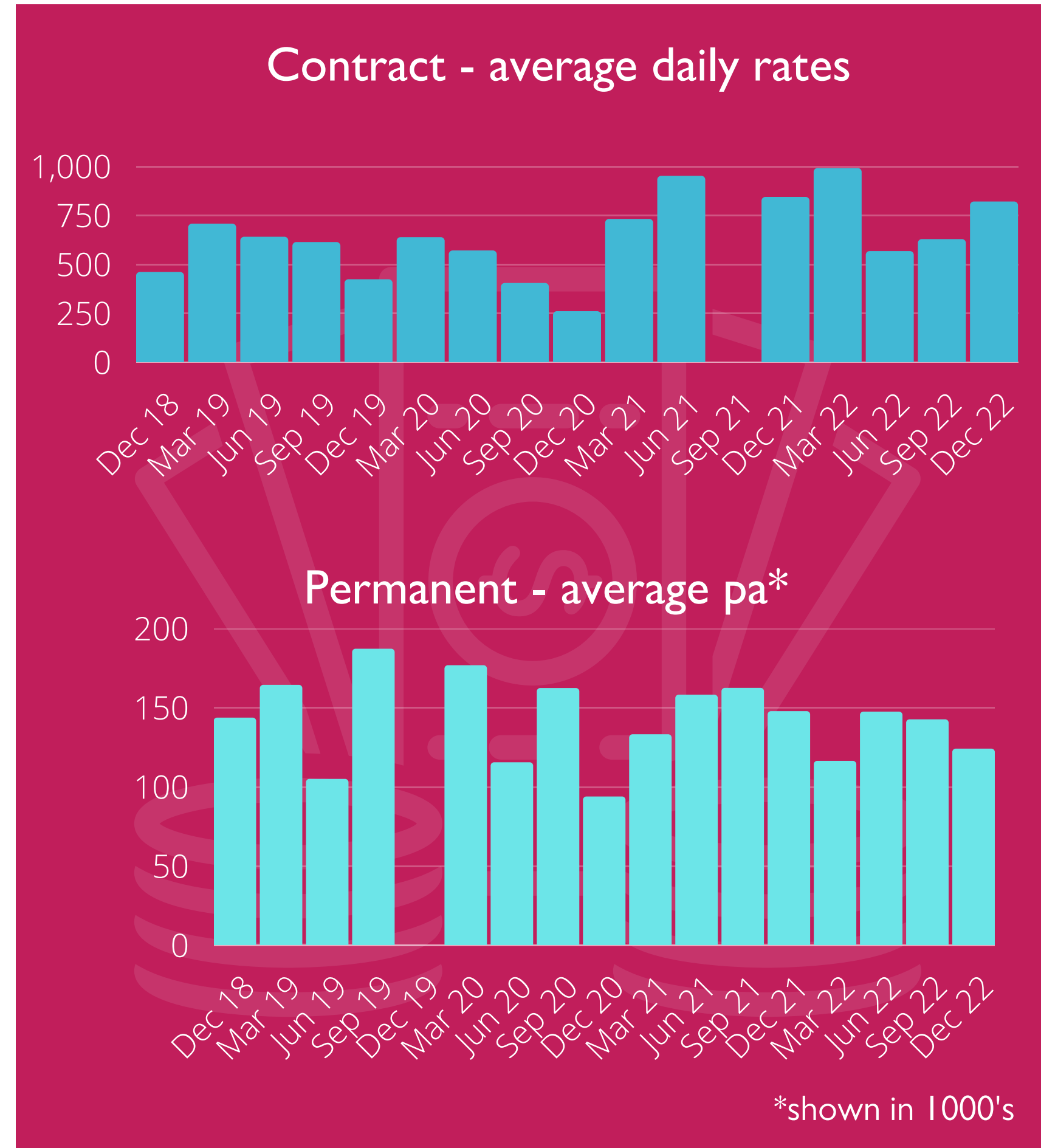
\$126,000 to \$175,000

Full time pa
(including super)

Quarterly Trends for Salaries - Dec 2018 to Dec 2022



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Experience, Qualifications and Certifications - Oct to Dec 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 8+ years for two positions.
- It does seem that experience requirements are dropping. There was a pretty even split between roles requiring 1 – 3 years experience (11), 3 + years (10) and 5+ years (13).
- Only 15% of roles referred to privacy (or security) certifications being desirable or required, down from 29% last quarter, and 28% from the previous quarter. Certifications mentioned were: CIPM, CIPP, CIPT, CISM and CDPSE.
- 45% of all positions required the candidate to be degree qualified, down from last quarter. Of the 38 positions that required a degree, 15 of those specified a law degree.



**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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