
Australian Privacy Job Report

- January to
June 2023



Summary of findings June 2023

This report outlines our major findings for the six months of Jan to Jun 2023. It also shows the trends from our analysis of privacy jobs advertised between Dec 2018 and Jun 2023.

Main findings:

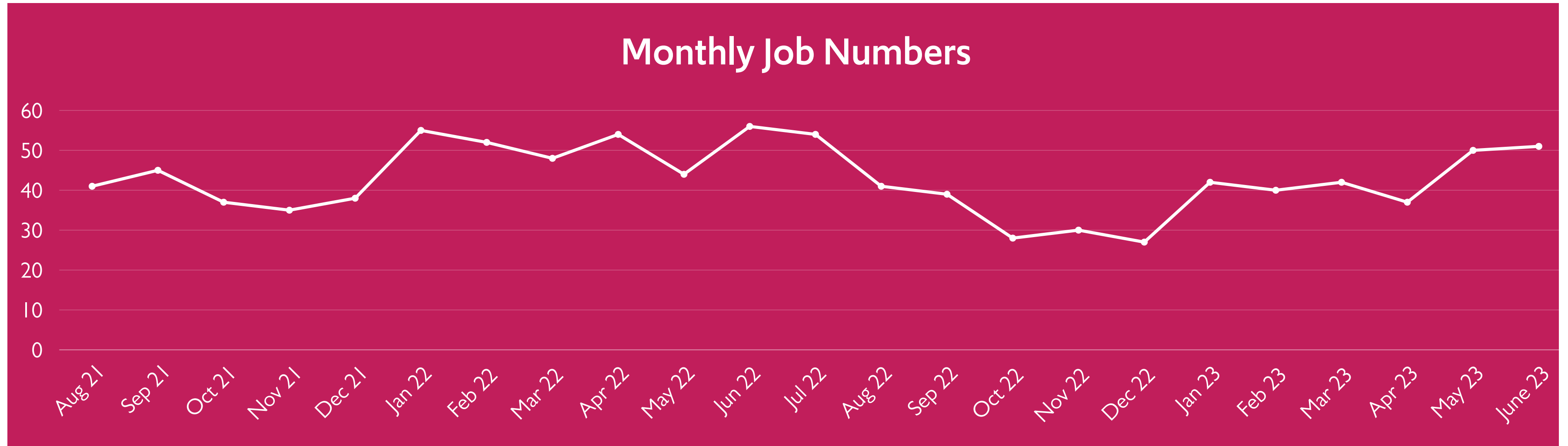
- The number of job ads significantly increased in the June 2023 half compared to the December 2022 half: a total of 262 jobs, compared to 213 jobs in the December 2022 half.
- The average number of jobs advertised each month during the Jun 2023 half increased slightly to 39 jobs each month (up from the previous half of 35 jobs per month).
- Government was again the biggest advertising sector in the half followed closely by Professional services organisations.
- There was a big drop in advertised roles in Higher Education, balanced by slight increases in advertised roles in Banking, Government and Health. Although, the health sector, higher education and not for profit, still remain the lowest three advertising sectors.
- Sydney remains the preferred location for privacy practitioners followed by Melbourne and then Brisbane. Over the half there was only one advertised position in Adelaide and no advertised positions in Hobart or Perth, although regional roles were advertised in NSW and Victoria.
- The most popular positions are for privacy managers followed by privacy officers. Privacy counsels come in at third place and tied at fourth place are privacy consultants and privacy specialists.
- Most job functions are still compliance focused (almost 70% of the roles this half), showing a continuing trend towards privacy as a compliance role. However, many roles still required legal qualifications.
- Around 1 in 4 advertised roles included a salary, with most of those government roles. For those roles, the most common range is \$126k-\$175k (incl super) based on 3-5 years of experience. The average salary is around \$150k, which is more commensurate with middle management rather than senior roles, and possibly reflects lower salaries offered for government positions.
- The highest advertised salary was \$220k for a Director, Product Management - Privacy and Security with every privacy pro's favourite browser Duck Duck Go. A bonus being that this role was fully remote.

General Observations - June 2023

Aside from the main findings, the data presented during the half to June 2023 also revealed these overarching observations:

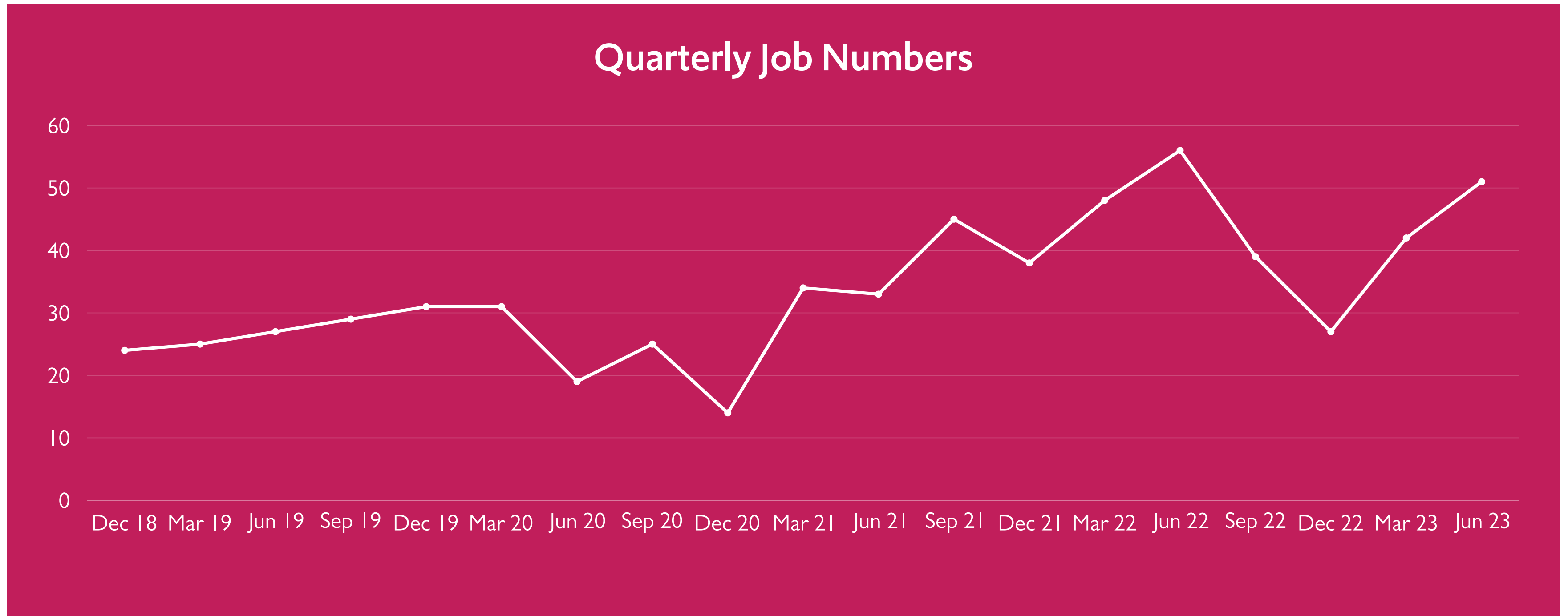
- More specialist roles seem to be harder to fill particularly in the domains of data retention, people/HR privacy, privacy outreach
- Privacy roles with certain organisations in international education and entertainment seemed to be continually re-advertised suggesting they were also hard to fill
- There was a stronger trend for contract roles in the last half, most of these roles coming from the Government sector followed by Corporates. Contract roles suggest less permanent positions or headcount.
- Regulators have been employing in the last half with the OAIC advertising for a Freedom of Information Commissioner and a Privacy Commissioner in May 2023.
- There was a modest yet rising demand for data and technical proficiency in the privacy domain, evidenced by the emergence of roles such as Program Architect – Data Privacy (Talent) and Data Stewards (ING), along with a unique position at Canva that required a close synergy between legal and technical aspects, representing a role that closely resembled a true engineering position.
- The fusion of ethics with privacy appears to be a growing trend, particularly among large corporations aiming to enhance their responsibility in managing big data. This integration is becoming prevalent, with notable examples including NAB and Qantas, especially in the context of AI applications.

No. of Job Ads - June 2023



- 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 month from January to June 2023 was largely consistent at around 39 jobs per month. This was up from the last half where the number of jobs advertised averaged at around 35 jobs per month. However, it still represents a decline from the high of 56 positions advertised in June 2022 (which was the highest number of jobs advertised in a month since this reporting began).

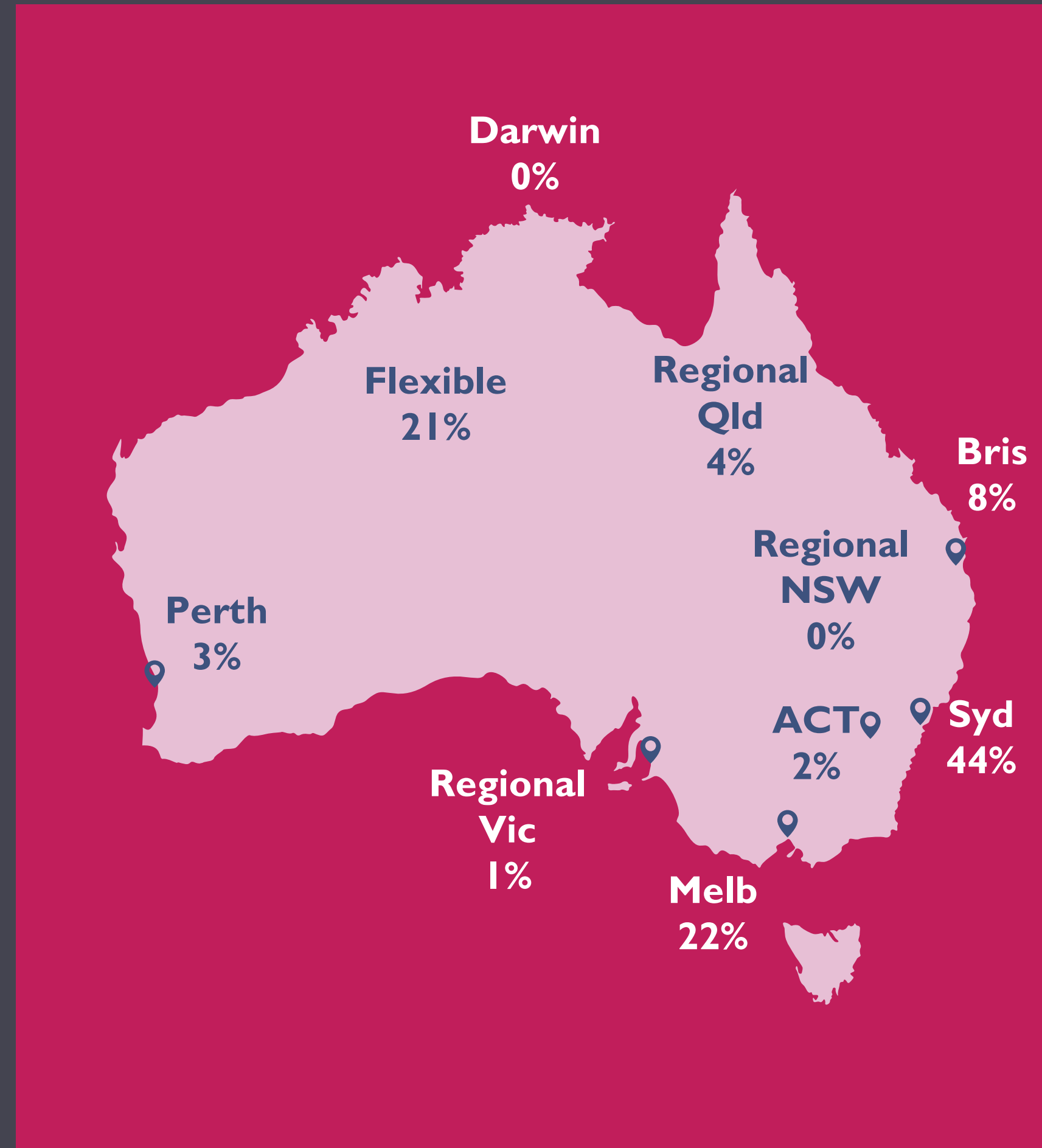
Quarterly Trend in Job Ads - Dec 2018 to June 2023



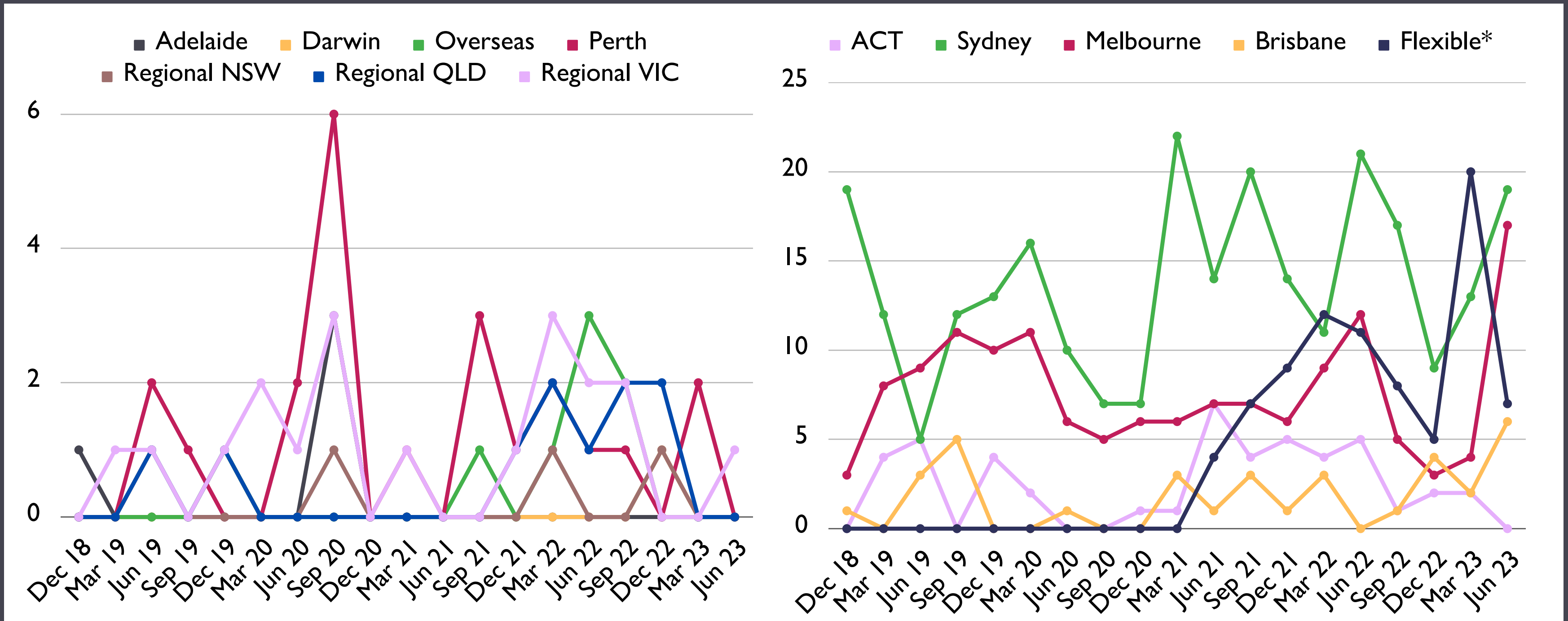
Location of Jobs - Jan to June 2023

- Sydney continues to be the main location for privacy roles with almost 44% of all jobs this half followed by Melbourne having 22% of advertised.
- Flexibility of location remains strong with 21% of privacy roles flexible regarding location (though with a preference for East Coast capitals).
- Brisbane stayed steady and there was a small decrease in regional roles this half. There were no advertised positions in Hobart or Adelaide.
- 58% of positions specifically mentioned work from home or hybrid work options, an increase from the previous record high of 46%.

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Quarterly Trends in Location of Jobs - Dec 2018 to June 2023



Job Sector - Jan to June 2023

- Government took the top spot for both number of roles (58) and the % of total advertised positions (22% of all roles) in the June 2023 half.
- The biggest drop was the higher education sector, falling to 2% of the total, from 5% in the Dec 2022 half. Corporate advertisers also dropped from 19% to 16% and Technology went down from 5% (11 roles) to 3% (7 roles) of the total jobs advertised this half.
- Banking/financial services increased marginally from 15% (33 roles) to 17% (40 roles).
- We saw a rise in health sector roles – a total of 23 roles for this half (up from 15 roles in the last half).
- Higher education and not-for-profits continue to have few advertised positions.

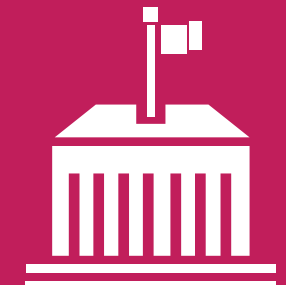
Most Jobs



Professional Services
19%



Corporate
16%



Government /
Utilities
22%

Fewest Jobs



Research
1%

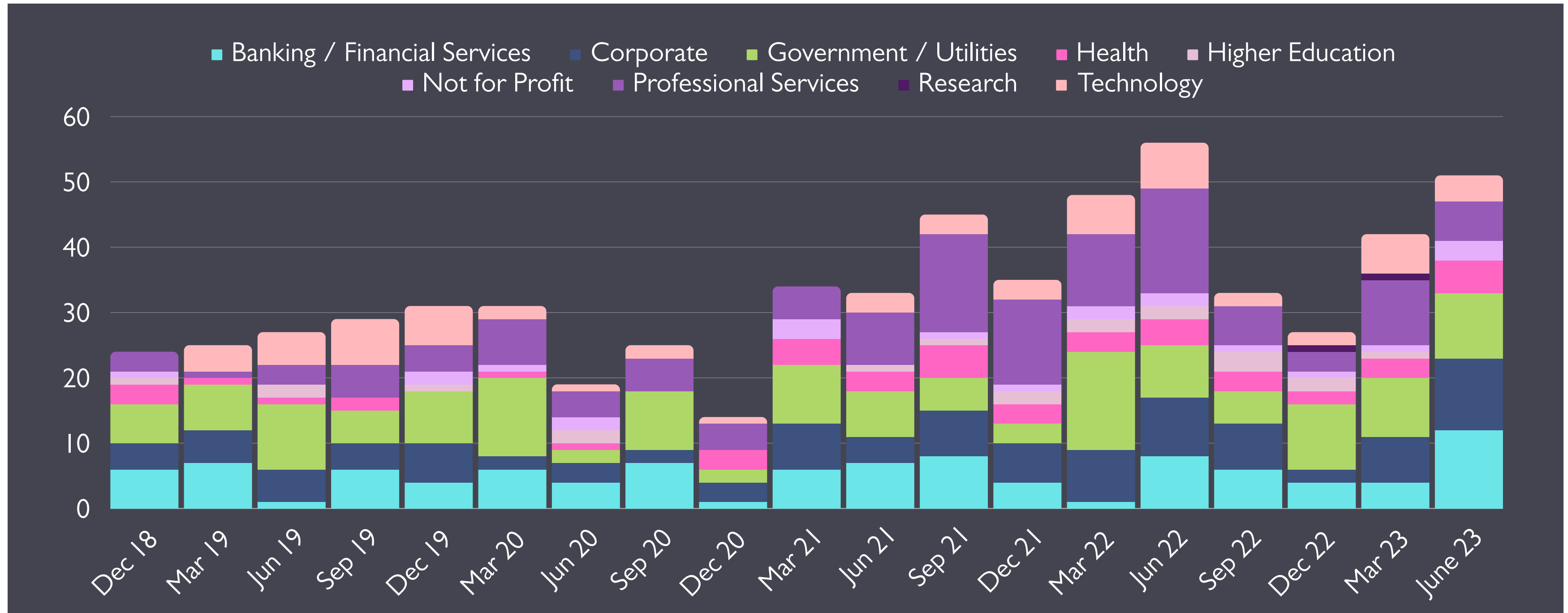


Higher Education
2%

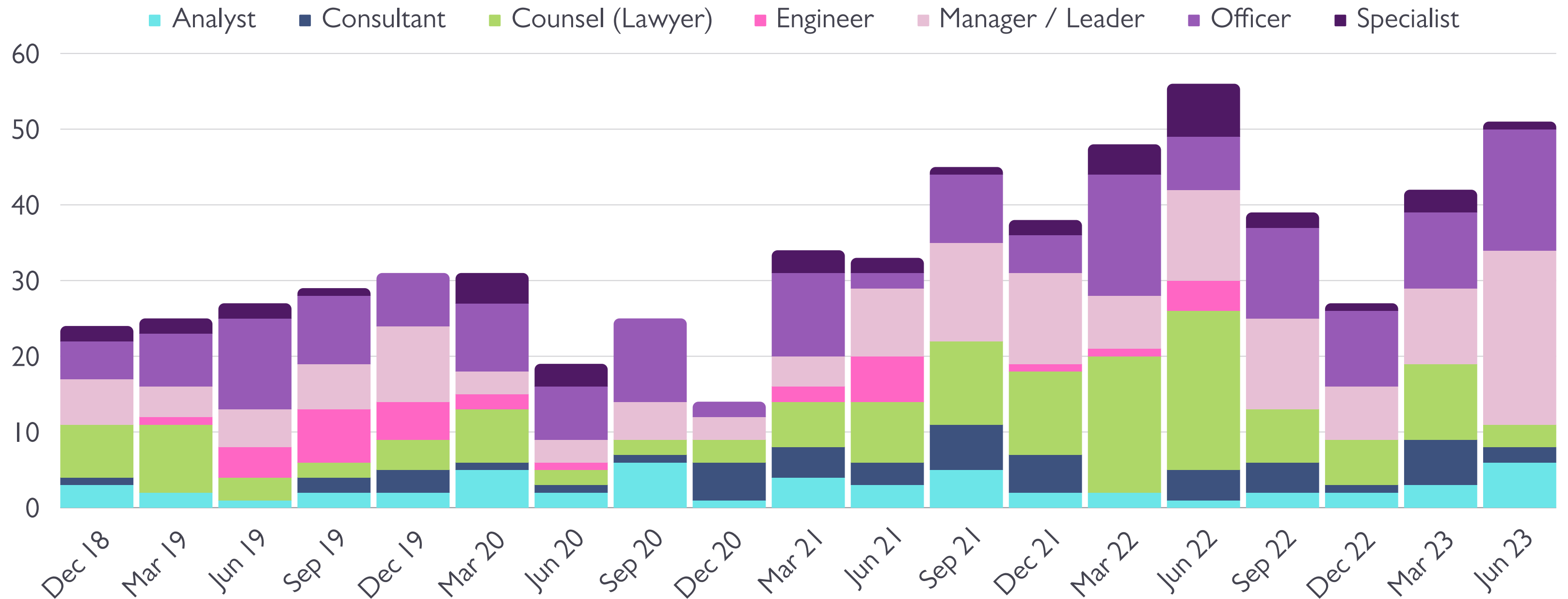


Not for Profit
3%

Quarterly Trends for Job Sector - Dec 2018 to June 2023

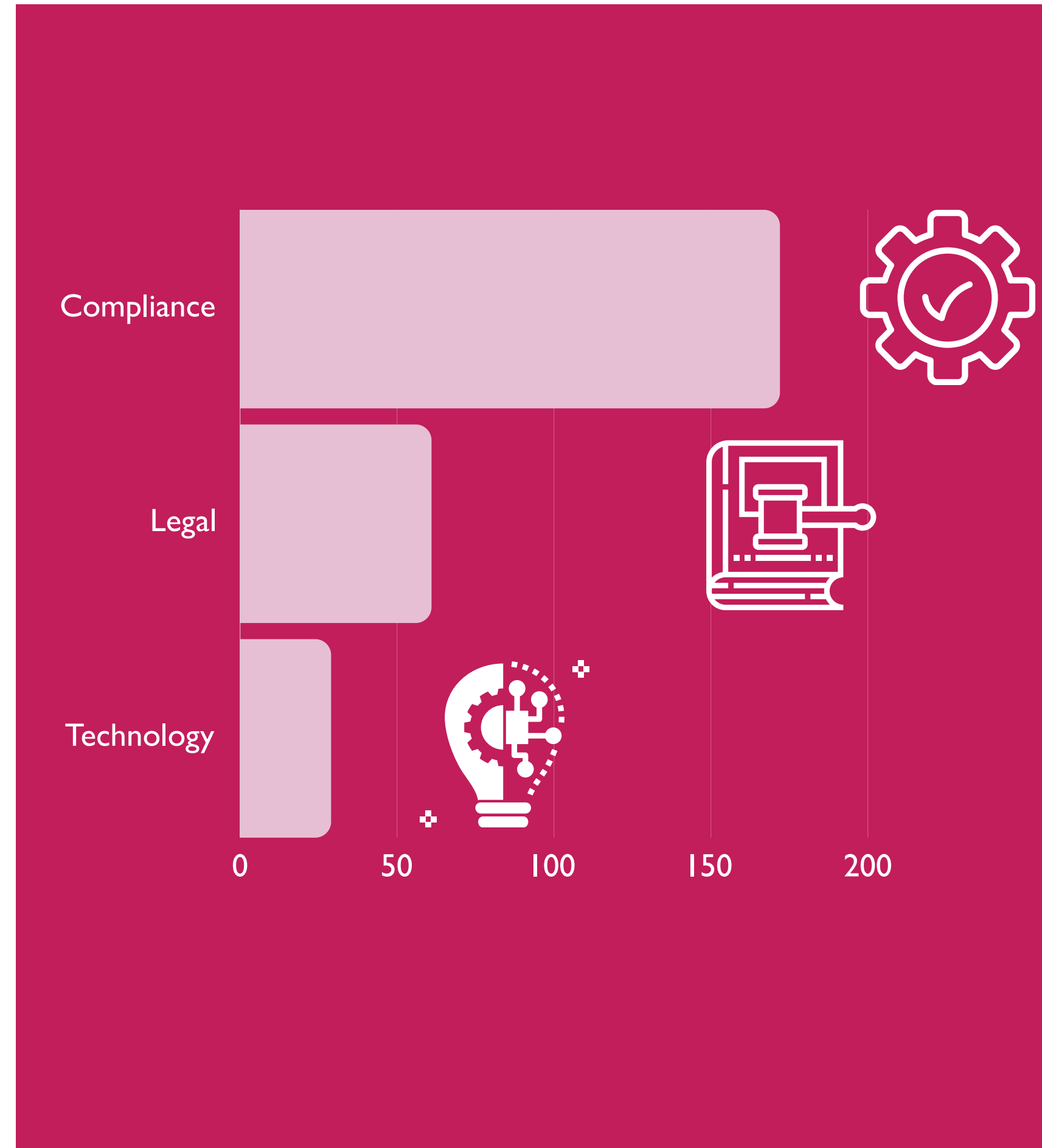


Quarterly Trends in Job Titles* - Dec 2018 to June 2023

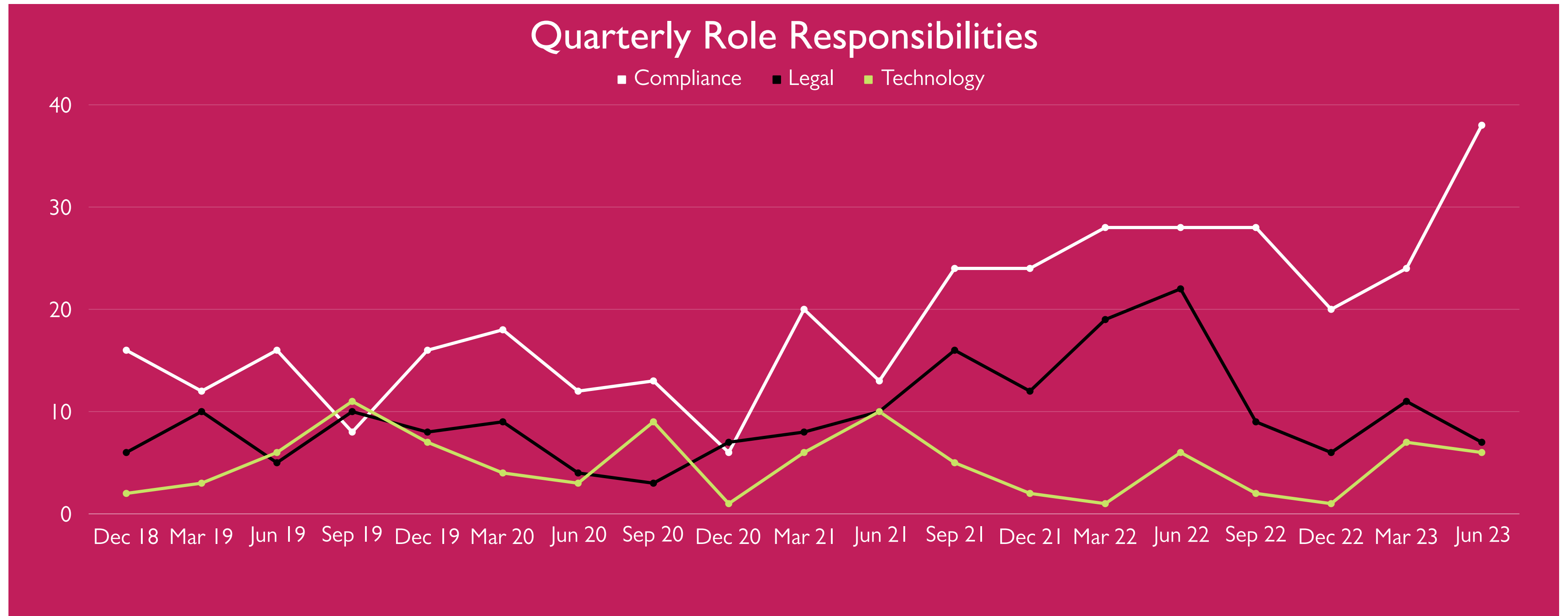


Role Responsibilities - Jan to June 2023

- Ads looking for privacy practitioners remained steady this half at 21% of overall jobs (the same as last half).
- Compliance roles decreased from 73% in the Dec 2022 half to 69% in the June 2023 half.
- Technical focused roles increased from 6% in the December 2022 half to 10% in the June 2023 half.

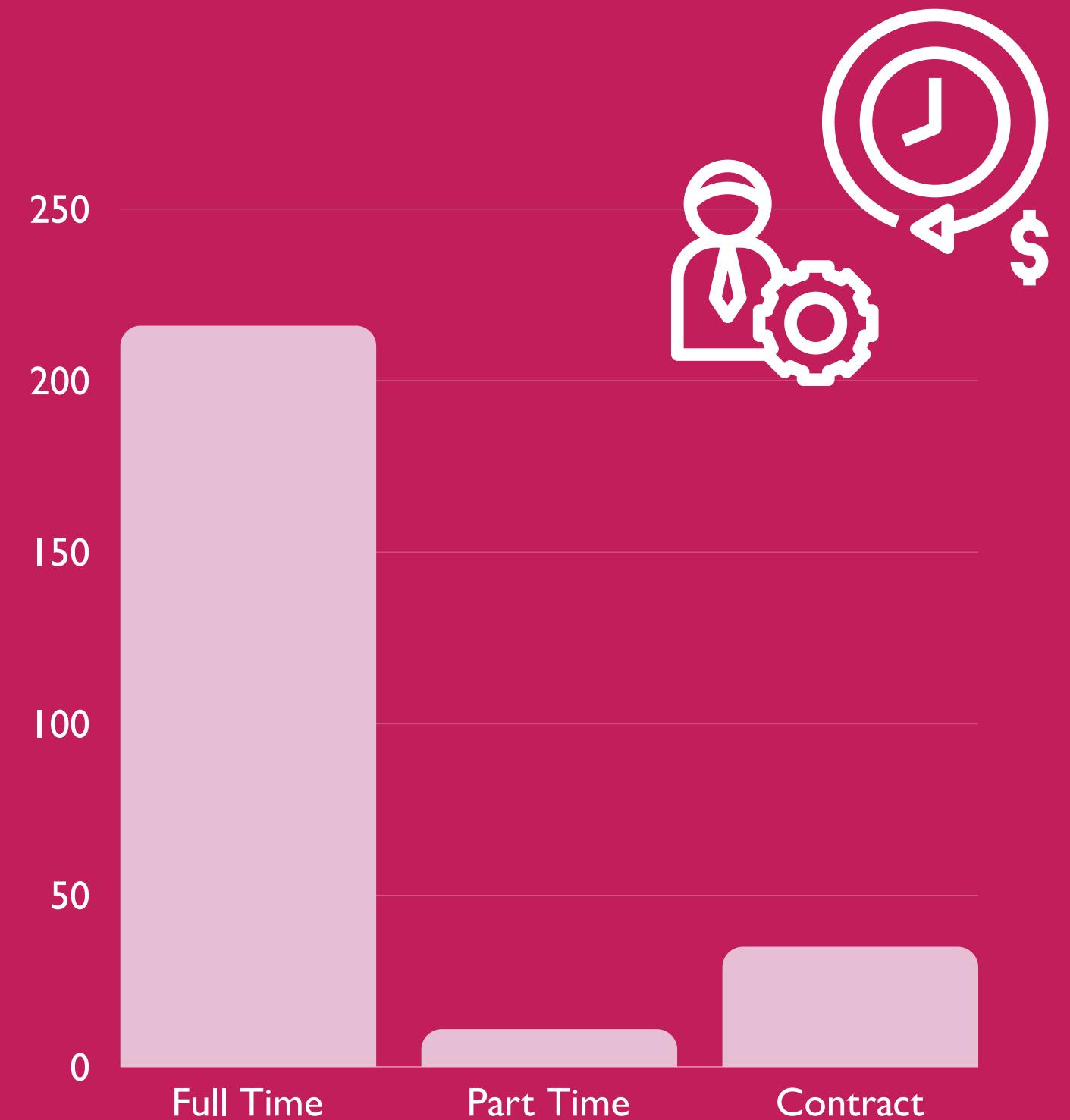


Quarterly Trend in Role Responsibilities - Dec 2018 to June 2023

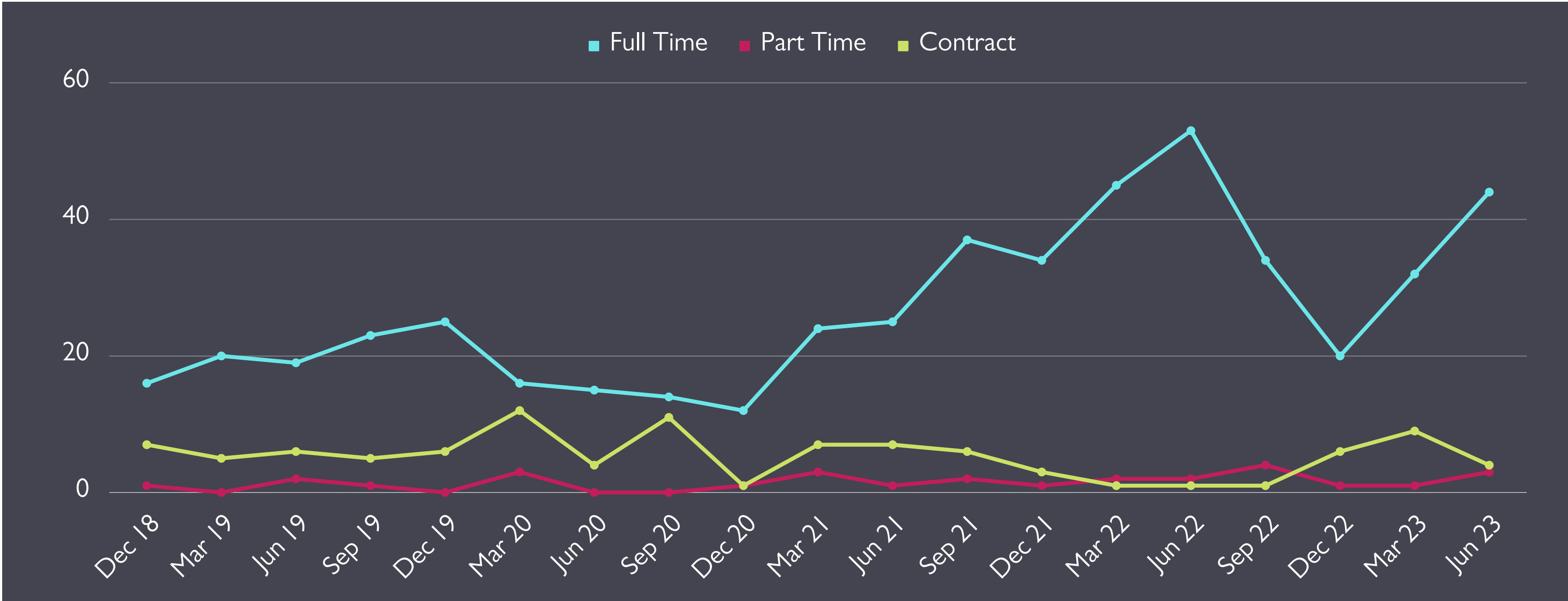


Type of Role - Jan to June 2023

- 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 half sees contract roles remain steady at 16% (the same as the Dec 2022 half) and full-time roles remain steady at 80% (the same as the Dec 2022 half).
- Part time roles marginally increased up to 4% this half from 3% in the previous half.
- The total number of jobs that involve WFH or 'hybrid' remains steady at 58% of all jobs advertised (this is the same as in the previous half year ending in Dec 2022) although it is still higher than the previous record high of 46%.



Quarterly Trends for Type of Role - Dec 2018 to June 2023



*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 - Jan to June 2023

- Only 24% of roles over the June 2023 half displayed a salary range.
- The highest paying role in the first half of this year was for \$220k for a Director, Product Management - Privacy and Security with Duck Duck Go.
- The lower paid roles included an FOI & Privacy Officer full time position with Queensland Fire and Emergency Services offering \$68,414.00 - \$75,915.00 per annum.
- For permanent roles, the most common salary range offered was between \$126,000 - \$175,000 inc super (33 roles).
- 19 contract roles specified salary ranges. The most common rate (11 roles) was between \$800 - \$1,000 per day, with 6 roles at less than \$650 per day. Only 2 roles were for more than \$1,000 per day.

Salary Ranges

- most common ranges

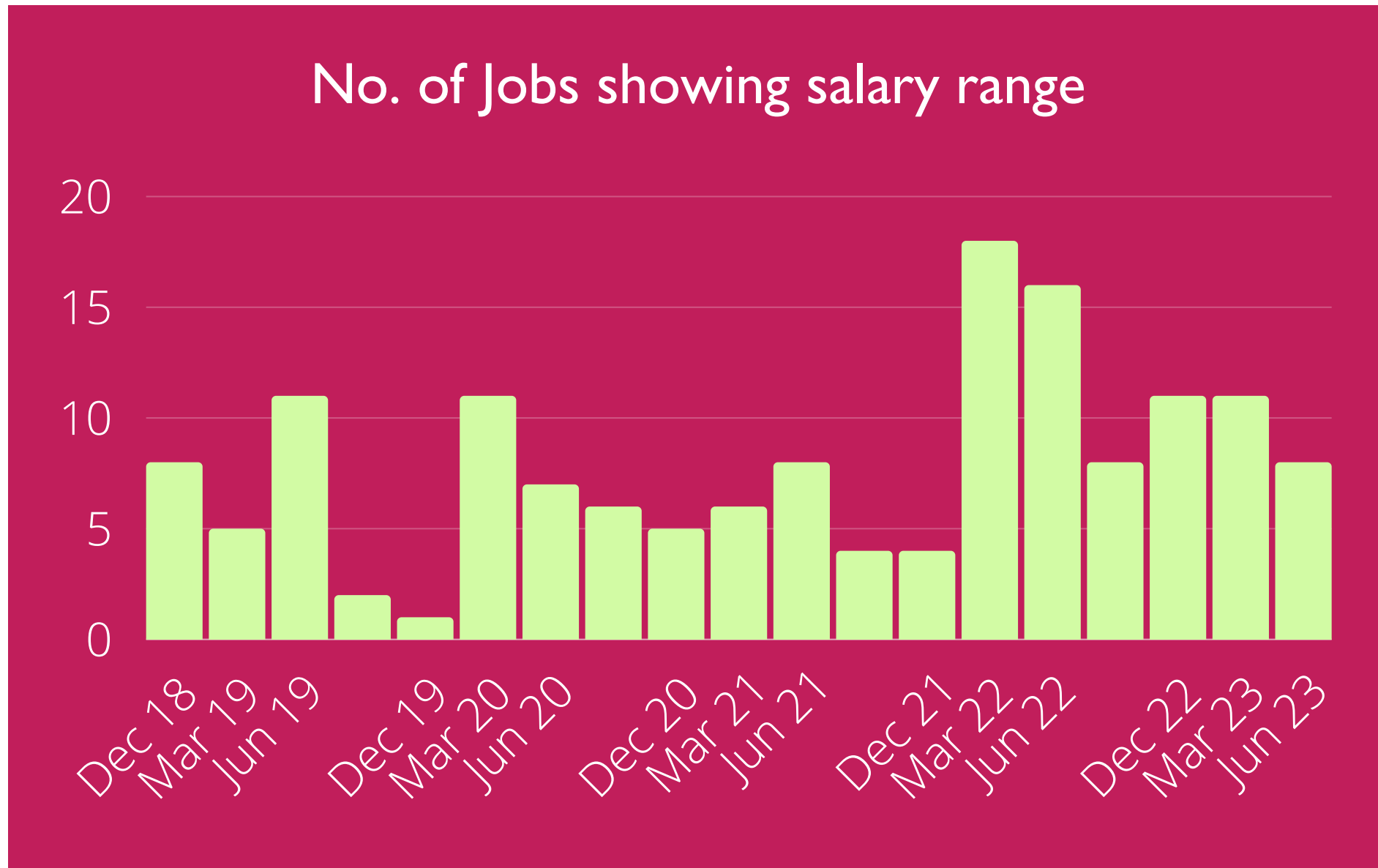
\$801 to \$1000 p/d

Contract pa
(inc super)

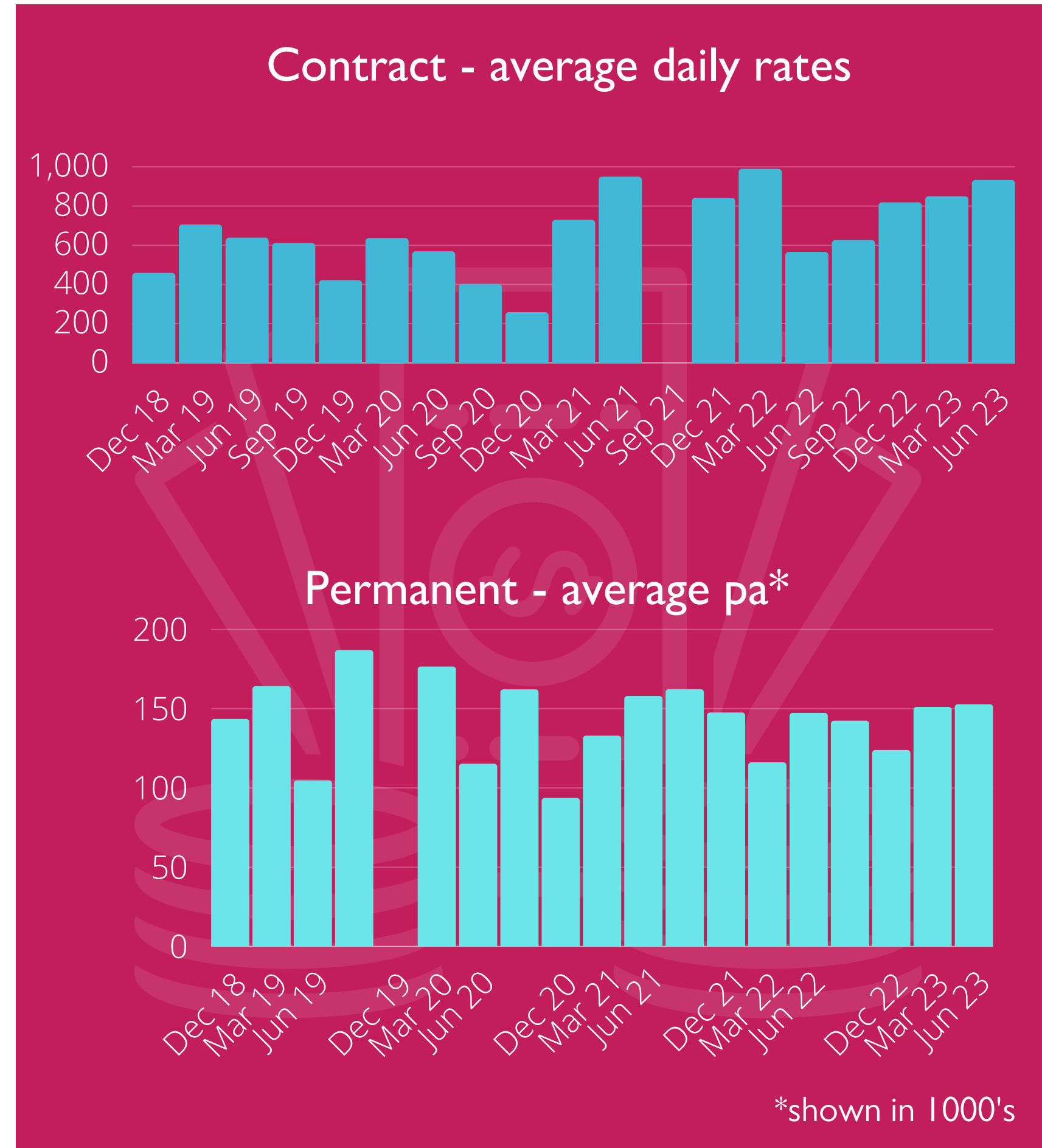
\$126,000 to \$175,000

Full time pa
(including super)

Quarterly Trends for Salaries - Dec 2018 to Dec 2023



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Experience, Qualifications and Certifications - Jan to June 023

- 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.
- In terms of the split over the half ended June 2023, there were 15 roles requiring 1 – 3 years experience, 31 roles requiring 3 + years and 46 roles requiring 5+ years.
- Only 15% of roles specified privacy (or security) certifications being desirable or required. Certifications mentioned were: CIPM, CIPP, CIPT, CISM and CDPSE.
- 56% of all positions advertised between Jan-June 2023 required the candidate to be degree qualified. Of those requiring a degree, 26% of those specified a law degree.



**3 Entry
Level Roles**

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.

For this report, we have also compared trends across the six months commencing July 2022 to December 2022 and compared those with trends across the six months commencing January 2023 to June 2023.



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