

# Australian Privacy Job Report

January to  
March 2024



---

# Summary of findings March 2024

This report outlines our major findings for the quarter of January to March 2024. It also shows the trends from our analysis of privacy jobs advertised between March 2019 and March 2024.

## Main findings:

- Total job ads this quarter (January to March 2024) recovered this quarter with 107 jobs advertised, compared to 67 for the previous quarter (Oct-Dec 2023).
- Average number of jobs advertised increased from 22 each month to 35, which is consistent with the general trend after last quarter's exceptional drop.
- Roles in Banking/Financial services and Health have declined, being replaced by Corporate and Higher Education sectors.
- The Government was again being the biggest advertising sector with 1 in 4 jobs advertised were in the government sector.
- Sydney continues to be the leading location for privacy roles with 1 in 2 roles being located there. Melbourne is next with 1 in 3 roles. Perth seems to have continued to cement its place as a key location staying consistent with 5% of roles this quarter. Fewer roles were offered with flexibility in location than in the previous period.
- Privacy Officers overtook Privacy Managers as the most advertised roles perhaps reflecting the increase in government roles. Privacy Specialists, and Engineering roles are becoming more common reflecting an increased focus on privacy in the technology and corporate sectors.
- Most job functions are still compliance focused (71% of the roles this quarter), showing a continuing trend towards privacy as a compliance role. There was also a noticeable increase in requirement for technology qualifications.
- Around 1 in 4 advertised roles included a salary, with most of those government roles. For those roles, the most common range was still \$126k-\$175k (incl super) based on 3-5 years of experience. However, the average salary this period increased to \$145k from \$126 last period.
- The highest advertised salary was \$353,515 - \$388,866 p.a. plus superannuation for the new NSW Privacy Commissioner.

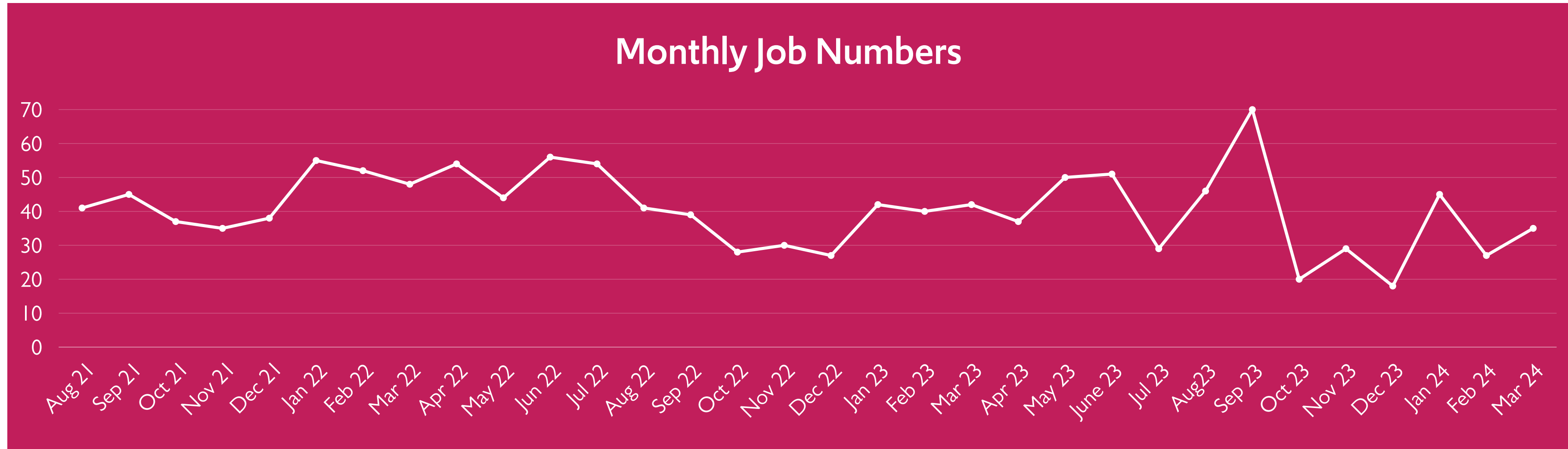
---

# General Observations - March 2024

Aside from the main findings, the data for early 2024 also revealed these overarching observations:

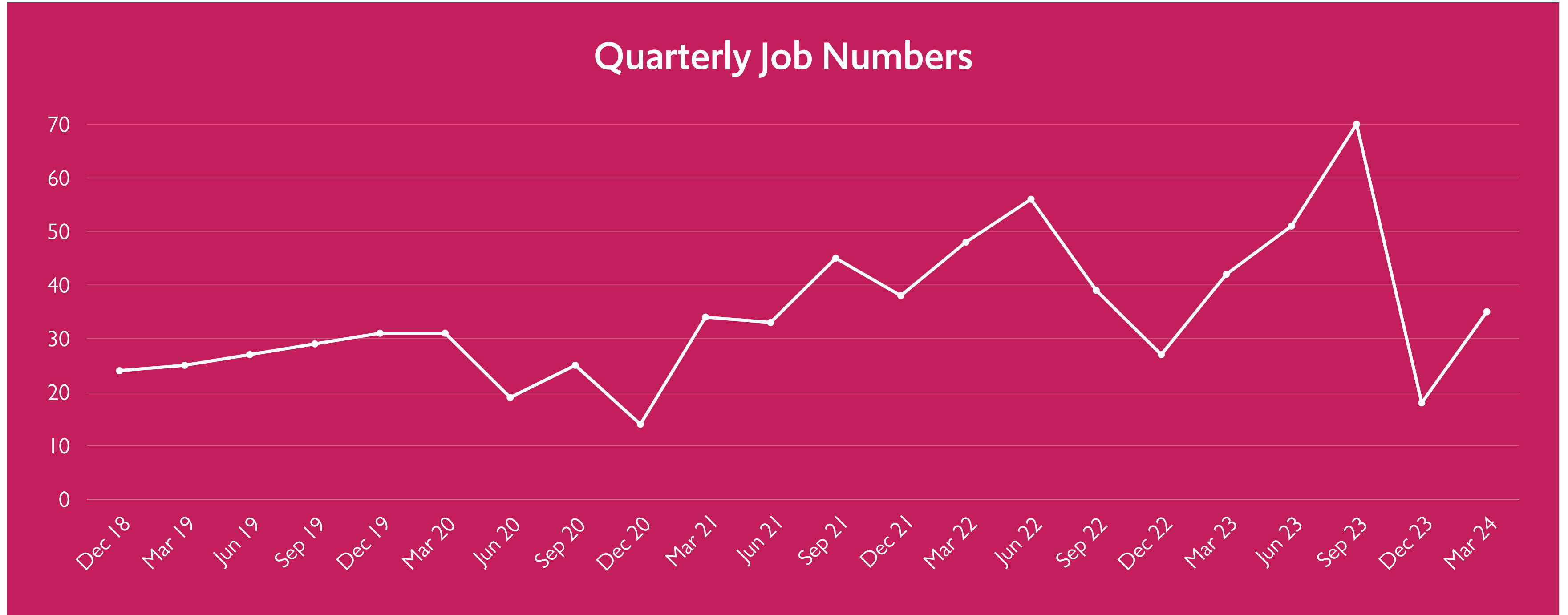
- The market seems to have recovered to more normal levels from the dip that occurred at the end of 2023. There still seems to be some volatility month on month.
- Private sector roles in banking, financial services, corporate and tech make up 44%, overtaking the number of roles advertised in the public sector (29%). Professional services has stayed consistent with almost 19% of roles.
- We have seen demand for more technical roles or engineering roles increasing with roles usually with some overlap with cybersecurity but with a definite focus on technology for privacy protection and compliance.
- In general there seems to be a trend towards more junior roles requiring less experience with an increase in analyst and officer rather than leadership roles. In general advertisers also seem to be requiring less experience with 3+ years being the new standard.

# No. of Job Ads - March 2024



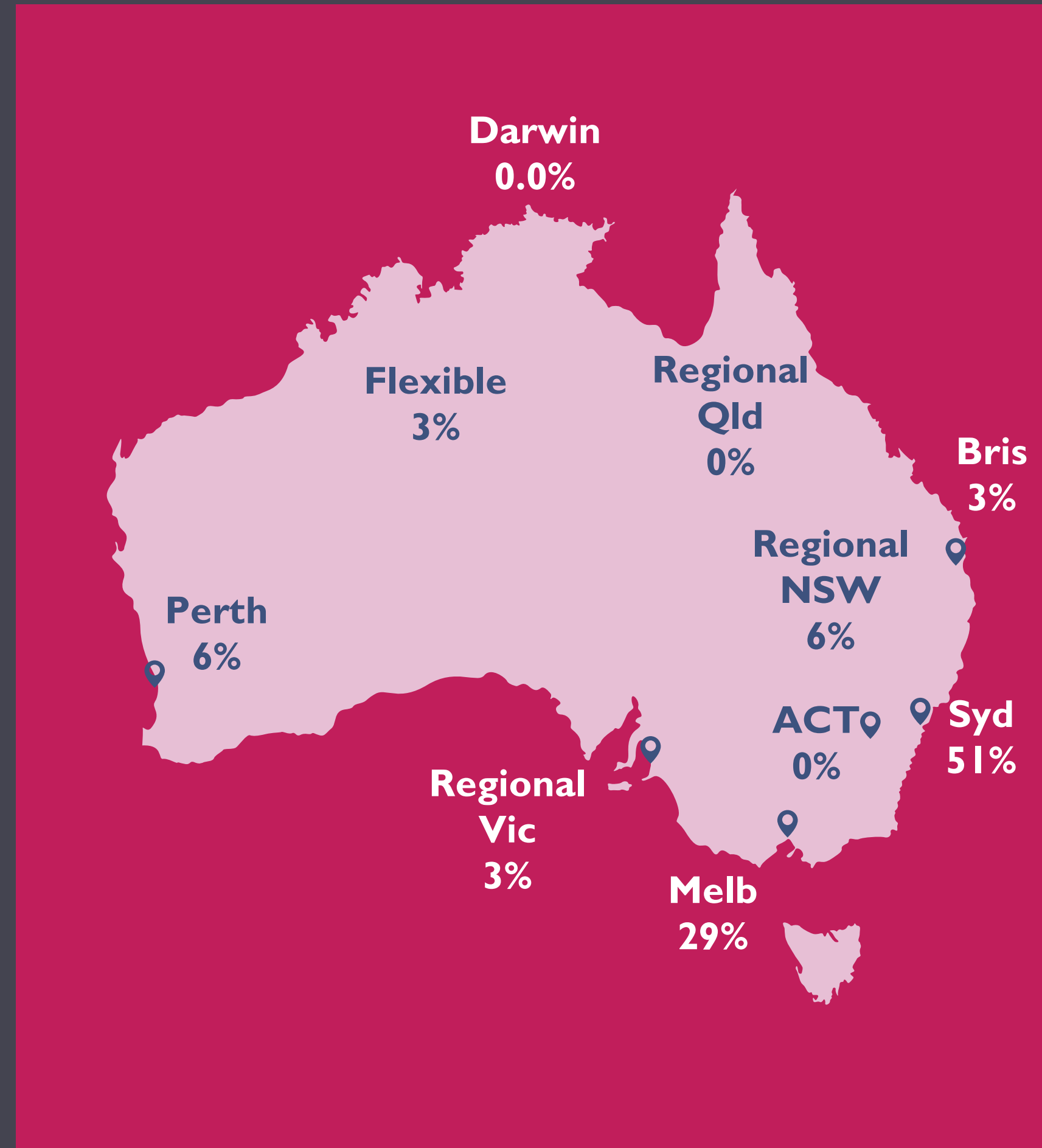
- This graph shows job numbers on a monthly basis since August 2021 when we commenced recording job data every month. Job numbers now include all unique positions found on Seek, Indeed and Linked In.
- We saw a continuation of the recent volatility in the number of jobs advertised this quarter. There was a fall in February, followed by a smaller bounce in March. Overall we saw a slight recovery from the previous quarter which saw some of the lowest numbers since reporting began in August 2021.
- Overall, there was a recovery this quarter with 35 jobs per month compared to last quarter when only 22 jobs were advertised per month.

# Quarterly Trend in Job Ads - Mar 2019 to Mar 2024

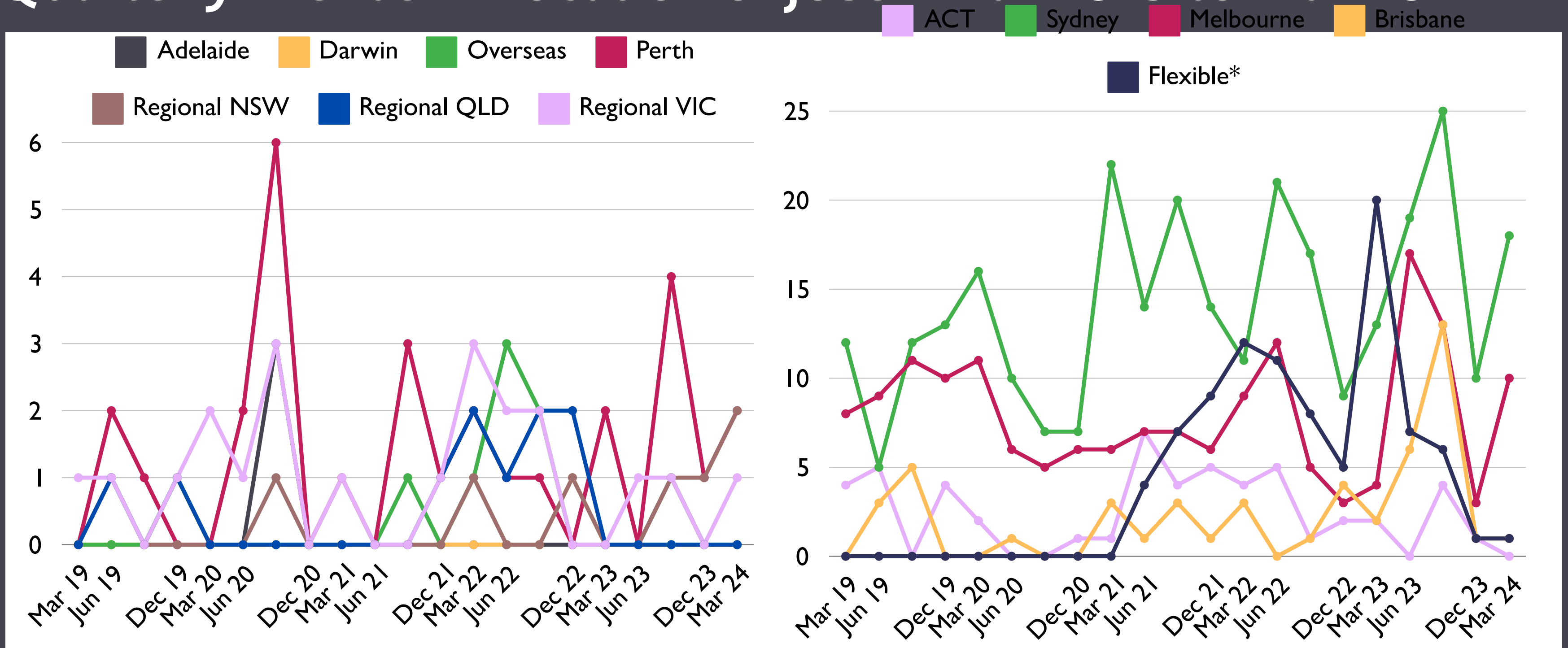


# Location of Jobs - Jan to Mar 2024

- Sydney continues to be the main location for privacy roles with 1 in 2 roles being advertised in Sydney.
- The trend towards capital cities also included Melbourne with 29% of advertised positions being based there.
- Flexibility of location has dropped with only 3% of privacy roles flexible regarding location (though with a preference for East Coast capitals).
- Regional NSW and Perth were the next most popular locations with only a small number of opportunities available in Regional Vic and Brisbane.
- 53% of positions specifically mentioned work from home or hybrid work options, which is fairly consistent but is slightly down from 55% in 2023.



# Quarterly Trends in Location of Jobs - Mar 2019 to Mar 2024



# Job Sector - Jan to Mar 2024

- Government continues to take the top spot with 23% of all roles) in this quarter.
- The Corporate sector saw a slight increase this period from 16% to 18% of roles. Professional Services sector is stable at 18%.
- Technology (12%) and Banking/Financial services (9%) sectors are consistent with last period.
- The biggest change seems to be Health (3%) which has replaced Higher Education (8%) as one of the 3 sectors with the fewest advertised roles.

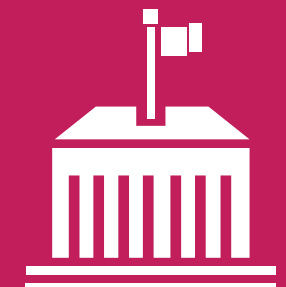
## Most Jobs



Professional Services  
18%

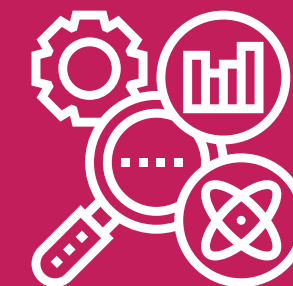


Corporate  
18%



Government /  
Utilities  
23%

## Fewest Jobs



Research  
1%



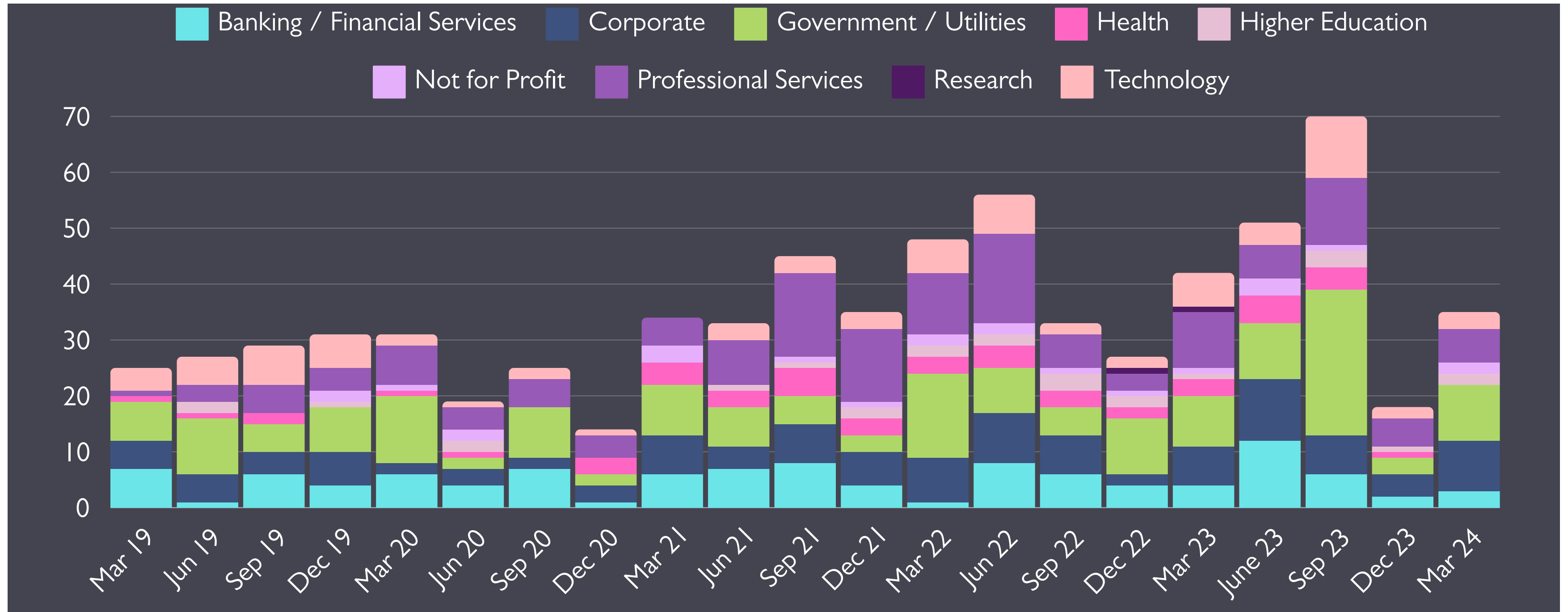
Health  
3%



Not for Profit  
4%



# Quarterly Trends for Job Sector - Mar 2019 to Mar 2024



---

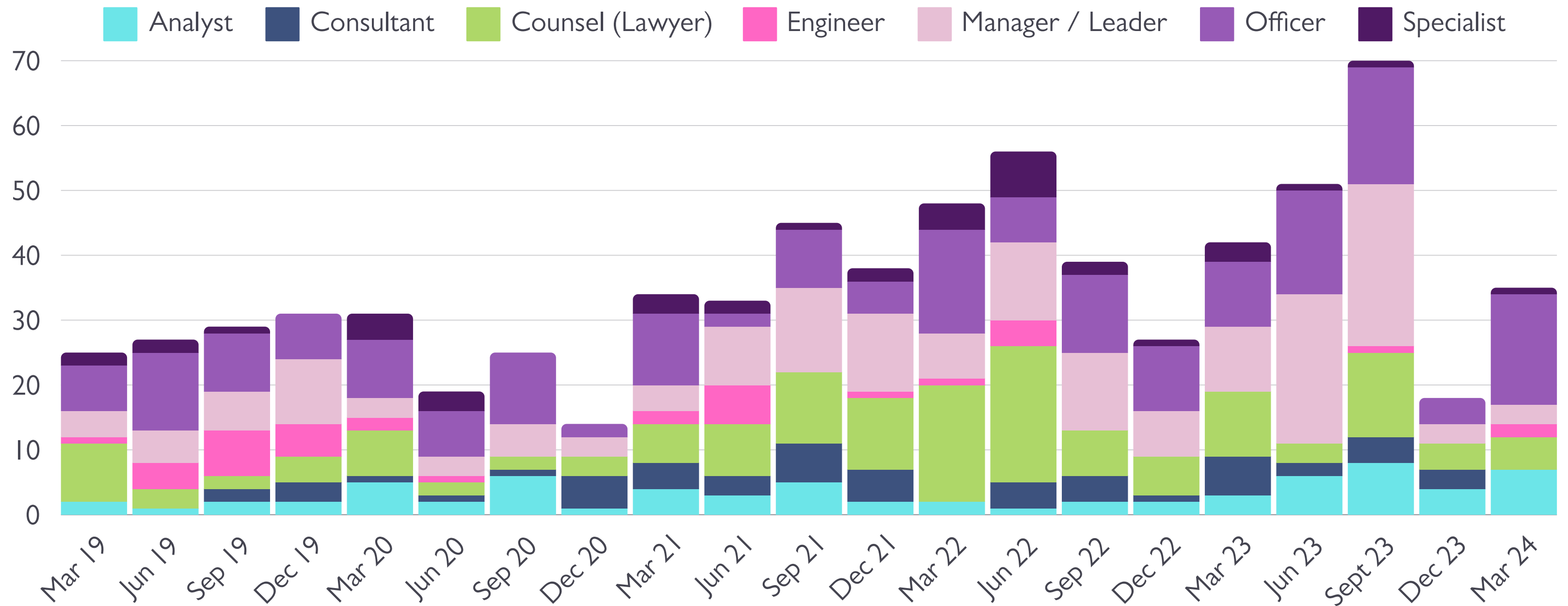
# Job Titles - Jan to Mar 2024

- By far the majority of advertised positions were for privacy officers with a significant jump from 30% to 43%.
- Recruitment of Managers / leaders and counsel roles have both dropped and now are 8% and 14% respectively.
- Analyst roles remained high at 14% of total roles advertised this half.
- The key trend has been an increase in more technical Engineering roles (4%)
- Again, we are still not seeing great consistency in role titles but more commonly we are seeing "Privacy Specialist" roles advertised as a general term for compliance roles within a privacy team rather than specialists in a privacy domain.

## Most Common



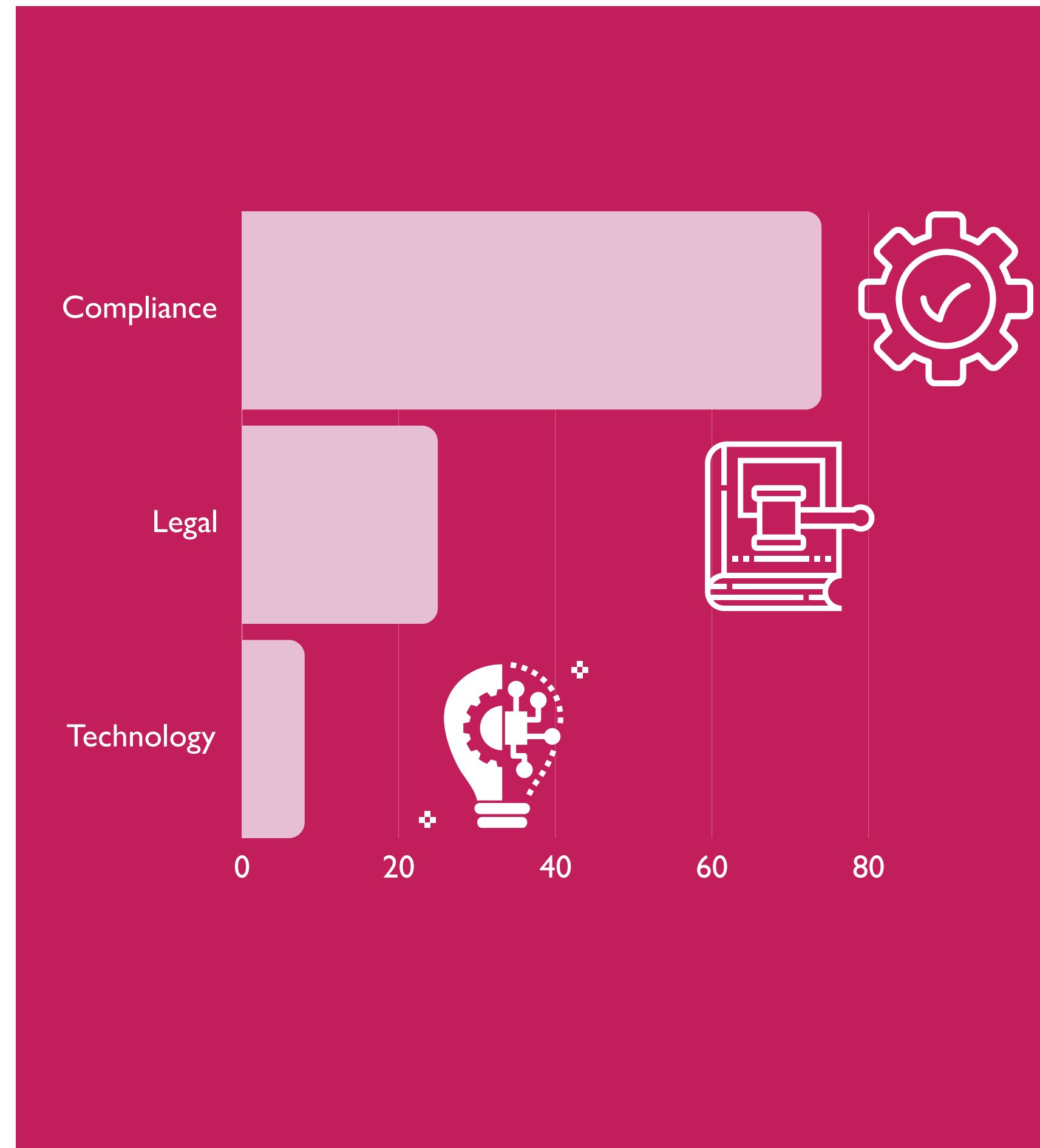
# Quarterly Trends in Job Titles\* - Mar 2019 to Mar 2024



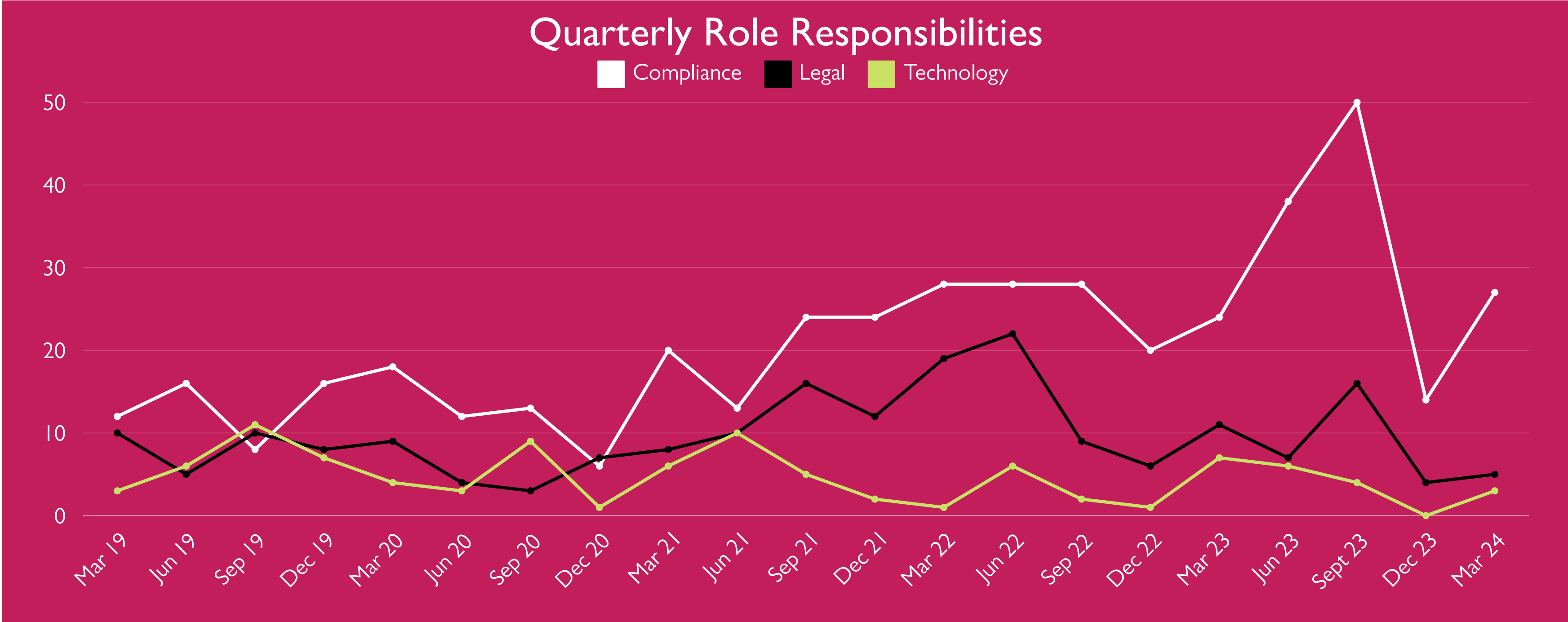
---

# Role Responsibilities - January to March 2024

- Ads looking for privacy practitioners remained steady this half at 23% of overall jobs (up 1% from last half).
- Compliance roles decreased continues to hover around the 70% of roles (71%) in this period.
- Technical focused roles have also remained steady at 7% this period.



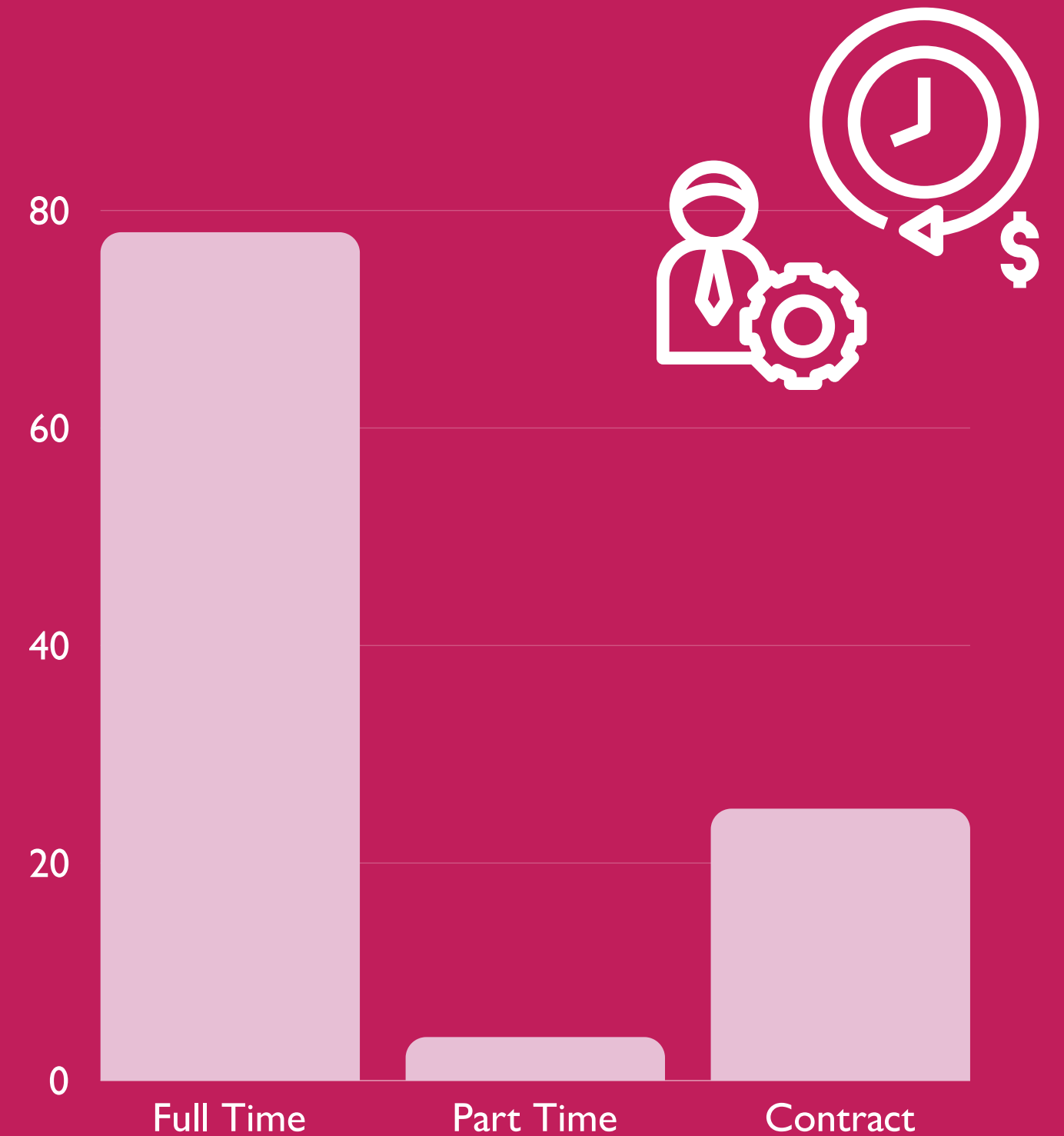
# Quarterly Trend in Role Responsibilities - Mar 2019 to Mar 2024



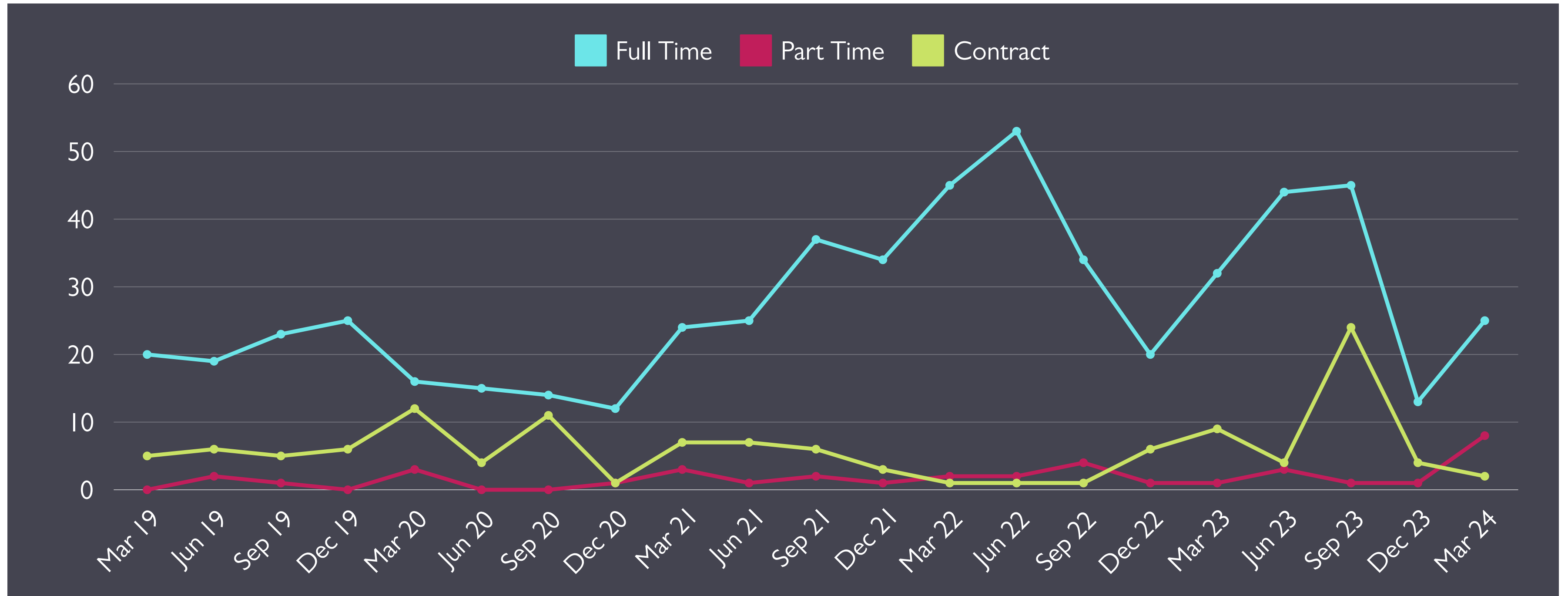
\*Only job no.'s from the final month of the quarter are included

# Type of Role - Jan to Mar 2024

- 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 period contract roles remain high at 23% and full-time roles dropped slightly down to 73%.
- Part time roles recovered to 4% from 2% in the last half.
- The total number of jobs that involve WFH or 'hybrid' was slightly down again this period to 53% of all jobs advertised consistent with market trends back towards the office right to request flexible working arrangements.



# Quarterly Trends for Type of Role - Mar 2019 to Mar 2024



---

# Salaries - Jan to Mar 2024

- There was an increase in roles that displayed a salary range from 25% to 34% this quarter.
- For permanent roles, the most common salary range offered continues to be between \$126,000 - \$175,000 inc super.
- Three roles were advertised at over \$220k p/a for senior leadership roles including the NSW Privacy Commissioner.
- Only 4% of roles that advertised salaries were contract roles. The most common rate was between <\$650 per day all for government office or analyst roles. Only 2 roles were for more than \$1,000 per day.

## Salary Ranges - most common ranges

**<\$650 p/d**

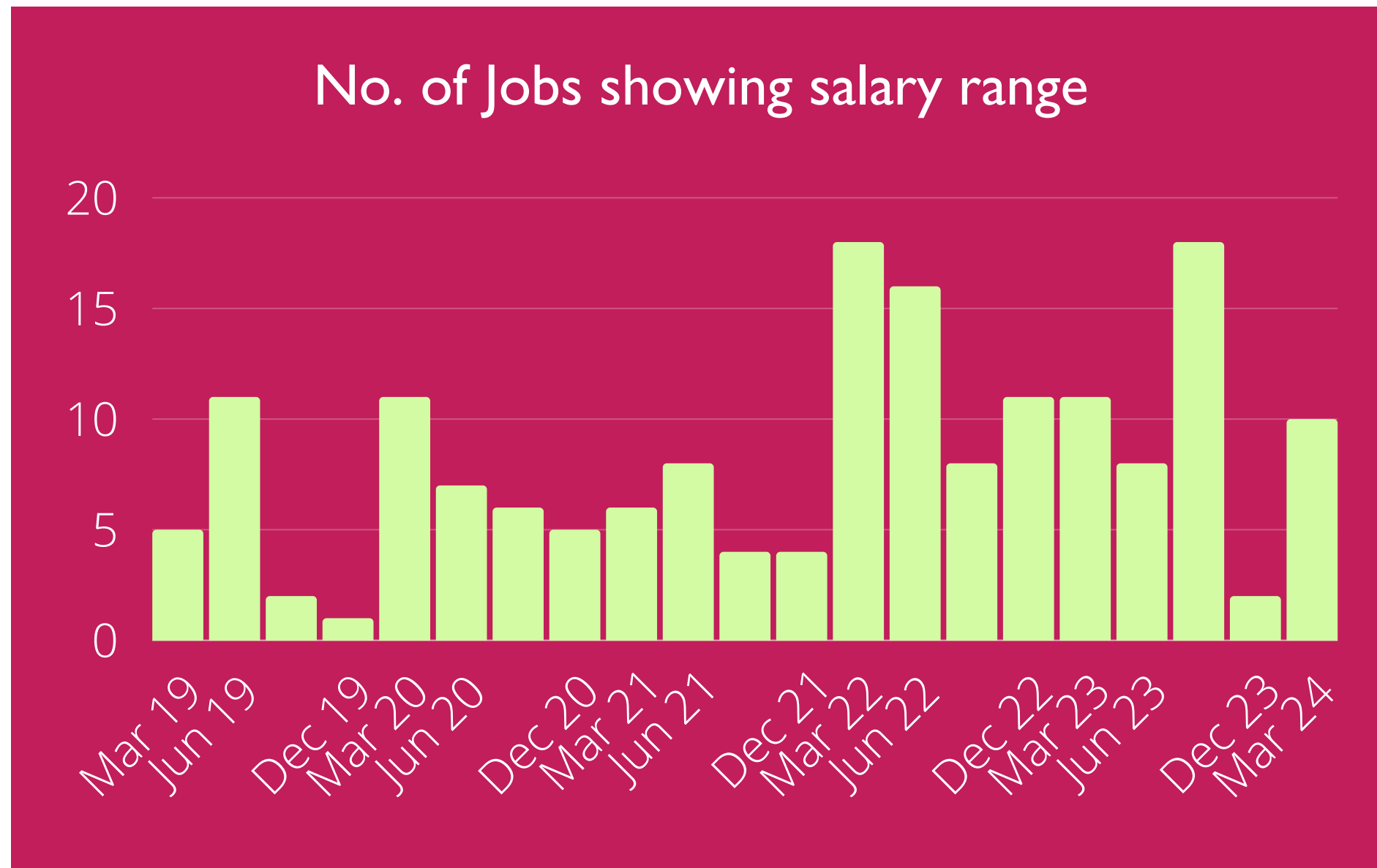
Contract pa  
(inc super)

**\$126,000 to \$175,000**

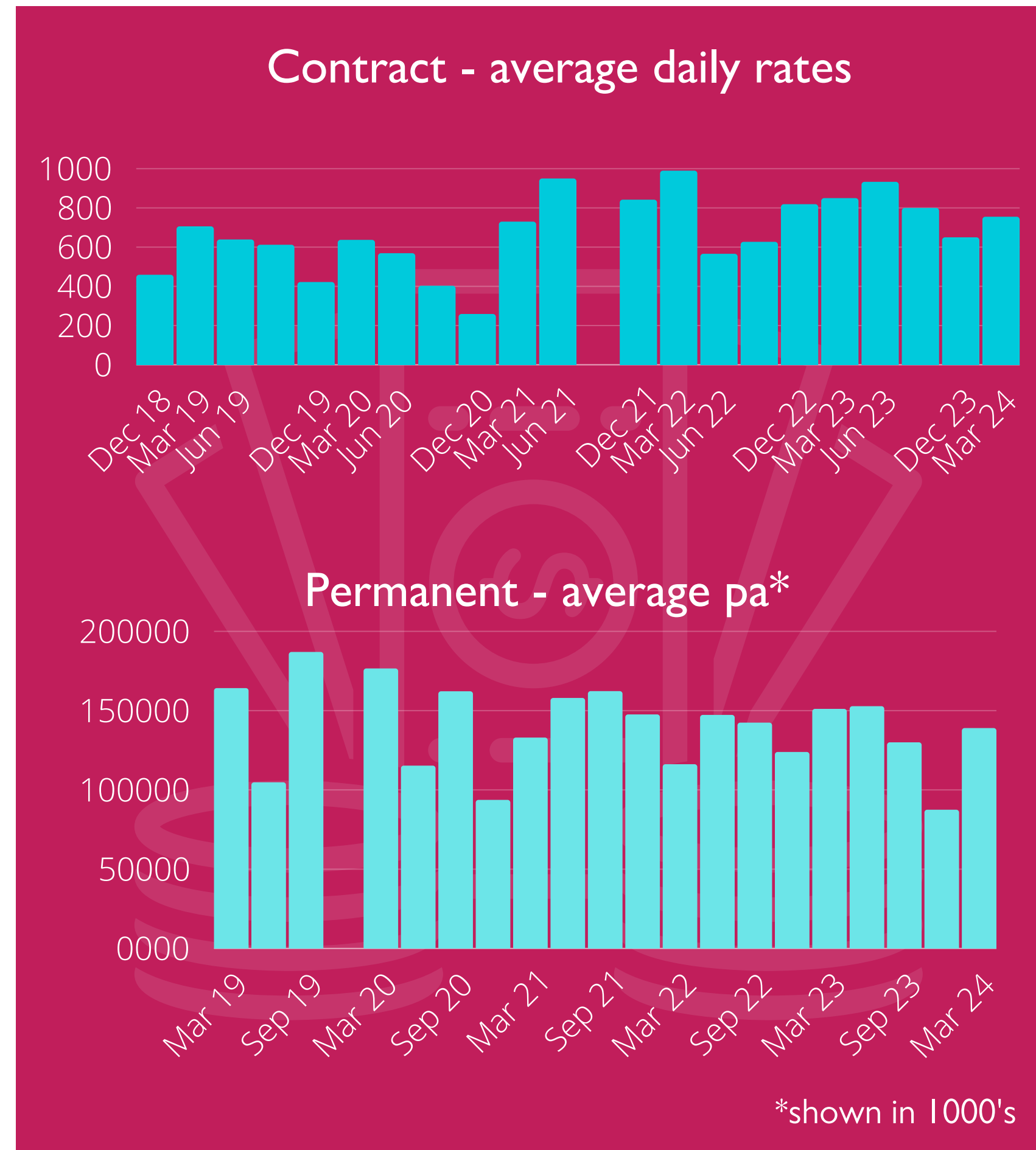
Full time pa  
(including super)



# Quarterly Trends for Salaries - Mar 2019 to Mar 2024



PRIVACY108.COM.AU



# Experience, Qualifications and Certifications - Jan to Mar 24

- We've seen a drop in the most common experience requirement from 5+ years (15%) to 3+ years (18%), perhaps consistent with the reduction in leadership roles being advertised.
- The roles specifying privacy certifications being desirable or required dropped slightly to 14%. Certifications mentioned were: CIPM, CIPP, CIPT, CISM and CDPSE. An additional 2% of roles were looking for security certifications including CISSP, CISM, CRISC.
- There was an increase in positions advertised this period that specified a degree qualification to 56%. Of those requiring a degree, 36% of those specified a law degree and 8% said any relevant tertiary qualification would be accepted.
- We have seen a significant jump in the specification of an IT/Computing Degree with 10% of roles requiring an IT degree.



**2 Entry  
Level Roles**

**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](http://www.seek.com.au), [www.indeed.com.au](http://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.



# Privacy108

We Protect Privacy

Contact us for further information



[hello@privacy108.com](mailto:hello@privacy108.com)



1300 41 20 50



[www.privacy108.com.au](http://www.privacy108.com.au)



[Privacy\\_108](https://www.linkedin.com/company/privacy108)

