

Australian Privacy Job Report

April to June

2024



Summary of findings June 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 June 2019 and June 2024.

Main findings:

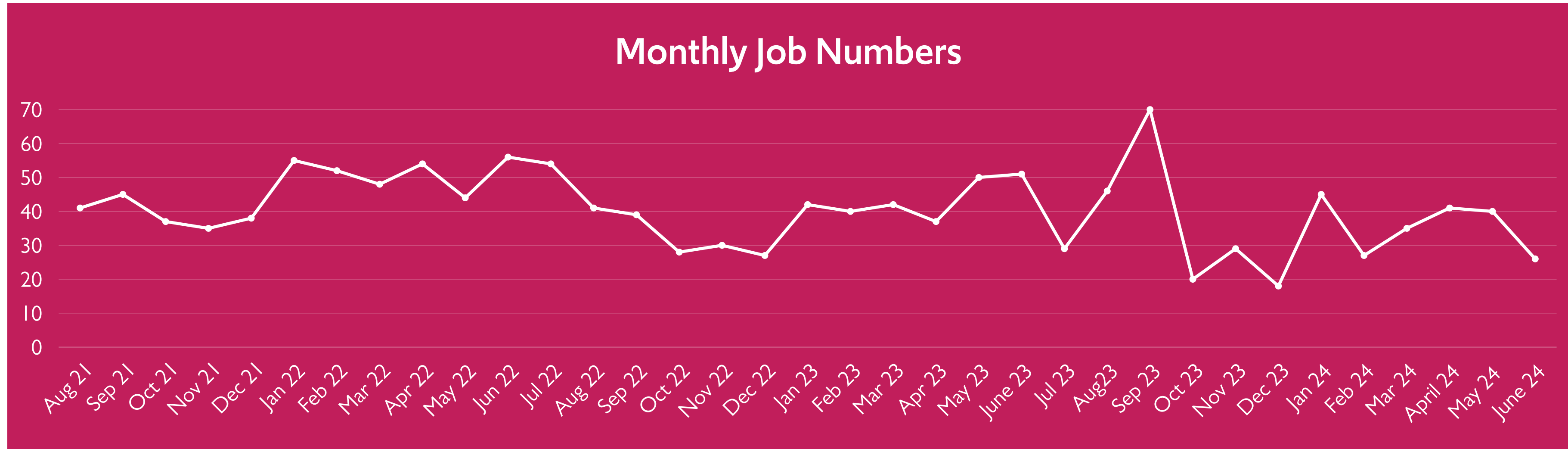
- Total job ads this quarter (April-June 2024) was stable this period with 107 jobs advertised, the same as for the previous quarter (Jan - March 2024).
- Average number of jobs advertised per month 35, which was brought down in June after a strong April and May.
- Government was again the biggest advertiser with 35% of positions advertised in the government sector. Corporate and professional services continue round out the top 3 sectors.
- Sydney continues to be the main location for privacy roles with 38% of roles advertised, but with 10% of roles also flexible across most capital cities that makes almost 1 in 2 roles that could be located in Sydney.
- Privacy Officers overtook Privacy Managers as the most advertised role perhaps reflecting the increase in government advertised positions (that tend to be for Privacy Officers).
- Most job functions are still compliance focused (79% of the roles this quarter), showing a continuing trend towards privacy as a compliance role.
- 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 decreased to \$129k from \$145k last period.
- The highest advertised salary was \$150,000 - \$160,000 p.a. plus superannuation for a Privacy Data Specialist with the Onset.

General Observations - March 2024

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

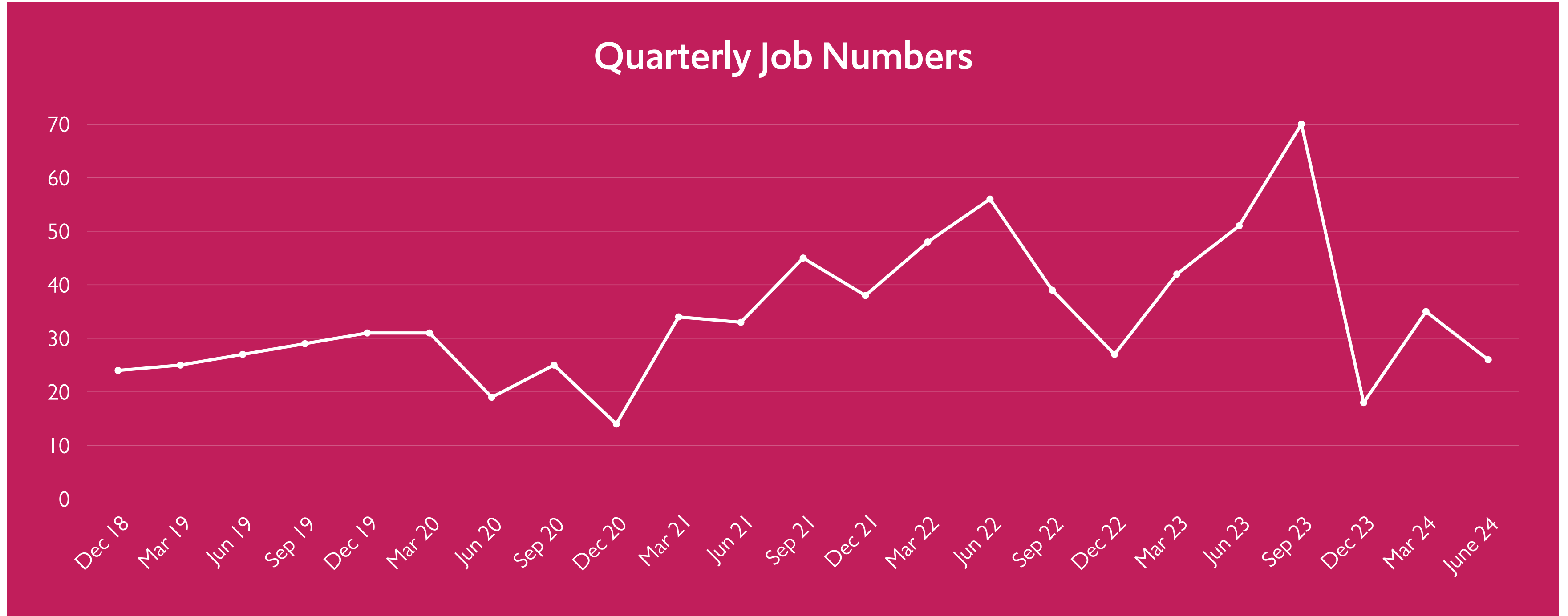
- Private sector roles in banking, financial services, corporate and tech make up 37%, still slightly higher the number of roles advertised in the public sector (35%). Professional services has stayed consistent with almost 19% of roles.
- Canva continues to be the largest individual advertiser of privacy roles (not including recruiters) with roles advertised each month for both legal counsel and more recently, privacy product managers.

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 have seen slightly more stability this quarter with a consistent increase from February until May. June brought a lower end to the quarter, but still finished higher than Q4 of last year.
- Overall, this quarter was stable with an average 35 jobs per month which was the same as last quarter.

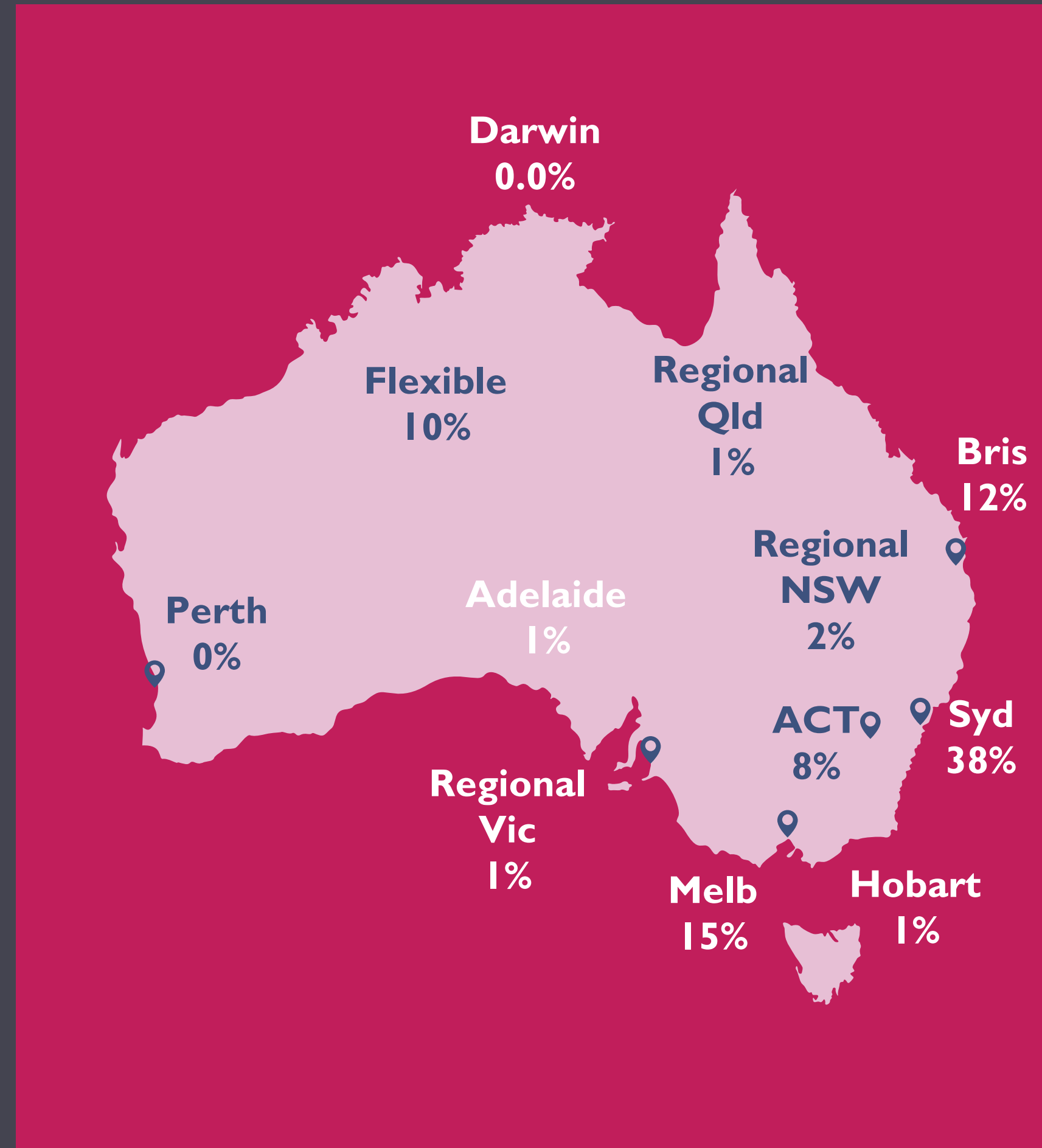
Quarterly Trend in Job Ads - Mar 2019 to Mar 2024



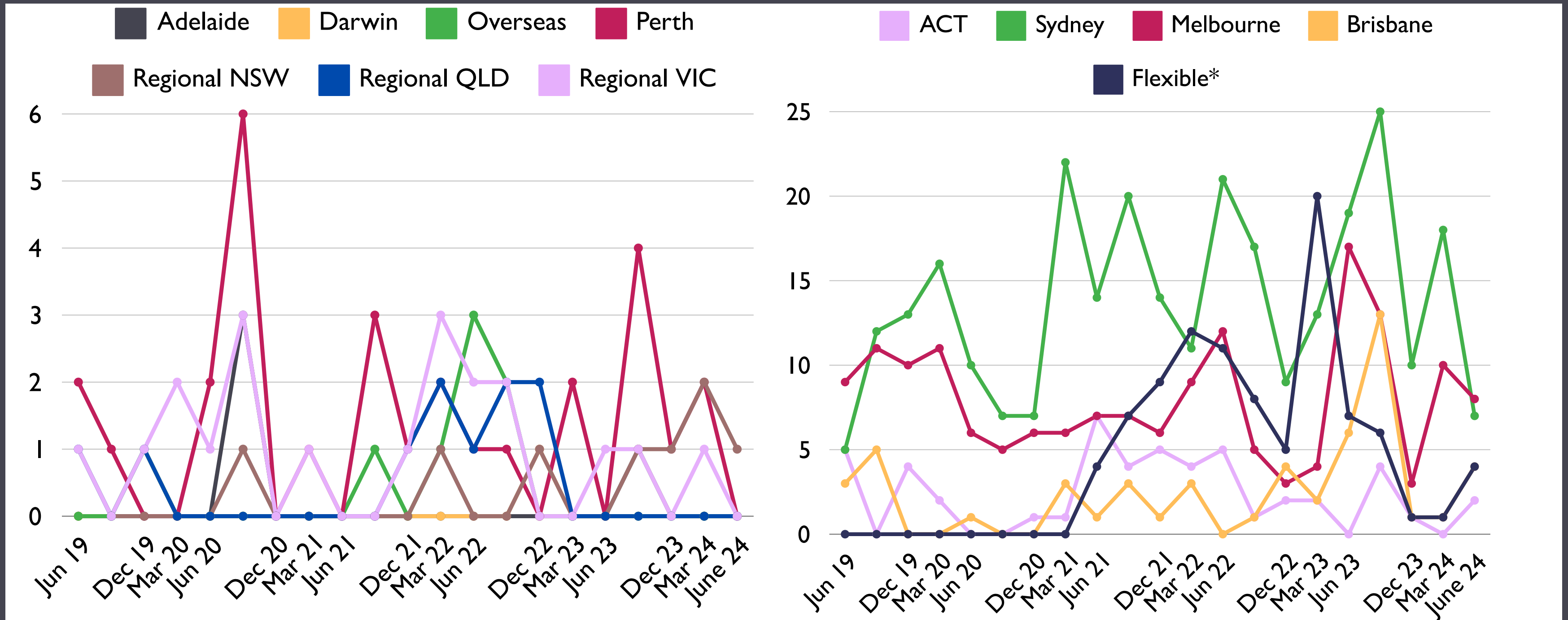
Location of Jobs - Jan to Mar 2024

- Sydney continues to be the main location for privacy roles with 38% of roles advertised, but with 10% of roles also flexible across most capital cities that makes almost 1 in 2 roles that could be located in Sydney.
- Melbourne saw a significant drop from 29% down to 15% of advertised positions being based there. Brisbane is chasing Melbourne spot with 12% of roles advertised.
- Flexibility of location has recovered with 10% of privacy roles flexible regarding location (though with a preference for East Coast capitals).
- The NSW and Vic regions and other capitals of Hobart and Adelaide all had a small number of roles advertised with no roles in Darwin or Perth this quarter.
- 52% of positions specifically mentioned work from home or hybrid work options, which is consistent with last quarter.

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Quarterly Trends in Location of Jobs - June 2019 to June 2024



Job Sector - April to June 2024

- Government continues to take the top advertising spot a significant increase from 23% last quarter to 35% of all roles this quarter.
- The Corporate sector also saw a large increase this period from 18% to 23% of roles. Professional Services sector is stable at 17%.
- Technology (10%) and Banking/Financial services (9%) sectors are consistent with the rates from last period.
- Health (3%) and Higher Education (8%) both in the bottom 3 sectors with the fewest advertised roles, together with Research (0%).

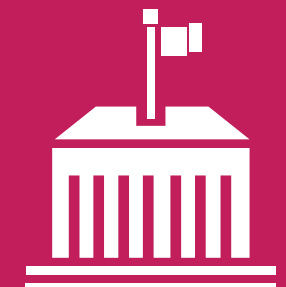
Most Jobs



Professional Services
17%

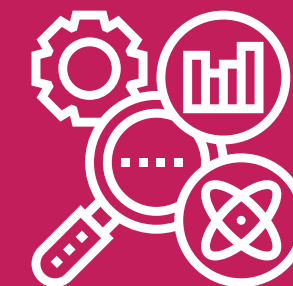


Corporate
23%



Government /
Utilities
35%

Fewest Jobs



Research
0%

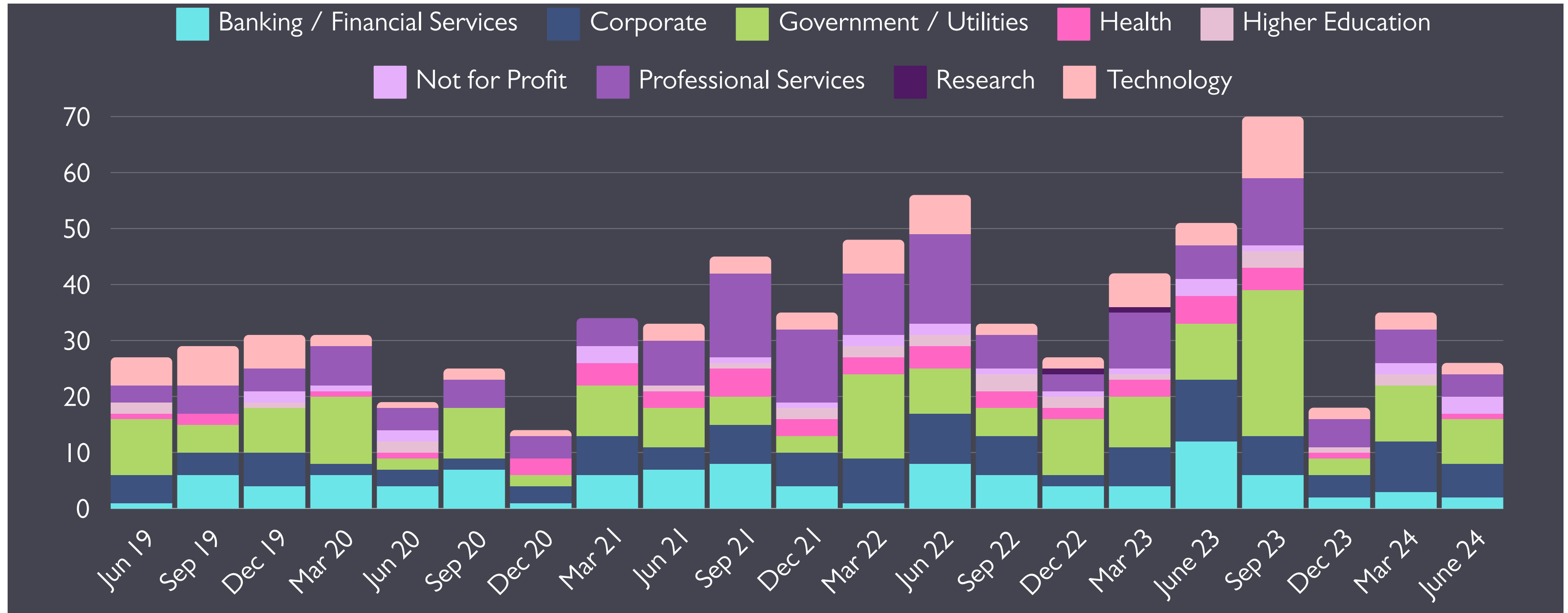


Health
2%



Higher Education
2%

Quarterly Trends for Job Sector - June 2019 to June 2024



*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

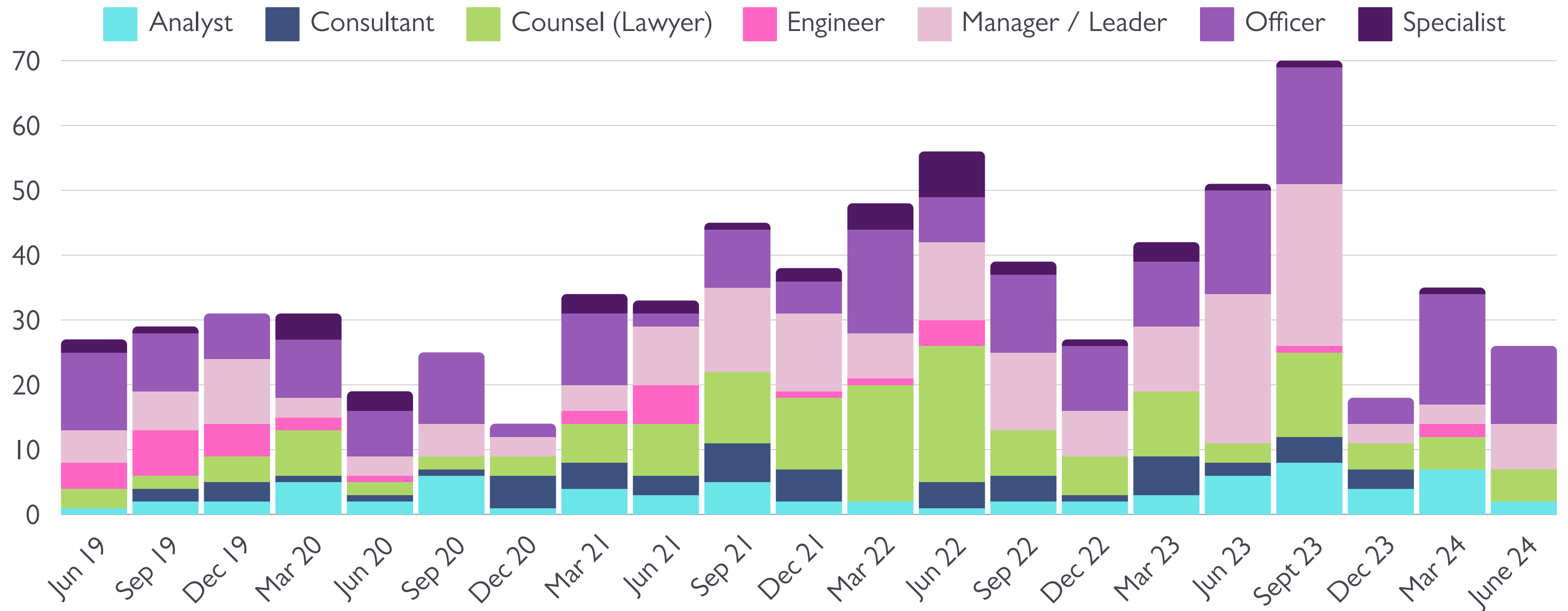
Job Titles - April to June 2024

- The majority of advertised positions were for Privacy Officers with 34% of roles this quarter which is a further increase over last quarter.
- Recruitment of both senior positions (Managers / leaders) decreased to 23% this quarter from 28% last quarter.
- Legal counsel roles have held steady at 19%.
- Analyst roles remained high at 12% of total roles advertised this quarter followed by specialists at 8%.
- 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

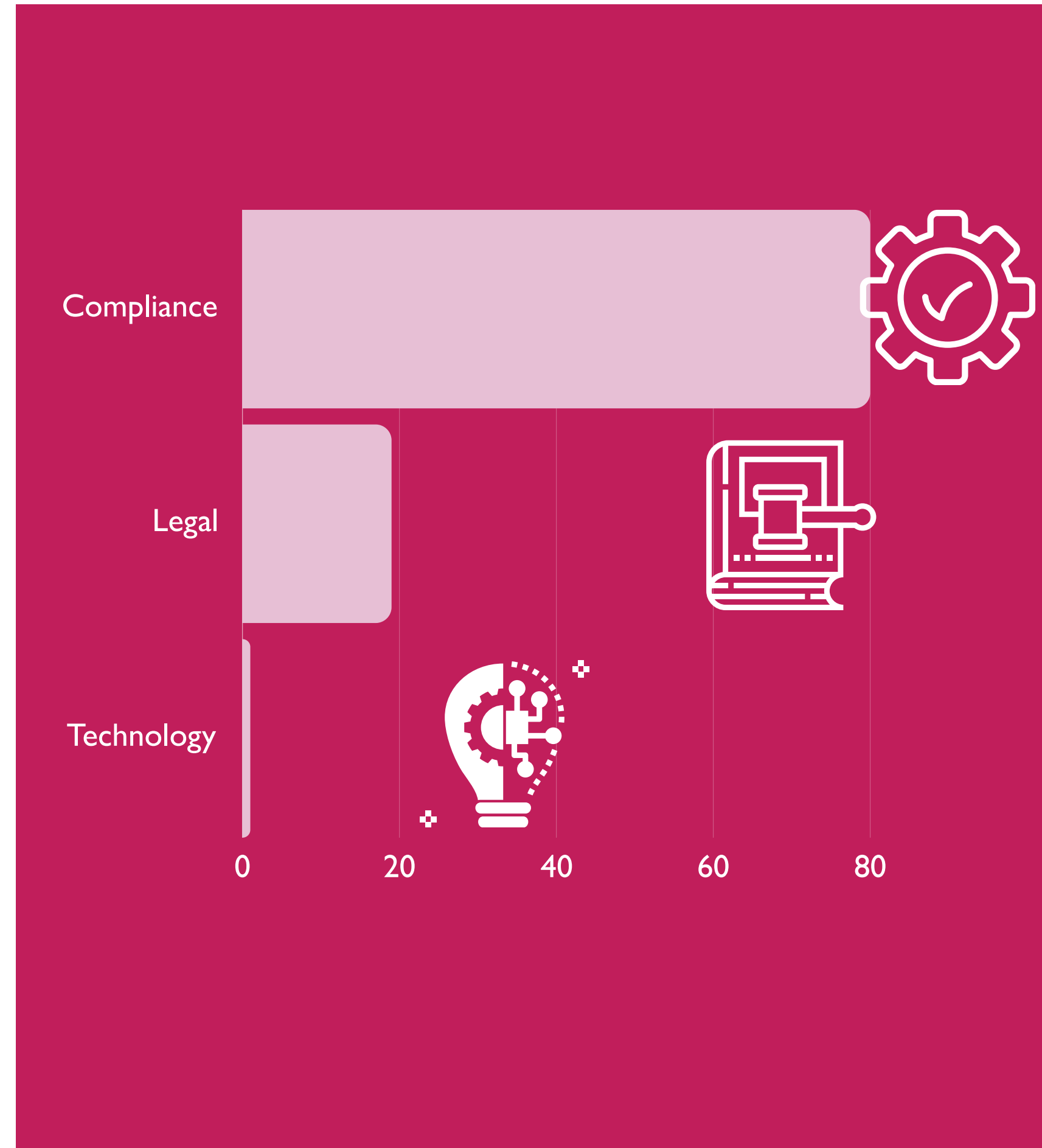


Quarterly Trends in Job Titles* - June 2019 to June 2024

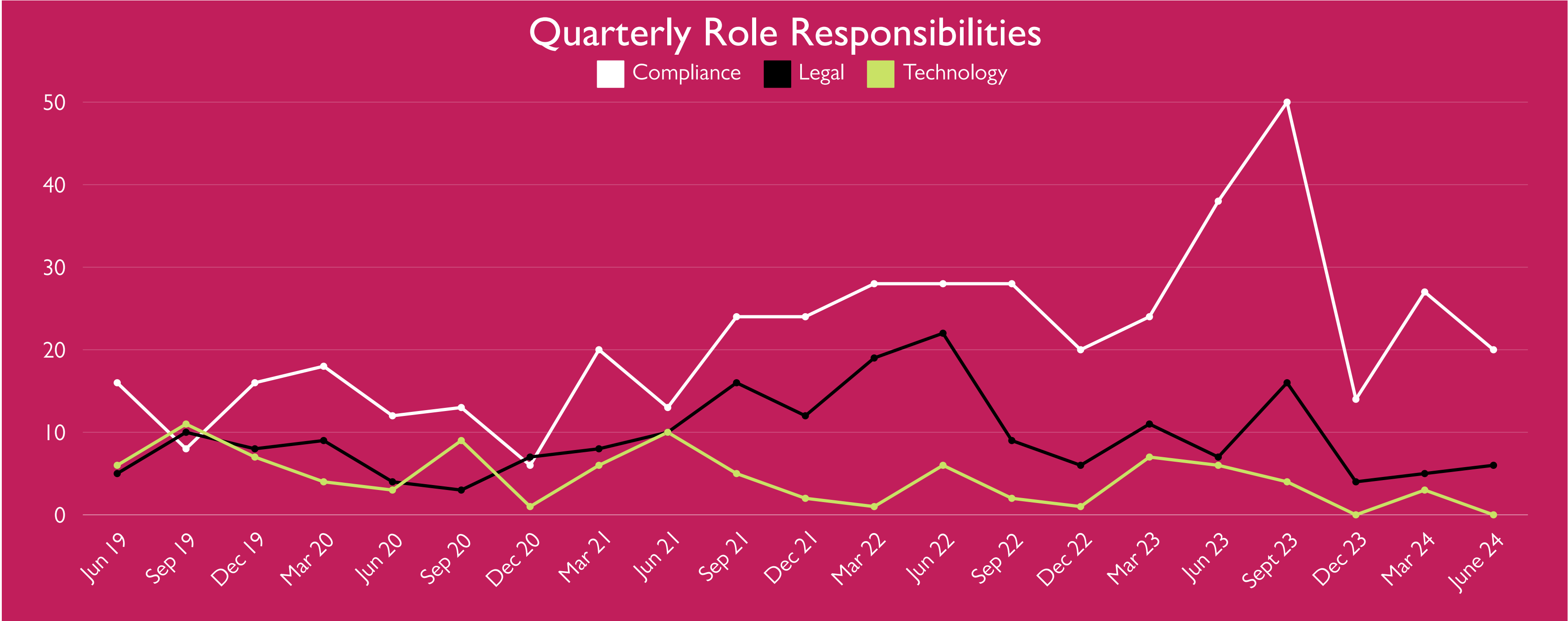


Role Responsibilities - April to June 2024

- Ads looking for privacy practitioners as part of a legal team or with a legal background has dropped this quarter to 20% of overall jobs (down 3% from last quarter).
- Compliance roles saw a significant increase to but continues to 79% of roles compared to 71% last quarter.
- Technical focused roles have dropped substantially to only 1% for this quarter.



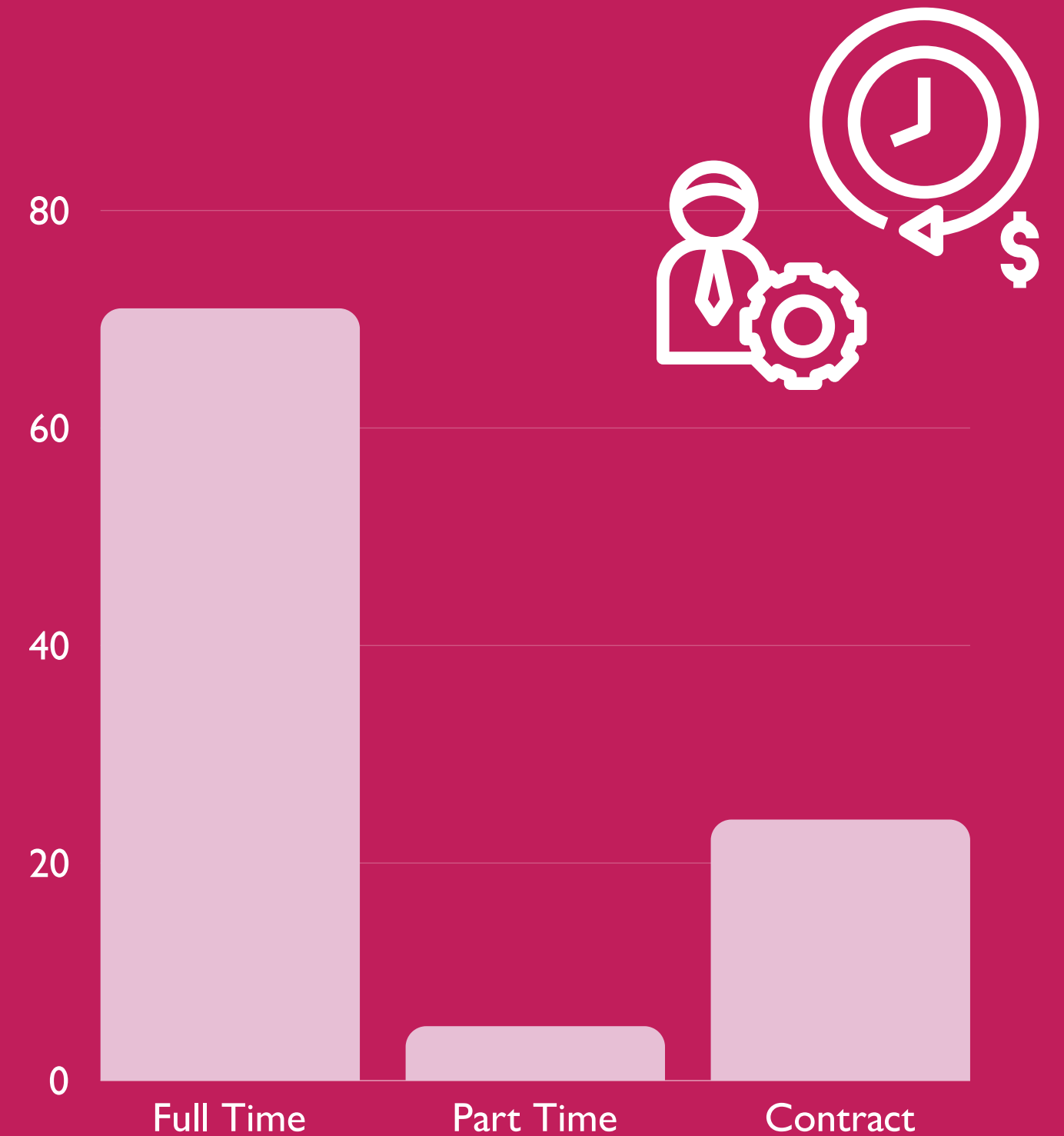
Quarterly Trend in Role Responsibilities - Mar 2019 to Mar 2024



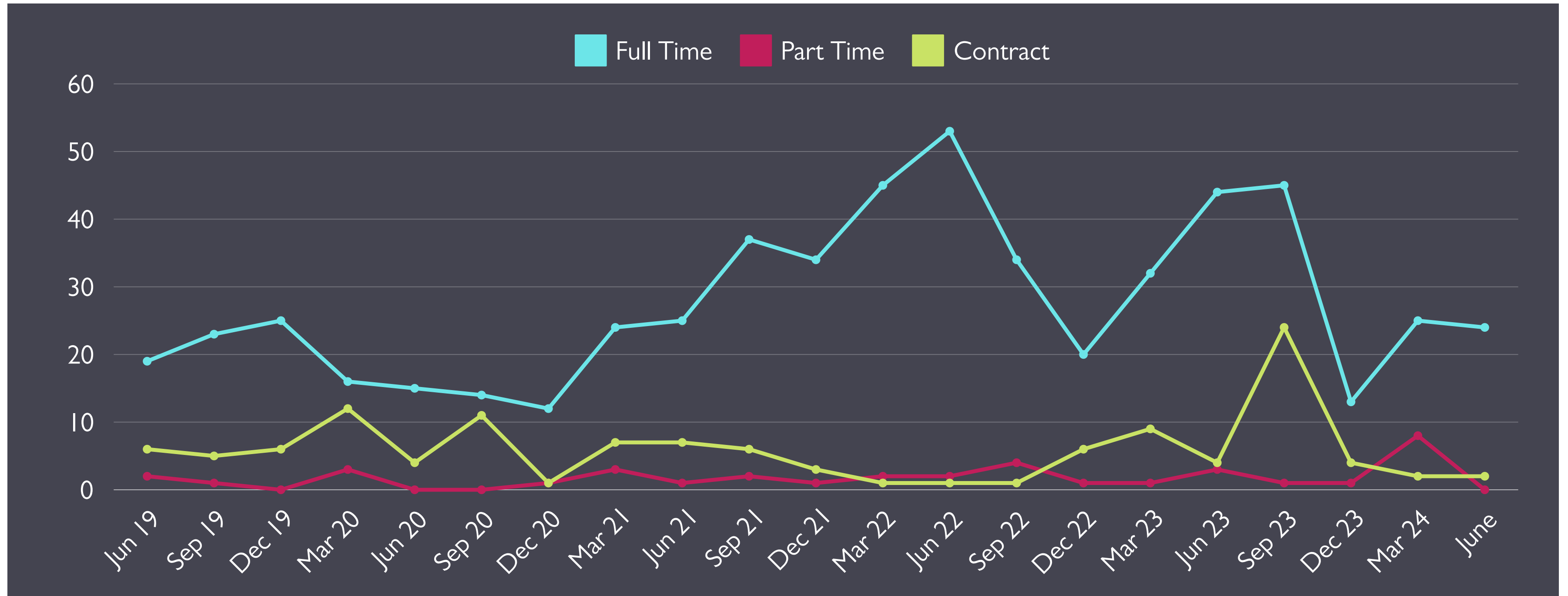
*Only job no.'s from the final month of the quarter are included

Type of Role - April to June 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 at 24% while full-time roles dropped slightly to 71%.
- Part time roles increased to 5% from 4% in the last half. However, we have noted more roles advertising flexibility and in some cases a part-time option.
- The total number of jobs that involve WFH or 'hybrid' was stable this period at 53% of all jobs advertised. This is consistent with market trends towards requiring office work versus flexible working arrangements



Quarterly Trends for Type of Role - June 2019 to June 2024



Salaries - April to June 2024

- There was a slight decrease in roles that displayed a salary range – down to 29% this quarter from 34%.
- For permanent roles, the most common salary range offered continues to be between \$126,000 - \$175,000 incl super.
- Only 7% of roles that advertised salaries were contract roles. The most common rate was <\$650 per day for government office or analyst roles. Only 1 contract role was for more than \$1,000 per day.

Salary Ranges

- most common ranges

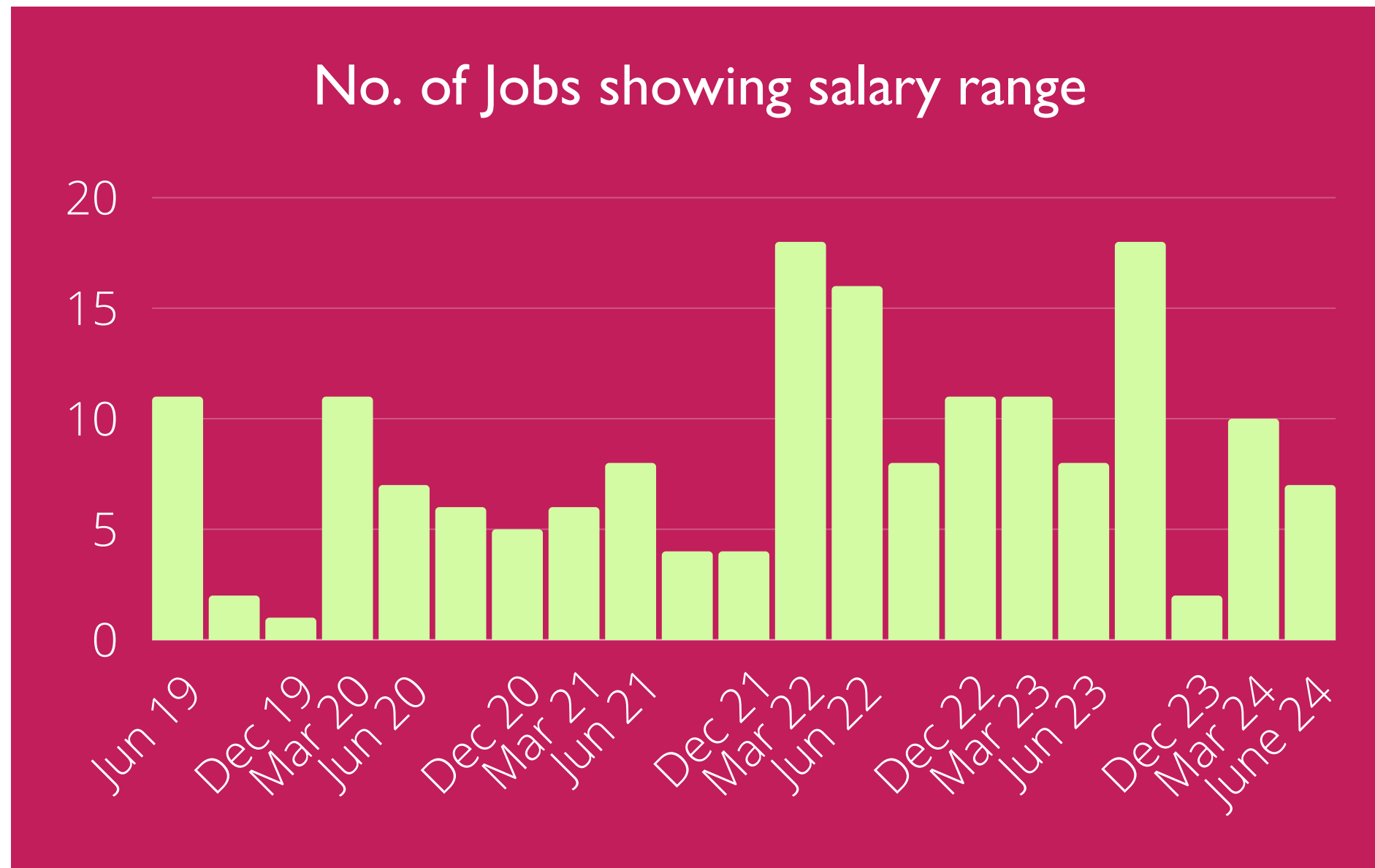
<\$650 p/d

Contract pa
(inc super)

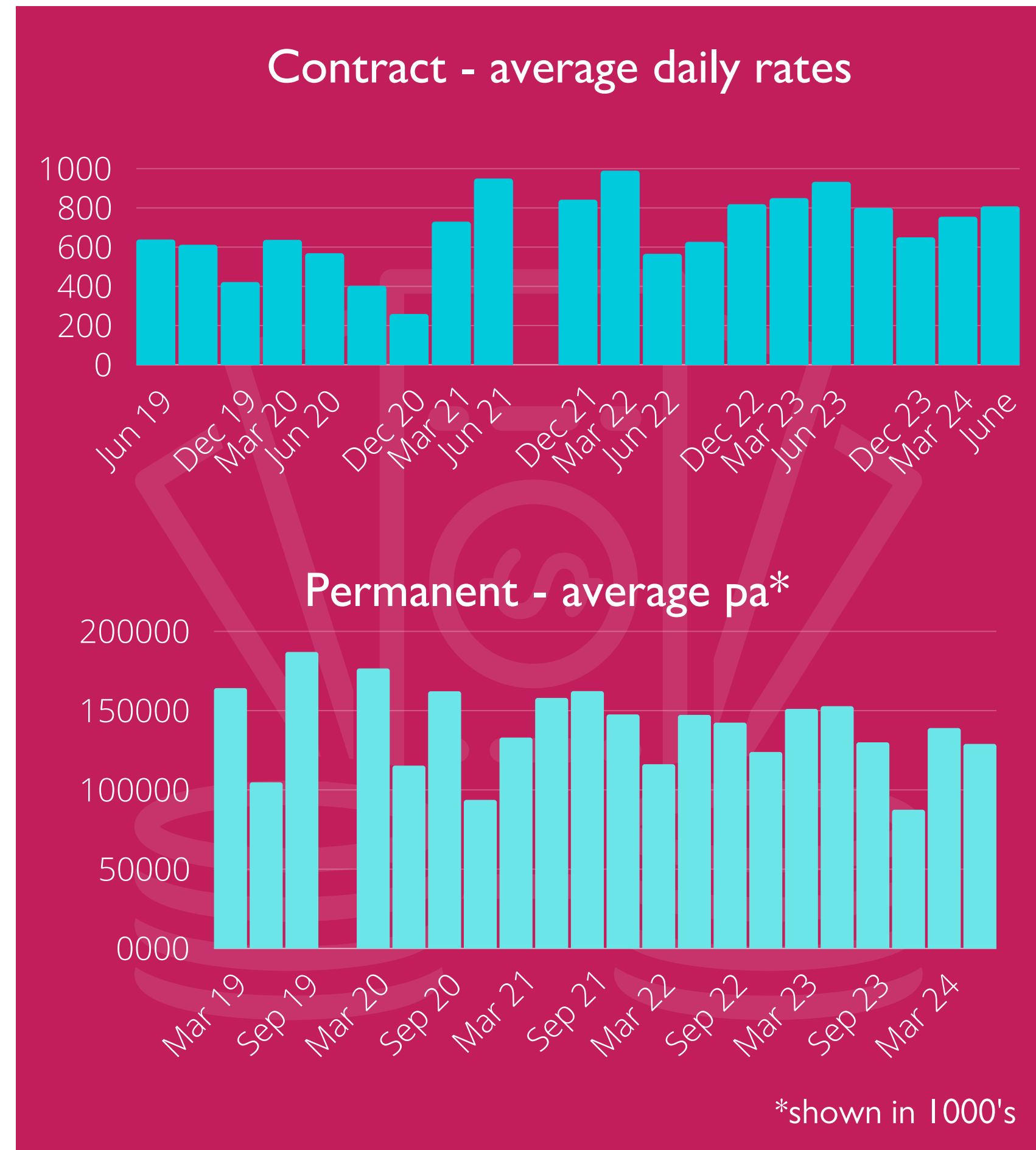
\$126,000 to \$175,000

Full time pa
(including super)

Quarterly Trends for Salaries - Mar 2019 to Mar 2024



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Experience, Qualifications and Certifications - April to June 24

- We've seen a return to the most common experience requirement being 5+ years (13%) from to 3+ years (11%).
- The roles specifying privacy certifications being desirable or required dropped to 9%. Certifications mentioned were: CIPM, CIPP and CIPT.
- There was an decrease in positions advertised this period that specified a degree qualification to 36% from 56% last quarter. Of those requiring a degree, 26% of those specified a law degree and 6% said any relevant tertiary qualification would be accepted.
- We are continuing to see the specification of an IT/Computing Degree with 5% of roles requiring an IT degree.



**1 Entry Level
Role**

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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