

Australian Privacy Job Report

January to
March 2025



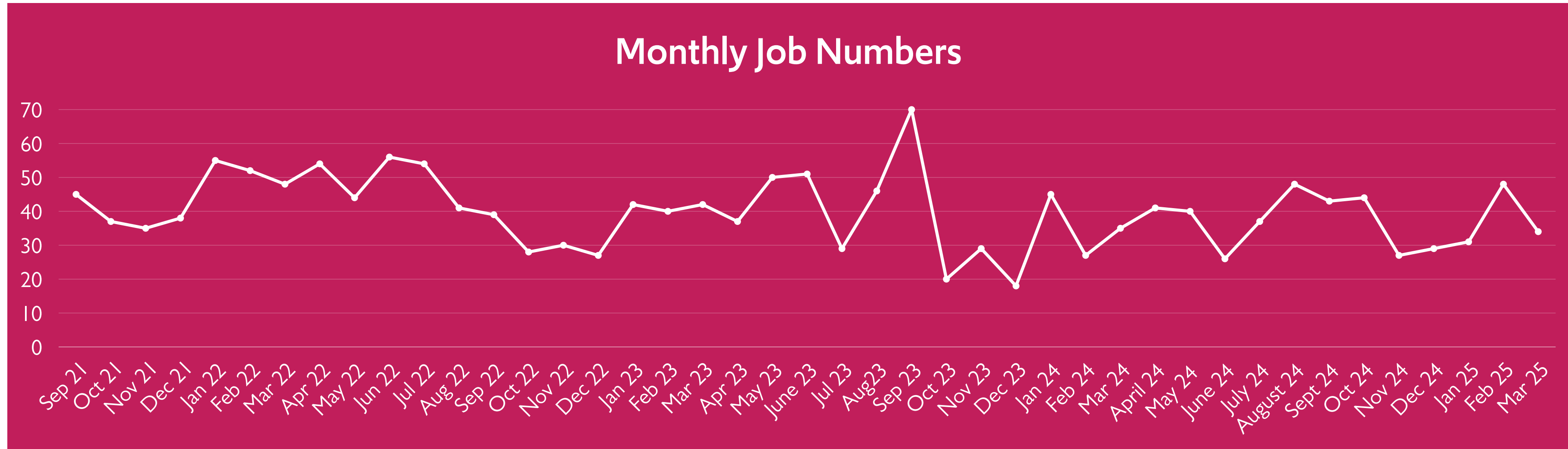
Summary of findings March 2025

This report outlines our major findings for the quarter of January to March 2025. It also shows the trends from our analysis of privacy jobs advertised between December 2019 and March 2025.

Main findings:

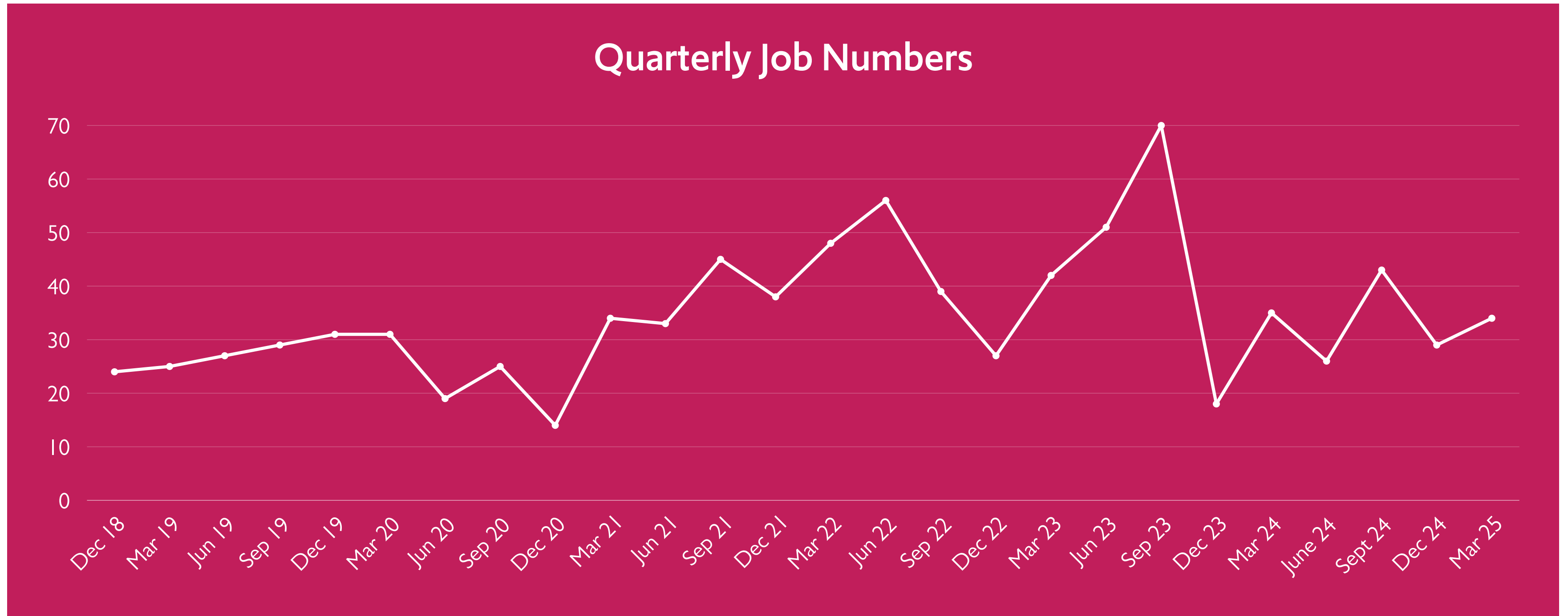
- As expected, we've seen a rise in roles advertised this period following the usual low in the last quarter of 2024.
- Advertised jobs increased this quarter to an average 38 jobs per month - up from 33 last quarter. February was particularly strong with 48 roles advertised.
- Government remained the largest advertiser, increasing to 41% from 29% of all positions, with corporate and professional services rounding out the top three sectors.
- Flexibility in roles is still important, with 18% of privacy roles offering remote options or the ability to work from East Coast capitals, particularly Melbourne or Sydney.
- Work-from-home or hybrid options returned to a more usual 50% of job advertisements, after a peak of 60% last quarter.
- There was a strong trend towards recruiting privacy leaders or managers this quarter with 36% of roles advertised for more senior positions, primarily (but not exclusively) in non-Government roles.
- Compliance-focused roles dominated the quarter, making up 73% of all advertised positions, showing a continuing move away from privacy as a legal function and towards privacy as a compliance function.
- The average salary this quarter dropped to \$134,000, compared to \$142,000 last quarter. Average contract rates remained at over \$800 per day.
- The highest advertised salary reached \$220k to \$240k Plus Bonus per year for a Senior Corporate Counsel - Privacy, listed by a recruitment firm.
- Experience remains crucial, with most roles requiring 5+ years of relevant experience.
- Privacy certifications such as the CIPM are increasingly in demand, with 1 in 3 advertised roles in the Corporate Sector listing them as either a requirement or a desirable qualification.
- There were five roles that were re-advertised in Q1, perhaps indicating some challenges finding suitable candidates with the required skills and experience for more senior roles. These roles were looking for more experienced candidates (5+ years), primarily in the corporate or banking/finance sectors. Desirable candidates for these roles will be the right cultural fit for the organisations and would be described as self-starters, solution-oriented, and strategically minded and to address privacy matters in relation to AI governance, data strategy, and digital transformation.

No. of Job Ads - March 2025



- This graph shows job numbers on a monthly basis since September 2021. Job numbers include all unique positions found on Seek, Indeed and Linked In.
- As expected, we've seen a rise in roles advertised this period following the usual low in Q4. February was particularly strong with 48 roles advertised.
- There was an increase this quarter to an average 38 jobs per month which was up from 33 last quarter.

Quarterly Trend in Job Ads - Dec 2018 to March 2025

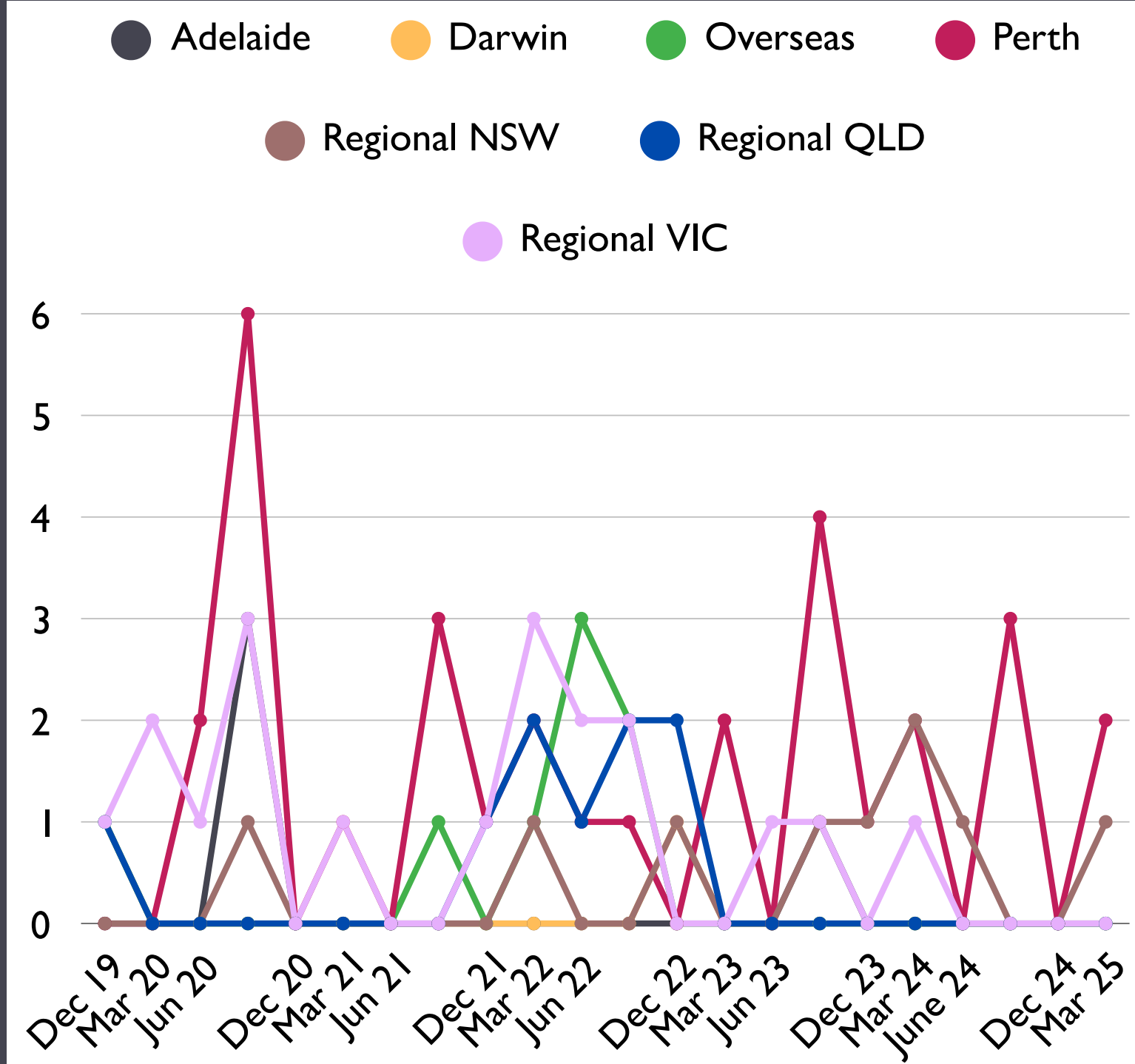


Location of Jobs - Jan to Mar 2025

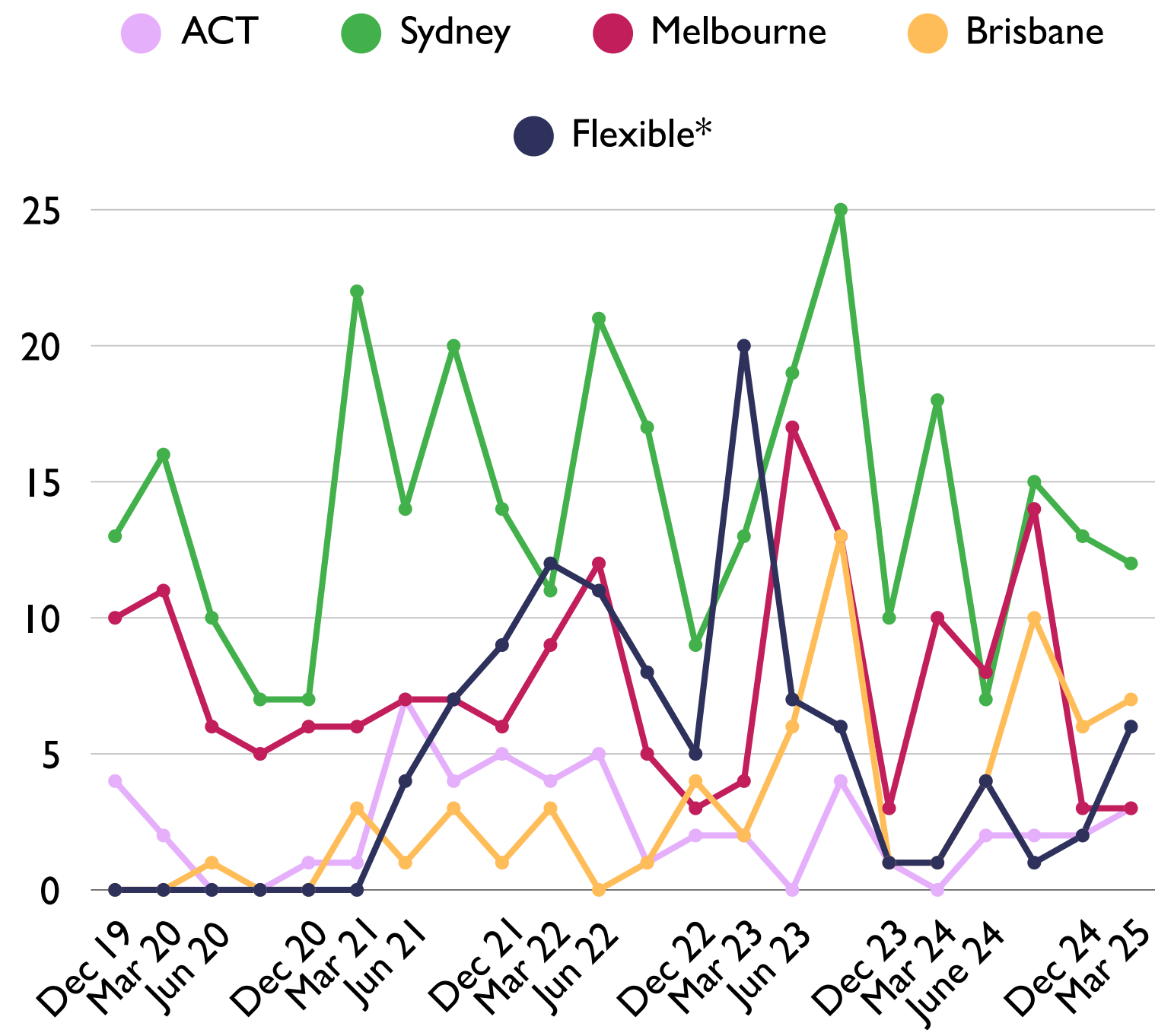
- Brisbane was slightly lower than last quarter with 21% of roles, down from 25%. Sydney has maintained the lead position with 35% of roles advertised.
- Roles only in Melbourne have dropped substantially again this quarter to 9% from 14%.
- When considering location however, we're seeing a further increase in roles offered that are flexible with 18% of privacy roles being remote, or with the ability to work from East Coast Capitals (especially Melbourne or Sydney).
- NSW regions had a small number of roles advertised with again no roles advertised in Darwin, Hobart or Adelaide this quarter.
- 60% of positions specifically mentioned work from home or hybrid work options, up significantly from 50% last quarter.



Quarterly Trends in Location of Jobs - Dec 2019 to Mar 2025



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*Flexible only began to be counted as an option in June 2021

Job Sector - Jan to Mar 2025

- Government remains the top sector for advertised roles, increasing from 29% to 41% this quarter.
- The Professional Services sector has taken out second spot, increasing to 17% from 12%. Corporate roles have remained stable on 15% completing the top three.
- Banking/Financial Services sector has dropped out of the top three with 12%, down from 19% last quarter.
- The Health sector joined Not-for-Profit and Education for the sectors with the least jobs advertised.

Most Jobs



Professional Services
17%



Corporate
15%



Government /
Utilities
41%

Fewest Jobs



Health
4%

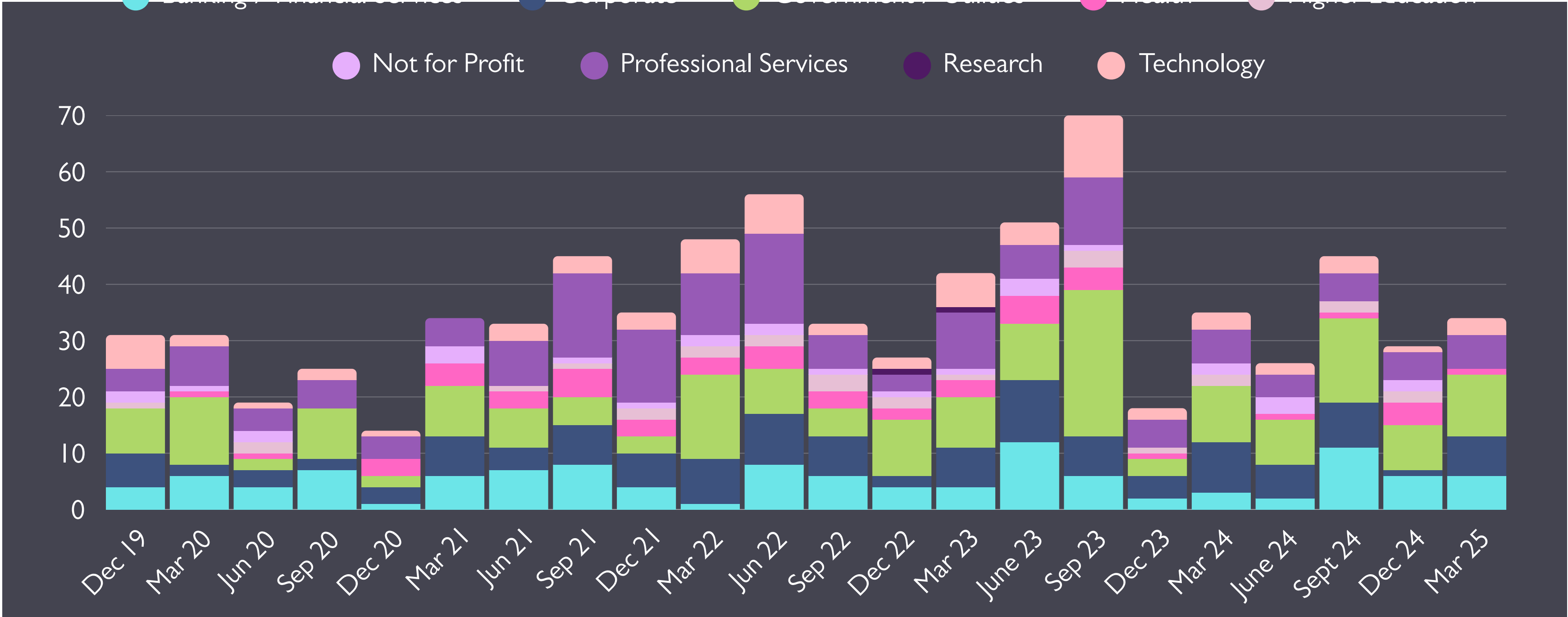


Not for Profit
1%



Education
4%

Quarterly Trends for Job Sector - Dec 2019 to Mar 2025



*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

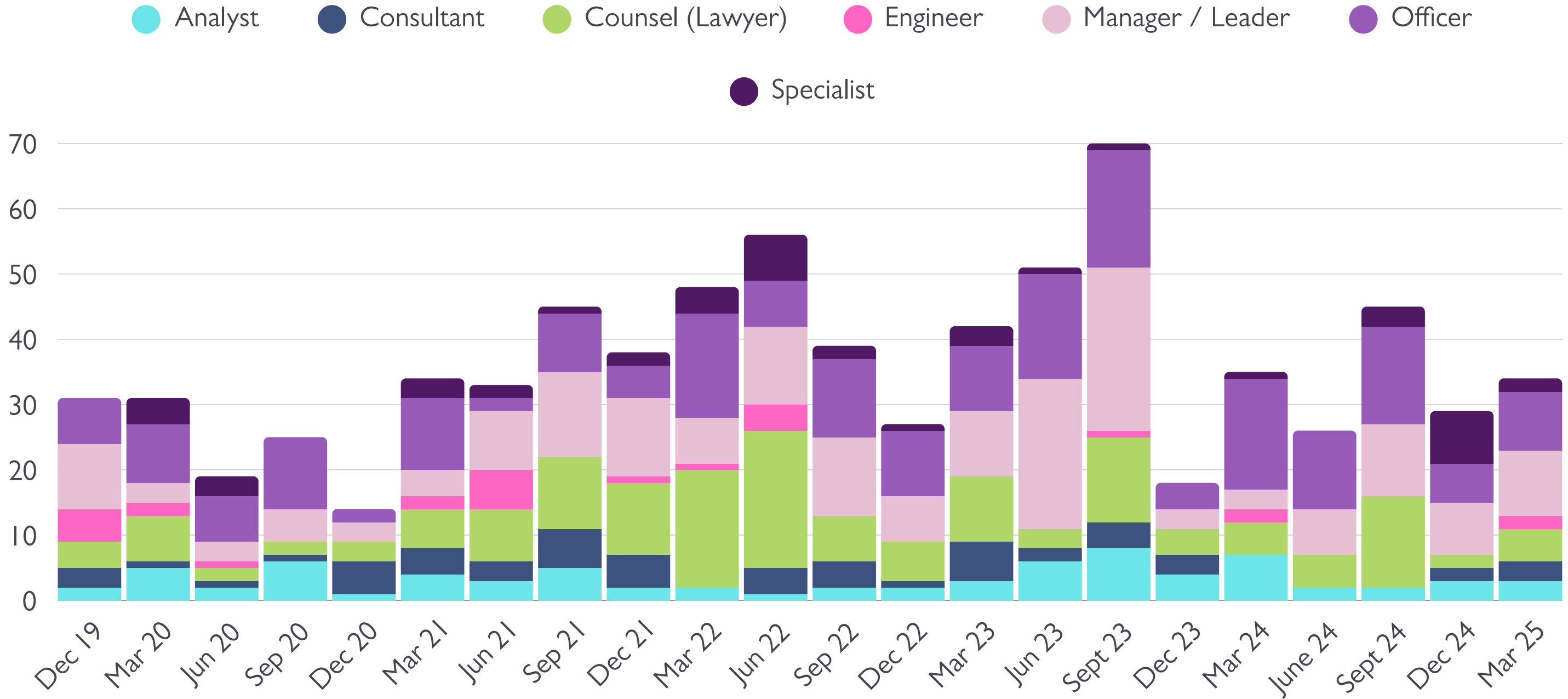
Job Titles - Jan to Mar 2025

- Recruitment of Privacy Managers and Leaders or Directors has strengthened further since last quarter with 36% of roles this quarter up from 28%.
- Privacy Officer Roles are still strong at 25% of roles.
- Specialists or advisers dropped back to 5% this quarter from a high of 16% last quarter.
- Legal counsel roles recovered from a drop last quarter, up to 19% from 2%.
- Analyst roles have been stable at 7% compared to 8% last quarter.

Most Common



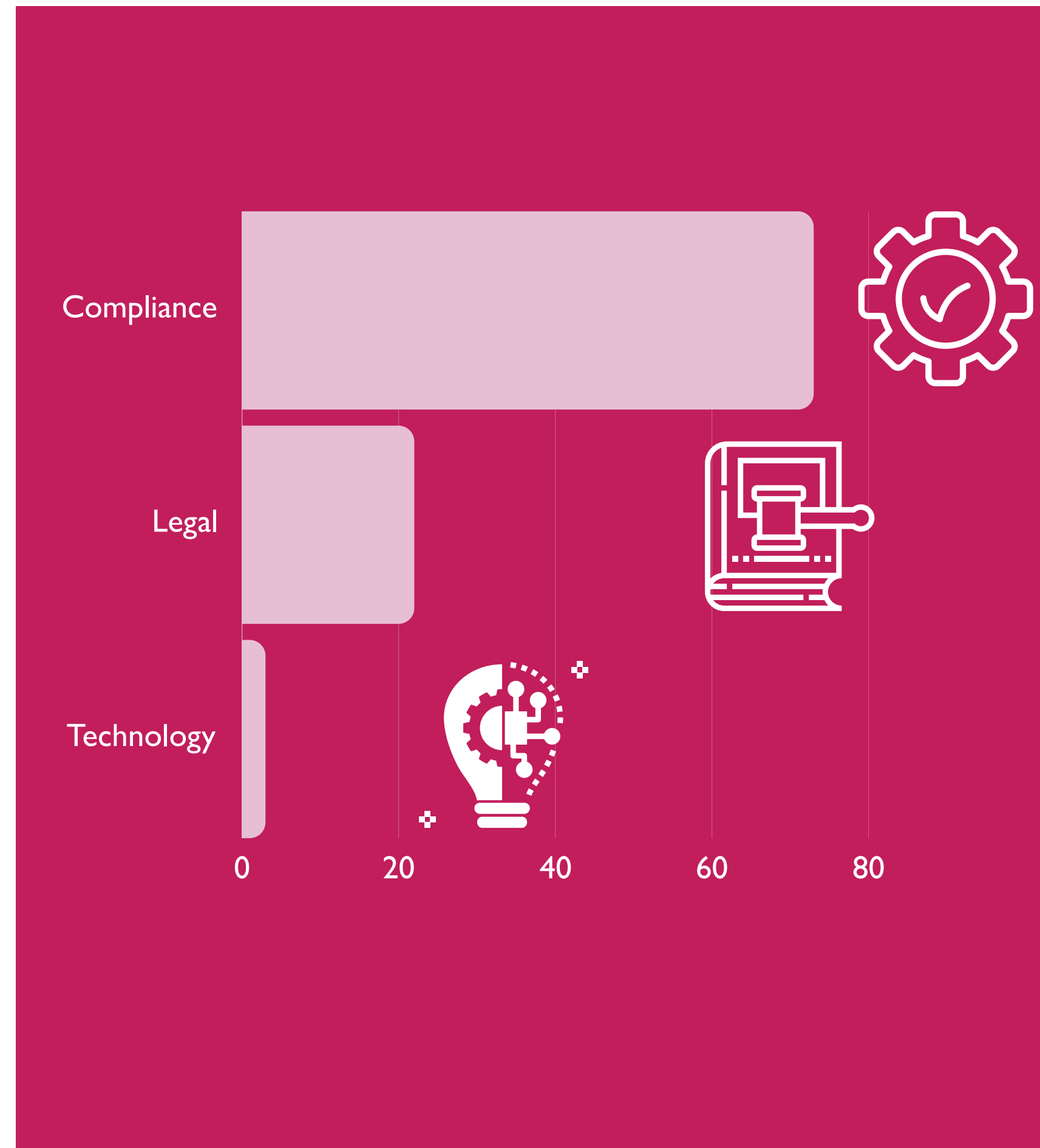
Quarterly Trends in Job Titles* - Dec 2019 to Mar 2025



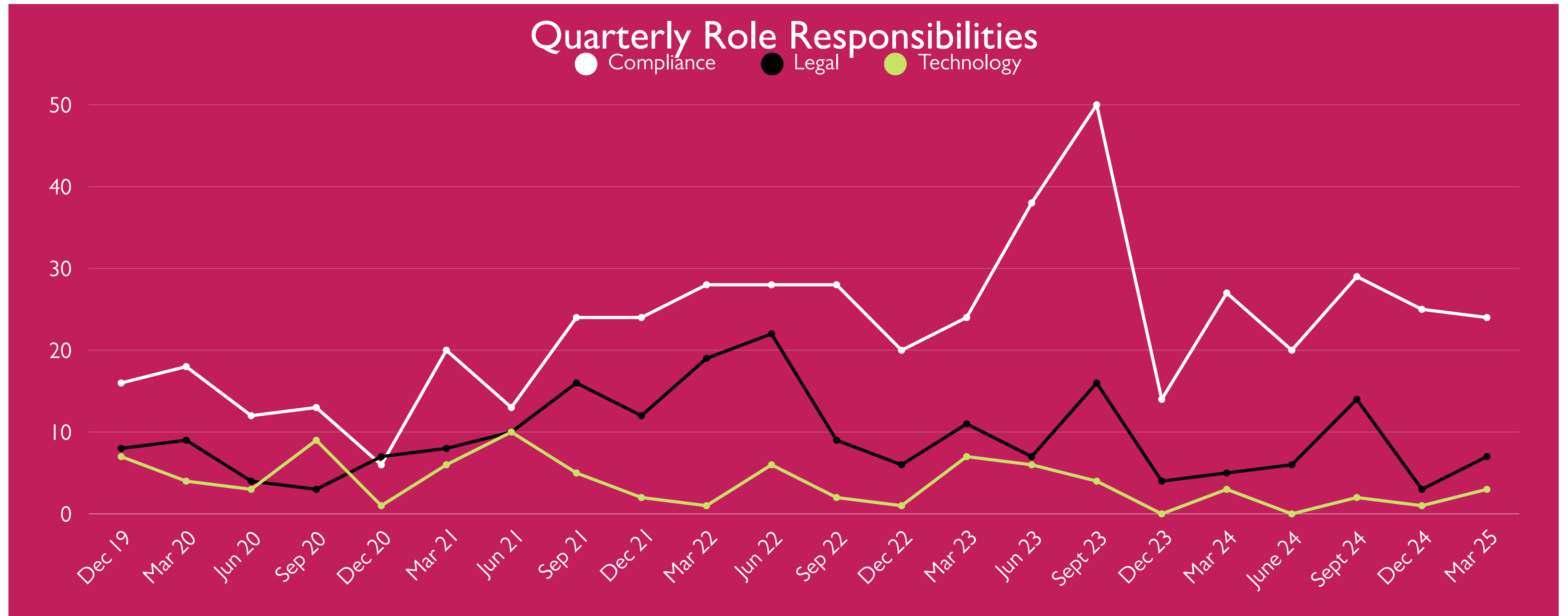
*We categorise jobs into 7 job titles for comparison purposes

Role Responsibilities - Jan to Mar 2025

- A strong focus on Compliance roles this quarter with these roles increasing from 73% to 83% of all jobs advertised.
- Ads looking for privacy practitioners as part of a legal team or with a legal background dropped to 16% from 21% last quarter.
- Technically focused roles have dropped back to 1%, down from 5% last quarter.

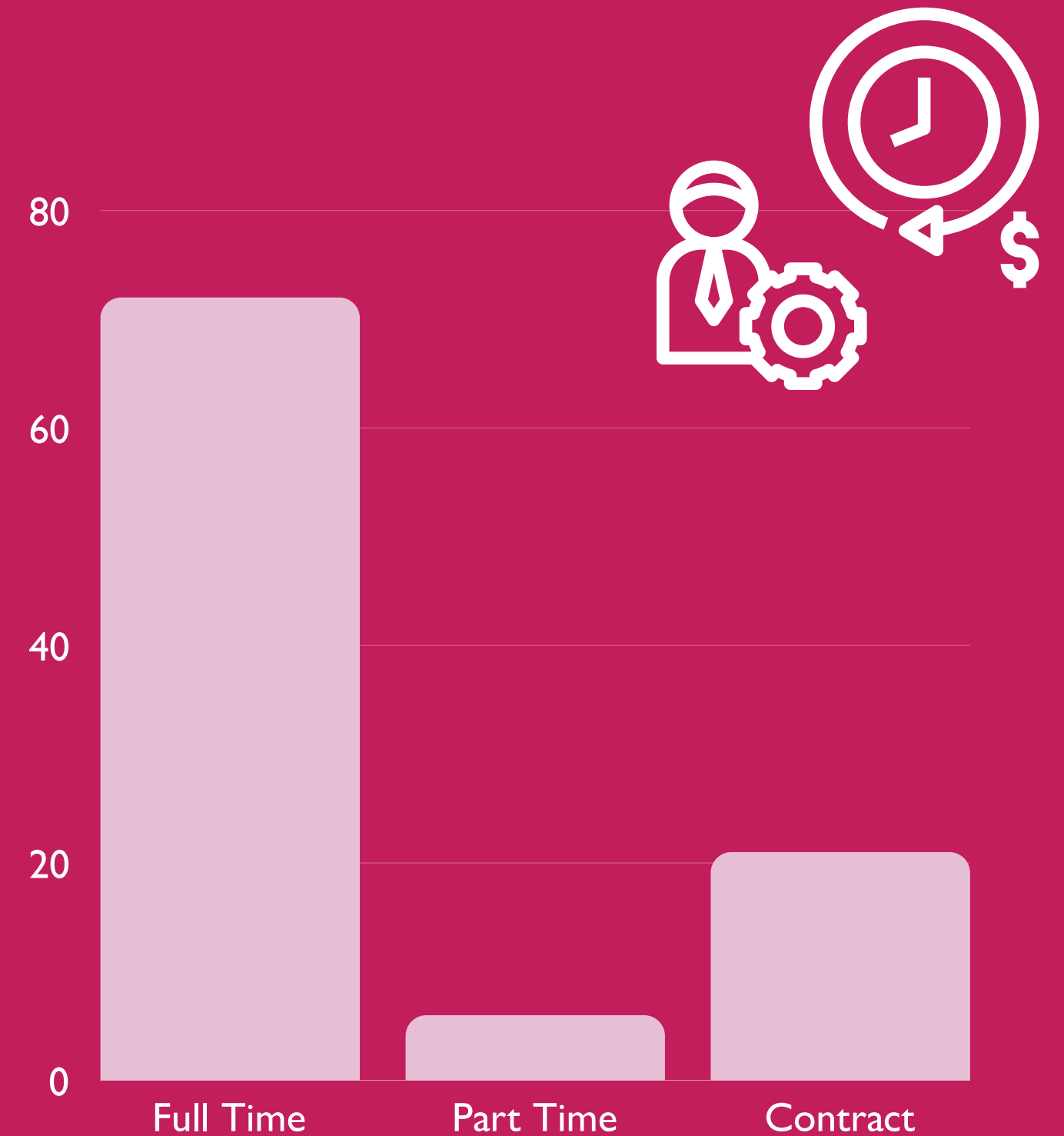


Quarterly Trend in Role Responsibilities - Dec 2019 to Mar 2025

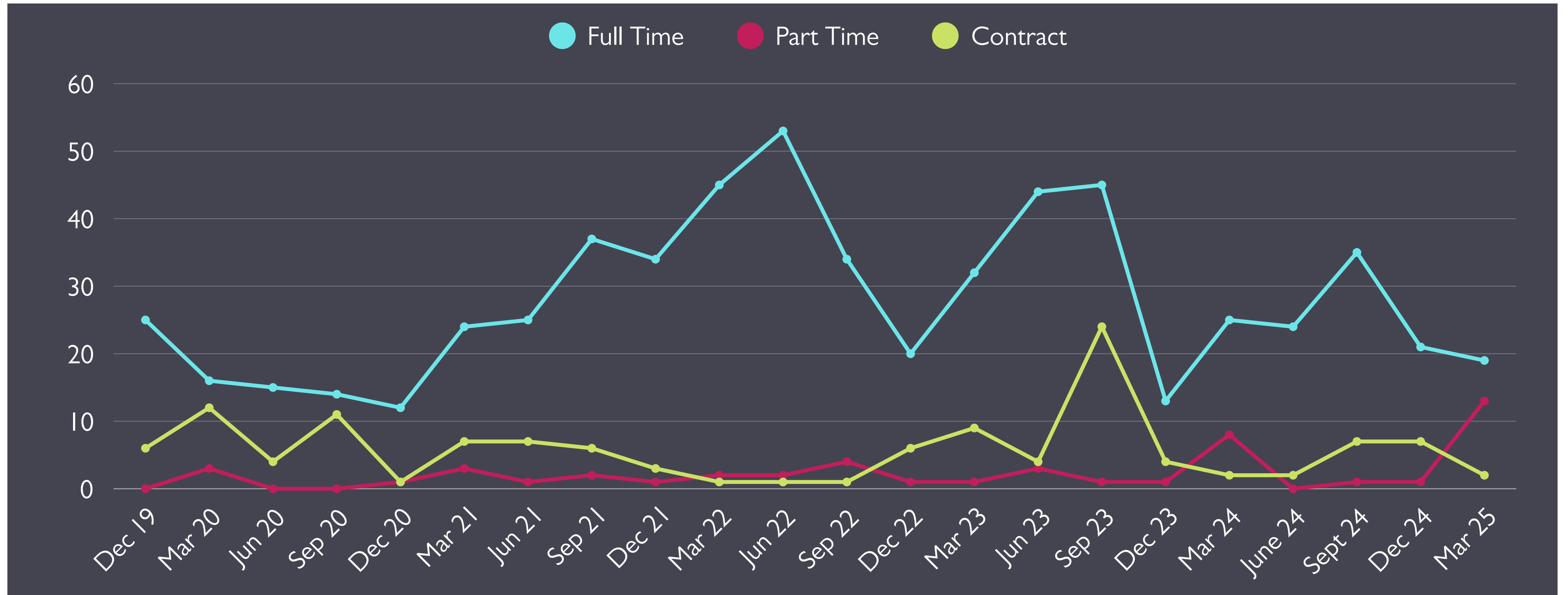


Type of Role - Jan to Mar 2025

- The break down between full time, part time and contract positions show that privacy roles continue to be heavily focused on full time work. We also continue to see many permanent roles advertising flexibility.
- There was a small shift away contract roles which decreased slightly to 21% while full-time roles stable on 72%% this quarter.
- We have seen a small shift toward part time roles which rose slightly to 6% from 3% last quarter.
- The total number of jobs that specify WFH, 'hybrid' or flexible returned to 50% of all jobs advertised dropping from a high last quarter of 60%



Quarterly Trends for Type of Role - Dec 2019 to Mar 2025



Salaries - Jan to Mar 2025

- There was a decrease in roles that displayed a salary range – 27% down from 36% last quarter, which makes salary analysis less representative of the market.
- For permanent roles, the most common salary range offered continues to be between \$126,000 - \$175,000 incl super with an average of just over \$140,000.
- The most common rate for contract roles was between \$800-\$1000 per day, primarily for specialist or leadership type roles

Salary Ranges

- most common ranges

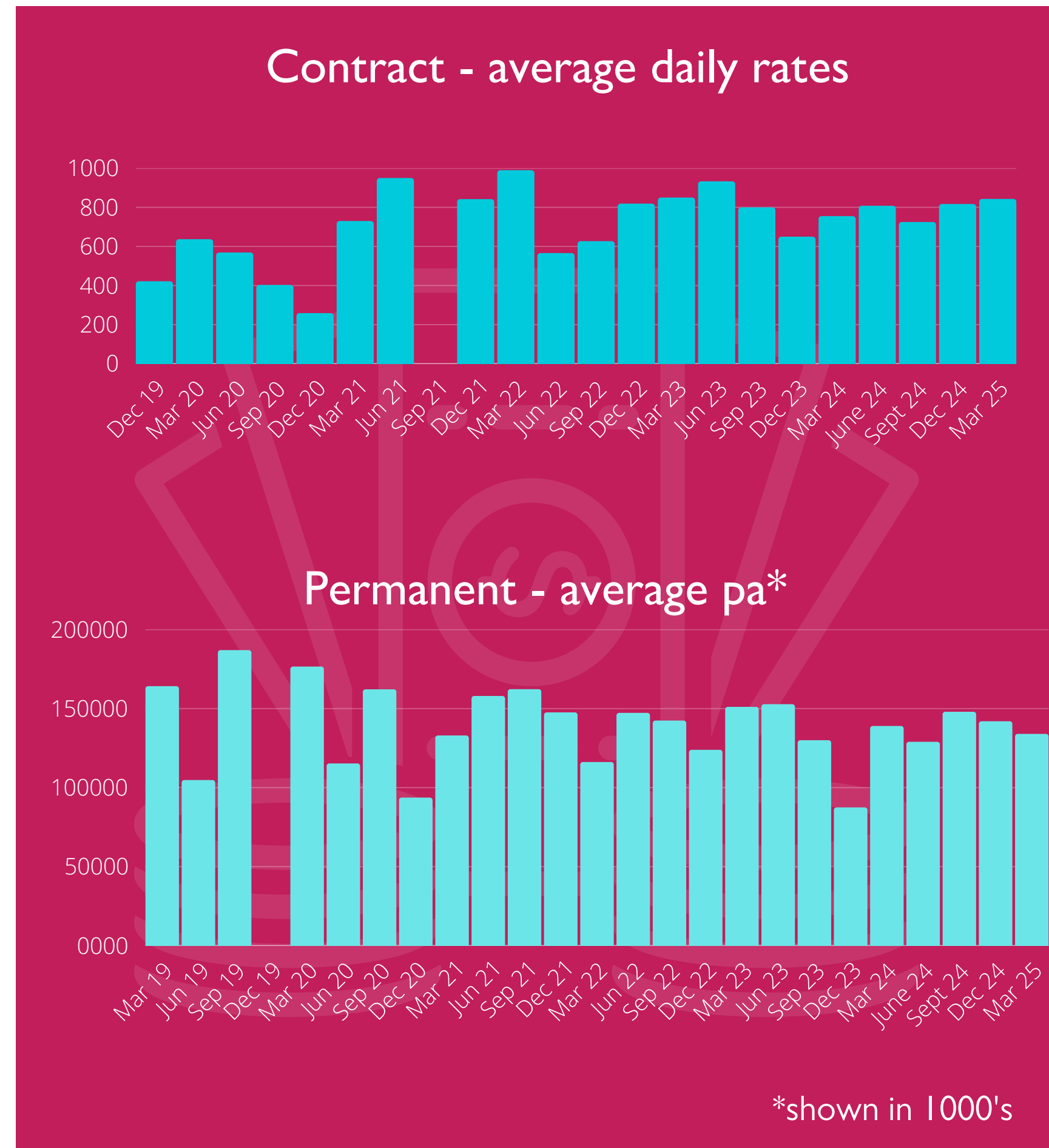
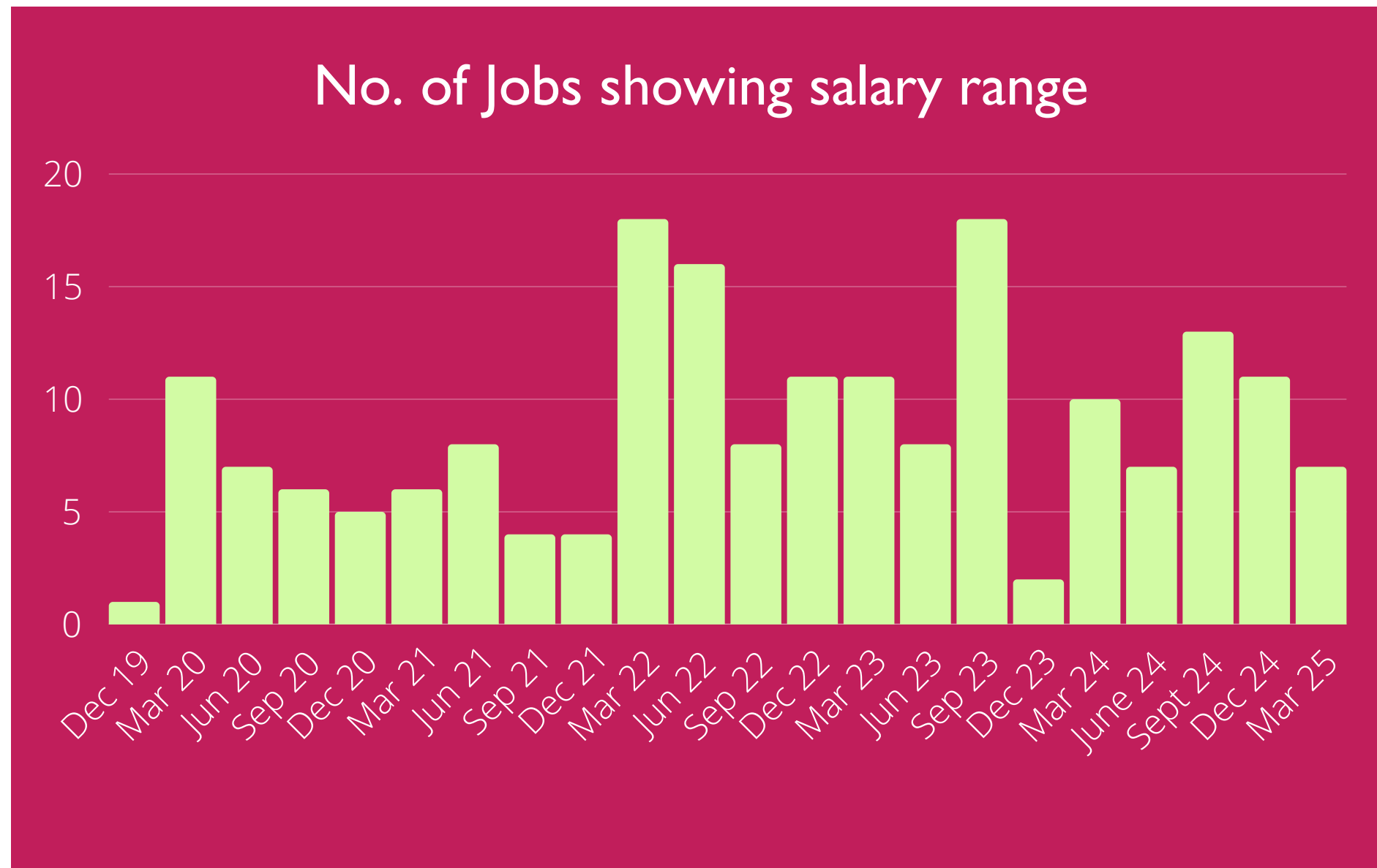
\$800-\$1000 p/d

Contract pa
(inc super)

\$126,000 to \$175,000

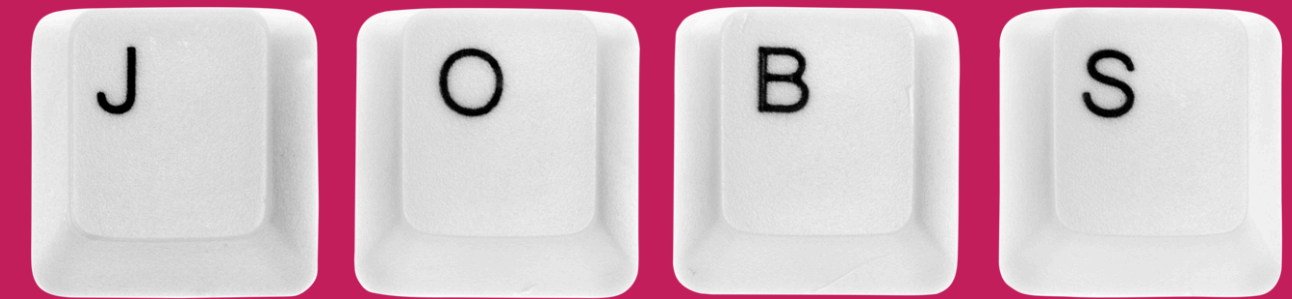
Full time pa
(including super)

Quarterly Trends for Salaries - Dec 2019 to Mar 2025



Experience, Qualifications and Certifications - Oct to Mar 2025

- The most common experience requirement continues to be 5+ years, with 15% of roles advertised specifying this. Over a quarter of roles (28%) are expecting at least 3+ years of experience with 7% of roles requiring more than 8 years.
- Privacy certifications continue to be in demand with 15% roles advertised have certification as a requirement or being desirable. This is most notable in the Corporate sector where 1 in 3 roles will ask for a privacy certification. Certifications mentioned were: CIPM, CIPP, CIPT, CISM and CDPSE.
- The proportion of positions requiring a degree remained steady at 33%. Among these, 25% specifically requested a law degree. For roles where a degree was specified, sought-after qualifications included fields such as risk management, records and information management.



**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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