

Australian Privacy Job Report

July to Sept

2025



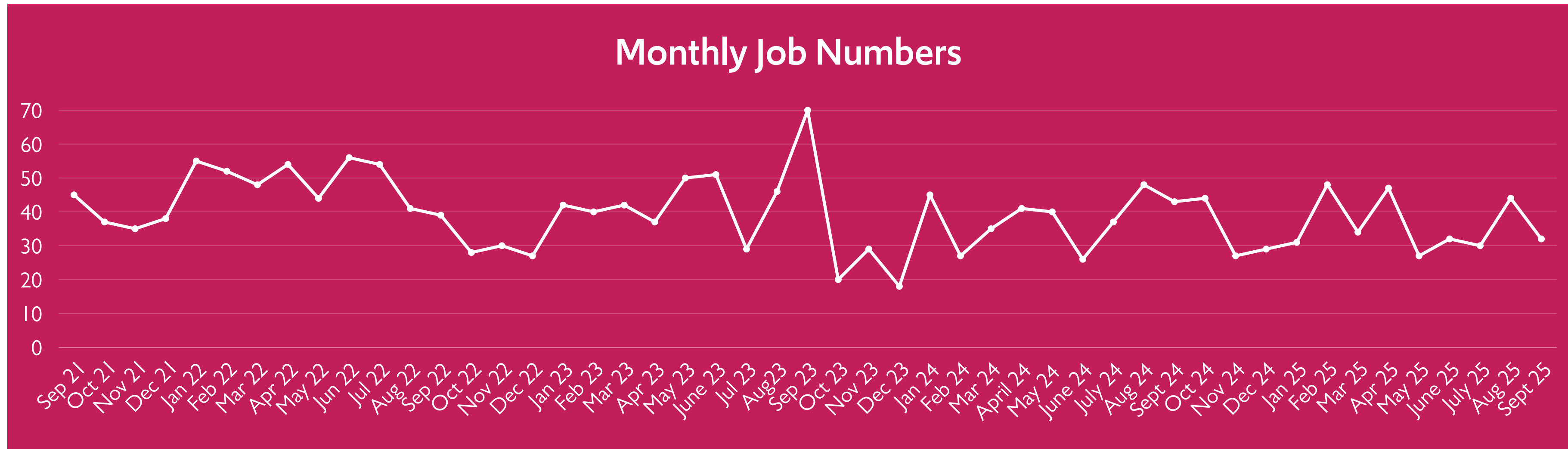
Summary of findings September 2025

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

Main findings:

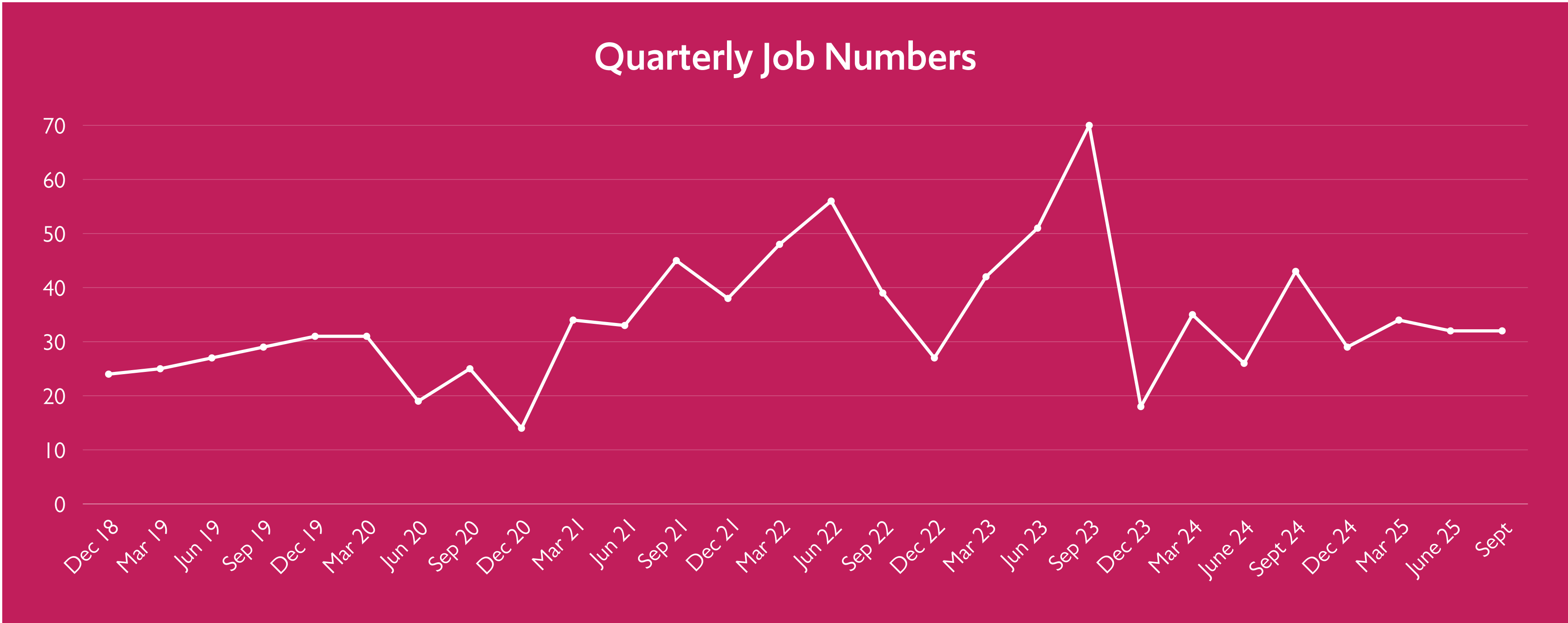
- Privacy job opportunities were stable in Q3, averaging 35 roles per month. August stood out with 44 advertised positions.
- A significant number of roles were re-advertised over the period suggesting there may be ongoing challenges in recruiting candidates with suitable skill sets and senior-level experience. These opportunities focused on individuals with more than five years' experience, primarily within corporate or tech sectors including Atlassian, Canva and Bytedance.
- The Government sector continues as the largest employer, accounting for 30% of all advertised privacy roles this quarter, again stable when compared to last quarter. Demand for professional services roles remains strong (coming in second place). Corporate roles have replaced Banking and Finance in the top 3 industries looking for privacy professionals.
- Capital cities continue to lead in job availability, with 80% of roles based there and a further 10% open to any of the Eastern capitals. Regional and fully remote roles are still rare however we've seen roles advertised in Darwin, Perth, Adelaide this quarter. We've seen a resurgence in flexible working with 78% of job ads mentioning hybrid, work-from-home, or flexible arrangements.
- Demand for privacy leaders and managers is steady, as one in three roles targets senior candidates, mostly outside of government.
- Interestingly we've noticed an increasing trend for roles to be advertised as 'Privacy Specialist' – although the job description is the same as for a Privacy Officer or Manager. Are 'Privacy Specialists' more special?
- The average advertised salary increased to \$145,000 from \$137,000 previously, and contract rates held above \$800 per day. The top salary on offer was between \$220,000 and \$240,000 plus bonus for a Senior Data Privacy Officer through a recruitment agency.
- Experience continues to be important, with 37% of roles requiring at least three years' experience and 3% calling for more than eight years. Legal positions are most likely to specify experience, while other roles look for relevant skills or certifications.
- Privacy certifications such as CIPP or CIPM are increasingly valued, with almost 1 in 4 jobs listing them as required or preferred qualifications.

No. of Job Ads - Sept 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.
- Total jobs advertised for the quarter is down slightly on 106 when compared to last quarter. August was the biggest month with 44 roles.
- The overall average was also stable at 35 jobs per month.

Quarterly Trend in Job Ads - Dec 2018 to Sept 2025



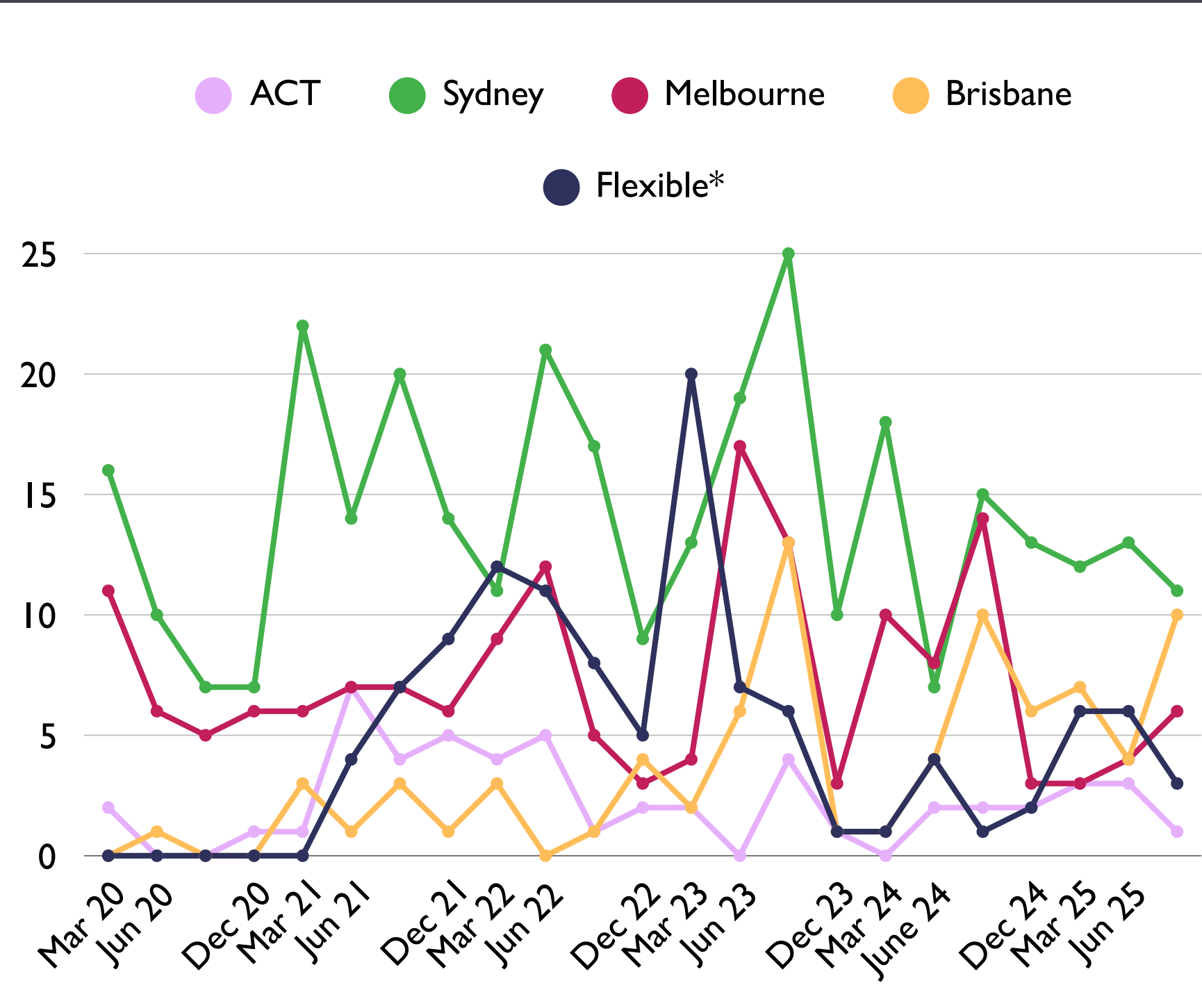
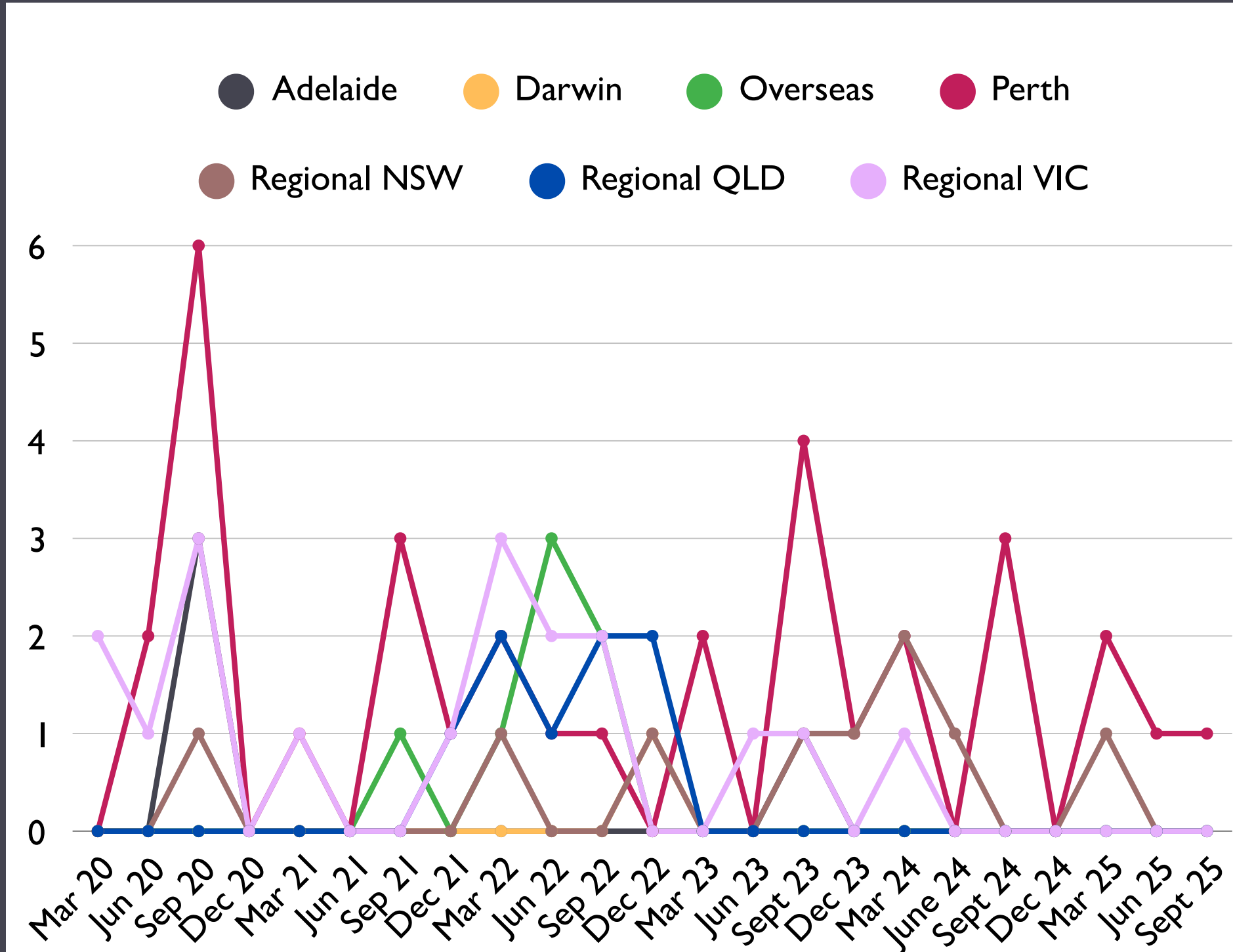
*Linked In jobs were included for the first time in Sep 2021
*Only job no.'s from the final month of the quarter are included

Location of Jobs - July to Sept 2025

- Sydney increased its lead 40% of roles advertised, up from 33%.
- Brisbane was slightly higher again with 22% of roles, up from 20% in Q2.
- Roles only in Melbourne have dropped this quarter to 19% from 26% last quarter.
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- When considering location however, we continue to see roles offered that are flexible with 19% of privacy roles being remote, or with the ability to work from East Coast Capitals (especially Melbourne or Sydney).
- Surprisingly we didn't see any regional roles advertised however there were several roles advertised in other capitals including Darwin, Adelaide, Perth and Canberra Perth bucked the capital city trend with 1% of roles.
- 78% of positions specifically mentioned work from home or hybrid work options, up significantly from 60% last quarter.



Quarterly Trends in Location of Jobs - Mar 2020 to Sept 2025



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

Job Sector - April to June 2025

- Government remains the top sector representing 30% of roles advertised this quarter.
- The Professional Services sector has taken out second spot, however they dropped back to 16% from 25%.
- Corporate roles are back in the top 3 sectors at 15%, taking the spot from Banking/Financial Services.
- The Health sector, Not-for-Profit and Education continue to be the sectors with the least jobs advertised.

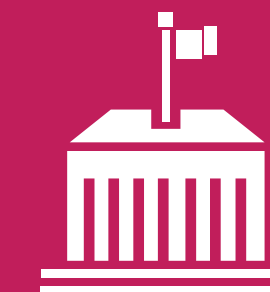
Most Jobs



Professional Services
16%



Corporate (Including
Retail)
15%



Government /
Utilities
30%

Fewest Jobs



Health
7%

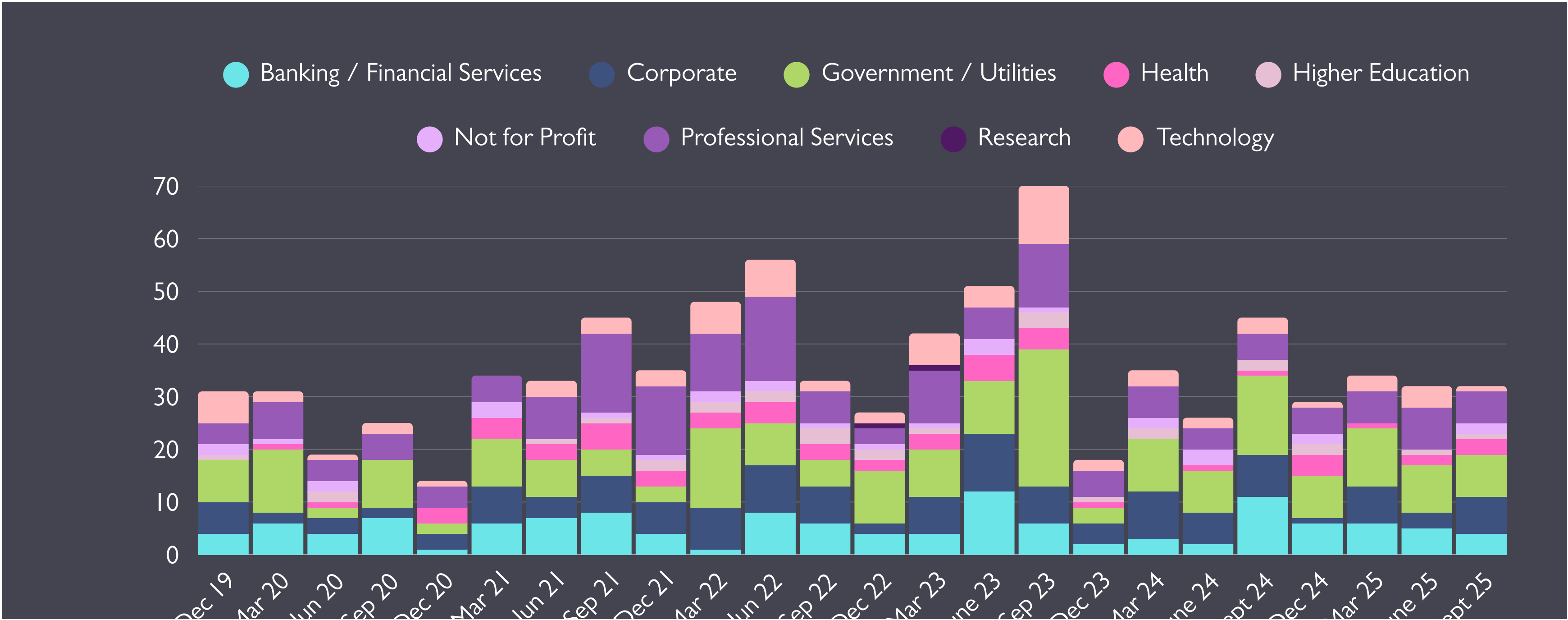


Not for Profit
7%



Education
2%

Quarterly Trends for Job Sector - Dec 2019 to June 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

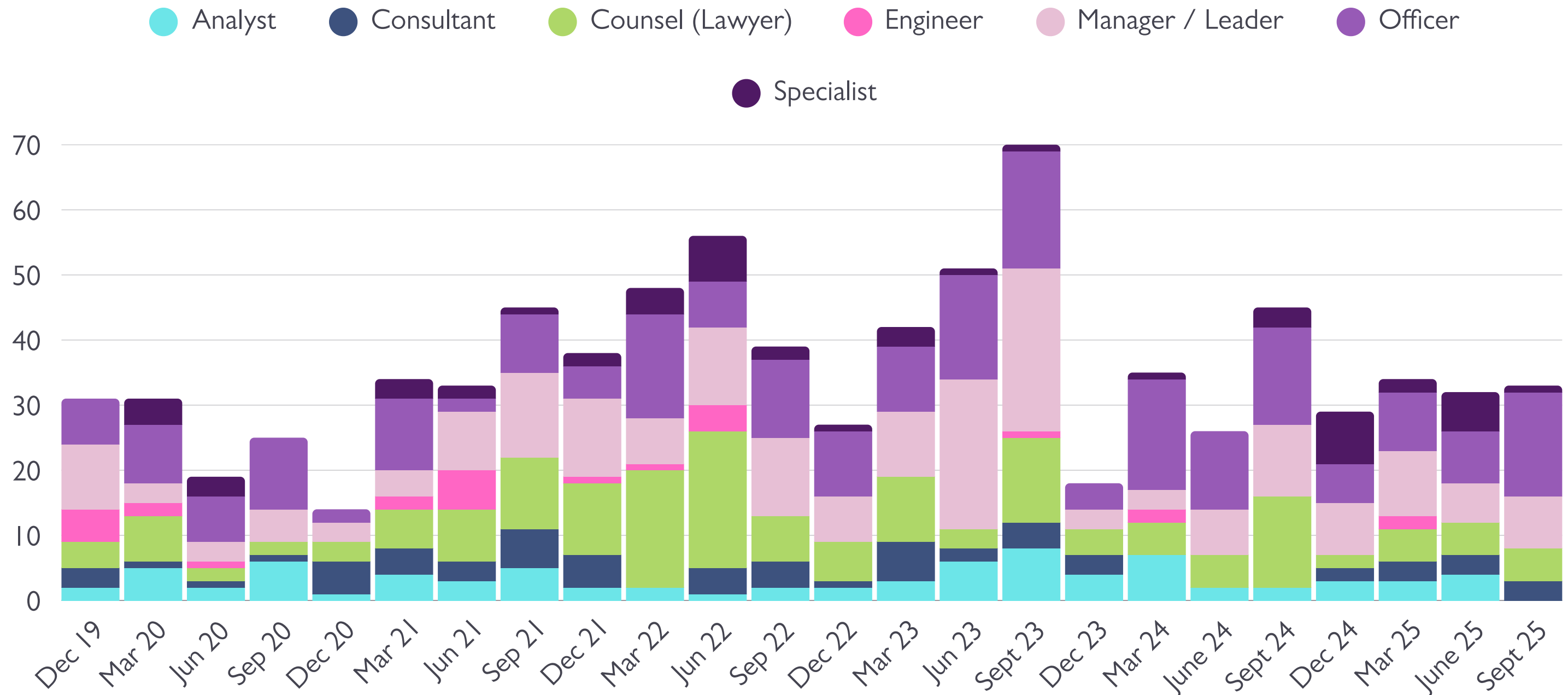
Job Titles - April to June 2025

- Recruitment of Privacy Managers and Leaders or Directors has increased slightly this quarter to 35%, from a high of 32% last quarter.
- Privacy Officer Roles are also strong at 38% of roles up significantly from 28% last quarter.
- Specialists or advisers were largely stable on 6% this quarter from 7% last quarter.
- Legal counsel roles were down again slightly from last quarter at 17% from 22%.
- Consultant roles have dropped this quarter to 3% down from 6% last quarter.
- There has been a noticeable trend in roles advertised with a job title of 'Privacy Specialist' which are similar to Privacy Officer or Privacy Managers, rather than specific privacy expertise such as de-identification or Privacy by Design.

Most Common

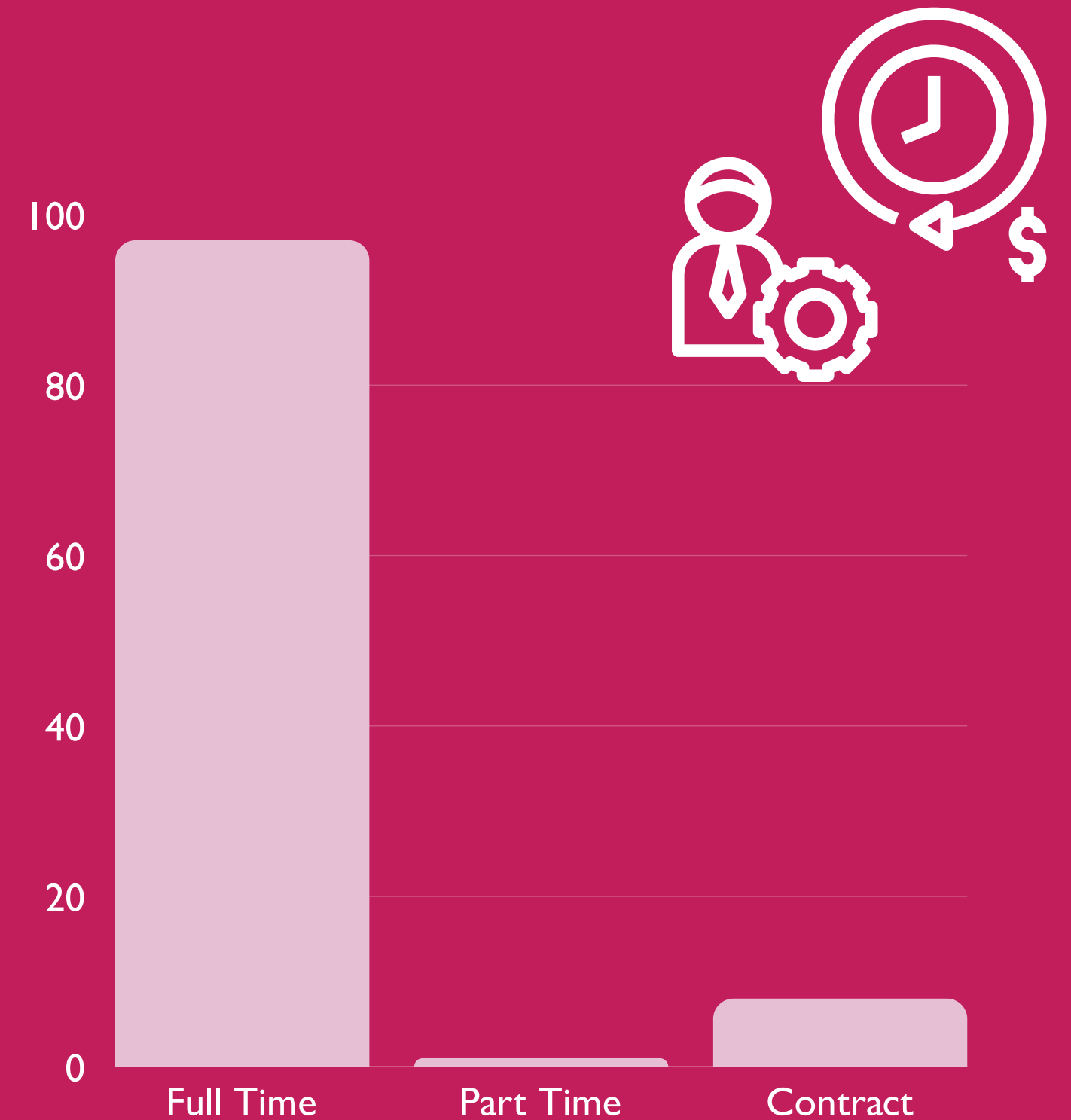


Quarterly Trends in Job Titles* - Dec 2019 to June 2025

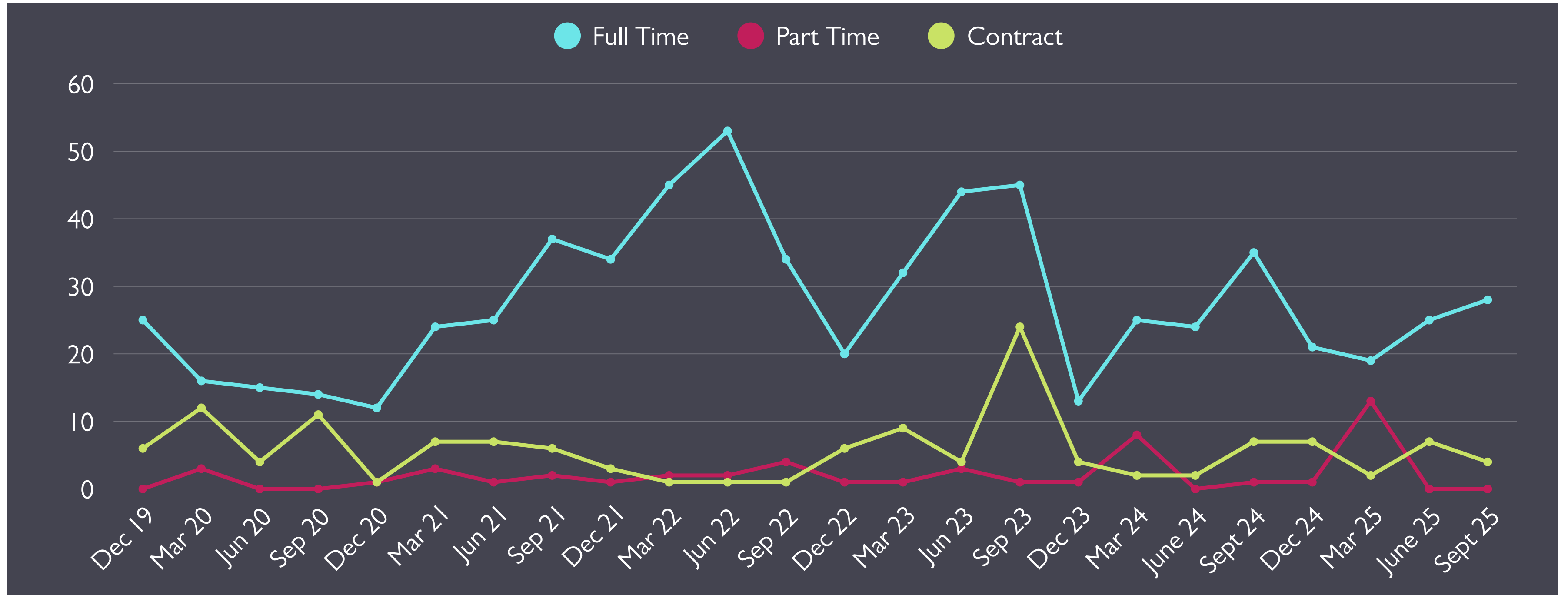


Type of Role - July to Sept 2025

- 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 with some offering part-time as an option.
- There was a small shift away from contract roles which decreased slightly to 17% while full-time roles increasing 79%% this quarter.
- We've seen a continued, slight shift away part-time roles this quarter, with the proportion decreasing from 5% to 3%.
- The total number of jobs that specify WFH, 'hybrid' or 'flexible' increased significantly to 78% of all jobs advertised increasing from 60% last quarter.



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



Salaries - July to Sept 2025

- The number of roles displaying a salary range was stable this quarter at 25%. Unfortunately this low proportion 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 \$148,000.
- The top salary on offer was between \$220,000 and \$240,000 plus bonus for a Senior Data Privacy Officer, through a recruitment agency.
- Few rates were advertised for contract roles but the middle range was \$800-\$1000 per day.

Salary Ranges

- most common ranges

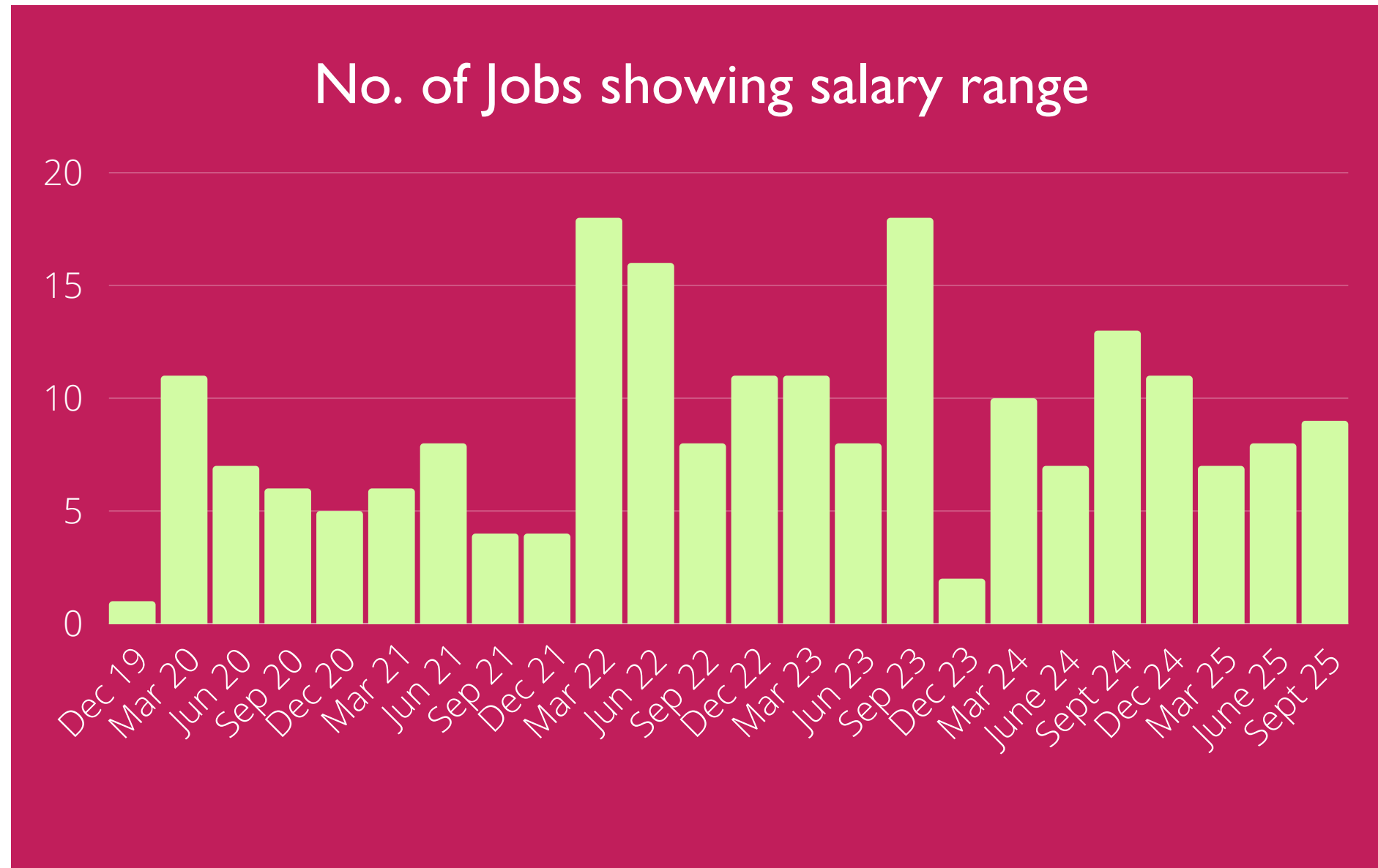
\$800-\$1000 p/d

Contract pa
(inc super)

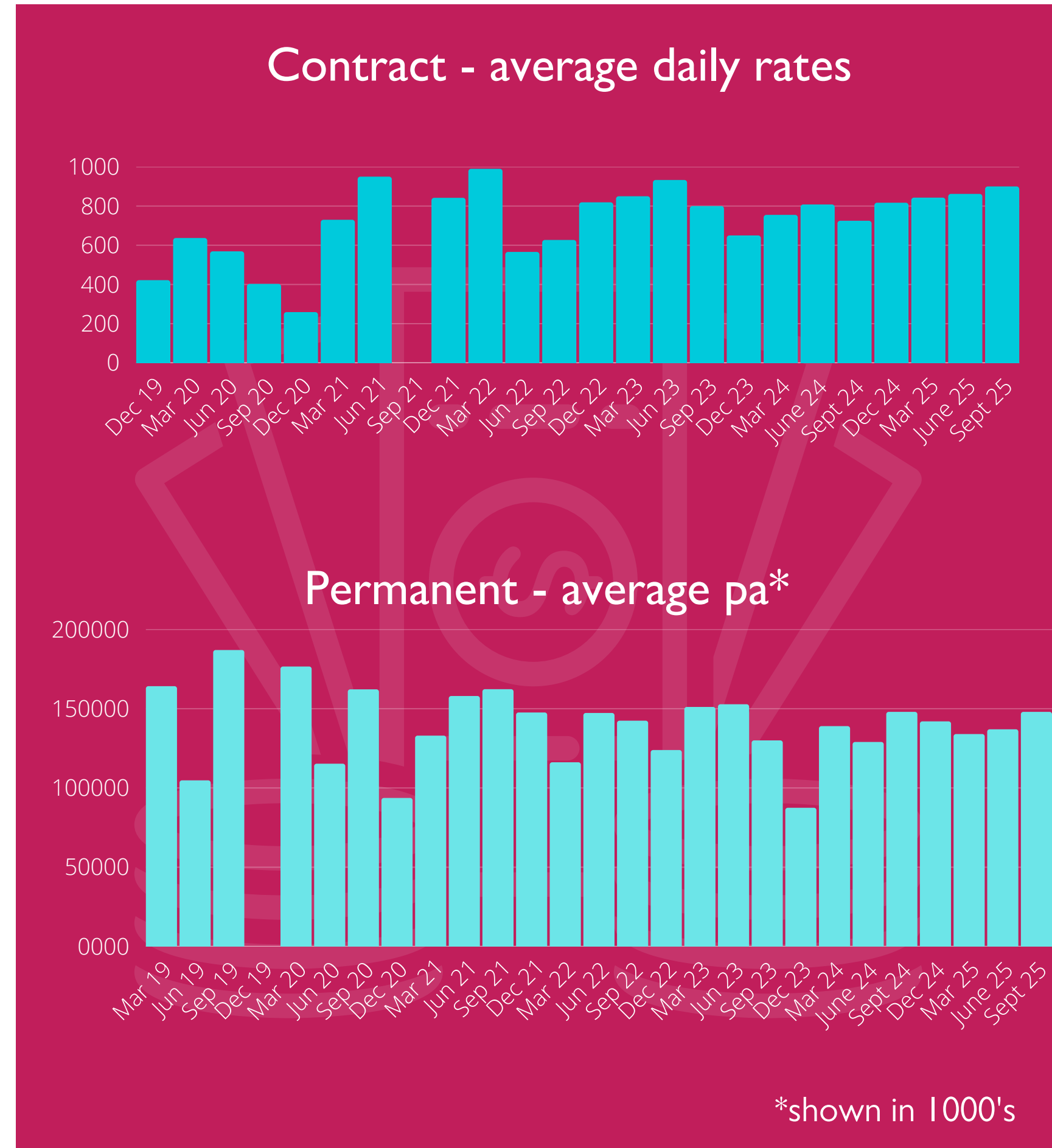
\$126,000 to \$175,000

Full time pa
(including super)

Quarterly Trends for Salaries - Dec 2019 to Sept 2025



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Experience, Qualifications and Certifications - July to September 2025

- The most common experience requirement this period was 3+ years, with 22% of roles advertised specifying this. Over a quarter of roles (37%) specified at least 3+ years of experience with 3% of roles requiring more than 8 years.
- Privacy certifications continue to be increasingly in demand with 23% roles advertised have certification as a requirement or being desirable (up from 16% last quarter). Certifications mentioned were: CIPM, CIPP, CIPT, CISM and CDPSE.
- The proportion of positions specifying a degree decreased to 26% this quarter. Among these, 23% specifically required a law degree. For roles where a degree was specified, sought-after qualifications included fields such as business management, risk management, records and information management.



**0 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, 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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hello@privacy108.com



1300 41 20 50



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