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# *Australian Privacy Job Report*

*January to March 2026*



**90**

Total Roles

**30**

Avg Roles per Month

**89%**

Roles in Capital Cities

**66%**

Flexible Roles

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# Report Snapshot - January to March 2026

This snapshot outlines our major findings for the quarter of January to March 2026. It also shows the trends from our analysis of privacy jobs advertised between December 2019 and December 2025.

## Main findings:

- Privacy job opportunities were stable in Q1 2026, with a total of 90 privacy positions advertised over the three months (January - March 2026), broadly in line with Q4 2025 (94 roles) and continuing the gradual decline from the Q1 2025 peak of 114.
- An average of 30 roles per month were advertised in Q1 2026, compared to 31 per month in Q4 2025 and 38 per month in Q1 2025, the lowest monthly average recorded across the five quarters tracked.
- January and March each recorded 35 roles, while February fell to 20, likely reflecting the shorter month and the tail end of the summer hiring lull.
- The Government / Utilities sector remains the largest employer, accounting for 30% of all advertised privacy roles this quarter, consistent with Q2 and Q3 2025. Banking and Financial Services rose to second spot at 21%, its highest share across the five quarters tracked, with Professional Services stable at 17%.
- Capital cities continue to lead in job availability, with 89% of roles based there. Flexible working remains strong, with 66% of job ads mentioning hybrid, work-from-home, or flexible arrangements, consistent with Q4 2025.
- Demand for privacy leaders and managers remains steady, with Manager / Leader / Director roles accounting for 32% of advertised positions. Specialist / Advisor roles increased notably to 20%, up from 6% last quarter, often advertised as contract roles seeking expertise across privacy governance, AI risk, and data protection.
- The average advertised annual salary for Q1 2026 was approximately \$145,750 excluding super, broadly consistent with the \$148,000 average recorded in Q3 and Q4 2025. The most common contract rate was \$850 - \$999 per day excluding super.
- Experience requirements are at their highest level across the five quarters tracked, with 47% of roles specifying at least three years of experience and 12% requiring more than eight years.
- Privacy certifications such as CIPP and CIPM are increasingly valued, with 18% of roles listing them as required or preferred qualifications, up from 12% last quarter and recovering towards the 23% peak seen in Q3 2025.
- AI continues to shape the privacy job market, with 14% of roles explicitly referencing artificial intelligence in the job description. This reflects growing demand for privacy professionals with expertise spanning AI governance, data ethics, and responsible technology across both public and private sector organisations.

# Key Trends - Q1 2026

## 01 AI is reshaping privacy roles

14% of Q1 roles explicitly reference AI, spanning privacy risk leads, ethics managers, and data protection engineers. This is a structural shift, not a temporary spike, and is emerging across government, finance, and technology sectors equally.

## 02 Perth emerges as a growing market

WA roles accounted for 7% of Q1 positions, above its historical average. The Privacy and Responsible Information Sharing (PRIS) Act 2024 is driving real demand for specialist privacy officers within WA state government and statutory authorities.

## 03 Privacy leadership is splitting from legal

Where reporting lines are visible, Legal and Privacy Leadership are equally common (29% each). This signals that more organisations are building dedicated privacy functions with their own senior leadership structure, rather than housing privacy purely under General Counsel.

## 04 Contract market remains government-dominated

24% of Q1 roles were contract or temporary, up from 20% in Q4 2025. Of these, 59% were in Government, reflecting continued demand for short-term specialist expertise within Commonwealth and State agencies managing major compliance programs.

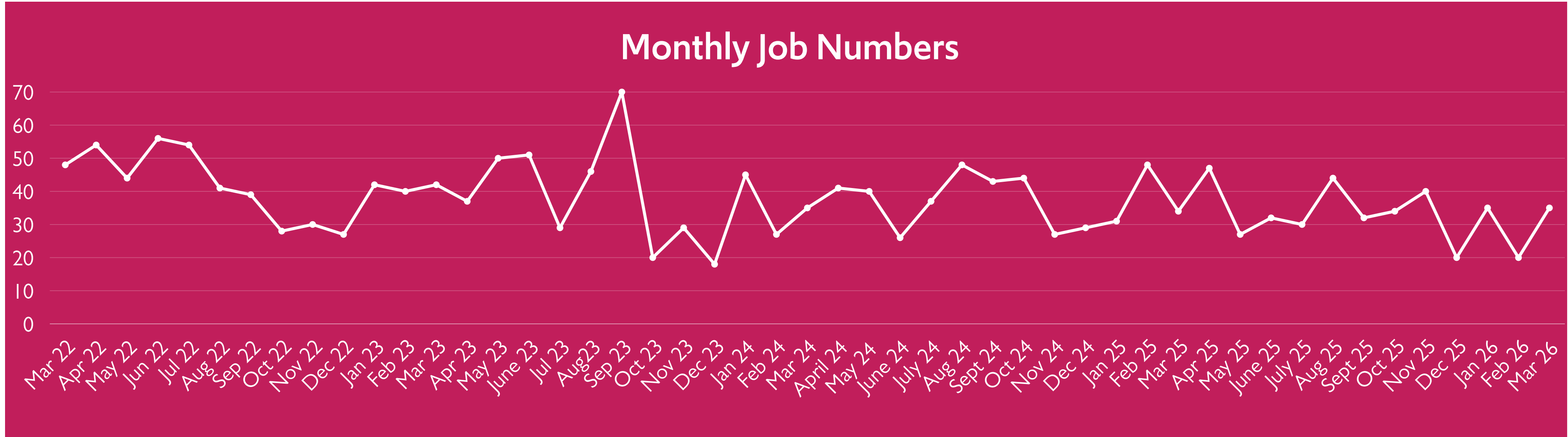
## 05 Experience and certification demand is rising

60% of Q1 roles specified experience requirements (up significantly), with 47% requiring at least 3 years. Privacy certifications were mentioned in 18% of roles, up from 12% in Q4 2025, reversing last quarter's downward trend.

## 06 Banking & Financial Services challenges Government dominance

Banking & Financial Services reached 21% of Q1 roles, its strongest showing in recent quarters and closing the gap on Government (30%). Senior privacy manager roles in financial services are increasingly complex, often blending privacy, AI risk, and regulatory compliance.

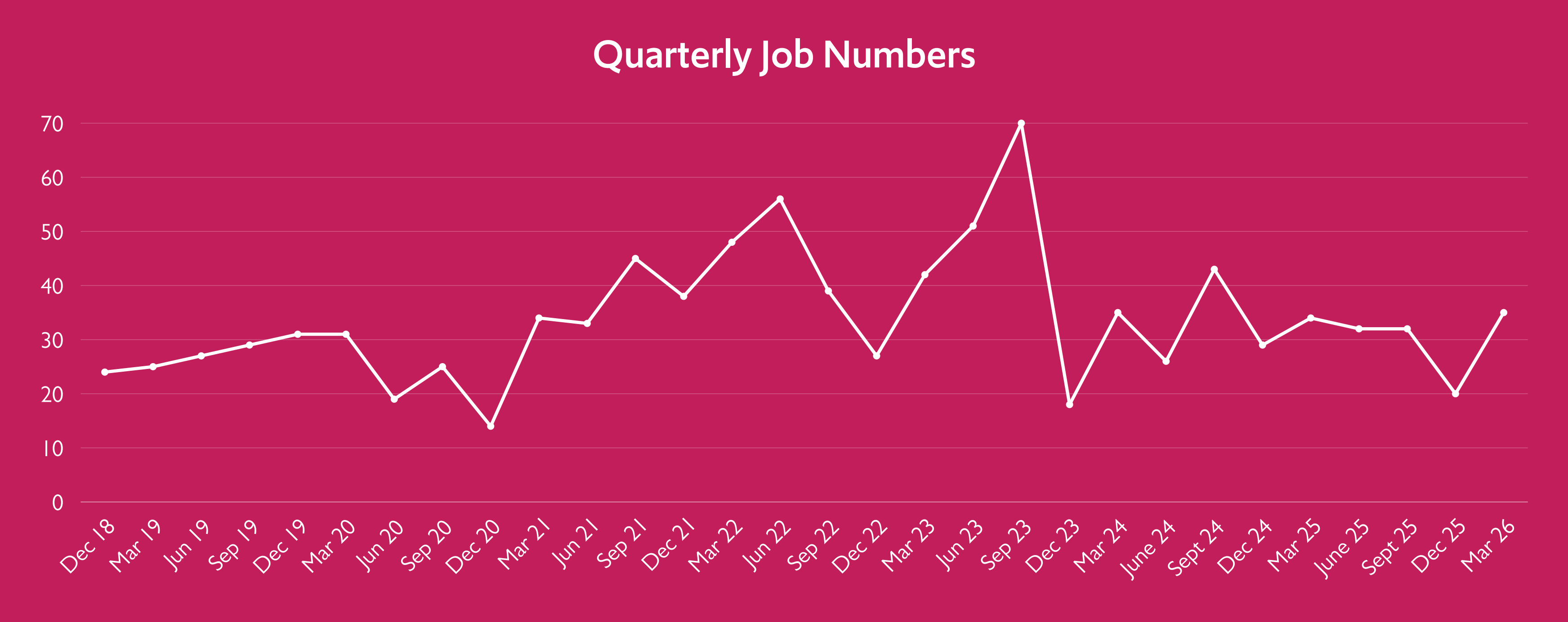
# Number of Job Ads - March 2022 to March 2026



This graph shows job numbers on a monthly basis since March 2022. Job numbers include all unique positions found on Seek and LinkedIn.

- Total privacy roles advertised in Q1 2026 were 90, broadly in line with Q4 2025 (94 roles) and continuing the gradual decline from the Q1 2025 peak of 114.
- The quarterly average dipped slightly to 30 roles per month, down from 31 in Q4 2025 and the lowest monthly average recorded across the five quarters tracked.
- January and March were equally strong at 35 roles each. February fell to 20, likely reflecting the shorter month and the tail end of the summer hiring lull, before demand bounced back in March.

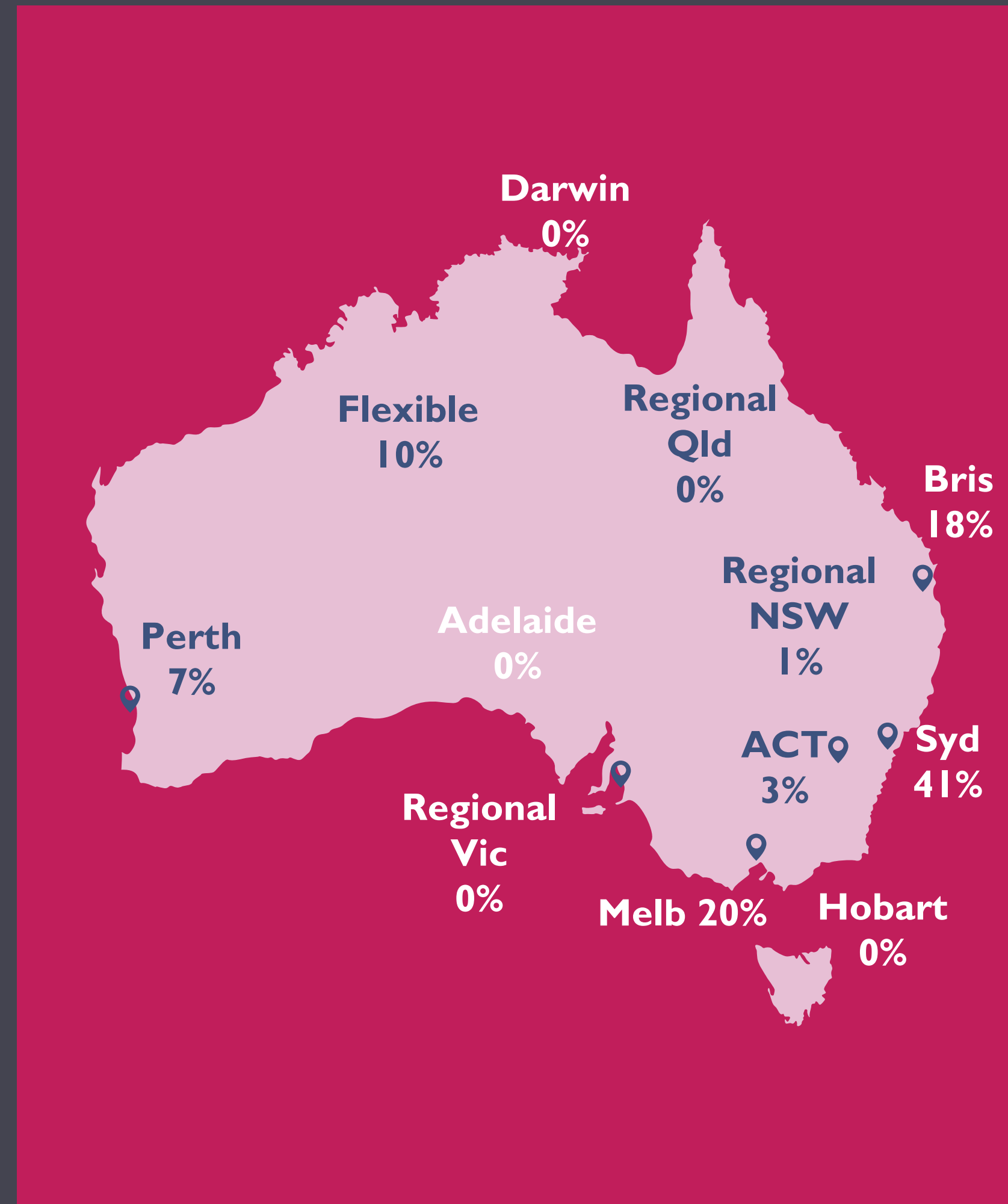
# Quarterly Trend in Job Ads - Dec 2018 to Mar 2026



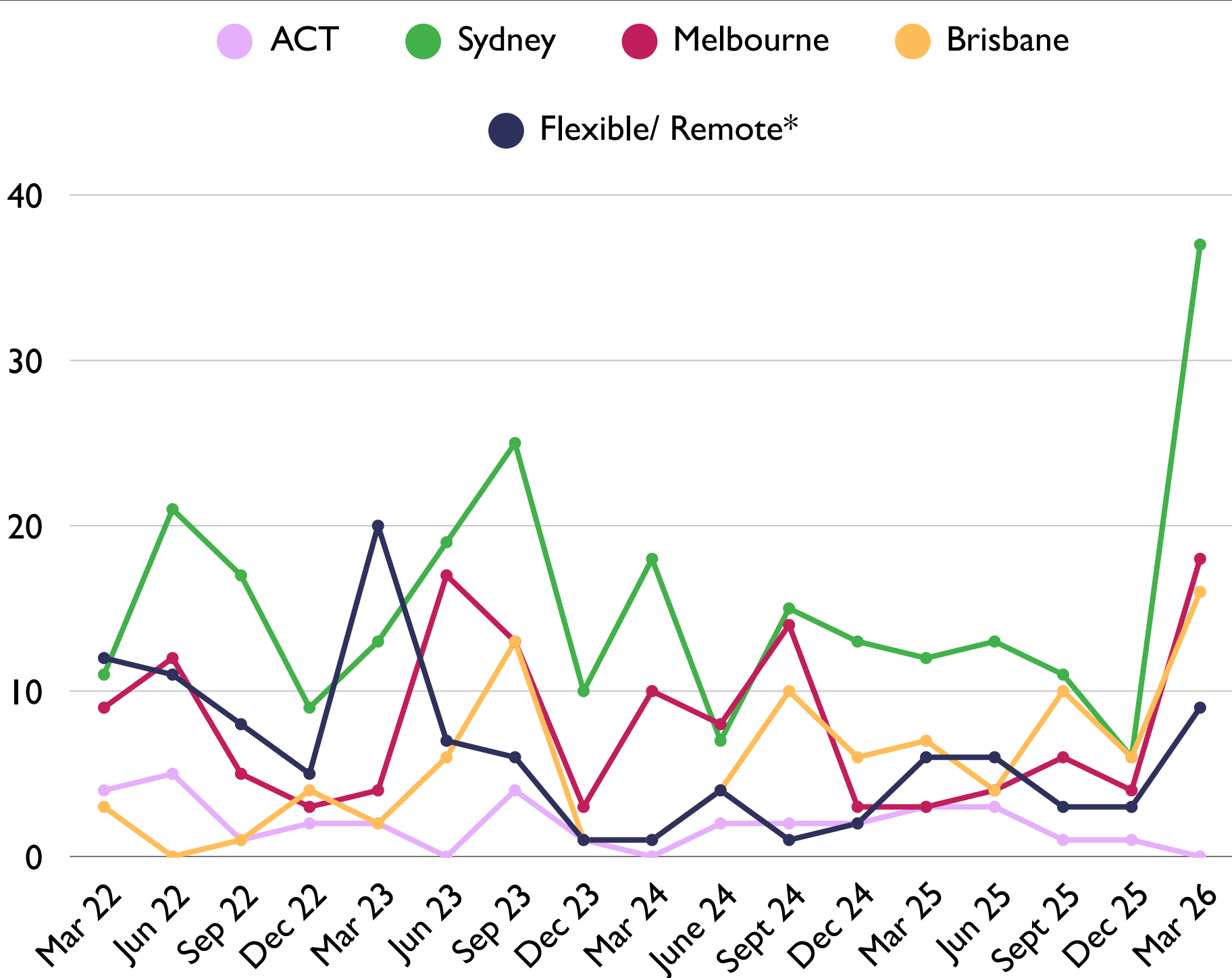
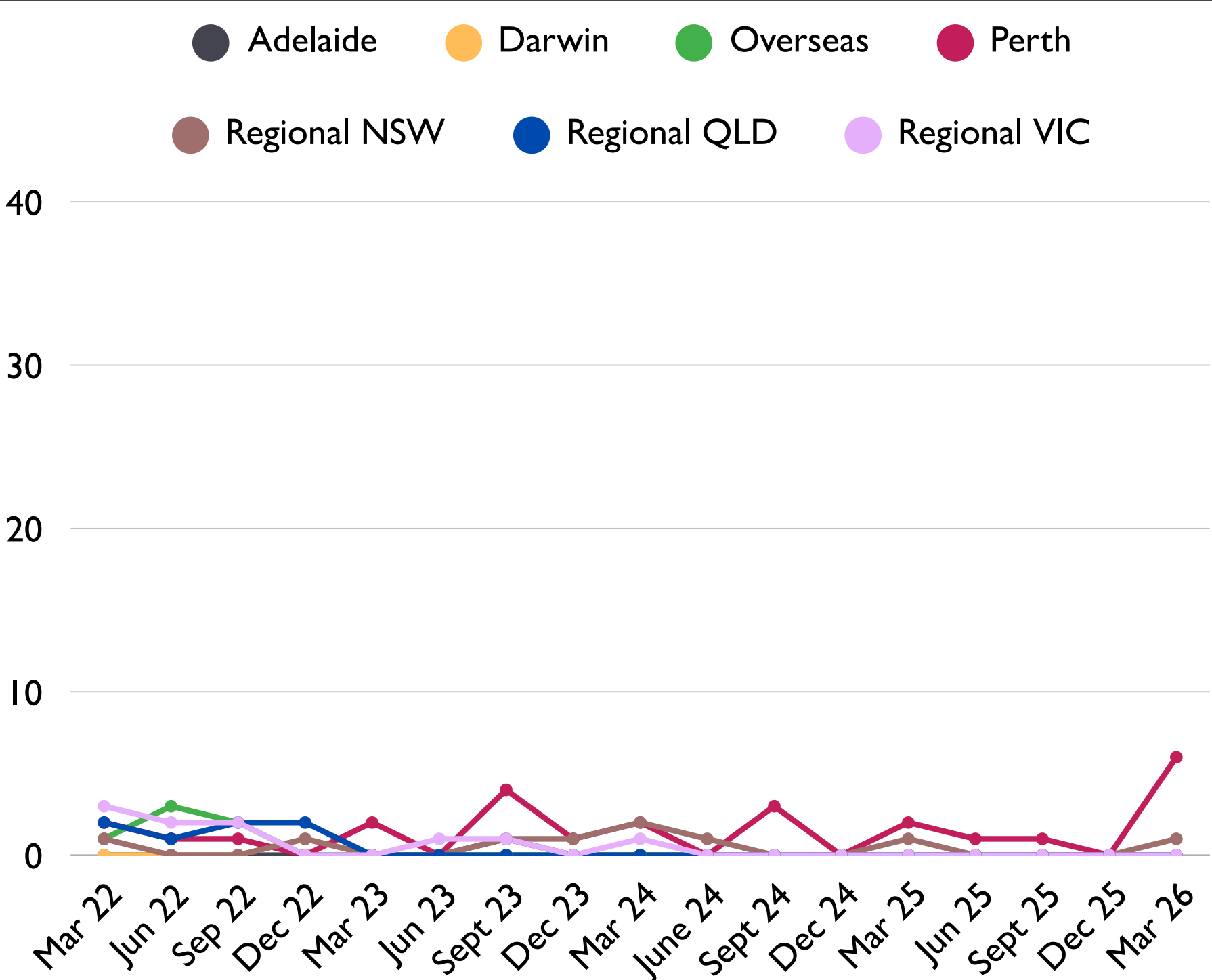
\*LinkedIn jobs were included for the first time in Sep 2021  
\*Only job no.'s from the final month of the quarter are included

# Location of Jobs - January to March 2025

- Sydney maintained its lead with 41% of roles advertised, consistent with Q3 2025 (40%) and up from 31% last quarter.
- Roles in Melbourne decreased this quarter to 20% from 28% last quarter, returning to levels seen in Q3 2025.
- Brisbane was slightly lower at 18% of roles, down from 23% last quarter.
- Perth made a notable appearance with 7% of roles, its highest share since Q1 2025 and above its long-run average, driven largely by demand from WA state government agencies following the introduction of the Privacy and Responsible Information Sharing Act 2024. Canberra accounted for 3% of roles, and one regional NSW role was also advertised.
- When considering location, we continue to see roles offered that are flexible, with 10% of privacy roles being remote or with the ability to work from any of the East Coast capitals.
- Privacy still maintains a high degree of flexibility with 66% of positions specifically mentioning work from home or hybrid work options, consistent with Q4 2025 and well above the long-run average of around 60%.



# Quarterly Trends in Location of Jobs - March 2022 to March 2026



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

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# Job Sector - January to March 2026

- Government remains the top sector advertising privacy positions, representing 30% of roles advertised this quarter, settling back to levels seen in Q2 and Q3 2025 after a spike to 36% last quarter.
- Banking / Financial Services has risen to second spot at 21%, its highest share across the five quarters tracked and up significantly from 17% last quarter. Professional Services remained stable, also at 17%.
- Corporate roles accounted for 11% of advertised positions, with Technology close behind at 8%, reflecting growing demand for privacy expertise in tech-focused organisations.
- Health, Not for Profit and Higher Education continue to account for the smallest share of privacy roles advertised, collectively representing 14% of the quarter's listings.

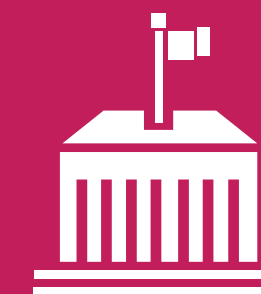
## Most Jobs



Professional  
Services  
17%



Banking/Financial  
Services  
21%



Government /  
Utilities  
30%

## Fewest Jobs



Health  
7%

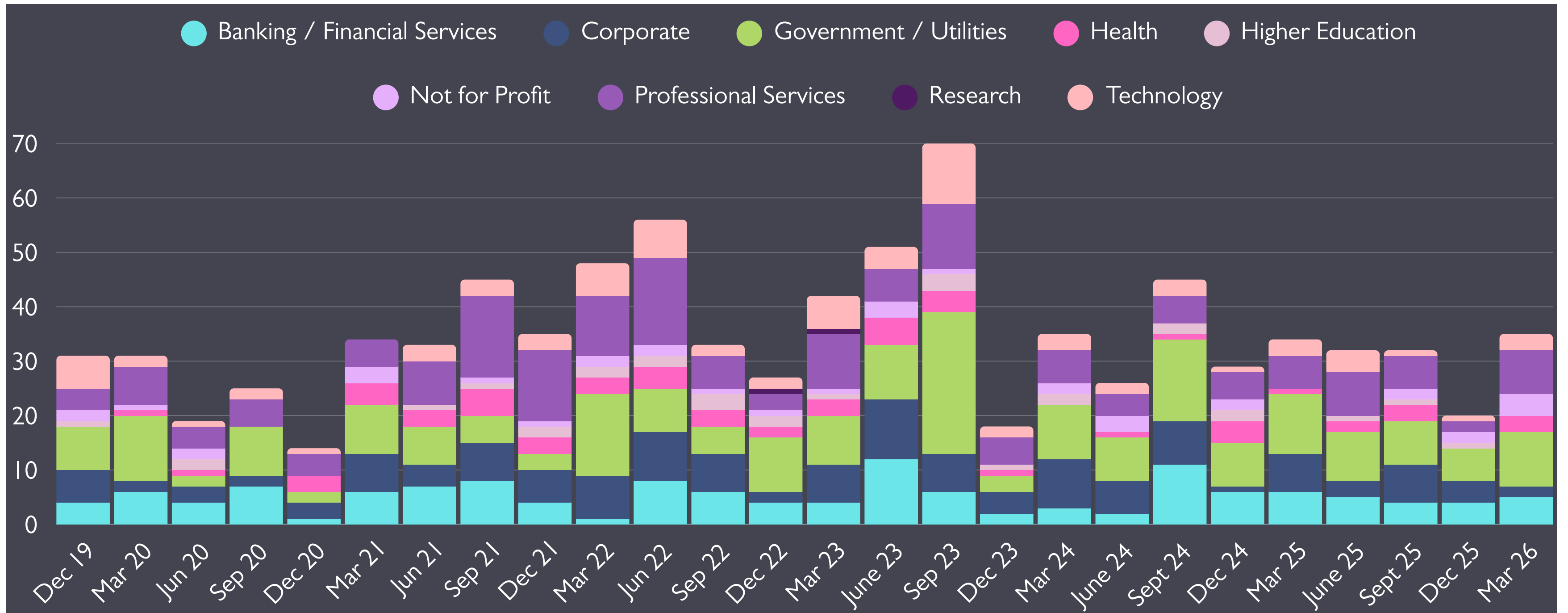


Not for Profit  
6%



Education  
1%

# Quarterly Trends for Job Sector - December 2019 to March 2026

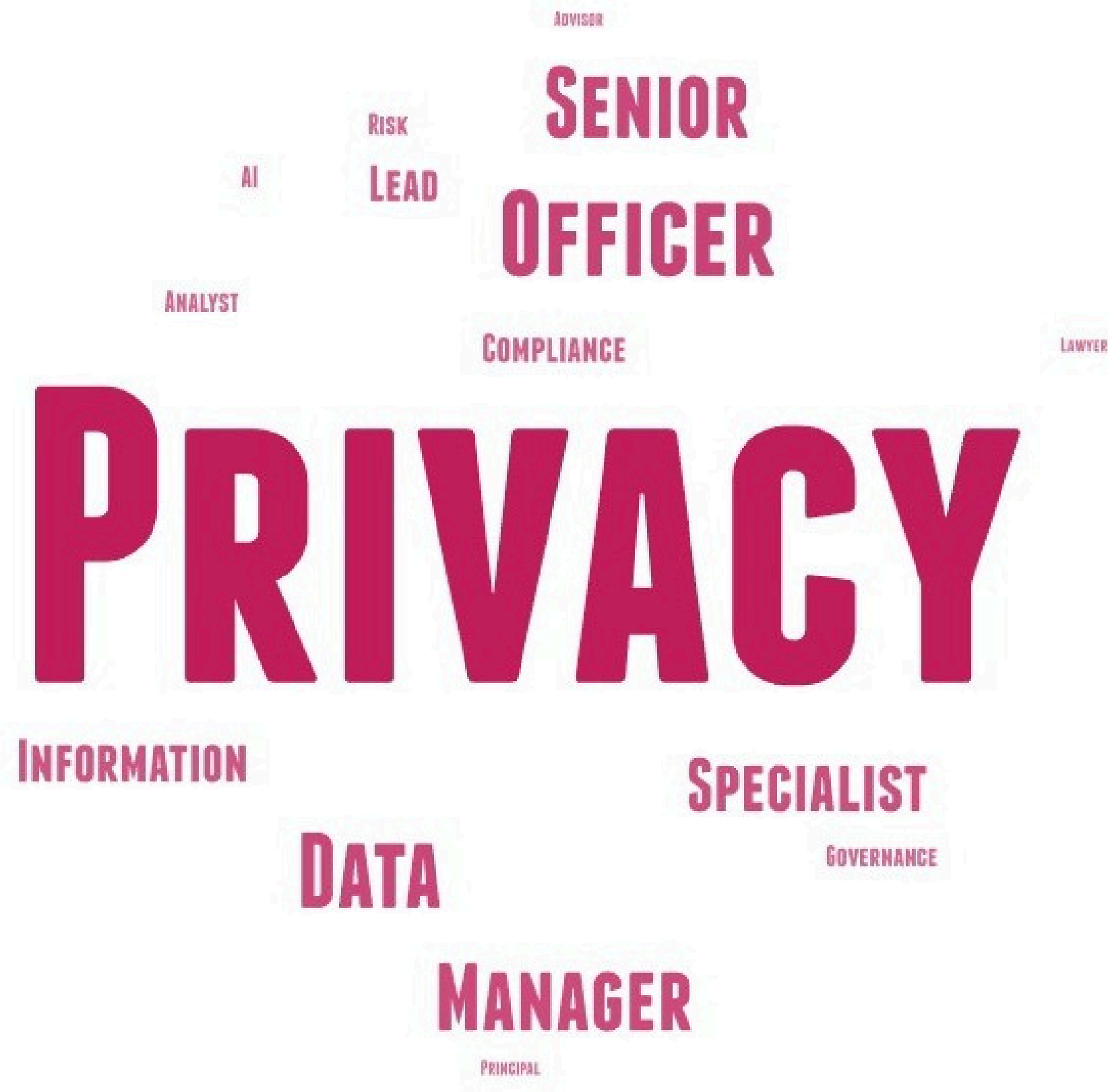


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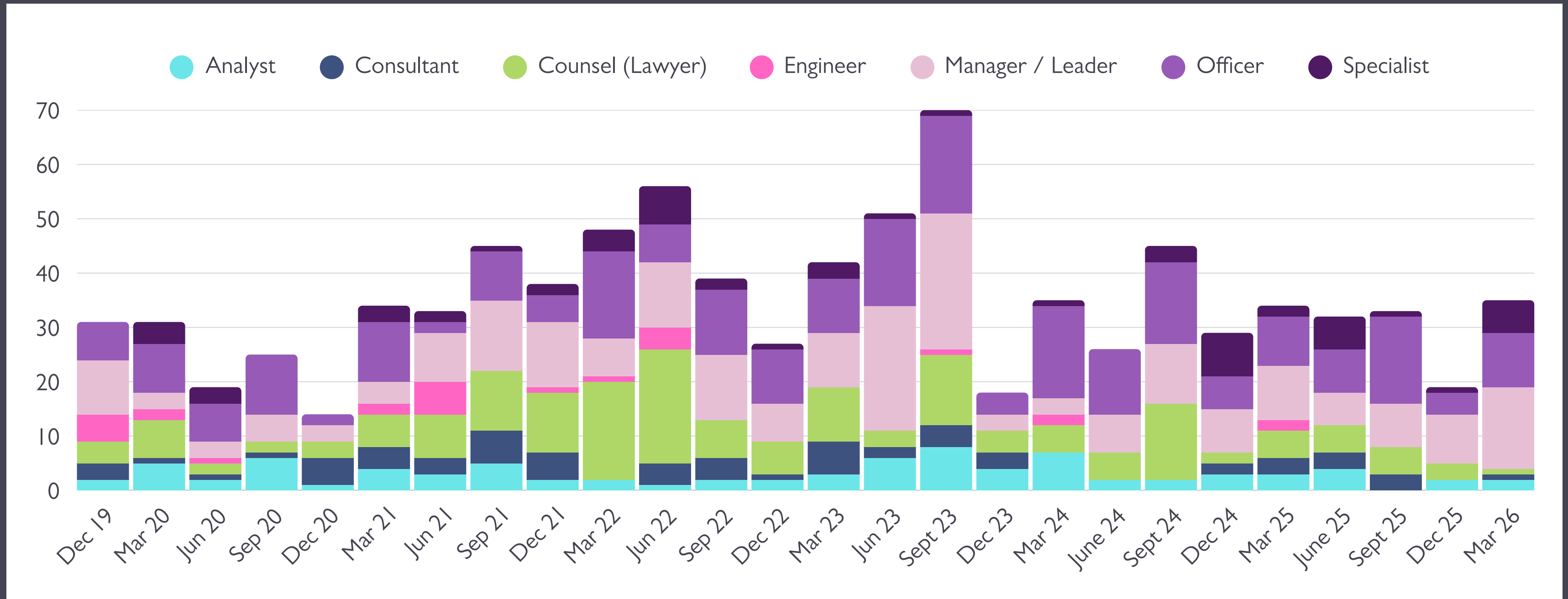
# Job Titles - January to March 2026

- Manager / Leader / Director roles remain the largest category at 32% of roles advertised this quarter, up from 29% last quarter and consistent with the 32-36% range seen throughout 2025.
- Privacy Officer roles decreased to 28% this quarter, down from 34% last quarter and the lowest proportion seen across the five quarters tracked.
- Specialist / Advisor roles increased notably to 20%, up from 6% last quarter, often advertised as contract roles seeking specific expertise across privacy governance, AI risk, and data protection.
- Legal Counsel roles decreased to 9% this quarter, down from 17% last quarter and the lowest proportion seen across the five quarters tracked.
- We continue to see demand for analyst and consultant roles, with Analysts accounting for 8% and Consultants 2% of advertised positions. One Engineer role was also advertised this quarter, reflecting emerging demand for technical privacy expertise blending privacy, data risk, and engineering skills.

## Most Common

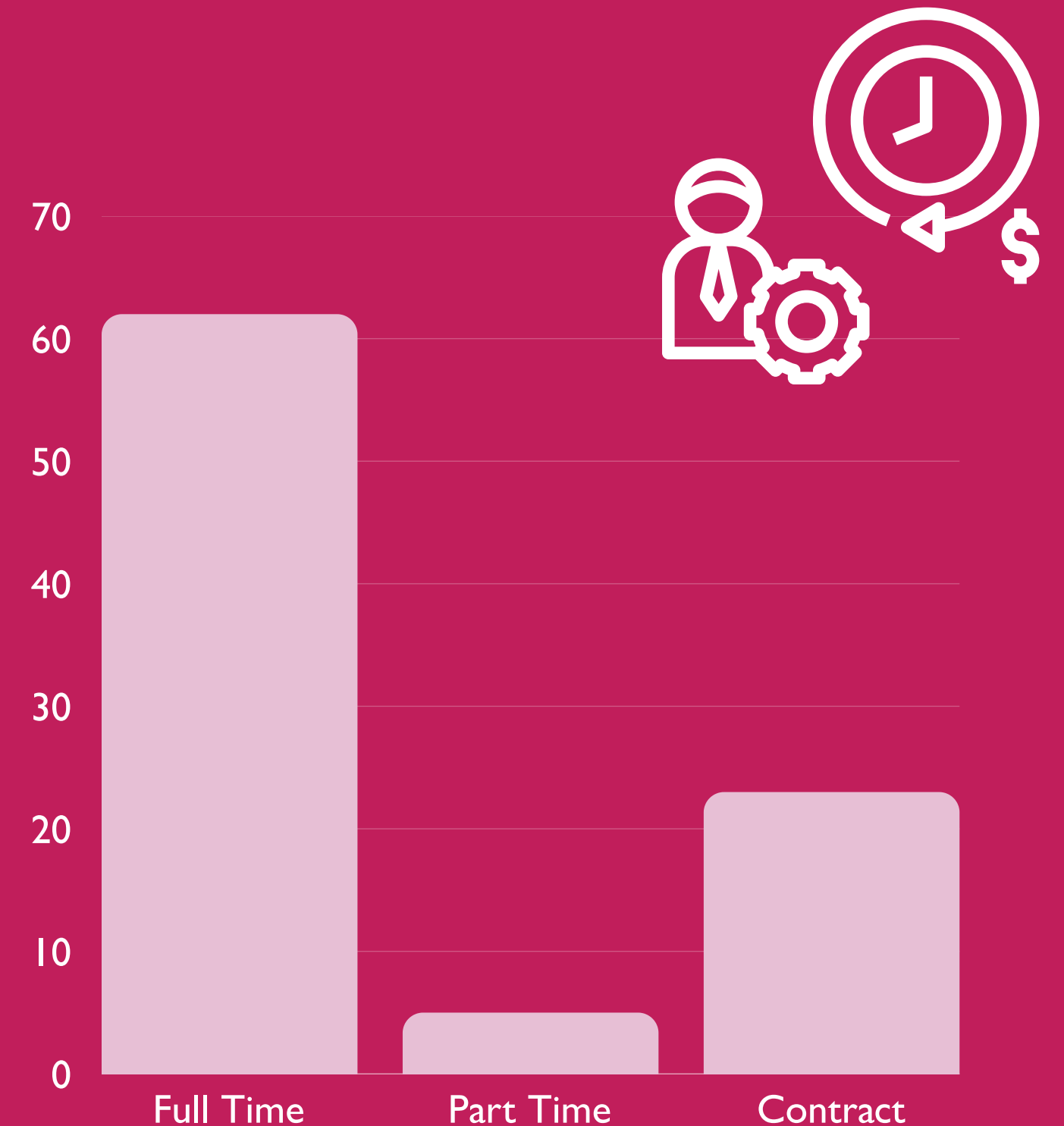


# Quarterly Trends in Job Titles - December 2019 to March 2026

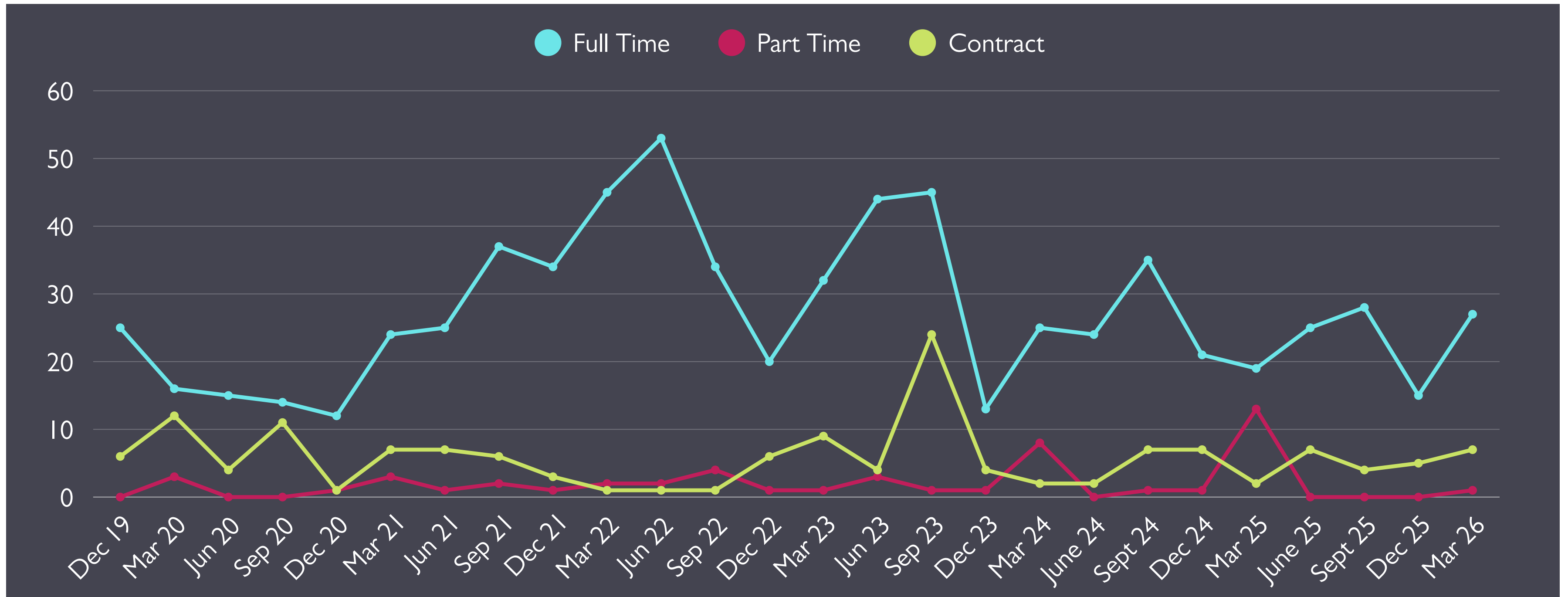


# Type of Role - January to March 2026

- The breakdown between full-time, part-time and contract positions shows that privacy roles continue to be mostly full-time work, although full-time roles decreased notably to 68% this quarter from 78% last quarter.
- We also continue to see many permanent roles advertising flexibility, with some offering part-time as an option.
- There was a shift back towards part-time roles this quarter, with the proportion increasing from 2% to 7%, returning to the levels seen in Q1 2025.
- There was a continued move towards contract roles, which increased to 24% from 20% last quarter, the highest proportion seen since Q1 2025.



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



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

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# Salaries - January to March 2026

- The number of roles displaying a salary range decreased this quarter to 13% from 30% last quarter, making salary analysis less representative of the market and should be treated as directional only.
- For permanent roles, the most common salary range offered was between \$126,000 - \$150,000 excluding super, broadly consistent with the \$148,000 average recorded in Q3 and Q4 2025.
- The top salary on offer was above \$225,000 excluding super, advertised for a senior leadership role through a recruitment agency.
- Few rates were advertised for contract roles, but the most common range was \$850 - \$999 per day excluding super, with at least one role offering above \$1,000 per day.

## Salary Ranges Most Common Ranges

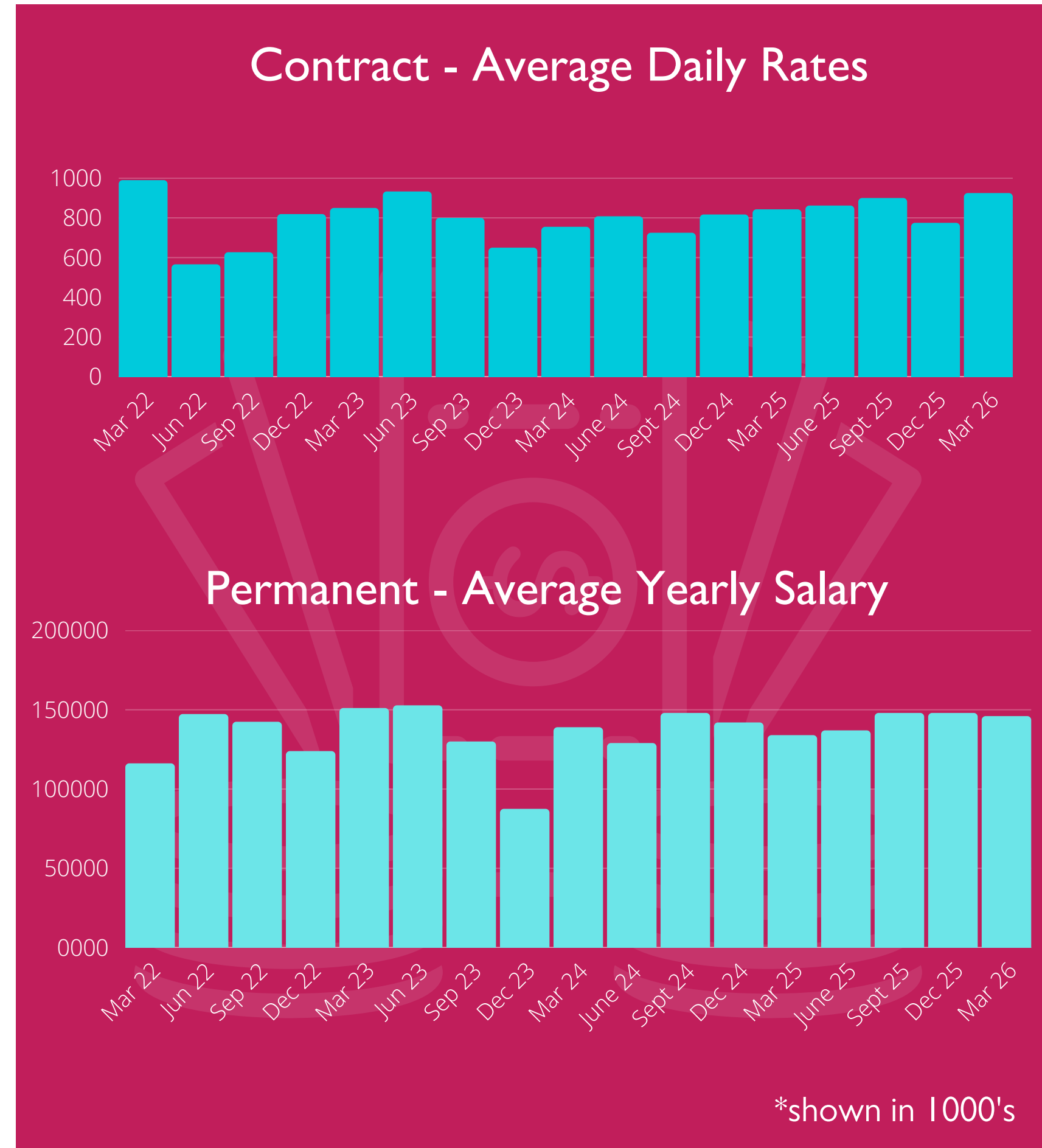
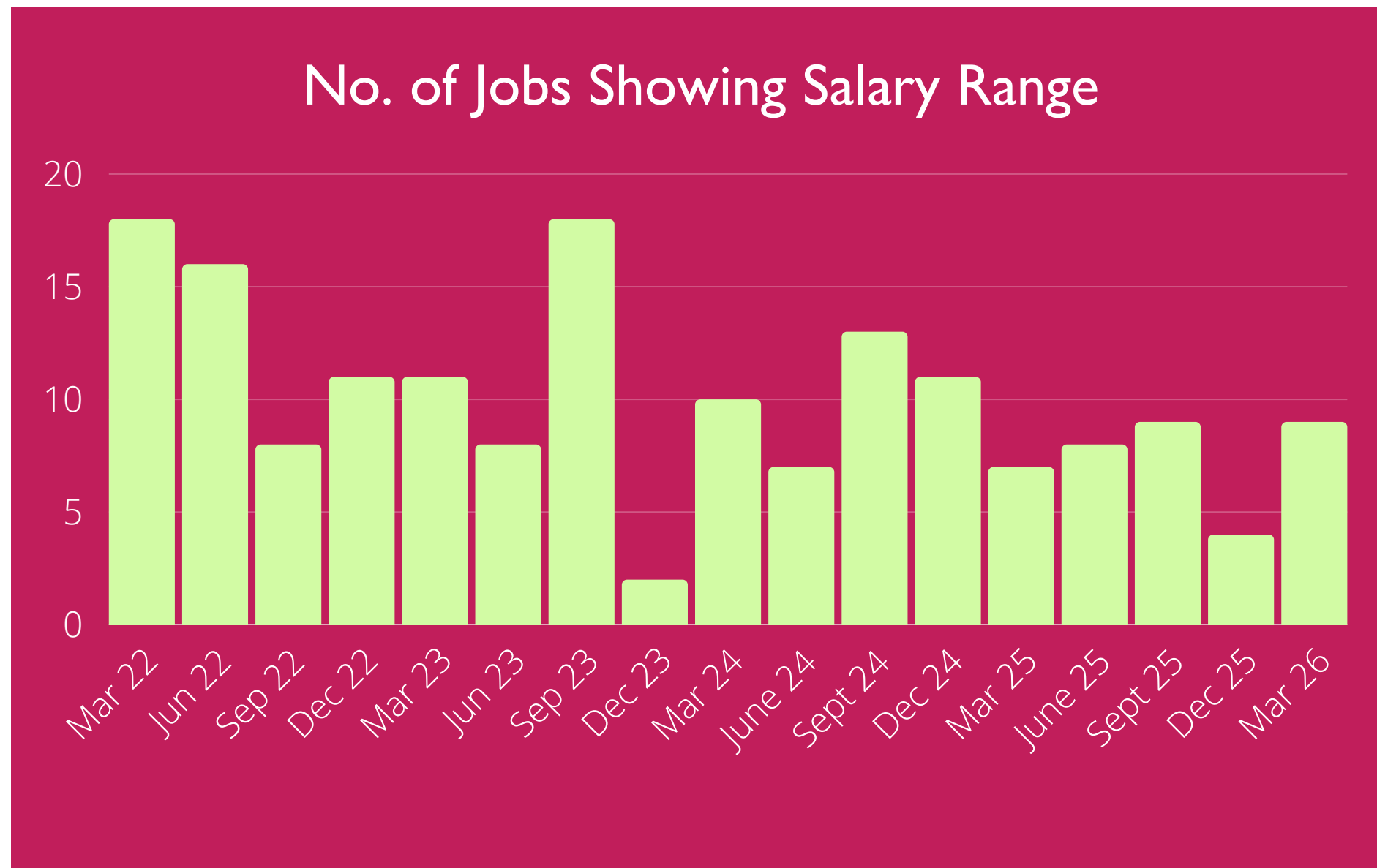
**\$850 - \$999**

Contract p.d.  
(Excl. Super)

**\$126,000 - \$150,000**

Full time p.a.  
(Excl. Super)

# Quarterly Trends for Salaries - March 2022 to March 2025



## Experience, Qualifications and Certifications - January to March 2026

- The most common experience requirement this quarter was 3+ years, with 18% of roles specifying this level. Nearly half of all roles (47%) specified at least 3+ years of experience, up significantly from 35% last quarter and the highest proportion recorded across the five quarters tracked. 12% of roles required more than 8 years of experience, consistent with Q4 2025.
- Requirements for privacy certifications increased this quarter to 18%, up from 12% last quarter and recovering towards the 23% peak seen in Q3 2025. Certifications mentioned were CIPM, CIPP, CIPT and CDPSE.
- The proportion of positions specifying a degree was 36% this quarter. Among these, 34% 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.
- Computer and IT degrees were specified in 4 roles this quarter, reflecting growing demand for technically skilled privacy professionals.



**0 Entry  
Level Roles**

**Most common experience required:**



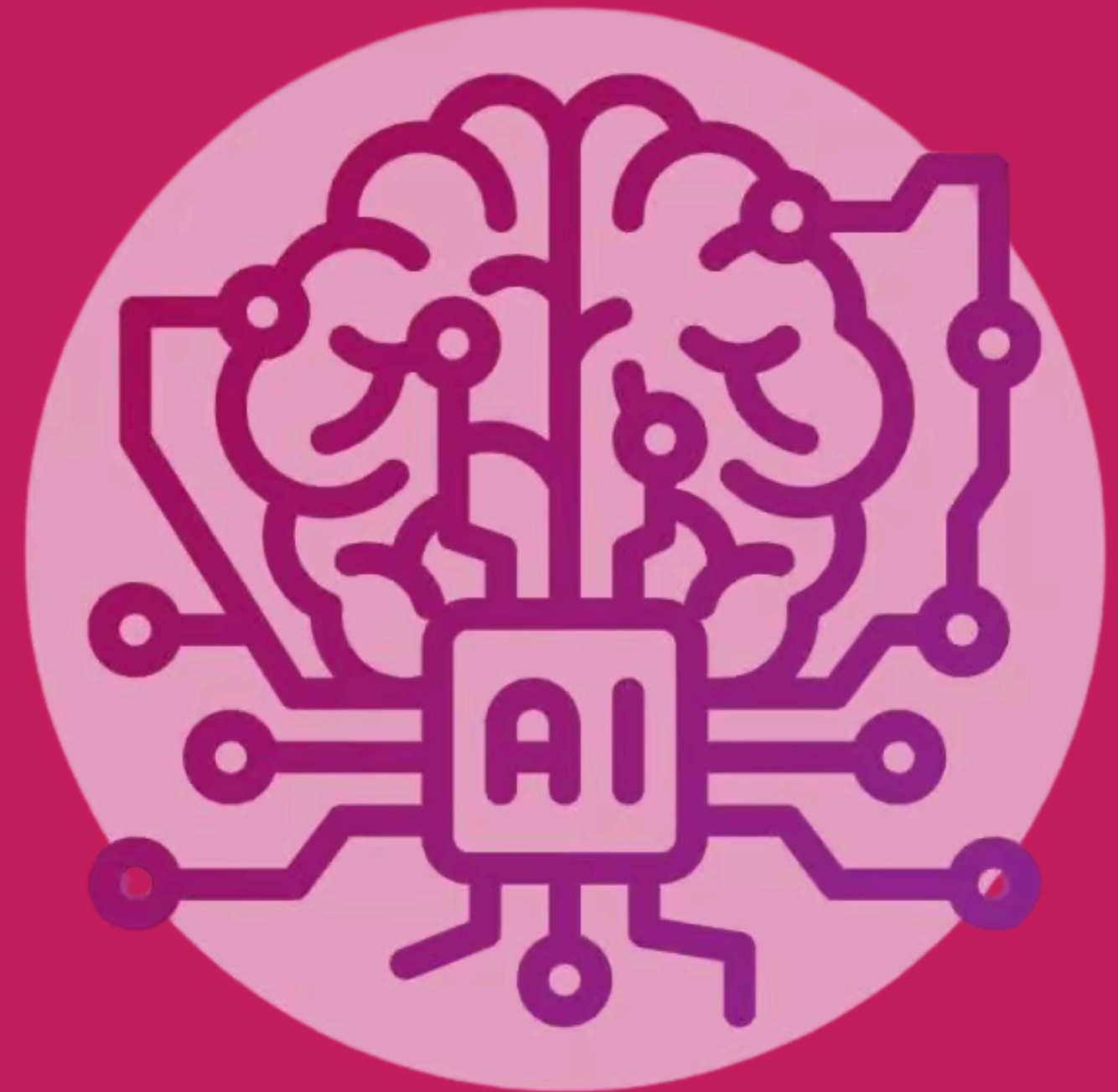
**3+ years**

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# AI and Privacy: A Growing Intersection

The rise of artificial intelligence is reshaping what it means to work in privacy, with employers increasingly seeking professionals who can navigate both worlds.

- 14% of all roles advertised in Q1 2026 explicitly referenced artificial intelligence in the job description, spanning AI governance, data ethics, privacy engineering and AI risk management.
- AI-related privacy roles were advertised across a diverse range of organisations including the Commonwealth Bank, MUFG, Optus, Department of Defence, BHP and HCF Australia, signalling that this is not limited to the technology sector.
- Roles blending privacy and AI expertise were advertised across all seniority levels, from specialist and analyst positions through to senior manager and leadership roles.
- The emergence of AI-focused privacy roles reflects growing regulatory pressure on organisations to demonstrate responsible and transparent use of data in automated systems.
- For privacy professionals, building capability in AI governance and privacy engineering is rapidly shifting from a point of difference to a baseline expectation in the job market.



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## 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. LinkedIn job ads were also only added to the analysis from August 2021.

Data from every month and from the two job advertising platforms we now survey (LinkedIn and Seek) 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

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