Privacy108
We Protect Privacy

Australian Privacy Job Report

July to September 2026

103
Total Roles

34
Avg Roles per Month

74%
Roles in Capital Cities

67%
Flexible Roles

Report Snapshot - July to Sept 2026

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

Main Findings:

- Privacy job opportunities eased in Q3 2026, with 103 roles advertised, down from Q2's record 132 but still above Q1's 90. The monthly average fell to 34, with new roles declining steadily from 38 in July to 31 in September, around half June's peak of 61.
- Government / Utilities remained the top sector at 25%, with Banking and Financial Services holding second at 17%. Technology rose to third at 14%, its second consecutive quarterly increase, while Health also rose notably to 11%.
- Capital cities accounted for 74% of roles, down from 82% last quarter, as regional roles rose to 8% and flexible or remote roles reached 18%, the highest in six quarters. Flexible working stayed strong, with 67% of ads offering hybrid or work-from-home arrangements.
- Manager / Leader / Director roles held steady at 33%, while Officer roles rebounded to 31% from 21%. Specialist / Advisor roles fell to 15% from 25%, reversing two quarters of growth.
- The shift towards contract work reversed, with contract roles falling to 16% from 27% last quarter and full-time roles rising to 83%.
- Advertised salaries softened, with no roles above $175,000 excluding super, compared with roles above $225,000 in each of Q1 and Q2. The most common contract rate held at $550–$699 per day, with 26% of roles disclosing a salary.
- Experience requirements hit a new high, with 75% of roles requiring at least three years' experience and 17% requiring more than eight years. Entry-level roles also rose to 3, up from 1 last quarter.
- Privacy certifications were sought in 21% of roles, the highest since Q3 2025, with the AI governance certification AIGP appearing for the first time.
- AI was referenced in 31% of roles, easing from 36% last quarter but more than double Q1's 14%. AI references were concentrated in professional services (10 of 12 roles) and far less common in government (3 of 26).

Key Trends - Q3 2026

01 Privacy hiring cools after a record quarter

Total roles advertised eased to 103 in Q3, down from Q2's record 132 but still above the 90 recorded in Q1 2026. New roles declined steadily through the quarter, from 38 in July to 31 in September, around half June's peak of 61.

02 Privacy hiring spreads beyond the capitals

Capital cities accounted for 74% of roles, down from 89% in Q1 2026, as regional roles rose to 8% and flexible or remote roles reached 18%, the highest in six quarters. This points to organisations widening their talent pool beyond the traditional city centres.

03 The contract boom reverses

Contract roles fell to 16% of postings, down from 27% last quarter, while full-time roles rose to 83%. Specialist / Advisor roles, which drove contract demand earlier in the year, fell to 15%, with only one advertised as a contract. This suggests organisations are shifting from short-term program support towards building permanent privacy capability.

04 Technology steps up as a privacy employer

Technology rose to 14% of roles, up from 8% in Q1 and 11% in Q2, its second consecutive quarterly increase and the only sector to grow in both quarters. Health also rose notably to 11%, reflecting demand across hospitals, private healthcare and health-focused research.

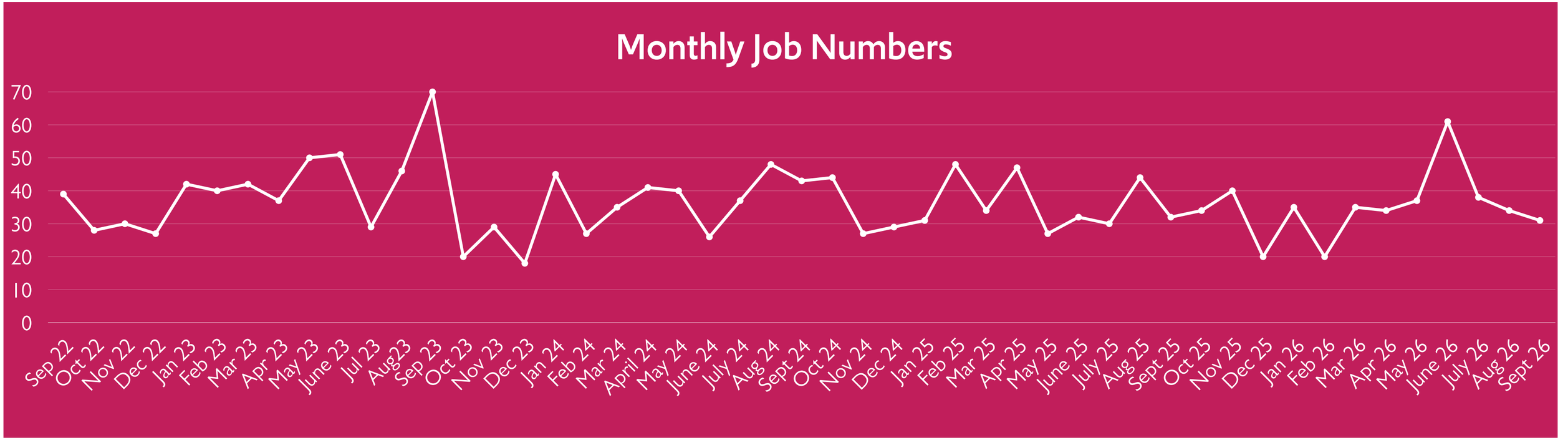
05 Experience bar rises, but more doors open at entry level

75% of roles required at least three years' experience, a new high for the third consecutive quarter, with 17% requiring more than eight years. At the same time, entry-level roles rose to 3, up from 1 last quarter and none in Q1, suggesting a small but growing pipeline for new privacy professionals.

06 AI demand splits by sector

31% of roles referenced artificial intelligence, broadly steady on last quarter's 36% and more than double Q1's 14%. However, AI references were concentrated in professional services (10 of 12 roles) and far less common in government (3 of 26 roles), with AI also appearing in job titles and the AIGP certification emerging in requirements.

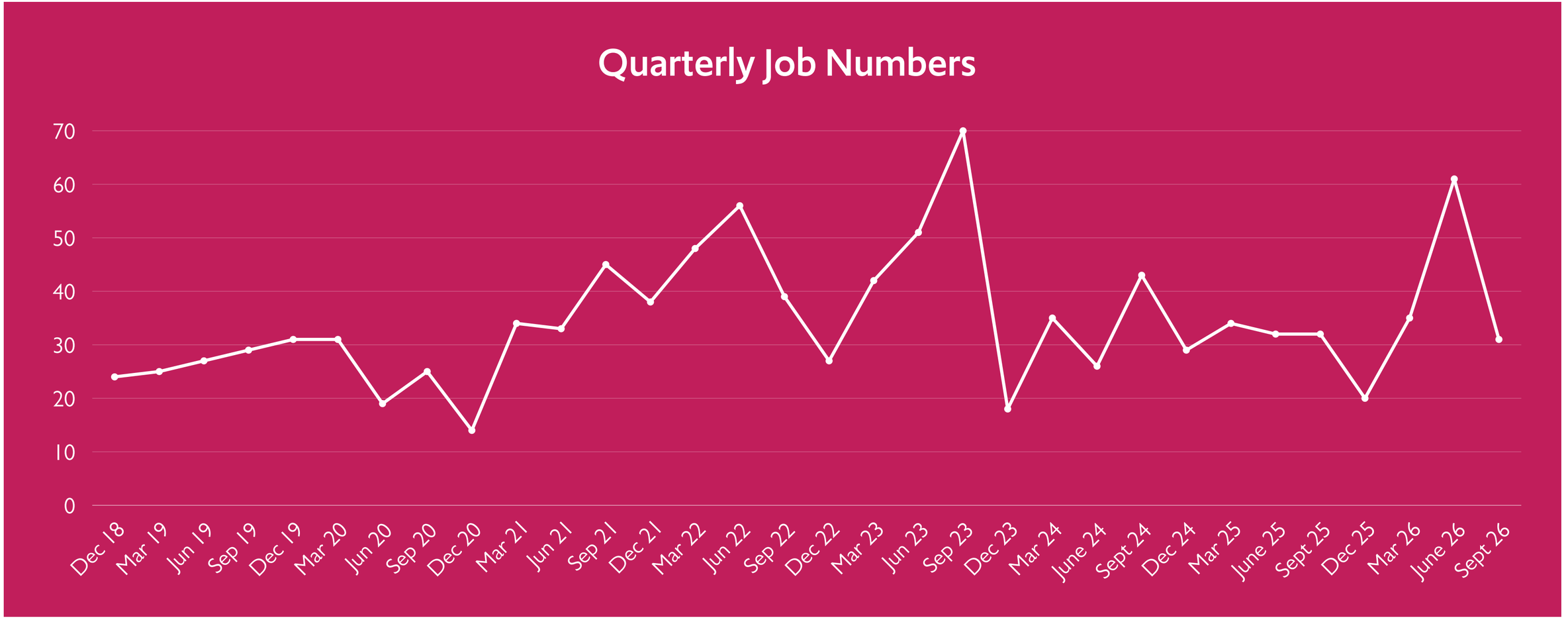
Number of Job Ads - Sept 2022 to Sept 2026



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

- Total privacy roles advertised in Q3 2026 were 103, down from Q2 2026's record high of 132 but still well above Q1 2026's 90, suggesting demand has eased from last quarter's peak while remaining above earlier levels.
- The quarterly average eased to 34 roles per month, down from 44 in Q2 2026, but remains above Q1 2026's average of 30.
- New roles declined gradually across the quarter, from 38 in July to 34 in August and 31 in September. After June's surge of 61, this points to demand cooling steadily.

Quarterly Trend in Job Ads - Dec 2018 to Sept 2026

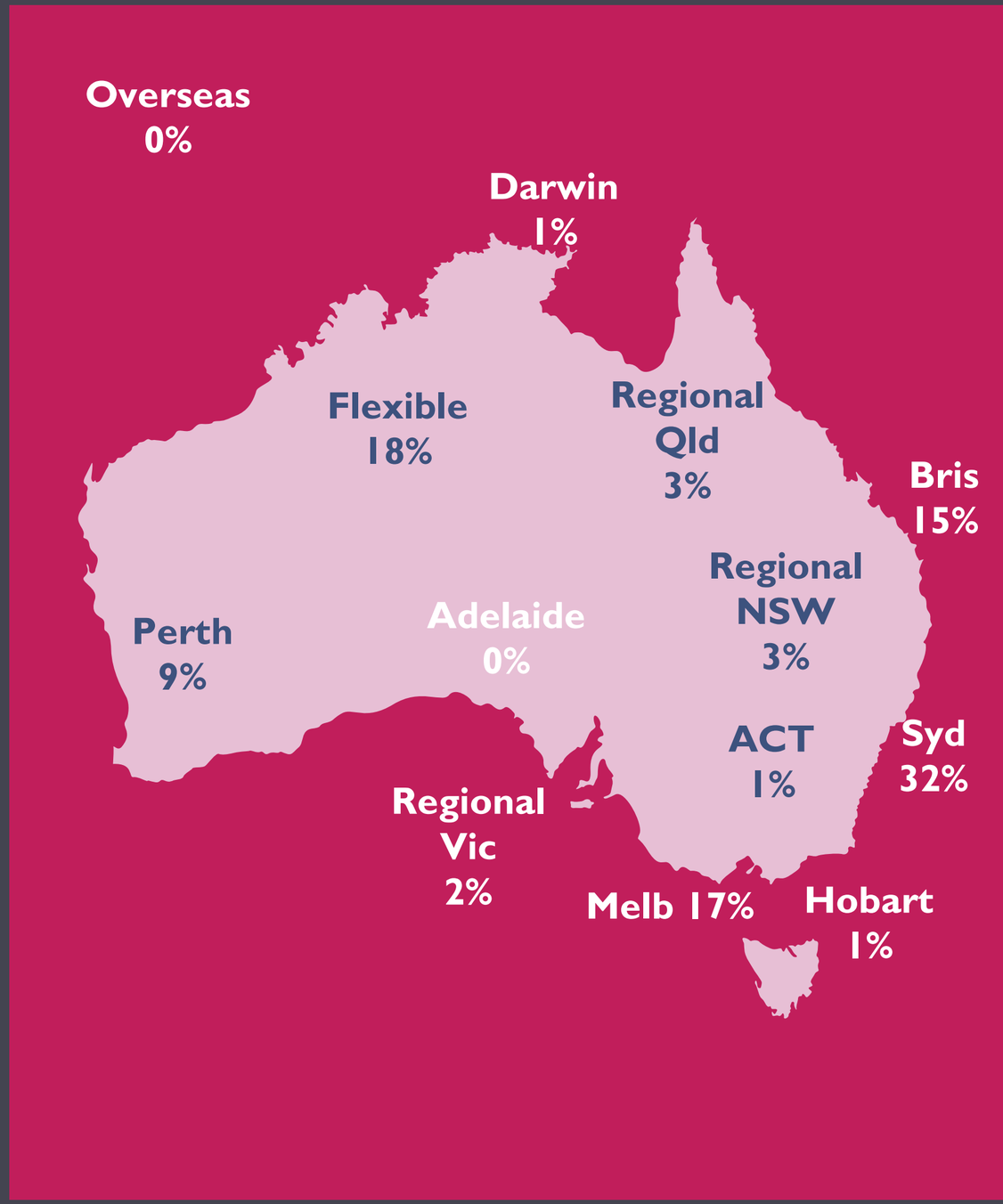


*LinkedIn jobs were included for the first time in Sep 2021

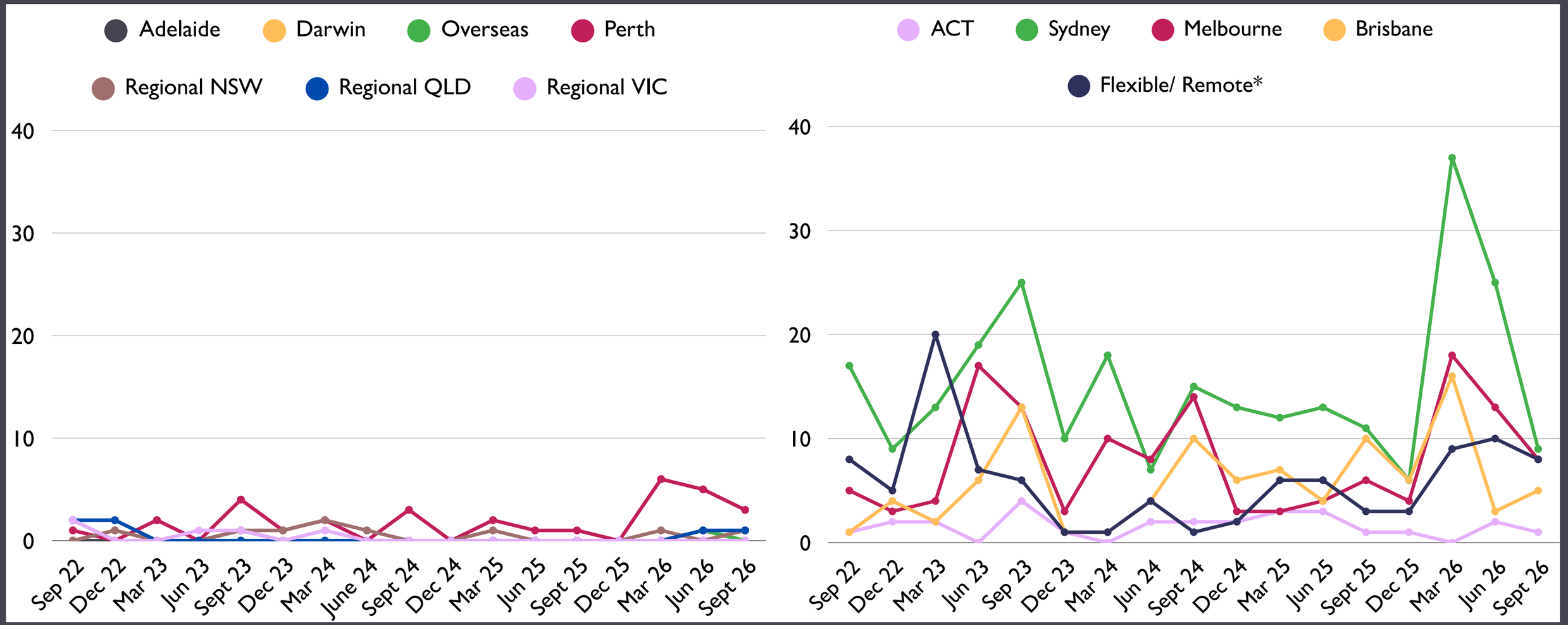
*Only job no.'s from the final month of the quarter are included

Location of Jobs - July to Sept 2026

- Sydney remained the clear leader with 32% of roles advertised, though its share fell from 39% in Q2 2026 to its lowest level since Q4 2025 (31%).
- Melbourne eased to 17% of roles, down from 19% in Q2 2026 and its lowest share across the past five quarters. It remains well below the 28% peak of Q4 2025.
- Brisbane recovered to 15% of roles, up from 12% last quarter, though still below the 18–23% range it held from mid-2025 to Q1 2026.
- Perth rose to 9% of roles, up from 7% in both Q1 and Q2 2026 and its highest share across the past six quarters, consistent with ongoing demand tied to WA's privacy reforms.
- ACT accounted for just 1% of roles, down from 3% in each of the previous two quarters.
- Flexible/remote roles rose again to 18% of the total, up from 16% in Q2 2026 and the highest share recorded across the past six quarters (compared with 7–10% in the second half of 2025).
- Regional roles rose notably to 8% of the total, up from around 1% in each of Q1 and Q2 2026, with roles in Regional QLD (3%), Regional NSW (3%) and Regional VIC (2%). Darwin also recorded one role (1%), after none in Q1 or Q2.
- As a result, capital cities accounted for 74% of roles, down from 82% in Q2 2026 and 89% in Q1 2026, the lowest share across the three quarters reported this year.
- No roles were advertised in Adelaide, Hobart or overseas this quarter.



Quarterly Trends in Location of Jobs - Sept 2022 to Sept 2026



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

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

Job Sector - July to Sept 2026

- Government remains the top sector advertising privacy positions, representing 25% of roles advertised this quarter, broadly steady on Q2 2026 (24%) but still below the 30% recorded in Q1 2026.
- Banking / Financial Services held second spot at 17%, unchanged from last quarter and remaining a consistently strong sector for privacy roles, though below its Q1 2026 high of 21%.
- Technology rose to third at 14%, up from 11% last quarter and 8% in Q1 2026, its second consecutive quarterly increase.
- Corporate roles eased to 13%, down from 16% last quarter, while Professional Services fell to 12%, continuing a steady decline from 17% in Q1 2026 and 15% in Q2 2026.
- Health roles rose notably to 11%, up from 7% in Q1 2026, with demand spread across hospital and health services, private healthcare providers and health-focused research organisations.
- Higher Education, Not for Profit and Research continue to account for the smallest share of privacy roles advertised, collectively representing 10% of the quarter's listings.

Most Jobs

Technology
14%

Banking/Financial Services
17%

Government / Utilities
25%

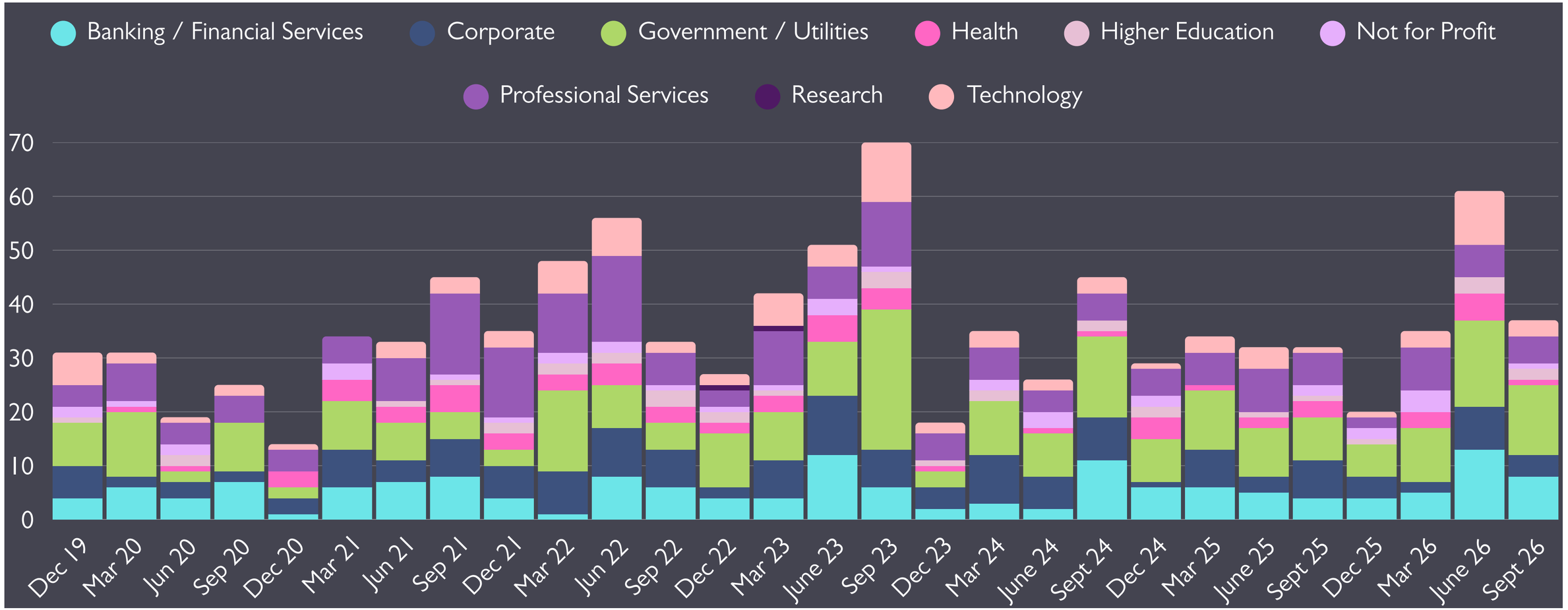
Fewest Jobs

Research
1%

Not for Profit
3%

Education
6%

Quarterly Trends for Job Sector - December 2019 to Sept 2026



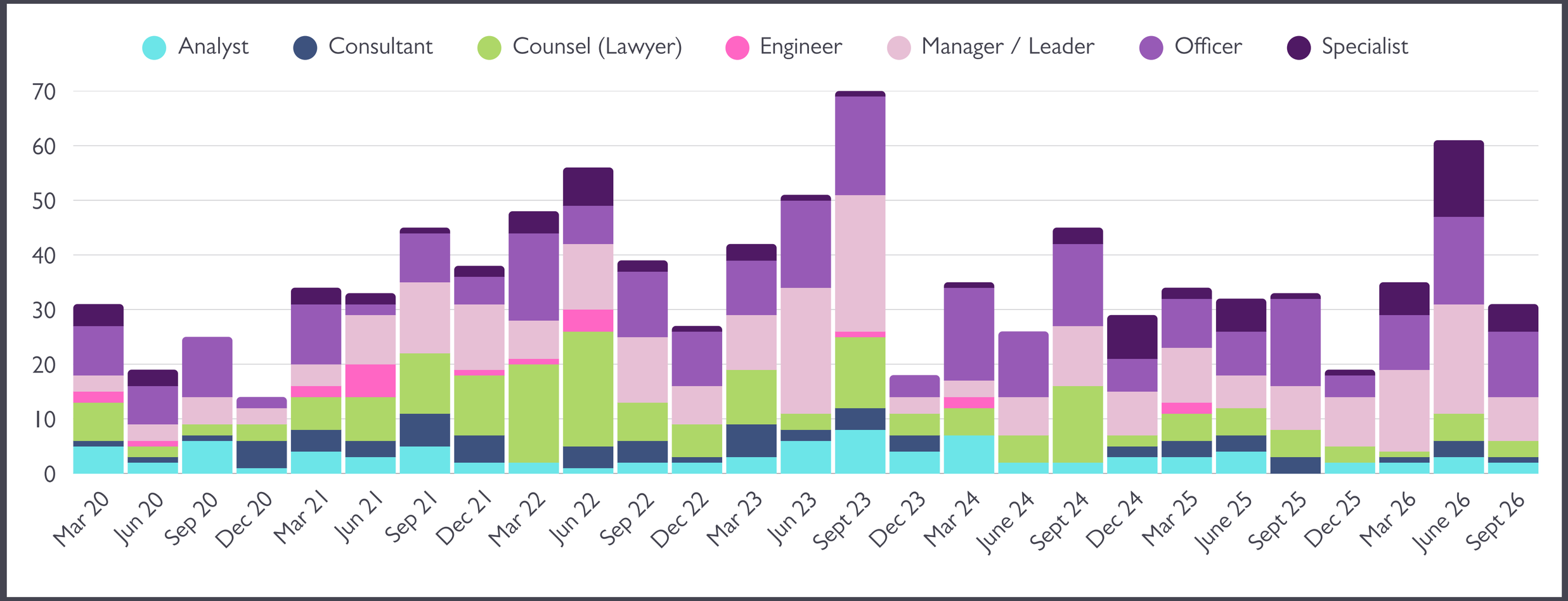
*LinkedIn jobs were included for the first time in Sep 2021

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

Job Titles - July to Sept 2026

- Manager / Leader / Director roles remain the largest category at 33% of roles advertised this quarter, unchanged from last quarter and continuing the 32–36% range seen throughout 2025.
- Officer roles rebounded to 31% this quarter, up sharply from 21% last quarter and the highest proportion since Q4 2025 (34%), bringing them almost level with Manager / Leader / Director roles.
- Specialist / Advisor roles fell to 15%, down from 25% last quarter, reversing two quarters of strong growth. Notably, only one of these roles was advertised as a contract, a marked shift from the first half of the year when Specialist / Advisor roles were mostly contract positions. Contract demand this quarter was concentrated in Officer roles instead.
- Legal Counsel roles held at 10% this quarter, broadly in line with 11% last quarter and still well below the 17–22% range seen through most of 2025.
- Consultant roles edged up to 6%, continuing to recover from 2% in Q1 2026, while Analyst roles eased to 5%, down from 7% last quarter and the lowest share of the three quarters reported this year.
- One Engineer role was also advertised this quarter, focused on the technical implementation of data privacy software.

Quarterly Trends in Job Titles - March 2020 to Sept 2026

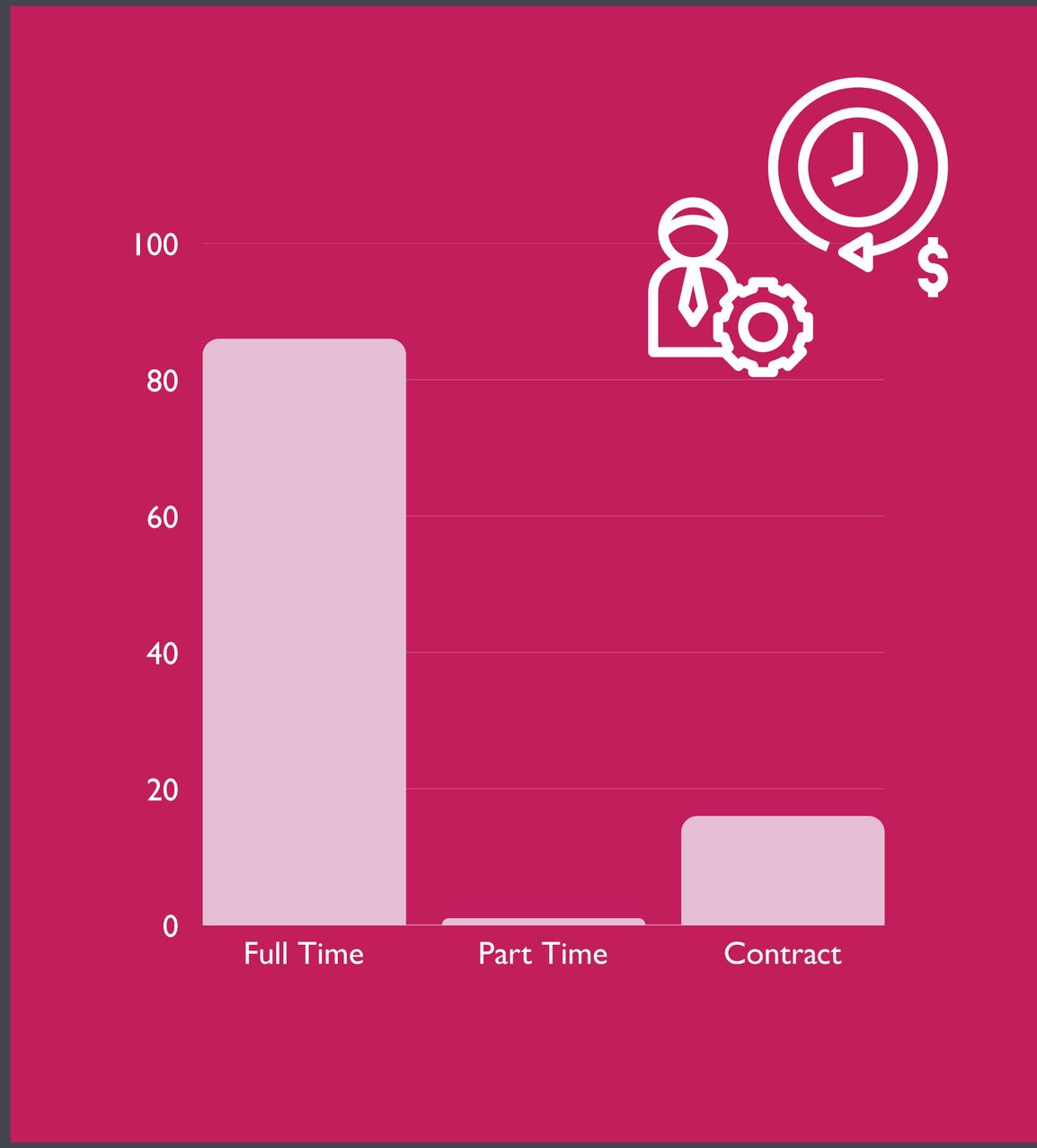


*We categorise jobs into 7 job titles for comparison purposes

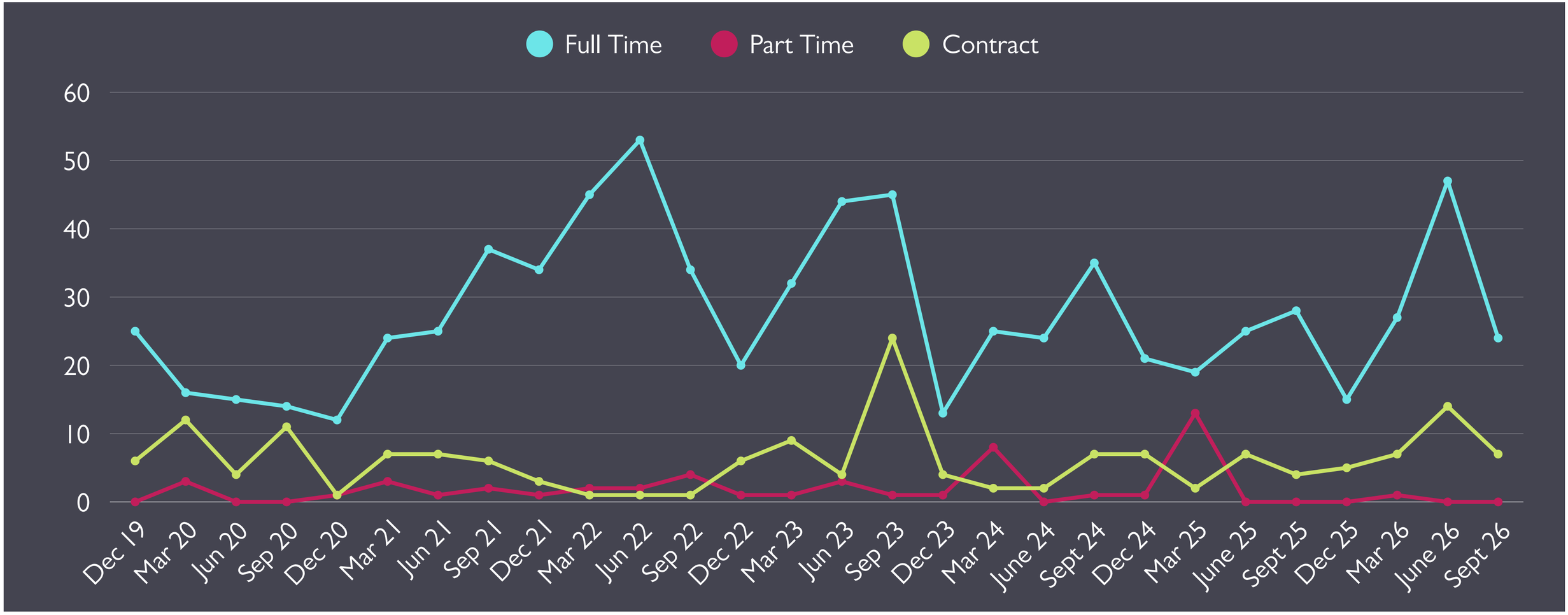
*Only job no.'s from the final month of the quarter are included

Type of Role - July to Sept 2026

- The breakdown between full-time, part-time and contract positions shows that privacy roles continue to be mostly full-time work, with full-time roles rising sharply to 83% this quarter, up from 71% in Q2 2026 and 68% in Q1 2026, and the highest proportion across the past four quarters.
- We also continue to see many permanent roles advertising flexibility, with 67% of all roles offering hybrid or work-from-home arrangements and several full-time roles noting part-time or flexible hours as an option.
- Part-time roles remained low at 1%, down slightly from 2% last quarter and well below the 7% recorded in Q1 2026, consistent with the low levels seen through most of 2025.
- The move towards contract roles reversed this quarter, with contract roles falling to 16% from 27% last quarter, the lowest proportion across the past four quarters (compared with 20–27% since Q4 2025). Contract roles this quarter were mostly Officer positions, rather than the Specialist / Advisor roles that drove contract demand in the first half of the year.



Quarterly Trends for Type of Role - Dec 2019 to Sept 2026



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Salaries - July to Sept 2026

- The number of roles displaying a salary range held broadly steady at 26% this quarter, compared with 28% last quarter and well above the 13% recorded in Q1 2026, though salary analysis should still be treated as directional given most roles don't disclose a range.
- For permanent roles, the most common salary range shifted down a band to $101,000 – $125,000 excluding super, from $126,000 – $150,000 in both Q1 and Q2 2026. The two bands were closely matched this quarter (8 and 7 roles), but the shift points to softer advertised salaries than earlier in the year.
- Notably, no roles this quarter advertised a salary above $175,000 excluding super, compared with at least one role above $225,000 in each of Q1 and Q2 2026. The top salaries on offer were in the $151,000 – $175,000 range, mostly for government and university manager roles, including the NSW Department of Customer Service and Macquarie University.
- Few rates were advertised for contract roles, but the most common range held at $550 – $699 per day excluding super, unchanged from last quarter. The highest rate was $850 – $999 per day.

Salary Ranges
Most Common Ranges

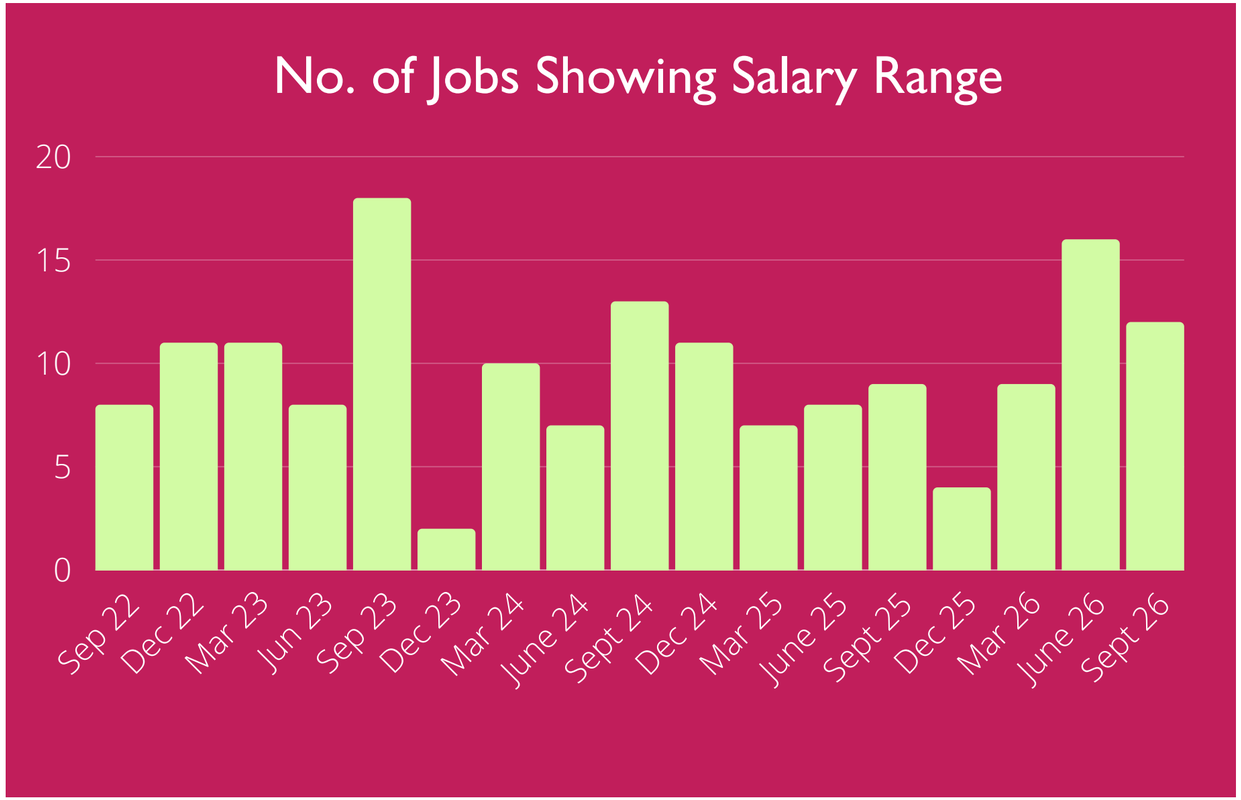
$550 - $699

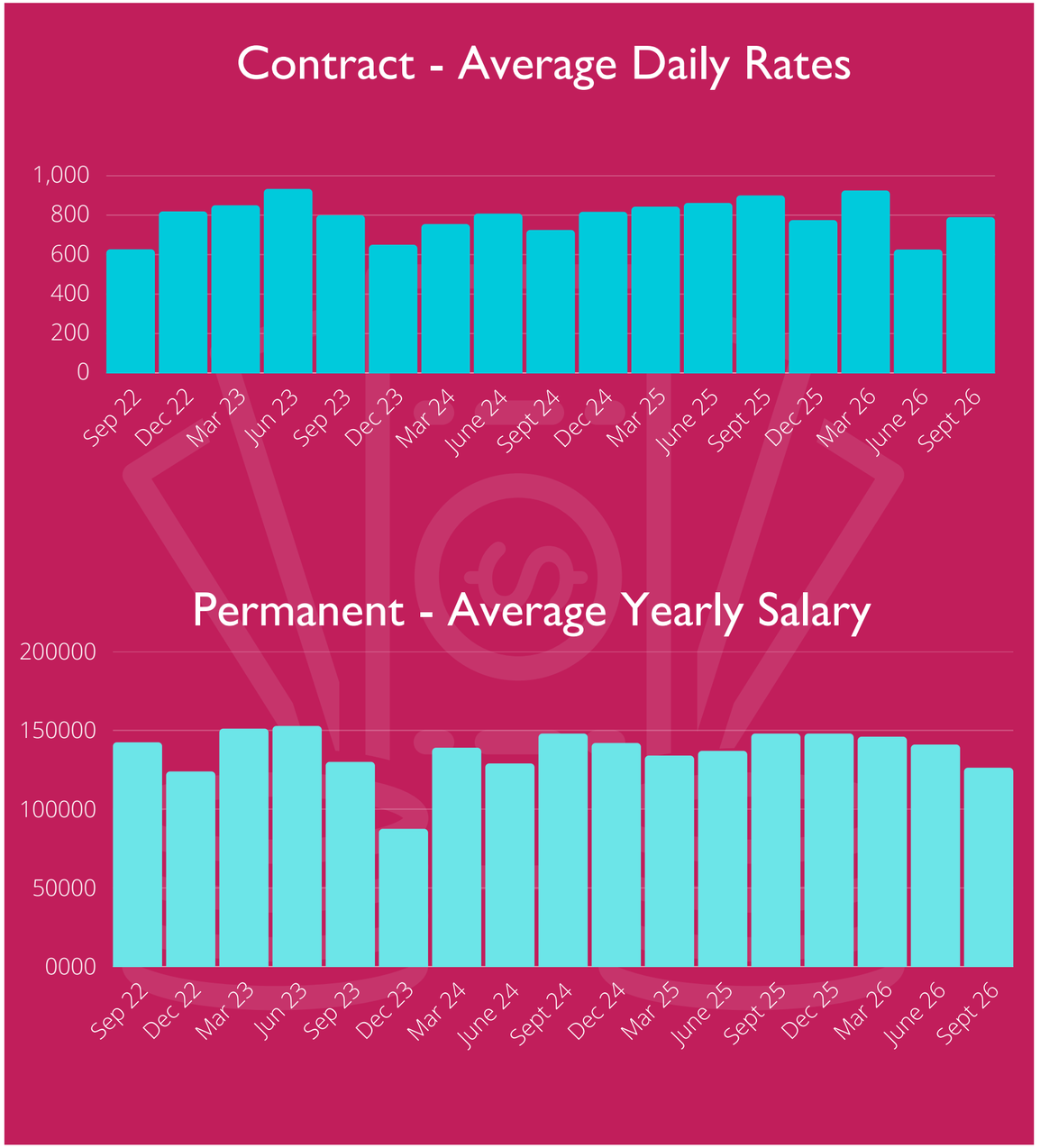
Contract p.d.
(Excl. Super)

$101,000 - $125,000

Full time p.a
(Excl. Super)

Quarterly Trends for Salaries - Sept 2022 to Sept 2026





Experience, Qualifications and Certifications - July to Sept 2026

- The most common experience requirement this quarter was again 5+ years, with 31% of roles specifying this level, down from 36% last quarter. Three-quarters of all roles (75%) specified at least 3+ years of experience, up from 71% last quarter and 47% in Q1 2026, a new high for the third consecutive quarter. 17% of roles required more than 8 years of experience, matching last quarter's record share. At the other end of the market, entry-level opportunities increased, with 3 entry-level roles advertised this quarter, up from 1 in Q2 and none in Q1 2026.
- Requirements for privacy certifications rose this quarter to 21%, up from 17% last quarter and the highest share since the 23% peak in Q3 2025. Certifications mentioned included CIPM, CIPP and CIPT, with the AI governance certification AIGP also appearing in 3 roles for the first time, reflecting the growing overlap between privacy and AI. A small number of roles (2%) instead called for security certifications such as CISSP or CISM.
- The proportion of positions specifying a degree was 47% this quarter, broadly consistent with 48% last quarter. Among these, 42% specifically required a law degree, while most of the remainder called for any tertiary qualification. A small number of roles sought qualifications in records or information management.
- For the second consecutive quarter, no roles specified a Computer/ IT degree as a requirement, suggesting the demand for technically qualified privacy professionals seen in Q1 2026 has not continued.

3 Entry Level Role

Most common experience required:

5 + Years

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.

- 31% of all roles advertised in Q3 2026 explicitly referenced artificial intelligence in the job description, easing slightly from 36% in Q2 2026 but still more than double the 14% recorded in Q1 2026. This suggests AI has become an established feature of privacy roles rather than a short-term spike.
- AI is increasingly appearing in job titles themselves, with roles such as Data & AI Governance Specialist, Head of Privacy, Data Enablement & Responsible AI, and Associate Director, Data, Information and AI Governance advertised this quarter.
- AI-related privacy roles were advertised across a diverse range of organisations including Canva, ASX, QBE, Equifax, ING, Fortescue, Harvey Norman, Ramsay Health Care and Sportsbet, spanning technology, finance, mining, retail, healthcare and wagering.
- Professional services firms led the way, with 10 of the 12 professional services roles referencing AI, as law firms and consultancies build out combined privacy, data and AI advisory teams. By contrast, only 3 of the 26 government roles mentioned AI, suggesting the public sector's privacy focus remains centred on core compliance, information access and FOI.
- AI-related roles were weighted towards senior positions, with Manager / Leader / Director roles making up nearly half (47%) of roles that referenced AI. These were complemented by legal counsel, consultant, officer, specialist and analyst positions.
- For privacy professionals, capability in AI governance and responsible technology has firmly shifted from a point of difference to a baseline expectation, reflected this quarter in the first appearance of the AIGP certification in job requirements.

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. 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.

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