



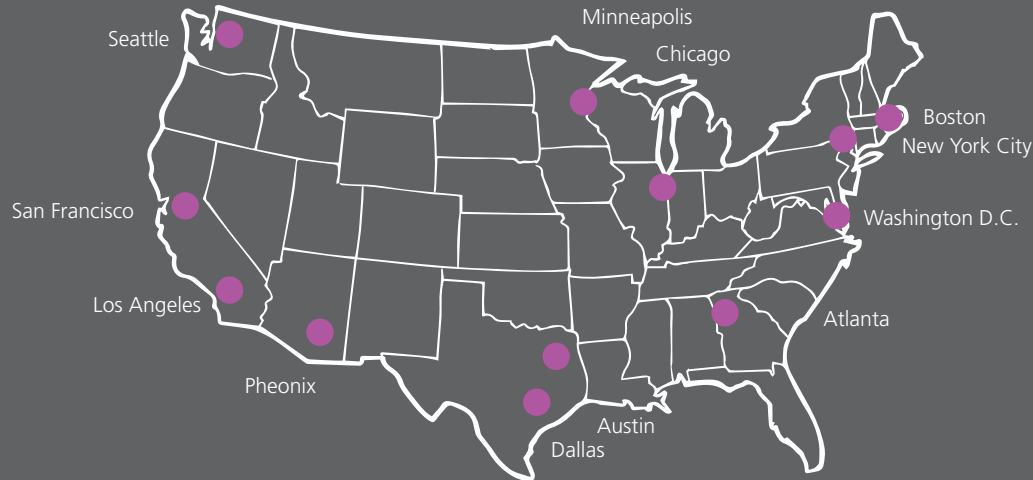
# Cybersecurity Workforce Report

*12 Markets with High Demand for Top Talent*

By Randstad Technologies

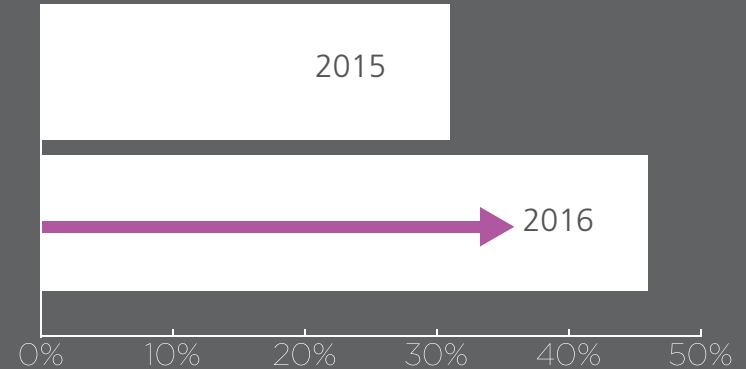
# Executive Summary

Randstad Technologies, a leading technology talent and solutions provider in the U.S., issued its Cybersecurity Workforce Report. ***The report reveals strong demand for cybersecurity talent in 12 key markets nationwide.*** Demand in these markets was based on the following criteria: employers competing for talent and the number of open job listings.



# Executive Summary

Cybersecurity talent is highly sought after not only in these markets but also nationwide. Between June 2014 and June 2016, demand surged 35 percent year-over-year. The industry agrees. According to the [15th Annual State of the CIO Survey](#), 46 percent of IT executives cite security management as a focus for the upcoming year, up from 31 percent in 2015, suggesting that ***security ranks as the top technology initiative driving IT investment.***



IT security management is a growing focus for executives

# Atlanta



**248**

Direct employers currently competing



**652**

Open jobs posted by direct employers



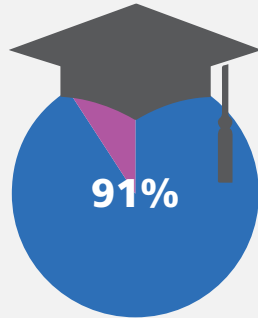
**47**

Average days for a position to be filled

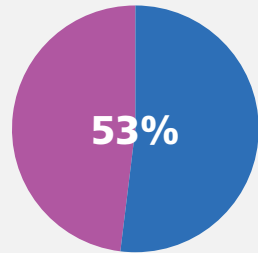


**\$129,450**

Median salary for cybersecurity expertise



Ninety-one percent of job openings *require a bachelor's degree* at minimum.



Among potential candidates in the workforce that are women, *53 percent identify with an ethnicity other than Caucasian* (African-American, Asian, Hispanic or "other").

Data supplied by WANTED Analytics

# Austin



**98**

Direct employers currently competing



**270**

Open jobs posted by direct employers



**45**

Average days for a position to be filled

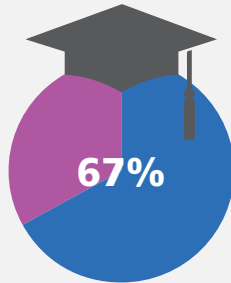


**\$106,800**

Median salary for cybersecurity expertise



Among markets analyzed, Austin has one of the lowest median salaries (\$106,800) for its cybersecurity workforce, *offering employers more value for top talent* in a tech hotbed that includes Dell, IBM, Oracle and many more.



Sixty-seven percent of potential candidates in the Austin market have *earned a bachelor's, master's or doctorate degree applicable to the IT security field.*

Data supplied by WANTED Analytics

# Boston



**260**

Direct employers currently competing



**604**

Open jobs posted by direct employers



**52**

Average days for a position to be filled



**\$131,050**

Median salary for cybersecurity expertise



Direct employers seeking cybersecurity or security-related talent in Boston include *Deloitte, Tufts University, Oracle, Amazon, The Mitre Corporation*, among others.



*Only 21 percent of potential* of potential security IT candidates in Boston are women.

Data supplied by WANTED Analytics

# Chicago



**242**

Direct employers currently competing



**627**

Open jobs posted by direct employers



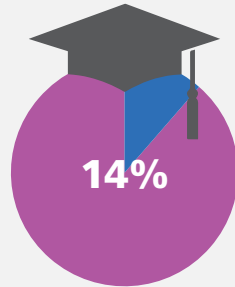
**49**

Average days for a position to be filled

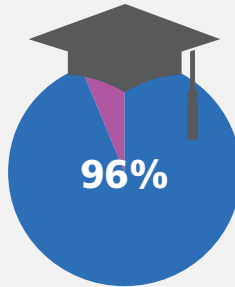


**\$126,700**

Median salary for cybersecurity expertise



Of potential candidates in the Chicago workforce, *14 percent have attained at least a master's degree.*



Of the 627 job openings, *96 percent require at least a bachelor's degree.*

Data supplied by WANTED Analytics

# Dallas



**243**

Direct employers currently competing



**776**

Open jobs posted by direct employers



**46**

Average days for a position to be filled

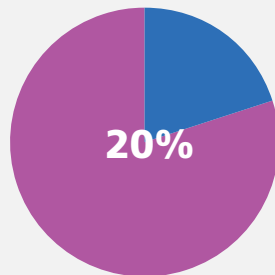


**\$119,100**

Median salary for cybersecurity expertise



The *salary range* for cybersecurity and security-related talent in Dallas is **\$93,000-145,000 annually**.



For organizations hoping to increase diversity in the workplace, *20 percent of potential candidates in the Dallas workforce are non-Caucasian*.

Data supplied by WANTED Analytics



# Los Angeles



**238**

Direct employers currently competing



**641**

Open jobs posted by direct employers



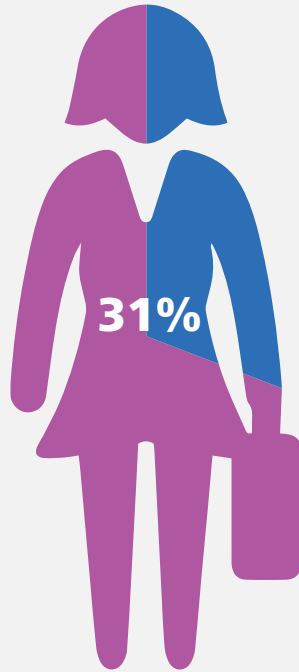
**49**

Average days for a position to be filled



**\$123,800**

Median salary for cybersecurity expertise



*Thirty-one percent of potential candidates based in Los Angeles are women, the highest percentage among all the markets analyzed.*

Data supplied by WANTED Analytics

# Minneapolis



**136**

Direct employers currently competing



**444**

Open jobs posted by direct employers



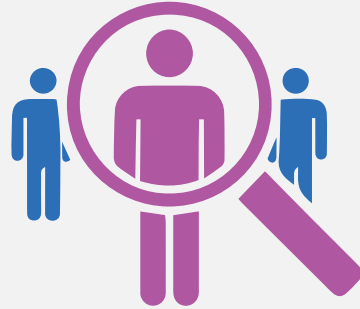
**45**

Average days for a position to be filled



**\$102,200**

Median salary for cybersecurity expertise



Among markets analyzed, *Minneapolis has the lowest median salary (\$102,200) for its cybersecurity workforce, offering employers more value for top talent* in a corporate hub that includes Target Corporation, Wells Fargo, UnitedHealth Group and many more.

Data supplied by WANTED Analytics

# New York City



**453**

Direct employers currently competing



**1,500**

Open jobs posted by direct employers



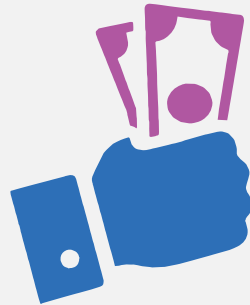
**47**

Average days for a position to be filled

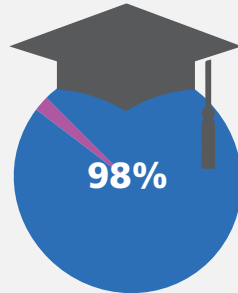


**\$141,100**

Median salary for cybersecurity expertise



The salary range for cybersecurity and security-related talent in the New York City metro area, including northern New Jersey and Long Island, is **\$113,000-170,000 annually**.



The vast majority (98 percent) of current job openings *require candidates to have at least a bachelor's degree*.

Data supplied by WANTED Analytics



**127**

Direct employers currently competing



**374**

Open jobs posted by direct employers



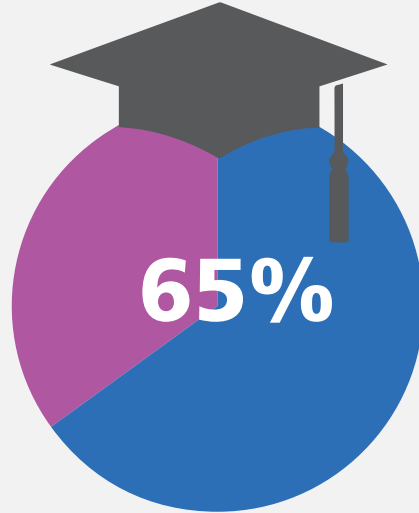
**43**

Average days for a position to be filled



**\$109,050**

Median salary for cybersecurity expertise



Sixty-five percent of potential candidates *have earned at least a bachelor's degree.*

Data supplied by WANTED Analytics

# San Francisco



**277**

Direct employers currently competing



**801**

Open jobs posted by direct employers



**49**

Average days for a position to be filled

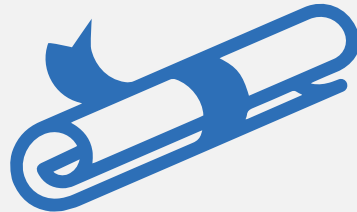


**\$145,850**

Median salary for cybersecurity expertise



*One-third of all potential candidates are Asian; the vast demographic differences in the talent pool could help organizations increase diversity in the workplace.*



*More than 20 percent of potential candidates have at least a master's degree.*

Data supplied by WANTED Analytics

# Seattle



**148**

Direct employers currently competing



**556**

Open jobs posted by direct employers



**48**

Average days for a position to be filled



**\$121,300**

Median salary for cybersecurity expertise



Direct employers seeking cybersecurity or security-related talent in Seattle include *Amazon, Oracle, Microsoft, T-Mobile and Nordstrom*, among others.

Data supplied by WANTED Analytics

# Washington, D.C.



**743**

Direct employers currently competing



**3,524**

Open jobs posted by direct employers



**49**

Average days for a position to be filled



**\$152,800**

Median salary for cybersecurity expertise



*Washington, D.C. has the highest median market salary among the 12 markets analyzed.* This is a booming market for IT security and cybersecurity jobs.

Data supplied by WANTED Analytics

# Methodology and Sources

Randstad Technologies' report of 12 markets with high demand for cybersecurity talent is derived from an analysis of proprietary data from Randstad Technologies and industry partner WANTED Analytics. Randstad Technologies maintains regional offices in Atlanta, Austin, Boston, Chicago, Dallas, Los Angeles, Minneapolis, New York City, Phoenix, San Francisco, Seattle, Washington, D.C., and elsewhere around the country. Randstad Technologies also evaluated publicly available surveys and reports on the IT job market in the U.S., including CIO's 15th annual State of the CIO survey.