THE RECRUITMENT COMPANY

2026 INFORMATION SECURITY SALARY GUIDE

& MARKET INSIGHTS REPORT

As someone who spends every day speaking with cybersecurity professionals and hiring managers across Ireland, I've seen firsthand how quickly this market shifts.

REGULATIONS TIGHTEN, TECHNOLOGIES EVOLVE, AND NEW THREATS EMERGE …

AND WITH EACH CHANGE, THE DEMAND FOR SPECIALIST SKILLS GROWS STRONGER.

Over the past 12–18 months, we've watched salaries return to more stable, pre-pandemic levels. But that doesn't mean demand has slowed. In fact, cybersecurity remains one of the most resilient areas of the Irish job market. The difference is that the premium is now firmly on specialist expertise: cloud security, incident response, penetration testing, and compliance roles linked to NIS2 and DORA are the ones driving hiring conversations and commanding the strongest salaries.

What I want readers to take away from this guide is simple…cybersecurity isn't standing still. For professionals, that means staying curious, upskilling in high-demand areas, and thinking strategically about career moves. For employers, it's about looking beyond just base pay. Flexibility, wellbeing, and professional development are now central to retaining top talent.

This guide brings together the latest salary benchmarks, hiring insights, and market outlook to help you navigate the next 12–24 months with confidence. Whether you're a hiring manager building a team or a professional planning your next step, I hope it gives you a clear picture of where the market is now and where it's headed.

JOHN JAMES BAIRD
Cybersecurity Specialist Recruiter
The Recruitment Company

INDUSTRY OVERVIEW

Growth of the Cybersecurity Sector in Ireland

Cybersecurity in Ireland has moved beyond being a "nice-to-have"…it's now a board-level priority. Over the past few years, the sector has shown remarkable resilience, even as broader economic conditions have cooled. While the salary spikes of 2022–2023 have levelled off, demand for skilled talent remains high, and Ireland's reputation as a European tech hub means the market continues to expand.

Organisations across the country are investing heavily in strengthening their security posture, with particular urgency in areas like cloud security, identity and access management (IAM/PAM), governance, risk and compliance (GRC), and SOC leadership. The introduction of EU regulations such as NIS2 and DORA is also fuelling demand, as companies are under increasing pressure to demonstrate robust compliance and risk management.

In short…cybersecurity in Ireland is growing steadily, with salary growth more modest (around 2–3%) but hiring demand showing no signs of slowing.

Key Industries Hiring Cybersecurity Professionals

While cybersecurity talent is needed everywhere, certain industries are driving the strongest growth and commanding the highest premiums:

- **Financial Services:** By far the most aggressive recruiters of security talent. Compliance and regulatory pressure mean salaries are typically **10–15% higher** than the market average.

- **Healthcare:** Digital transformation projects and increased data sensitivity have put security front and centre, again offering **10–15% higher** salaries for specialist roles.

- **Managed Security Service Providers (MSSPs):** Acting as outsourced partners for smaller or less mature organisations, MSSPs are expanding rapidly and provide opportunities across a wide range of skill sets.

- **Technology & FinTech:** US-based firms with EU hubs in Dublin are leading the way in salaries, offering **15–20% higher** pay (both for permanent roles and day rates).

- **Government & Public Sector:** While generally offering lower salary ranges, public sector organisations continue to hire security professionals in response to rising threat levels and the need to protect critical infrastructure.

Emerging Trends

A number of trends are reshaping Ireland's cybersecurity market and, by extension, its salary structures:

- **Shift Toward Cloud and Zero Trust:** The rise of cloud adoption and zero-trust architectures is driving demand for cloud security specialists, DevSecOps engineers, and identity experts.

- **AI-Driven Security:** Companies are increasingly looking for professionals skilled in AI and machine learning for real-time threat detection and automated response.

- **Compliance-Driven Growth:** New EU regulations (NIS2, DORA) are pushing up demand for GRC professionals, risk managers, and privacy officers.

- **MSSPs Filling the Gap:** As many smaller organisations lack in-house teams, MSSPs are expanding their footprint, creating opportunities across SOC, incident response, and managed detection roles.

- **Balancing Pay with Perks:** Salary growth may have cooled, but employers are sweetening packages with hybrid work options, wellness benefits, and pensions to attract talent in a competitive market.

Ireland's cybersecurity sector has matured into a cornerstone of the wider tech ecosystem…solid, in-demand, and evolving fast. For both employers and professionals, the next two years will be about staying ahead of regulation, embracing new technologies, and finding the right balance between competitive pay and long-term incentives.

SALARY TRENDS IN CYBERSECURITY

Overview of Salary Benchmarks Across Experience Levelsd

Cybersecurity salaries in Ireland have steadied after the rapid post-pandemic spikes of 2022–2023. Pay growth has cooled, but demand for skilled professionals means compensation remains strong, particularly in finance and tech.

Here's how the landscape looks today:

- **Entry-Level (0–2 years): €30,000 – €45,000**
- **Mid-Level (3–5 years): €45,000 – €65,000**
- **Senior-Level (6+ years): €70,000 – €100,000+**
- **Leadership: Six-figure packages are standard, with CISOs, CIOs, and other executives commanding €150,000 – €250,000, or day rates of €900 – €1,500 for contract roles.**

Across all levels, finance and tech employers pay at the higher end of the scale, while the public sector and SMEs sit lower.

Salary Trends Across Industries

Industry context matters. While baseline salaries are relatively consistent, sector-specific dynamics can push pay higher:

- **Finance & FinTech:** 10–20% higher than the market average. Compliance and regulatory pressures make talent in this sector highly prized.
- **Healthcare:** Growing demand for specialists in data security and compliance adds a 10–15% premium.
- **Technology Firms (especially US-based with EU hubs in Dublin):** Consistently 15–20% above average, offering both higher base pay and attractive contract day rates.
- **MSSPs & Consultancies:** Competitive rates, particularly for SOC, incident response, and client-facing consulting roles.
- **Public Sector:** Typically more modest ranges, but with stronger job security and benefits.

Compensation Structures: Traditional vs Tech-Focused Organisations

Not all packages are created equal. The structure of compensation varies depending on the employer type:

- **Traditional Companies:** Steadier base salaries and standard benefits such as pensions and health cover.
- **Tech-Focused Organisations:** Leaner base salaries offset by performance bonuses, equity, stock options, and flexible perks. These packages appeal to professionals looking for long-term upside rather than immediate cash.

Roles with the Fastest Salary Growth

Certain areas are seeing sharper increases due to heightened demand:

- **Incident Response & Threat Intelligence:** Fuelled by rising cyber threats and regulatory scrutiny.
- **Penetration Testing & Offensive Security:** Niche expertise that commands premium pay.
- **DevSecOps & Cloud Security:** As businesses scale in the cloud, these roles are essential and increasingly well compensated.

Specialised vs Traditional Roles

Specialisation pays.

- Security Engineers: €60,000 – €120,000
- Security Analysts: €30,000 – €75,000

Specialist skill sets (such as cloud security or advanced penetration testing) consistently push professionals toward the upper salary bands.

SALARY BREAKDOWN BY ROLE

Cybersecurity in Ireland spans a wide range of specialisations, from SOC analysts monitoring threats in real-time to CISOs steering board-level strategy. Below is a detailed breakdown of permanent salaries (€) and contract day rates (€) across the sector, grouped into clear categories for quick reference.

EXECUTIVE & C-SUITE ROLES
STRATEGIC LEADERSHIP POSITIONS SHAPING SECURITY POSTURE AND GOVERNANCE.

Role	Annual	Per Day
Chief Information Security Officer (CISO)	€150,000 – €250,000	€900 – €1,500
Chief Information Officer (CIO, security-adjacent)	€150,000 – €250,000	€900 – €1,500
Chief Risk Officer (CRO)	€150,000 – €250,000	€750 – €1,400
Chief Privacy Officer (CPO) / Head of Privacy	€120,000 – €180,000	€700 – €950
Senior Director of Information Security	€110,000 – €160,000	€600 – €1,100
Director of Information Security	€100,000 – €140,000	€650 – €950
Head of IT Security / Cyber	€100,000 – €180,000	€600 – €1,000

SECURITY LEADERSHIP & SENIOR MANAGEMENT
OVERSIGHT OF CRITICAL TEAMS AND PROGRAMMES, BRIDGING STRATEGY WITH DELIVERY.

Role	Annual	Per Day
Head of Cyber Operations	€100,000 – €150,000	€650+
Director of Security Engineering	€100,000 – €160,000	€700 – €1,000
Director of Security Operations (SecOps)	€100,000 – €160,000	€650 – €900
Director of GRC	€110,000 – €140,000	€750 – €1,000
Director / Head of Incident Response & Threat Intel	€120,000 – €160,000	€650 – €900
Head of Application Security (AppSec)	€110,000 – €160,000	€600 – €1,000
Head of Cloud Security	€130,000 – €180,000	€850+
Head of Identity & Access Management (IAM)	€130,000 – €160,000	€700 – €1,000
Security Programme Director / Transformation Lead	€110,000 – €160,000	€750+
Security Portfolio / PMO Lead	€100,000 – €140,000	€750+

SECURITY MANAGEMENT (MID-LEVEL & TEAM LEADS)
HANDS-ON LEADERS ENSURING OPERATIONAL SECURITY DAY TO DAY.

Role	Annual	Per Day
Information Security Manager	€90,000 – €130,000	€700 – €900
Information Security Officer	€80,000 – €110,000	€600 – €800
Cybersecurity Manager	€85,000 – €110,000	€550 – €750
SOC Manager	€80,000 – €105,000	€550 – €750
SOC Team Lead	€60,000 – €90,000	€550+
Incident Response Manager	€75,000 – €115,000	€600 – €800
Incident Response Team Lead	€65,000 – €90,000	€550+
Security Engineering Manager	€85,000 – €110,000	€550 – €750
Application Security Manager	€80,000 – €110,000	€550 – €800
Cloud Security Manager	€100,000 – €145,000	€550 – €800
IAM Manager:	€60,000 – €90,000	€550+
Vulnerability Management Manager:	€75,000 – €105,000	€600 – €800
Threat Intelligence Manager	€70,000 – €100,000	€550 – €800
Security Operations Manager (MSSP/MDR context)	€55,000 – €90,000	€650+

SECURITY OPERATIONS & SOC
THE FIRST LINE OF DEFENCE, MONITORING, TRIAGING, AND RESPONDING TO THREATS.

Role	Annual	Per Day
SOC Analyst L1 (Entry / Junior)	€30,000 – €45,000	€200 – €300
SOC Analyst L2 (Mid-Level)	€40,000 – €60,000	€250 – €400
SOC Analyst L3 (Senior / Hunting)	€60,000 – €80,000	€400 – €500
SOC Architect (SIEM/SOAR)	€90,000 – €100,000	€650 – €900
SOAR Engineer	€75,000 – €100,000	€600+
SOC Threat Hunter	€60,000 – €80,000	€600+

INCIDENT RESPONSE, FORENSICS & THREAT HUNTING
CRITICAL IN HIGH-PRESSURE MOMENTS, THESE SPECIALISTS ARE IN GROWING DEMAND.

Role	Annual	Per Day
Incident Response Analyst	€40,000 – €70,000	€350 – €500
Incident Responder	€55,000 – €85,000	€400 – €550
Digital Forensics Analyst	€35,000 – €75,000	€300 – €500
Malware Analyst	€60,000 – €85,000	€450 – €600
Malware Reverse Engineer	€55,000 – €80,000	€600+
Threat Hunter	€60,000 – €90,000	€600 – €750
Threat Intelligence Analyst	€55,000 – €75,000	€500 – €650
Threat Researcher	€45,000 – €60,000	€450 – €600
Threat Intelligence Lea	€75,000 – €100,000	€600 – €800

PENETRATION TESTING, RED TEAM & OFFENSIVE SECURITY
SIMULATING ATTACKS TO TEST RESILIENCE—ONE OF THE MOST LUCRATIVE DOMAINS.

Role	Annual	Per Day
Penetration Tester (Junior)	€40,000 – €55,000	€300 – €400
Penetration Tester	€55,000 – €85,000	€550+
Senior Penetration Tester	€85,000 – €120,000	€650 – €1,200
Penetration Test Team Lead	€95,000 – €130,000	€600 – €1,200
Penetration Test Team Lead	€70,000 – €120,000	€600+

DEFENSIVE SECURITY
FOCUSED ON PREVENTION, MONITORING, AND DETECTION ENGINEERING.

Role	Annual	Per Day
Endpoint Protection Engineer (EDR/XDR)	€45,000 – €75,000	€300 – €600
Detection Engineer	€60,000 – €80,000	€600+
SIEM Engineer	€60,000 – €95,000	€600 – €700
Network Security Operations Engineer	€40,000 – €85,000	€250 – €550

VULNERABILITY MANAGEMENT & REMEDIATION
MANAGING EXPOSURES BEFORE THEY TURN INTO BREACHES.

Role	Annual	Per Day
Vulnerability Analyst	€35,000 – €65,000	€300 – €550
Vulnerability Management Engineer	€65,000 – €90,000	€450 – €600
Escalation Engineer	€45,000 – €65,000	€350 – €500

SECURITY ENGINEERING & ARCHITECTURE
DESIGNING AND BUILDING THE FRAMEWORKS THAT SECURE BUSINESSES.

Role	Annual	Per Day
Security Engineer (Network/Infra)	€60,000 – €100,000	€500 – €750
Senior Security Engineer	€75,000 – €120,000	€600+
Lead Security Engineer	€85,000 – €110,000	€650 – €850+
Security Architect	€90,000 – €145,000	€800+
Enterprise Security Architect	€90,000 – €150,000	€800+
Cloud Security Architect	€90,000 – €140,000	€850+
Application Security Architect	€100,000 – €140,000	€850+
IAM Architect	€90,000 – €130,000	€950
Network Security Architect	€90,000 – €130,000	€750
Security Systems Engineer (IDS/IPS, WAF, CASB)	€45,000 – €70,000	€450 – €650

CLOUD SECURITY, DEVSECOPS & PLATFORM SECURITY
WHERE SECURITY MEETS MODERN DEVELOPMENT AND INFRASTRUCTURE.

Role	Annual	Per Day
Cloud Security Engineer	€55,000 – €95,000	€550 – €750
Cloud Security Team Lead	€65,000 – €100,000	€600+
Cloud Security Manager	€90,000 – €130,000	€650 – €900
DevSecOps Manager	€95,000 – €140,000	€600+
DevSecOps Engineer	€70,000 – €110,000	€600 – €750
CI/CD Security Engineer (Mid)	€65,000 – €85,000	€550 – €750
CI/CD Security Engineer Lead	€90,000 – €110,000	€600+
Security SRE	€75,000 – €110,000	€600+

APPLICATION SECURITY (APPSEC)
PROTECTING SOFTWARE AND APPLICATIONS THROUGHOUT DEVELOPMENT LIFECYCLES.

Role	Annual	Per Day
Application Security Engineer	€75,000 – €110,000	€700+
Mobile Security Engineer	€85,000 – €97,000	€700+
AppSec Program Manager:	€100,000 – €120,000	€800+
Threat Modelling Specialist	t: €75,000 – €100,000	€600+

IDENTITY, ACCESS & PAM
SECURING SYSTEMS AND USERS THROUGH ADVANCED IDENTITY MANAGEMENT.

Role	Annual	Per Day
IAM Engineer	€80,000 – €110,000	€650+
IAM Analyst	€45,000 – €70,000	€450 – €600
IAM Administrator	€30,000 – €50,000	€450 – €600
PAM Engineer	€65,000 – €95,000	€650+
PAM Administrator	€50,000 – €80,000	€550+
PAM Architect	€90,000 – €130,000	€850 – €1,100

DATA SECURITY, PRIVACY & PROTECTION
A GROWING DOMAIN WITH REGULATIONS PUSHING DEMAND FOR EXPERTISE.

Role	Annual	Per Day
Data Security Engineer	€55,000 – €80,000	€650+
Data Protection Engineer	€45,000 – €65,000	€600 – €750
Data Loss Prevention (DLP) Engineer	€50,000 – €75,000	€500 – €700
DLP Analyst	€35,000 – €65,000	€650
Data Privacy Officer / DPO	€100,000 – €140,000	€800 – €1,250
Privacy Analyst / Engineer	€45,000 – €70,000	€500+
Data Governance Analyst	€45,000 – €75,000	€425 – €600

GOVERNANCE, RISK & COMPLIANCE (GRC)
ENSURING ORGANISATIONS MEET REGULATORY AND RISK STANDARDS.

Role	Annual	Per Day
GRC Analyst (Junior)	€35,000 – €50,000	€350 – €550
GRC Analyst (Mid)	€50,000 – €68,000	€550 – €750
GRC Analyst (Senior)	€70,000 – €85,000	€600 – €850
Risk & Compliance Manager	€85,000 – €120,000	€650+
Information Security Officer	€90,000 – €130,000	€700 – €900
Head of IT Audit	€100,000 – €150,000	€800+
Internal IT Security Auditor	€60,000 – €85,000	€550 – €700
IT Audit Manager	€80,000 – €100,000	€550 – €850
IT Audit Specialist	€40,000 – €65,000	€500+
Third-Party Risk Manager:	€65,000 – €90,000	€525+

SECURITY PROGRAM, PROJECT & PRODUCT ROLES
OVERSEEING DELIVERY OF MAJOR INITIATIVES AND SECURITY TOOLING.

Role	Annual	Per Day
Security Program Manager	€85,000 – €120,000	€800+
Security Project Manager	€60,000 – €80,000	€750+
Security Product Manager	€65,000 – €95,000	€750+
Security Change Manager	€60,000 – €80,000	€550 – €800
Release Manager	€60,000 – €90,000	€600 – €750

SECURITY RESEARCH & R&D
EXPLORING FUTURE THREATS AND CUTTING-EDGE DEFENCES.

Role	Annual	Per Day
Security Researcher	€40,000 – €70,000	€500+
Vulnerability Researcher	€50,000 – €70,000	€500+
Security Scientist (ML/AI)	€70,000 – €90,000	€700 – €1,000

CRYPTOGRAPHY & PKI
CORE TECHNICAL EXPERTISE UNDERPINNING DIGITAL TRUST.

Role	Annual	Per Day
Cryptographer / Cryptography Engineer	€45,000 – €70,000	€600+
PKI Engineer	€45,000 – €90,000	€700+
PKI Architect	€70,000 – €100,000	€800 – €1,000

SECURITY AUTOMATION, TOOLING & DEVELOPMENT
AUTOMATING DEFENCES AND SECURING DEVELOPMENT PIPELINES.

Role	Annual	Per Day
Security Automation Engineer (Mid)	€55,000 – €70,000	€550+
Security Automation Engineer (Senior)	€70,000 – €85,000	€650 – €750
SOAR Developer (Mid)	€60,000 – €75,000	€550+
SOAR Developer (Senior):	€75,000 – €90,000	€650 – €750
Security Platform Engineer (Mid)	€70,000 – €90,000	€600+
Security Platform Engineer (Senior)	€90,000 – €130,000	€750+
API Security Engineer (Mid)	€70,000 – €90,000	€550+
API Security Engineer (Senior)	€90,000 – €120,000	€750 – €850

NETWORK, INFRASTRUCTURE & ENDPOINT SECURITY
SECURING ENTERPRISE IT FOUNDATIONS AND ENDPOINTS.

Role	Annual	Per Day
Network Security Engineer (Mid)	€47,000 – €80,000	€550+
Network Security Engineer (Senior)	€53,000 – €95,000	€600 – €850
Infrastructure Security Engineer	€50,000 – €80,000	€550 – €700
Wireless Security Engineer	€70,000 – €90,000	€650+
Endpoint Security Administrator (MDM, EDR)	€55,000 – €85,000	€550+
Firewall Engineer	€50,000 – €75,000	€550+

OT, ICS & IOT SECURITY
PROTECTING OPERATIONAL TECHNOLOGY AND CONNECTED SYSTEMS.

Role	Annual	Per Day
OT Security Engineer	€55,000 – €90,000	€650+
OT Cybersecurity Analyst	€45,000 – €70,000	€500 – €600
ICS Security Architect	€90,000 – €120,000	€750+
IoT Security Engineer	€80,000 – €110,000	€700+
Embedded Security Engineer	€65,000 – €95,000	€600+

MSSP, MDR & MANAGED SERVICES
OUTSOURCED SECURITY PROVIDERS DRIVING SIGNIFICANT HIRING.

Role	Annual	Per Day
MDR Analyst (Mid)	€45,000 – €60,000	€500+
MDR Analyst (Senior)	€60,000 – €85,000	€600
MDR Engineer (Mid)	€55,000 – €70,000	€550+
MDR Engineer (Senior)	€70,000 – €95,000	€600+
MSSP Service Manager	€75,000 – €100,000	€550 – €750
Security Service Delivery Manager	€70,000 – €90,000	€550 – €750
Client Security Consultant (MSSPs & Consultancies)	€48,000 – €100,000	€550 – €1,000

EMERGING SKILLS & CERTIFICATIONS IMPACTING SALARY

Cybersecurity is a field where skills age quickly. What was cutting-edge yesterday may be baseline today and the professionals who stay ahead of the curve are the ones who see their earning power grow. In Ireland, we're seeing a clear divide: candidates with niche, high-demand expertise are commanding premium salaries, while those with more generalist skill sets often fall behind the curve.

High-Demand Technical Skills

The hottest skills in the market right now reflect the changing nature of threats, regulations, and technology adoption:

- **Cloud Security:** With organisations increasingly relying on AWS, Azure, and GCP, professionals who can secure complex cloud environments are among the most sought after and best paid.
- **Penetration Testing & Ethical Hacking:** Offensive security specialists remain in short supply. Experienced penetration testers are among the highest earners in the market.
- **Incident Response & Threat Intelligence:** Rising cyberattacks mean specialists who can investigate, contain, and prevent breaches are in huge demand.
- **Governance, Risk & Compliance (GRC):** The introduction of EU regulations such as NIS2 and DORA has created strong demand for compliance professionals.
- **DevSecOps & Automation:** As development cycles speed up, the ability to embed security into CI/CD pipelines and automate responses is increasingly valuable.

Valuable Certifications

Certifications remain a key differentiator in the hiring process, especially when combined with hands-on expertise. In Ireland, the following are commanding premium salaries:

- **CISSP (Certified Information Systems Security Professional):** Still the gold standard for leadership and senior technical roles.
- **OSCP (Offensive Security Certified Professional):** A top credential for penetration testers and offensive security specialists.
- **CISM (Certified Information Security Manager):** Highly valued for governance and leadership positions.
- **AWS Certified Security – Specialty:** Essential for cloud security specialists.
- **Other Cloud & Vendor Certifications:** Azure Security Engineer Associate, Google Professional Cloud Security Engineer, and similar vendor-specific credentials are increasingly recognised.

On average, professionals who add a recognised certification to their CV can expect a 10–15% increase in salary potential.

Soft Skills Influencing Career Growth

While technical expertise opens the door, soft skills are what accelerate careers into leadership and higher-paying roles. Employers in Ireland are placing particular value on:

- **Leadership & People Management:** Crucial for senior roles overseeing teams and complex programmes.
- **Communication Skills:** The ability to explain complex threats in plain language to boards, regulators, and non-technical stakeholders is highly prized.
- **Collaboration & Team Cohesion:** As cybersecurity becomes increasingly cross-functional, professionals who work effectively across IT, compliance, and business units are in demand.
- **Project Management:** Security initiatives often span months and involve multiple stakeholders; strong organisational skills can set candidates apart.

"Soft skills are very important for team cohesion, but not having the technical skill needed to solve the problem is an issue." – John James Baird

The sweet spot? Building a career on strong technical foundations, then layering on soft skills to unlock senior, higher-paying roles.

HIRING TRENDS & EMPLOYER INSIGHTS

Ireland's cybersecurity hiring market remains one of the most resilient in tech. Even with wider economic uncertainty, organisations are still prioritising security talent. But the way employers attract and retain that talent is shifting and understanding these trends is key for both hiring managers and professionals.

Job Demand & Hiring Challenges

Demand for cybersecurity professionals continues to outpace supply. Organisations are under mounting pressure from new regulations (NIS2, DORA) and ever-evolving cyber threats, creating a need for both specialist and leadership talent. The biggest challenge? Finding qualified candidates with the right mix of technical depth and hands-on experience.

Specialist roles in incident response, penetration testing, cloud security, and GRC are particularly difficult to fill. Employers are also competing not just with local firms but with global tech and fintech players in Dublin, who can afford to pay 15–20% more.

Remote vs. In-Office Salary Trends

The rise of hybrid and remote work has reshaped compensation conversations. While salary is still the number one factor for most professionals, flexibility has become a currency of its own.

Some candidates are willing to accept slightly lower compensation in exchange for better work-life balance, particularly those with long commutes or family commitments. That said, with Ireland's high cost of living, most professionals remain reluctant to take significant pay cuts, meaning employers can't rely on flexibility alone to offset uncompetitive salaries.

Benefits & Perks Beyond Salary

With salary growth steadying (2–3% annually), employers are finding new ways to differentiate their offers. Some of the most common and valued perks include:

- **Flexible Work Options:** Hybrid or remote arrangements remain the most attractive benefit.
- **Health & Wellness:** Family health insurance, wellness allowances, and mental health support are becoming standard.
- **Pension Schemes:** Strong pension contributions are increasingly used to lift total compensation packages.
- **Professional Development:** Employers who cover certifications, training, and continuous learning opportunities stand out in a competitive market.
- **Performance Bonuses & Equity:** Particularly in tech and fintech, long-term incentives such as stock options are a key differentiator.

In short, salary may get talent in the door, but culture, benefits, and growth opportunities keep them there. The companies winning in today's market are those taking a holistic view of compensation, one that balances base pay with flexibility, wellbeing, and long-term incentives.

FUTURE OUTLOOK FOR CYBERSECURITY SALARIES

Looking ahead, Ireland's cybersecurity market is set for steady growth rather than dramatic spikes. Salary increases have cooled after the post-pandemic boom, but demand remains strong, and certain specialisations will continue to command premiums. Over the next 12–24 months, we expect three clear trends to shape the landscape:

Continued Demand, Modest Growth

Hiring across cybersecurity will remain resilient despite broader economic headwinds. Salary growth will likely track in the 2–3% range annually, with employers leaning more heavily on benefits and flexible work to differentiate their offers. Instead of broad-based salary surges, increases will be concentrated in specific niches where demand far outstrips supply.

Emerging Specialisations Driving Premium Salaries

Several roles are positioned for above-average growth in both permanent and contract compensation:

- **Cloud Security Specialists:** As reliance on AWS, Azure, and GCP deepens, professionals securing these environments will stay at the top of the pay scale.
- **Penetration Testers & Ethical Hackers:** Offensive security remains scarce and valuable, with senior testers already commanding €650–€1,200 per day.
- **Incident Response & Threat Intelligence Experts:** Rising cyberattacks ensure these roles will only grow in importance, and salary.
- **Cybersecurity Architects:** Designing and implementing zero-trust and AI-driven frameworks will be critical, pushing architecture salaries to the higher end.
- **Data Privacy, Governance, Risk & Compliance (GRC):** With new EU regulations such as DORA and NIS2, specialists in compliance and data protection will continue to see demand, and compensation, rise.

Advice for Professionals

For those looking to maximise earning potential in the next two years, the roadmap is clear:

- **Specialise in high-demand areas** like cloud security, penetration testing, incident response, architecture, and GRC.
- **Secure key certifications** (CISSP, OSCP, CISM, AWS Security) to add credibility and marketability.
- **Invest in soft skills** such as leadership and communication, which accelerate progression into senior, higher-paying roles.
- **Stay current with emerging tech** – particularly AI-driven security tools and zero-trust frameworks.

The Irish cybersecurity market is evolving, but it's not slowing down. Salaries will continue to climb steadily, with premium pay reserved for specialists and leaders who can combine technical excellence with strategic impact. For employers, the challenge will be balancing competitive pay with flexibility, development opportunities, and culture. For professionals, the opportunity lies in getting ahead of the curve and positioning themselves in the skills and roles that will define the next era of cybersecurity.

SO ...

Ireland's cybersecurity market has proven its resilience, even in the face of economic uncertainty. Salaries may have stabilised after the sharp growth of 2022–2023, but demand for skilled professionals remains strong, and in some areas, it's only intensifying.

For employers, the message is clear: hiring and retaining top talent requires more than just competitive pay. Flexible work, family-friendly benefits, professional development, and a strong culture are now essential components of a winning offer. For professionals, the takeaway is just as direct: specialisation pays. Those who build expertise in high-demand areas like cloud security, penetration testing, incident response, architecture, and compliance will continue to command premium salaries.

KEY TAKEAWAYS AT A GLANCE

✳ SALARIES HAVE COOLED BUT REMAIN STRONG
— steady growth of 2–3% is expected over the next 12–24 months.

✳ FINANCE, HEALTHCARE, TECH, AND MSSPS
— are the biggest drivers of hiring and higher salary benchmarks.

✳ CLOUD SECURITY, PENETRATION TESTING, DEVSECOPS, INCIDENT RESPONSE, AND GRC
— are the most in-demand (and best-paid) specialisations.

✳ CERTIFICATIONS BOOST PAY
— CISSP, OSCP, CISM, and cloud-specific credentials can lift earning potential by 10–15%.

✳ FLEXIBLE WORK AND BENEFITS MATTER
— employers are competing not just on pay, but on culture, wellbeing, and career growth.

✳ THE FUTURE IS SKILLS-DRIVEN
— professionals who stay current with AI-driven security, zero-trust, and automation will lead the salary race.

John James Baird is The Recruitment Company's Principal Recruiter, specialising in cybersecurity and networks across both permanent and contract markets. With over a decade of experience on both sides of the Atlantic, John has built a reputation for connecting top security talent with some of Ireland's most exciting organisations.

The Recruitment Company, part of the TRC Group, is Ireland's leading cloud, infrastructure, and security recruitment agency. Within these niche markets, including Cloud & DevOps, Systems & Support, Networks, Project & Service Delivery, and Cybersecurity, John leverages deep industry networks and market knowledge to deliver hiring solutions that work.

Passionate about making the recruitment experience enjoyable again, John combines ethical recruitment practices with specialist expertise to help employers build resilient security teams, and professionals take the next step in their careers.

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MAKING PEOPLE **ENJOY** THE RECRUITMENT EXPERIENCE AGAIN

GET IN TOUCH

Whether you're a hiring manager looking to attract top cybersecurity talent, or a professional exploring your next career move, John is here to help.

JOHN JAMES BAIRD in

JJB@THERECRUITMENTCOMPANY.COM
CALL: +353 79 334 81079
THERECRUITMENTCOMPANY.COM
62 LOWER MOUNT STREET, DUBLIN 2, D02 K634