



Pearl Meyer

Cyber Security, AI, and Data Science Salary Survey

2024 Prospectus



About the Survey

The Cyber Security, AI, and Data Science Salary Survey reports competitive base salary, total cash compensation, and total direct compensation data for professionals working in cyber security, artificial intelligence, robotics, and data science roles. One Hundred and Twenty-Nine (129) leading organizations participated in the survey providing current pay information for over 24,000 employees.

COMPREHENSIVE

- 11 Positions
- 24,000 Employees
- **Exclusive Insight** into Policies & Practices



CREDIBLE

- 129 Institutions
- Rigorous quality assurance process



CUSTOMIZED

- Dedicated account manager
- Online tools for easy data submission and practices



The Cyber Security, AI, and Data Science Salary Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability.



Access to Detailed Data

129

Participating
Institutions



3

Countries
(US, UK, Canada)



11

Positions



24,000
Employees



Key Data Reported:

- Base Salary
- Short-Term Incentives
- Long-Term Incentives

Job Families

Top Cyber Security

External Cyber Security

- Penetration Testing & Vulnerability Assessment *NEW for 2024*
- Reverse Engineering & Vulnerability Research *NEW for 2024*

Internal Cyber Security

- Information Systems Security *NEW for 2024*
- Data Privacy, Data Security, and Compliance *NEW for 2024*

Cyber Security Roll-Up

Artificial Intelligence Engineer

Robotics Engine

Data Scientist



COMPREHENSIVE

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.

Streamlined Policies and Practices Information

- Hiring & Retention of Staff
- Cyber Security Certifications & Skills Sought
- Cyber Security Role Structure
- Internships/Grad Hiring
- Compensation/Benefits
- Machine Learning and Artificial Intelligence
- Telecommuting
- Turnover/Acceptance Rates

Policies and Practices

Hiring & Retaining Cyber Security Staff

What approaches have you taken or are considering to address challenges in retaining cyber security staff?

Hire at upper end into defined pay range

- Use this approach
- Considering using this approach
- Don't use and not considering this approach

Pay over maximum of pay range

- Use this approach
- Considering using this approach
- Don't use and not considering this approach

Telecommuting

Do cyber security employees at your organization telecommute (work from home)?

Yes	48.6%
No	30.3%
Other	21.1%

What is the required tenure (years of service) to be eligible for telecommuting?

No tenure required	85.1%
3 months to less than 6 months	4.1%
6 months to less than 1 year	1.4%

Internship/Grad Hiring

Does your organization have a cyber security internship program?

Yes	39.0%
No	61.0%

At what degree level does your company hire interns?

Associate's Degree	27.1%
Bachelor's Degree	90.6%
Master's Level Degree	51.8%
Doctorate/Post Master's Degree	28.2%
Other	10.6%



2024 List of Participants

Accenture LLP
Albertson's, Inc.
Ally Financial Inc.
American Institutes for Research
American University
Applied Physics Laboratory/
Archer
Argonne National Laboratory
Ball Aerospace
Bath & Body Works Inc
Battelle Memorial Institute
Bechtel Global Corporation
Bell Flight
Black & Veatch Corporation
Blue Cross and Blue Shield of
Tennessee
BNSF Railway Company
Brookhaven National Laboratory
Burns & McDonnell Engineering
Carnegie Mellon Software Engineering
Institute
Caterpillar
CENIC
Cheniere Energy, Inc
Cherokee Nation Businesses, LLC
Ciena Corp
CIGNA Corporation
Cisco Systems, Inc.
Cleveland-Cliffs Inc. Institute for
Defense Analyses
Comcast Corporation
Consolidated Nuclear Security, LLC
Daher
Day & Zimmermann
DISH Network Corporation
Draper Laboratory
Duke Energy
Easy Dynamics Corp
Edwards Lifesciences
Empower AI
Epsilon Data Management, LLC
Equinix
Fannie Mae
Fermi National Accelerator Laboratory
Fidelity Investments
Framatome
General Dynamics Mission Systems
George Washington University



2024 List of Participants (continued)

Georgia Tech Research Institute	Los Alamos National Laboratory
Guardian Life Insurance Company of America, The	Lower Colorado River Authority
Haskell	Lumen
Hilton Grand Vacations	LyondellBasell
Holt Group	ManTech International Corporation
Hormel Foods Corp.	McCain Foods
HP Enterprise Services	Mercury Insurance Company
ICW Group	Michael Baker International
Idaho National Laboratory	Micron Technology, Inc.
International Paper Company	MIT Lincoln Laboratory
Jack Henry & Associates, Inc.	MODEC International, Inc.
Jackson National Life Insurance	Motorola Solutions
Jacobs Engineering Group Inc.	National Renewable Energy Laboratory
Jefferson Laboratory	National Rural Electric Cooperative Association
Jet Propulsion Laboratory	Noblis, Inc.
Johns Hopkins University	Novartis Corp.
Johns Hopkins University Applied Physics Laboratory	Oak Ridge National Laboratory UT-Battelle, LLC
Kohls Corporation	Olsson
Kronos Incorporated	Oncor Electric Delivery Company
Lawrence Livermore National Laboratory	Oriental Bank
Lockheed Martin Corporation	Parsons Corporation



2024 List of Participants (continued)

Penn State Health
Peraton
POWER Engineers
Propetro Holding Corp
Publix Super Markets, Inc.
RAND Corporation
Ricoh Americas Corporation
Riverside Research Institute
Roseburg Forest Products Co.
Ryder System Inc.
SAIC, Inc.
Sandia National Laboratories
SaskTel
Savannah River National Laboratory
Schreiber Foods Inc.
Serco
SLAC National Accelerator Laboratory
Southwest Research Institute
Stantec Inc.
State Farm Mutual Automobile Insurance Company
Stryker Corporation
Swagelok Company
Target Corporation
The Aerospace Corporation
The Applied Research Laboratory at PSU
The Capital Group
The Estee Lauder Companies Inc.
The MITRE Corporation
The TJX Companies, Inc.
Toyota Motor North America
Unisys Corporation
United Fire Group, Inc.
United Launch Alliance
University Corporation for Atmospheric Research (UCAR)
University of Washington
Utah State University Space Dynamics Laboratory
Wawa, Inc.
Westinghouse Electric Company
Weston Solutions
Worley
WSP
Ziegler CAT



CUSTOMIZED

Looking for a snapshot into the pay practices of your peers? Look no further than our comprehensive and objective compensation report.

Flexible Report Formats

Survey results are easily downloaded from the Pearl Meyer survey client website and available in PDF and Excel. Data in excel gives you the ability to isolate key data points and identify salary trends.

Results By Position													
External Cyber Security - Specialist Level Professional (ECSLA)													
Data Effective 1/1/2020	# Firms	# Empl	Avg Base	25th %ile Base	50th %ile Base	75th %ile Base	% Elig STI	% Top STI	Avg Total (v)	Avg Total Cash	25th %ile Cash	50th %ile Cash	75th %ile Cash
All Firms	54	1719	\$140,068	\$124,300	\$140,041	\$154,800	87.2%	87.4%	\$22,482	\$152,981	\$129,030	\$145,300	\$180,537
Region													
Comp So w/ Engineering Emphasis - Bachelors	12	99	\$147,305	\$135,013	\$145,749	\$158,000	75.3%	42.5%	\$27,713	\$159,087	\$136,621	\$150,255	\$156,173
Comp So w/ Engineering Emphasis - Masters	12	104	\$154,247	\$140,087	\$152,600	\$180,280	60.0%	63.4%	\$39,889	\$162,236	\$147,000	\$160,070	\$227,000
Comp So w/ Engineering Emphasis - PhD	5	23	\$150,638	\$138,480	\$151,000	\$178,500	74.6%	66.1%	\$63,140	\$168,402	\$145,735	\$178,500	\$205,400
Comp So w/ Info Security Emphasis - Bachelors	5	13	\$130,025	\$124,440	\$135,819	\$146,200	75.5%	58.9%	\$3,801	\$132,122	\$125,948	\$139,072	\$147,200
Comp So w/ Info Security Emphasis - Masters	12	36	\$140,374	\$126,000	\$147,971	\$157,300	61.1%	23.9%	\$8,631	\$151,028	\$138,010	\$162,000	\$166,375
Comp So w/ MIS/IS Emphasis - Bachelors	19	98	\$137,553	\$121,805	\$140,090	\$149,839	75.5%	55.2%	\$15,380	\$146,154	\$127,095	\$145,000	\$156,600
Comp So w/ MIS/IS Emphasis - Masters	10	87	\$147,828	\$127,317	\$147,659	\$161,400	84.6%	54.9%	\$25,571	\$161,857	\$129,877	\$149,500	\$173,335
Comp So w/ MIS/IS Emphasis - PhD	3	10											
Systems Engineering - Masters	4	01											
Software Engineering - Masters	5	13	\$142,884	\$133,289	\$136,948	\$151,200	78.5%	78.5%	\$37,711	\$171,158	\$134,285	\$138,948	\$171,495
Other - Bachelors	26	335	\$138,524	\$122,899	\$139,704	\$154,500	88.1%	47.6%	\$9,216	\$142,900	\$125,807	\$140,387	\$156,815
Other - Masters	19	289	\$143,588	\$129,474	\$142,000	\$157,000	88.2%	49.6%	\$30,536	\$158,720	\$130,000	\$145,877	\$157,000
Other - PhD	13	55	\$155,259	\$139,769	\$152,259	\$170,300	80.0%	47.3%	\$35,006	\$169,708	\$142,861	\$165,400	\$190,000
Associates Degree	12	45	\$125,245	\$114,800	\$122,000	\$135,901	70.0%	48.4%	\$8,615	\$128,593	\$115,000	\$122,000	\$135,000
Region Level													
Bachelors	31	579	\$139,721	\$124,992	\$140,358	\$154,500	83.1%	49.0%	\$11,497	\$145,337	\$127,000	\$140,000	\$156,000
Masters	25	590	\$146,833	\$132,275	\$148,000	\$159,431	61.0%	59.5%	\$30,777	\$165,147	\$135,000	\$145,000	\$170,000
PhD	10	94	\$156,483	\$143,988	\$153,100	\$169,700	64.5%	62.3%	\$60,765				
MIS/IS Department													
R&D Engineering	11	278	\$180,000	\$146,000	\$155,800	\$170,040	73.0%	43.8%					
IT Group (internal)	15	117	\$120,169	\$112,689	\$125,000	\$140,005	59.0%	53.8%					
IT Group (internal/external)	11	409	\$124,013	\$113,818	\$122,000	\$135,000	61.8%						
Cost Solutions Development & Implementation	5	247	\$129,823	\$115,720	\$131,801	\$144,822							
Other	6	53	\$129,912	\$116,103	\$122,491	\$141,160							
Type of Security Clearance													
TS/CI	8	151	\$130,080	\$113,880	\$123,870	\$137,000							
Top Secret	12	341	\$142,511	\$120,800	\$130,000	\$145,000							
Secret	10	111	\$130,851	\$113,300	\$120,000	\$130,000							
Dept of Energy O Clearance	3	48											
Unknown	12	338	\$157,000	\$135,000	\$145,000	\$160,000							
Region													
Central / Midwest	18												
MA 128495													
Mid-Atlantic													
Mountain States													
Northeast													
Pacific Northwest/Northern CA													
Silicon Valley													
Southeast													
Southern CA													
Southeast													
Southwest													
Texas													

All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.

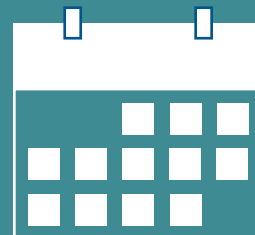
The high-level data from the survey is complimentary to participants. Full survey results and/or a custom peer group report are available for an additional fee. Contact our survey team to purchase.

Survey Dates

Data Effective Date: January 1, 2024

Data Submission Due Date: February 9, 2024

Survey Results Published: April 10, 2024





Contact Us

To learn more about our Cyber Security, AI, and Data Science Salary Survey or to participate, please contact our survey group at **survey@pearlmeyer.com**.

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several year of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

- **To contact us by email:** survey@pearlmeyer.com or daniel.besser@pearlmeyer.com
- **To contact us by phone:** ask for the survey group from our general number 508-460-9600

About Pearl Meyer (www.pearlmeyer.com | www.pearlmeyer.com/surveys)

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.





Dedicated Team of Account Managers



Rebecca Toman
Vice President,
Survey Business Unit



Nana Adu
Associate Account
Manager



Dan Besser
Senior Survey
Account Manager



Matt Donahue
Survey Account
Manager



Jordan Gagnon
Survey Project
Manager



Andrew Guigno
Survey Operations
Manager



Alexander Pasternack
Associate Account
Manager



Benji Sheiffer
Survey Account
Manager



Rhonda Snyder
Senior Survey
Account Manager



Veronika Valcheva
Survey Account
Manager



Locations

ATLANTA

(770) 261-4080

atlanta@pearlmeyer.com

BOSTON

(508) 460-9600

boston@pearlmeyer.com

CHARLOTTE

(704) 844-6626

charlotte@pearlmeyer.com

CHICAGO

(312) 242-3050

chicago@pearlmeyer.com

HOUSTON

(713) 568-2200

houston@pearlmeyer.com

LOS ANGELES

(213) 438-6500

losangeles@pearlmeyer.com

NEW YORK

(212) 644-2300

newyork@pearlmeyer.com

SAN JOSE

(669) 800-5074

sanjose@pearlmeyer.com

For more information on Pearl Meyer, visit us at www.pearlmeyer.com or contact us at (212) 644-2300.

www.pearlmeyer.com

©2024 Pearl Meyer & Partners, LLC. All Rights Reserved.