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Cyber Security, AI, and Data Science Salary Survey

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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.

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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

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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 Inteligence
- 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%
	2.7%
	6.8%

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%

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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

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2024 List of Participants (continued)

Georgia Tech Research Institute

Guardian Life Insurance Company of America, The

Haskell

Hilton Grand Vacations

Holt Group

Hormel Foods Corp.

HP Enterprise Services

ICW Group

Idaho National Laboratory

International Paper Company

Jack Henry & Associates, Inc.

Jackson National Life Insurance

Jacobs Engineering Group Inc.

Jefferson Laboratory

Jet Propulsion Laboratory

Johns Hopkins University

Johns Hopkins University Applied Physics Laboratory

Kohls Corporation

Kronos Incorporated

Lawrence Livermore National Laboratory

Lockheed Martin Corporation

Los Alamos National Laboratory

Lower Colorado River Authority

Lumen

LyondellBasell

ManTech International Corporation

McCain Foods

Mercury Insurance Company

Michael Baker International

Micron Technology, Inc.

MIT Lincoln Laboratory

MODEC International, Inc.

Motorola Solutions

National Renewable Energy Laboratory

National Rural Electric Cooperative Association

Noblis, Inc.

Novartis Corp.

Oak Ridge National Laboratory UT-Battelle, LLC

Olsson

Oncor Electric Delivery Company

Oriental Bank

Parsons Corporation

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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

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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.

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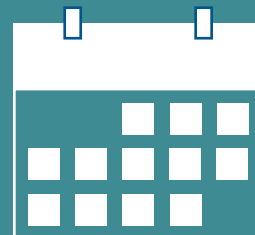
The high-level data from the survey is complimentary to participants. Full survey results and/or a custom peer group report are available for an additional fee. Contact our survey team to purchase.

Survey Dates

Data Effective Date: January 1, 2024

Data Submission Due Date: February 9, 2024

Survey Results Published: April 10, 2024

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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.

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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
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