



# Pearl Meyer

## 2025 Cyber Security, AI, and Data Science Salary Survey



## 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 Thirty-Eight (138) leading organizations participated in the survey providing current pay information for over 33,000 employees.



### Comprehensive

- + 12 Positions
- + 33,000 Employees
- + Exclusive Insight into Policies & Practices



### Credible

- + 138 Institutions
- + Rigorous quality assurance process



### Customized

- + Dedicated account manager
- + Online tools for easy data submission and analysis

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.



## 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

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	55.1%
Considering using this approach	31.6%
Don't use and not considering this approach	13.3%
Pay over maximum of pay range	
Use this approach	18.1%
Considering using this approach	16.0%
Don't use and not considering this approach	66.0%

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%
1 year	2.7%
Other	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%

## Access to Detailed Data

138

Participating  
Institutions

3

Countries  
(US, UK, Canada)

12

Positions

33K

Employees

### Key Data Reported:

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

## Job Families

Top Cyber Security

Top Artificial Intelligence \*Added for 2025\*

External Cyber Security

- + Penetration Testing & Vulnerability Assessment  
\*Added for 2024\*
- + Reverse Engineering & Vulnerability Research  
\*Added for 2024\*

Internal Cyber Security

- + Information Systems Security \*Added for 2024\*
- + Data Privacy, Data Security, and Compliance  
\*Added for 2024\*

Cyber Security Roll-Up

Artificial Intelligence Engineer

Robotics Engineer

Data Scientist

## 2025 List of Participants (alphabetical order)

Accenture LLP	GDIT	Oriental Bank
ADT Inc	General Dynamics Mission Systems	Pacific Northwest National Laboratory
Albertson's, Inc.	George Washington University	Parsons Corporation
Amentum	Georgia Tech Research Institute	Penn State Health
American Institutes for Research	Guardian Life Insurance Company of America	Peraton
Applied Physics Laboratory/University of Washington	Halliburton Company	Port Authority of NY/NJ
Archer	Haskell	Propetro Holding Corp
Argonne National Laboratory	HDR, Inc.	Prudential Financial Inc.
AT&T Inc.	Henderson Engineers	Publix Super Markets, Inc.
Barton Malow Builders	Hilton Grand Vacations	RAND Corporation
Bath & Body Works Inc	Holt Group	Rayonier Advanced Materials
Bechtel Global Corporation	HP Enterprise Services	Ricoh Americas Corporation
Bell Flight	ICW Group	Riverside Research Institute
Black & Veatch Corporation	Idaho National Laboratory	Ryder System Inc.
Blue Cross and Blue Shield of Tennessee	Institute for Defense Analyses	SAIC, Inc.
Blue Origin	International Paper Company	Sandia National Laboratories
BNSF Railway Company	Jackson National Life Insurance	SaskTel
Booz Allen Hamilton Inc.	Jefferson Laboratory	Savannah River National Laboratory
Brookhaven National Laboratory	Jet Aviation	Savannah River Nuclear Solutions, LLC
Burns & McDonnell Engineering	Jet Propulsion Laboratory	Scripps
Carnegie Mellon Software Engineering Institute	Johns Hopkins University	Serco
Caterpillar	Johns Hopkins University Applied Physics Laboratory	SLAC National Accelerator Laboratory
Cheniere Energy, Inc	Kohls Corporation	SOS International, Ltd.
Cherokee Nation Businesses, LLC	Kronos Incorporated	Southwest Research Institute
Ciena Corp	Lawrence Livermore National Laboratory	Space Dynamics Lab
CIGNA Corporation	Lockheed Martin Corporation	Stantec, Inc.
Cisco Systems, Inc.	Logistics Management Institute	State Farm Mutual Automobile Insurance Company
Cleveland Clinic	Los Alamos National Laboratory	Stryker Corporation
Cleveland-Cliffs Inc.	Lower Colorado River Authority	Target Corporation
CNA	Lumen	The Aerospace Corporation
Comcast Corporation	LyondellBasell	The Applied Research Laboratory at PSU
Consolidated Nuclear Security, LLC	Michael Baker International	The Capital Group
Daher	Micron Technology, Inc.	The MITRE Corporation
Day & Zimmermann	Mini Circuits	The TJX Companies, Inc.
DISH Network Corporation	MIT Lincoln Laboratory	Toyota Motor North America
Dollar General Corporation	MODEC International, Inc.	Unisys Corporation
Dow	Motorola Solutions	United Fire Group, Inc.
Draper Laboratory	National Renewable Energy Laboratory	United Launch Alliance
Duke Energy	National Rural Electric Cooperative Association	University Corporation for Atmospheric Research (UCAR)
Edwards Lifesciences	NEC Corporation of America	USAA
Electric Power Research Institute	Noblis, Inc.	Wawa, Inc.
Epiq	NorthForest	Weston Solutions
Epsilon Data Management, LLC	Novartis Corp.	Worley
Fannie Mae	Oak Ridge National Laboratory UT-Battelle, LLC	WSP
Fermi National Accelerator Laboratory	Olsson	
Fidelity Investments	Oncor Electric Delivery Company	
Fluor Marine Propulsion		
Fujitsu America, Inc.		



## 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 (EGS14)													
Data Effective 1/1/2020	# Firms	# Empl	Avg Base	25th %ile Base	50th %ile Base	75th %ile Base	% Elig STI	% Rtg STI	Avg Awd (\$)	Avg Total Cash	25th %ile Cash	50th %ile Cash	75th %ile Cash
All Firms	54	1719	\$140,066	\$124,300	\$140,041	\$154,800	87.2%	57.4%	\$22,482	\$152,961	\$129,030	\$145,300	\$180,537
<b>Degree</b>													
Comp Sci w/ Engineering Emphasis - Bachelors	12	99	\$147,305	\$135,013	\$145,749	\$158,000	75.3%	42.5%	\$27,713	\$159,087	\$136,921	\$150,255	\$186,173
Comp Sci w/ Engineering Emphasis - Masters	12	104	\$154,247	\$140,067	\$152,600	\$166,280	90.0%	63.4%	\$99,989	\$192,256	\$147,000	\$165,070	\$207,000
Comp Sci w/ Engineering Emphasis - PhD	6	23	\$156,638	\$138,489	\$151,000	\$178,500	74.6%	66.1%	\$63,140	\$198,402	\$145,736	\$178,500	\$205,400
Comp Sci w/ Info Security Emphasis - Bachelors	5	13	\$130,025	\$124,440	\$135,819	\$146,200	75.5%	58.9%	\$3,561	\$132,122	\$129,940	\$139,072	\$147,200
Comp Sci w/ Info Security Emphasis - Masters	12	36	\$146,374	\$136,000	\$147,971	\$157,300	91.7%	53.9%	\$8,631	\$151,028	\$138,010	\$152,000	\$166,376
Comp Sci w/ MIS/IS Emphasis - Bachelors	16	98	\$137,553	\$121,809	\$140,590	\$149,839	75.5%	55.2%	\$15,580	\$146,154	\$127,055	\$145,000	\$159,000
Comp Sci 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	\$173,330
Comp Sci w/ MIS/IS Emphasis - PhD	3	10											
Systems Engineering - Masters	4	61											
Software Engineering - Masters	5	13	\$142,684	\$133,265	\$136,948	\$151,200	75.5%	75.5%	\$37,711	\$171,156	\$134,266	\$136,948	\$171,460
Other - Bachelors	28	335	\$138,524	\$122,899	\$139,704	\$154,500	88.1%	47.6%	\$9,316	\$142,960	\$125,867	\$140,397	\$156,816
Other - Masters	19	269	\$143,580	\$129,474	\$142,000	\$157,000	88.2%	49.0%	\$30,356	\$158,720	\$130,000	\$145,877	\$181,000
Other - PhD	15	55	\$156,239	\$139,769	\$152,235	\$170,300	80.0%	47.3%	\$45,006	\$195,708	\$142,861	\$165,400	\$200,000
Associates Degree	12	45	\$125,245	\$114,800	\$122,000	\$135,901	70.0%	48.4%	\$0,615	\$128,593	\$115,000	\$122,000	\$135,901
<b>Degree Level</b>													
Bachelors	31	578	\$139,721	\$124,992	\$140,358	\$154,500	83.1%	49.0%	\$11,407	\$145,337	\$127,500	\$140,358	\$154,500
Masters	25	590	\$146,833	\$132,275	\$148,000	\$159,431	91.0%	59.5%	\$30,777	\$165,145	\$135,000	\$150,000	\$170,000
PhD	16	94	\$156,483	\$143,999	\$153,100	\$169,700	64.5%	52.3%	\$80,765				
<b>Work Department</b>													
R&D Engineering	11	278	\$160,000	\$146,000	\$155,800	\$170,040	73.0%	43.9%					
IT Group (Internal)	15	117	\$126,189	\$112,899	\$125,000	\$140,005	59.0%	53.8%					
IT Group (Internal/External)	11	409	\$124,013	\$113,818	\$122,000	\$135,000	91.8%						
Cust Solutions Development & Implementation	5	247	\$129,823	\$115,720	\$131,851	\$144,822	91.8%						
Other	6	53	\$129,612	\$116,108	\$122,491	\$141,800							
<b>Type of Security Clearance</b>													
TS/SCI	5	151	\$139,080	\$113,883	\$133,875								
Top Secret	12	341	\$142,511	\$120,800									
Secret	10	111	\$130,851	\$113,300									
Dept. of Energy Q Clearance	3	48											
Unknown	12	335											
<b>Region</b>													
Central / Midwest	18												
MA 125/495													
Mid-Atlantic													
Mountain States													
Northeast													
Pacific Northwest/Northern CA													
Silicon Valley													
Southeast													
Southern CA													
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:** 1/1/2025

**Submission Due Date:** 2/7/2025

**Survey Results Published:** Week of 4/16/2025



## 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@pearlmeyster.com](mailto:survey@pearlmeyster.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.

### By email:

[survey@pearlmeyster.com](mailto:survey@pearlmeyster.com) or [daniel.besser@pearlmeyster.com](mailto:daniel.besser@pearlmeyster.com)

### By phone:

ask for the survey group from our general number 508-460-9600



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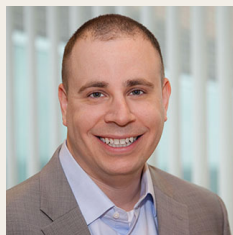
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## About Pearl Meyer

[pearlmeyster.com](https://pearlmeyster.com)

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.

For more information on Pearl Meyer,  
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