Security Engineering in 2023

MOTION RECRUITMENT

Top 5 Security Recruiting Trends in 2023

01
Candidates in DevSecOps, Cloud Security & Security with a software development background are among the most in-demand talent.

02
Application security has grown in importance in the past year and will be a priority for hiring in 2023.

03
Threat intelligence folks focused on detection, response and hunting are some of the top needs in Security, especially when it comes to building blue teams.

04
Mid or junior level candidates who have experience spearheading bug bounty programs are starting to stand out to hiring managers as future top talent.

05
CISSP remains a key certification, but the emphasis on having certifications is waning.

Security by the Numbers

$185K
National Average Salary: Senior Level

$138K
National Average Salary: Mid-Level

40K
Number of Security Job Postings Monthly

2%
Salary Growth for Security Engineers Year-Over-Year
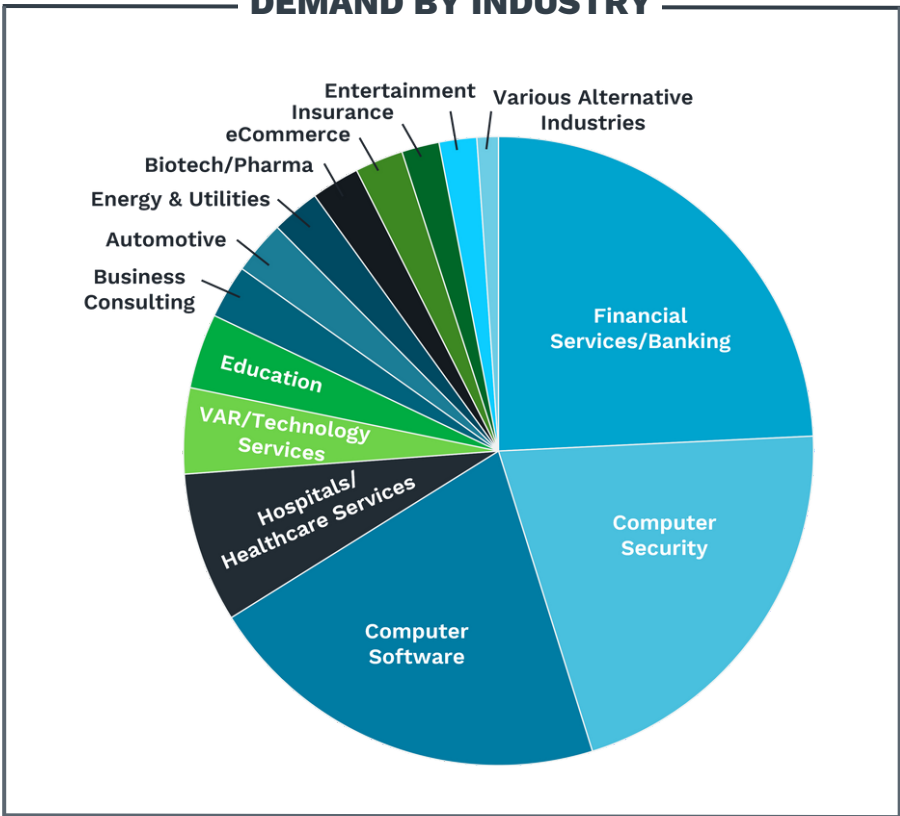
44%
Security Roles Offering Remote Work

Security Engineering MARKET ADVICE

With security unemployment rates near 0%, companies have to go above and beyond to stand out. Since remote work is already common in the security field, companies need additional incentives to attract top talent like a great culture, compelling work/life balance and most of all, salaries that are more than competitive in 2023.

- Mark Reilly, Division Manager, Motion Recruitment

DEMAND BY INDUSTRY

Pie chart segments: Financial Services/Banking, Computer Security, Computer Software, Hospitals/Healthcare Services, VAR/Technology Services, Education, Business Consulting, Automotive, Energy & Utilities, Biotech/Pharma, eCommerce, Insurance, Entertainment, Various Alternative Industries

This guide is based off proprietary compensation data from Motion Recruitment.
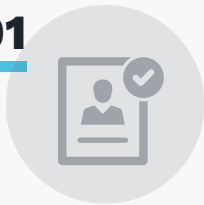
How Do We Attract Security Engineers?

Top Strategies for Recruiting Security Engineers
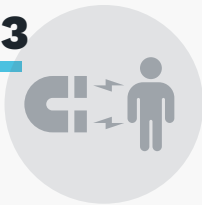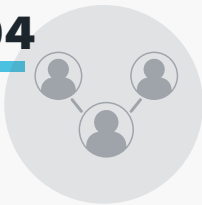*By Percentage of Candidates Per Source

01
Job Boards / Resume Search

02
Network / Social Media

03
Brand Campaigns / Email Marketing

04
Customer Referrals / Word of Mouth

05
Community Engagement