

FINANCIAL COMPENSATION

OVERALL AVERAGE BASE SALARY

FOR INTERNAL PRIVACY PROFESSIONALS

↑ 10% FROM 2019*

*When adjusted for sample distribution and currency exchanges.

HIGHEST INTERNAL AVERAGE BASE SALARY

Global
CPO
\$206,000

HIGHEST EXTERNAL AVERAGE BASE SALARY

Privacy
LAWYER
\$200,800

Cash compensation in both base salary and bonus is still the primary means by which employers retain and attract talent.

IN THE PREVIOUS 12 MONTHS...

76%          

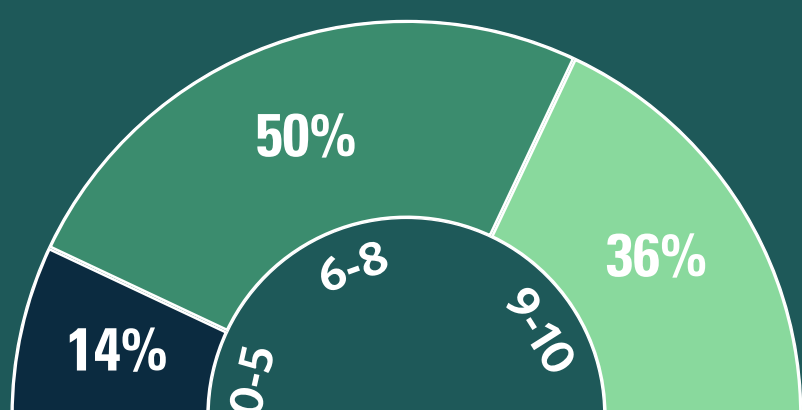
Nearly 8 in 10 of respondents received a raise.

69% 

Almost 7 in 10 of respondents received a bonus.

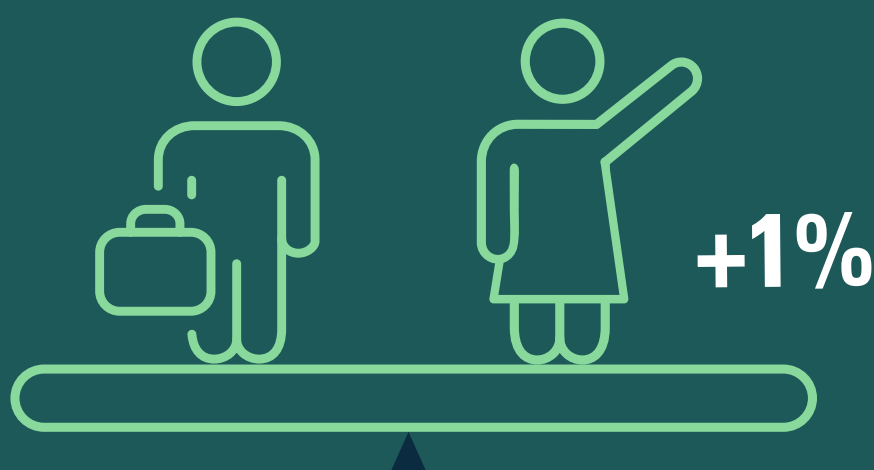
JOB SATISFACTION

Job satisfaction of privacy pros, where 0 means not satisfied at all and 10 means extremely satisfied



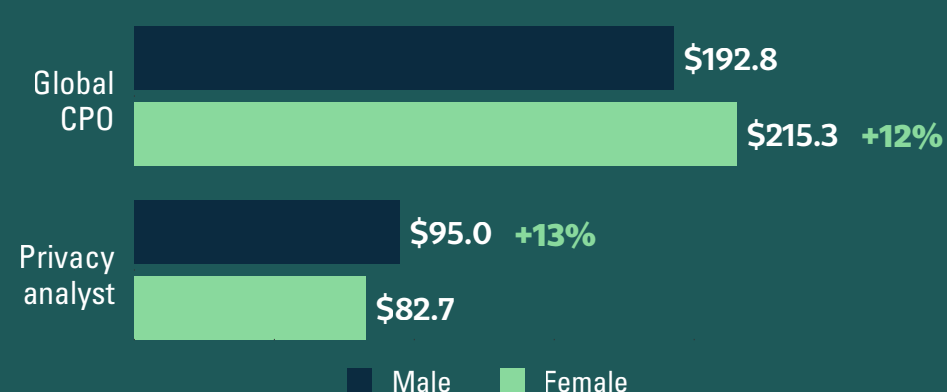
Respondents were overwhelmingly satisfied with their current roles, with 86% reporting they were satisfied and 61% selecting a score above eight out of 10, where 10 is extremely satisfied.

EXAMINING THE GENDER PAY GAP

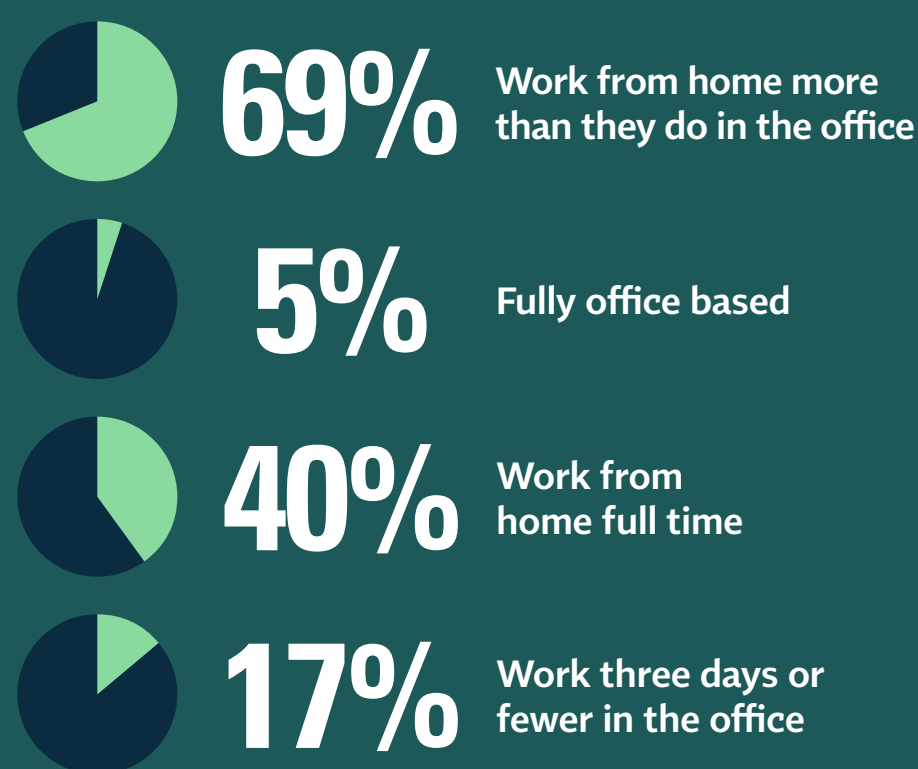


Across all roles, female respondents earned 1% more on average in their base salaries than male respondents. Variation exists among specific roles, with female global chief privacy officers reporting 12% higher base salaries and male privacy analysts earning 13% more.

**Average base salary (in \$000) by role by gender,
with gender pay gap by role**



LOCATION



U.S. privacy pros make 55% more on average in their base salaries compared to their European counterparts. This rises to 103% more depending on the specific role.

**EUROPEAN
PRIVACY PROS**

**U.S.
PRIVACY PROS**

+55%

QUALIFICATIONS

Overall average base salary (in \$000) by number of qualifications, with pay gap by number of qualifications



Respondents with any one IAPP certification earned over 13% more than those with no IAPP certifications, while those with multiple IAPP certifications earned just over 27% more than those with no IAPP qualifications.

Visit iapp.org/resources to view the full 2023 IAPP Privacy Professionals Salary Survey.