

IAPP Canada 2013 Privacy Professionals Salary Survey

Overall salary measures

Average salaries among privacy professionals in Canada reached a three-year high this year, breaching \$100,000 for the first time.

The aforementioned gains in salaries this year were distributed across almost all regions, although Canada's increases were especially pronounced, with salaries growing by 10 percent.

The number of survey respondents from Canada increased significantly this year.

Average privacy base salary

The 30 highest-earning respondents to our survey based in Canada share the following characteristics:

- Their median salary is \$161,300.
- More than half work for organizations with operations in Ontario.
- Smaller firms predominate. Almost half work for organizations with fewer than 1,000 employees.
- They were almost evenly distributed among the software, business services and supplies, healthcare and insurance sectors.
- They have more than 26 years total professional experience, but only six to 10 years of privacy-related experience.
- Among learning and growth opportunities, 80 percent plan to attend a local conference or seminar this year.

Contrary to the findings in our global salary survey, the title of chief privacy officer (CPO) does not have a significant impact on corporate salaries in Canada.

Year	Average base salary	Number reporting
2013	\$102,833	168
2012	\$93,818	103
2011	\$95,909	107

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Average privacy base salaries by title, position and type of organization

Those with the title of CPO—identified for our purposes as “titular privacy leaders”—earn only modestly more than those who identify themselves as the top privacy officer in their respective organizations but do not have the title of CPO, identified here as “de facto privacy leaders.” Government may be an exception, although a small sample size makes those the results uncertain.

	Average salary corporate in-house	Number reporting	Average salary government in-house	Number reporting
All respondents of which:	\$117,623	63	\$87,215	58
Titular privacy leaders	\$146,898	15	\$114,068	*
De facto privacy leaders	\$144,935	10	\$87,458	11
High-ranking officers**	\$136,015	30	\$98,742	17

* Fewer than five respondents

** Includes those one or two levels removed from the agency head. May also include some of those in the two “privacy leaders” categories.

Average base salaries for chief privacy officers

Comparing the previous data for all respondents with the salaries of just the CPOs shows that their salary premium is significant across all geographic regions, including Canada.

Region	Average base salary, 2013	Number reporting
United States	\$180,038	90
Canada	\$139,986	19
Europe	\$157,700	7

Average base salaries by sector

Looking at those sectors for which we had large numbers of Canadian respondents, the highest earners work in business services and supplies, software, and insurance. The lowest-earning respondents work in business services & supplies and software & services. The lowest-earning respondents work in education and government. Although hampered by a relatively small number of respondents, the “CPO wage premium”—whether titular, de factor, or high-ranking—in Canada appears strong across all sectors.

	All respondents	Number reporting	CPO respondents	Number reporting
Aerospace & Defense	\$65,325	*	—	—
Banking	\$91,710	13	\$115,575	*
Business Services & Supplies	\$145,948	9	\$185,925	*
Capital Goods	—	—	—	—
Chemicals	—	—	—	—
Conglomerates (multiple sectors)	\$64,320	*	—	—
Construction	—	—	—	—
Consumer Durables	—	—	—	—
Diversified Financials	\$117,083	*	\$125,625	*
Drugs & Biotechnology	\$96,480	*	—	—
Education and Academia	\$73,253	10	—	—
Food, Drink and Tobacco	—	—	—	—
Food Markets	—	—	—	—
Government	\$90,241	55	\$130,515	*
Healthcare Equipment and Services	\$100,401	30	\$143,284	7
Hotels, Restaurants and Leisure	—	—	—	—
Household and Personal Products	—	—	—	—
Insurance	\$124,815	11	\$150,750	*
Materials	—	—	—	—
Media	—	—	—	—
Nonprofit	\$95,390	8	\$136,931	*
Oil and Gas Operations	—	—	—	—
Retailing	\$386,925	*	—	—
Semiconductors	—	—	—	—
Software and Services	\$139,238	11	\$145,725	*
Technology Hardware and Equipment	\$122,235	*	\$150,750	*
Telecommunication Services	\$93,999	*	—	—
Trading Companies	—	—	—	—
Transportation	—	—	—	—
Utilities	\$105,525	*	—	—

* Fewer than five respondents

Average base salaries by experience

Generally, more professional experience yields higher salaries in Canada, at least for the first 20 years of one's career.

Experience	Average salary	Number reporting
Zero to 5 years	\$73,960	17
6 to 10 years	\$82,221	24
11 to 15 years	\$95,965	28
16 to 20 years	\$114,499	27
21 to 25 years	\$100,971	22
26 to 30 years	\$126,863	22
31 to 35 years	\$115,208	12
36 to 40 years	\$123,248	8
Over 40 years	\$143,655	*

** Fewer than five respondents*

There is less data available on privacy-specific experience, but privacy experience pays better than general professional experience at every level of the payscale for which data are available.

Experience	Average salary	Number reporting
Zero to 5 years	\$80,952	74
6 to 10 years	\$114,446	58
11 to 15 years	\$139,295	22
16 to 20 years	\$134,533	5
21 to 25 years	\$118,088	*
26 to 30 years	—	—
31 to 35 years	—	—
36 to 40 years	—	—
Over 40 years	—	—

** Fewer than five respondents*

Average privacy base salaries by education and certifications

Among the most common educational degrees and certifications, those with MBA degrees earn the highest salaries, overtaking those with law degrees this year. The number of those responding to our survey with the CIPP/C designation doubled this year.

	2012	Number reporting	2013	Number reporting
Bachelor's Degree or Equivalent (BA, BS)	\$95,038	65	\$101,747	104
CBCP	—	—	—	—
CCEP	—	—	\$170,850	*
Certified Public Accountant (CPA)	\$185,000	*	\$183,413	*
CHC	—	—	—	—
CIPP/C	\$106,015	42	\$110,495	80
CIPP/E	—	—	\$145,725	*
CIPP/G	\$90,000	*	\$157,785	*
CIPP/IT	\$102,250	*	\$120,217	12
CIPP/US (CIPP)	\$108,200	9	\$122,275	6
CISA	\$63,400	*	\$90,450	5
CISM	—	—	\$119,331	6
CISSP	\$96,167	5	\$116,231	8
CRM	\$104,000	*	\$122,275	*
Doctorate Degree (PhD)	\$86,000	*	\$90,450	*
Juris Doctor (JD)	\$154,000	10	\$118,604	19
Master of Business Administration (MBA)	\$111,280	9	\$128,064	12
Master of Information Systems (MIS)	—	—	\$152,760	*
Master's Degree (MA, MS)	\$92,313	15	\$112,165	24
Nurse (RN or LPN)	\$150,000	*	\$197,734	*
PMP	—	—	\$110,550	*

* Fewer than five respondents

Average privacy base salaries by location of privacy unit

Within Canadian organizations, privacy professionals working in legal departments earn the highest salaries.

	All respondents	Number reporting	CPO respondents	Number reporting
Legal	\$142,796	307	\$196,461	41
Compliance	\$120,493	224	\$153,049	37
Audit and Quality Assurance	\$94,194	14	\$150,000	*
Ethics and Corporate Responsibility	\$129,003	21	\$180,975	*
Risk Management	\$114,280	61	\$109,007	*
Information Security	\$114,182	121	\$167,600	5
Information Technology	\$115,754	43	\$161,450	10
Marketing	\$126,485	10	—	—
Human Resources	\$130,933	8	\$220,500	*
Operations	\$114,028	23	\$144,785	*
Business Unit	\$111,088	28	—	—
Privacy is its own function	\$109,667	90	\$163,328	11
No privacy function in organization	\$125,723	9	—	—

* Fewer than five respondents