

IAPP Europe 2013 Privacy Professionals Salary Survey

Overall salary measures

- Salaries increased slightly in 2013 after a dip last year, but salaries did not quite rebound back to the 2011 level.
- IAPP membership in Europe continues to expand sharply.

Average privacy base salary

We also took a look this year at the profile of the highest-earning European respondents to our survey. The 30 respondents with the highest salaries share the following characteristics:

Year	Average base salary	Number reporting
2013	€84,572	188
2012	€83,499	53
2011	€86,426	30

- Their median salary is €159,500.
- The largest share work for the largest organizations, having more than 75,000 employees.
- Most work in business services and supplies, drugs and biotechnology, banking or software.
- They have worked in privacy-related fields for their whole careers—about 11-20 years.
- Almost half hold Master's degrees and about one in seven have the CIPP/E certification.
- Among learning and growth opportunities, almost two-thirds chose to attend a local conference or seminar this year.

Average privacy base salaries by region

Region	2011	Number	2012	Number	2013	Number
United States	€95,809	870	€92,978	768	€99,167	1,012
Canada	€72,112	107	€70,540	103	€77,318	168
Europe	€86,426	30	€83,499	53	€84,572	188
Asia-Pacific	€63,589	*	€55,526	11	€85,186	36
Latin America	€174,186	*	€57,895	*	€65,694	7
Middle East & Africa	€112,312	*	€55,911	6	€48,767	8

* Fewer than five respondents

The aforementioned gains in salaries this year were distributed across almost all regions, although Europe's increase was smaller than those seen in the U.S., Canada and Asia.

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

Amongst all respondents, we found that the title of CPO has a big impact on salaries in Europe. Those with the title of Chief Privacy Officer (CPOs), identified in this chart as “titular privacy leaders,” earn significantly more than those who identify themselves as the top privacy officer in their respective organizations but do not have the title of CPO and are identified in the chart as “de facto privacy leaders.”

	Average salary corporate in-house	Number reporting	Average salary government, in-house	Number reporting
All respondents of which:	€87,371	105	€62,259	6
Titular privacy leaders	€118,571	7	—	—
De facto privacy leaders	€96,834	26	€67,350	*
High-ranking officers**	€84,511	25	€67,026	*

* Fewer than five respondents

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

Both groups of privacy leaders earn more than those European respondents with positions only one or two rungs below the CEO or head of their respective organizations. The high-ranking corporate officials, paradoxically, also earn slightly less than the overall population of respondents, a finding that defies easy explanation and begs further study.

Average base salaries for chief privacy officers

Comparing average base salaries with the salaries of just CPOs shows that their salary premium is significant across all geographic regions, including Europe.

Region	Average base salary, 2013	Number reporting
United States	€135,367	90
Canada	€105,253	19
Europe	€118,571	7

Average base salaries by sector

Looking at those sectors for which we had large numbers of EU respondents, the highest earners work in media and conglomerates. The lowest-earning respondents work in utilities and hotels, restaurants and leisure.

	All respondents	Number reporting	CPO respondents	Number reporting
Aerospace & Defense	€25,000	*	—	—
Banking	€90,107	15	€150,000	*
Business Services & Supplies	€89,276	21	—	—
Capital Goods	—	—	—	—
Chemicals	€114,000	*	€114,000	*
Conglomerates (multiple sectors)	€105,389	6	—	—
Construction	—	—	—	—
Consumer Durables	€55,000	*	—	—
Diversified Financials	€64,000	*	—	—
Drugs & Biotechnology	€102,692	12	€130,000	*
Education and Academia	€57,958	*	—	—
Food, Drink and Tobacco	€47,197	*	—	—
Food Markets	€50,667	*	—	—
Government	€50,426	*	—	—
Healthcare Equipment and Services	€68,751	10	€91,000	*
Hotels, Restaurants and Leisure	€45,000	*	—	—
Household and Personal Products	€100,000	*	—	—
Insurance	€86,229	10	—	—
Materials	—	—	—	—
Media	€110,845	6	—	—
Nonprofit	€66,869	6	—	—
Oil and Gas Operations	€89,600	*	—	—
Retailing	€74,707	6	—	—
Semiconductors	€63,900	*	—	—
Software and Services	€80,378	31	€72,500	*
Technology Hardware and Equipment	€84,900	6	—	—
Telecommunication Services	€75,967	13	—	—
Trading Companies	—	—	—	—
Transportation	€99,350	6	€200,000	*
Utilities	€42,320	5	—	—

* Fewer than five respondents

Average base salaries by experience

European privacy professionals earn higher salaries as they gain professional experience, at least for the first 20 years of their careers.

Experience	Average salary	Number reporting
Zero to 5 years	€44,976	7
6 to 10 years	€58,803	27
11 to 15 years	€96,585	34
16 to 20 years	€100,665	33
21 to 25 years	€80,870	22
26 to 30 years	€89,071	27
31 to 35 years	€85,599	16
36 to 40 years	€53,733	*
Over 40 years	—	—

** Fewer than five respondents*

The same trend holds for those having privacy-specific experience, although the relative newness of the field prevents us from evaluating the salaries of those in the second half of their careers.

Experience	Average salary	Number reporting
Zero to 5 years	€72,980	64
6 to 10 years	€76,524	55
11 to 15 years	€103,328	33
16 to 20 years	€118,742	13
21 to 25 years	€111,667	*
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

Among the most common educational degrees and certifications, European privacy professionals with Doctorate degrees earned more than lawyers for the second straight year.

	2012	Number reporting	2013	Number reporting
Bachelor's Degree or Equivalent (BA, BS)	€86,260	26	€91,723	79
CBCP	—	—	—	—
CCEP	—	—	—	—
Certified Public Accountant (CPA)	€127,820	*	€94,400	5
CHC	—	—	—	—
CIPP/C	—	—	—	—
CIPP/E	€97,744	*	€80,995	46
CIPP/G	—	—	€130,000	*
CIPP/IT	€67,869	4	€68,782	11
CIPP/US (CIPP)	€82,196	8	€100,767	15
CISA	€65,495	4	€73,395	15
CISM	€73,155	6	€94,880	13
CISSP	€76,037	7	€84,653	22
CRM	—	—	—	—
Doctorate Degree (PhD)	€111,278	5	€133,900	8
Juris Doctor (JD)	€98,120	10	€122,454	13
Master of Business Administration (MBA)	€107,769	*	€92,352	11
Master of Information Systems (MIS)	€61,829	*	€67,875	8
Master's Degree (MA, MS)	€75,315	25	€85,538	74
Nurse (RN or LPN)	—	—	—	—
PMP	—	—	—	—

* Fewer than five respondents

Average privacy base salaries by location of privacy unit

Among EU respondents, human resources professionals earned more than any other department, although that finding reflects only a handful of respondents. Among those fields in which significant numbers responded, professionals in the legal department earn the highest salaries.

	All respondents	Number reporting	CPO respondents	Number reporting
Human Resources	€117,333	*	€200,000	*
Information Technology	€110,480	*	—	—
Ethics and Corporate Responsibility	€110,000	*	—	—
Legal	€95,826	43	€70,000	*
Business Unit	€93,178	*	—	—
Compliance	€86,305	30	€111,500	*
Risk Management	€73,671	7	€114,000	*
Marketing	€72,500	*	—	—
Information Security	€72,115	15	—	—
Privacy is its Own Function	€67,263	6	—	—
No Privacy in Organization	€47,000	*	—	—

** Fewer than five respondents*