



**U.S.**

# **2015 Privacy Professionals Salary Survey**

**iapp**



## Executive Summary

Of the 1,305 respondents to the 2015 IAPP Privacy Professionals Salary Survey, 880 identified as U.S.-based privacy professionals, the largest regional group of respondents to this year's survey.

In this section of the report, we focus specifically on the salary and bonus information provided by our U.S. respondents, also providing context from past surveys. In the U.S., the median age of the privacy professional is 44 and the median salary is \$126,992.

The survey also shows:

- Of our U.S. respondents, 50 percent were male and 50 percent female.
- Asked about their certifications, 60 percent responded they held a CIPP, with 13 percent holding a CIPM and 11 percent a CIPT. Additionally, 34 percent reported holding a non-IAPP certification.
- The majority of respondents, 90 percent, were IAPP members.
- Their mean number of years working in privacy was 7.8 years.

Taking a closer look at the salary numbers, while the overall median for respondents was \$126,992, male privacy pros reported earning \$5,000 more annually than their female counterparts. The median salary reported by male respondents was \$130,000 and for females, \$125,000.

Having an IAPP certification resulted in higher salaries; respondents who held a CIPP, CIPM or CIPT reported a median salary of \$134,000, more than \$7,000 higher than the overall median salary.

The industry privacy pros work in also affects salary. According to this year's survey, the highest paid industries in the U.S. are Software and Services and Banking, each with a reported median salary of \$130,000. Insurance had the lowest reported salaries in the U.S. with a median of \$108,500.

	Received raise in past 12 mo	Mean Raise (overall)	Received bonus in past 12 mo	Median Bonus (overall)
<b>TOTAL, \$126,992</b>	73%	4.5%	58%	\$17.0k
<b>Software and Services, \$130,000</b>	66%	4.6%	61%	\$16.0k
<b>Government, \$111,000</b>	71%	2.6%	28%	\$1.8k
<b>Banking, \$130,000</b>	76%	4.2%	78%	\$22.0k
<b>Healthcare Equipment and Services, \$120,000</b>	75%	5.5%	54%	\$16.0k
<b>Insurance, \$108,500</b>	87%	5.3%	71%	\$20.0k



The median salary by size of organization followed the expected pattern overall in the U.S. with some small deviations. The highest median salaries were reported in organizations with 5,000 to 74,999 employees at \$130,000, while those with 75,000 or more employees reported a slightly lower median salary of \$128,500. The smallest organizations—with fewer than 100 employees—had a median salary of \$115,500, while those with 100 to 999 had a median of \$125,000 and those with 1,000 to 4,999 were slightly lower with a median salary of \$122,750.

For chief privacy officers (CPOs) the median salary was \$163,087, compared to \$120,000 for privacy professionals who do not hold a CPO title.

To compare this year's results with past salary surveys, we examined the mean base salaries, as opposed to the median numbers reported above.

This year's responses averaged to a mean base salary of \$163,170, compared to \$131,891 in 2013 and \$123,661 in 2012.

	Received raise in past 12 mo	Mean Raise (overall)	Received bonus in past 12 mo	Median Bonus (overall)
<b>TOTAL, \$126,992</b>	69%	4%	52%	\$15.0k
<b>CPO, \$163,087</b>	72%	3.9%	57%	\$32.5k
<b>Non-CPO, \$120,000</b>	69%	4.1%	51%	\$12.0k

# Sample Profile: Demographics and Experience

RESPONDENTS LOCATED IN...	# INTERVIEWS	MEDIAN AGE	MALE	FEMALE
United States	880	44	50%	50%
Canada	198	45	35%	65%
Europe (EU)	166	43	68%	32%
Europe (Non-EU)	12	49	57%	43%
Latin America	9	37	80%	20%
Africa	2	30	100%	0%
Middle East	4	40	75%	25%
Asia	17	43	80%	20%
Australia/New Zealand	17	50	55%	45%

## Sample Profile: Certifications, Experience in Privacy

	TOTAL	U.S.	CANADA	EU
<b>CIPP</b>	55%	60%	47%	47%
<b>CIPM</b>	13%	13%	6%	17%
<b>CIPT</b>	10%	11%	6%	7%
<b>No CIP* certification</b>	38%	34%	48%	44%
<b>IAPP member</b>	88%	90%	87%	82%
<b>Mean Years Experience in Privacy</b>	8.2	7.8	9.1	8.5

# Sample Profile: Firmographics

	TOTAL	U.S.	CANADA	EU
Less than 100 employees	10%	8%	16%	12%
100–999 employees	15%	14%	25%	11%
1,000-4,999 employees	16%	15%	24%	13%
5,000-24,999 employees	22%	23%	21%	23%
25,000-74,999 employees	17%	19%	7%	19%
75,000+ employees	19%	20%	7%	22%
Median	8,800	11,000	1,670	13,000
Annual revenue	\$1.0B	\$1.7B	\$197.9M	\$1.8B

# Sample Profile: Firmographics

	TOTAL	U.S.	CANADA	EU
<b>Software and Services</b>	19%	20%	8%	23%
<b>Government</b>	14%	11%	39%	3%
<b>Banking</b>	11%	11%	6%	11%
<b>Healthcare Equipment and Services</b>	10%	10%	14%	7%
<b>Insurance</b>	10%	10%	11%	8%
<b>Business Services and Supplies</b>	9%	8%	8%	11%
<b>Technology Hardware and Equipment</b>	5%	5%	1%	9%
<b>Telecommunication Services</b>	5%	5%	3%	10%
<b>Nonprofit</b>	4%	4%	8%	1%
<b>Education and Academia</b>	4%	4%	7%	1%
<b>Conglomerates (multiple sectors)</b>	3%	4%		4%
<b>Media</b>	3%	3%		5%
<b>Retailing</b>	3%	4%	3%	
<b>Drugs and Biotechnology</b>	2%	3%	1%	2%
<b>Diversified Financials</b>	2%	2%	1%	2%

## Sample Profile: Currency Conversions

- The following charts convert global currencies to United States dollars for comparison. The following exchange rates were used:

**US\$1 = Cdn\$ 0.7915**

**US\$1 = € 1.1295**

**US\$1 = Aus\$ 0.7713**

**US\$1 = NZ\$ 0.7380**

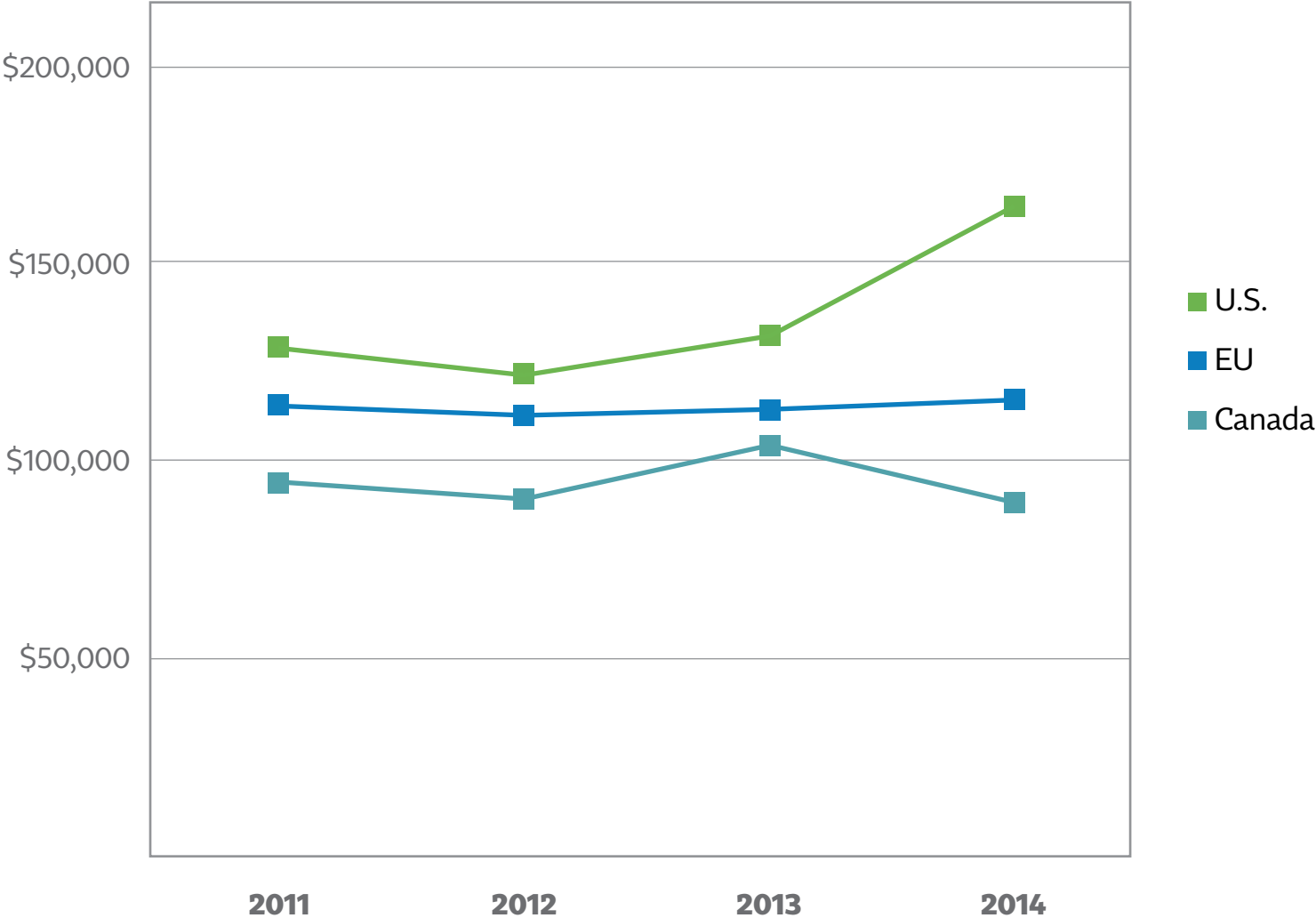


# Median Salary: Region



	Received raise in past 12 mo	Mean Raise (overall)	Received bonus in past 12 mo	Median Bonus (overall)
<b>TOTAL, \$110,810</b>	69%	4.0%	52%	\$15.0k
<b>U.S., \$126,992</b>	73%	4.5%	58%	\$17.0k
<b>Canada, \$74,005</b>	64%	2.2%	30%	\$7.9k
<b>EU, \$89,739</b>	58%	3.2%	53%	\$11.3k

# Mean Base Salary of Respondents Over Time by Region



# Median Salary: Gender



	Received raise in past 12 mo	Mean Raise (overall)	Received bonus in past 12 mo	Median Bonus (overall)
<b>TOTAL, \$126,992</b>	73%	4.5%	58%	\$17.0k
<b>Male, \$130,000</b>	72%	4.7%	59%	\$20.0k
<b>Female, \$125,000</b>	75%	3.7%	59%	\$17.0k

**Note:** Sample sizes for salary information are larger than those who provided personal information, such as gender, so some discrepancies may exist between overall medians and those of segments.

# Median Salary: Industry



	Received raise in past 12 mo	Mean Raise (overall)	Received bonus in past 12 mo	Median Bonus (overall)
<b>TOTAL, \$126,992</b>	73%	4.5%	58%	\$17.0k
<b>Software and Services, \$130,000</b>	66%	4.6%	61%	\$16.0k
<b>Government, \$111,000</b>	71%	2.6%	28%	\$1.8k
<b>Banking, \$130,000</b>	76%	4.2%	78%	\$22.0k
<b>Healthcare Equipment and Services, \$120,000</b>	75%	5.5%	54%	\$16.0k
<b>Insurance, \$108,500</b>	87%	5.3%	71%	\$20.0k

# Median Salary: Number of Employees



	Received raise in past 12 mo	Mean Raise (overall)	Received bonus in past 12 mo	Median Bonus (overall)
<b>TOTAL, \$126,992</b>	73%	4.5%	58%	\$17.0k
<b>Less than 100, \$115,500</b>	62%	7.5%	27%	\$7.8k
<b>100–999, \$125,000</b>	63%	4.5%	44%	\$15.0k
<b>1,000–4,999, \$122,750</b>	73%	4.7%	45%	\$18.0k
<b>5,000–24,999, \$130,000</b>	80%	4.3%	68%	\$22.0k
<b>25,000–74,999, \$130,000</b>	75%	3.8%	68%	\$19.0k
<b>75,000+, \$128,500</b>	78%	4%	69%	\$14.0k

# Median Salary: CPO/Non-CPO



	Received raise in past 12 mo	Mean Raise (overall)	Received bonus in past 12 mo	Median Bonus (overall)
<b>TOTAL, \$126,992</b>	69%	4%	52%	\$15.0k
<b>CPO, \$163,087</b>	72%	3.9%	57%	\$32.5k
<b>Non-CPO, \$120,000</b>	69%	4.1%	51%	\$12.0k

# Median Salary: Certification



	Received raise in past 12 mo	Mean Raise (overall)	Received bonus in past 12 mo	Median Bonus (overall)
<b>TOTAL, \$126,992</b>	73%	4.5%	58%	\$17.0k
<b>Any CIP* (CIPP, CIPM, CIPT), \$134,000</b>	73%	4.8%	63%	\$20.0k
<b>No CIP*, \$111,950</b>	74%	4.8%	52%	\$13.0k

# Median Salary: Position



	Received raise in past 12 mo	Mean Raise (overall)	Received bonus in past 12 mo	Median Bonus (overall)
<b>TOTAL, \$126,992</b>	75%	4.5%	58%	\$17.0k
<b>C-Suite, EVP, SVP, VP, \$180,000</b>	73%	4.9%	73%	\$45.0k
<b>Director, \$150,000</b>	77%	5.4%	65%	\$30.0k
<b>Lead Counsel, \$165,000</b>	61%	4.4%	50%	\$20.0k
<b>Manager, \$115,000</b>	74%	3.6%	64%	\$10.0k
<b>Below Manager, \$94,675</b>	76%	4.5%	49%	\$6.7k



# Median Salary: Internal/External



	Received raise in past 12 mo	Mean Raise (overall)	Received bonus in past 12 mo	Median Bonus (overall)
<b>TOTAL, \$126,992</b>	73%	4.5%	58%	\$17.0k
<b>Internal, \$127,500</b>	74%	4%	63%	\$18.0k
<b>External, \$125,500</b>	67%	7.1%	39%	\$9.6k
<b>Outside Advisor, \$130,000</b>	63%	8.3%	41%	\$9.0k

**Internal:** Private-sector in-house, Government in-house, In-house IT

**External:** Regulator, Researcher or academic, External privacy advisor, Vendor, Privacy advocate

**Outside advisor:** Work as a privacy consultant, attorney, barrister or auditor on the privacy needs of other companies.