Pearl Meyer

Cyber Security, AI, and
Data Science Salary Survey

2023 Prospectus

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About the Survey

The Cyber Security, AI, and Data Science Salary Survey reports competitive base salary, short-term incentives, and total cash compensation for professionals working in cyber security, artificial intelligence, robotics, and data science roles. One Hundred and Thirty-One (131) leading organizations participated in the survey providing current pay information for over 23,000 employees.

COMPREHENSIVE

- 7 Positions
- 23,000 Employees
- **Exclusive Insight** into Policies & Practices

CREDIBLE

- 131 Institutions
- Rigorous quality assurance process

CUSTOMIZED

- Dedicated account manager
- Online tools for easy data submission and practices

The Cyber Security, AI, and Data Science Salary Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability.

Questions? Call 508-460-9600 and ask for a survey team member.

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COMPREHENSIVE

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.

Streamlined Policies and Practices Information

- Hiring & Retention of Staff
- Cyber Security Certifications & Skills Sought
- Cyber Security Role Structure
- Internships/Grad Hiring
- Compensation/Benefits
- Machine Learning and Artificial Inteligence
- Telecommuting
- Turnover/Acceptance Rates

Policies and Practices

Hiring & Retaining Cyber Security Staff

What approaches have you taken or are considering to address challenges in retaining cyber security staff?

Hire at upper end into defined pay range

Use this approach	
Considering using this approach	
Don't use and not considering this approach	

Pay over maximum of pay range

Use this approach	
Considering using this approach	
Don't use and not considering this approach	

Telecommuting

Do cyber security employees at your organization telecommute (work from home)?	
Yes	48.6%
No	30.3%
Other	21.1%

What is the required tenure (years of service) to be eligible for telecommuting?	
No tenure required	85.1%
3 months to less than 6 months	4.1%
6 months to less than 1 year	1.4%
	2.7%
	6.8%

Internship/Grad Hiring

Does your organization have a cyber security internship program?	
Yes	39.0%
No	61.0%

At what degree level does your company hire interns?	
Associate's Degree	27.1%
Bachelor's Degree	90.6%
Master's Level Degree	51.8%
Doctorate/Post Master's Degree	28.2%
Other	10.6%

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Access to Detailed Data

131
Participating
Institutions

3
Countries
(US, UK, Canada)

7
Positions

Key Data Reported:
- Base Salary
- Short-Term Incentives
- Long-Term Incentives*

  *reported for Top Cyber Security position only

19,000
Employees

Job Families

Top Cyber Security

External Cyber Security

Internal Cyber Security

Cyber Security Roll-Up

Artificial Intelligence Engineer

Robotics Engineer

Data Scientist

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2023 List of Participants

Accenture LLP

Air Products & Chemicals

Altria Client Services Inc.

American Institutes for Research

American University

Amplify Education

Applied Physics Laboratory/University of Washington

Argonne National Laboratory

ASM Research

Bank of the West

Battelle Memorial Institute

Bechtel Global Corporation

Black & Veatch Corporation

Blue Cross and Blue Shield of Louisiana

BNSF Railway Company

Brookhaven National Laboratory

Brotherhood Mutual Insurance Company

Burns & McDonnell Engineering

CACI International, Inc.

Carnegie Mellon Software Engineering Institute

Caterpillar

CDM Smith Inc.

Charter Communications, Inc.

Cherokee Nation Businesses, LLC

Ciena Corp

CIGNA Corporation

Cisco Systems, Inc.

Cleveland-Cliffs Inc.

Comcast Corporation

Consolidated Nuclear Security, LLC

Day & Zimmermann

DISH Network Corporation

Draper Laboratory

Duke Energy

Edwards Lifesciences

Entegris, Inc.

Epsilon Data Management, LLC

Fermi National Accelerator Laboratory

Fidelity Investments

Fluor Marine Propulsion

Framatome

Fujitsu America, Inc.

General Dynamics Mission Systems

General Motors Company

George Washington University

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2023 List of Participants (continued)

Georgia Tech Research Institute

Graham Management Services LP

Greif, Inc.

Guardian Life Insurance Company of America, The

HDR, Inc.

Hilton Grand Vacations

HP Enterprise Services

ICW Group

Idaho Forest Group

Idaho National Laboratory

Institute for Defense Analyses

Jackson National Life Insurance

Jacobs Engineering Group Inc.

Jefferson Laboratory

Jet Propulsion Laboratory

Klein Tools, Inc.

Kohls Corporation

Kronos Incorporated

Lawrence Livermore National Laboratory

Lockheed Martin Corporation

Lookout, Inc.

Los Alamos National Laboratory

Lower Colorado River Authority

ManTech International Corporation

Marriott International, Inc.

McCain Foods

Merck & Co., Inc.

Michael Baker International

Micron Technology, Inc.

MIT Lincoln Laboratory

Motorola Solutions

National Renewable Energy Laboratory

National Rural Electric Cooperative Association

NEC Corporation of America

NextEra Energy, Inc.

Noblis, Inc.

Northrop Grumman Corporation

Oak Ridge National Laboratory UT-Battelle, LLC

Olsson

Oncor Electric Delivery Company

PACCAR Inc

Parsons Corporation

Penn State Health

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2023 List of Participants (continued)

Peraton

POWER Engineers

Propetro Holding Corp

Publix Super Markets, Inc.

QUALCOMM Incorporated

RAND Corporation

Raytheon Technologies

Regency Centers

Ricoh Americas Corporation

Ryder System Inc.

SAIC, Inc.

Salt River Project

Sandia National Laboratories

Sanofi Pasteur

SaskTel

Savannah River National Laboratory

Schreiber Foods Inc.

Serco

Siemens Energy

Sierra Nevada Corporation

SLAC National Accelerator Laboratory

Southwest Research Institute

Stanford University

Stantec Inc.

State Farm Mutual Automobile Insurance Company

Stryker Corporation

Target Corporation

Terracon Consultants, Inc.

The Aerospace Corporation

The Applied Research Laboratory at PSU

The Capital Group

The Coca-Cola Company

The MITRE Corporation

The TJX Companies, Inc.

Toyota Motor North America

United Launch Alliance

University Corporation for Atmospheric Research (UCAR)

Wawa, Inc.

Westinghouse Electric Company

Wood

Woods Hole Oceanographic Institution

Worley

WSP

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CUSTOMIZED

Looking for a snapshot into the pay practices of your peers? Look no further than our comprehensive and objective compensation report.

Flexible Report Formats

Survey results are easily downloaded from the Pearl Meyer survey client website and available in PDF and Excel. Data in excel gives you the ability to isolate key data points and identify salary trends.

Results By Position

Data Effective 1/1/2020	# Firms	# Empl	Avg Base	25th %tile Base	50th %tile Base	75th %tile Base	% Elig STI	% Rcvg STI	Avg Awd (x0)	Avg Total Cash	25th %tile Cash	50th %tile Cash	75th %tile Cash
External Cyber Security - Specialist Level Professional (ECSI4)													
All Firms	54	1719	$140,066	$124,300	$140,041	$154,800	87.2%	57.4%	$22,482	$152,981	$129,030	$145,300	$160,537
Degree													
Comp Sci w/ Engineering Emphasis - Bachelors	12	99	$147,305	$135,013	$145,749	$158,000	75.3%	42.5%	$27,713	$159,087	$136,921	$150,255	$166,173
Comp Sci w/ Engineering Emphasis - Masters	12	104	$154,247	$140,067	$152,600	$166,280	90.0%	63.4%	$59,989	$192,256	$147,000	$165,070	$207,000
Comp Sci w/ Engineering Emphasis - PhD	6	23	$156,638	$138,486	$151,000	$178,500	74.6%	66.1%	$63,140	$198,402	$145,736	$178,500	$205,400
Comp Sci w/ Info Security Emphasis - Bachelors	5	13	$130,025	$124,446	$135,816	$146,200	75.5%	58.9%	$3,561	$132,122	$125,946	$139,072	$147,200
Comp Sci w/ Info Security Emphasis - Masters	12	36	$146,374	$135,000	$147,971	$157,300	91.7%	53.9%	$8,631	$151,028	$138,010	$152,000	$166,376
Comp Sci w/ MIS/IS Emphasis - Bachelors	16	98	$137,553	$121,805	$140,590	$149,839	75.5%	55.2%	$15,580	$146,154	$127,055	$145,000	$156,600
Comp Sci w/ MIS/IS Emphasis - Masters	10	87	$147,828	$127,317	$147,659	$161,400	84.6%	54.9%	$25,571	$161,857	$129,877	$149,500	$173,336
Comp Sci w/ MIS/IS Emphasis - PhD	3	10											
Systems Engineering - Masters	4	61											
Software Engineering - Masters	5	13	$142,684	$133,266	$136,948	$151,200	75.5%	75.5%	$37,711	$171,156	$134,266	$136,948	$171,496
Other - Bachelors	26	336	$138,524	$122,899	$139,704	$154,500	88.1%	47.6%	$9,316	$142,960	$125,867	$140,397	$156,8
Other - Masters	19	289	$143,586	$129,474	$142,000	$157,000	88.2%	49.6%	$30,536	$158,720	$130,000	$145,877	$167
Other - PhD	15	55	$155,239	$139,769	$152,235	$170,300	80.0%	47.3%	$85,606	$195,708	$142,861	$165,400	
Associates Degree	12	45	$125,245	$114,800	$122,000	$135,901	76.0%	48.4%	$6,915	$128,593	$115,000	$122,00	
Degree Level													
Bachelors	31	578	$139,721	$124,992	$140,358	$154,500	83.1%	49.0%	$11,467	$145,337	$127,500		
Masters	25	590	$146,833	$132,275	$148,000	$159,431	91.0%	59.5%	$30,777	$165,145			
PhD	16	94	$156,483	$143,998	$153,100	$169,700	84.5%	52.3%	$80,765				
Work Department													
R&D Engineering	11	278	$160,000	$146,000	$155,800	$170,040	73.0%	43.9%					
IT Group (internal)	15	117	$126,189	$112,899	$125,000	$140,005	59.0%	53.8%					
IT Group (internal/external)	11	409	$124,013	$113,818	$122,000	$135,000	91.8%						
Cust Solutions Development & Implementation	5	247	$129,623	$115,720	$131,851	$144,622							
Other	6	53	$129,612	$116,108	$122,491	$141,80							
Type of Security Clearance													
TS/SCI	5	151	$139,060	$113,860	$133,870								
Top Secret	12	341	$142,511	$129,899									
Secret	10	111	$130,851	$113,30									
Dept. of Energy Q Clearance	3	48											
Unknown	12	336	$151,4										
Region													
Central / Midwest	18												
MA 128/495													
Mid-Atlantic													
Mountain States													
Northeast													
Pacific Northwest/Northern CA													
Silicon Valley													
Southeast													
Southern Cal													
Southwest													
Texas													

All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.
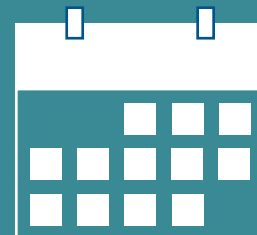
The high-level data from the survey is complimentary to participants. Full survey results and/or a custom peer group report are available for an additional fee. Contact our survey team to purchase.

Survey Dates

Data Effective Date: January 1, 2023

Data Submission Due Date: February 10, 2023

Survey Results Published: April 14, 2023

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Contact Us

To learn more about our Cyber Security, AI, and Data Science Salary Survey or to participate, please contact our survey group at **survey@pearlmeyer.com**.

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several year of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

¨ **To contact us by email:** survey@pearlmeyer.com or daniel.besser@pearlmeyer.com

¨ **To contact us by phone:** ask for the survey group from our general number 508-460-9600

About Pearl Meyer (www.pearlmeyer.com | www.pearlmeyer.com/surveys)

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, Los Angeles, New York, and San Jose.

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Dedicated Team of Account Managers

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Vice President, Survey Business Unit

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Associate Account Manager

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Survey Account Manager

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Associate Account Manager

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