



GLOCOMMS

PART OF PHAIDON INTERNATIONAL

USA

COMPENSATION GUIDE

Cybersecurity

Compensation benchmarking for
cybersecurity professionals in the USA



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Applying These Insights

The following guidance has been collated by our cybersecurity talent specialists, and is based on real placement data.

However, it should be used as a reference point only, as compensation will vary depending on various factors such as a candidate's experience, the exact requirements of the role, and the size and location of the firm.

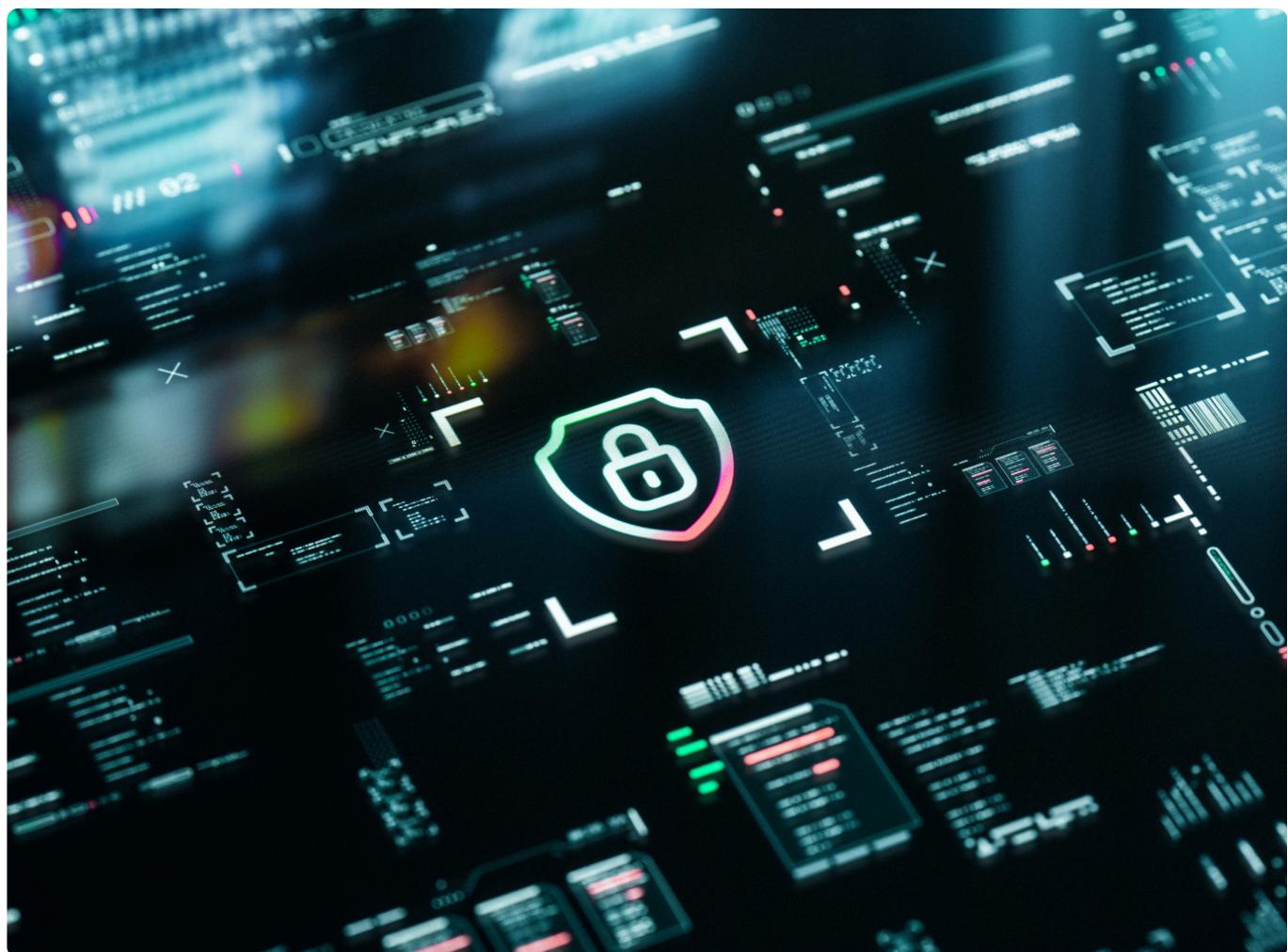
Please contact us for bespoke benchmarking.



Introduction

In today's rapidly evolving digital world, cybersecurity is not just a business priority, it is a critical imperative - and the demand for top talent has never been higher. Cybersecurity has emerged as one of the hottest and most resilient markets across all industries, fueled by rising threats, tighter regulations, and the accelerating pace of digital transformation. For hiring managers, understanding compensation trends is essential to stay competitive in this high-demand landscape. For professionals, knowing how their skills are valued helps drive smarter career decisions and stronger negotiating power. In a market where top talent is often off the table in days, accurate salary insights can make all the difference.

This guide delivers a comprehensive snapshot of cybersecurity compensation across five core industries - technology, financial services, hospitality, manufacturing, and business services - and six key U.S. cities: New York, Chicago, Boston, San Francisco, Miami, and Dallas. Whether you are scaling a security team or planning your next career move, this data arms you with the knowledge to navigate the market strategically. Use it to benchmark roles, set informed expectations, and make decisions grounded in real-world trends from one of the most in-demand sectors today.





Technology

New York

Role	Years of Experience	Base Salary	Bonus
Security Analyst	< 3 years	\$100,000 - \$130,000	10-15% (+ RSUs or equity)
Security Engineer	3-10 years	\$125,000 - \$190,000	10-20% (+ RSUs or equity)
Security Architect / Principal Engineer	8-15 years	\$175,000 - \$235,000	15-25% (+ RSUs or equity)
Manager / VP	10-20 years	\$185,000 - \$250,000	15-25% (+ RSUs or equity)
Director	15+ years	\$220,000 - \$280,000	20-30% (+ RSUs or equity)
CISO	20+ years	\$250,000 - \$350,000	30% (+ RSUs or equity)



Technology

Chicago

Role	Years of Experience	Base Salary	Bonus
Security Analyst	< 3 years	\$80,000 - \$110,000	10-15% (+ RSUs or equity)
Security Engineer	3-10 years	\$110,000 - \$175,000	10-20% (+ RSUs or equity)
Security Architect / Principal Engineer	8-15 years	\$150,000 - \$200,000	15-25% (+ RSUs or equity)
Manager / VP	10-20 years	\$165,000 - \$220,000	15-25% (+ RSUs or equity)
Director	15+ years	\$175,000 - \$230,000	20-30% (+ RSUs or equity)
CISO	20+ years	\$200,000 - \$300,000	30% (+ RSUs or equity)



Technology

Boston

Role	Years of Experience	Base Salary	Bonus
Security Analyst	< 3 years	\$80,000 - \$120,000	10-15% (+ RSUs or equity)
Security Engineer	3-10 years	\$115,000 - \$175,000	10-20% (+ RSUs or equity)
Security Architect / Principal Engineer	8-15 years	\$150,000 - \$215,000	15-25% (+ RSUs or equity)
Manager / VP	10-20 years	\$165,000 - \$225,000	15-25% (+ RSUs or equity)
Director	15+ years	\$185,000 - \$240,000	20-30% (+ RSUs or equity)
CISO	20+ years	\$220,000 - \$320,000	30% (+ RSUs or equity)



Technology

San Francisco

Role	Years of Experience	Base Salary	Bonus
Security Analyst	< 3 years	\$100,000 - \$140,000	10-15% (+ RSUs or equity)
Security Engineer	3-10 years	\$130,000 - \$200,000	10-20% (+ RSUs or equity)
Security Architect / Principal Engineer	8-15 years	\$175,000 - \$235,000	15-25% (+ RSUs or equity)
Manager / VP	10-20 years	\$190,000 - \$260,000	15-25% (+ RSUs or equity)
Director	15+ years	\$240,000 - \$300,000	20-30% (+ RSUs or equity)
CISO	20+ years	\$250,000 - \$400,000	30% (+ RSUs or equity)



Technology

Miami

Role	Years of Experience	Base Salary	Bonus
Security Analyst	< 3 years	\$70,000 - \$100,000	10-15% (+ RSUs or equity)
Security Engineer	3-10 years	\$90,000 - \$165,000	10-20% (+ RSUs or equity)
Security Architect / Principal Engineer	8-15 years	\$140,000 - \$190,000	15-25% (+ RSUs or equity)
Manager / VP	10-20 years	\$150,000 - \$210,000	15-25% (+ RSUs or equity)
Director	15+ years	\$170,000 - \$230,000	20-30% (+ RSUs or equity)
CISO	20+ years	\$200,000 - \$300,000	30% (+ RSUs or equity)



Technology

Dallas

Role	Years of Experience	Base Salary	Bonus
Security Analyst	< 3 years	\$70,000 - \$100,000	10-15% (+ RSUs or equity)
Security Engineer	3-10 years	\$90,000 - \$165,000	10-20% (+ RSUs or equity)
Security Architect / Principal Engineer	8-15 years	\$140,000 - \$190,000	15-25% (+ RSUs or equity)
Manager / VP	10-20 years	\$150,000 - \$210,000	15-25% (+ RSUs or equity)
Director	15+ years	\$170,000 - \$230,000	20-30% (+ RSUs or equity)
CISO	20+ years	\$200,000 - \$300,000	30% (+ RSUs or equity)



Financial Services

New York

Role	Years of Experience	Base Salary	Bonus
Security Analyst (Buy Side)	< 3 years	\$130,000 - \$160,000	25-40%
Security Analyst (Sell Side)	< 3 years	\$100,000 - \$130,000	15-20%
Security Engineer / Associate (Buy Side)	3-7 years	\$150,000 - \$200,000	40-50%
Security Engineer / Associate (Sell Side)	3-7 years	\$140,000 - \$180,000	20-25%
Security Architect / Manager / VP (Buy Side)	6-10 years	\$200,000 - \$250,000	40-50%
Security Architect / Manager / VP (Sell Side)	6-10 years	\$200,000 - \$250,000	30%
Principal / Director (Buy Side)	10+ years	\$225,000 - \$300,000	50%+
Principal / Director (Sell Side)	10+ years	\$230,000 - \$275,000	30-40%
Managing Director (Buy Side)	15+ years	\$300,000+	50-150%
Managing Director (Sell Side)	15+ years	\$300,000+	40-100%
CISO (Buy Side)	20+ years	\$350,000+	50-150%
CISO (Sell Side)	20+ years	\$350,000+	40-100%



Financial Services

Chicago

Role	Years of Experience	Base Salary	Bonus
Security Analyst (Buy Side)	< 3 years	\$130,000 - \$160,000	25-40%
Security Analyst (Sell Side)	< 3 years	\$90,000 - \$120,000	15-20%
Security Engineer / Associate (Buy Side)	3-7 years	\$135,000 - \$175,000	40-50%
Security Engineer / Associate (Sell Side)	3-7 years	\$130,000 - \$160,000	20-25%
Security Architect / Manager / VP (Buy Side)	6-10 years	\$175,000 - \$225,000	40-50%
Security Architect / Manager / VP (Sell Side)	6-10 years	\$185,000 - \$210,000	30%
Principal / Director (Buy Side)	10+ years	\$200,000 - \$250,000	50%+
Principal / Director (Sell Side)	10+ years	\$200,000 - \$250,000	30-40%
Managing Director (Buy Side)	15+ years	\$250,000+	50-150%
Managing Director (Sell Side)	15+ years	\$250,000+	40-100%
CISO (Buy Side)	20+ years	\$300,000+	50-150%
CISO (Sell Side)	20+ years	\$300,000+	40-100%



Financial Services

Boston

Role	Years of Experience	Base Salary	Bonus
Security Analyst (Buy Side)	< 3 years	\$110,000 - \$140,000	25-40%
Security Analyst (Sell Side)	< 3 years	\$90,000 - \$120,000	15-20%
Security Engineer / Associate (Buy Side)	3-7 years	\$135,000 - \$175,000	40-50%
Security Engineer / Associate (Sell Side)	3-7 years	\$130,000 - \$160,000	20-25%
Security Architect / Manager / VP (Buy Side)	6-10 years	\$175,000 - \$225,000	40-50%
Security Architect / Manager / VP (Sell Side)	6-10 years	\$185,000 - \$210,000	30%
Principal / Director (Buy Side)	10+ years	\$200,000 - \$250,000	50%+
Principal / Director (Sell Side)	10+ years	\$200,000 - \$250,000	30-40%
Managing Director (Buy Side)	15+ years	\$250,000+	50-150%
Managing Director (Sell Side)	15+ years	\$250,000+	40-100%
CISO (Buy Side)	20+ years	\$300,000+	50-150%
CISO (Sell Side)	20+ years	\$300,000+	40-100%



Financial Services

San Francisco

Role	Years of Experience	Base Salary	Bonus
Security Analyst (Buy Side)	< 3 years	\$130,000 - \$160,000	25-40%
Security Analyst (Sell Side)	< 3 years	\$120,000 - \$150,000	15-20%
Security Engineer / Associate (Buy Side)	3-7 years	\$150,000 - \$200,000	40-50%
Security Engineer / Associate (Sell Side)	3-7 years	\$150,000 - \$200,000	20-25%
Security Architect / Manager / VP (Buy Side)	6-10 years	\$200,000 - \$250,000	40-50%
Security Architect / Manager / VP (Sell Side)	6-10 years	\$220,000 - \$250,000	30%
Principal / Director (Buy Side)	10+ years	\$225,000 - \$300,000	50%+
Principal / Director (Sell Side)	10+ years	\$230,000 - \$275,000	30-40%
Managing Director (Buy Side)	15+ years	\$300,000+	50-150%
Managing Director (Sell Side)	15+ years	\$300,000+	40-100%
CISO (Buy Side)	20+ years	\$400,000+	50-150%
CISO (Sell Side)	20+ years	\$400,000+	40-100%



Financial Services

Miami

Role	Years of Experience	Base Salary	Bonus
Security Analyst (Buy Side)	< 3 years	\$110,000 - \$140,000	25-40%
Security Analyst (Sell Side)	< 3 years	\$90,000 - \$120,000	15-20%
Security Engineer / Associate (Buy Side)	3-7 years	\$135,000 - \$175,000	40-50%
Security Engineer / Associate (Sell Side)	3-7 years	\$120,000 - \$150,000	20-25%
Security Architect / Manager / VP (Buy Side)	6-10 years	\$175,000 - \$225,000	40-50%
Security Architect / Manager / VP (Sell Side)	6-10 years	\$175,000 - \$200,000	30%
Principal / Director (Buy Side)	10+ years	\$200,000 - \$250,000	50%+
Principal / Director (Sell Side)	10+ years	\$200,000 - \$230,000	30-40%
Managing Director (Buy Side)	15+ years	\$250,000+	50-150%
Managing Director (Sell Side)	15+ years	\$250,000+	40-100%
CISO (Buy Side)	20+ years	\$300,000+	50-150%
CISO (Sell Side)	20+ years	\$300,000+	40-100%



Financial Services

Dallas

Role	Years of Experience	Base Salary	Bonus
Security Analyst (Buy Side)	< 3 years	\$125,000 - \$150,000	25-40%
Security Analyst (Sell Side)	< 3 years	\$90,000 - \$110,000	15-20%
Security Engineer / Associate (Buy Side)	3-7 years	\$135,000 - \$175,000	40-50%
Security Engineer / Associate (Sell Side)	3-7 years	\$120,000 - \$150,000	20-25%
Security Architect / Manager / VP (Buy Side)	6-10 years	\$175,000 - \$225,000	40-50%
Security Architect / Manager / VP (Sell Side)	6-10 years	\$160,000 - \$200,000	30%
Principal / Director (Buy Side)	10+ years	\$200,000 - \$250,000	50%+
Principal / Director (Sell Side)	10+ years	\$200,000 - \$250,000	30-40%
Managing Director (Buy Side)	15+ years	\$250,000+	50-150%
Managing Director (Sell Side)	15+ years	\$250,000+	40-100%
CISO (Buy Side)	20+ years	\$350,000+	50-150%
CISO (Sell Side)	20+ years	\$350,000+	40-100%



Hospitality, Media & Entertainment

New York

Role	Years of Experience	Base Salary	Bonus
Security Analyst	< 3 years	\$80,000 - \$100,000	5-15%
Security Engineer	3-10 years	\$110,000 - \$170,000	10-20%
Security Architect / Principal Engineer	8-15 years	\$150,000 - \$200,000	15-25%
Manager / VP	10-20 years	\$170,000 - \$220,000	20-30%
Director	15+ years	\$190,000 - \$230,000	25-35% (+ RSUs or equity)
CISO	20+ years	\$250,000+	30-40% (+ RSUs or equity)



Hospitality, Media & Entertainment

Chicago

Role	Years of Experience	Base Salary	Bonus
Security Analyst	< 3 years	\$75,000 - \$95,000	5-15%
Security Engineer	3-10 years	\$100,000 - \$140,000	10-20%
Security Architect / Principal Engineer	8-15 years	\$140,000 - \$180,000	15-25%
Manager / VP	10-20 years	\$150,000 - \$200,000	20-30%
Director	15+ years	\$175,000 - \$215,000	25-35% (+ RSUs or equity)
CISO	20+ years	\$200,000 - \$250,000	30-40% (+ RSUs or equity)



Hospitality, Media & Entertainment

Boston

Role	Years of Experience	Base Salary	Bonus
Security Analyst	< 3 years	\$75,000 - \$95,000	5-15%
Security Engineer	3-10 years	\$100,000 - \$140,000	10-20%
Security Architect / Principal Engineer	8-15 years	\$140,000 - \$180,000	15-25%
Manager / VP	10-20 years	\$150,000 - \$200,000	20-30%
Director	15+ years	\$175,000 - \$215,000	25-35% (+ RSUs or equity)
CISO	20+ years	\$200,000 - \$250,000	30-40% (+ RSUs or equity)



Hospitality, Media & Entertainment

San Francisco

Role	Years of Experience	Base Salary	Bonus
Security Analyst	< 3 years	\$90,000 - \$120,000	5-15%
Security Engineer	3-10 years	\$130,000 - \$200,000	10-20%
Security Architect / Principal Engineer	8-15 years	\$190,000 - \$220,000	15-25%
Manager / VP	10-20 years	\$200,000 - \$250,000	20-30%
Director	15+ years	\$220,000 - \$275,000	25-35% (+ RSUs or equity)
CISO	20+ years	\$300,000+	30-40% (+ RSUs or equity)



Hospitality, Media & Entertainment

Miami

Role	Years of Experience	Base Salary	Bonus
Security Analyst	< 3 years	\$75,000 - \$95,000	5-15%
Security Engineer	3-10 years	\$100,000 - \$130,000	10-20%
Security Architect / Principal Engineer	8-15 years	\$140,000 - \$180,000	15-25%
Manager / VP	10-20 years	\$150,000 - \$200,000	20-30%
Director	15+ years	\$175,000 - \$200,000	25-35% (+ RSUs or equity)
CISO	20+ years	\$200,000 - \$230,000	30-40% (+ RSUs or equity)



Hospitality, Media & Entertainment

Dallas

Role	Years of Experience	Base Salary	Bonus
Security Analyst	< 3 years	\$75,000 - \$95,000	5-15%
Security Engineer	3-10 years	\$100,000 - \$130,000	10-20%
Security Architect / Principal Engineer	8-15 years	\$140,000 - \$180,000	15-25%
Manager / VP	10-20 years	\$150,000 - \$200,000	20-30%
Director	15+ years	\$175,000 - \$200,000	25-35% (+ RSUs or equity)
CISO	20+ years	\$200,000 - \$230,000	30-40% (+ RSUs or equity)



Business Services

New York

Role	Years of Experience	Base Salary	Bonus
Security Analyst	1-3 years	\$90,000 - \$120,000	10-15%
Security Engineer	3-10 years	\$130,000 - \$200,000	15-20%
Security Architect / Principal Engineer	8-15 years	\$180,000 - \$220,000	20-25%
Manager / VP	10-20 years	\$200,000 - \$250,000	20-50%
Director	15+ years	\$250,000 - \$300,000	40-50%
CISO / Partner	20+ years	\$300,000 - \$400,000	50-100%



Business Services

Chicago

Role	Years of Experience	Base Salary	Bonus
Security Analyst	1-3 years	\$80,000 - \$110,000	10-15%
Security Engineer	3-10 years	\$110,000 - \$170,000	15-20%
Security Architect / Principal Engineer	8-15 years	\$150,000 - \$200,000	20-25%
Manager / VP	10-20 years	\$170,000 - \$220,000	20-50%
Director	15+ years	\$230,000 - \$280,000	40-50%
CISO / Partner	20+ years	\$250,000 - \$350,000	50-100%



Business Services

Boston

Role	Years of Experience	Base Salary	Bonus
Security Analyst	1-3 years	\$80,000 - \$110,000	10-15%
Security Engineer	3-10 years	\$110,000 - \$170,000	15-20%
Security Architect / Principal Engineer	8-15 years	\$150,000 - \$200,000	20-25%
Manager / VP	10-20 years	\$170,000 - \$220,000	20-50%
Director	15+ years	\$230,000 - \$280,000	40-50%
CISO / Partner	20+ years	\$250,000 - \$350,000	50-100%



Business Services

San Francisco

Role	Years of Experience	Base Salary	Bonus
Security Analyst	1-3 years	\$100,000 - \$130,000	10-15%
Security Engineer	3-10 years	\$130,000 - \$220,000	15-20%
Security Architect / Principal Engineer	8-15 years	\$200,000 - \$250,000	20-25%
Manager / VP	10-20 years	\$220,000 - \$275,000	20-50%
Director	15+ years	\$280,000 - \$320,000	40-50%
CISO / Partner	20+ years	\$325,000 - \$425,000	50-100%



Business Services

Miami

Role	Years of Experience	Base Salary	Bonus
Security Analyst	1-3 years	\$80,000 - \$110,000	10-15%
Security Engineer	3-10 years	\$110,000 - \$170,000	15-20%
Security Architect / Principal Engineer	8-15 years	\$150,000 - \$200,000	20-25%
Manager / VP	10-20 years	\$170,000 - \$220,000	20-50%
Director	15+ years	\$230,000 - \$280,000	40-50%
CISO / Partner	20+ years	\$250,000 - \$350,000	50-100%



Business Services

Dallas

Role	Years of Experience	Base Salary	Bonus
Security Analyst	1-3 years	\$80,000 - \$110,000	10-15%
Security Engineer	3-10 years	\$110,000 - \$170,000	15-20%
Security Architect / Principal Engineer	8-15 years	\$150,000 - \$200,000	20-25%
Manager / VP	10-20 years	\$170,000 - \$220,000	20-50%
Director	15+ years	\$230,000 - \$280,000	40-50%
CISO / Partner	20+ years	\$250,000 - \$350,000	50-100%



Manufacturing

New York

Role	Years of Experience	Base Salary	Bonus
Security Analyst	1-3 years	\$80,000 - \$100,000	5-10%
Security Engineer	3-10 years	\$110,000 - \$170,000	10-20%
Security Architect / Principal Engineer	8-15 years	\$150,000 - \$200,000	15-25%
Manager / VP	10-20 years	\$170,000 - \$220,000	15-25%
Director	15+ years	\$190,000 - \$230,000	20-30%
CISO	20+ years	\$250,000 - \$350,000	30+%
			(+ RSUs or equity)



Manufacturing

Chicago

Role	Years of Experience	Base Salary	Bonus
Security Analyst	1-3 years	\$75,000 - \$95,000	5-10%
Security Engineer	3-10 years	\$100,000 - \$140,000	10-20%
Security Architect / Principal Engineer	8-15 years	\$140,000 - \$180,000	15-25%
Manager / VP	10-20 years	\$150,000 - \$200,000	15-25%
Director	15+ years	\$175,000 - \$220,000	25-30%
CISO	20+ years	\$220,000 - \$300,000	30% (+ RSUs or equity)



Manufacturing

Boston

Role	Years of Experience	Base Salary	Bonus
Security Analyst	1-3 years	\$75,000 - \$95,000	5-10%
Security Engineer	3-10 years	\$100,000 - \$140,000	10-20%
Security Architect / Principal Engineer	8-15 years	\$140,000 - \$180,000	15-25%
Manager / VP	10-20 years	\$150,000 - \$200,000	15-25%
Director	15+ years	\$175,000 - \$220,000	25-30%
CISO	20+ years	\$220,000 - \$300,000	30+%
			(+ RSUs or equity)



Manufacturing

San Francisco

Role	Years of Experience	Base Salary	Bonus
Security Analyst	1-3 years	\$90,000 - \$120,000	5-10%
Security Engineer	3-10 years	\$120,000 - \$180,000	10-20%
Security Architect / Principal Engineer	8-15 years	\$175,000 - \$220,000	15-25%
Manager / VP	10-20 years	\$200,000 - \$250,000	15-25%
Director	15+ years	\$220,000 - \$275,000	25-30%
CISO	20+ years	\$300,000 - \$400,000	30+%
			(+ RSUs or equity)



Manufacturing

Miami

Role	Years of Experience	Base Salary	Bonus
Security Analyst	1-3 years	\$75,000 - \$95,000	5-10%
Security Engineer	3-10 years	\$100,000 - \$130,000	10-20%
Security Architect / Principal Engineer	8-15 years	\$140,000 - \$180,000	15-25%
Manager / VP	10-20 years	\$150,000 - \$200,000	15-25%
Director	15+ years	\$175,000 - \$220,000	25-30%
CISO	20+ years	\$220,000 - \$300,000	30+%
			(+ RSUs or equity)



Manufacturing

Dallas

Role	Years of Experience	Base Salary	Bonus
Security Analyst	< 3 years	\$75,000 - \$95,000	5-10%
Security Engineer	3-10 years	\$100,000 - \$130,000	10-20%
Security Architect / Principal Engineer	8-15 years	\$140,000 - \$180,000	15-25%
Manager / VP	10-20 years	\$150,000 - \$200,000	15-25%
Director	15+ years	\$175,000 - \$220,000	25-30%
CISO	20+ years	\$220,000 - \$300,000	30+%
			(+ RSUs or equity)



About Glocomms

It has never been more imperative to make smart hiring decisions in the technology industry.

Cybersecurity attacks have reached an all-time high, with networks now increasingly complex and businesses often leaving traditional systems and migrating towards cloud infrastructure. Having top talent in place to mitigate these threats is therefore absolutely critical to any business.

Specializing in solving hiring challenges for the world's largest big tech firms and data providers to innovative tech start-ups, we pride ourselves on engaging with top talent worldwide and supporting businesses with the right people, exactly when they're needed.

OUR SPECIALISMS

- ◆ **Cloud & Infrastructure**
- ◆ **Commercial Services**
- ◆ **Cybersecurity**
- ◆ **Data & Analytics**
- ◆ **Development & Engineering**
- ◆ **Enterprise Solutions**

Solving your talent challenges since 2013

Nothing should stand in the way of your growth ambitions. Whether you're scaling a cybersecurity team, expanding cloud infrastructure, driving innovation in AI and machine learning, or optimizing enterprise software solutions, we are committed to solving your technology talent challenges. With our expertise and dedication, we're here whenever you need us.

14

on the ground locations across 3 continents

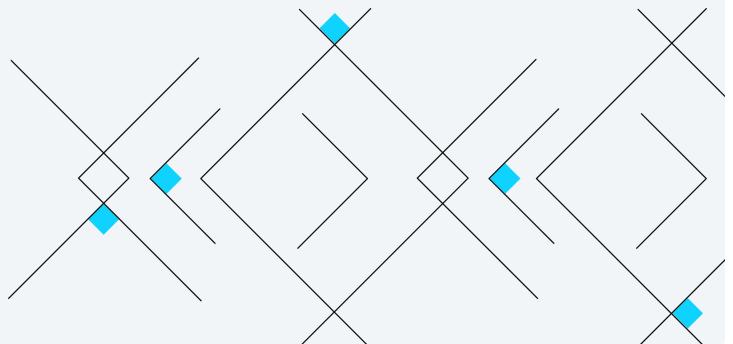
3,000+

candidates placed

1,000+

satisfied businesses we've hired for

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Contact Glocomms

For further information, tailored salary guidance, or to discuss how we can support your hiring or career goals, please contact:

Giancarlo Hirsch

Managing Director

[Contact Giancarlo](#)

Katie Owston

Vice President & Market Specialist

[Contact Katie](#)