



SECURITY EXECUTIVE COUNCIL

A research and advisory firm

## The Foushée Security and Compliance Compensation Research Report

*How to partner with the compensation team to get you and your security team paid fair market rates*

### Introduction

About 95% of participants using the [SEC's compensation calculator](#) self-reported they are paid below the Foushée compensation report's market average for 5 security titles (more titles will be added soon). It is a surprising finding from the SEC's Security Leadership Research Institute's latest research in partnership with the Foushée Group.

The Security and Compliance Compensation Report by the Foushée Group is the most trusted, longest running, and most comprehensive compensation survey in the security and compliance industry. For the first time, security practitioners can purchase the report.

The 2022 (21<sup>st</sup> edition) report includes information from more than 17,000 executive, managerial, professional, and technical personnel and is categorized into 78 positions. [Download the details here](#). [A sample of the data for two positions is also available to download](#).

The Great Resignation and remote work opportunities during the pandemic have resulted in higher turnover. This is creating unprecedented demand for security professionals. Now is the opportune time to make sure you and your team are paid fair market rates.

### How to Use This Report with the Compensation Team

Security needs information to make compensation changes. For that reason, Security needs to partner with the company's compensation department. The results contained in this report can assist you in having a conversation with your company's compensation team. Here are some good questions to start this conversation:

- What is the company's position on pay transparency?
- What is the company's desired pay level in comparison to the labor market?
- What are the elements of the company's reward package, what is the mix of those elements (for example, base pay, bonus, profit sharing, benefits), and which of these elements are emphasized?
- How are jobs valued, and how does the company set pay guidelines?

As a manager it is important for you to understand how your company makes choices in paying employees. Once you have this understanding, use the data from the report with the compensation team. To prepare beforehand, match your team's jobs to the survey positions and have on hand this information so that you can review where compensation is significantly (20% or more) out of line with the survey data.



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### Why This Report is Important for Security Professionals

Paying your team competitively is critical to hiring and retaining the talent you need to meet your goals. This report gives you the information you need to make informed compensation decisions with confidence. Furthermore, good pay data enhances pay transparency and aids in communication, ensuring fairness in setting pay.

### Report Details

The report is professionally executed and follows rigorous research processes including vetting data to make sure it is reliable. It provides total compensation, not just base salary data. New titles are added as they evolve in the marketplace. It meets Safe Harbor guidelines for compensation information. Since its inception in 2002, thousands of companies have participated in the survey.

Security practitioners can purchase the report themselves if their compensation department does not participate. The report can be [purchased here](#). If you have any questions about the report, [please contact us](#).