CYBER
SECURITY
RECRUITMENT

CYBERSECURITY SALARY GUIDE 2026

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About Us

We are a specialist recruitment agency with a 100% focus on cybersecurity in the Netherlands. Founded in 2018 by an Ethical Hacker and an IT Recruiter, we combine hands-on technical understanding with deep market insight to bridge the cybersecurity talent gap. Over the past years, we have supported organisations across sectors in building strong security teams, while helping professionals advance their careers in an increasingly complex and high-demand field.



Recruitment Trends

Talent Shortage & Demand

The Dutch cybersecurity market remains highly competitive, with strong demand for specialists in cloud security, IAM, incident response and AI security. Regulatory pressures (NIS2, GDPR) and digital transformation intensify hiring needs.

Skills & Upskilling Focus

Employers prioritise practical experience, hands-on skills and certifications over general degrees. Upskilling existing staff and offering competitive compensation are key strategies to attract and retain talent.

AI & Emerging Threats

AI adoption increases demand for defenders who can secure AI-enabled environments. Early-career professionals face entry challenges due to high specialty requirements, making practical training and skill-aligned development essential.

Despite strong hiring demand, entry-level access remains challenging for many early-career professionals due to skills and high speciality requirements, making practical training and industry-aligned skill development important for career entry.

SALARIES 2026

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IT Security

This domain forms the operational foundation of cybersecurity, focusing on securing enterprise IT environments, networks, endpoints and on-premise infrastructure. Common certifications include **CISSP**, **CompTIA Security+**, **CCNP Security**, **Microsoft Security certifications** (e.g., AZ-500) and other vendor-specific infrastructure security credentials.

	Junior	Medior	Senior
IT Security Specialist	€ 40,000 - € 55,000	€ 55,000 - € 75,000	€ 75,000 - € 95,000
IT Security Engineer	€ 45,000 - € 60,000	€ 60,000 - € 80,000	€ 80,000 - € 100,000

The salary ranges were developed using market benchmarking across multiple sources, filtering out extremes and aligning ranges to reflect typical market spread, sector differences and premiums for high-demand skills. Figures show gross base annual salary in euros (€) and represent market ranges, not fixed bands. Individual pay may vary by sector, organisation, location, experience, and total rewards. Bonuses, equity, freelance rates, and secondary benefits are not included.

Security Architecture & Engineering

This domain forms the technical backbone of cybersecurity, covering the design and implementation of secure IT environments. These roles focus on secure infrastructure design, system hardening, security-by-design principles and technical controls across enterprise IT environments. Common certifications include **CISSP**, **SABSA**, **TOGAF (Security)**, **CCSP** and vendor-specific security certifications.

	Junior	Medior	Senior
Cybersecurity Architect	€ 65,000 - € 85,000	€ 85,000 - € 110,000	€ 110,000 - € 135,000
Enterprise Security Architect	€ 70,000 - € 90,000	€ 90,000 - € 120,000	€ 120,000 - € 145,000
Cybersecurity Engineer	€ 45,000 - € 60,000	€ 60,000 - € 80,000	€ 80,000 - € 100,000
Information Security Engineer	€ 45,000 - € 60,000	€ 60,000 - € 80,000	€ 80,000 - € 100,000

Application & DevSecOps Security

This domain focuses on embedding security into the software development lifecycle and modern DevOps environments. Common certifications include **CSSLP**, **GWAPT**, **OSCP**, **Certified Kubernetes Security Specialist (CKS)**, **CCSP** and cloud security certifications, such as AWS Security Specialty.

	Junior	Medior	Senior
Application Security Specialist	€ 45,000 - € 60,000	€ 60,000 - € 80,000	€ 80,000 - € 100,000
DevSecOps Engineer	€ 45,000 - € 60,000	€ 60,000 - € 80,000	€ 80,000 - € 100,000

Cloud & Infrastructure Security

Cloud & Infrastructure Security professionals secure hybrid and cloud-native environments across AWS, Azure, and GCP. They focus on workload protection, container security, network segmentation and secure cloud configuration. Relevant certifications include **CCSP**, **AWS Security Specialty**, **Microsoft AZ-500**, **Google Professional Cloud Security Engineer** and **CCNP Security**.

	Junior	Medior	Senior
Cloud Security Architect	€ 60,000 - € 75,000	€ 75,000 - € 100,000	€ 100,000 - € 125,000
Cloud Security Engineer	€ 45,000 - € 60,000	€ 60,000 - € 80,000	€ 80,000 - € 100,000
Infrastructure Security Engineer	€ 50,000 - € 65,000	€ 65,000 - € 85,000	€ 85,000 - € 105,000
Zero Trust/Network Security Engineer	€ 50,000 - € 65,000	€ 65,000 - € 85,000	€ 85,000 - € 105,000

AI Security

An emerging and rapidly growing domain focused on securing AI systems and protecting organisations against AI-driven threats. These roles focus on secure AI deployment, model integrity, adversarial AI risks and governance of AI systems within enterprise environments. Certifications are still evolving, but commonly held credentials include **CISSP**, **CCSP**, cloud security certifications and specialised AI security training programmes.

	Junior	Medior	Senior
AI Security Specialist	€ 55,000 - € 70,000	€ 70,000 - € 95,000	€ 95,000 - € 120,000
AI Security Engineer	€ 60,000 - € 75,000	€ 75,000 - € 100,000	€ 100,000 - € 130,000
AI Security Architect	—	€ 85,000 - € 110,000	€ 110,000 - € 140,000

Identity & Access Management (IAM & Identity Security)

IAM professionals secure digital identities and access controls across IT and cloud ecosystems. Focus is on identity governance, authentication mechanisms, privileged access control and Zero Trust frameworks. Key certifications include **CISSP**, **CISM**, **Microsoft SC-300**, CyberArk certifications and vendor credentials from Okta or SailPoint.

	Junior	Medior	Senior
Identity & Access Management Specialist	€ 40,000 - € 55,000	€ 55,000 - € 75,000	€ 75,000 - € 95,000
IAM Engineer	€ 45,000 - € 60,000	€ 60,000 - € 80,000	€ 80,000 - € 100,000
IAM Architect	€ 60,000 - € 75,000	€ 75,000 - € 100,000	€ 100,000 - € 125,000
Privileged Access Management (PAM) Specialist	€ 50,000 - € 65,000	€ 65,000 - € 85,000	€ 85,000 - € 110,000

Defence, Detection & Response (Blue Team)

This domain focuses on identifying, analysing, and responding to cyber threats. These professionals are responsible for monitoring environments, managing incidents and strengthening detection capabilities. Certifications commonly include **GCIH**, **GCIA**, **GCFA**, **CySA+**, **Security+** and **SIEM platform certifications** (e.g., Splunk or Microsoft Sentinel).

	Junior	Medior	Senior
SOC Analyst (Tier 1-3)	€ 38,000 - € 50,000	€ 50,000 - € 65,000	€ 65,000 - € 80,000
SOC Specialist	€ 45,000 - € 60,000	€ 60,000 - € 80,000	€ 80,000 - € 100,000
SOC Manager	—	€ 70,000 - € 90,000	€ 90,000 - € 115,000
Security Operations Engineer	€ 45,000 - € 60,000	€ 60,000 - € 80,000	€ 80,000 - € 100,000
Incident Response Specialist	€ 45,000 - € 60,000	€ 60,000 - € 80,000	€ 80,000 - € 100,000
Digital Forensics Specialist	€ 45,000 - € 60,000	€ 60,000 - € 80,000	€ 80,000 - € 100,000
Threat Hunter	€ 50,000 - € 65,000	€ 65,000 - € 85,000	€ 85,000 - € 110,000
SIEM/SOAR Engineer	€ 50,000 - € 65,000	€ 65,000 - € 85,000	€ 85,000 - € 110,000

Offensive Security & Red Team

Offensive Security professionals proactively test organisational resilience by simulating real-world attacks. Widely recognised certifications include **OSCP**, **OSCE**, **CRTO**, **GPEN** and **CEH**, with **OSCP** often seen as the benchmark in the Dutch market.

	Junior	Medior	Senior
Penetration Tester/Ethical Hacker	€ 40,000 - € 55,000	€ 55,000 - € 75,000	€ 75,000 - € 95,000
RED Team Specialist	€ 55,000 - € 70,000	€ 70,000 - € 90,000	€ 90,000 - € 115,000

Threat Intelligence & Research

Threat Intelligence & Research roles analyse attacker tactics, emerging vulnerabilities and geopolitical risks to inform proactive defence strategies. Relevant certifications include **GCTI**, **GREM**, **GCFA**, **GCIA** and **CISSP**.

	Junior	Medior	Senior
Cyber Threat Intelligence (CTI) Analyst	€ 45,000 - € 60,000	€ 60,000 - € 80,000	€ 80,000 - € 100,000
Threat Intelligence Specialist	€ 50,000 - € 65,000	€ 65,000 - € 85,000	€ 85,000 - € 110,000
Malware Analyst	€ 50,000 - € 65,000	€ 65,000 - € 85,000	€ 85,000 - € 110,000
Cybersecurity Research Analyst	€ 50,000 - € 65,000	€ 65,000 - € 85,000	€ 85,000 - € 110,000

OT & Industrial Security

OT & Industrial Security focuses on protecting operational technology environments such as manufacturing, energy, logistics and critical infrastructure. Important certifications include **GICSP**, **ISA/IEC 62443** and **CISSP**.

	Junior	Medior	Senior
OT Security Specialist	€ 50,000 - € 65,000	€ 65,000 - € 85,000	€ 85,000 - € 110,000
ICS Security Engineer	€ 50,000 - € 65,000	€ 65,000 - € 85,000	€ 85,000 - € 110,000

Security Strategy, Governance & Compliance (GRC)

The GRC domain ensures cybersecurity aligns with business objectives, risk appetite and regulatory requirements, such as GDPR and NIS2. Roles focus on governance frameworks, risk management, compliance oversight and executive reporting. Common certifications include **CISSP**, **CISM**, **CRISC**, **CISA**, **ISO 27001** Lead Implementer/Auditor and **CIPP/E**.

	Junior	Medior	Senior
Information Security Officer (ISO)	€ 50,000 - € 62,000	€ 62,000 - € 78,000	€ 78,000 - € 95,000
Technical ISO	€ 55,000 - € 70,000	€ 70,000 - € 90,000	€ 90,000 - € 110,000
Information Security Manager	—	€ 70,000 - € 95,000	€ 95,000 - € 120,000
Cybersecurity Risk Manager	€ 55,000 - € 70,000	€ 70,000 - € 90,000	€ 90,000 - € 115,000
Security Auditor/Assurance Specialist	€ 50,000 - € 65,000	€ 65,000 - € 85,000	€ 85,000 - € 105,000
Privacy Officer	€ 45,000 - € 58,000	€ 58,000 - € 75,000	€ 75,000 - € 95,000
Data Protection Officer (DPO)	€ 50,000 - € 65,000	€ 65,000 - € 85,000	€ 85,000 - € 110,000
Chief Information Security Officer (CISO)	—	€ 100,000 - € 130,000	€ 130,000 - € 170,000

Security Consulting & Advisory

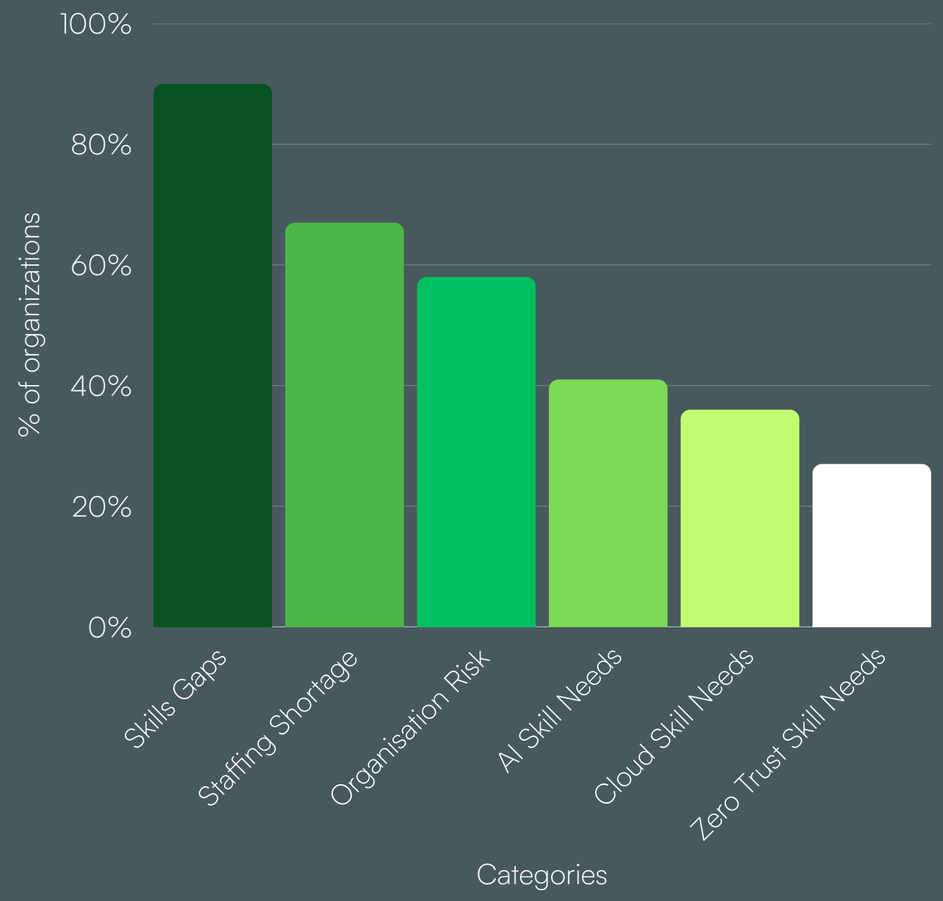
Security Consultants support organisations with assessments, transformation programmes, maturity improvements and compliance initiatives. These consultants combine cybersecurity expertise with stakeholder management and advisory skills. Certifications vary by specialisation, but often include **CISSP**, **CISM**, **CRISC**, **CISA**, **ISO 27001 Lead Auditor** and relevant cloud, or architecture credentials.

	Junior	Medior	Senior
Security Consultant (Technical)	€ 48,000 - € 60,000	€ 60,000 - € 78,000	€ 78,000 - € 95,000
Security Consultant (Non-Technical)	€ 45,000 - € 58,000	€ 58,000 - € 75,000	€ 75,000 - € 95,000
Security Consultant (Risk & Compliance)	€ 50,000 - € 65,000	€ 65,000 - € 85,000	€ 85,000 - € 110,000

TRENDS IMPACTING HIRING IN 2026

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Skills Gaps vs. Staffing Shortages



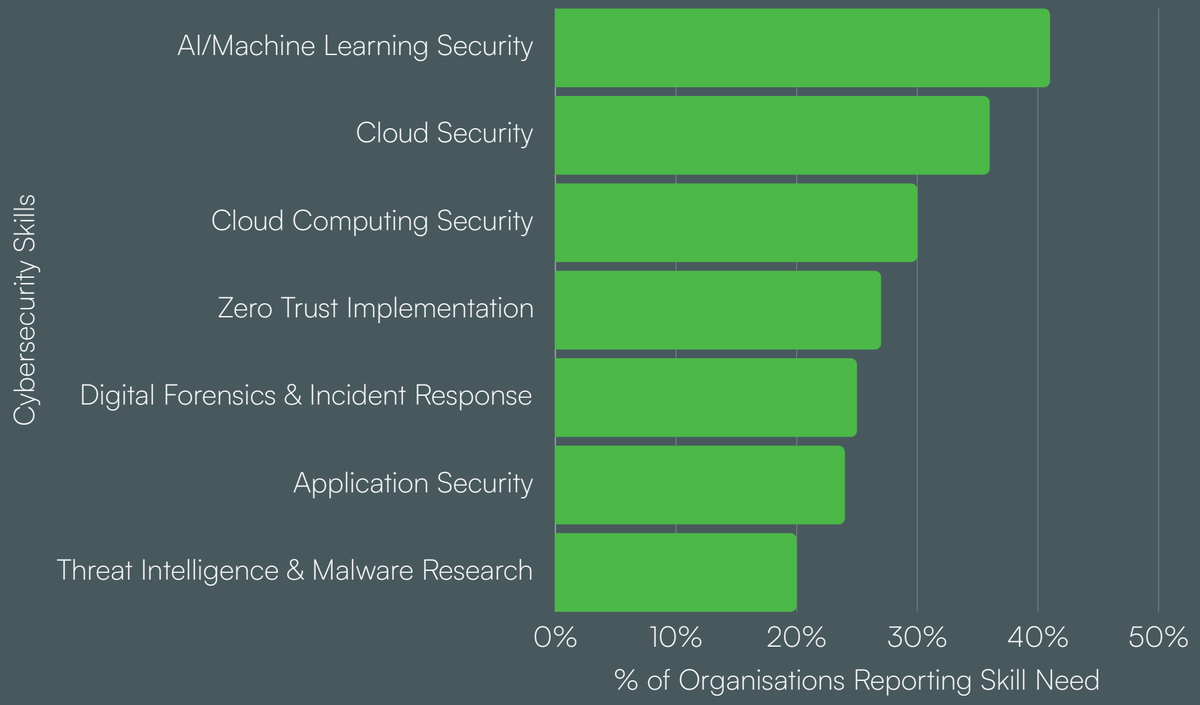
These findings are based on the **ISC² Cybersecurity Workforce Study 2025**, a globally recognised annual report that analyses the state of the cybersecurity labour market, including workforce size, skills gaps and hiring challenges.

While many organisations have invested in growing their security teams, the primary issue in 2026 is no longer just a shortage of people, but a shortage of the **right skills**.

CYBERSECURITY SKILLS GAPS ARE THE PRIMARY CHALLENGE:

- 90% of organizations report skills gaps on their cybersecurity teams
- 67% report staffing shortages
- 58% believe skills gaps put their organization at significant risk
- 41% cite AI skills as a top needed capability
- 36% cite cloud security skills as needed
- 27% cite zero trust implementation skills as needed

Top Cybersecurity Skills Needed in 2026

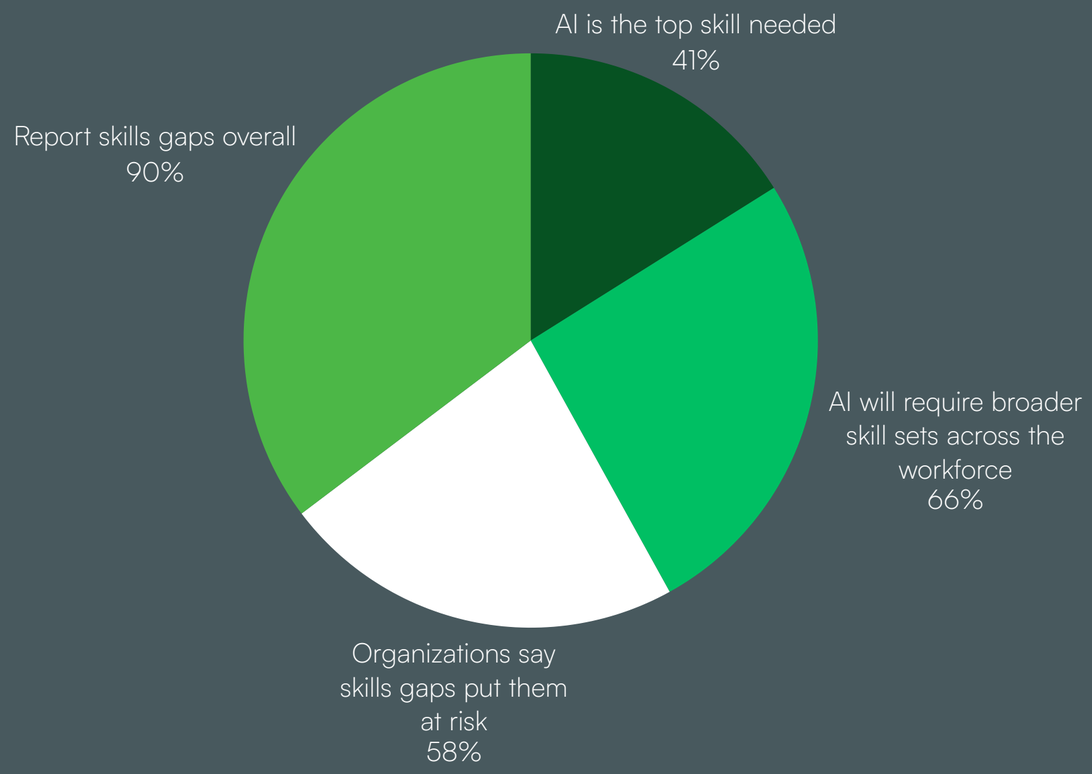


These findings from the **ISC² Cybersecurity Workforce Study 2025** show that the highest demand is seen in AI and machine learning security, followed closely by cloud security, reflecting the rapid adoption of these technologies across organisations. At the same time, foundational capabilities such as zero trust implementation, incident response, and application security remain critical areas where expertise is lacking.

MOST IN-DEMAND CYBERSECURITY SKILLS:

- 41% need AI/machine learning security skills
- 36% need cloud security skills
- 30% need cloud computing security skills (another source)
- 27% need zero trust implementation skills
- 25% need digital forensics & incident response
- 24% need application security
- 20% need threat intelligence and malware research

AI & Skills Demand



Insights from the **ISC² Cybersecurity Workforce Study 2025** show a growing share of organisations identify AI-related skills as a top priority, while the majority expect AI to significantly expand the range of skills required across security teams. This data highlights that AI is not only increasing the complexity of threats, but also accelerating the shift toward more advanced, multidisciplinary cybersecurity skill sets in 2026.

MOST IN-DEMAND CYBERSECURITY SKILLS:

- 41% say AI is the top skill need
- 66% say AI will require broader skill sets across the workforce
- 58% of organizations say skills gaps put them at risk
- 90% report skills gaps overall

Secondary Benefits in The Netherlands



Flexible Work
85%



Pension Contribution
80%



Paid Vacation & Leave
78%



Professional Development Budget
75%



Performance & Annual Bonus
70%



Mobility Allowance
55%



13th Month Salary
50%



Home Office Budget
45%

Wellness Programs
40%

In 2026, Dutch cybersecurity professionals value flexible work, financial security, and career development most. Figures show the Estimated % Preference for each benefit, highlighting which perks have the greatest impact on attracting and retaining talent.

Your Next Opportunity Awaits

Partner with us to hire or grow your career in cybersecurity.



Get in touch!

+ 31 (0)20 21 01 608

info@cybersecuritydistrict.com

Visit us:

Wilhelmina van Pruisenweg 104, The Hague Security Delta (HSD)
Den Haag, Netherlands

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