



Requirements: Security Engineer, Berlin

Contents: This report has taken information from multiple sources including publicly available information, paid resources and Zync's candidate database. This information provided is to be taken as a guide to assist you in the recruitment for the above role. The information presented is based on a review of Security Engineers.

1. Current market conditions

SALARY: Midlevel €95,000+ Senior €110,000+

MINIMUM LEVEL OF BENEFITS: Pension, health and dental care, holiday allowance, annual bonus. Sign on bonus and relocation package is desirable

SKILLED CANDIDATES: approx. 88 candidates in Germany

TIME TO HIRE: 8 to 12 weeks + notice period.

CANDIDATE NOTICE PERIOD: 0 – 12 weeks

COMPETITON: You will be competing against approx. 45 other companies in Germany who are also hiring for similar skills

2. What we have done

1. Advertised nationally with over 20 job boards including premium sites; Monster, Glassdoor, Stepstone, LinkedIn, Xing
2. Engaged internal talent lab (3 resources to manage and deliver candidates)
3. Daily Searches on CV databases for all job boards
4. Full automated global outreach campaign – currently running 65% complete – data not available
5. Actively headhunting (working through 88 candidates)
6. Mailshotted circa 400 candidates, Text messages circa 280 candidates, Outbound calls NO DATA
7. Talent pooling candidates daily

3. Results

1. Advert responses do not yield good results as many applicants do not have experience or are from outside of the EU
2. The more suitable candidates do not live and work in the local area, living in other cities within Germany or in other countries
3. Out of 88 candidates in Germany only 17 are open to new opportunities
4. Most experienced candidates with 1-3 years are on €85,000+ so will not move without a significant payrise of €100,000 or more
5. Notice periods for these candidates can be 1 to 6 months

4. Recommendations

Recommendations to hire a candidate:

1. Hire a Junior/Graduate around €55k to €75k – Place within 4 weeks but take longer to be productive, require support and training. **COST EFFECTIVE, FAST HIRE, SLOW ROI**
2. Increase the salary to €100k+ and make the role fully remote and open it to candidates from outside of Germany
FAST HIRE, FAST RETURN, LONGTERM,

3. Hire contractors upwards of €2000 per day, 6-12-month contracts or up until you hire a permanent staff member with a full knowledge transfer before the contractor leaves. – I can shortlist 5 people today who can all start within 5 days **FAST HIRE, FAST RETURN, EXPENSIVE, NOT LONGTERM**