



Requirements: Penetration Tester, Germany

Contents: This report has taken information from multiple sources including publicly available information, paid resources and Zync's candidate database. The 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 experienced Penetration Testers.

1. Current market conditions

SALARY: Junior €45,000+ Midlevel €80,000 to €90,000 Senior €90,000 - €110,000

MINIMUM LEVEL OF BENEFITS: Pension, health and dental care, holiday allowance, bonus

SKILLED CANDIDATES: approx. 87 active candidates

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

CANDIDATE NOTICE PERIOD: 0 – 12 weeks

COMPETITION: You will be competing against approx. 37 other companies who are also hiring for similar skills

2. What we have done

- Advertised nationally with over 20 job boards including premium sites: Jobsite, Reed, Technojobs, Women InTech, CV Library, CW Jobs, Stepstone, LinkedIn, Xing
- Daily Searches on CV databases for all job boards
- Headhunting via LinkedIn (working through 87 candidates of which 18 are open to opportunities)
- Mailshotted circa 400 candidates, Text messages circa 280 candidates, Outbound calls NO DATA
- Talent pooling penetration testers

3. Results / Challenges

- Advert responses do not yield good results as many applicants do not have experience or are from other countries
- Out of 184 candidates less than 20 have the Automotive experience
- The more suitable candidates will need to relocate or work remotely from other areas of Germany or Europe
- Only a small number of candidates have German language skills
- Most experienced candidates with 1-3 years are on €80,000 so will not move without a significant pay rise of €90,000 or more
- This is a niche skill set and with the need for automotive experience causes difficulty
- Time to hire is up to 12 weeks from start of campaign and with German language skills, automotive experience this will take longer

4. Recommendations

Recommendations to hire a candidate:

1. Hire a Junior/Graduate around €45k to €50k – Place within 4 weeks but take longer to be productive, requires support and training.

FAST HIRE BUT SLOW RETURN.

2. Increase the salary to €90k+, Relax the need for specific automotive penetration testing experience, German language requirement and allow candidates to work remotely.

FAST HIRE, FAST RETURN AND LONGTERM.

3. Hire contractors upwards of €1500 per day, 6-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, BUT EXPENSIVE AND NOT LONGTERM