Elevate Report - Job Title: IT Compliance Specialist – Redacted – 11/08/2022

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 German speaking IT Compliance Specialists in Germany.

1. Current market conditions

SALARY: Midlevel €90,000 to €110,000   Senior €110,000+

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

SKILLED CANDIDATES: approx. 504 candidates across Europe

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

CANDIDATE NOTICE PERIOD: 0 – 12 weeks

COMPETITON: You will be competing against approx. 210 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 In Tech, CV Library, CW Jobs, Stepstone, LinkedIn, Xing
- Daily Searches on CV databases for all job boards
- Headhunting via LinkedIn (working through 504 candidates of which 87 are open to opportunities)
- Mailshotted circa 1897 candidates, Text messages circa 789 candidates, Outbound calls NO DATA
- Talent pooling IT Compliance Specialists

3. Results / Challenges

- Advert responses do not yield good results as many applicants do not have experience or are from other countries outside of Europe
- Out of 504 candidates less than 108 have the technical capabilities in IT Security
- The more suitable candidates will need to relocate or work remotely from other areas of Germany or Europe
- Most experienced candidates with 1-3 years are on €90,000 so will not move without a significant pay rise of €110,000 or more
- This is a niche skill set and with the need for General IT Controls, SOX and IT Security experience
- Time to hire is up to 12 weeks from start of campaign and with German language skills, multiple skill set 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, require support and training.
   FAST HIRE BUT SLOW RETURN.

2. Increase the salary to €110k+. Relax the need for specific IT Security experience and hire 2 separate candidates to specialise in 1. IT Compliance (SOX) and 2. IT Security. Also relax the need for German language skills and provide resources to the candidates to learn the language.
   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 4 people today who can all start within 5 days
   FAST HIRE, FAST RETURN, BUT EXPENSIVE AND NOT LONGTERM