

Requirements: Cyber Threat Intelligence, German speaking

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 German speaking Cyber Threat intelligence Professionals.

1. Current market conditions

SALARY: Junior €50,000 - €65,000+ Midlevel €75,000 to €100,000 Senior €90,000 - €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. 47 candidates in Germany

TIME TO HIRE: 4 to 8 weeks + notice period.

CANDIDATE NOTICE PERIOD: 0 – 12 weeks

COMPETITION: You will be competing against approx. 27 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. Daily Searches on CV databases for all job boards
3. Headhunting via LinkedIn (working through 47 candidates in Germany of which 13 are open to opportunities)
4. Mailshotted circa 400 candidates, Text messages circa 280 candidates, Outbound calls NO DATA
5. Talent pooling Cyber Threat Intelligence professionals

3. Results / Challenges

1. Advert responses do not yield good results as many applicants do not have experience or are from other countries
2. Out of 47 candidates less than 24 had all of the technical requirements e.g., knowledge of TIBER, MITRE ATT&CK, Red Teaming and consulting experience
3. The more suitable candidates will need to relocate or work remotely from other areas of Germany or Europe
4. Most experienced candidates with 1-3 years are on €85,000+ so will not move without a significant pay rise of €95,000 or more
5. Time to hire is up to 8 weeks from start of campaign and specific skill requirements this will take longer

4. Recommendations

Recommendations to hire a candidate;

1. Hire a Junior/Graduate around €50k to €65k – 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 €95k+. Relax some of the technical requirements and accept candidates with transferable skills e.g., candidate with inhouse threat intelligence experience, international frameworks knowledge and German language skills. **FAST HIRE, FAST RETURN, 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, EXPENSIVE, NOT LONGTERM**

Also, it's worth noting in addition to the choices above I recommend an Interview Process Review – if it is possible to trim the process to a max of 3 stages this will help enormously with active candidates who are not willing to engage in longer processes and/or are in the process with other companies.