CyberSN™

Cybersecurity Roles on the Rise

Data-backed Insights for 2025

Deidre Diamond

Founder & CEO, CyberSN
Founder, Secure Diversity
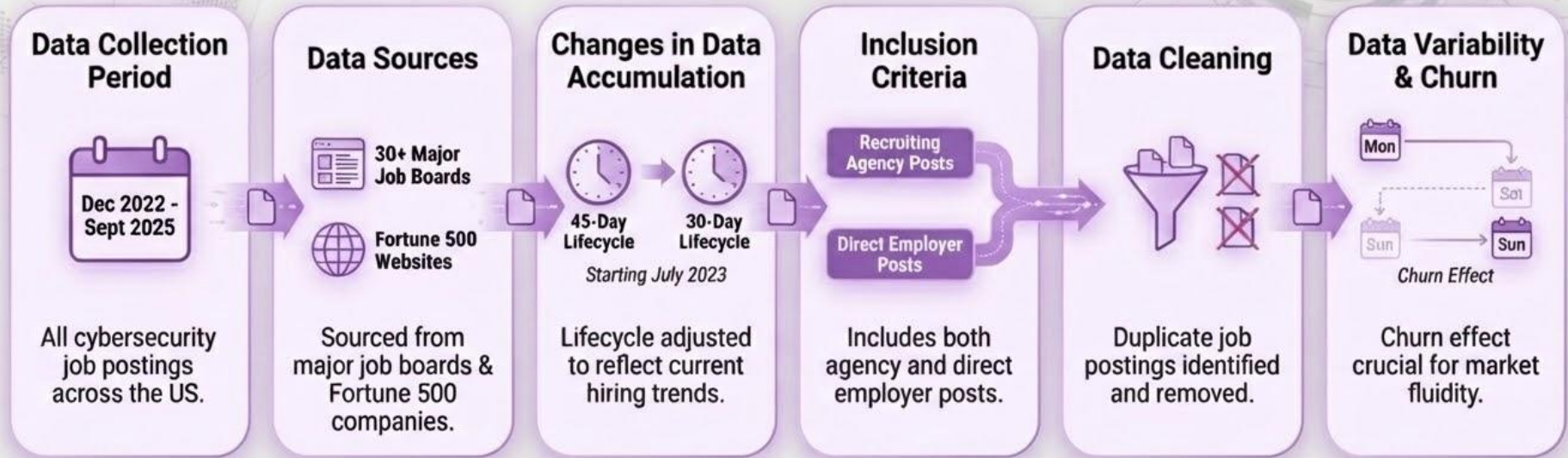Co-Founder, Day of Shecurity Conference

dd@cybersn.com

/deidrediamond

@DeidreDiamond

Data Collection Approach

Data Collection Period

Dec 2022 - Sept 2025

All cybersecurity job postings across the US.

Data Sources

30+ Major Job Boards

Fortune 500 Websites

Sourced from major job boards & Fortune 500 companies.

Changes in Data Accumulation

45-Day Lifecycle

30-Day Lifecycle

Starting July 2023

Lifecycle adjusted to reflect current hiring trends.

Inclusion Criteria

Recruiting Agency Posts

Direct Employer Posts

Includes both agency and direct employer posts.

Data Cleaning

Duplicate job postings identified and removed.

Data Variability & Churn

Mon

Sat

Sun

Sun

Churn Effect

Churn effect crucial for market fluidity.

● CyberSN

Top Categories per Cybersecurity Job Postings

Top Categories 2023

Defense
173,306

Product Security
50,626

Management
34,114

GRC
33,692

January 2023 - December 2023
Source: *CyberSN, 2023*

Top Categories 2024

Defense
157,299

Product Security
45,162

GRC
40,597

Management
32,372

January 2024 - December 2024
Source: *CyberSN, 2024*

Top Categories 2025

Defense
137,083

Product Security
40,613

GRC
38,441

Management
32,832

January 2025 - September 2025
Source: *CyberSN, 2025*

Key Insights & Trends

📈 **Management category** has already seen an **increase in job postings** from 2024 to 2025, with three months still left in the year.

🛡️ **Defense and Product Security** categories are trending to **remain steady**.

📋 Over the past three years, **Defense, Product Security, Management, and GRC** have consistently held the **top four spots**—only shifting in order.

🟡 CyberSN

Top 25 Cybersecurity Functional Roles Posted

Jan 2022 - December 2024 (3 years)

Role	Values
Security Engineer	85,697 - 67,456 - 64,300
Security Analyst	29,637 - 27,455 - 12,980
Product Security	11,465 - 12,453 - 13,092
Product Security: Cybersecurity	5,671 - 4,936 - 8,983
Management: Cybersecurity Lead	5,611 - 6,743 - 8,696
Management: Cybersecurity Director	4,719 - 4,498 - 5,720
Management: Chief Information Security Officer (CISO)	4,067 - 4,466 - 3,635
GRC	3,811 - 2,334 - 1,340
Planning	3,853 - 3,386 - 8,988
Management: Cybersecurity	3,719 - 4,498 - 5,720
Product Analyst	3,093 - 4,764 - 7,956
Offense: Red Teamer	4,067 - 4,466 - 3,635
Security Analyst	3,668 - 4,991 - 3,093
Offense: Red Teamer	3,611 - 4,466 - 3,635
Security Security Management	17,103 - 6,933 - 18,334
Management: Technical Security	16,791 - 6,457 - 12,794
Management: Security Engineer	32,423 - 5,850 - 14,856
Management: Cybersecurity Lead	25,787 - 8,957 - 58,020
Security Engineer: Lead	33,994 - 6,913 - 24,192

Jan 2025 - Sept 2025 (9 months)

Role	Value
Security Engineer	63,381
Security Analyst	33,694
Product Security	16,890
Product Security: Cybersecurity	9,908
Management: Cybersecurity Lead	7,771
Management: Cybersecurity Director	4,759
Management: Chief Information Security Officer (CISO)	4,587
GRC	5,072
Planning	5,052
Management: Cybersecurity	4,759
Security Analyst	3,290
Offense: Red Teamer	3,835
Security Analyst	2,754
Offense: Red Teamer	2,968
Security Security Management	1,558
Management: Technical Security	1,523
Management: Security Engineer	1,737
Management: Cybersecurity Lead	1,169
Security Engineer: Lead	974

Key Insight: Management and leadership roles, such as CISO and Cybersecurity Director, are seeing significant growth in job postings in 2025, while other technical roles are showing mixed trends over the past three years.

CyberSN

In-Demand Cybersecurity Roles with the Most Job Postings

These **Top 7 Functional Roles** have been in the same spot from 2024 to 2025 so far.

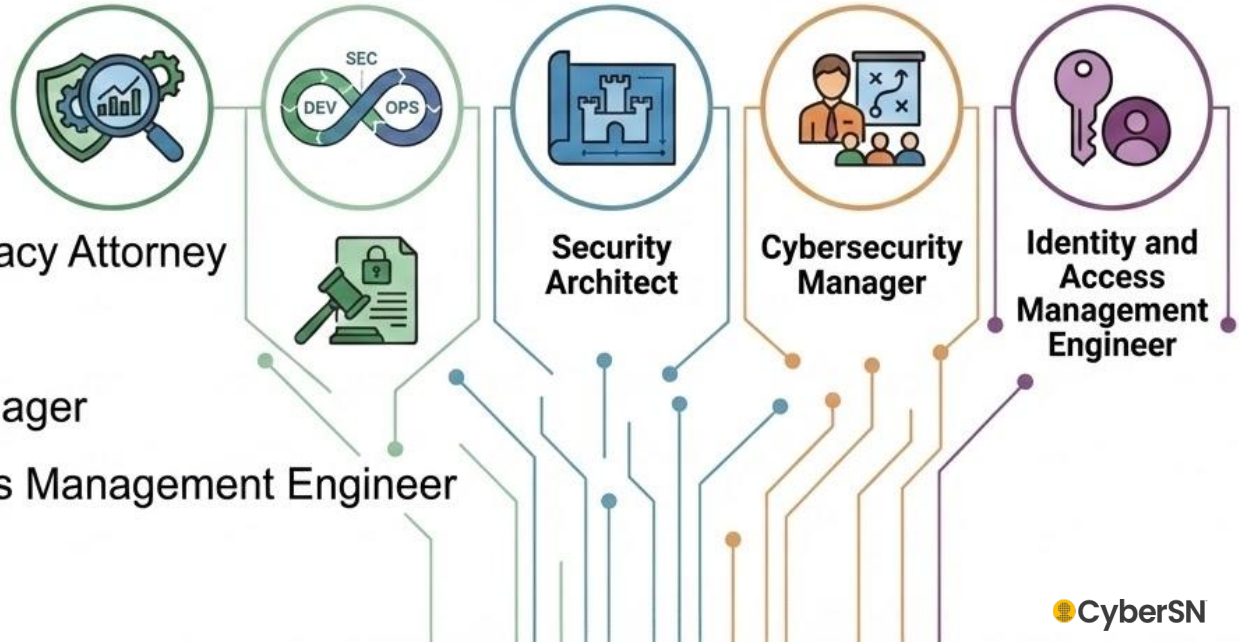1. Security Engineer
2. Security Analyst
3. DevSecOps
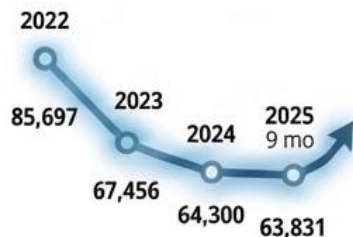4. Cybersecurity/Privacy Attorney
5. Security Architect
6. Cybersecurity Manager
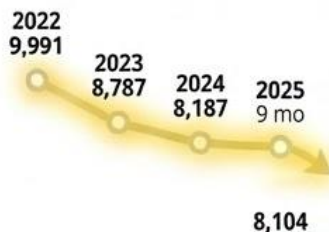7. Identity and Access Management Engineer

SEC
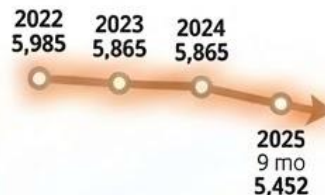DEV OPS

Security Architect

Cybersecurity Manager

Identity and Access Management Engineer

CyberSN

Cybersecurity Jobs Year over Year

Security Engineer
2022 85,697
2023 67,456
2024 64,300
2025 9 mo 63,831

Cyber Privacy Attorney
2022 18,746
2023 15,962
2024 22,465
2025 9 mo 21,396

Cyber Risk Analyst
2022 9,991
2023 8,787
2024 8,187
2025 9 mo 8,104

Penetration Tester
2022 5,985
2023 5,865
2024 5,865
2025 9 mo 5,452

Product Security Engineer
2022 9,373
2023 3,981
2024 4,462
2025 9 mo 4,292
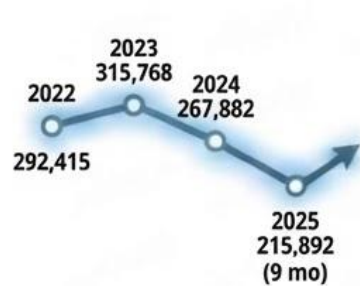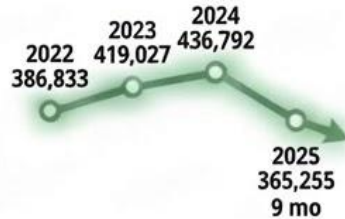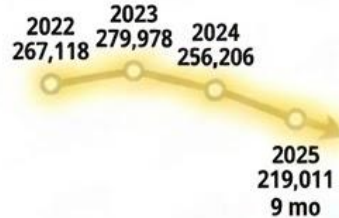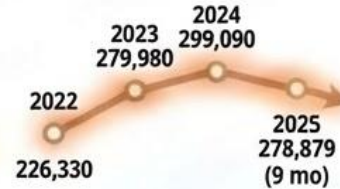
2025 Key Takeaways

The 2025 snapshot reflects a cyber workforce entering an **operational maturity phase** with stronger governance accountability and AI-era threat adaption.

Top Roles Holding Steady

- The top seven cybersecurity functional roles for both 2024 and 2025 remain in the same position.
- All roles from 2024 appear in the 2025 top 25, except for **Reverse Engineer**, replaced by **Data Security Engineer**.

Management on the Rise

- **Management roles increased** across the board, showing strong category growth.
- **CISO** postings hit their **highest levels** since 2022.
- **Cyber Lead** and **Cybersecurity Director** roles both saw significant increases compared to last year.

Technical Specialists Trending Up

- **Red Teamer** postings hit their **highest levels** since 2022.
- **Cyber Sales Engineer** demand also rose year over year.

CyberSN

Factors

Maturing Security Practices & Leadership Growth

CISO postings have reached record levels, reflecting fewer CISOs in the market and longer retention in roles. Organizations are investing in **accountable, long-term cyber leadership** driven by:

- **SEC disclosure requirements**
- **Board and investor scrutiny**
- **AI-era governance and compliance expectations**

Rising **Director** and **leadership** roles reinforce this shift, signaling a focus on **strategic oversight, capability optimization**, and **long-term resilience**.

AI's Impact on SOC Roles

AI replacing traditional SOC functions explains why **Security Analyst** roles aren't increasing — an expected shift with potentially long-term effects on the entry-level talent pipeline.

The minor decrease in non-leadership job posting continues the trend of automation, AI augmentation; illustrating that cyber hiring is more cost-scrutinized than recession-impacted continuing, as organizations focus on optimizing capability rather than increasing headcount.

Sales Shift: Technical Expertise Over Account Management

The rise in **Sales Engineer** roles makes sense — organizations are replacing non-technical account managers with technical sellers who can **do more with less**.

CyberSN

Key Observations

2023

FTE hiring went on hold and then consulting, contracting, and MSSP outsourcing went up.

2024

Consulting, contracting, and MSSP outsourcing still up and now FTE hiring is bouncing back. Companies are outsourcing talent to outside the U.S.

2025

More layoffs, more outsourcing, and more burnout; low unemployment. Trend of **automation**, AI augmentation; illustrating that cyber hiring is more cost-scrutinized than recession-impacted continuing, as organizations focus on optimizing capability rather than increasing headcount.

CyberSN