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PRIVACY AS A CAREER

TSAARO ACADEMY EXCLUSIVE SURVEY REPORT



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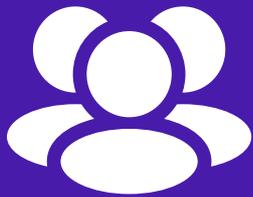
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1.

ABOUT US

01 | ABOUT US

Tsaaro Academy is already home to industry leaders in Data Privacy, and we aim to unite Data Privacy professionals to come together and solve the talent gap in the global market with a unique privacy certification training platform. We have awarded certifications to over 1200+ Data Privacy experts through its practical-approach-based training program within a year of inception.

All organizations, regardless of size, must now implement the proper policies and procedures to protect client data. No company can afford to handle and maintain customer personal information without adequate security and privacy precautions. A data breach could result in a loss of revenue and reputation.

There is still a knowledge gap in privacy, despite the fact that corporations and professionals are already accepting them. We want to fill this gap in the market for global data privacy by establishing a global network of privacy experts that can support one another. Tsaaro Academy's mission is to help people start careers in data privacy by providing the best training and education available. As an authorized IAPP training partner, we provide the CIPP, CIPT, and CIPM, CISM, PECB Courses and our in-house courses such as CT-DPO credentials in addition to real-world expertise through our consulting practice at Tsaaro Solutions.



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2.

INTRODUCTION

2.1 | WHAT IS THE FUTURE OF PRIVACY JOB MARKET?

People's lives are progressively migrating online. Business is done using collaborative tools, transactions are completed through e-commerce, and social relationships are maintained across various social networks. As the volume of data on the internet expands, so does anxiety about data privacy.

As a result, according to the United Nations Conference on Trade and Development, 137 countries, or 70 per cent, have legislation in place to provide data and privacy protection. Another 10% presently have draft legislation. As the legal environment surrounding privacy evolves, firms are working hard to comply and secure the information they retain, but they need to comprehend how. This is where data privacy professionals come in.

There are numerous opportunities for those interested in a career in data privacy. LinkedIn has over **119,000** available listings for "data privacy employment." Glassdoor presently lists over **85,000** open positions. The different pathways professionals might take as they grow an intriguing part of a career in data privacy. As an example, Data privacy specialists frequently manage day-to-day compliance responsibilities, while Data privacy managers may seek to map organizational data flow, improve data privacy training and awareness throughout an organization's business units and workers, and monitor, flag, and resolve possible privacy problems.

For the most technically minded, data privacy analysts provide solutions and automated controls to support the organization's privacy infrastructure.

2.2 | OPPORTUNITIES IN THE FIELD

ISACA survey report highlights that both legal/compliance (46 percent of respondents) and technical privacy roles (55 percent of respondents) at enterprises are understaffed, and the issue has only worsened since last year. Forty-one percent also report that the biggest challenge in forming a privacy program is a lack of competent resources.

According to the Data by IAPP and TRU;

22%

Privacy pros saw an increase of 22% in compensation, generally commanding around \$20,000 to \$30,000 more per year for the same roles. A similar jump is expected to happen again by 2023.

30%

There was a 30% increase in data privacy jobs in the previous year, with projections that the trend will continue through 2022 and beyond.

70%

137 out of 194 countries now have data protection legislation in place.

21%

Reports by 'Cyber seek' claim that cybersecurity roles take 21% longer to fill than other IT positions, and there is a "dangerous" global lack of cybersecurity expertise, particularly among privacy professionals.

\$141,000

Average salary of a Privacy Professional in 2021

6 IN 10

Privacy Professionals received a raise over the past year

\$200,000

The Median Salary of a Chief Privacy officer



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3.

CAREER IN
PRIVACY

3.1 | GROWING DEMAND

Our world is filled with screens, so as data collection by data fiduciaries increases, data privacy and security demand has increased. This is especially true after some countries introduced laws related to data privacy, such as GDPR, CPRA, or the Digital data protection Bill, 2022, which resulted in increased demand for data privacy as a Career. As technology advances and regulatory requirements related to data privacy increase, we need people who truly understand how to balance law and technology for a positive impact.

3.2 | SKILLS REQUIRED FOR PRIVACY PROFESSIONALS

The following are some of the primary skills that are essential to developing, given the increased demand for data privacy:

DATA MANAGEMENT

Including categorization and storage, must be very clearly understood by the technical team

LEGAL REQUIREMENTS

One must be aware of how to translate legal demands like the "right to be forgotten" into tools like data deletion capabilities.

INFORMATION SECURITY

A fundamental competence must be understanding information security and risk management.

TECHNICAL CONCEPTS

Strong communication skills are mainly required in order to be able to understand technical concepts and communicate them with the team

INTERNATIONAL PRIVACY LAW

Understanding this regulation and how data is stored in the cloud is equally essential.

3.3 | NEED FOR PRIVACY PROFESSIONALS

We are a global economy, and with the need to transfer and use data in our daily lives, we know that data can be altered or misused, or even there is a chance of theft.

We have already witnessed some famous examples of this, such as the Cambridge Analytica data scandal and Aadhar database breaches, whereas other cases of data breaches are also there.

Therefore, privacy professionals are needed, and as more regulation comes into play, trained privacy professionals will continue to be required.

3.4 | CAREER IN DATA PRIVACY

A variety of career choices are available to privacy professionals and students. Examples include:

- **Data Privacy Experts:** Handle routine compliance tasks, including data protection impact assessments.
- **Data Privacy Managers:** Improve training and understanding of data privacy and monitor any potential privacy risks.
- **Chief Privacy Officer: Chief:** The role is of a senior executive at the highest level of management who will be towards implementing Data Privacy Strategies.
- **Data Privacy Analysts:** Create solutions and maintain the company's privacy infrastructure.

In addition, larger businesses may find that they need data privacy teams or departments that focus on reporting on legal compliance.

3.5 | WHAT ARE THE MOST TALKED ABOUT ROLES IN DATA PRIVACY?

In India, we recently passed a Digital Personal Data Protection bill, 2022, which mandates the need for a Data Privacy Officer to protect data.

- **Data Protection Officers:** Once the law is in effect, we will observe thousands of requirements.
- Companies have realized the necessity of hiring data privacy professionals.
- **C-suite executives** and **Chief Privacy Officers:** Large firms in India are also hiring for these positions.

OTHER COUNTRIES

With the introduction of GDPR, CCPA, and PDPL it's noted that data privacy trends have changed away from the singularly talked-about role of the Data Protection Officer, who is unable to manage alone, and towards other departments like HR representatives, Marketing, and Legal, which will need to be responsible for data processing.

As opportunities increase, new roles are created, and the escalation of the Chief Data Officer (CDO), is on increase and there can be a chance of the creation of different opportunities for this domain.



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CERTIFICATIONS

4. | PRIVACY CERTIFICATION

Professionals looking to create a career in Data Privacy can look up to various internationally recognized certifications that attest to their privacy expertise. For hiring purposes, many companies usually rely on these certifications:

CIPP/US & CIPP/E

To comprehend the privacy laws and regulations in the U.S. and Europe.

CIPM

From a management standpoint, it is for privacy.

CIPT

It is used to implement privacy in systems.

DCPP

To help you take your first step in the field of Data Protection.

CT-DPO

To ensure you are ready to up the role of a Data Protection Officer.

DCPLA

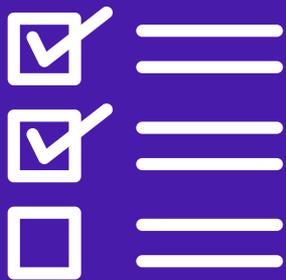
Ensure you are well-trained to ensure privacy management in your organization.

CDPSE (CERTIFIED DATA PRIVACY SOLUTIONS ENGINEER)

For IT professionals who work with technology and then store, collect and transport personal information.



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5.

STEPS TO ENTER THE PRIVACY DOMAIN

5 | STEPS FOR YOU TO ENTER THE PRIVACY DOMAIN

EARN A DEGREE

You can get a bachelor's degree in a suitable subject like computer science or information security to start your professional path as a data protection officer. Some data officers might also hold a graduate degree, such as a master's degree, which can help develop their knowledge of data laws and legal procedures. In such circumstances, you can also seek a degree in business administration or finance. In this instance, you may also gain job experience to supplement your education.

Law students and lawyers in transition can concentrate on courses in cybersecurity or data privacy in addition to studies in adjacent fields like international law, intellectual property, constitutional law, e-discovery, or other related technology to prepare for a job in data privacy. Additionally, CLE seminars and non-legal business and computer science courses are also available to practicing attorneys and law students. The cutting-edge and practical facets of the work of data privacy specialists can be better understood by recognizing how privacy and data protection affect one's life. A technical background is not necessary, though it might be helpful.

EARN A PRIVACY CERTIFICATIONS

If you are willing to switch your current profession or are willing to kick start your career as a data and privacy professional then it is a must for you to hold some privacy certifications. Professional Privacy certifications One or more International Association of Privacy Professionals (IAPP) Certifications such as DPO, CIPP/E, CIPP/US, and CIPM may be required. ISACA certifications in governance and risk management (e.g., CRISC, CGEIT, etc.) can sometimes be preferred.

The exact requirements may vary, you can seek certification through the International Association of Privacy Professionals or the Information Systems Audit and Control Association. These certification programs offer training in specific data protection policies, procedures, and technology. Earning these certifications can demonstrate your skills, training, and commitment to the field.

EXPERIENCE

You must have five to ten years of professional experience in a sector like data privacy and policy, privacy legislation, compliance, or risk management before commencing a career as a data protection officer. Though the experience needed varies depending on the company, think about looking for entry-level jobs in the data privacy field and honing your skills. Through these roles, you can also expand your professional network.

FIND JOB OPPORTUNITIES

Once you have earned the necessary education, experience, and privacy certification, you can apply for relevant privacy professional roles. There are numerous opportunities for someone interested in a career in data privacy. Currently, LinkedIn has approximately 119,000 "data privacy jobs" available. The different career paths that data privacy specialists can choose from as they grow are intriguing parts of the field. For instance:

Daily compliance responsibilities, including privacy assessment documents like Data Protection Impact Assessments (DPIAs) required by GDPR, are frequently managed by Data Privacy Professionals.

Data Privacy Managers may endeavor to map organizational data flows, improve data privacy education and awareness across business units and employees of an organization, monitor and identify any privacy problems, and offer suitable solutions.

Daily compliance responsibilities, including privacy assessment documents like Data Protection Impact Assessments (DPIAs) required by GDPR, are frequently managed by Data Privacy Professionals.



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6.

SURVEY INSIGHTS

6.1 | WHY DID WE CONDUCT THIS SURVEY?

Tsaaro Academy wanted to understand the current stage and trends in the Privacy job market, how Privacy as a Career is looked up to in-depth, and to derive insights on the same. The people already present in the privacy domain or who would like to get a head start in this domain would be the perfect audience to throw some light on this topic.

We adopted an approach to creating a set of specific unique questions targeted to understand Privacy- As a Career Choice and Privacy Job Market and also understand one's expectations, and satisfaction from the domain, from the perspective of Privacy Enthusiasts.

Tsaaro Academy also wanted to understand the audience's approach towards the Privacy Certifications and how these certifications have helped them enter the Privacy Domain or get a considerable boost in their Privacy career. We could also gain insights into the audience who already hold a Privacy certification and the audience who would like to get privacy certified in the future, which helped us to understand the interests and importance of the certificates in the minds of Privacy Enthusiasts.

6.2 | THE APPROACH

To research and identify Privacy as a career and its benefits, educational background, this survey prioritizes their experiences within the broader framework of evidence that has been developed by conducting focus group research with different groups, Privacy Professionals, and Students interested in the Privacy Field around the country. Tsaaro Academy sent out the survey to elders via different platforms, following a particularly multidisciplinary approach to the research framing and interpretation of results. In order to keep the findings and processes involved in the survey transparent, we have decided to provide the readers with the steps undertaken to conduct this survey. The adjoining flowchart depicts the motive, procedures, and steps taken up by Tsaaro Academy to conduct the survey.

1

RESEARCH

Tsaaro Academy's team studied analyzed various reports on the privacy job market, and top privacy certifications and formulated the questionnaire accordingly.

2

DISTRIBUTE

The survey was sent out to Privacy Professionals, Students, and other participants via different platforms to ensure maximum participation.

3

ANALYZE

All the survey participants answered and provided us with their experiences and insights relating to the issue.

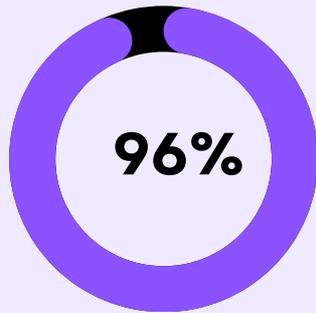
4

CREATE

All the received responses were curated and further presented by Tsaaro Academy in the following report.

6.3 | SURVEY INSIGHTS

SEGMENT ONE: GROWING INTEREST IN THE FIELD



of the total respondents were recorded to be working Privacy Professionals.

90%

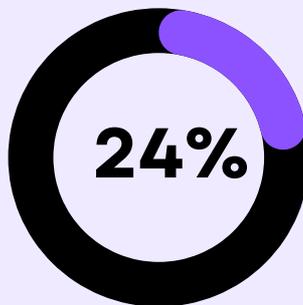


of the survey audience were of the opinion that the job opportunities in the Privacy field are expected to grow exponentially.

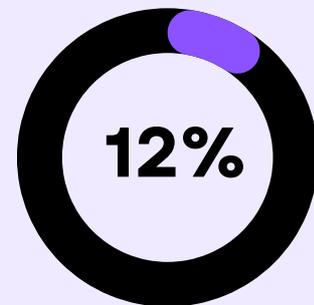
Below infographic depicts the average working experience of the survey audience:



working professionals had less than 1 year of work experience.



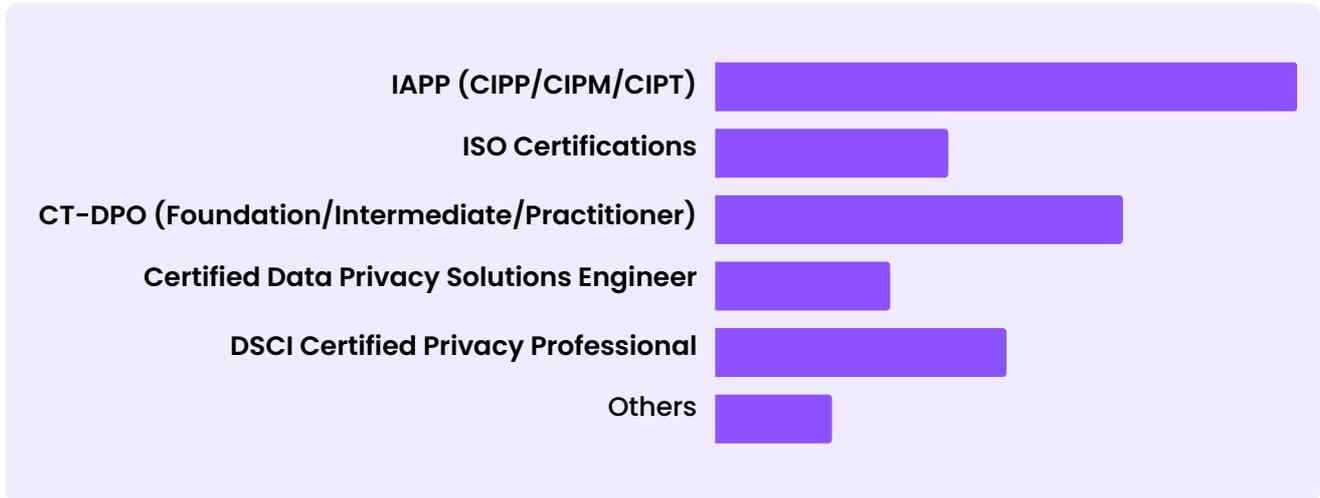
working professionals had a work ex between 1-3 years.



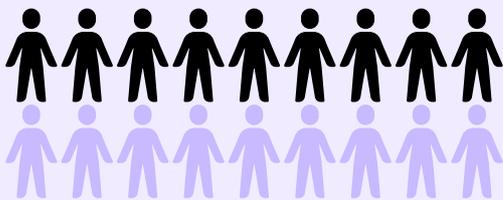
working professionals had a work ex between 3 - 10 years.

SEGMENT TWO: ROLE OF PRIVACY CERTIFICATIONS

List of Top Privacy Certifications held by the survey audience :



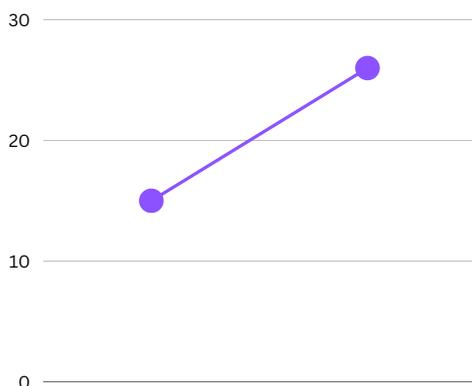
Boost in career with respect to Promotions and Hikes after getting a Privacy Certification:



73%

of the employed respondents who completed a privacy certification, and experienced promotion and a salary hike in their profiles.

Average percentage of Hike received by survey audience after attaining a Privacy Certificate:



The survey takers who attained certificate experienced a 15-23% Hike in their current packages after completion of a certification.

SEGMENT THREE: BACKGROUND, JOB SATISFACTION & SALARY OF PROFESSIONALS WORKING IN THE INDUSTRY

Education Background of the Privacy Professionals:



Average Job satisfaction recorded:

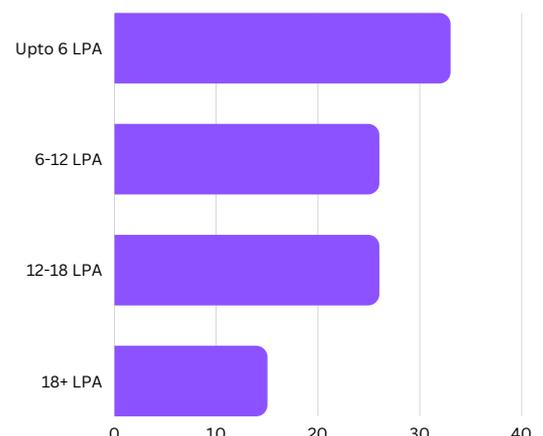
An average rating of 7.44 out of 10 was recorded for the current job profile satisfaction. The highest rating of 10 was given by 24% of the respondents, and the lowest rating of 4 was given by 12% of the respondents.



7.44 out of 10

Salary bracket of the Survey Audience (In per annum):

33% of the survey takers had a salary of up to 6LPA, 26% of them had 6-12LPA, 26% of them had 12-18LPA and 15% of them had a package of 18+LPA.



6.4 | SUMMARY OF THE FINDINGS

This survey has helped us understand the field of Data Privacy, its growth, the opportunities there, and more from a perspective of a Privacy Professional and a Student. Through this survey, we've come to realize that the public, in general, is very keen on starting their journey in the Privacy Field, and the professionals already in the field are happy with the Industry in terms of Job satisfaction and the salary offered. And this is just the beginning of the spectrum, it is going to increase in the coming future exponentially.



GROWING INTEREST IN THE FIELD

- 96% of the total respondents were recorded to be working professionals.
- 90% of the survey audience were of the opinion that the job opportunities in the Privacy field are expected to grow exponentially.

PRIVACY CERTIFICATIONS

- 55% of the employed respondents who completed a privacy certification, experienced a promotion and a salary hike in their profiles.
- The survey takers who attained certificates experienced a 15–23% Hike in their current packages immediately after the certification.



SALARY & JOB SATISFACTION

- An average rating of 7.44 out of 10 was recorded for the current job profile satisfaction.
- 33% of the survey takers had a salary of up to 6LPA, 26% of them had 6–12LPA, 26% of them had 12–18LPA and 15% of them had a package of 18+LPA.



WHY TSAARO ACADEMY?

In Tsaaro Academy our Mission is to bridge this talent gap in the global market and build a global community to unite data privacy professionals across the world who can support each other in their professional journeys.

As a leader in Privacy education, we have trained more than 1000 professionals in the last 1 year. As we aim to take this number higher each day, we understand that each learner and professional is unique and provide various opportunities for them to interact with industry experts, share information regarding jobs available in the market, and assist with one-on-one interactions for guidance from trainers and experts.

Akarsh Singh
(CEO & Co-Founder, Tsaaro & Tsaaro Academy)

Akarsh is a Fellow in Information Privacy by IAPP, the highest certification in the field of privacy. His expertise lies in Data Privacy and Information Security Compliance.

Rohit Jain
(Director Privacy Technology, Tsaaro)

Rohit is the head of the technology department at Tsaaro and is experienced in ensuring the incorporation of Privacy into networked data systems and technologies by default.

Krishna Srivastava
(Co-Founder & Head - Cyber Security, Tsaaro)

Krishna is a Fellow in Information Privacy by IAPP. He has vast experience in Information Security and Data Privacy Compliance.

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