



CHRIS EDWARD
— CONSULTING —

Cyber Security

2023

COMPENSATION GUIDE

2023

OVERVIEW

Since 2017, Chris Edward Consulting (CEC) has had and continues to have in-depth conversations with key personnel--candidates, hiring managers, and C-suite executives--within the Cyber Security Technology spaces. The information provided in this 2023 Compensation Guide is based on data gathered by Chris Edward Consulting from sources including compensation and benefits professionals and offer letters over the past five (5) years.

The past couple of years have seen a shift in the workforce, with people refusing to settle for jobs that leave them unhappy, and millions of Americans have quit their jobs. This era has been coined the "Great Resignation". A byproduct of this philosophical shift in the workplace has also resulted in the "Great Hiring", as companies seek to leverage newly available talent to meet their aggressive growth goals. The pandemic has also changed what employees care about, and greater importance has been placed on seeking higher compensation and flexible working arrangements. As a result, companies have begun to adapt to these changing workforce trends to attract and retain top talent. Today, we're seeing unprecedented increases in sales, sales engineering, and customer success compensation.

Furthermore, technology specifically developed in these spaces have allowed organizations and their workforces to become more decentralized, with many companies embracing remote work to varying degrees with a high level of success. While remote hiring is still a way for companies to reduce overhead costs, the decentralization of the workforce along with the maturation of the hybrid work environment is resulting in a flattening of compensation across the country, with the delta shrinking between compensation in high-cost regions--such as San Francisco and New York--in comparison with other cities.



As companies adapt to the new trends, we've updated the structure of our compensation guide to reflect these recent changes. For example, we've added new data for the compensation of Direct and Channel Sales, Customer Success Managers, and Solution Architects, for both individual and leadership roles for the entire US. It's no longer enough to be within the average salary range when offering compensation for potential hires. It's the benchmark that companies strive to be if they want to have an extensive candidate pool and hire rapidly to meet their growth goals. If companies offer compensation below this benchmark, hiring top talent will take much longer, and the candidate pool they work from is much smaller. Conversely, overpaying for talent may yield a larger candidate pool, but at diminishing returns.

Competition for talent is fierce, and if companies want to scale rapidly, they need to meet candidates' salary expectations. There's a fine balance to navigating the ever-shifting compensation conversation and CEC is here to help navigate those waters.



KEY STATS

5-15%+

Increase in compensation, the biggest jump in 10 yrs

65%

Of companies don't plan to switch compensation based on remote locations

1 year

Remote workers stay at jobs on average 1 year longer

10 -20%

Of companies expect to pay more for in office vs remote

50%

Of candidates that resign will be counter-offered by their current employer

57%

Of employees accept counter offers made to them

TARGET COMPENSATIONS

Not including RSU's

Individual Contributor "IC"

EXPERIENCE POSITION	1-3 years Target comp	3-5 years Target comp	5+ years Target comp
Channel Sales Manager	\$180K - \$210K OTE On a 60/40, or 50/50 split	\$210K - \$250K OTE On a 60/40, or 50/50 split	\$250K - \$300K OTE On a 60/40, or 50/50 split
Sales Engineer	\$180K - \$200K OTE On a 70/30, OR 80/20 split	\$200K - \$220K OTE On a 70/30, OR 80/20 split	\$220K - \$240K OTE On a 70/30, OR 80/20 split
Customer Success Manager	\$70K - \$90K OTE On a 80/20 split	\$90K - \$110K OTE On a 80/20 split	\$110K - \$130K OTE On a 80/20 split
Commercial Sales	\$170K - \$200K OTE On a 50/50 split	\$200K - \$230K OTE On a 50/50 split	\$230K - \$250K OTE On a 50/50 split
Enterprise Sales	\$260K - \$280K OTE On a 50/50 split	\$280K - \$300K OTE On a 50/50 split	\$300K - \$320K OTE On a 50/50 split
Global Account	\$290K - \$310K OTE On a 50/50 split	\$310K - \$330K OTE On a 50/50 split	\$330K - \$350K OTE On a 50/50 split

First Line Management

EXPERIENCE POSITION	1-3 years Target comp	3-5 years Target comp	5+ years Target comp
Director of Channel Sales	\$275K - \$290K OTE On a 60/40 split	\$290K - \$310K OTE On a 60/40 split	\$310K - \$330K OTE On a 60/40 split
Director of Sales Engineering	\$220K - \$240K OTE On a 70/30, OR 80/20 split	\$240K - \$260K OTE On a 70/30, OR 80/20 split	\$260K - \$280K OTE On a 70/30, OR 80/20 split
Director of Customer Success	\$120 - \$130K OTE On a 65/35 split	\$130K - \$150K OTE On a 65/35 split	\$150K - \$170K OTE On a 65/35 split
Director of Commercial Sales	\$240K - \$260K OTE On a 60/40 split	\$260K - \$280K OTE On a 60/40 split	\$280K - \$300K OTE On a 60/60 split
Director of Enterprise Sales	\$270K - \$290K OTE On a 60/40 split	\$290K - \$310K OTE On a 60/40 split	\$310K - \$340K OTE On a 60/40 split
Director of Global Account	\$290K - \$310K OTE On a 60/40 split	\$310K - \$330K OTE On a 60/40 split	\$330K - \$360K OTE On a 60/40 split

Second Line Management

EXPERIENCE POSITION	1-3 years Target comp	3-5 years Target comp	5+ years Target comp
Regional VP of Channel Sales	\$330K - \$350K OTE On a 60/40 split	\$350K - \$370K OTE On a 60/40 split	\$370K - \$390K OTE On a 60/40 split
Regional VP of Sales Engineering	\$260K - \$280K OTE On a 70/30, OR 80/20 split	\$280K - \$310K OTE On a 70/30, OR 80/20 split	\$310K - \$330K OTE On a 70/30, OR 80/20 split
Regional VP of Customer Success	\$170K - \$190K + Bonus based on GP or KPI	\$190K - \$210K + Bonus based on GP or KPI	\$210K - \$230K + Bonus based on GP or KPI
Regional VP of Commercial Sales	\$300K - \$320K OTE On a 60/40 split	\$320K - \$340K OTE On a 60/40 split	\$340K - \$360K OTE On a 60/40 split
Regional VP of Enterprise Sales	\$350K - \$380K OTE On a 60/40 split	\$380K - \$400K OTE On a 60/40 split	\$400K - \$420K OTE On a 60/40 split
Regional VP of Global Account	\$380K - \$400K OTE On a 60/40 split	\$400K - \$420K OTE On a 60/40 split	\$420K - \$450K OTE On a 60/40 split

Vice President of US

EXPERIENCE POSITION	1-3 years Target Comp	3-5 years Target Comp	5+ years Target Comp
VP of Channel Sales	\$380K - \$420K OTE On a 60/40 split	\$420K - \$460K OTE On a 60/40 split	\$460K - \$500K OTE On a 60/40 split
VP of Sales Engineering	\$330K - \$350K OTE On a 70/30, OR 80/20 split	\$350K - \$370K OTE On a 70/30, OR 80/20 split	\$370K - \$390K OTE On a 70/30, OR 80/20 split
VP of Customer Success	\$230K - \$250K OTE On a 60/40 split	\$250K - \$280K OTE On a 60/40 split	\$280K - \$310K OTE On a 60/40 split
VP of Commercial Sales	\$360K - \$400K OTE On a 60/40 split	\$400K - \$430K OTE On a 60/40 split	\$430K - \$460K OTE On a 60/40 split
VP of Sales	\$450K - \$475K OTE On a 60/40 split	\$475K - \$530K OTE On a 60/40 split	\$530K - \$600K OTE On a 60/40 split