

DORA Talent Outlook

Supply, Demand & Skills for Digital Operational Resilience

What is DORA?

An EU regulation that aims to make the financial sector more resilient to digital and IT-related disruptions. It sets common rules for managing ICT risks, reporting incidents, testing operational resilience, and controlling risks from third-party tech providers. The rules apply to financial institutions as well as the key ICT providers they rely on.

DORA turns operational resilience into auditable, enforceable regulatory capability, Not a “one-time project”

DORA implementation	Details
Published	Dec 2022
Applies from	17 of Jan 2025
Entities affected (Germany)	3,600+ financial entities
Scope breadth	20+ types of financial entities + critical ICT third parties
Penalties (org)	Up to 2% of global turnover
Penalties (individuals)	€1M+ possible for leadership
German implementation	Finanzmarkt-Digitalisierungsgesetz (late 2024)

DORA Hiring Pressure (Germany)

Hiring Volume & Trend

Metric	Last 30 days (approx)	Last 90 days (approx)	Change (90d vs 30d)
DORA-explicit job postings	~30	~80	+167% (surge in roles as deadline passed)
Companies posting DORA roles	~20	~45	+125% (more firms entering the fray)

The trend shows a sharp increase as many firms ramped up hiring ahead of and after the Jan 2025 compliance date.

Supply vs Demand (Talent Pool vs Open Roles)

Metric	Estimated value
Open DORA-related roles (Germany)	~150-200
Addressable talent pool (Germany)	~100 candidates
Supply/Demand ratio	~0.5-0.7 : 1

A ratio below 1 means more roles than available profiles (a severe shortage).

Sources: Indeed+LI job counts and market analysis.

DORA Talent Landscape

Roles + Pay

Top roles

Role	Share of role
Operational Resilience Manager/Lead	25% (most common)
ICT Risk Manager / Officer	~15%
Incident Response / Incident Reporting	~10%
Third-Party Risk / Outsourcing	~10%
Compliance Manager (DORA)	~10%
DORA Program Lead/Expert	~5% (growing)
<i>Others (BCM Manager, IT Auditor, etc.)</i>	<i>~25% combined</i>

Salary Benchmarks

Level	Permanent salary	Freelance day rate
Junior/Analyst	€50k–€70k	€400–€600/day
Mid (Manager/Consultant)	€80k–€110k	€600–€800/day
Senior/Head	€120k–€150k+	€800–€1,000+/day

→ Salaries have been rising due to talent scarcity and regulatory pressure. DORA-related roles saw pay increases of ~20–30% in the past year in Germany.

Contract Type	Share of Roles (Est.)
Permanent (FTE)	~70%
Freelance/Contract	~30%

→ A high contract share (**about 30%**) is notable. This signals urgent compliance needs and limited in-house capability to meet regulatory deadlines ASAP.

German Fintech Focus

Our Brief:

- Freelancer
- role: Incident Response Specialist (DORA Regulation)
- 6-12 Month contract

Key Objectives

- Implement DORA effectively
- Lead and support incident response processes
- Support internal and external audits
- Operate confidently in regulated environments
- Excellent experience in regulatory frameworks (NIS2, ISO27001, etc.)

Our Approach

- Connecting with our network
- CVs provided within 24 hours of starting the search
- Referenced profiles from our network
- Support the recruitment process: preparing candidates for IVs, scheduling IV's, relaying feedback, rate negotiations, onboarding support

Clients Comments:

- Great collaboration and strong project organization led to the achievement of significant milestones within the first six months, ahead of the planned timeline.
- A valuable addition to both the project and the team, resulting in a six-month extension.

The Outcome

- Successful first 6 months of the contract, 6 month extension
- Achieving project milestones ahead of timeline
- Good communication and organization of the project
- Valueable for projects and team

About PCN

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