

Germany's InfoSec Talent in Fintech

Benchmarks and insights to hire effectively in
a competitive and regulated environment

PCN's Market Insights arm reflects our commitment to being a source of knowledge for the industry. By sharing research, trends, and market intelligence, we help companies and professionals stay informed, prepared, and ahead of change.

This report offers a comprehensive, data-driven view of the information security hiring landscape in Germany's fintech sector. Designed for **CISOs, CTOs, HR leaders**, and hiring managers, it highlights:

- Current salary benchmarks and compensation trends
- In-demand roles and certifications (Security Analyst, Security Architect, CISO)
- Key hiring challenges including regulatory and language constraints
- Industry-specific dynamics driven by DORA, NIS2, and ISO frameworks

Scope: Germany only

Fintech sector Timeframe: 2025–2026

Urgency & Market Drivers

| Indicator | Value |
|--|------------------------------------|
| InfoSec professionals needed (by 2026) | ~106,000 |
| Companies reporting InfoSec talent gap | 9 out of 10 |
| Direct damages from cyber incidents in '24 | €202B+ |
| German firms under DORA regulation | ~3,600 |
| Regulation pressure | DORA, NIS2, ISO 27001, GDPR, BaFin |

Germany's fintech sector faces a perfect storm of rising cyber threats, regulatory pressure, and a severe security talent gap.

The Hiring Bottleneck

| Challenge | Impact |
|----------------------|---|
| Language barrier | Most fintechs require German fluency |
| Budget limitations | 80% of public orgs can't match private sector offers |
| Low automation usage | Only 20% of firms use automation in security tasks |
| Willingness to train | 86% of orgs open to upskilling junior hires |

Even motivated employers struggle to find candidates meeting experience, certification, and language expectations.

50%

of public job ads attract
<10 applicants

48%

of teams can't find senior-
level candidates

Salary Benchmarks

| Role | Salary Range (€) |
|-------------------------------------|------------------|
| Consultant / IT Security analyst | 50-70k |
| IT Risk / Compliance Manager | 70-90k |
| Information Security Officer | 90-110k |
| CISO | +110k |

Note: Salary levels vary depending on the company's size.



Salary Factors:

Munich/Stuttgart salaries: 10–15% above Berlin

Certifications boost pay: +5–25%

Skills & Certification Demand

- Cloud Security (AWS, Azure, GCP)
- Incident Response, Threat Monitoring (SIEM)
- ISO/IEC 27001, GDPR, DORA, BaFin (BAIT/MaRisk)
- Risk Management, GRC, DevSecOps, Zero-Trust

66%

of hiring managers prefer certified candidates, even at entry level.

| Role | Preferred Certifications |
|-----------------|---|
| Analyst | Security+, GIAC, ISO 27001 (basic) |
| Engineer | CEH, OSCP, AWS/Azure Security |
| Architect | CISSP, ISO 27001 Lead, Cloud Security Certs |
| Risk/Compliance | CISM, CRISC, ISO 27001 Auditor |
| CISO | CISSP, CISM, CISA, GDPR |

Strategic Outlook

- **Broaden search:** Target bilingual or international talent with integration support
- **Shift hiring mindset:** Prioritize certs + potential over rigid seniority
- **Build pipelines:** Train junior talent into GRC-compliant InfoSec experts
- **Invest in compensation:** Compete with top fintechs on salary and career path

Why Partner with Us

- Deep expertise in German-speaking InfoSec recruitment
- Proven placements in DORA/NIS2-compliant roles
- Skilled in matching certified, regulatory-aligned talent with fintech hiring needs

About PCN

With over 15 years of experience and a global network of 150,000+ industry professionals, PCN is a recruitment and market intelligence firm specializing in fintech and payments.

We connect top-tier talent with leading and innovative companies across Europe and the U.S., helping shape the future of digital finance.



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