

FRASER OF ALLANDER INSTITUTE

The Cyber Security Industry in the UK and Scotland



EDITION 7

FEBRUARY 2026

This is part of a series [Driving Growth: Innovation and Sustainability in Scotland](#) which is a series of research topics and podcasts discussing the Scottish economy and key opportunities to improve growth.

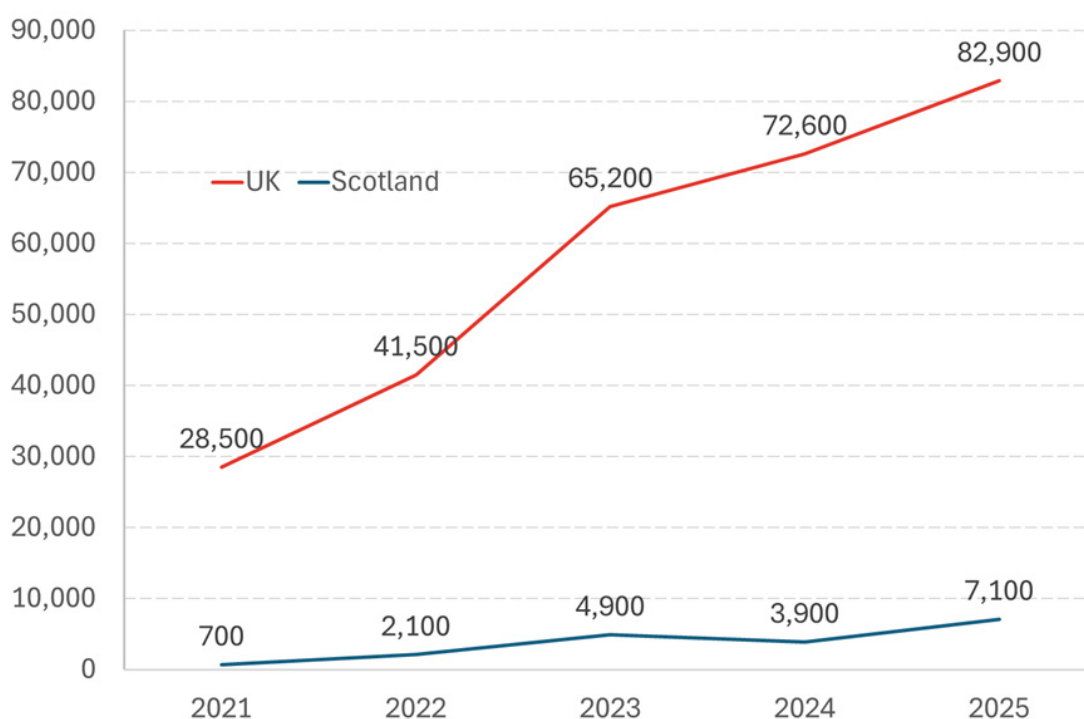
Cyber security professionals are essential because they protect the systems, data, and networks that modern life depends on from businesses and hospitals to schools, banks, and governments. As cyber threats become more frequent and sophisticated, these experts help prevent data breaches, financial loss, service disruptions, and damage to public trust.

This field includes a wide range of roles, such as security analysts, network security engineers, penetration testers (ethical hackers), incident response specialists, security architects, governance/risk/compliance (GRC) professionals, and chief information security officers (CISOs), all of whom play different but connected parts in keeping organizations secure. They do more than respond to attacks; they also build secure systems, identify weaknesses before criminals can exploit them, and help organisations stay safe in an increasingly digital world.

In [our latest podcast in partnership with Deloitte](#), we discuss these roles, and how they are changing as AI is adopted across the economy.

Cyber Security Roles are on the rise

Chart 1: Cyber Security roles, UK and Scotland (FTE)



Source: ONS

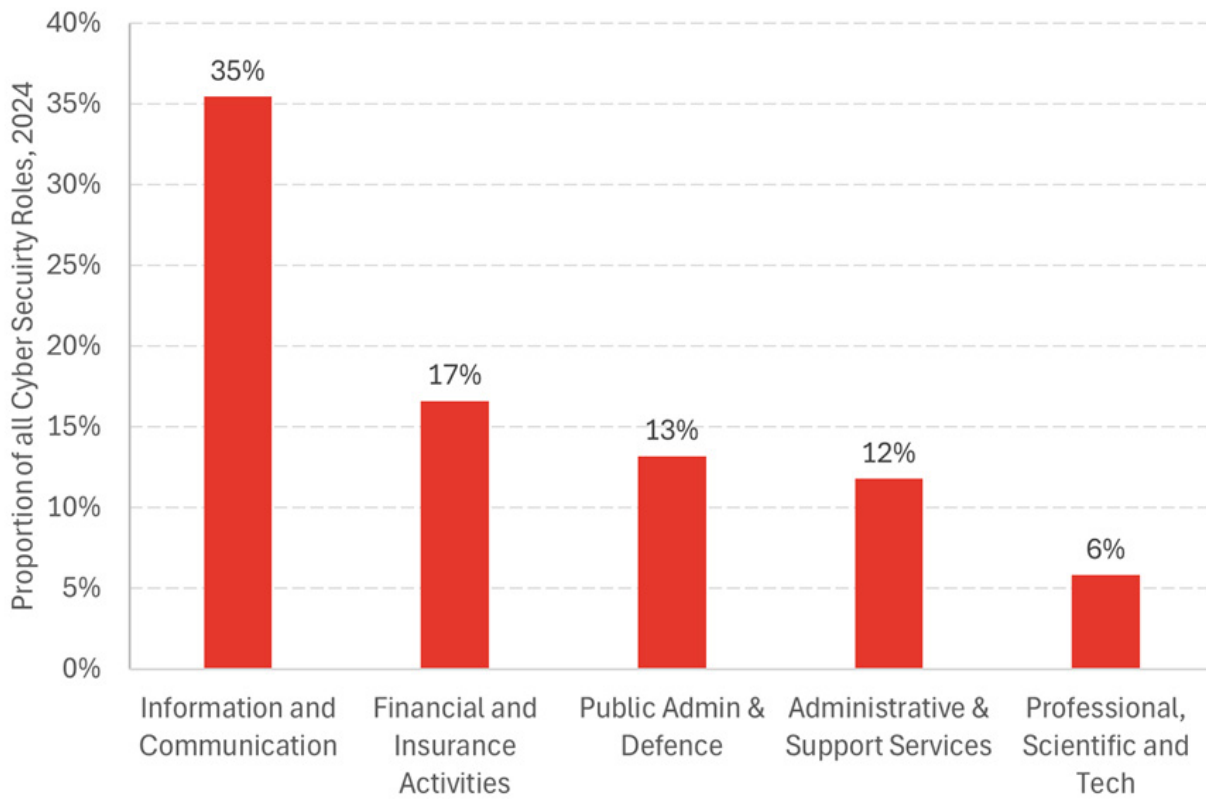
The number of these professionals has increased hugely in recent years in both the UK and particularly in Scotland – increasing 4 fold in the UK and 10-fold for Scotland.

This means that Scotland has gone from having 2% of the UK's Cyber Security professionals in 2021 to 9% in 2025. This is above a share of overall employment, which suggests a level of specialisation in this field in the Scottish labour market.

 Cyber roles are growing across industries

These professionals work across a number of industries in the economy. Just over a third (35%) are in Information and Communications, which is the industry which is likely to contain what might be thought of as digital firms. However, the majority are spread across other industries in the economy, including financial services, public administration and defence, and administrative and support services.

Chart 2: Proportion of Cyber Security Professionals in top 5 industries, 2024



Source: ONS

 The Cyber Security industry in numbers

£54,186
Median Wages
- 66% higher than the UK median

80%
Proportion of roles held by men

Source: ONS

Cyber security roles are very well paid, with median incomes far above the UK median, and are dominated by men, with currently 80% of roles filled by men.