

Cyber Policy Careers: Australia

The job market in Australia for cyber policy roles is growing but narrower compared to the rapidly expanding and much larger market for technical execution roles in cybersecurity. Most job growth and highest demand still centres on technical positions—such as cloud security, AI/ML security, DevSecOps, and security architecture—but there is a clear and growing need for governance, risk, compliance (GRC), and policy specialists across government and large businesses, including international policy.

Cyber Policy Job Market

- Demand for cyber policy, strategy, and regulatory compliance professionals (including GRC, policy advisors, privacy officers, and legal specialists) is increasing, especially in government and for critical infrastructure operators responding to new regulatory frameworks.
- The policy job market is comparatively small and specialized, with growth driven by Australia's ongoing national security reforms, new privacy regulations, and organizational focus on governance and risk.
- There are shortages of experienced professionals in cyber policy/GRC, but less visibility and fewer pathways for early-career or non-technical entrants into policy roles compared to technical ones.

Technical Cybersecurity Job Market

- Technical execution jobs—such as security engineering, operations (SOC), vulnerability assessment, and architecture—dominate job board activity and drive most salary growth.
- Federal and state government, finance, and managed security service providers are leading technical hiring waves, with roles in security engineering up over 5% and analyst/generalist jobs down due to automation of lower-level technical roles.
- Australia faces an ongoing cyber skills shortage, with up to 30,000 unfilled cyber roles expected over the next few years, most in technical functions.

Comparative Outlook

	Market Size & Growth	Role Types	Demand Drivers	Entry Barriers
Cyber Policy	Smaller, growing, specialist	GRC, strategy, policy	Regulation, government programs	Experience, niche expertise
Technical	Largest and fastest-growing	Engineering, SOC, ops	Cloud, AI, threat response, demand	Technical skills

- technical roles are far more abundant and accessible, while policy/GRC remains high-impact and stable, particularly in government, but less visible to early-career workers.
- Both streams offer strong long-term prospects, but technical skills are the dominant driver of hiring trends and market size.

Notable Employers

1. Australian Signals Directorate (ASD) & Australian Cyber Security Centre (ACSC)
2. Department of Home Affairs
3. CyberCX
4. EY, KPMG, Deloitte and other consultancies
5. Commonwealth Bank of Australia (CBA) & other big four banks (Westpac, NAB, ANZ)
6. Accenture & IBM Security (Australia)
7. Optus & Telstra (major telecommunications with in-house GRC teams)
8. Macquarie Group & Macquarie Cloud Services
9. Major state governments (e.g., Service NSW, Digital Victoria, QLD Government Cyber Security Office)
10. Australian Strategic Policy Institute (ASPI)