

### Key Trends



Demand for perm IT Security skills down in Q4 2017



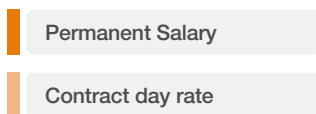
24% increase in demand for IT Security contractors



Perm salaries increase by 4% whereas day rates decrease by 13%

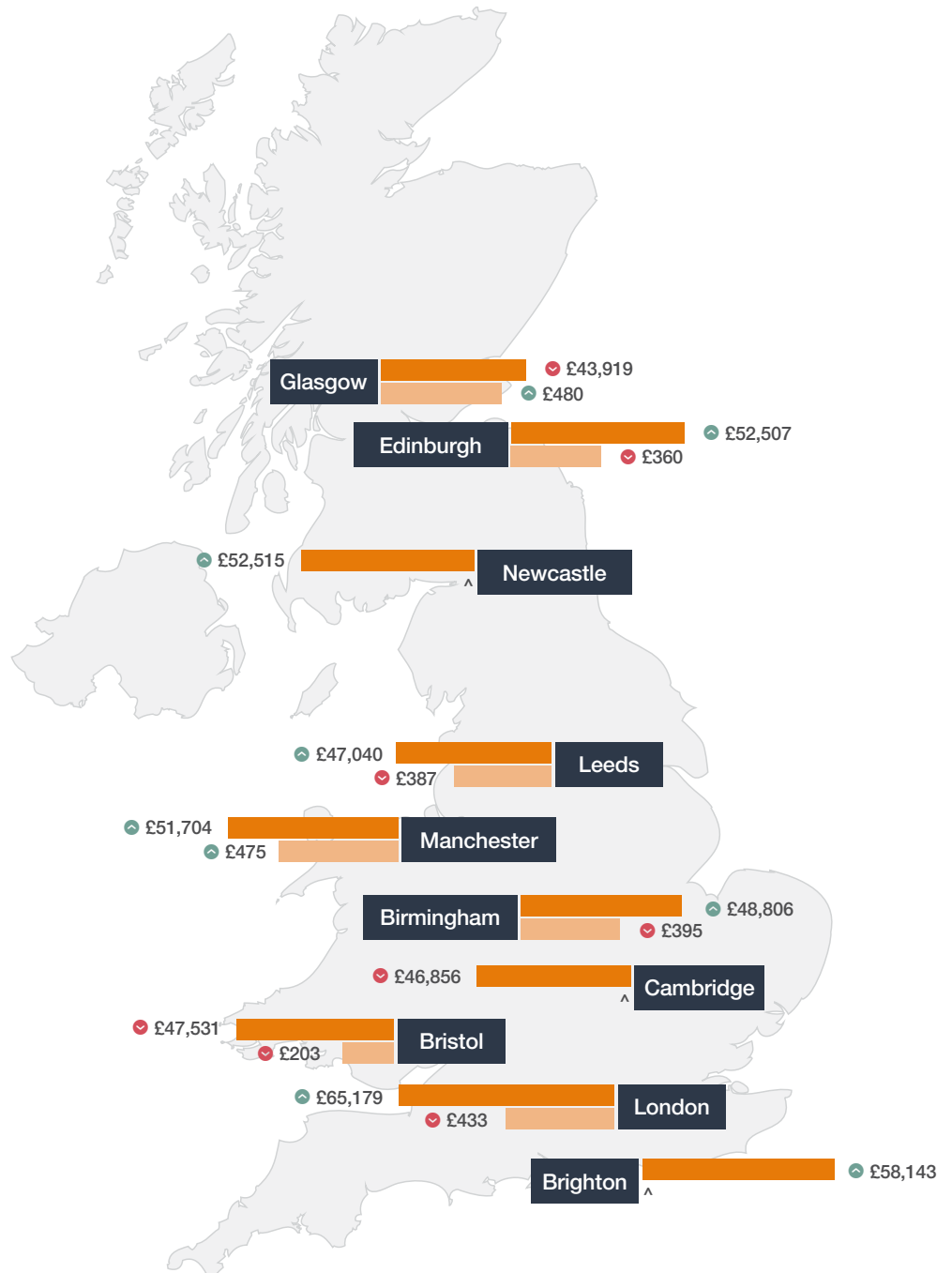
### Salary watch

Average permanent salary and contractor day rate for IT Security roles in Q4 2017



⬆️ ⬆️ ⬆️ indicate comparison to Q4 2016

^ indicates no data available



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