

CYBERSECURITY TALENT IN INDIA

2025 – 26

Analysis of Talent Supply, Compensation & Workforce Dynamics

380,000

Total Talent Pool

25–30K

Open Positions

20–25%

Annual Attrition

01

OVERVIEW

Total Talent Pool – Industry Distribution – Hiring Intensity – Demand Gap

02

TALENT ARCHITECTURE

City Distribution – Role Mix – Experience – Seniority – Campus – Talent Gaps

03

COMPENSATION

Role x Experience Matrix – Median Graph – Industry Premiums – City Premiums – Skill Premiums

04

WORKFORCE BEHAVIOUR

Attrition (Overall / Industry / Role / Experience) – Switching Intent

05

APPENDIX

Methodology – Assumptions – Proxy Justification – Sensitivity Analysis

Key Findings at a Glance

01

TALENT POOL:

India's cybersecurity workforce stands at 380,000 professionals (2025–26), with IT Services (35%, 133K) and BFSI (25%, 95K) accounting for 60% of total supply.¹

02

DEMAND GAP:

25,000–30,000 active openings against a pool of 380K signals a structural gap of 30–60% in specialist roles; demand estimated at 1.2M in the long run.²

03

CITY CONCENTRATION:

Bangalore (35%, 133K) and Delhi NCR (20%, 76K) together hold 55% of talent. Hyderabad growing rapidly at 15% (57K).³

04

CRITICAL SKILL GAPS:

Cloud Security (60% gap), OT/ICS (70% – Critical), IAM (50%), and DevSecOps (50%) represent the most acute shortages; pipeline inadequate.⁴

05

COMPENSATION PRESSURE:

Cloud Security engineers (3–12 yrs) command 25–40% skill premium; Bangalore adds another +20–30%. Architects with 13+ yrs earn ₹40–70L LPA.⁵

06

ATTRITION RISK:

Cybersecurity attrition (20–25%) outpaces IT baseline (13–15%). Cloud Security and Consulting sectors see 25–30% annual churn.⁶

07

SWITCHING INTENT:

45–50% of professionals are passively open to new roles; Cloud Security professionals show 50–60% switching intent driven by scarcity and growth constraints.⁷

08

CAMPUS PIPELINE:

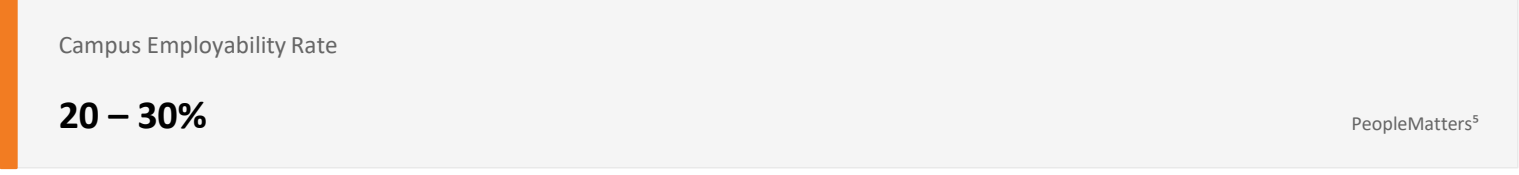
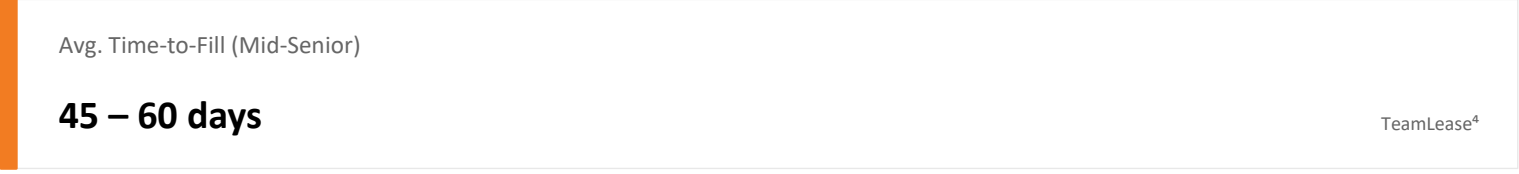
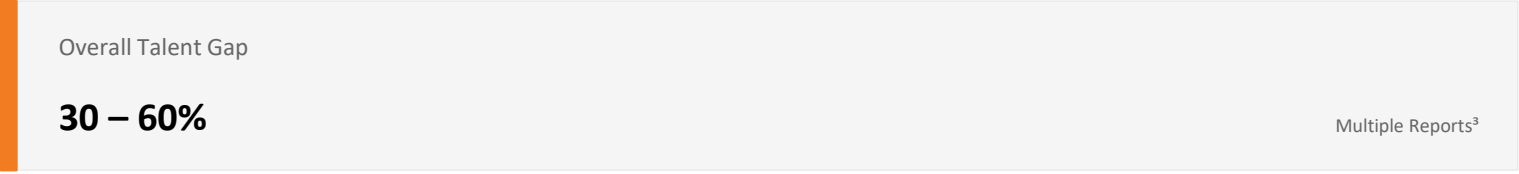
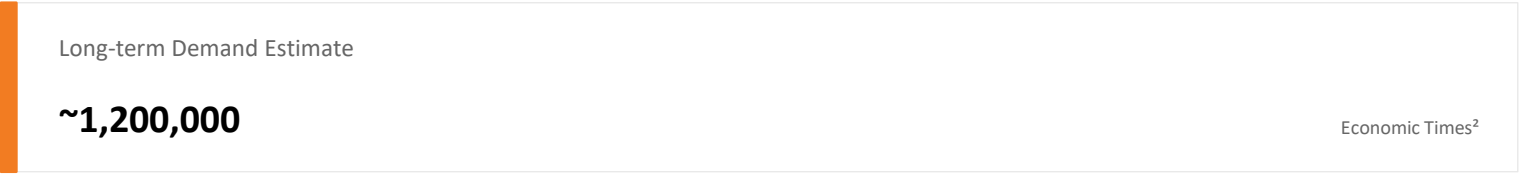
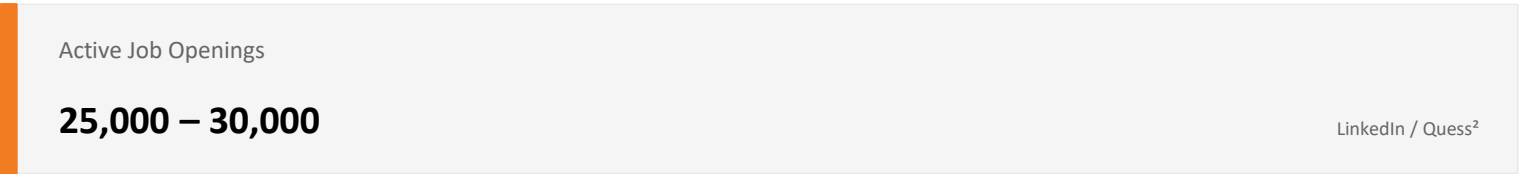
~50,000 annual graduates, but only 20–30% are employable. Campus hiring meets <10% of 25–30K open positions; upskilling is critical.⁸

01

OVERVIEW

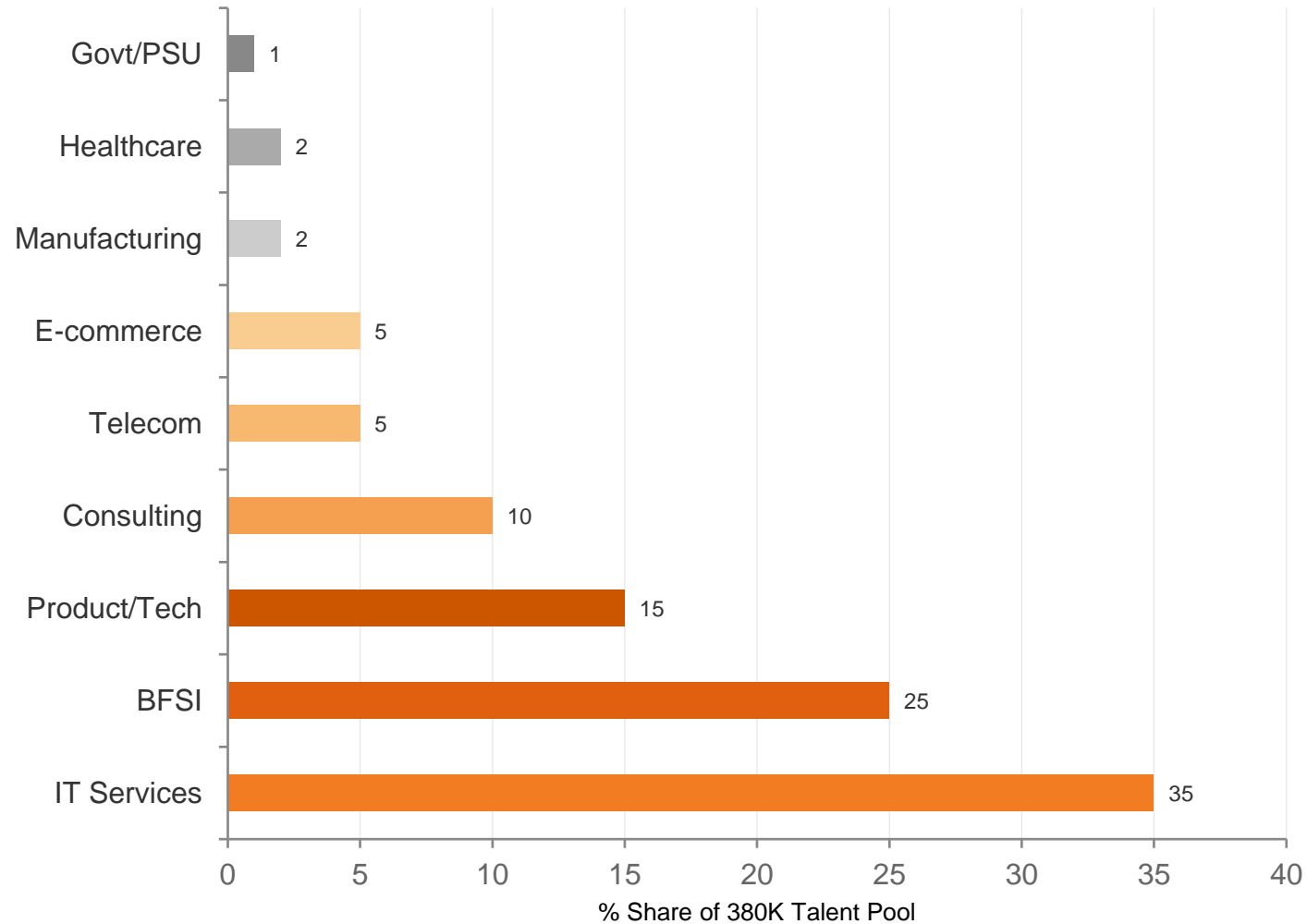
Total Talent Pool · Industry Distribution · Hiring Intensity · Demand vs Supply Gap

Total Cybersecurity Talent Pool – India 2025–26



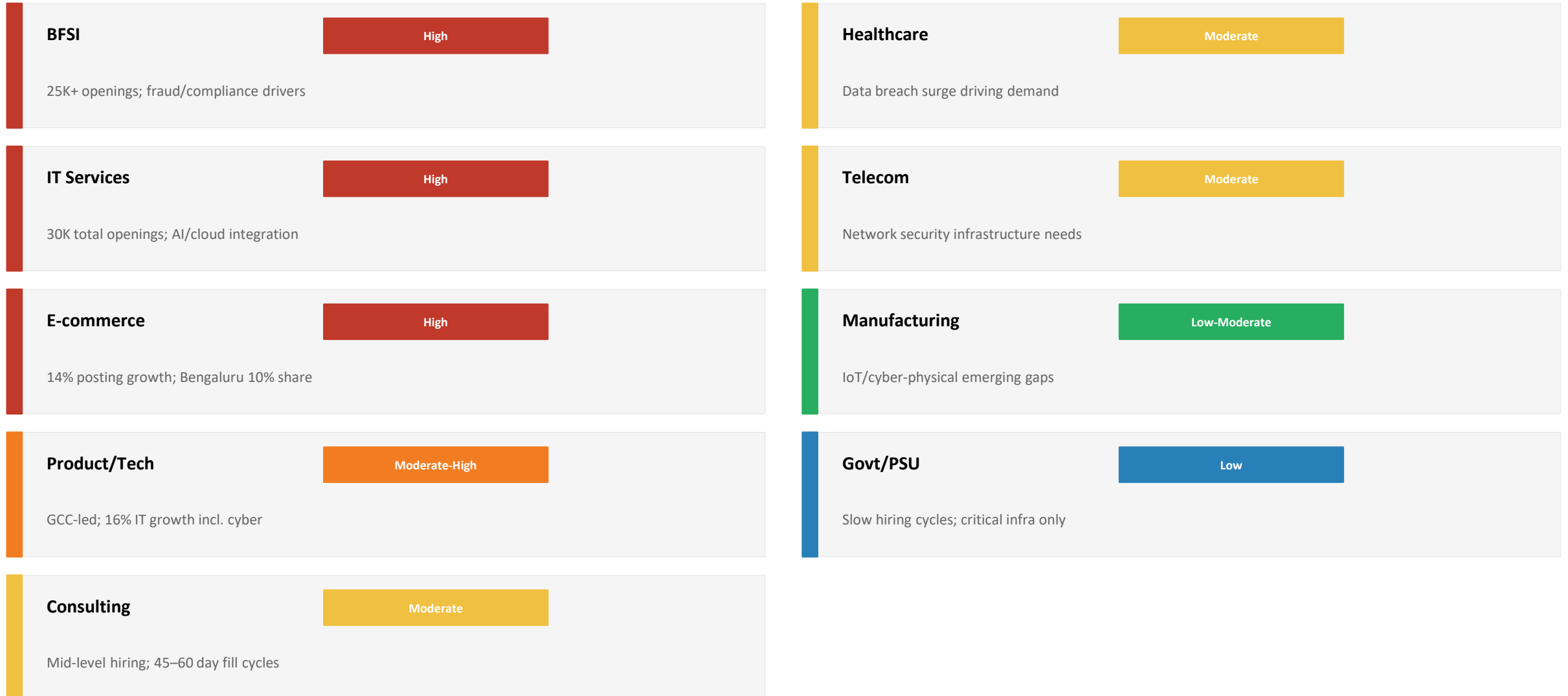
Industry-wise Talent Distribution (2025–26)

Total Base: 380,000 professionals | Sums to 100% | Sources: LinkedIn / Economic Times / Sector Proxies



Industry	% Share	Headcount
IT Services	35%	133,000
BFSI	25%	95,000
Product/Tech	15%	57,000
Consulting	10%	38,000
Telecom	5%	19,000
E-commerce	5%	19,000
Manufacturing	2%	7,600
Healthcare	2%	7,600
Govt/PSU	1%	3,800
TOTAL	100%	380,000

Hiring Intensity by Industry (2025–26)



Talent vs. Demand Gap View (2025–26)

Industries where supply-demand mismatch is most pronounced

Industry	Talent Share %	Headcount	Hiring Intensity	Interpretation
E-commerce / Internet	5%	19,000	HIGH	Acute shortage; fast hiring cycles; 14% posting growth
BFSI	25%	95,000	HIGH	Competitive; premium salary pressure; 25K+ openings
IT Services	35%	133,000	HIGH	Largest supplier; partial demand match; niches acute
Product/Tech	15%	57,000	MOD-HIGH	GCC-led; growing mismatch in cloud/app security
Healthcare	2%	7,600	MODERATE	Emerging constraint; data breach surge driving need

KEY INSIGHT

E-commerce (5% supply vs. High demand) presents the most acute mismatch. BFSI and IT Services together absorb 60% of talent but still face 25K–50K unfilled roles. Product/Tech GCCs are emerging as high-demand employers with growing niche shortages in Cloud and AppSec.

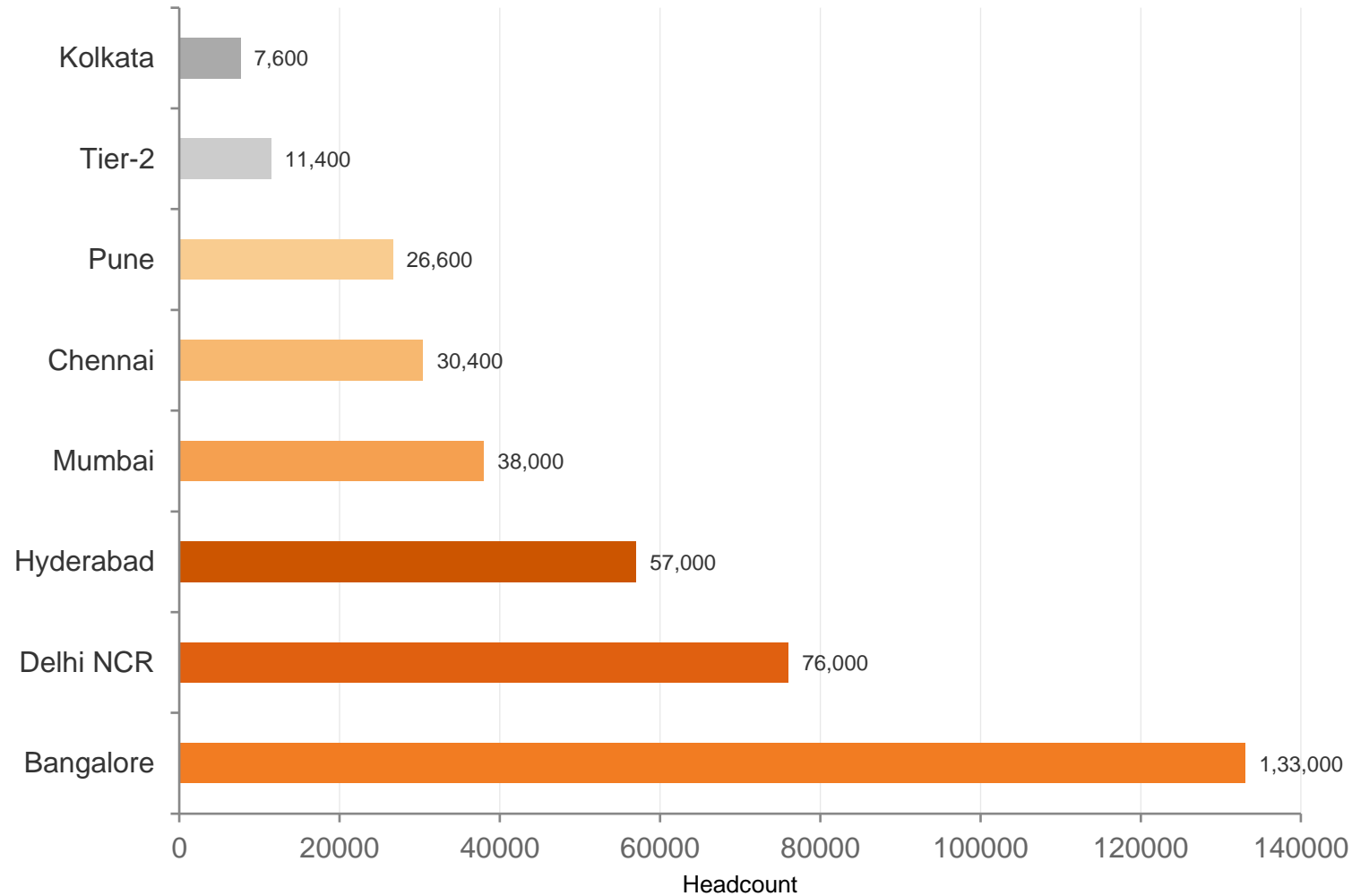
02

TALENT ARCHITECTURE

City Distribution · Role Mix · Experience · Seniority · Campus Hiring · Talent Gaps

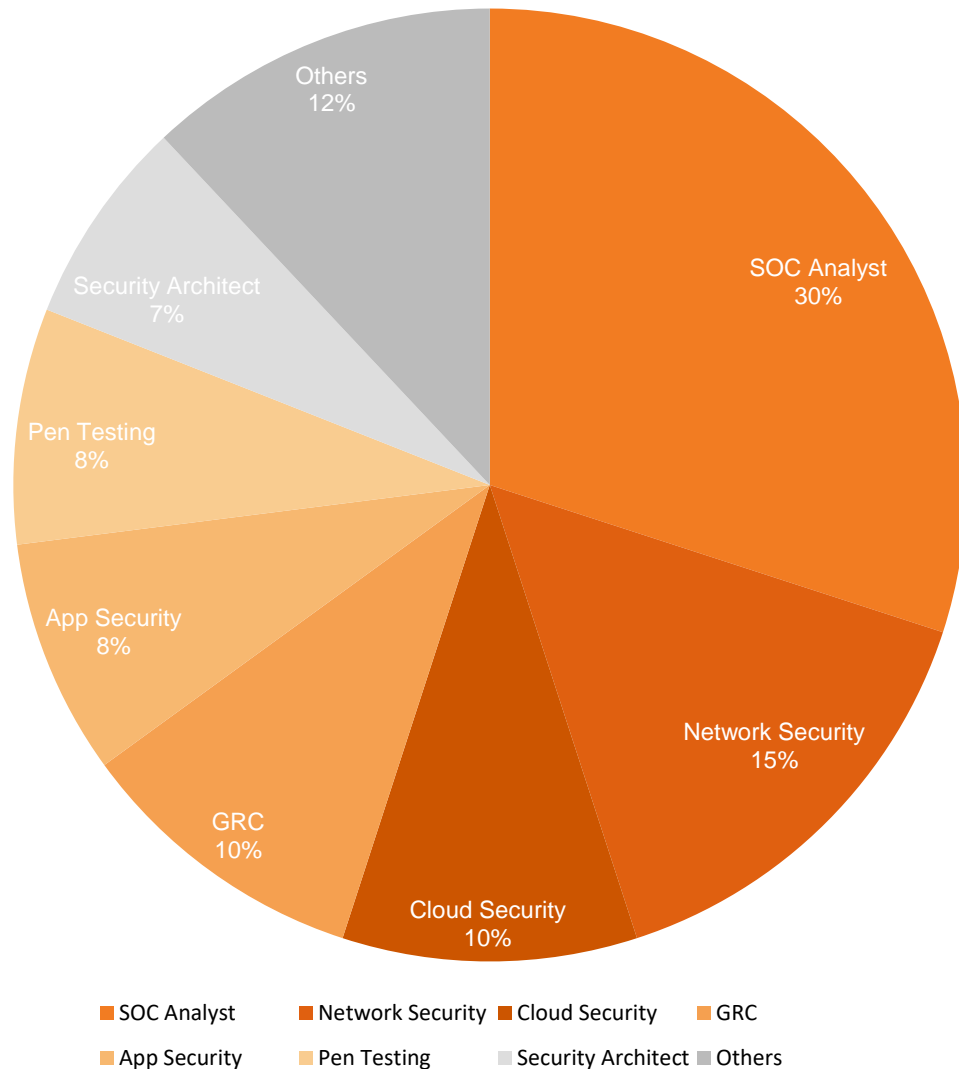
City-wise Talent Distribution (2025–26)

Total Base: 380,000 | Source: Quess Corp / LinkedIn / upGrad



City	%	Headcount
Bangalore	35%	133,000
Delhi NCR	20%	76,000
Hyderabad	15%	57,000
Mumbai	10%	38,000
Chennai	8%	30,400
Pune	7%	26,600
Tier-2 Cities	3%	11,400
Kolkata	2%	7,600
TOTAL	100%	380,000

Role-wise Talent Distribution (2025–26)

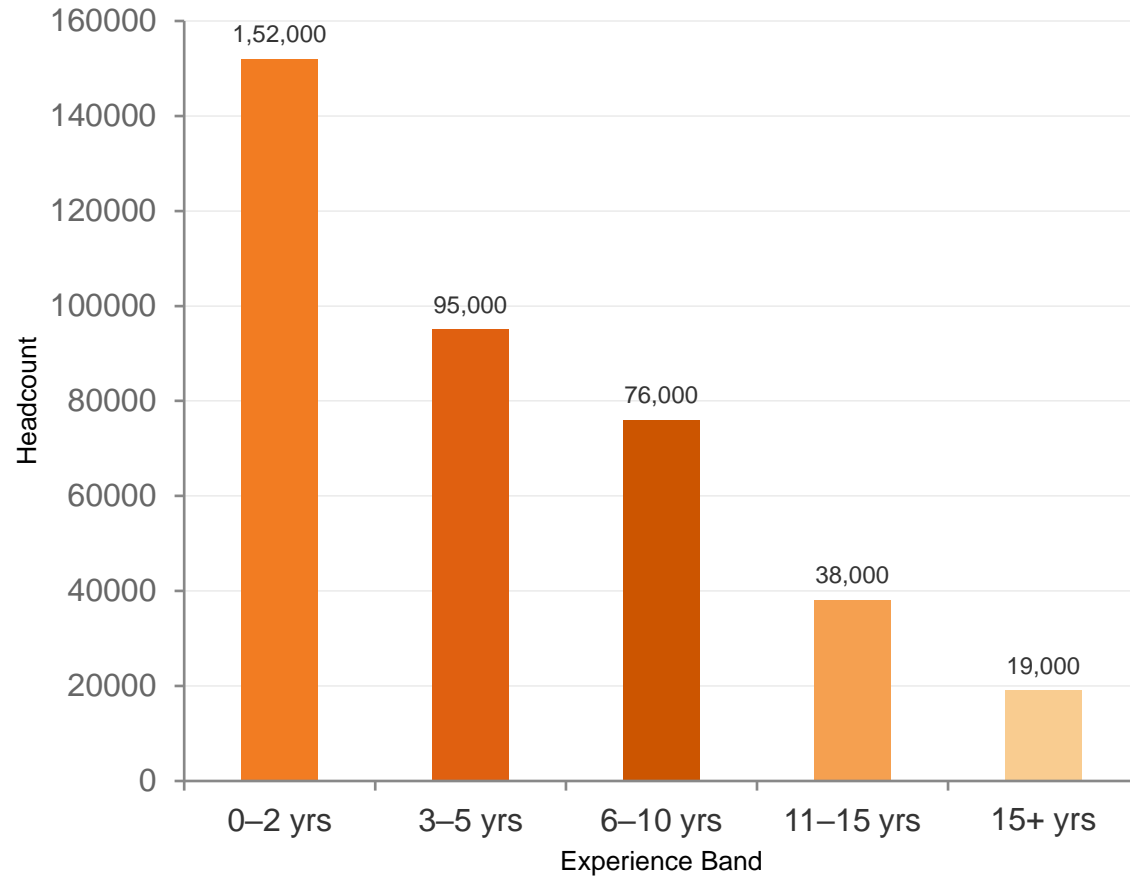


Role	% Share	Headcount
SOC Analyst	30%	114,000
Network Security	15%	57,000
Cloud Security	10%	38,000
GRC	10%	38,000
Application Security	8%	30,400
Penetration Testing	8%	30,400
Security Architect	7%	26,600
Others	12%	45,600
TOTAL	100%	380,000

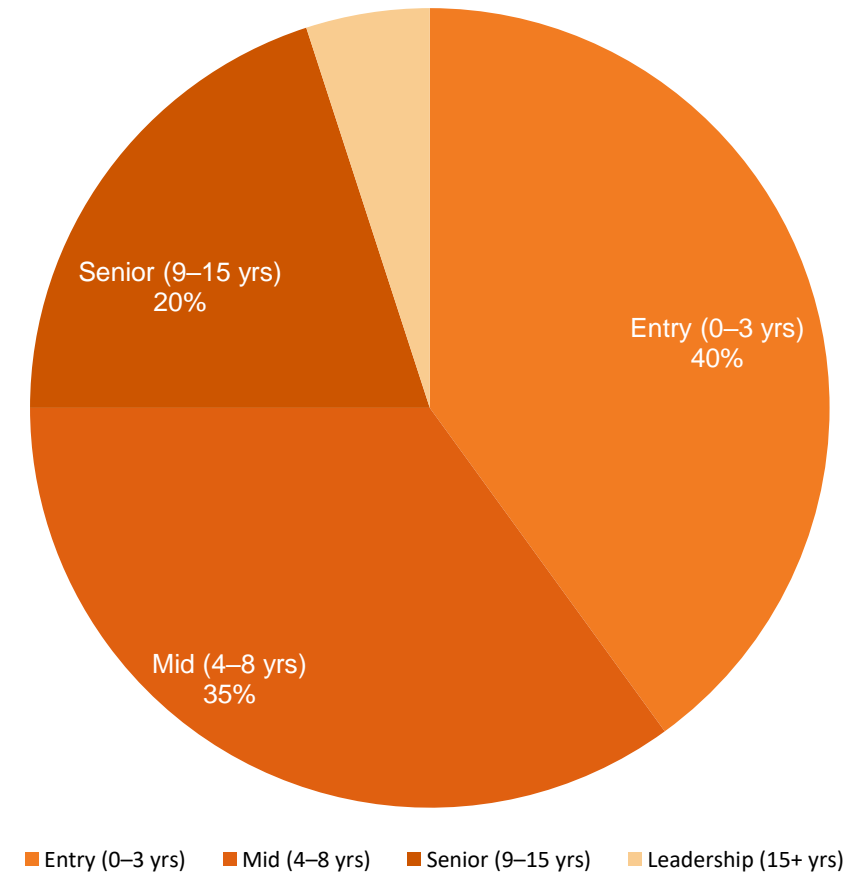
Experience & Seniority Distribution (2025–26)

Total Base: 380,000 | Note: Mid-senior (6–15 yrs) represents a supply bottleneck of 40–60%

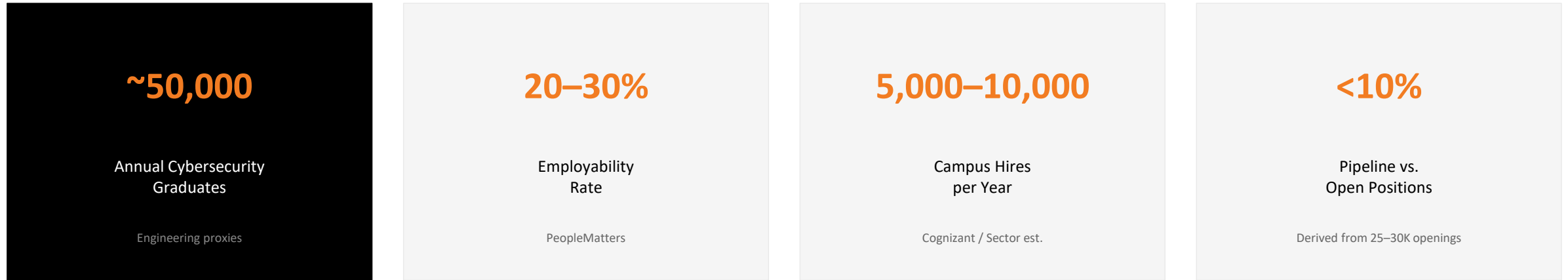
Experience Distribution



Seniority Mix (% of 380K)



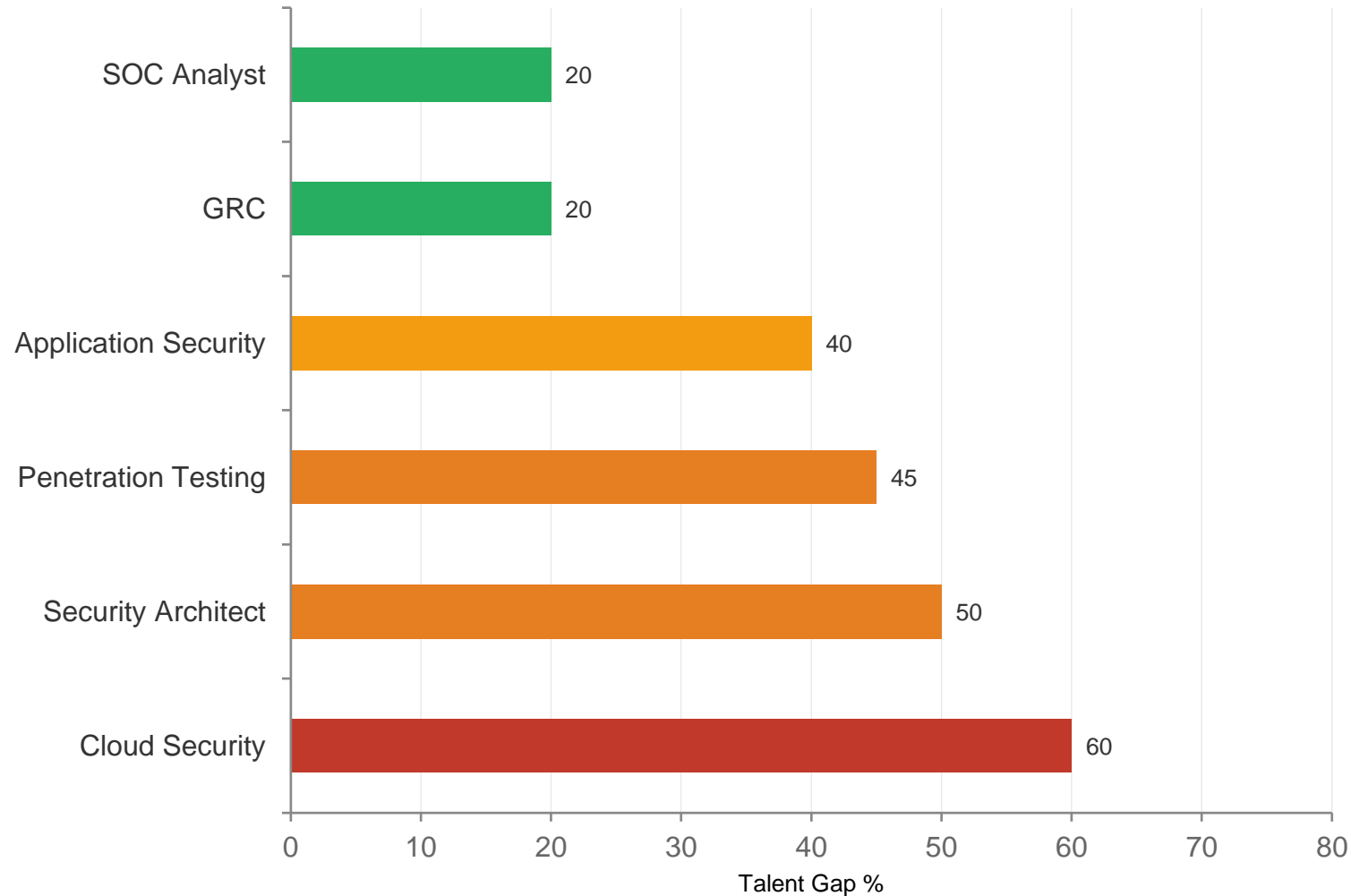
Campus Hiring Pipeline (2025–26)



Talent Source	Examples	Relevance Level
Tier-1 Colleges	IITs, NITs	High – SOC / entry roles
Tier-2 Colleges	State engineering colleges	Moderate
Cybersecurity Institutes	UpGrad, Simplilearn	Upskilling pipeline
Certifications (CEH, CISSP)	EC-Council	Mid-level direct hire

Talent Gap by Role (2025–26)

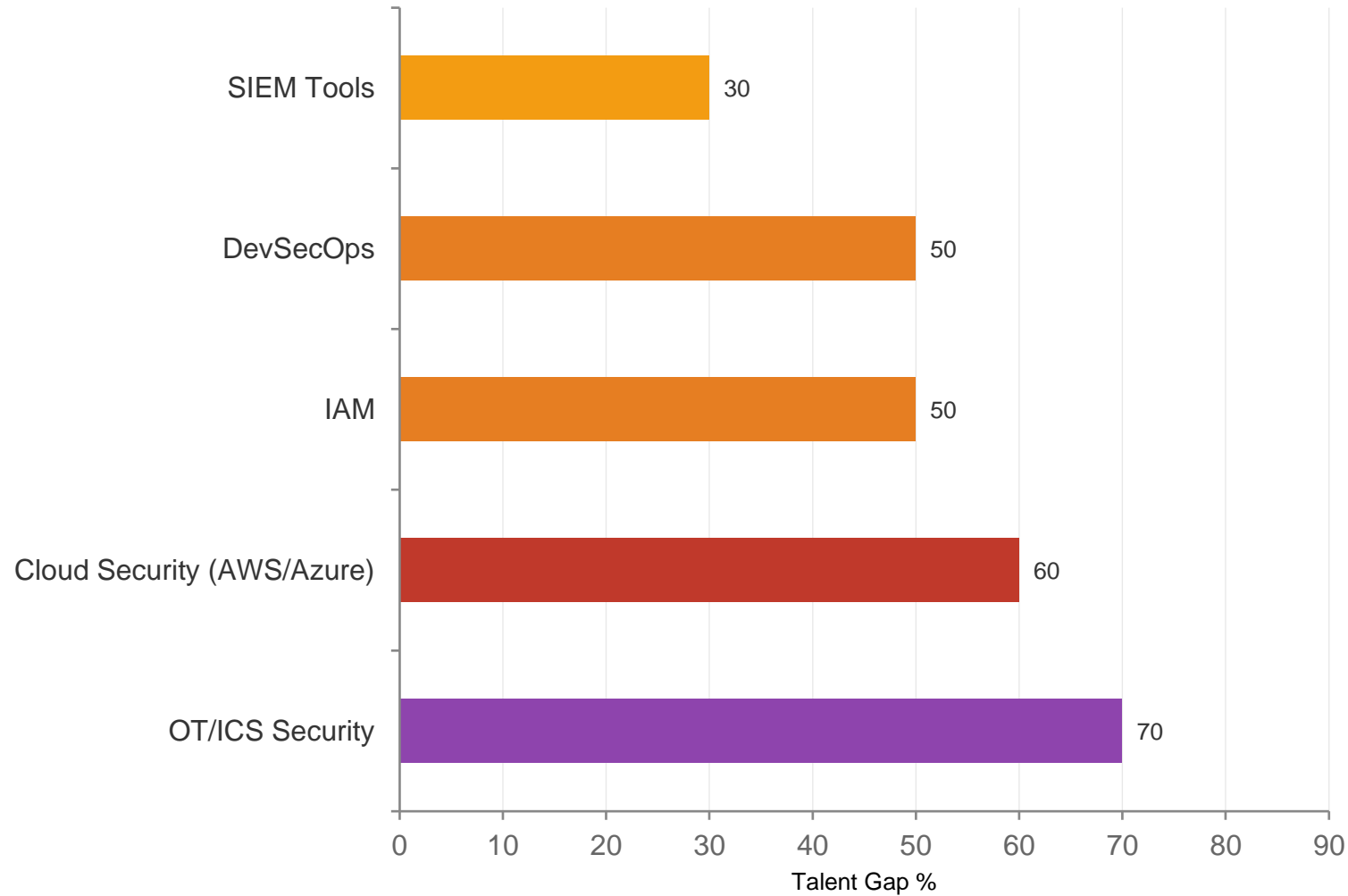
Gap Classification: Low <20% | Moderate 20–39% | High 40–59% | Critical ≥60%



Role	Gap %	Level
Cloud Security	60%	HIGH
Security Architect	50%	HIGH
Penetration Testing	45%	HIGH
Application Security	40%	MODERATE
GRC	20%	LOW
SOC Analyst	20%	LOW

Talent Gap by Skill (2025–26)

Gap Classification: Low <20% | Moderate 20–39% | High 40–59% | Critical ≥60%



Skill	Gap %	Level
OT/ICS Security	70%	CRITICAL
Cloud Security (AWS/Azure)	60%	HIGH
IAM	50%	HIGH
DevSecOps	50%	HIGH
SIEM Tools	30%	MODERATE

03

COMPENSATION

Role × Experience Matrix · Median Compensation · Industry Premiums · City Premiums · Skill Premiums

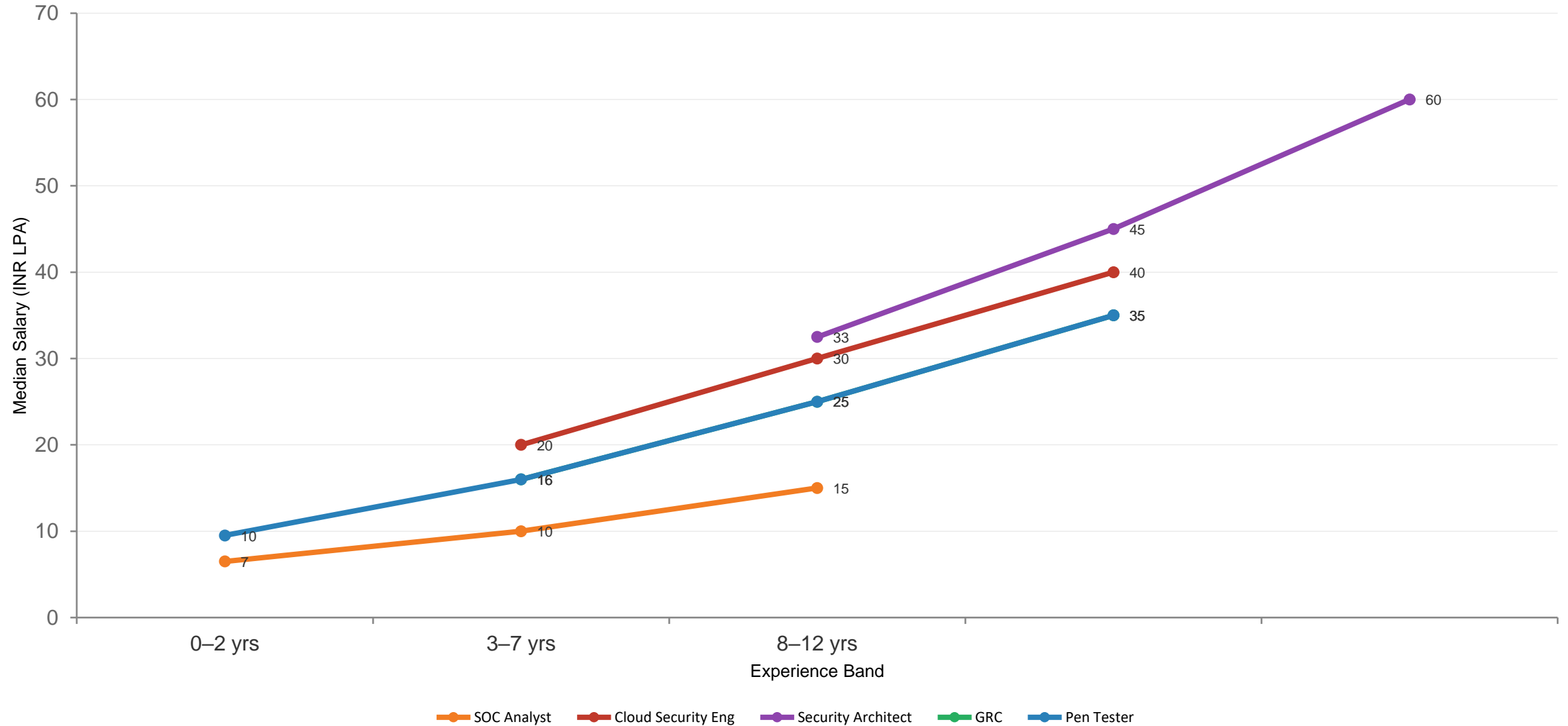
Role × Experience Compensation Matrix (INR LPA)

Sources: upGrad 2026 / FutureSense 2026 / Eventus 2026 / Testleaf 2025 | NA = Not Applicable for band

Role	0–2 yrs	3–7 yrs	8–12 yrs	13–17 yrs	18–22 yrs	22+ yrs
SOC Analyst	5–8	8–12	12–18	NA	NA	NA
Network Security Eng	5–10	10–15	15–25	NA	NA	NA
Cloud Security Eng	NA	15–25	25–35	35–45	NA	NA
App Security Eng	NA	18–25	25–32	NA	NA	NA
Threat Intelligence	NA	10–18	18–25	NA	NA	NA
GRC	NA	12–20	20–30	30–40	NA	NA
Security Architect	NA	NA	25–40	40–50	50–70	NA
Penetration Tester	7–12	12–20	20–30	30–40	NA	NA
Incident Response	NA	15–25	25–35	NA	NA	NA

Median Compensation by Experience Band (INR LPA)

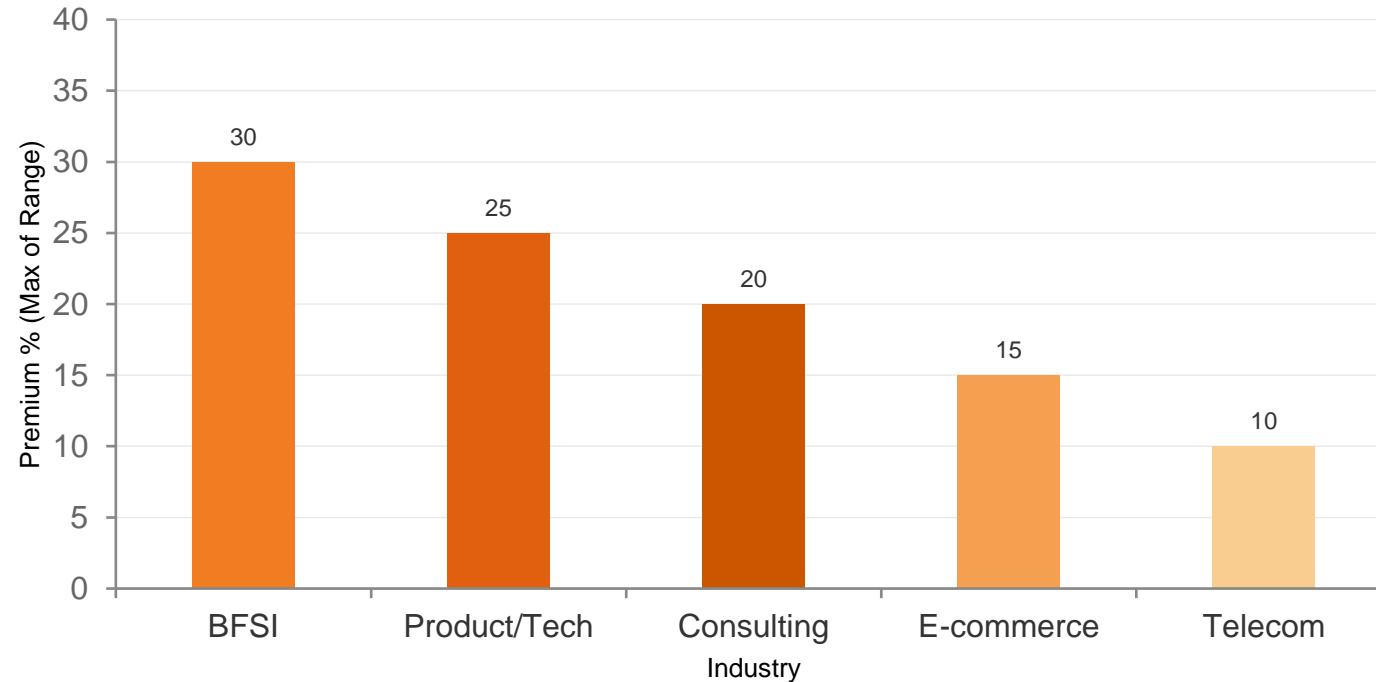
Midpoint of salary ranges per role and experience band | For illustrative comparison across key roles



Industry Compensation Premiums (2025–26)

% premium above sector-neutral baseline for cybersecurity roles | Sources: Economic Times / LinkedIn / Sector Reports

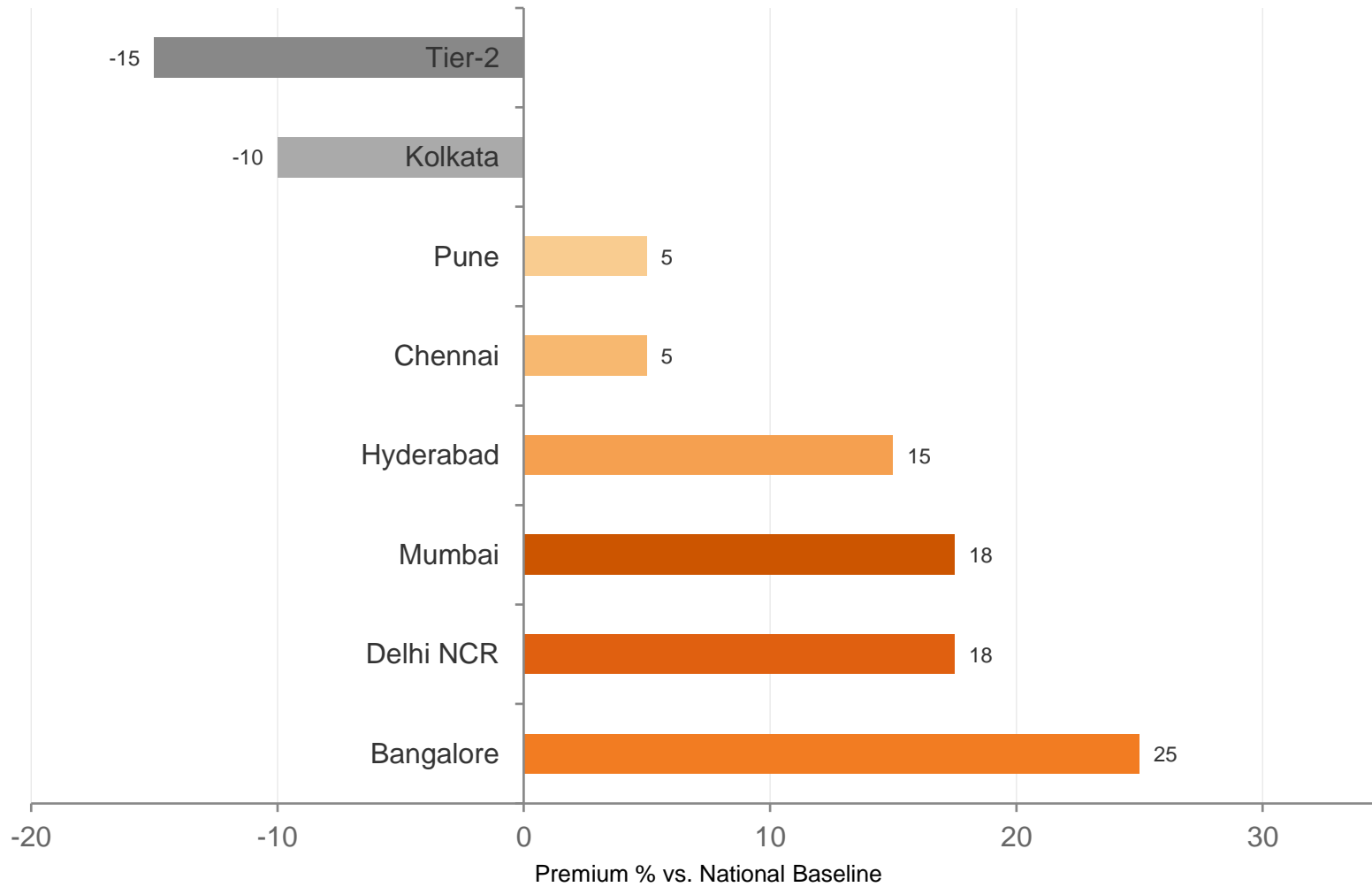
Max Industry Premium (%) over Baseline



Industry	Premium %	Premium Roles	Driver
BFSI	+20–30%	Architect, GRC, Threat Intel	Compliance / fraud pressure
Product/Tech	+15–25%	Cloud Sec, App Sec	Innovation / cloud stack
Consulting	+10–20%	Pen Tester, Incident Response	Project-based premium
E-commerce	+15%	SOC, Threat Intel	Breach response urgency

City-level Compensation Premiums (2025–26)

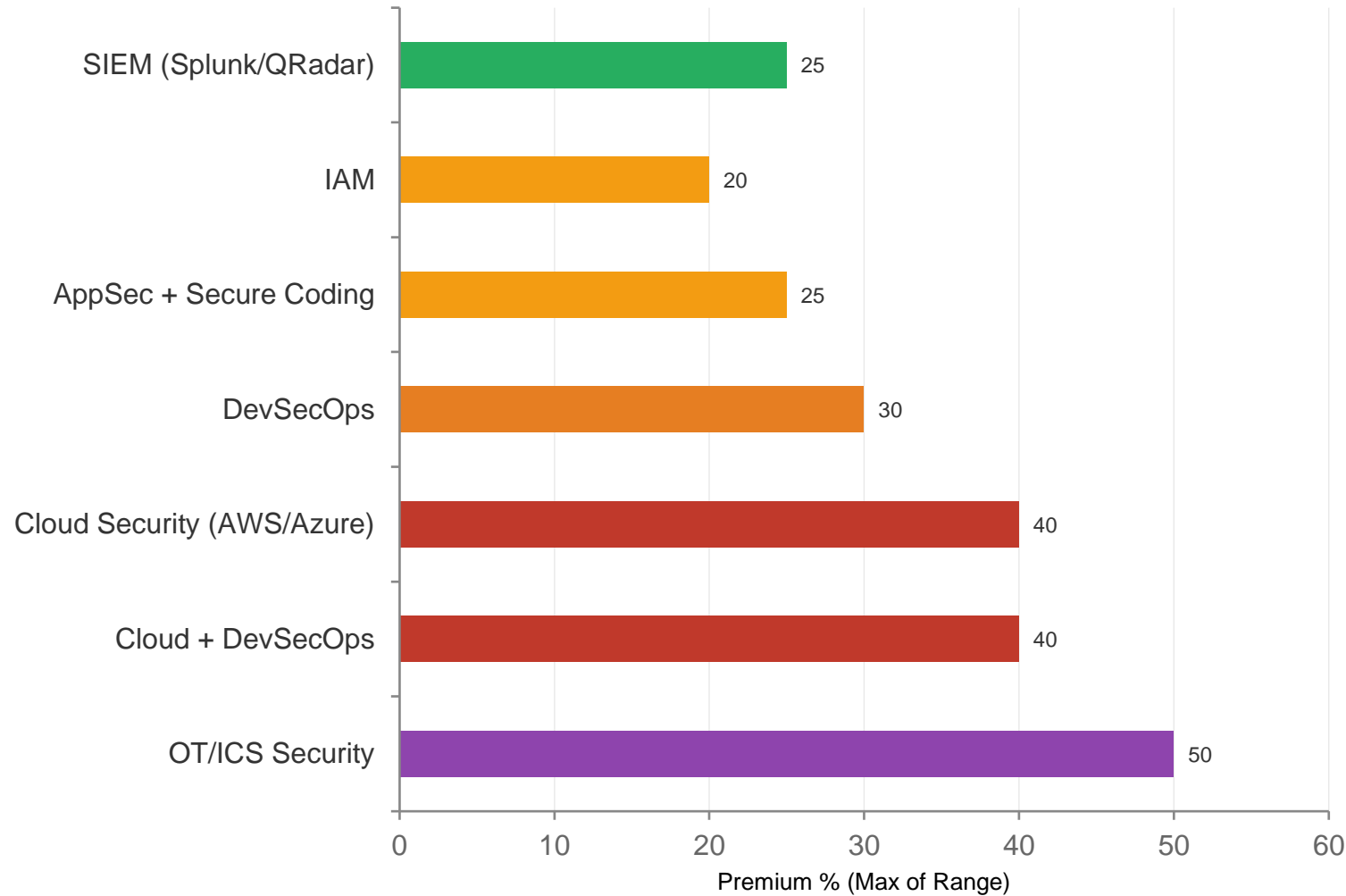
% vs. National Baseline (6–12 LPA) | Source: upGrad / LinkedIn | Example role: SOC Analyst 3–7 yrs



Role	Bangalore	Hyderabad	Delhi NCR	Mumbai	Pune	Tier-2
SOC Analyst (3–7 yrs)	10–15 LPA	9–13 LPA	10–14 LPA	10–14 LPA	9–12 LPA	7–10 LPA

Skill Premiums (2025–26)

% premium over base role salary for specific skill combinations | Sources: Economic Times / LinkedIn / Eventus



Skill	Premium %	Exp Level	Role Context
OT/ICS Security	+30–50%	8+ yrs	Incident Response / Arch
Cloud + DevSecOps	+40%	5–12 yrs	Hybrid full-stack security
Cloud Security (AWS/Azure)	+25–40%	3–12 yrs	Cloud Eng / Architect
DevSecOps	+20–30%	3–10 yrs	Application Security
AppSec + Secure Coding	+25%	3–10 yrs	App Security Engineer
IAM	+20%	8+ yrs	Security Architect
SIEM (Splunk/QRadar)	+15–25%	0–7 yrs	SOC Analyst

04

WORKFORCE BEHAVIOUR

Attrition (Overall / Industry / Role / Experience) · Switching Intent (Overall / Role / Industry)

Overall Attrition Rate – Cybersecurity India (2025–26)

20–25%

ANNUAL ATTRITION RATE
CYBERSECURITY (INDIA)

vs IT Baseline: 13–15%
Source: ISACA 2025 / Aon / Wisemonk*

Key Attrition Drivers

95% of professionals cite burnout as primary driver (Sophos 2025)

48% report limited growth opportunities (ISACA 2025 – Direct)

45% cite inadequate compensation as switching trigger (ISACA 2025)

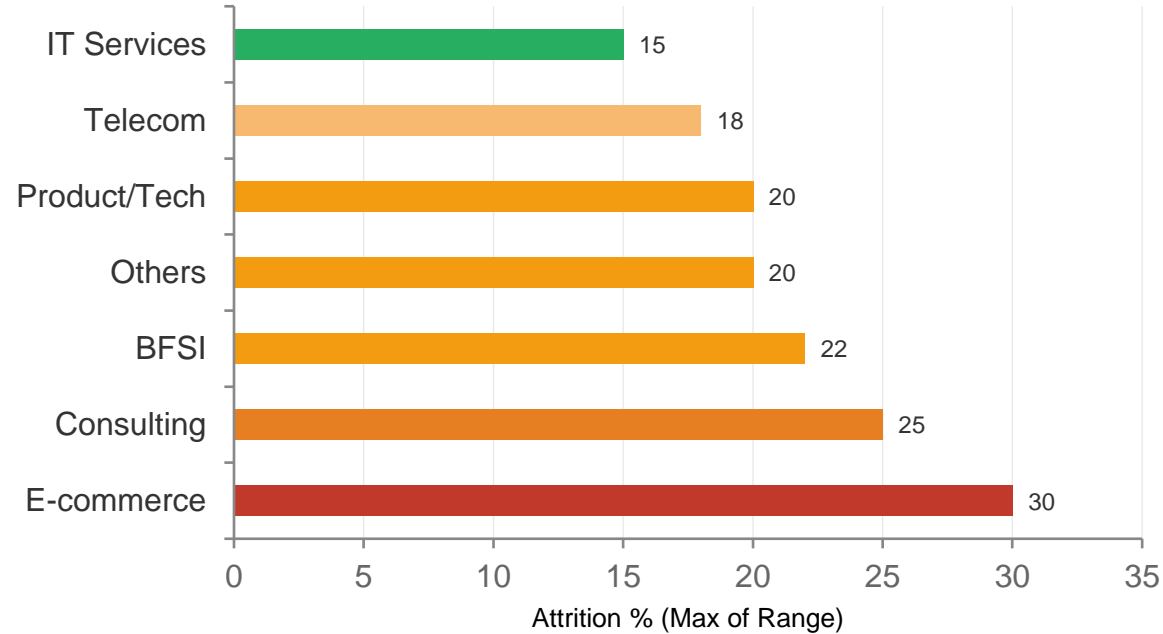
Cyber attrition exceeds IT baseline by 5–10 percentage points

Replacement cost estimated at 1.5–2× annual salary

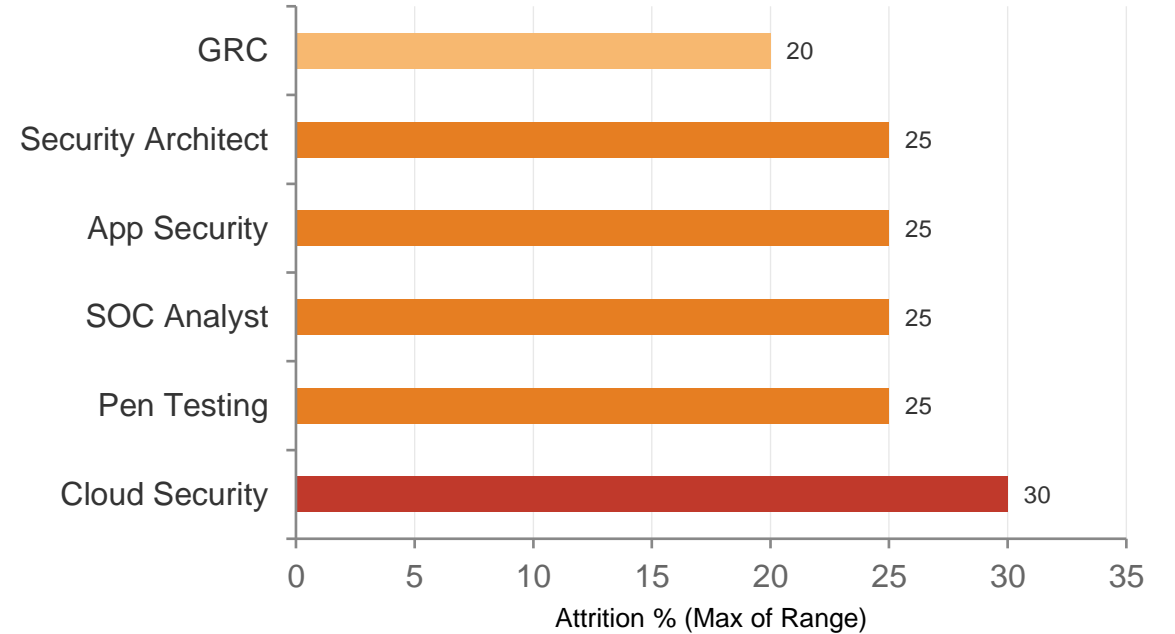
* Proxy: IT sector attrition (Wisemonk/Aon 2025–26) adjusted +5–10% for cybersecurity burnout and niche skill churn. See Appendix.

Attrition by Industry & Role (2025–26)

By Industry



By Role

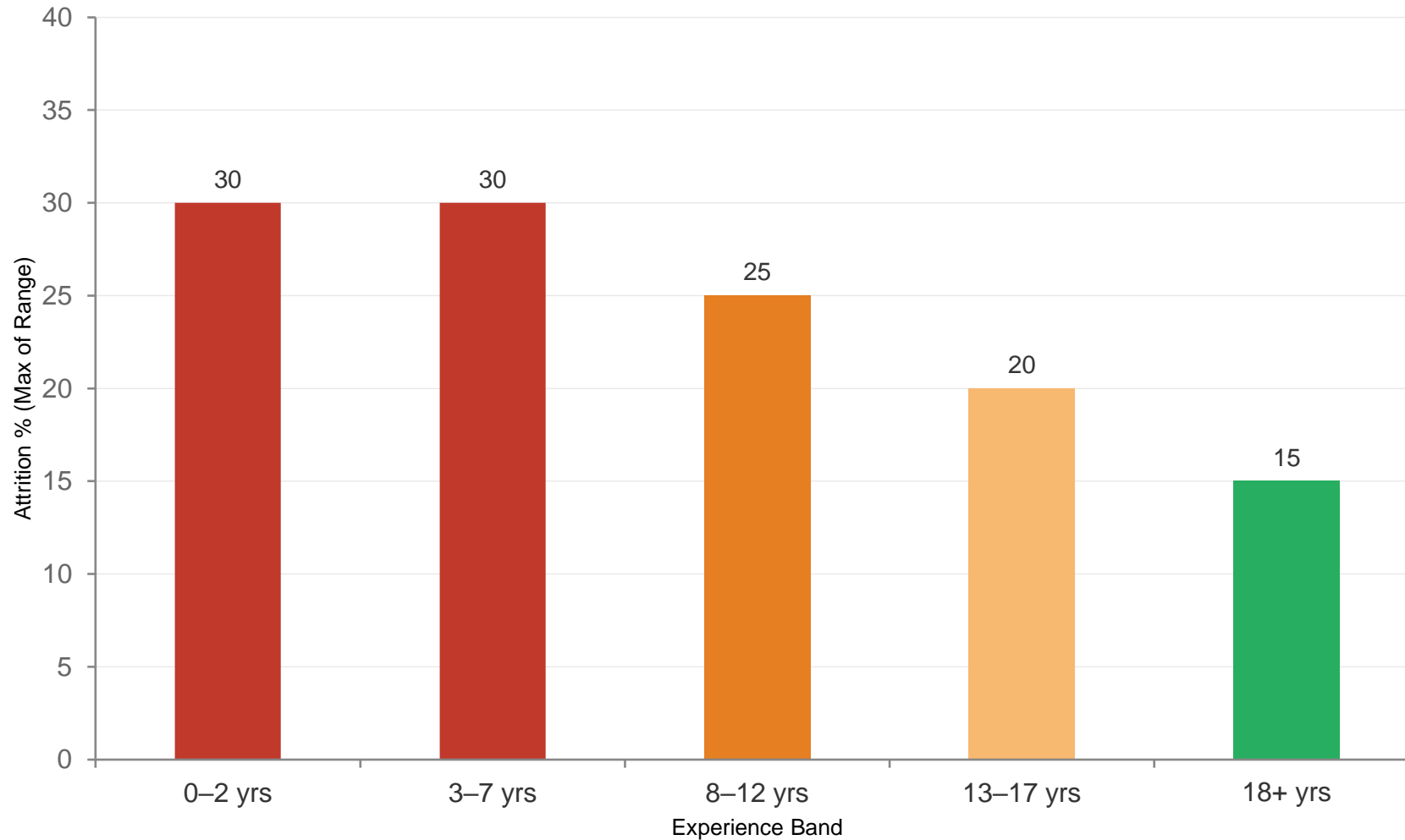


E-commerce (25–30%) and Consulting (20–25%) face highest industry attrition; Cloud Security (25–30%) leads role-level churn driven by scarcity and niche demand.

* Sources: Wisemonk 2025–26 (IT proxy) / ISACA 2025 / Entrepreneur India (burnout) | Cyber uplift applied – See Appendix

Attrition by Experience Band (2025–26)

Source: ISACA 2025 (Direct – 48% limited growth) / Wisemonk / Entrepreneur India | Proxy uplift applied



Experience	Attrition %	Key Driver
0–2 yrs	25–30%	High mobility; fresher switching for salary/role
3–7 yrs	25–30%	48% cite limited growth (ISACA Direct)
8–12 yrs	20–25%	Mid-senior; offer-driven moves
13–17 yrs	15–20%	Vested incentives; leadership tracks
18+ yrs	10–15%	High retention; CISOs / senior anchors

Switching Intent – Overall, by Role & Industry (2025–26)

Source: ISACA 2025 (Direct) | Definitions: Actively Looking = applying/interviewing | Passively Open = open to opportunities

30–40%

ACTIVELY LOOKING

Proxy: unfilled roles / hiring delays 38–42%

45–50%

PASSIVELY OPEN

Direct: ISACA 2025 India cybersecurity teams

By Role

Role	% Considering Change	Type
Cloud Security	50–60%	Active + Passive
Security Architect	45%	Active
SOC Analyst	40–50%	Passive dominant
Application Security	40%	Passive
GRC	30–40%	Passive

By Industry

Industry	% Considering Change	Driver
Consulting	50–60%	Contract volatility
Product/Tech	45%	AI/cyber skills churn
IT Services	40–50%	Niche roles unstable
BFSI	35–45%	Compliance pressure

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