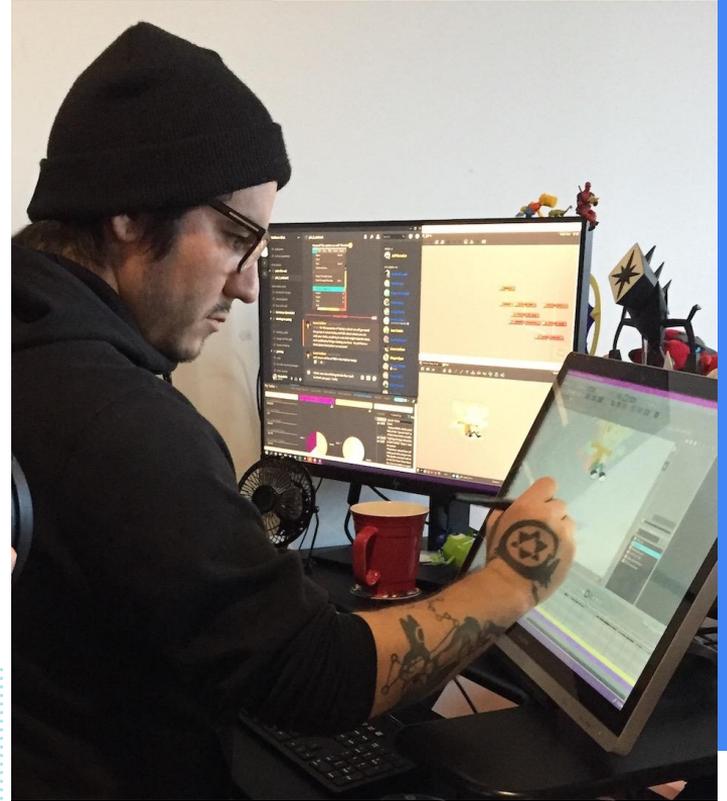




Tech & Cybersecurity Hiring in 2026: AI, Compensation & Talent Trends

February 25, 2026



THANK YOU!



ROGERS
cybersecure
catalyst

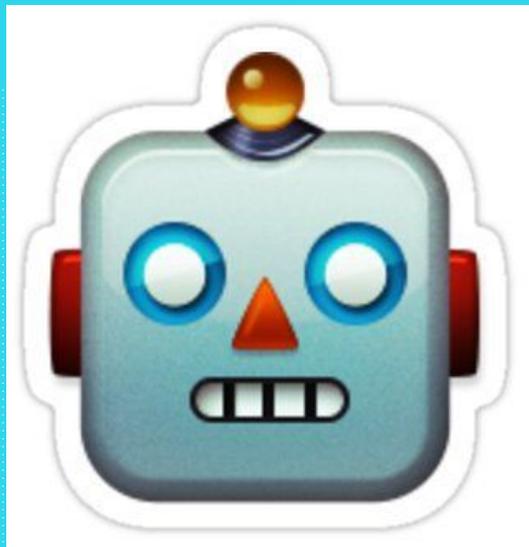
TAP Network

Non-Profit, Member driven, HR Association supporting People professionals working in Canada's tech ecosystem.

Benefits Include:

- Canadian Tech Industry Salary Survey/ Policy + Practices Data via Mercer
- 2026 Benefits Survey & Benefits Buying Plan
- Professional education sessions | Peer led roundtable discussions
- Mentorship, networking & Slack community
- Discounted tickets to Tech Talent North conferences in Toronto (June 3) & Vancouver (Nov 2026)

Interested in membership? charlyne@tapnetwork.ca



Agenda

- Trends in AI & Recruiting
- Overview of Canada's Tech Sector
- Tech Industry Compensation
- CyberSecurity Compensation

AI is Embedded in Talent Acquisition.

- The Global AI Recruitment Industry (tools, service providers etc) is currently estimated at \$750M with growth to \$1.2B by 2030
- The entire candidate lifecycle (sourcing, job posts, resume screening, interviews, assessments) can be effectively automated by AI tooling
- Estimates of improving time to hire by upto 70%
- Adoption is HIGH across industries although quality varies.
 - Legacy or poorly integrated tools
 - Teams self-teaching AI without guidance
 - DIY workflows built on public LLMs
 - Vendor features turned on by default
 - Lack of governance, training, or ownership

AI Concerns

Growing adoption = growing concerns about the use of AI

Candidate Side

- Gender & race bias in LLMs
 - Legal claims of discrimination
- LLM bias in resumes created by the same LLM reviewing them
- Privacy/data risks with public AI tools
 - Legal claims around use of personal data not being disclosed
- Risk on employer branding with split on candidate sentiment
 - 50-66% of candidates prefer human assessment even with human bias
 - Recruiters are split on level of confidence and trust in their tools
 - Eg. Study: Good vs Bad AI System

AI Concerns

Growing adoption = growing concerns about the use of AI

Employer Side

- Increase in reports of candidate fraud
- Concerns of both credentials and identity, amplified by remote environments
- Additional time and cost for human intervention, assessments and verification steps
- Issues of trust on both sides!

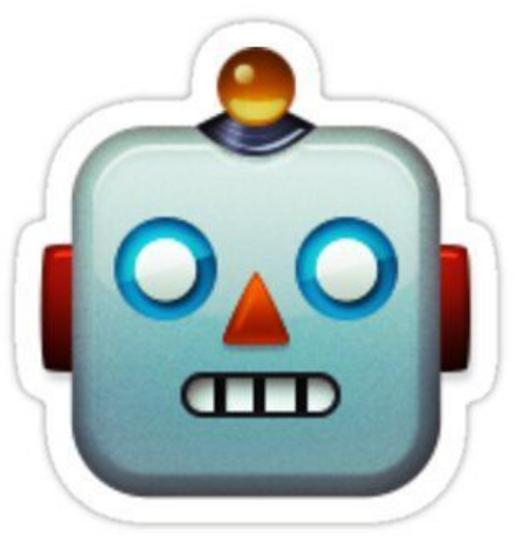
Security Magazine's 2025 Deep Fake Report*:

41% of companies surveyed had hired AND onboarded a fraudulent candidate.

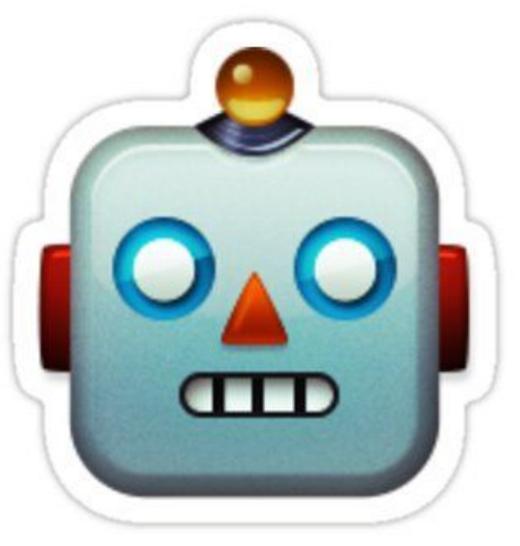
*668 enterprise companies with 1000 or more employees

Regulation & Ethics

- EU AI Act (Aug 2024): Recruitment/HR classified as “high-risk” → requires documentation, human oversight, risk assessment
- US + Canada (Federally) Some discussion requiring employers to disclose and/or justify AI use in hiring - has slowed down
- Québec: Employers must disclose when an automated decision is used in hiring, and provide candidates with the option to request a human review of that decision
- Ontario: Jan 2026, Job postings must disclose AI use for employers with 25+ employees
- Alberta: Notes that employers are responsible for a human rights complaints resulting from AI.



What are you experience in
your orgs + in the market?

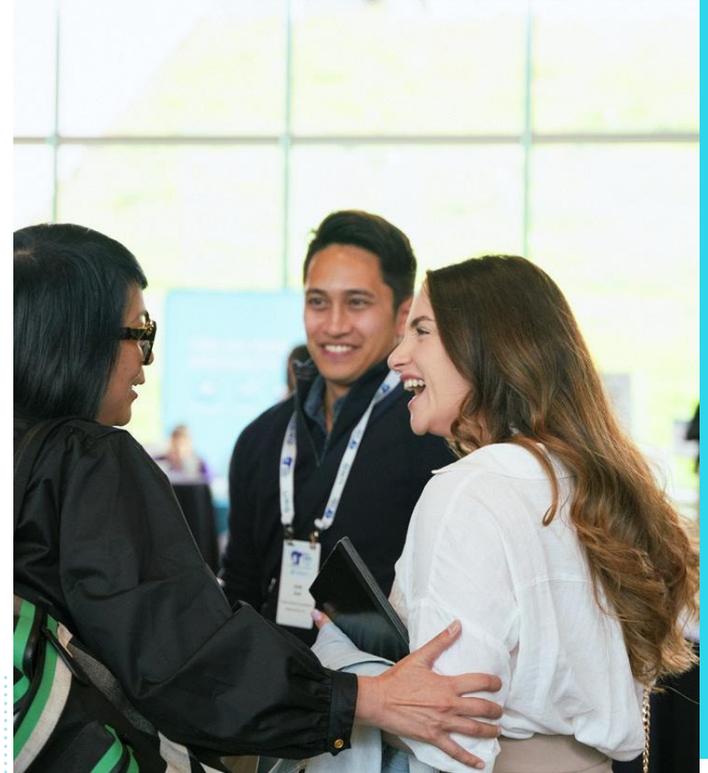


AI's Impact on Attracting & Retaining Talent

- March 3 Montreal
- March 5 Toronto

www.tapnetwork.com/events

Compensation Trends in Canada's Tech Sectors



Macro Trends

12

Real GDP declined in mid 2025 and remained flat through end of 2025 and 2026 driven by lower exports of goods and slowing business investment.

Unemployment dipping but still near 7% (6.8%)

Total CPI has moderated, but cost of living pressures remain for many Canadians with shelter and food costs still rising rapidly.

Pay Transparency regulation and directives continue to evolve across North America and Europe

Geopolitical tensions continue to cause uncertainty with or without direct tariff impact

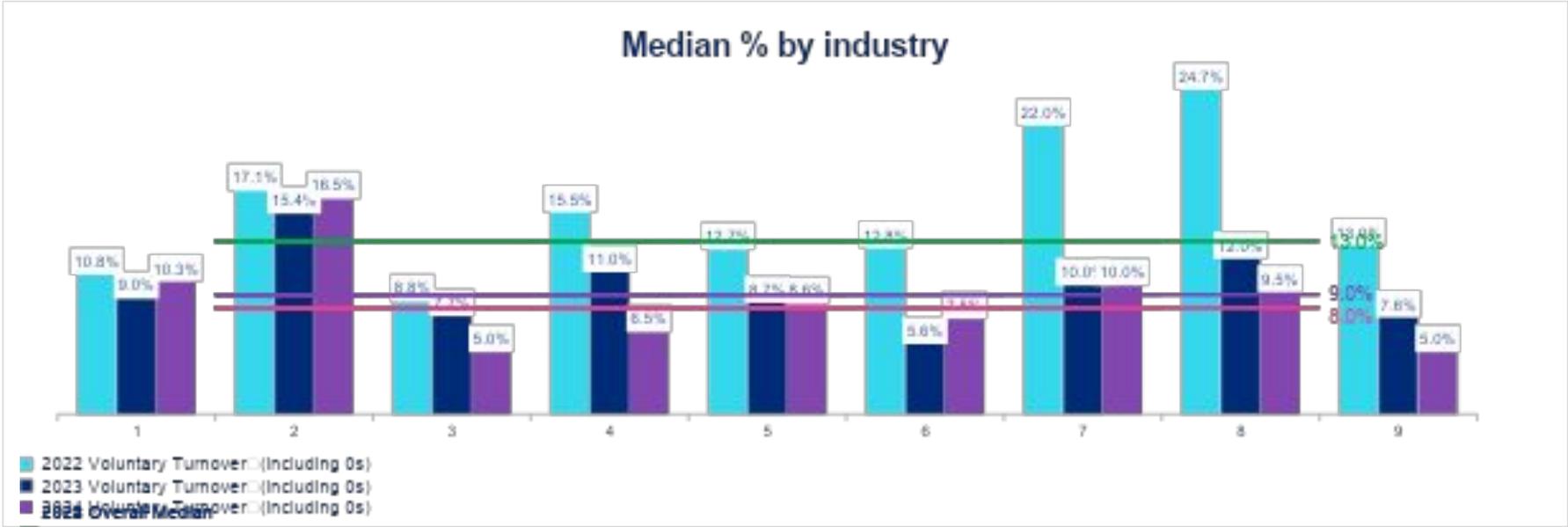
Tech labour market *slight* shifts in favour of employers, influx of job applicants on the market but candidates being more cautious about moving

Turnover has Stabilized

8.0%

Overall Voluntary Turnover

Voluntary turnover rates across most tech sectors have generally declined from 2022 to 2025, reflecting a potential stabilization.



Hot jobs

Top 10 jobs Common job year over year incumbent count increase %

National/Major Account Representative	58.5%
Firmware Engineer - Intermediate	53.4%
Director, Software Engineering/Development	52.5%
Purchasing Manager	50.0%
Data Architect	37.5%
Technical Customer Support Representative - Entry	37.4%
UI/UX Designer - Senior/Lead	35.3%
Marketing Communications - Senior/Lead	34.6%
Demand Generation Manager (Growth Marketing)	30.4%
Inside Sales Representative	30.1%

Top 10 jobs Common incumbent base salary increase %

Product Marketing Manager - Intermediate	7.2%
Data Scientist - Entry	7.1%
User Experience (UX) Researcher	6.3%
Recruiter - Intermediate	6.2%
Technical Customer Support Manager	5.8%
Creative Director	5.3%
Technician B - Intermediate	5.2%
2D/3D Concept Artist ¹⁴ - Senior/Lead	5.0%
Assembler B - Senior/Lead	5.0%
Hardware/Electrical Engineer - Fully Competent	5.0%

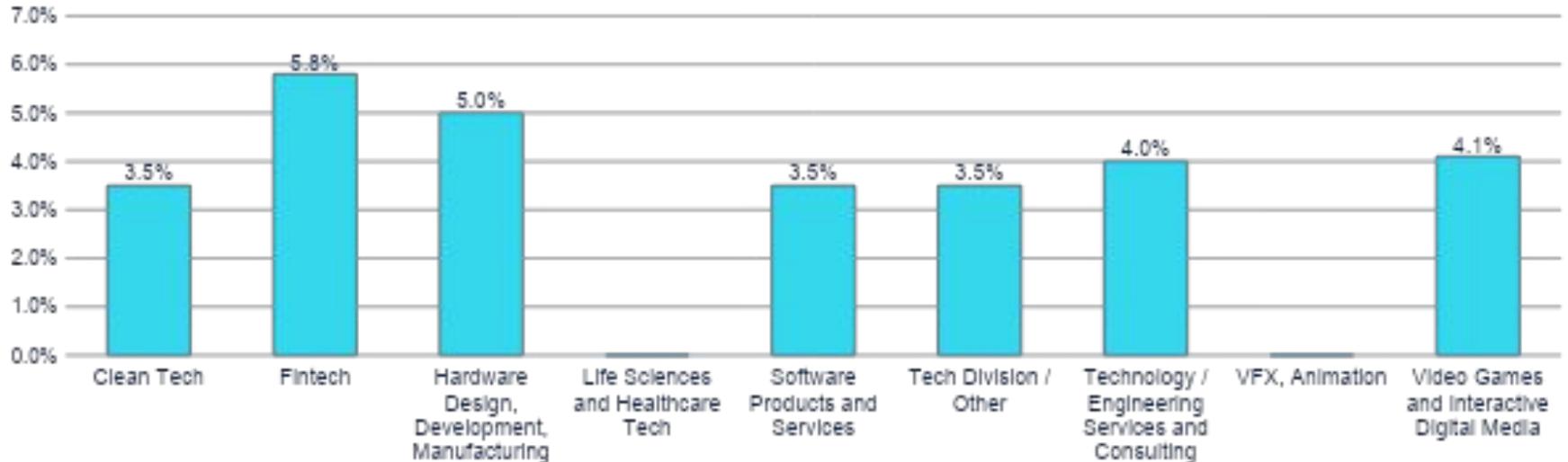
Salaries have Stabilized

3.5%

YOY Common Incumbent
Median Salary Increase

3.5% common incumbent median salary increase is highly correlated with salary budgets of 3.5% – the result of reduced reliance on off-cycle pay increases.

Year over Year Median Base Salary % Change by Industry



Top 10 workplace benefits

The perquisites and workplace benefits that organizations provide now or are considering introducing.

Percentage of organizations providing

2025 Rank	2024 Rank	Top 10 Perquisites & Benefits	% Orgs Providing		% Change from 2024
1	1	Work From Home Options	97%	●	0%
2	2	Company Events	95%	▼	-2%
3	3	Flexible Work Hours	88%	▲	1%
4	5	Secure Bike Racks	74%	▲	3%
5	4	Complimentary Fresh Fruit And/ Or Snacks	70%	▼	-2%
6	6	On-Site Shower and Locker Facilities	66%	▼	-2%
7	7	Family Leave Top-Up Benefits	61%	●	0%
8	9	Health and Wellness/ Flex Allowance	60%	▲	4%
9	10	Alcoholic Drinks After Work – Company Paid	56%	▲	2%
10	8	RRSP Matching	56%	▼	-1%

Most common benefits organizations are considering introducing



Paid time off to volunteer – 14%



RRSP matching – 14%



Health and Wellness/Flex Allowance – 13%



Donation matching – 8%

What are you experiencing in your orgs?

- Stabilizing Turnover?
- Stabilizing Salaries?
- What are your hot jobs?
- What are you offering in order to attract and retain talent?

Cyber Security Compensation Data



TAP Network Salary Data

Application security

Applies knowledge of security best practices and standards to support the development and integration of company products; interprets customer security needs and ensures compliance; performs threat analysis and security reviews on application design and code; resolves security related issues with the development team; defines and maintains security standards, processes, and guidelines for development process; understands and adapts to changing threats and techniques; and performs security testing.

Director, Information Security

Responsible for the organization's development and enforcement of information security policy and strategy. Oversees the selection, development, deployment, monitoring, maintenance, and enhancement of the organization's security technology. Performs IT risk assessments, audits, and security incident investigation. Administers security programs and procedures. Frequently reports to the Chief Information Officer.

Information Security Analyst

Information Systems Security focuses on protecting an organization's systems, networks, data, and intellectual property from cyber threats and unauthorized access. This includes designing and implementing secure systems; monitoring for vulnerabilities, intrusions, and malware; responding to security incidents; and conducting risk assessments, audits, and root-cause analysis. The role also ensures compliance with internal and external security requirements, evaluates the effectiveness of IT security controls, supports disaster recovery planning, and tracks the business impact of security initiatives.

TAP 2025 Network Salary Data

Position	Mean	Medium
Application Security	120,259	113,278
Director, Information Security	181,259	170,000
Information Security Analyst	102,975	103,254

TMU Salary Data

Job Family	Average of Salary	Median of Salary	Median of Years of Cyber Experience	Incumbents	Difference Med/Avg
Cloud Security Specialist	100,595.94	102,196.00	3.75	16.00	0.02
Cybersecurity Analyst - Junior	76,882.53	77,000.00	2.50	127.00	0.00
Cybersecurity Analyst - Senior	95,479.04	93,300.00	4.00	121.00	(0.02)
Cybersecurity Architect	121,391.59	123,500.00	2.13	6.00	0.02
Cybersecurity Consultant	107,076.99	100,000.00	3.00	74.00	(0.07)
Cybersecurity Manager	129,629.49	130,500.00	5.00	27.00	0.01
Cybersecurity Specialist	101,262.35	97,850.00	4.00	57.00	(0.03)
Director	148,971.50	148,971.50	2.00	2.00	-
Governance, Risk, and Compliance	101,781.28	105,000.00	5.00	15.00	0.03
Incident Responder	108,837.78	109,562.50	5.00	38.00	0.01
OT Security Specialist	110,053.53	112,200.00	4.00	7.00	0.02
Other	114,340.59	110,000.00	4.00	29.00	(0.04)
Penetration Tester	108,721.20	107,356.00	4.50	10.00	(0.01)
Project Manager	120,810.00	125,000.00	3.50	4.00	0.03
Security Engineer	116,194.05	115,276.34	4.75	48.00	(0.01)

The cybersecurity salary data presented is based on information collected from individuals who have participated in Rogers Cybersecure Catalyst cybersecurity training programs. The dataset includes more than 580 Canadian-specific data points across a range of cybersecurity roles, collected between 2024 and 2026.

Thank you!

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Questions? Key Takeaways?

www.tapnetwork.ca

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