What the UK's tech skills shortage means for your next career move

London's successful establishment as a fintech global superhub means the city continues to draw the best and brightest in the tech world.

And while the capital has been ranked as the European leader in cybersecurity, and _security incidents decreased by 14.8% in 2022_, down from 1,243 in 2021 to 1,063 in 2022, online threats and data breaches continue to beset the sector.

The ability of hackers and bad actors to create new techniques to undermine and outsmart cybersecurity programmes is one part of the problem.

However the other is a physical lack of tech workers who possess the necessary skills to implement cybersecurity controls—51% of all private sector companies in the UK are unable to deal with cybersecurity threats _due to a shortage of staff_ with adequate technical skills and knowledge.

And as cloud adoption becomes increasingly important for businesses, particularly in the areas of banking and finance, this need is more pronounced.

The silver lining? The sector is ripe with employment opportunities.

In fact, according to the Department for Digital, Culture, Media & Sport, more than _6,000 vacancies_ for cybersecurity professionals were posted last year, and the most in demand roles are security engineers (35%), security analysts (18%), security managers (14%), security architects (11%) and security consultants (9%).

Weak spots

The technical and soft skills needed to excel in a career in cybersecurity have been outlined by the _UK Cyber Security Council_, which has also developed a Careers Route Map detailing the most common job titles, salary ranges and career pathways that can be followed.

This is backed up with the Department for Digital, Culture, Media & Sport's Cyber security skills in the UK labour market 2022 report which has identified that 41% of cyber sector _firms are lacking personnel_ with complementary skills like communication, leadership, management, or sales and marketing.

While in-house learning and development opportunities and facilitating a pivot to a career purely focussed on cybersecurity is one way tech and fintech companies can address the skills gap, external training is another solution.

The _National Cyber Security Centre_ has designed a two-tier approach and offers a foundation-level course in cybersecurity as well as more specialised programmes for tech professionals who are more familiar with the technical skills needed to excel in the field.

The next piece of the puzzle? Identifying employment opportunities and matching your skills to the right role. For those who are ready to pursue a role in cybersecurity now, the _Maddyness Job Board_ features thousands of roles in companies that are actively hiring, like the three below.

Senior Security Engineer, Vulnerability Discovery Operations, Amazon Defensive Security, Amazon Data Services UK Ltd, London

Amazon is seeking an innovative _Senior Security Engineer_ to join the vulnerability management and remediation (VMR) team as a vulnerability discovery operations engineer. The VMR team is responsible for the discovery, assessment, triage, and remediation of vulnerabilities across Amazon. Working with a global team of security engineers, software developers, and technical program managers dedicated to continuously raising the security bar, you will be responsible for the timely and accurate detection of vulnerabilities across the complexity and scale of the Amazon ecosystem. _View more information here_.

Senior Backend Engineer – Customer Security, Coalition, London

Founded in 2017, Coalition combines cybersecurity and insurance to help organisations prevent digital risk before it strikes. As a _Senior Backend Engineer_ you will be working across multiple software development projects that can range from APIs to scraping and ETL workflows. Your primary focus will

be the development of server-side logic, ensuring high performance and receptiveness across the platform and you will also work closely with our product design team. You should enjoy the challenge of building large, scalable infrastructure and components from the ground up. _See the full job description here_.

Cybersecurity Governance Analyst, Capgemini, London

Capgemini state that this _Cybersecurity Governance Analyst_ role will evolve in response to developments in cybersecurity. As such, the ideal candidate will be responsible for maintaining an effective governance framework for Cybersecurity, including the facilitation of cybersecurity executive management meetings, work with various stakeholders across functions, levels, and geographies to appropriately and accurately message content of reports and presentations to enable informed decision making and drive the continuing development, implementation and improvement of governance processes and framework. _Access more details here_.

For more opportunities in cybersecurity, visit the Maddyness Job Board today

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