



Hiring Trends: Data Protection & Privacy Q4 2019 – Q2 2020

Introduction

Over the past six months, we have seen exponential change across our markets due to the global pandemic.

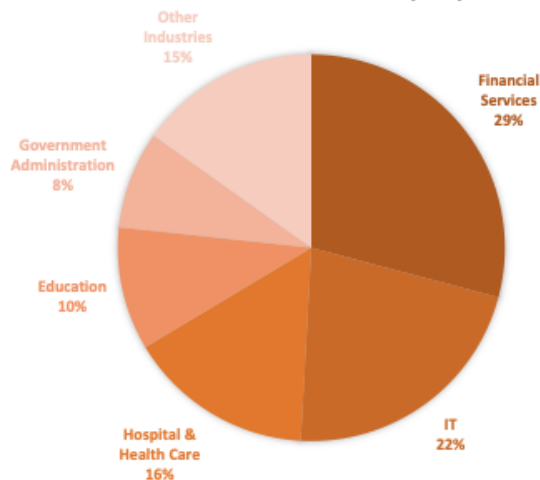
From hiring freezes, to furlough and redundancy many companies have had to not only weather the storm, but also re-define what "doing business" will look like going forward.

With a large portion of the workforce still working from home and the furlough scheme soon winding down, it's fair to say that firms are not out of the woods yet.

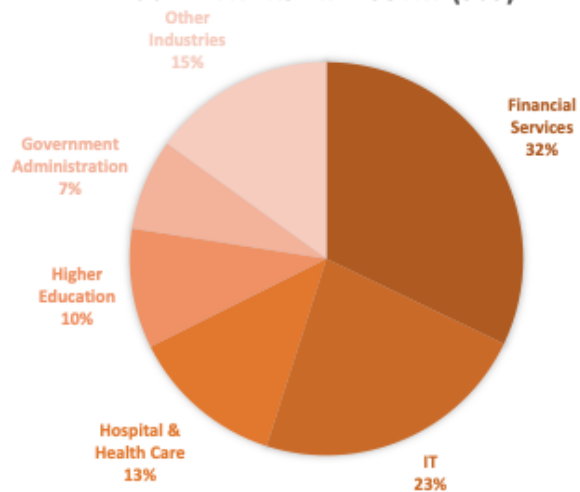
Just this week *The Guardian* reported over **150,751** redundancies this year so far with over **9,373,700** people still on the furlough scheme.

In this report, we take a closer look at **Data Protection & Privacy** to track the impact that COVID-19 has had on the sector and consider the challenges facing firms going forward.

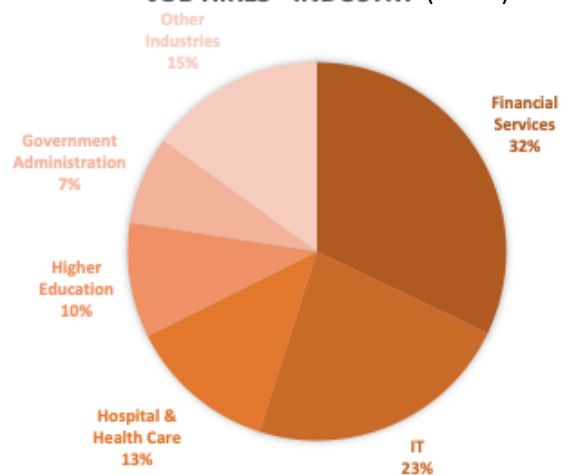
**DATA PROTECTION & PRIVACY 2019 Q4:
JOB HIRES - INDUSTRY (833)**



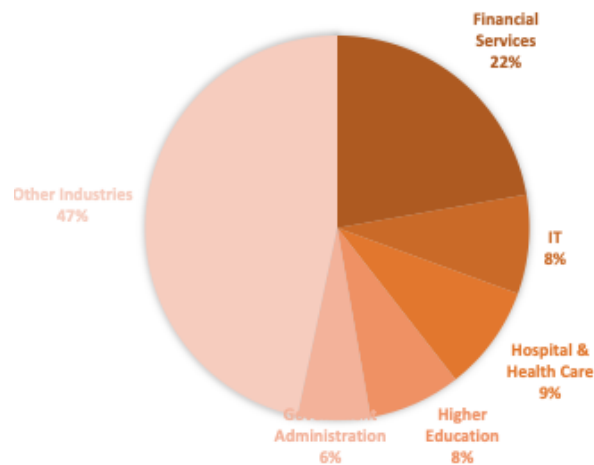
**DATA PROTECTION & PRIVACY 2019 Q4:
JOB LEAVERS - INDUSTRY (569)**



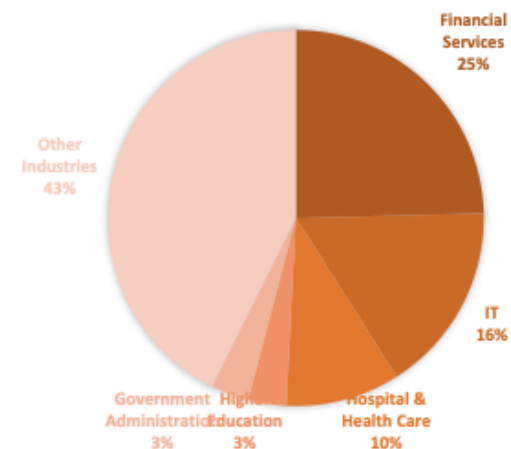
**DATA PROTECTION & PRIVACY Q1:
JOB HIRES - INDUSTRY (- 25%)**



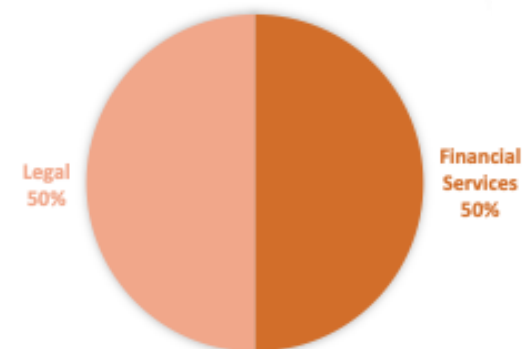
**DATA PROTECTION & PRIVACY Q1:
JOB LEAVERS - INDUSTRY (- 69%)**



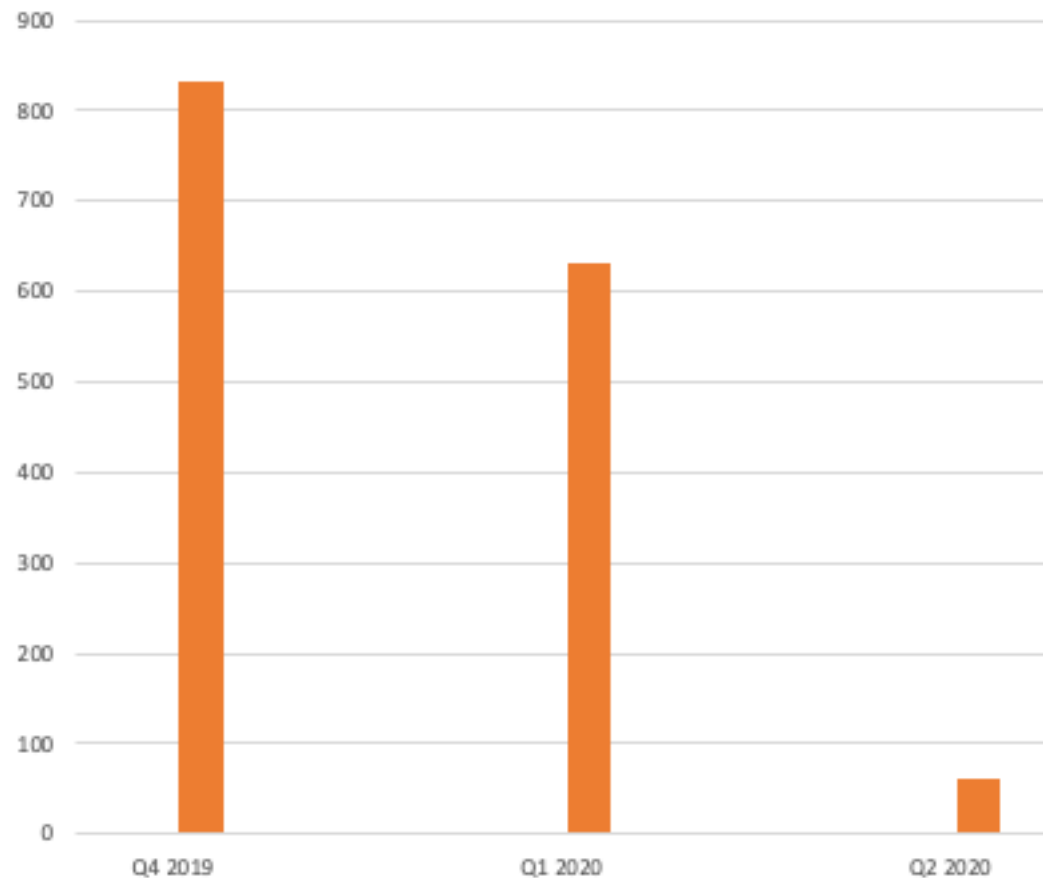
**DATA PROTECTION & PRIVACY Q2 2020:
JOB HIRES - INDUSTRY (- 93%)**



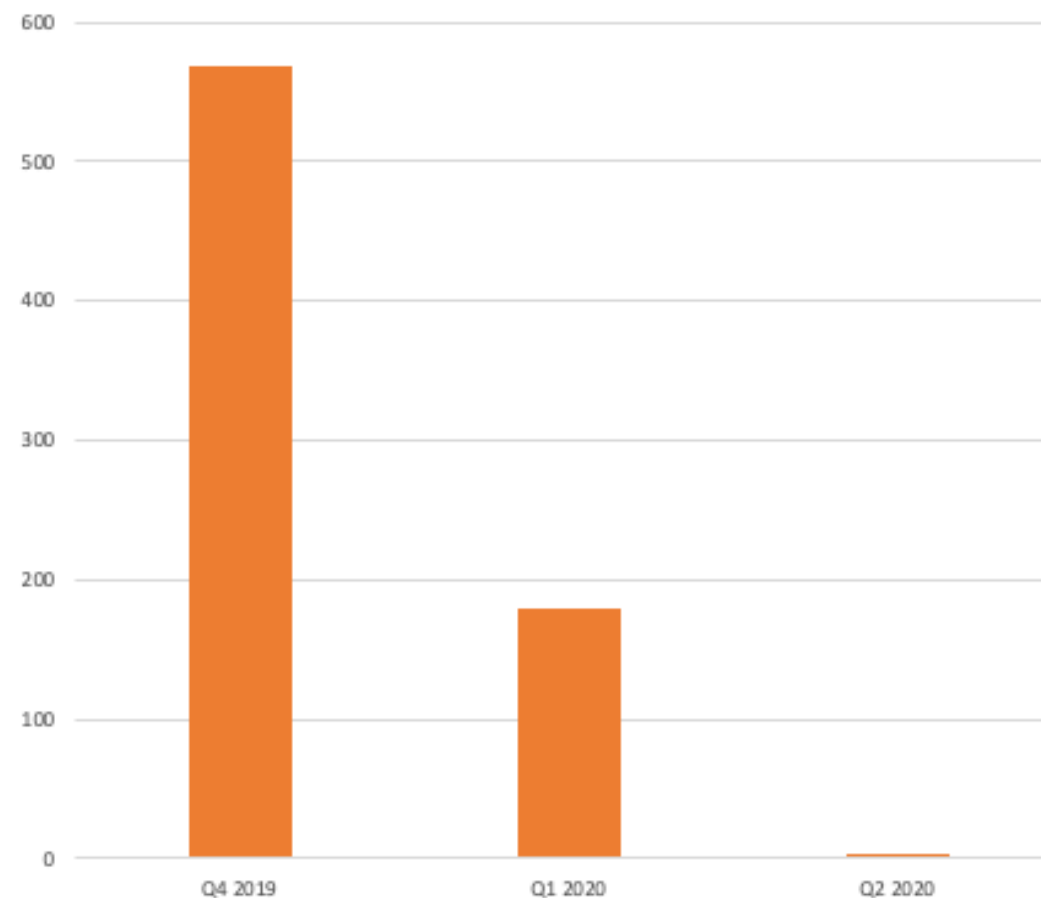
**DATA PROTECTION & PRIVACY 2020
Q2:
JOB LEAVERS - INDUSTRY (- 97%)**



Job Hiring - Data Protection & Privacy (number of hires)



Job Leavers - Data protection & Privacy (number of leavers)



Data Protection & Privacy: Insights

Given the breadth and scale of the pandemic, it's no surprise that the **Data Protection & Privacy** markets have felt the impact so acutely.

If we look at the pie charts on *slide 3*, although hiring for data protection roles within the Financial Sector remained the most popular, as we go into Q2 of 2020, we soon see that hiring becomes sporadic across industries. This signifies lesser opportunities within the normally more lucrative areas, encouraging the talent to diversify into different industries for opportunities.

Furthermore, we can see that through Q1 there is a stark drop in new jobs hired. However the impact of lockdown is soon felt as we entered Q2 where we saw almost no one entering new positions. This is most likely due to staff becoming furloughed and trepidation around risking job security in unprecedented times.

Interestingly, if we compare the *number of hires*, to the *number of leavers* across the market. Although new hires drop slightly in the first quarter, we see a more significant drop in professionals leaving their roles. Again, this may be due to companies placing a larger portion of their talent on furlough.

In Q2, the data seems to be similar across all sectors in that hiring and professionals leaving roles seem to cease completely. Again we can relate this back to the fact that with the furlough scheme now fully implemented, companies are placing a larger portion of their staff on furlough.

“Data Protection is usually a relatively fluid market. During the course of the pandemic, the number of DP roles dropped significantly and a number of clients who had plans to expand the team have had to do just the opposite of that. Budgets have been cut and more spend seems to be going on Tools like OneTrust, DataGuidance etc, to reduce the number of heads for the meantime. Over the last month, I have seen a lot more DP professionals come back off Furlough with the impact of the Schrems II decision”.

- Lauren Webber, Senior Recruitment Consultant (Data Protection & Privacy) at FourthLine

We are a regulatory compliance and operational risk management consultancy blending consulting, change and talent services to provide clients with the expertise to identify, reduce and manage risks.

If you are looking to increase your Data Protection & Privacy function, please contact Lauren Webber at:

lauren.webber@thefourthline.co.uk