

Ethical Hacking Careers

**A Guide for Friends, Families, and Potential Spouses
and Relatives of Ethical Hackers**

By Synack, the Leader in Crowdsourced Security Testing

THE NEW DEFENDERS OF OUR DIGITAL LIVES ARE ETHICAL HACKERS

In recent years, Crowdsourced Ethical Hacking has emerged as a highly respected, sought-after skill set and career for IT experts. It spans numerous technical disciplines including parts of software development and IT management, but is more in demand. Ethical hacking is an essential part of the modern cybersecurity landscape, a fast growing and well valued part of the IT world, because the skill is rare and needed by all companies to protect information from theft. Synack provides work opportunities for ethical hackers around the world.

WHAT ETHICAL HACKERS DO

Protect global brands from cybersecurity attacks:

Find security problems that others have missed – “hacking” to find security holes

Work with company security teams to fix problems they have found

Develop new Tactics, Techniques, and Procedures (TTP) to find security issues

Maintain and create software tools to aid their work

Research emerging vulnerabilities to incorporate into their testing

Understand the work of criminals, to better stop their crimes before they occur.

Synack crowdsources ethical hackers. We call our group of hackers the [Synack Red Team](#). Applicants must pass difficult entrance exams, interviews and background checks before admittance. Synack accepts only a small fraction of its applicants. About 30% of the worldwide Synack Red Team is in South Asia, mostly India. They are among the most productive in the community and provide their skills to Synack customers around the world.

| What Crowdsourced Ethical Hackers Do | Lifestyle |
|---|---|
| <ul style="list-style-type: none"> • Ethical hacking based on their findings • They are paid for what they find—from hundreds to thousands of USD for a single finding • Vulnerabilities can take minutes or hours to find • Top ethical hackers on Synack make > \$100,000/ year, working full-time • Most Synack ethical hackers work part-time, to supplement their income | <ul style="list-style-type: none"> • Crowdsourced Ethical hackers work from home or their personal office • They can work whenever they want, with most full-time ethical hackers on Synack working 5-10 hours a day • Earnings are based on USD prices • Ethical hacking sometimes requires travel—for conferences and for live hacking events • Being a member of the Synack Red Team is prestigious—helping applicants expand their professional careers. • Cybersecurity is resilient to downturns in the economy |

The top 10% of Indian SRT each earn more than 25x the national average income

Median Indian SRT income: 1.5x Indian average annual income

Mean Indian SRT income: 7.0x Indian average annual income

* Among earners in 2019-2020. This includes Indian SRT who have submitted only 1–2 vulnerabilities, so among full-time SRT the numbers are much higher!)