ISACA

EUROPEAN EDITION

State of Cybersecurity 2025-2026

ISACA surveyed more than 3,800 cybersecurity professionals, including 740 in Europe, to determine the state of cybersecurity—from staffing and skills gaps to budgets, threats, and AI use and involvement. Full results are available at www.isaca.org/state-of-cybersecurity.

Stress on the Rise

68% say their role is **more stressful** than five years ago

45% High stress is the top reason for attrition

65% **TOP STRESSOR:** Complex threat landscape

Staffing Challenges Persist

58% say their cyber teams are **UNDERSTAFFED**

66% have **UNFILLED** cybersecurity positions

45% say it takes **3-6 MONTHS TO HIRE** for entry-level roles, and 41% say the same for non-entry-level roles

SKILLS GAPS:

Soft Skills, Adaptability and Hands-on Experience in High Demand

59% **#1 GAP** Soft skills

TOP SOFT SKILLS NEEDED:

1. **60%** Communication
2. **48%** Teamwork
3. **46%** Problem-solving

Cybersecurity work experience is the top qualification factor (60%), with adaptability closely following (55%).

WORKFORCE TRENDS:

Technical Pros in High Demand

69% expect demand for **TECHNICAL CONTRIBUTORS** to rise

52% of organizations **STRUGGLE TO RETAIN** cyber talent

39% say that more than half of their cyber staff **STARTED IN THE FIELD**; 49% say more than half transitioned from other roles.

ONLY 24% believe university grads are **well-prepared**

TOP SKILLS/KNOWLEDGE GAPS IN NEW GRADS:

1. **43%** Incident response
2. **39%** Identity and access management
3. **37%** Data security
4. **34%** Vulnerability management

Cybersecurity Teams Increasingly Involved in AI

TOP USES OF AI IN SECURITY OPERATIONS:

1. Threat detection (29%)
2. Endpoint security (28%)
3. Routine task automation (27%)

Cybersecurity involvement in AI policy is significantly increasing:

51% helped develop AI governance *(up from 36%)*

46% involved in the implementation of AI solutions *(up from 27%)*

Budgets Slightly Less Underfunded—But Increases Not Widely Expected

54% say budgets are underfunded *(down from 58%)*

ONLY 41% expect budget increases *(down from 44%)*

54% say boards prioritize cybersecurity

Threats and Risk

39% report increased attacks this year

51% believe an attack on their organization is likely or very likely in the next year

SOCIAL ENGINEERING TOPS ATTACK TYPES:

1. **48%** Social engineering
2. **40%** Exploited vulnerabilities
3. **28%** *Denial of serevice*

38% are confident in their team's incident response capabilities

40% believe cybercrime is underreported, even when reporting is required

What Security Leaders Should Do Next

As cybersecurity threats evolve and stress levels rise, leaders must prioritize both technical resilience and team well-being. Investing in soft skills development, streamlining hiring processes, and involving cybersecurity teams in AI governance are no longer optional—they're strategic imperatives. With budget optimism waning and attacks growing more sophisticated, now is the time to align cyber strategy with business goals, advocate for sustainable funding, and foster a culture that values adaptability, collaboration and continuous learning.

For full study results, download ISACA's free State of Cybersecurity 2025 report at www.isaca.org/state-of-cybersecurity.