



SAUDI ARABIA SALARY & EMPLOYMENT REPORT 2021

INDEX

Introduction	1
Survey results	
Overview	2
Regional snapshot	4
Employee survey results	6
Employer survey results	12
Salary guide	
Accountancy & Finance	24
Construction & Property	24
Human Resources	24
Legal	24
Manufacturing	24
IT & Digital Technology	25
Marketing & Digital Marketing	26
Oil & Gas	26
Procurement & Supply Chain	26
Sales	26
About us	28
Contact us	30

INTRODUCTION



**Chris Greaves, Managing Director,
Hays Gulf Region**

Welcome to the Hays Saudi Arabia Salary & Employment Report 2021. Now in its second year of publication the findings in this report are the result of over 600 individual contributions from our clients and candidates, and many thanks to each of them for their involvement. Whatever your age, the last 12 months are likely to go down in history for all of us as the most tumultuous year of our working lives. Governments' responses to the Covid-19 pandemic have seen the vast majority of professional roles transition to home working for prolonged periods of time, many companies have had to respond to dramatically reduced revenues and this in turn has caused many people to lose their jobs. For a significant number of expats, this has meant having to relocate back to their home country from Saudi Arabia as new hiring was seriously impacted.

When reflecting on what has happened to us since the outbreak of the Covid-19 pandemic in March 2020, because we were all similarly impacted in our personal lives (with lockdown, movement restrictions, closed borders, etc.) it is easy to assume that we were all similarly impacted in our professional lives. However in reality, our data suggests that this is not the case, and that as in all previous years there have been 'winners' and 'losers' when it comes to salaries, jobs and career prospects.

In a year where the local government quickly introduced legislation for companies to temporarily reduce salaries, 39% of employee respondents in Saudi Arabia said their salary actually increased in 2020 compared to 2019.

As with last year's report, the biggest single reason for a salary increase was 'starting a new job with a new company'.

In a year where job losses made all the headlines in the media, 29% of employers actually reported an increase in headcount at the end of 2020 compared to 12 months earlier. In addition, 21% of Saudi businesses said they were either unaffected or positively impacted by the crisis.

Regrettably however, a larger number of organisations experienced reduced revenues from March onwards and 33% of Saudi employers in our survey said their company reduced employee headcount as a result. That being said, a greater 49% of employers in the UAE were forced to reduce staff numbers and when looking on a global scale, Saudi Arabia's job market has been relatively robust throughout the pandemic thanks to ongoing government investment across a spectrum of industry sectors. While we saw the number of job opportunities reduce during the height of the pandemic, there has been ongoing hiring taking place in Saudi Arabia, as the governments commitment to diversification of the economy continues.

Looking ahead, the majority opinion seems to be that the worst is behind us. A significant 81% of companies said they were already in recovery, business as usual, or growth phases with 76% expecting to recruit additional headcount in 2021 – an even more optimistic outlook than the UAE where 59% of employers said the same. More than half (56%) of all employees in Saudi Arabia are expecting an increase in salary in the coming 12 months, but once again, they may have to move jobs to secure this. Our view on this topic, being in daily contact with companies involved in a hiring process, is that organisations are going to strive to keep a lid on salaries in 2021 in an attempt to recoup some of the losses made in the past year. Therefore, we anticipate across the board pay rises to be a rare occurrence.

Moving away from salaries it is worth commenting on the fundamental shift in work patterns that the pandemic has brought upon us with the rapid acceleration to mass home working. This experience has increased employee expectations that some form of home working will be introduced permanently by their employers, with 76% of employees in fact wanting greater flexibility to their working patterns in 2021. Positively for them, our survey found that 38% of employers who had not previously offered flexible working intend to do so in 2021. There is a lot to learn about managing and communicating with a remote workforce and keeping them motivated and involved and it will be interesting to see how the employer-employee relationship evolves with this.

So, as I write this introduction, I can't help but notice that our new job orders in January 2021, and other indicators of hiring activity, were the best monthly figures since February 2020. This is part of a positive trend we have seen since the early summer and it bodes well for a stronger job market in 2021.

A handwritten signature in black ink, appearing to read 'Chris Greaves', written in a cursive style.

Chris Greaves
Managing Director, Hays Gulf Region

SURVEY RESULTS OVERVIEW

Saudi Arabia's hiring market was hit hard by the Covid-19 pandemic in 2020. With lockdown measures and travel restrictions limiting workforce capabilities, as well as reducing the global demand for oil, many employers in the country were forced to make redundancies and freeze staffing budgets in a bid to reduce costs and remain operational during the unstable market conditions.

Of those Saudi Arabia employers who took part in our market survey, a significant 33% said that they had reduced headcount in 2020. However, this compares favourably to other regional markets – in the UAE for example, a greater 49% of organisations made redundancies, and sentiment in the kingdom has remained relatively optimistic despite the pandemic outbreak.

While reduced oil prices saw some cutbacks on fiscal and monetary policies in Saudi Arabia, investment by the government in non-oil revenue streams – in accordance with Saudi Vision 2030 – has continued and there have been some very busy areas of hiring. Industries including Life Sciences, Healthcare, Manufacturing and Real Estate have all been actively recruiting and the IT and Tech profession has been particularly busy. Demand for Tech professionals has been driven by the ongoing focus on digitisation and automation by organisations across all sectors. Irrespective of the pandemic, companies have continued to invest in enterprise applications, cloud computing and new digital apps, rather than make do with legacy technology, in order to remain afloat and competitive in their respective markets.

The stringent lockdown measures enforced in Saudi Arabia in 2020, along with the governments long-term strategy to diversify the economy away from Oil and Gas, have established a strong and attractive foundation for business over the next 12 months and beyond. From our own experiences, there is certainly growing confidence in the market with job numbers increasing since Q4 of 2020. This is also apparent from our survey findings where 81% of employers said they were already in recovery, business as usual, or growth phases of business following the pandemic.

For 2021, while many organisations will remain cautious with regards to spend on staffing, we expect opportunities in the kingdom to increase in all sectors, with job numbers bouncing back to pre-Covid-19 levels. This is supported by the 63% of employers in Saudi Arabia who expect headcount in their organisation to increase over the next 12 months – higher than the 49% of employers in the UAE that said the same, and this indicates a positive outlook for Saudi's economy in the year ahead.

Other employment trends emerging in the market, and which we expect to continue throughout 2021, include remote working and contracting – or the hiring of temporary staff. Remote working became the only way for many organisations to operate in 2020 and this way of working has not stopped for many since travel and lockdown restrictions have eased. Of the professionals that we surveyed, 76% said they hoped remote working would be introduced as part of their organisation's normal practices going forward and 38% of employers, who did not previously offer remote working, plan on doing so in 2021.

When it comes to contracting, 30% of employers said they intend to hire contract staff in 2021, compared to 19% who said the same last year. We believe this growing popularity is down to the flexibility contracting allows employers in obtaining niche skill on a more cost-effective basis than hiring permanent resource.

Salaries

According to our survey, 52% of professional's salaries remained the same year-on-year in 2020, while 39% increased compared to 2019 and 9% decreased. Of those that saw a pay cut, the vast majority were in direct response to the pandemic, with salaries returning to pre-Covid-19 levels by the end of 2020. We do not expect the pandemic to negatively affect salaries in 2021 and therefore we predict very few salary reductions to take place. Instead, we anticipate that the majority of salaries will remain the same in 2021, with increases being paid to those hitting required performance targets. Professionals working in the market are very optimistic about their salaries with 56% expecting an increase in 2021, 41% expecting their pay to remain the same and 3% expecting a decrease.

One trend that is emerging with remuneration packages is the omission of a company car allowance for those starting new jobs in the region. While this equates to only a relatively small proportion of overall packages it is indicative of employers being more restrictive with staffing budgets than previous years. That being said, education allowances – which are becoming less commonly included in employment packages in the UAE – remain on offer for the majority of those working in Saudi Arabia.

Historically, salaries paid in Saudi Arabia have been higher than in the rest of the Gulf region but this is becoming less noticeable. There are however apparent differences within the kingdom when it comes to employment sector, with government and semi-government organisations paying higher rates than those in the private sector. Salaries paid to Saudi nationals are also typically higher than those paid to expats. How much higher is dependent on job role and company.

In-demand areas

Many of the trends we saw at the back end of 2020 are likely to continue throughout the next 12 months with Life Sciences, Healthcare, Manufacturing and Real Estate being the busiest industries for hiring. Automation and digital transformation remain key priorities for organisations and therefore IT and Tech professionals will be high in demand. Our survey also found that employers expected to face a shortage of skilled Saudi national talent and Sales professionals in 2021 and we therefore anticipate high demand for these. The number of jobs available to commercially savvy Sales professionals has increased since movement restrictions in response to Covid-19 have eased with organisations seeking to hone in on opportunities to maximise revenues and compensate for any losses experienced during the pandemic. Much of the demand for local talent has been spurred by Saudization and government initiatives to upskill the national population. Demand for Saudi nationals is highest in the non-private sector but also increasing in private sector organisations.

The supply of skilled professionals in Saudi Arabia is increasing every year and we expect mobility of labour to be at an all-time high in 2021, particularly within the expat community due to the upcoming Iqama reforms. In easing contractual employment restrictions, expat professionals working in the private sector will be more able to move employer and consequently, organisations attraction and retention strategies will be a big focus. According to our survey, 'salary' is the number one reason why professionals in Saudi Arabia would look to move jobs in 2021, and 'career development' was the main reason why employees started a new job in 2020. Employers will need to consider these two factors as well as their offerings around flexible and remote working in order to attract the top talent in the region.

ABOUT THIS REPORT

The Hays Saudi Arabia Salary & Employment Report 2021 is an annual in-depth analysis of Saudi Arabia's hiring market. It explores trends surrounding salaries, employment and benefits packages, as well as workforce turnover. This is the second edition produced.

Methodology

The report has been compiled using data gathered in Q4 2020 from over 600 employees and employers based at organisations of all type and size across Saudi Arabia.

Thank you

We would like to express our gratitude to all individuals who provided valuable insight and participated in the collection of data for this report.

REGIONAL SNAPSHOT SAUDI ARABIA & THE UAE

EMPLOYER SURVEY RESULTS

21%

of organisation's sales were severely impacted by the Covid-19 pandemic

63%

of employers expect staffing levels in their company to increase in 2021

85%

of employers anticipate a skills shortage in 2021

50%

of organisations have integrated remote working as a normal practice for their workforce

61%

of employers employ contract as well as permanent staff in their workplace

Sales skills will be in the shortest supply in 2021 according to employers in Saudi Arabia

Saudi Arabia

EMPLOYEE SURVEY RESULTS

39%

of employees' salaries increased in 2020, most commonly by less than 5%

5%

of professionals' salaries decreased due to the Covid-19 pandemic

56%

of employees expect salaries to increase in 2021

61%

of employees feel positive about their career prospects for 2021

44%

of employees anticipate they will move to a new job with a new company in the next 12 months

EMPLOYER SURVEY RESULTS

Managerial/Leadership skills will be in the shortest supply in 2021 according to UAE employers

30%

of organisation's sales were severely impacted by the Covid-19 pandemic

49%

of employers expect staffing levels in their company to increase in 2021

55%

of organisations have integrated remote working as a normal practice for their workforce

70%

of employers anticipate a skills shortage in 2021

44%

of employers have both contract and permanent staff in their workplace

UAE

EMPLOYEE SURVEY RESULTS

33%

of employees' salaries increased in 2020, most commonly by less than 5%

14%

of professionals' salaries decreased due to the Covid-19 pandemic

45%

of employees expect salaries to increase in 2021

57%

of employees feel positive about their career prospects for 2021

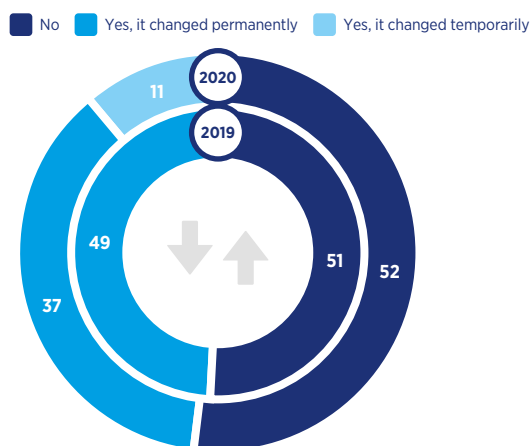
49%

of employees anticipate they will move to a new job with a new company in the next 12 months

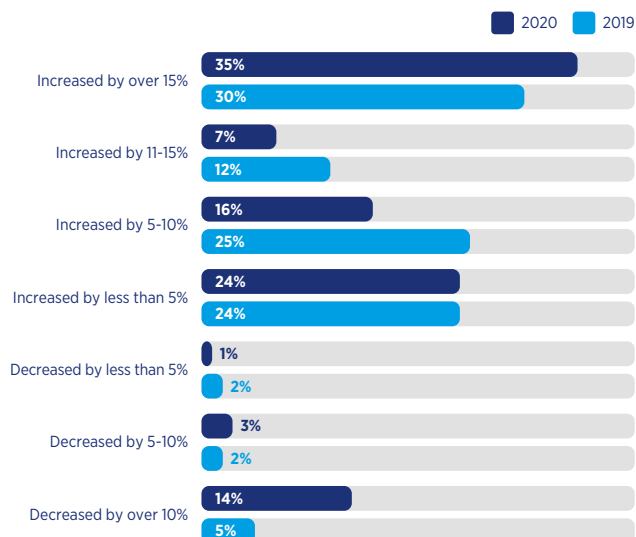
EMPLOYEE SURVEY RESULTS

Salary

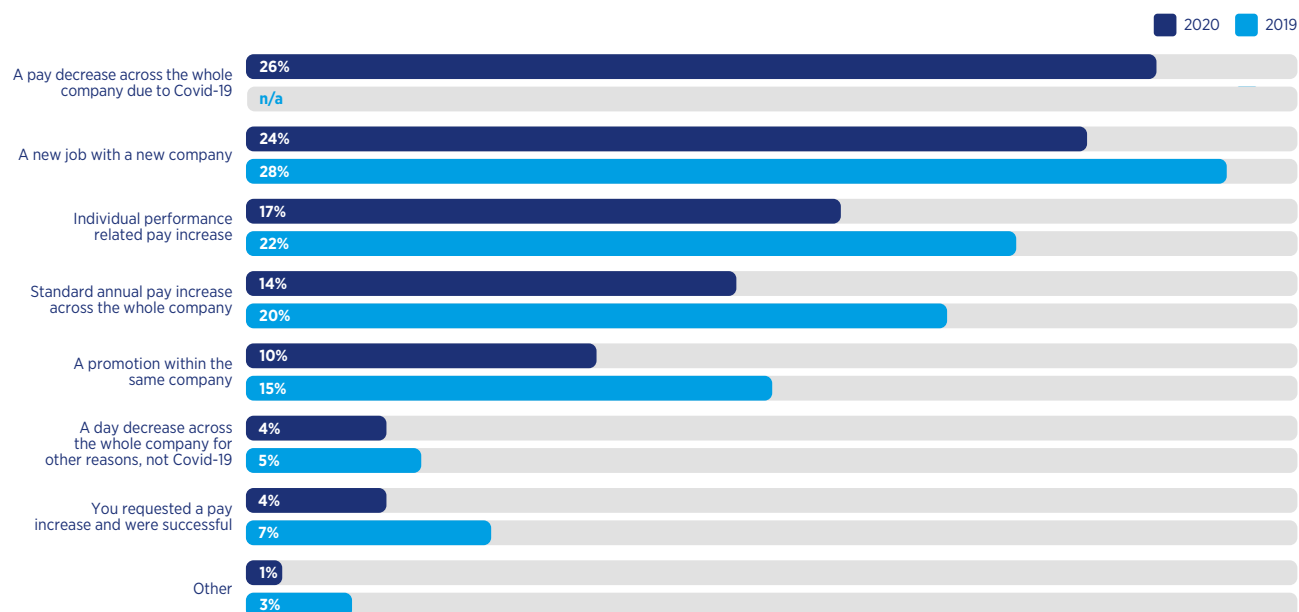
Did your salary change (increase or decrease) this year compared to last? (%)



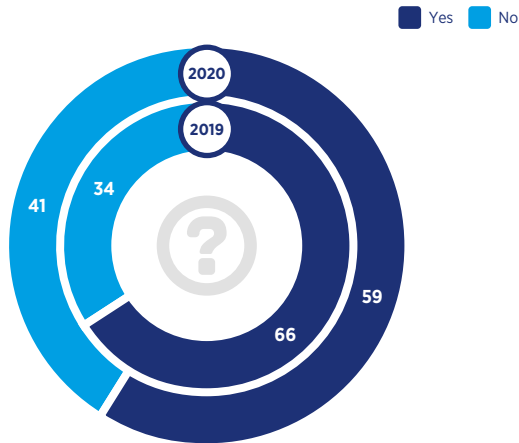
If answered yes, by what percentage did your salary change?



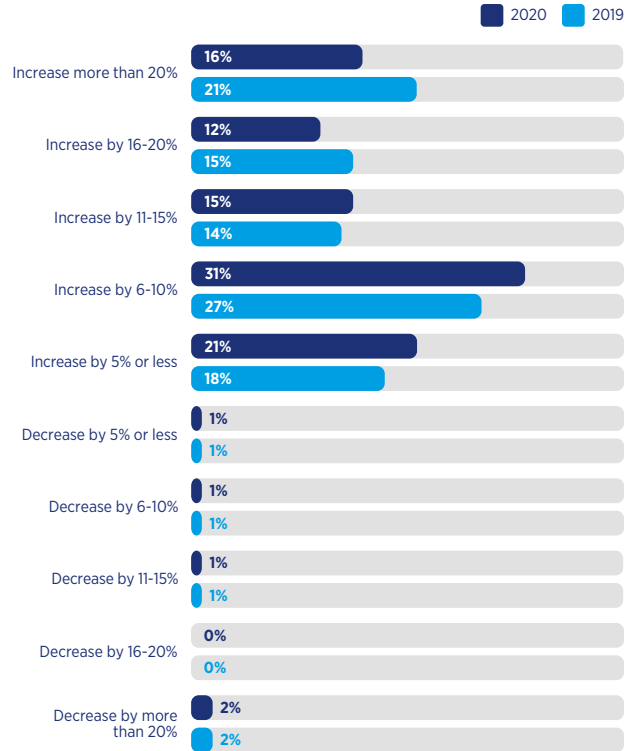
If answered yes, what was the reason for your salary change?



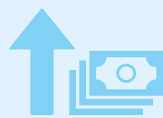
Do you realistically expect your current salary to change in the next 12 months? (%)



If answered yes, by how much do you realistically expect your salary to change?



56%

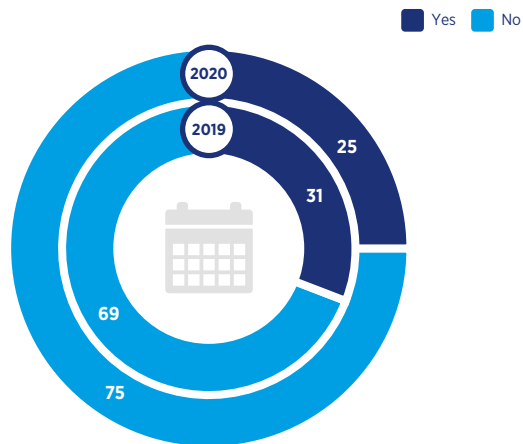


of professionals working in Saudi Arabia expect a pay rise in 2021.

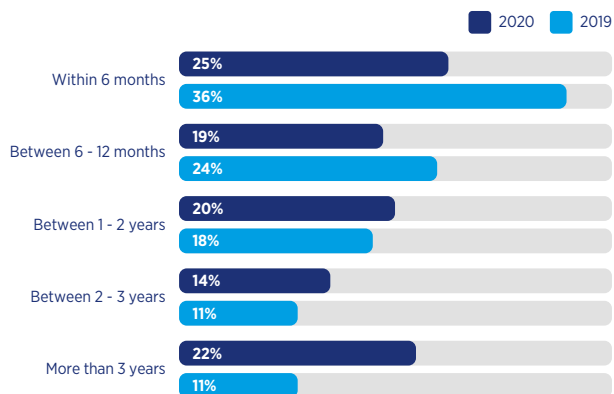
EMPLOYEE SURVEY RESULTS

Career

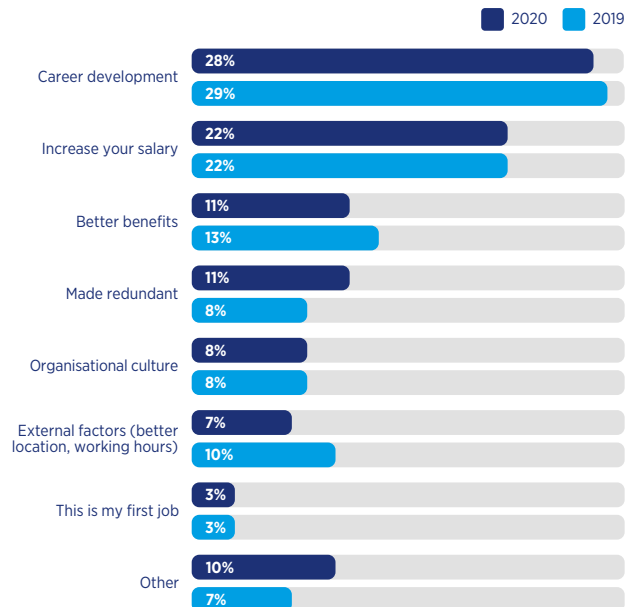
Did you start a new job with a new organisation this year? (%)



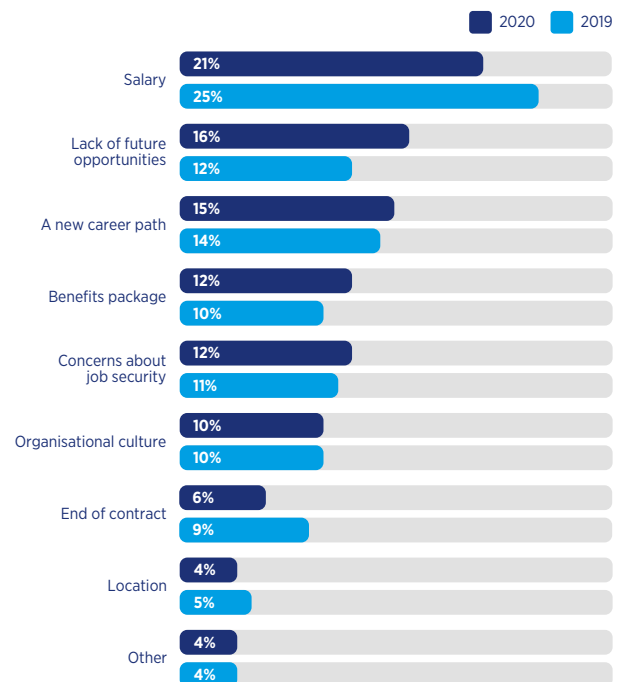
When do you anticipate you will next move to a new job with a new organisation?



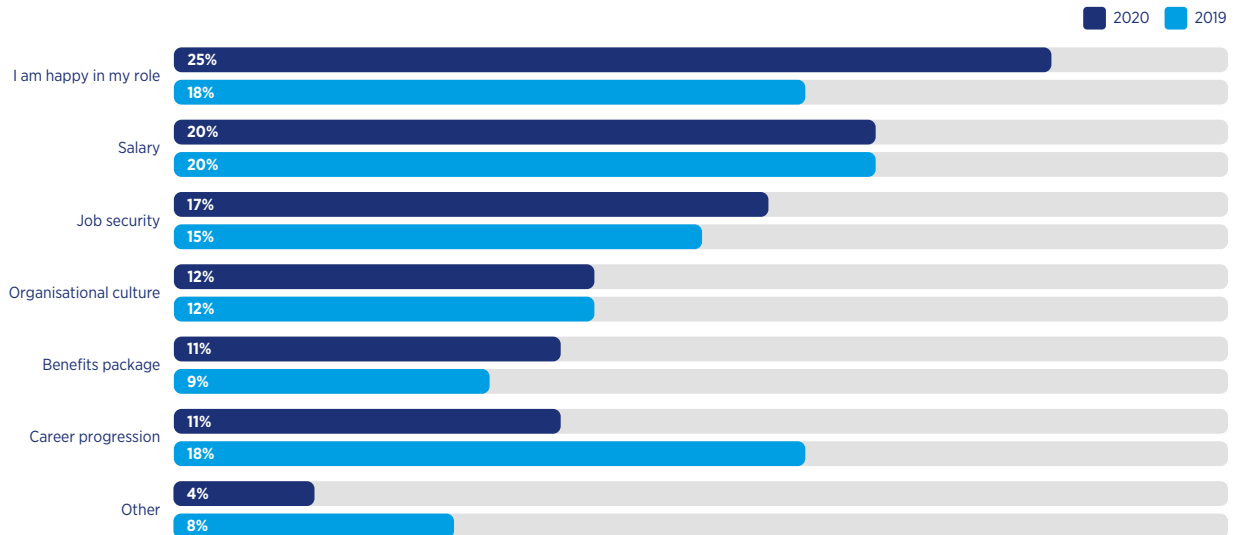
If answered yes, what made you move to a new organisation?



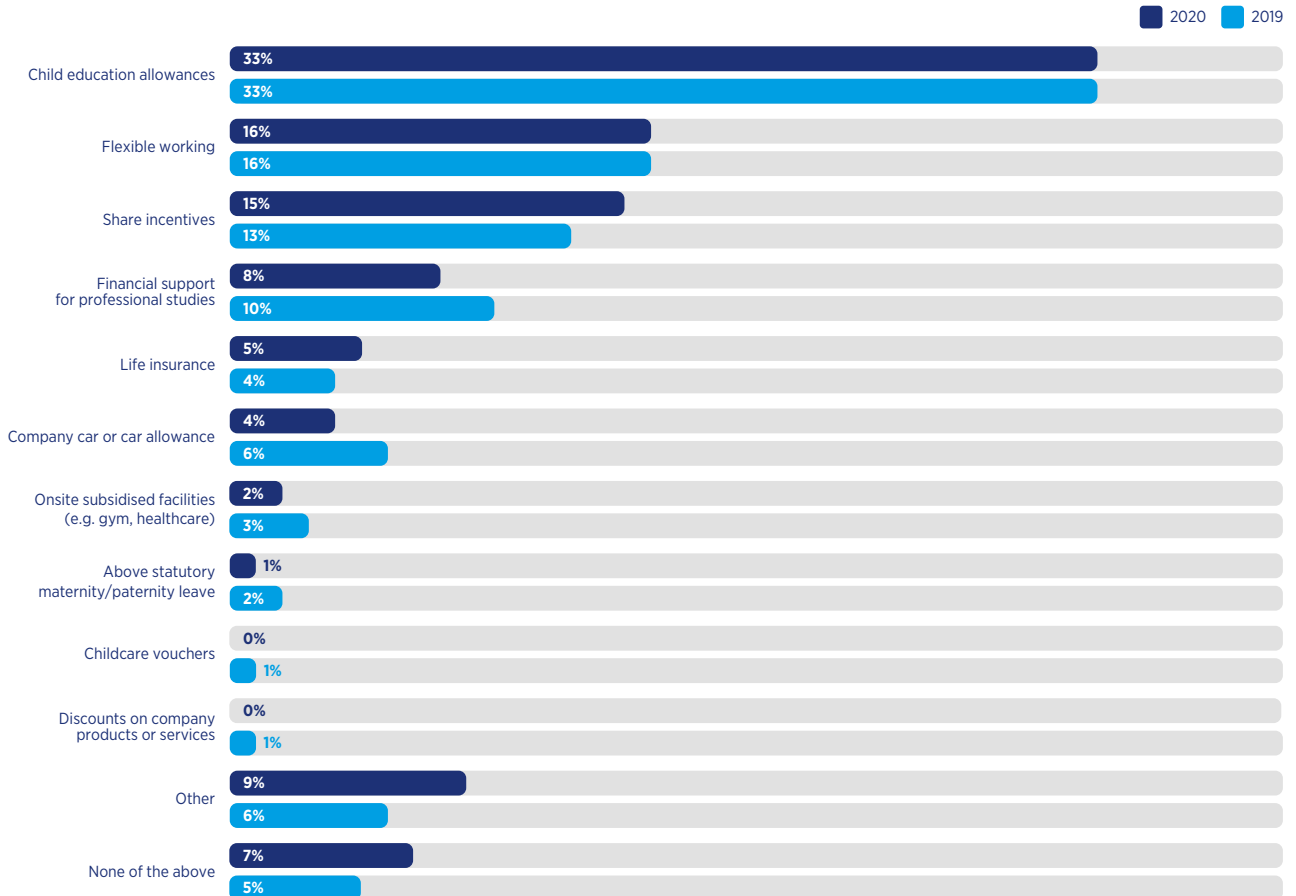
If you anticipate a job move within the next 12 months, why is this?



What is the most important factor keeping you with your current employer?



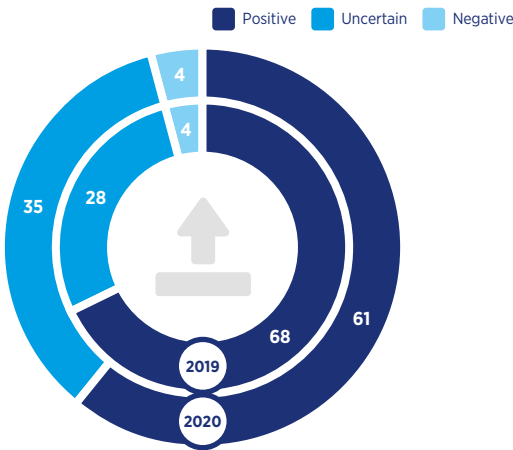
When it comes to benefits, which is the most important to you when considering a new role?



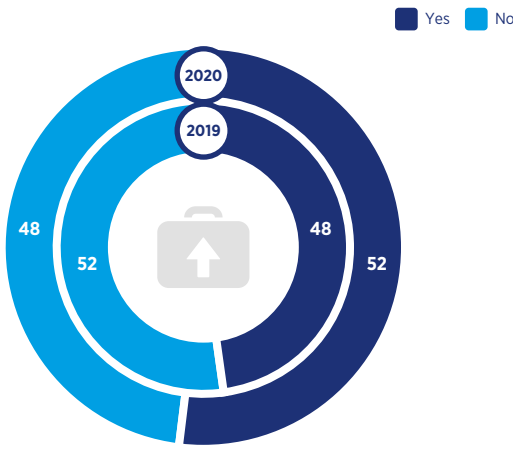
EMPLOYEE SURVEY RESULTS

Career

How do you feel about your career prospects for the next 12 months? (%)

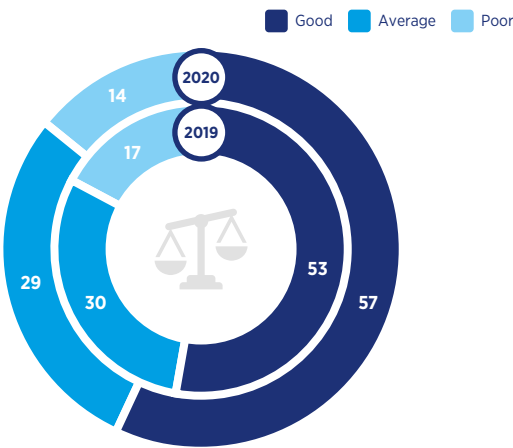


Do you feel that there is scope for career progression within your organisation? (%)

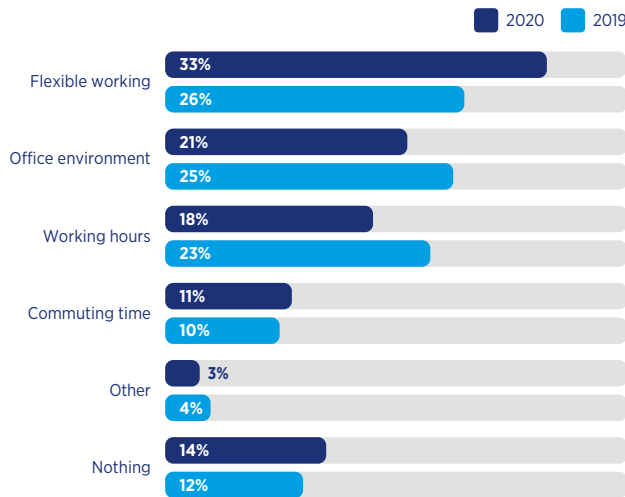


Work-life balance & Flexible working

How would you rate your work-life balance? (%)



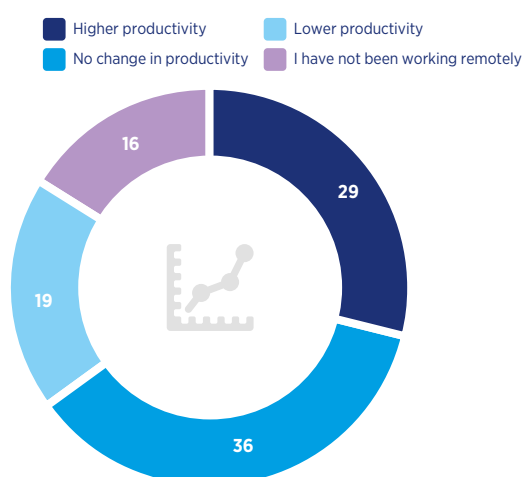
Which of the following would you ideally change to improve your work-life balance?



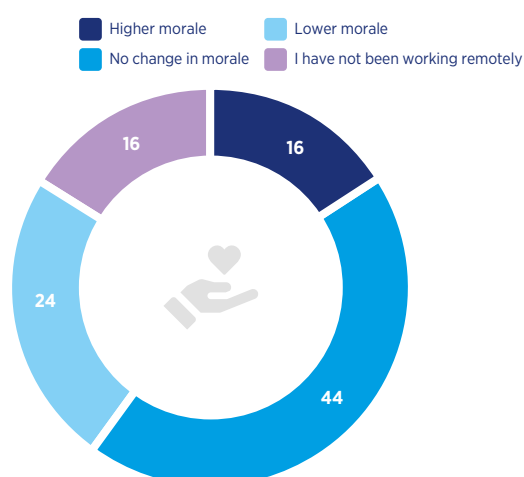
Do you currently use any of the following flexible working options?

2020	2019		2020	2019	
42%	17%	Home or remote working	4%	8%	Annual hours – agreed hours split into "set" and "reserve" shifts, worked as demand dictates
21%	20%	Flexi-time – scope to change work hours outside of "core" business periods	4%	5%	Term-time working – paid or unpaid leave during school holidays
5%	4%	Part-time working	3%	4%	Job sharing – splitting full-time hours with another person in the same role
4%	7%	Compressed hours – for example, fitting a five-day week into four days	47%	63%	None of the above

How has your overall productivity been affected while remote working? (%)



How has your overall morale been affected while remote working? (%)



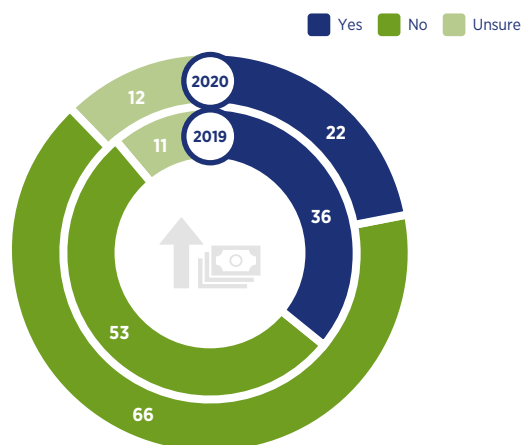
What are your expectations regarding remote work at your company in the future?

45%	I hope employees can opt to work remotely according to their own needs at any given time
31%	I hope the company sets a pre-determined frequency for employees to work remotely
24%	I don't believe that remote work is important or applicable to my company in the future

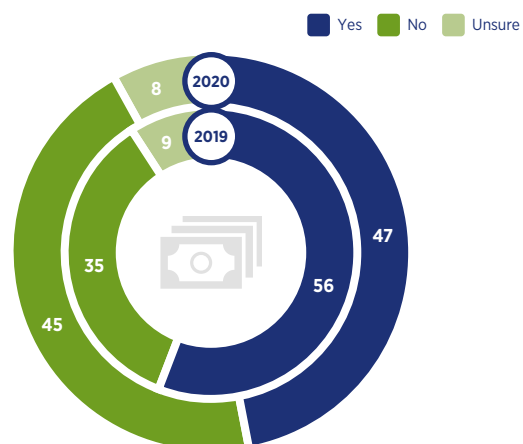
EMPLOYER SURVEY RESULTS

Salary

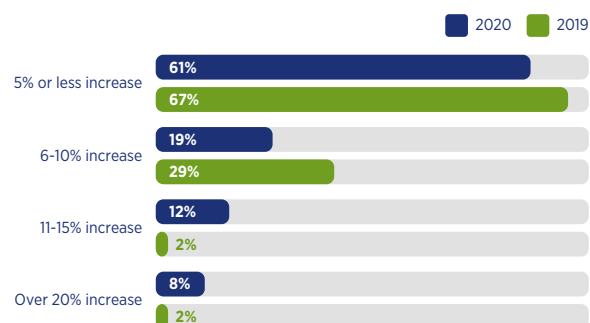
Did your organisation offer a company-wide pay increase this year? (%)



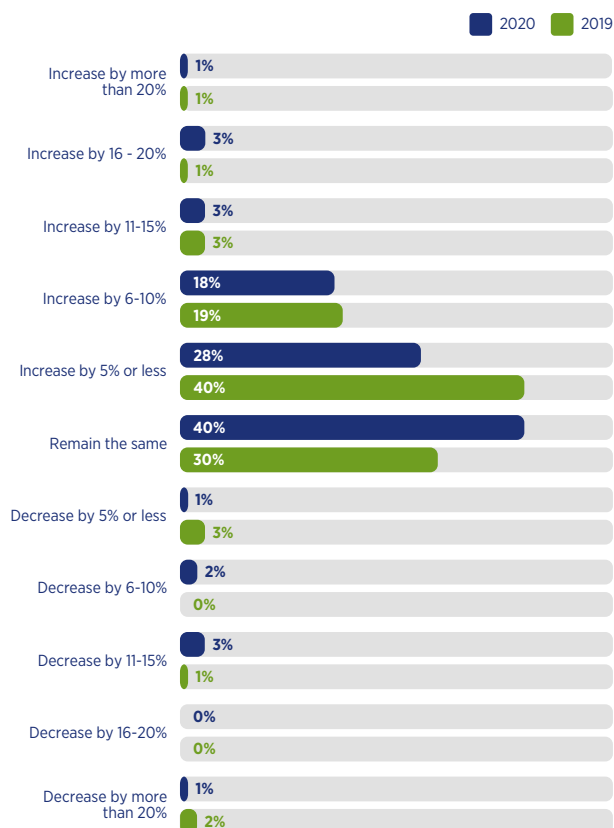
If answered no, did your organisation offer a pay increase to individual high performers? (%)



If answered yes, by what percentage did salaries increase by?

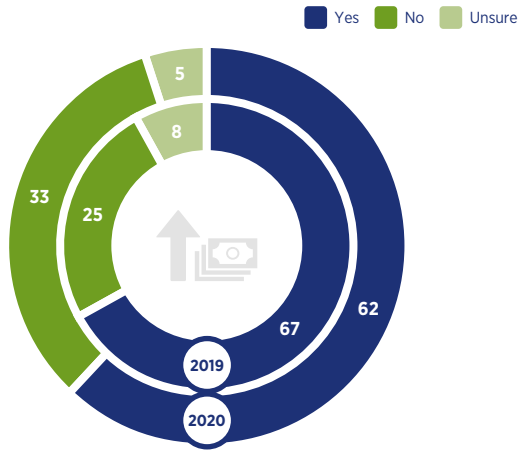


By how much do you expect salaries within your organisation to change in the next year?

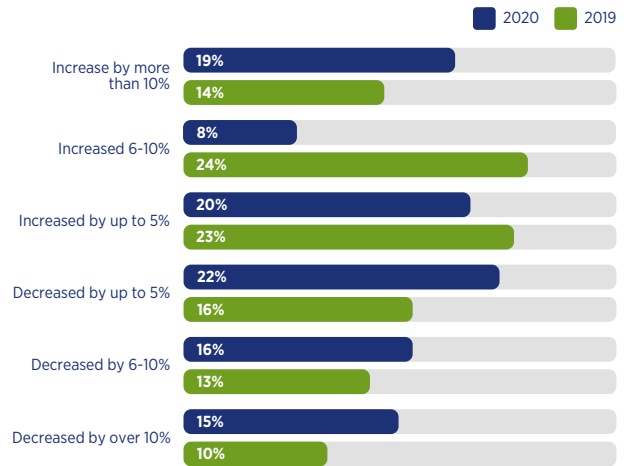


Headcount

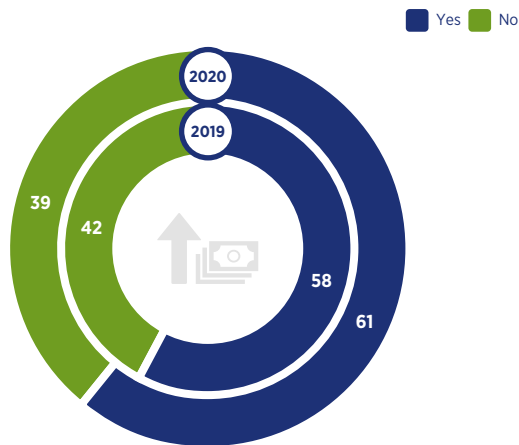
Did your organisation experience a change to staffing levels this year compared to last year? (%)



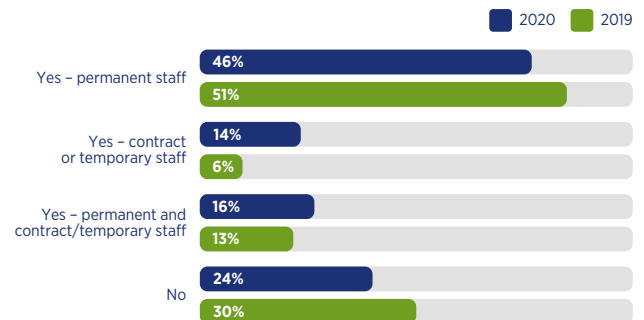
If staffing levels did change, by how much was this?



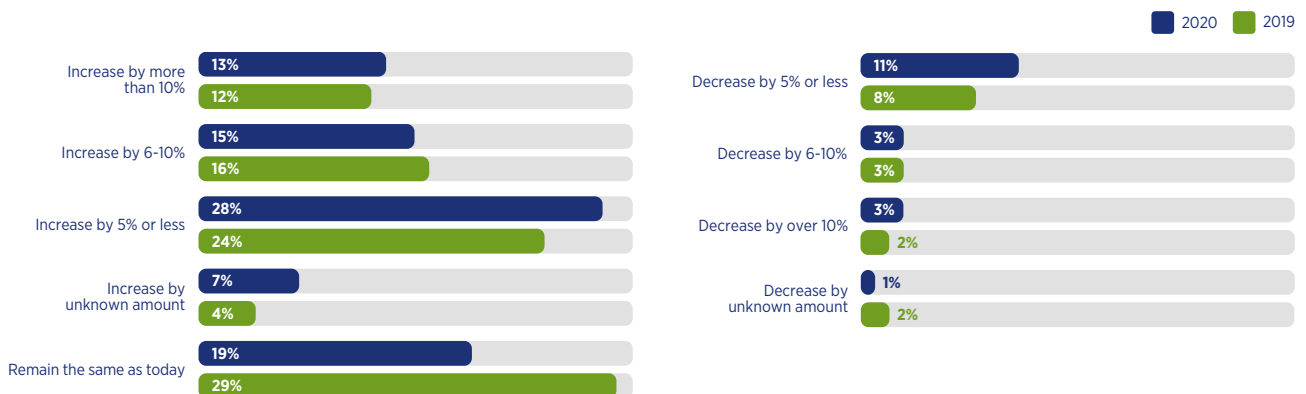
Do you currently employ contract or temporary staff? (%)



Are you planning on recruiting additional headcount in 2021?



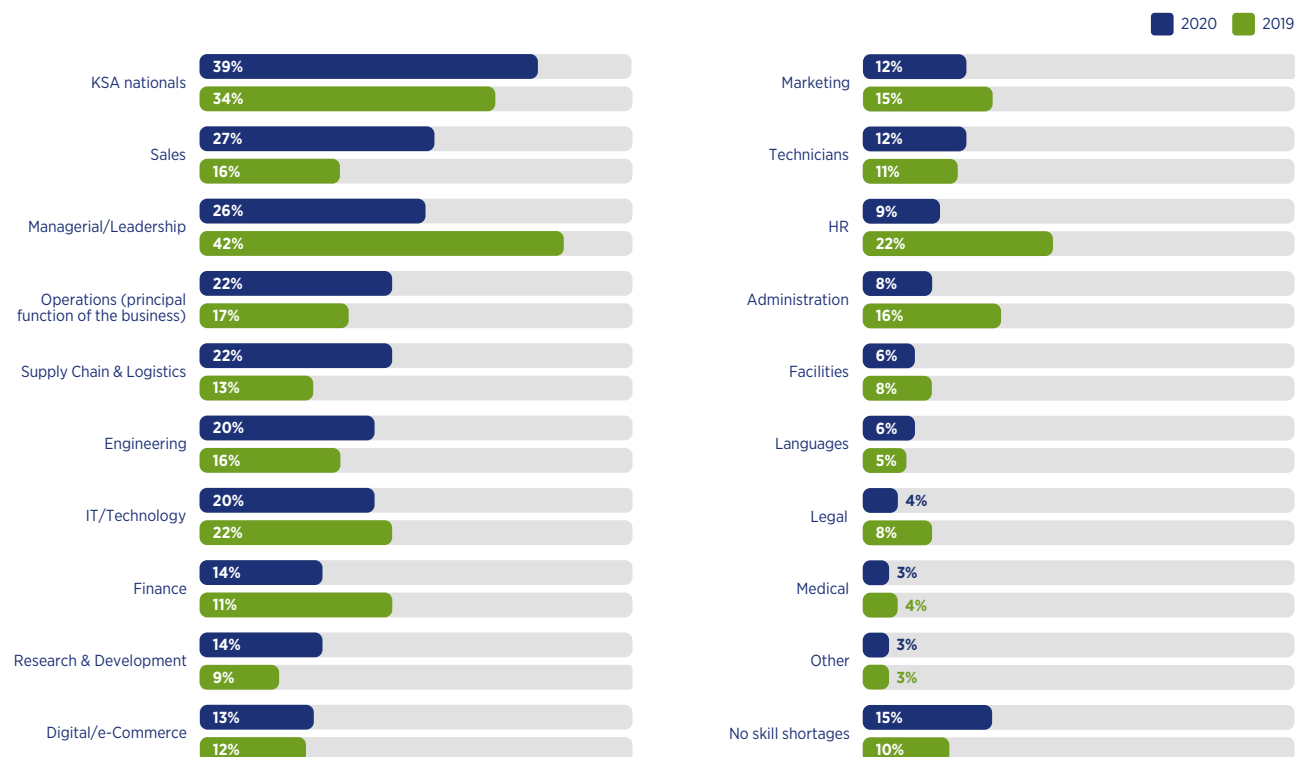
By how much do you expect headcount within your organisation to change in the next year?



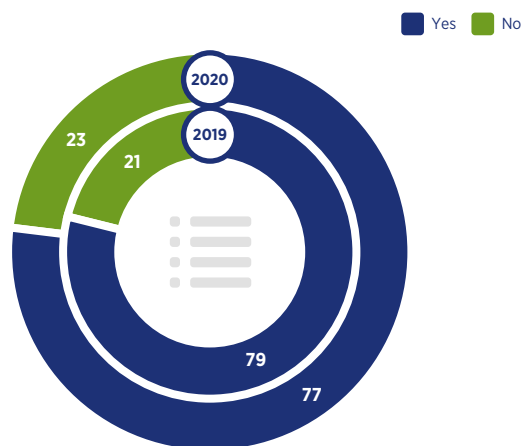
EMPLOYER SURVEY RESULTS

Skills

What skills shortages do you expect to experience in the next 12 months?



Do you think your organisation has the talent needed to achieve its objectives for the next year? (%)



Sales skills will be in the shortest supply in 2021 according to employers in Saudi Arabia.

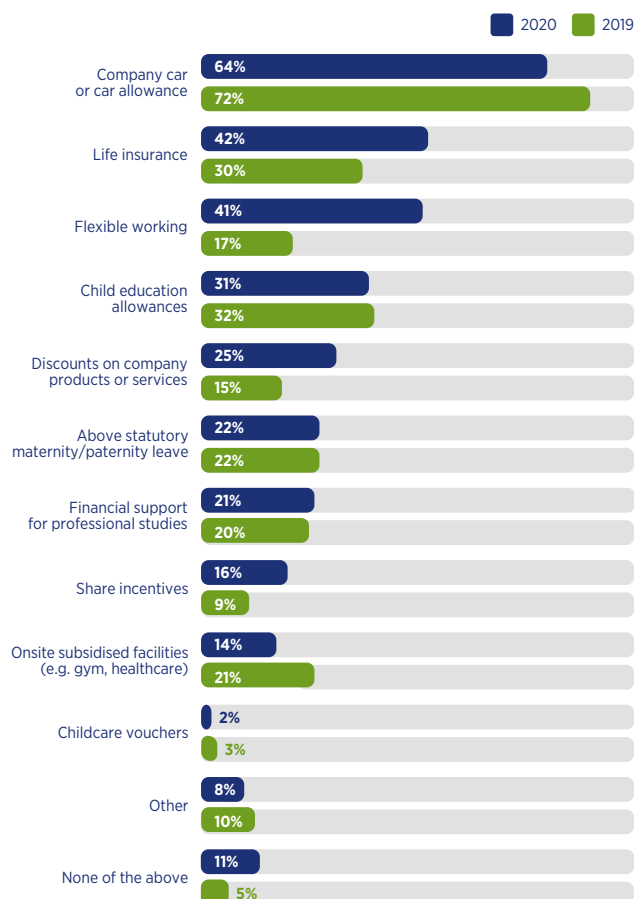




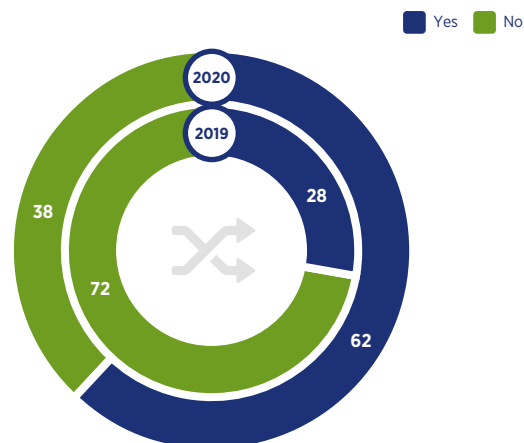
EMPLOYER SURVEY RESULTS

Benefits & Flexible working

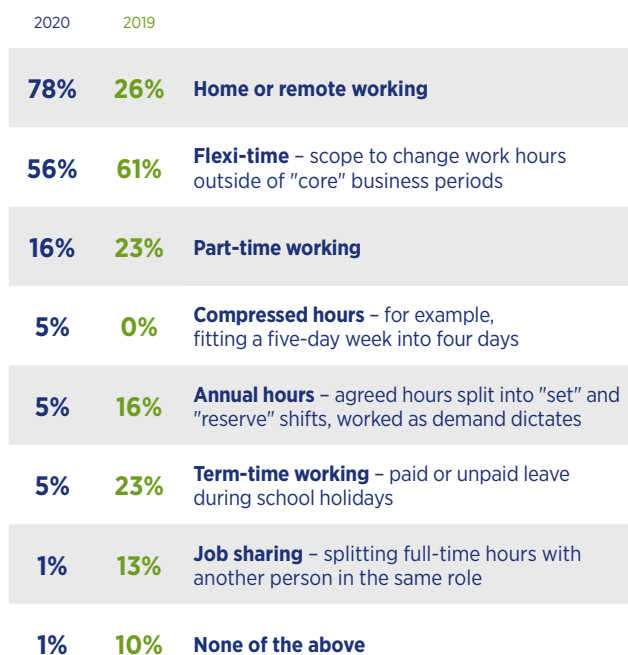
Which of the following benefits does your organisation offer employees as part of a standard employment package?



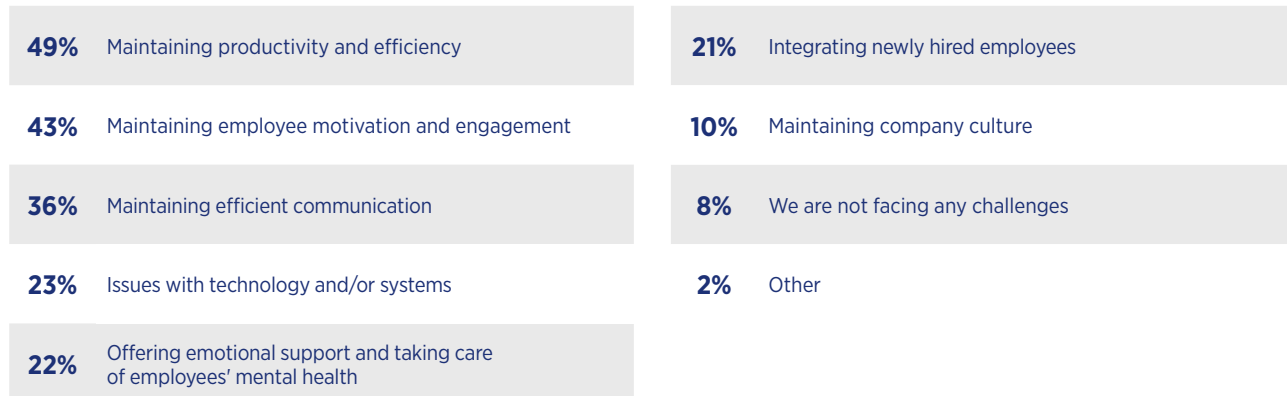
Is flexible working available in your organisation? (%)



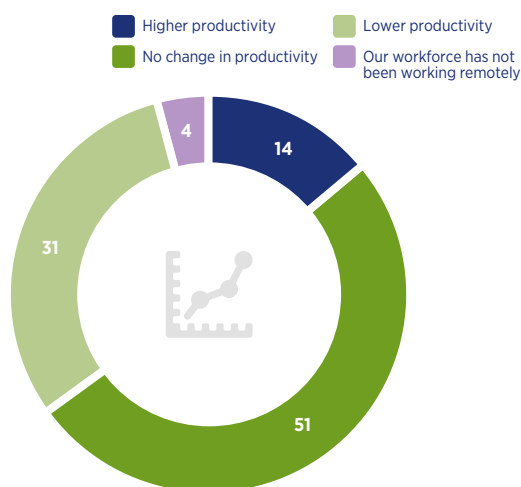
If answered yes, which of the following flexible working options does your organisation offer?



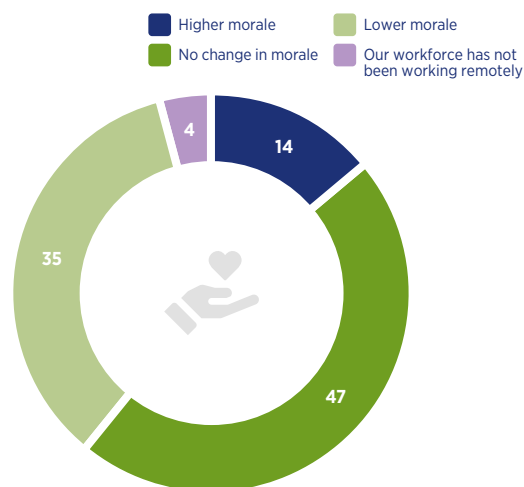
What are the main challenges your department or company has faced in relation to remote working?



How has employee productivity been affected while remote working? (%)



How has employee morale been affected while remote working? (%)



65%

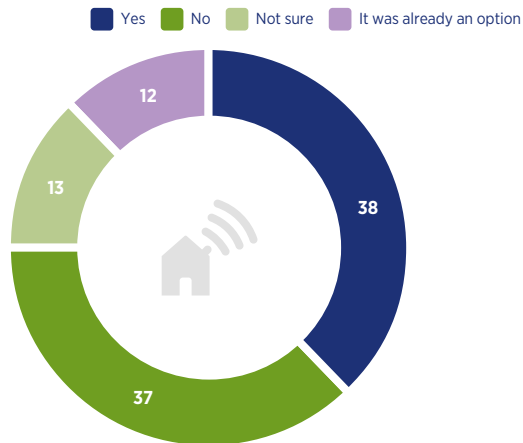


of employers believe the productivity of their workforce has either remained the same or increased since switching from office to remote working.

EMPLOYER SURVEY RESULTS

Benefits & Flexible working

Will remote working options be integrated as part of the normal practices for your workforce going forward? (%)



What measures are you implementing to establish a more remote workforce?

51% Increasing communication among teams

38% Enhancing technology and/or systems

23% Implementing activity tracking

22% Scheduling regular face-to-face time

17% Increasing staff training

17% Establishing regular check-ins

1% Other

26% No measures have been implemented

38%



of employers, who did not previously offer remote working plan on doing so in 2021.



EMPLOYER SURVEY RESULTS

Business outlook

How did the Covid-19 pandemic affect your company's sales?

21% My company has suffered a severe negative impact

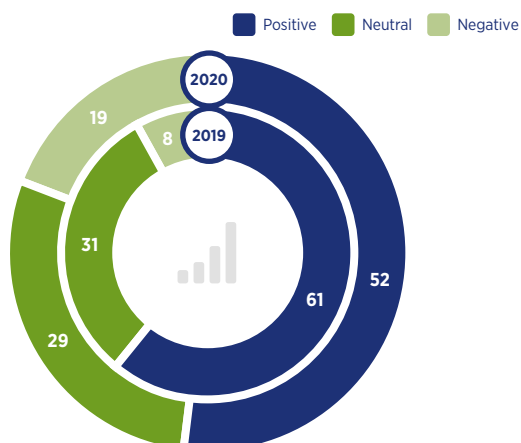
51% My company has suffered a slight negative impact

10% My company was not impacted

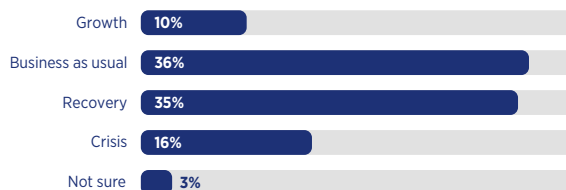
11% My company was positively impacted

7% Not sure

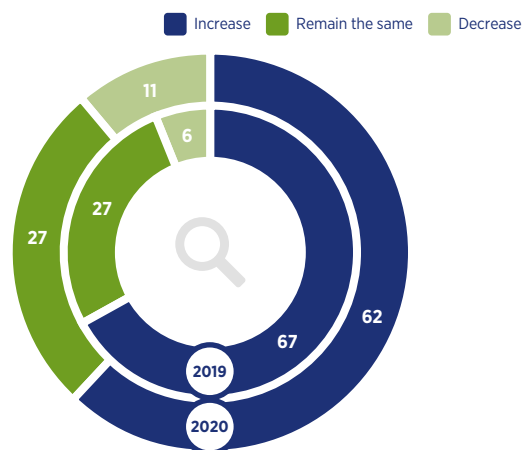
How would you describe the outlook for your business in the next year? (%)



Which of these best describes the current phase of your organisation following the Covid-19 pandemic?



In the next 12 months, do you expect your organisation's activity to increase, remain the same or decrease? (%)





SALARY GUIDE

Salary tables by industry and job category



SALARIES

Accountancy & Finance

Position	SAR Range	SAR Average
Chief Financial Officer	90,000 - 140,000	120,000
Finance Director	55,000 - 80,000	67,500
Head of Internal Audit	40,000 - 60,000	50,000
Financial Controller	45,000 - 55,000	50,000
Finance Manager	30,000 - 45,000	37,500
Audit Manager	30,000 - 40,000	35,000
Credit Controller	17,000 - 25,000	21,000
Financial Analyst	15,000 - 25,000	20,000
Senior Accountant	15,000 - 20,000	17,500
Accountant	10,000 - 15,000	12,500

Construction

Position	SAR Range	SAR Average
Operations Director	70,000 - 90,000	80,000
Project Director	65,000 - 80,000	72,500
Development Director	60,000 - 80,000	70,000
Engineering & Design Director	60,000 - 80,000	70,000
Urban Architecture Director	60,000 - 80,000	70,000
Commercial Director	60,000 - 80,000	70,000
Commercial Manager	55,000 - 65,000	60,000
Project Manager	30,000 - 45,000	37,500
Senior Quantity Surveyor	25,000 - 45,000	35,000
Planning Manager	27,000 - 40,000	33,500
Construction Manager	25,000 - 35,000	30,000
Senior Architect	25,000 - 35,000	30,000
Landscape Architect	20,000 - 30,000	25,000

Property

Position	SAR Range	SAR Average
Country Manager	60,000 - 80,000	70,000
Manager - Advisory	40,000 - 50,000	45,000
Transaction Manager	30,000 - 40,000	35,000
Property Manager	25,000 - 35,000	30,000
Valuations Manager	22,000 - 35,000	28,500
Facilities Manager	20,000 - 30,000	25,000
Sales & Leasing Manager	15,000 - 25,000	20,000
Property Administrator	15,000 - 18,000	16,500

Human Resources

Position	SAR Range	SAR Average
CHRO	100,000 - 150,000	115,000
HR Director	60,000 - 100,000	80,000
HR Business Partner	30,000 - 45,000	37,500
HR Manager	30,000 - 40,000	35,000
Learning & Development Manager	26,000 - 33,000	29,500
Talent Acquisition Manager	25,000 - 32,000	28,500
Compensation & Benefits Manager	25,000 - 30,000	27,500
HR Generalist	15,000 - 25,000	20,000
Recruitment Specialist	14,000 - 16,000	15,000
HR Assistant	10,000 - 15,000	12,500

Legal

Position	SAR Range	SAR Average
Chief Legal Officer	100,000 - 140,000	120,000
General Counsel	80,000 - 100,000	90,000
Legal Director/Head	65,000 - 80,000	72,500
Senior Legal Counsel	55,000 - 65,000	60,000
Legal Counsel	45,000 - 55,000	50,000
Legal Advisor	25,000 - 35,000	30,000
Paralegal	15,000 - 22,000	18,500
Legal Secretary	14,000 - 20,000	17,000

Manufacturing

Position	SAR Range	SAR Average
General Manager	65,000 - 90,000	77,500
Technical Director	60,000 - 80,000	70,000
Manufacturing/Operations Director	55,000 - 75,000	65,000
Production/Planning Director	50,000 - 65,000	57,500
Head of Manufacturing/Operations	45,000 - 55,000	50,000
Head of Production/Planning/Plant	40,000 - 50,000	45,000
Manufacturing/Operations Manager	35,000 - 50,000	42,500
Production/Planning/Plant Manager	30,000 - 40,000	35,000

SALARIES

IT & Digital Tech

CXO & IT Leadership

Position	SAR Range	SAR Average
Chief Information Security Officer (CISO)	50,000 - 110,000	65,000
Chief Technology Officer (CTO)	50,000 - 110,000	60,000
IT Director	40,000 - 70,000	55,000
IT Manager	30,000 - 50,000	40,000

Information/Cyber Security

Position	SAR Range	SAR Average
Head of Information Security	50,000 - 65,000	57,500
IT Security Manager	35,000 - 45,000	40,000
Information Security Analyst	25,000 - 50,000	37,500

Project Delivery & Business Analysis

Position	SAR Range	SAR Average
Senior Project Manager	30,000 - 50,000	40,000
Project Manager	25,000 - 35,000	30,000
Business Analyst	15,000 - 30,000	22,500

IT Architecture

Position	SAR Range	SAR Average
Enterprise Architect	40,000 - 60,000	50,000
Big Data Architect	35,000 - 50,000	42,500
Cloud Architect	30,000 - 40,000	35,000
Software Architect	25,000 - 40,000	32,500

Presales & Solutions Architecture

Position	SAR Range	SAR Average
PreSales/Solutions Director	50,000 - 70,000	60,000
PreSales/Solutions Manager	30,000 - 50,000	40,000
Solutions Architect	30,000 - 50,000	40,000
PreSales/Solutions Engineer	15,000 - 25,000	20,000

Data Science & Analytics

Position	SAR Range	SAR Average
Data Scientist	25,000 - 45,000	35,000
Data Engineer	15,000 - 22,000	18,500
Data Analyst	15,000 - 20,000	17,500

ERP & Enterprise Applications

Position	SAR Range	SAR Average
Senior Project Manager	35,000 - 50,000	42,500
Project Manager	30,000 - 40,000	35,000
Functional Consultant	25,000 - 35,000	30,000
ERP Developer	15,000 - 25,000	20,000

Software Engineering

Position	SAR Range	SAR Average
Engineering Manager	35,000 - 55,000	45,000
Lead QA/Test Analyst	25,000 - 35,000	30,000
DevOps Engineer	20,000 - 30,000	25,000
Mobile Application Developer	18,000 - 30,000	24,000
Front End Developer/Engineer	15,000 - 30,000	22,500
Back End Developer/Engineer	12,000 - 25,000	18,500
QA/Test Analyst	12,000 - 20,000	16,000

Product Management

Position	SAR Range	SAR Average
Product Owner	28,000 - 45,000	36,500
Product Manager	25,000 - 40,000	32,500

Infrastructure & Networking

Position	SAR Range	SAR Average
Infrastructure Manager	30,000 - 45,000	37,500
Linux Administrator	15,000 - 25,000	20,000
Network Engineer	15,000 - 25,000	20,000
Infrastructure Engineer	12,000 - 20,000	16,000
IT Support Analyst	10,000 - 20,000	15,000

Salaries shown here represent the total fixed monthly salary package for each position, in Saudi Arabia Riyal (SAR) as of Q4 2020.

'Range' represents the upper and lower salary rates from salary survey responses, as well as from job listings, job offers, and candidate registrations with Hays Middle East. Many factors can affect salary, including: location of role, size of business, industry, and the level of experience of the candidate.

'Average' is the typical value of the data (sourced from survey responses, as well as from job listings, job offers, and candidate registrations with Hays Middle East), which is then rounded to the nearest SAR 500.

CEO and other C-suite salaries are not fully detailed in this guide as they are set on a case by case basis, according to company, industry, size of the business, etc. To enquire, about salaries for these roles, email clientmiddleeast@hays.com

SALARIES

Marketing & Digital Marketing

Position	SAR Range	SAR Average
VP/CMO	100,000 - 150,000	115,000
Digital Marketing Director	50,000 - 80,000	65,000
Marketing Comms Director	40,000 - 80,000	60,000
Marketing Distribution Director	40,000 - 70,000	55,000
Performance Marketing Director	35,000 - 65,000	50,000
Marketing Comms Manager	25,000 - 40,000	32,000
Social Media Manager	25,000 - 35,000	30,000
Digital Marketing Manager	25,000 - 35,000	30,000
CX/UX Manager	20,000 - 30,000	25,000
Trade Marketing Manager	20,000 - 30,000	25,000
Brand Manager	15,000 - 25,000	20,000

Procurement & Supply Chain

Position	SAR Range	SAR Average
Procurement/Supply Chain Director	55000 - 75000	65,000
Logistics Director	50000 - 65000	57,500
Head of Supply Chain/Procurement	45000 - 65000	55,000
Head of Logistics/Transport/Warehousing	40000 - 60000	50,000
Supply Chain Manager	35000 - 50000	42,500
Procurement Manager	30000 - 45000	37,500
Logistics/Warehouse/Transport Manager	25000 - 40000	32,500

Sales

Position	SAR Range	SAR Average
Country Director	80,000 - 120,000	100,000
General Manager (Pharma/LS)	80,000 - 100,000	90,000
Sales Director – Digital/IOT/AI	60,000 - 100,000	80,000
General Manager (FMCG/Retail)	60,000 - 80,000	70,000
Solutions Sales Director	50,000 - 75,000	65,000
Commercial Director	50,000 - 70,000	60,000
Sales Director	35,000 - 65,000	50,000
Consultant	30,000 - 40,000	35,000
Business Development Manager	30,000 - 40,000	35,000
Applications Sales Manager	25,000 - 45,000	35,000
Equipment Sales Manager	25,000 - 45,000	35,000
Account Manager	25,000 - 35,000	30,000
Pharma Sales Manager	20,000 - 30,000	25,000
Medical Representative	15,000 - 25,000	20,000

Oil & Gas

Managerial

Position	SAR Range	SAR Average
General Manager	80,000 - 120,000	100,000
Project Director	65,000 - 90,000	80,000
Head of Department	65,000 - 85,000	75,000
Engineering Manager	50,000 - 80,000	70,000
Risk Manager	50,000 - 75,000	62,000
Project Manager	45,000 - 65,000	55,000
Construction Manager	45,000 - 65,000	55,000
HSE/QA/QC Manager	40,000 - 60,000	50,000
Planning Manager	40,000 - 60,000	50,000
Operations /Maintenance Manager	35,000 - 55,000	45,000

Engineering

Position	SAR Range	SAR Average
Reservoir/Exploration/Production Engineer	55,000 - 75,000	65,000
Geology/Geoscience/Geophysicist Engineer	50,000 - 70,000	60,000
Drilling/Completions Engineer	40,000 - 50,000	45,000
Reliability/Risk Engineer	35,000 - 50,000	45,000
Instrument/Mechanical/Electrical Engineer	30,000 - 50,000	40,000
HSE/QA/QC Engineer	30,000 - 45,000	38,000
Rotating/Static Equipment Engineer	30,000 - 45,000	38,000
Project Controls/Planning Engineer	30,000 - 45,000	38,000
Operations/Maintenance Engineer	25,000 - 45,000	35,000
Piping/Pipeline Engineer	25,000 - 40,000	32,000
Wireline Logging Engineer	25,000 - 40,000	32,000
Field Service Engineer	25,000 - 35,000	30,000

Salaries shown here represent the total fixed monthly salary package for each position, in Saudi Arabia Riyal (SAR) as of Q4 2020.

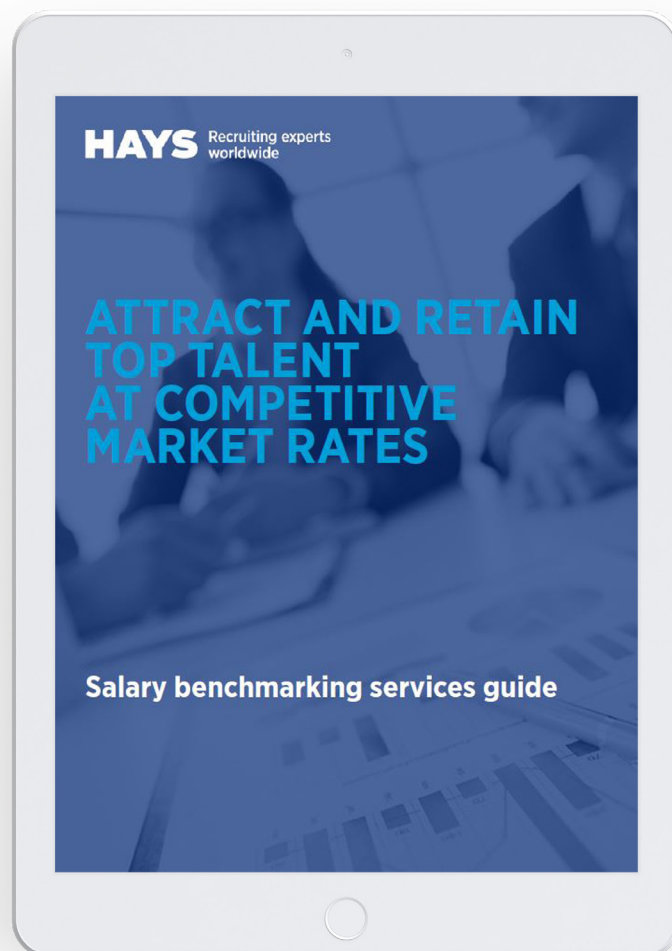
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LOOKING FOR A MORE TAILORED REPORT?

Our salary benchmarking team focuses on delivering bespoke salary and reward reports to help you make the best workforce management decisions.

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ABOUT US

Hays is the leading global expert in qualified, professional and skilled recruitment. Last year our experts placed around 81,000 people into permanent jobs and around 254,000 people into temporary assignments. Hays was established as a recruitment business in 1968 and is a FTSE 250 listed company, with net fees of £1.1Bn. We employ 11,500 staff in 265 offices across 33 countries and we have become the most followed recruitment company on LinkedIn globally.

Hays Middle East was established in December 2005. Our overriding aim is to build enduring relationships with employers and job seekers across the GCC and to find organisations the right people to match their specific needs and help industries to flourish.

Counting a client portfolio that spans from small and medium-sized enterprises to leading multinational organisations, we draw on our in-depth industry expertise and local market knowledge to provide solutions that work for you.

We can source candidates from an international talent pool to find skilled professionals who not only fit culturally but who make a real difference to businesses.

Our consultants are all experienced experts in their field. They will take time to discuss your needs and ensure that they deliver the optimal and most cost-effective solution every time.

Capabilities

- Permanent hiring
- Contracting
- Executive Search
- Multiple hiring
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- Recruitment Process Outsourcing

Local areas covered

- Saudi Arabia
- UAE
- Oman
- Kuwait
- Bahrain
- Qatar

Specialist areas

- Accountancy & Finance
- Banking
- Construction
- Emiratisation
- Engineering
- Executive Search
- Facilities Management
- Healthcare
- HR
- IT
- Legal
- Life Sciences
- Logistics
- Marketing
- Office Support
- Oil & Gas
- Procurement
- Property
- Sales
- Supply Chain

20

Specialist areas

50+

Years recruitment experience

#1

Most followed recruitment company on LinkedIn



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