



# HAYS SAUDI ARABIA **SALARY GUIDE** **2023**

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# INTRODUCTION



Welcome to the fourth edition of the Hays Saudi Arabia Salary Guide! A sincere thanks to all the individuals who provided valuable insights and participated in the survey for this year's guide. I'm pleased to introduce this report when there's so much confidence and opportunity in the market in Saudi Arabia.

Despite fresh macroeconomic uncertainty and concerns of a potential global recession for many of the world's leading economic markets, Saudi Arabia has emerged as one of the fastest-growing economies. This comes after achieving their first fiscal surplus since 2013 due to the oil price peaking in 2022. The impressive performance of Saudi Arabia is attributed to the successful implementation of Vision 2030, which has introduced new initiatives and projects, helping to diversify the economy, and generating non-oil revenue. The main catalysts for growth, expansion, and transformation are the flagship mega-projects, which span sectors and regions across the Kingdom. As such, a booming labour market is predicted for the coming year – while this is good news for jobseekers, it presents a challenge for employers who seek to attract and retain high-calibre employees.

Professionals and employers seeking to achieve their career and business objectives must understand the current landscape. Therefore, the goal of this report is to ensure that you have all the crucial market insights and trends required to make informed decisions regarding your recruitment or job search in 2023. Feel free to contact us at [saudi Arabia@hays.com](mailto:saudi Arabia@hays.com) for further discussions on your talent needs, be it recruitment, outsourcing, customised salary benchmarking, or related guidance.

A handwritten signature in black ink, appearing to read 'Aaron Fletcher'.

**Aaron Fletcher**  
Senior Manager – Hays Saudi Arabia

# RECRUITING TRENDS

## About this report

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

## Methodology

This report has been compiled using data gathered in Q4 2022 from almost 400 employees and employers based at organisations of all type and size across Saudi Arabia. We have also used job listings, job offers and candidate registrations with Hays Saudi Arabia to verify the survey results and give a rounded and detailed analysis of the market.

## Thank you

We would like to express our gratitude to all individuals who provided valuable insights and participated in the survey for this year's guide.

# RECRUITING TRENDS OVERVIEW

## Vibrant market conditions

The labour market in Saudi Arabia in 2022 can be characterised as robust and dynamic, with high levels of recruitment activity across many sectors. In fact, 70% of employers say that their organisation's headcount increased in 2022, most commonly by more than 10%. This is a sharp increase on the 43% of employers who said the same in 2021 and a clear indication of a buoyant labour market.

The vibrant market conditions is attributed to Vision 2030 and the consistent investment made by the Saudi government. The main catalysts for this constant evolution are the flagship giga-projects, such as Diriyah Gate Development Authority, NEOM, ROSHN, and The Red Sea Global. As such, the Construction & Property, Industrial & Logistics, and Technology sectors continue to offer the most opportunities. As large-scale projects progress and organisations grow at pace, opportunities within the Legal and Human Resources sectors are increasing. Additionally, with the country on its way to becoming the financial hub of the Middle East, opportunities within Accountancy & Finance and Banking & Investments are abundant.

Recruitment activity in the Kingdom shows no sign of slowing. Indeed, 89% of employers say that they are planning to recruit permanent employees in 2023. While this is positive news for the 42% of professionals that plan to change organisations this year, it presents a challenge for employers who seek to attract and retain high-calibre employees. With only 12% of employers saying they currently recruit outside the Gulf region, most are focusing their recruitment efforts in-country in Riyadh (69%), Jeddah (56%) and/or the Eastern Province (41%). This will lead to clashes between organisations for the best talent and bountiful opportunities for people with the most desirable skills.

## Balance is key for attraction and retention

Competition for talent, particularly locally based talent, is at an all-time high – 29% of employers say that in the labour market in 2022, competition from other employers was fierce. Now, more than ever, it's vital for employers to ensure their attraction and retention strategies are in sync with the requirements of employees, or risk losing out on the best talent.

The majority of employers taking part in our survey consider the benefits package to be the most crucial factor to help attract and retain staff. Indeed, aside from salary, professionals say that the benefits package is the most important factor to them when considering a new role. Furthermore, of the 24% of employees who changed roles last year, the top reason cited was the misalignment of their benefits package with their needs. The three most common benefits offered by organisations as part of a standard package include air ticket allowance, living or accommodation allowance, and a company car or car allowance. For employees, a child education allowance, flexible working, and air ticket allowance are the top three most valued benefits. This suggests a disconnect between the benefits on offer and what employees desire. Employers that incorporate the most valued benefits into their compensation packages will have an instant advantage in attracting and retaining the best talent.

In this new era of work, professionals now place work-life balance and flexible working as a top priority. Aside from salary and benefits package, it's the next most important factor to them when considering a new role. Positively, of those employees that took part in our survey, 74% are satisfied with their work-life balance. However, only 28% of professionals currently receive flexible working as a standard benefit. What's more, employers in Saudi Arabia rank work-life balance and flexible working as the eighth most important factor for attraction and retention. Employers that do offer flexible working arrangements will be a minority and can leverage their differentiator to counter competition for talent and increase retention.

As in previous years, career development or continuing professional development remains a key priority for professionals in Saudi Arabia. Of the employees that plan to change organisations this year, lack of career development opportunities is the number one reason why. Employers that incorporate training programmes and other upskilling initiatives into their employer value proposition (EVP) will certainly captivate and keep more high-performing employees.

## Salary increases see year-on-year growth

53% of employees in Saudi Arabia received a salary increase in 2022. The number of increases was up considerably on rates seen in both 2021 and 2020, with the most common rate of change also increasing from 5% or less to between 6% - 10%. The main reason cited for a pay rise was an individual performance-related pay increase. In general, professionals in Saudi Arabia (59%) are more satisfied with their rate of pay in comparison to their peers in other Gulf countries (50%).

With a view to the future, there is much optimism when it comes to salaries. Indeed, a significant 79% of employers say that they expect salaries within their organisation to increase in 2023, again most commonly by 6% - 10%. According to employers, professionals most likely to have their pay rise request granted are top performers with high-level responsibilities.

## A dissonance in the skills perception

One in four (25%) employers in Saudi Arabia feel that a shortage of skilled professionals on the market is the most likely factor to limit the achievement of their organisation's strategic goals. Furthermore, 55% of employers say there was a shortage of skilled professionals in the labour market in 2022, in comparison to 11% who say the supply of skilled professionals was sufficient. To address the immediate skills shortage, employers are mainly increasing their local hiring efforts, investing in employee retention, and upskilling and reskilling the existing workforce.

When asked whether they think their organisation has the skills it needs to achieve its current objectives, 18% of employers disagree and a further 49% only slightly agree. Conversely, 84% of employees strongly believe they have the skills needed to fulfil their role in 2023. Clearly, there is a difference in perception between groups when it comes to the availability of skills present within the organisation. From all perspectives, addressing the skills dissonance is vital for future success. You can download our [Learning Mindset Report](#) for insight into the sentiments of both organisations and professionals about training and upskilling, with recommendations on the next steps to take as an employer or employee.

## Office-based working the norm

The most common working model in Saudi Arabia is fully office based – 54% of employers say their organisation works in this way. Office-based working is set to become more prevalent in the Kingdom, with 25% of employers saying they anticipate employees will be required in the workplace more in 2023. Of those, 75% say that it will increase productivity.

Professionals in Saudi Arabia are less concerned with remote and hybrid working in comparison to their peers in other Gulf countries. 51% of professionals say they would accept a job if it was solely office based. Furthermore, of those employees who currently receive remote or hybrid working options, 35% say they would not be fazed if their organisation goes back into the office full-time – it doesn't change their plans.

While professionals in Saudi Arabia may be less concerned with remote and hybrid working, they value positive work-life balance and flexible working. Employers can still prioritise flexible working without offering remote and hybrid working by implementing alternative scheduling arrangements or work arrangements that allow employees to have more control over their work hours. Flexible hours, job sharing, a compressed workweek, staggered hours, and even part-time work are all examples of flexible working arrangements.

## Who employers look for

As with previous years, the labour market in Saudi Arabia demands individuals who possess a combination of technical and soft skills, industry qualifications, and local and international experience. Typically, mid-to-senior level professionals with proven expertise and qualifications are sought after more than entry-level candidates across all fields. Indeed, employers say the most difficult positions to fill are intermediate (61%), management (50%) and/or director level (39%).

While requirements vary depending on the specific job role and industry, employers generally seek the following:

**Saudi national talent:** A skilled and qualified national will almost always be the first choice for any hiring employer. At present, 91% of employers employ Saudi national citizens and with ongoing updates in legislation for Saudization, 87% plan on increasing their headcount this year.

**Technical skills:** Many job roles in the Kingdom require specific technical skills. In the Technology sector, some of the most in-demand technical skills include programming languages like Java, Python, and C++, as well as skills in Data Analytics, Software Development, Cloud Computing, and Cybersecurity. Within Accountancy & Finance, professionals with skills in budgeting and financial planning are also in high demand. In Construction & Property, candidates with experience working on projects incorporating digital technology such as Building Information Modelling (BIM), or LEED certified sustainable projects are in high demand.

**Soft skills:** Employers in Saudi Arabia generally look for candidates who can work well in a team, communicate effectively, and demonstrate strong problem-solving and leadership skills. In the Construction & Property sector, for example, flexibility is crucial as major projects evolve, progress, and sometimes change direction – employers now prioritise candidates with a “start-up mentality” that are willing to go above and beyond to deliver.

**Professional or industry certifications:** In some sectors, professional or industry certifications are highly valued and may be required for certain job roles. For example, a Project Management Professional (PMP) certification is often required for project management roles, particularly within the Construction, Property & Engineering sectors. Within Banking & Financial Services, a Chartered Financial Analyst (CFA) certification is required for some roles. Likewise in Accountancy & Finance, a Certified Public Accountant (CPA) certification is required.

**Bilingual skills:** Fluency in Arabic and English is highly valued and candidates with strong language skills are in short supply and high demand. Within the Legal sector, there’s a need for more Arabic-speaking Legal Counsel and Associates who have direct experience in a reputable law firm or multinational company. Additionally, bilingual skills are a must for customer-facing roles in the Hospitality and Tourism, Marketing and Sales sectors.

**University education:** While having a university degree is not always a requirement for employment in Saudi Arabia, a relevant and globally recognised university degree is highly valued and often seen as a significant advantage in the job market.

**Cultural awareness:** Employers in Saudi Arabia may also look for candidates who understand the country’s culture and customs, particularly if they will be working with customers or clients from the region. This is true across all sectors and geographies.

## Economic and employment outlook portrays confidence

Optimism amongst employers in Saudi Arabia is high. Indeed, 70% feel positive about the wider economic climate and future employment opportunities for the coming years – though this is down on last year’s high of 79%. While optimism amongst professionals is lower than that of employers, 59% feel positive which is slightly higher than the 58% of professionals who reported feeling the same last year.

When asked about their organisation’s strategic goals for the coming year, employers say their three main objectives are to increase operating profit (54%), increase turnover (38%) and/or gain market share (34%). Goals of this nature indicate strong market confidence and that organisations are focusing their capabilities on further growth and expansion.

Additionally, the three main investment focus areas are business development (50%), strategy development (31%) and/or product development (27%) . A further 24% of employers say are investing in human resources development – such as strength-oriented promotion and development programmes – and 13% are investing in employee retention. With most employers ramping up their local hiring efforts, investment in these areas is key.

According to employers, factors most likely to limit the strategic goals include limited organisational finances or budgets (29%), a shortage of skilled professionals (25%) and rising costs for business (14%). A further 9% of employers say that the difficulty of retaining their current workforce is likely to limit the achievement of their organisation’s strategic goals.

Despite a general decline in optimism, the main strategic goals and investment areas demonstrate that organisations in Saudi Arabia have confidence both in the macroeconomic climate and the labour market – this is evident from their ambitious plans to further pursue growth and expansion. In light of skills shortages and increased competition for local talent, it will be crucial for employers to hone their attraction and retention strategies to secure and keep the best talent and ultimately, deliver on their objectives.

\*For some questions, total is over 100% as it was possible to select multiple answers

# REGIONAL SNAPSHOT THE UAE & SAUDI ARABIA

## UAE employer survey results

74%

of employers expect salaries within their organisation to increase in 2023

50%

of employers offer no remote or hybrid options to their employees

## Saudi Arabia employer survey results

79%

of employers expect salaries within their organisation to increase in 2023

54%

of employers offer no remote or hybrid options to their employees

65%

of employers feel optimistic about the economic outlook for 2023

85%

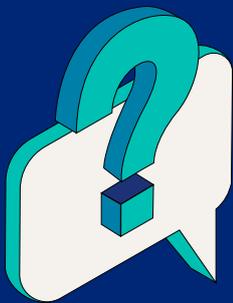
of employers plan to recruit permanent employees in 2023

70%

of employers feel optimistic about the economic outlook for 2023

89%

of employers plan to recruit permanent employees in 2023



Aside from salary, 'benefits package' and 'career development' are the two most important factors for professionals in the UAE when considering a new role

Aside from salary, 'benefits package' and 'work-life balance' are the two most important factors for professionals in Saudi Arabia when considering a new role



## UAE employee survey results

50%

of employees' salaries increased in 2022, most commonly by less than 5%

75%

of employees expect salaries to increase in 2023

## Saudi Arabia employee survey results

54%

of employees' salaries increased in 2022, most commonly by 6% - 10%

78%

of employees expect salaries to increase in 2023

53%

of employees feel optimistic about the economic outlook for 2023

44%

of employees plan to change organisation in 2023

59%

of employees feel optimistic about the economic outlook for 2023

42%

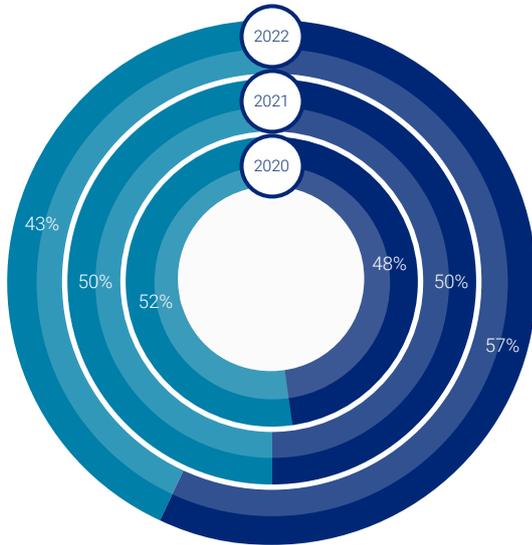
of employees plan to change organisation in 2023

# EMPLOYEE SURVEY RESULTS

## Salary & Benefits

### Did your salary change this year compared to last year?

● Yes ● No



### If you experienced a salary change last year, by what percentage did it change?

Increased by 5% or less

13%

Increased by 6% - 10%

14%

Increased by 11% - 15%

8%

Increased by 16% - 20%

5%

Increased by more than 20%

13%

Stayed the same

43%

Decreased

4%

### If you experienced a salary change last year, what was the reason?

Individual performance related pay increase

28%

A new job with a new organisation

26%

Standard annual pay increase across the whole organisation

16%

A promotion within the same organisation

16%

Inflation

7%

Other

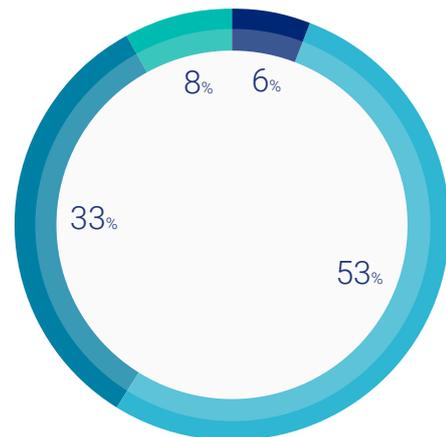
6%

A pay decrease across the whole organisation

1%

### How satisfied are you with your current salary?

● Very satisfied ● Satisfied ● Dissatisfied ● Very dissatisfied

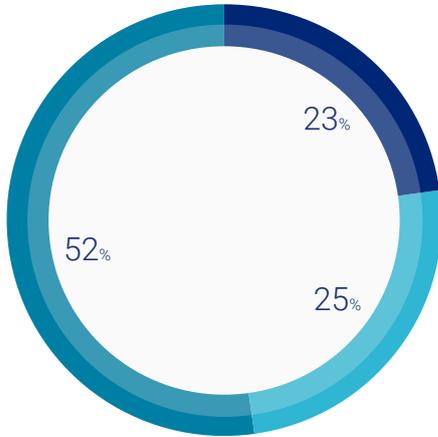


\*For some questions, total is over 100% as it was possible to select multiple answers

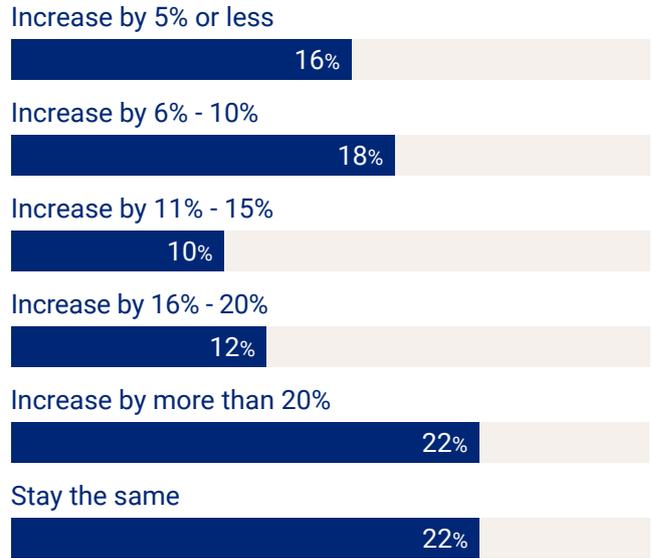
# EMPLOYEE SURVEY RESULTS

## Did you ask for a pay rise in 2022?

● Yes - successfully ● Yes - unsuccessfully ● No



## In 2023, what percentage increase in pay do you expect to receive?



## What benefits do you currently receive?



\*Five most frequent answers

## What three benefits do you value the most?



\*Five most frequent answers

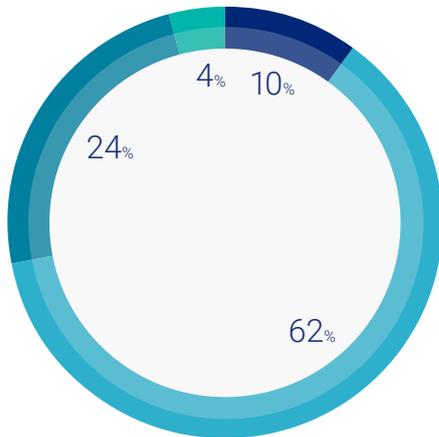
\*For some questions, total is over 100% as it was possible to select multiple answers

# EMPLOYEE SURVEY RESULTS

## Career & Skills

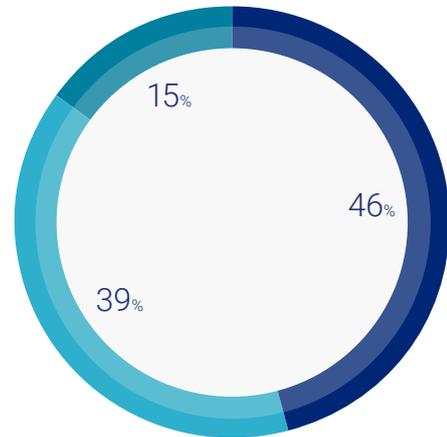
### How do you rate your job satisfaction?

● Very satisfied ● Satisfied ● Dissatisfied ● Very dissatisfied



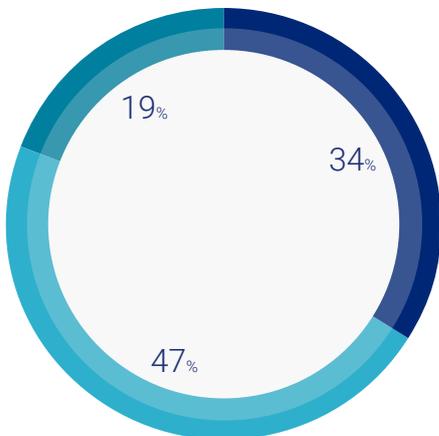
### Do you feel there is scope for career progression within your organisation?

● Yes ● No ● Unsure



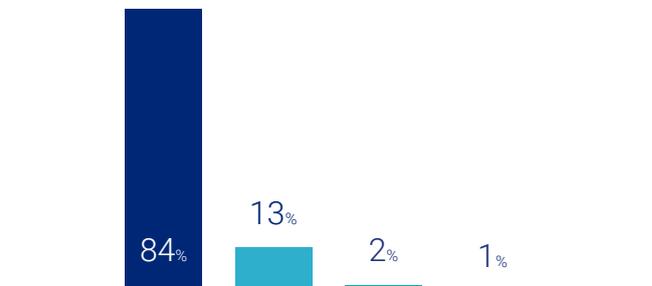
### Do you expect a promotion in 2023?

● Yes ● No ● Unsure



### Do you believe you have the skills needed to fulfil your role in 2023?

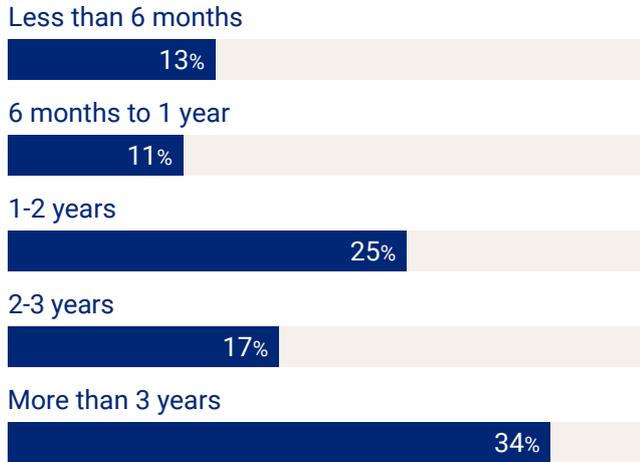
● Yes - strongly agree ● Yes - slightly agree  
● No - slightly disagree ● No - strongly disagree



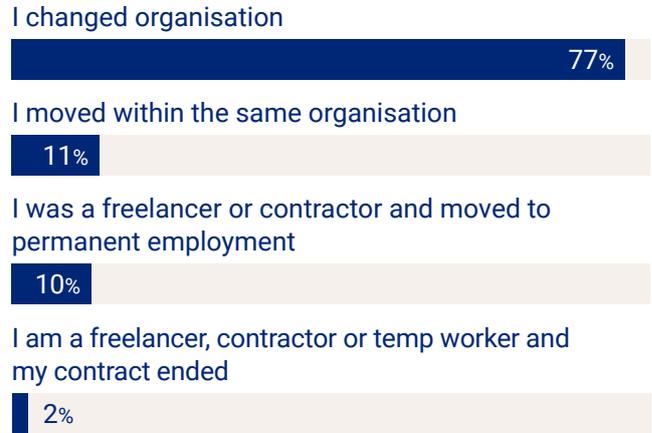
\*For some questions, total is over 100% as it was possible to select multiple answers

# EMPLOYEE SURVEY RESULTS

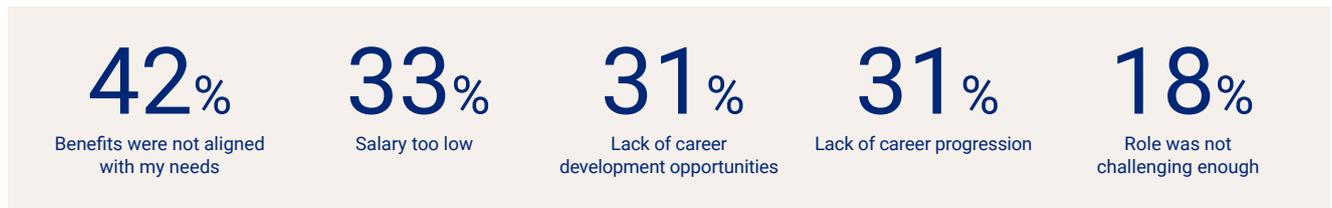
## How long have you been in your current role?



## If you have been in your current role for less than one year, what was the change you made in your career?



## If you have been in your current role for less than one year, what were the three main reasons for your change?



\*Five most frequent answers

## Do you plan to make any of the following changes to your career path in 2023?



\*For some questions, total is over 100% as it was possible to select multiple answers

# EMPLOYEE SURVEY RESULTS

If you are planning to leave your current job in 2023, what are the three main reasons?



\*Five most frequent answers

Aside from salary, what are the three most important factors for you when considering a new role?



\*Five most frequent answers

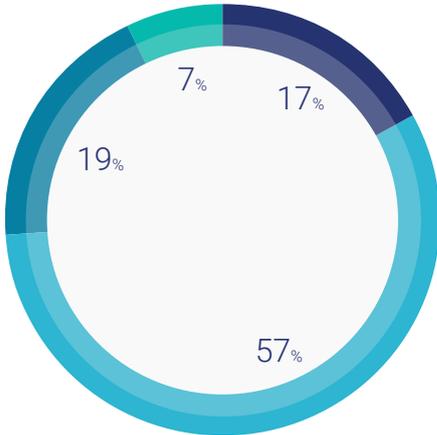
\*For some questions, total is over 100% as it was possible to select multiple answers

# EMPLOYEE SURVEY RESULTS

## Work-Life Balance & Flexible Working

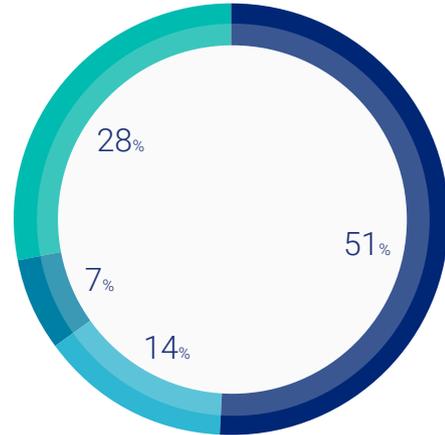
### How would you describe your work-life balance?

- I am very satisfied
- I am satisfied
- I am dissatisfied
- I am very dissatisfied

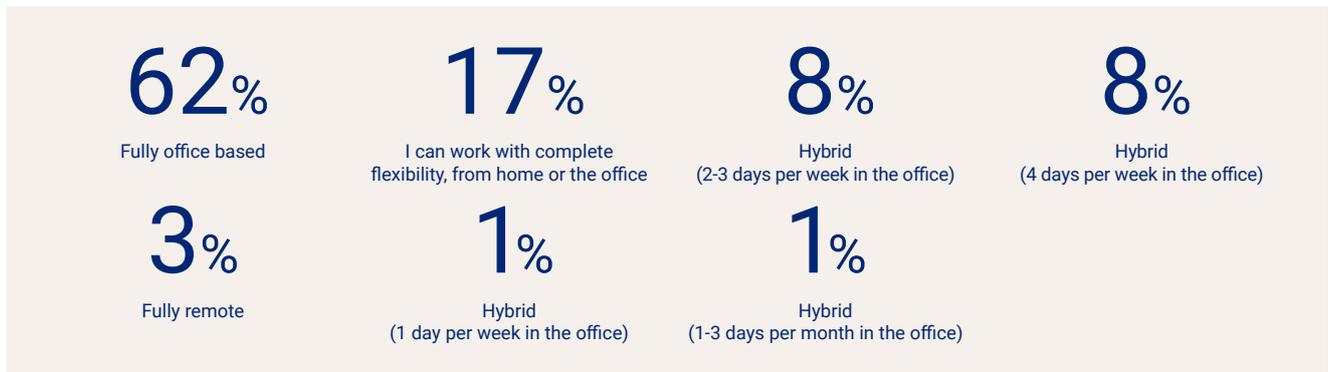


### If you currently receive remote or hybrid working options, would you accept a job if it was solely office based?

- Yes
- No
- Unsure
- Depends on the offer



### Which of these working models reflects your current circumstances?



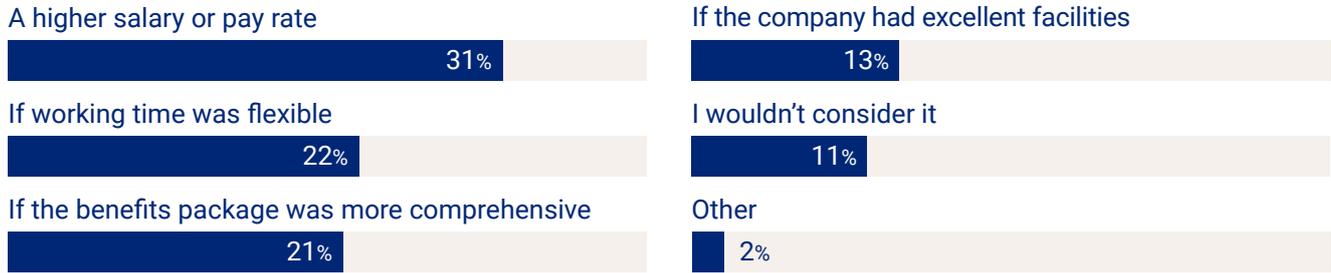
### If you currently receive remote or hybrid working options, how would you feel if your organisation went back into the office full-time?



\*For some questions, total is over 100% as it was possible to select multiple answers

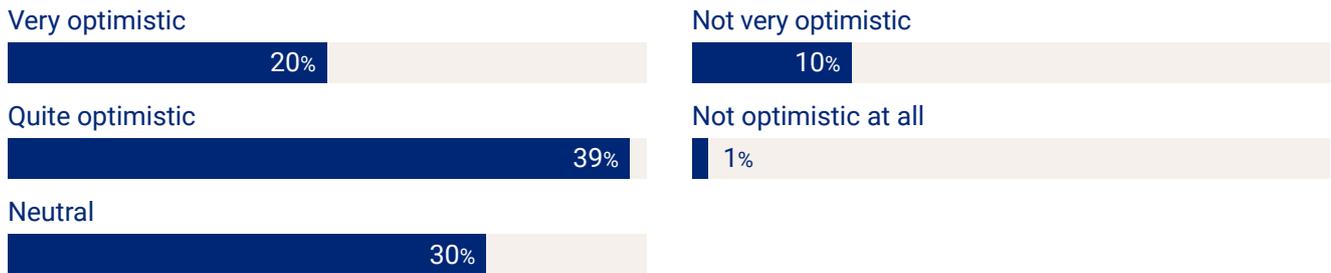
# EMPLOYEE SURVEY RESULTS

If you currently receive remote or hybrid working options, what would make you most likely to consider a fully office based role?



## Economic & Employment Outlook

How optimistic are you about the wider economic climate and the employment opportunities it may or may not create within the next two to five years?

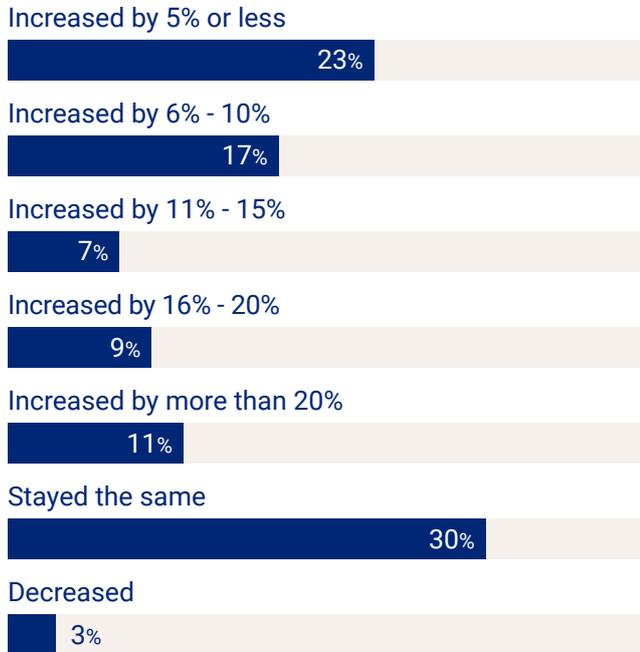


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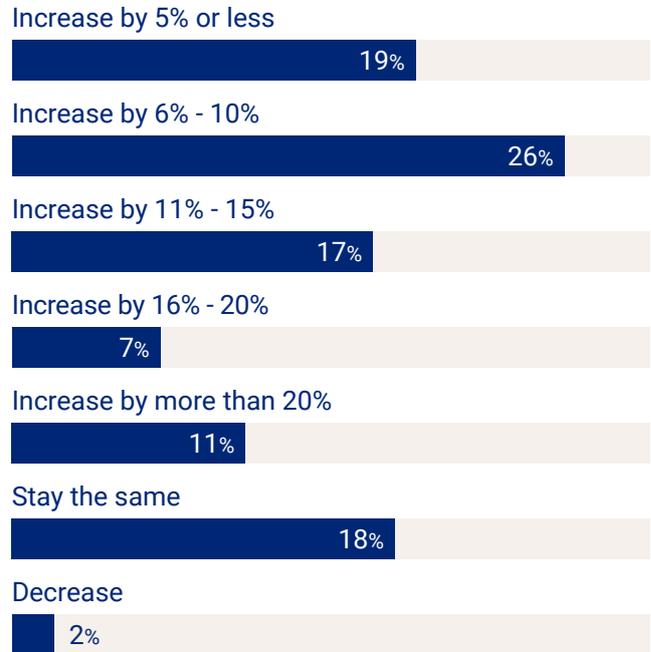
# EMPLOYER SURVEY RESULTS

## Salaries & Benefits

### How have salaries/rates of pay within your organisation changed in 2022?



### In 2023, how do you expect salaries/rates of pay within your organisation to change?



### What factors does your organisation take into account when considering an employee's pay rise request?



\*Five most frequent answers

### What benefits do you offer employees as standard?



\*For some questions, total is over 100% as it was possible to select multiple answers

# EMPLOYER SURVEY RESULTS

## Organisational Strategy

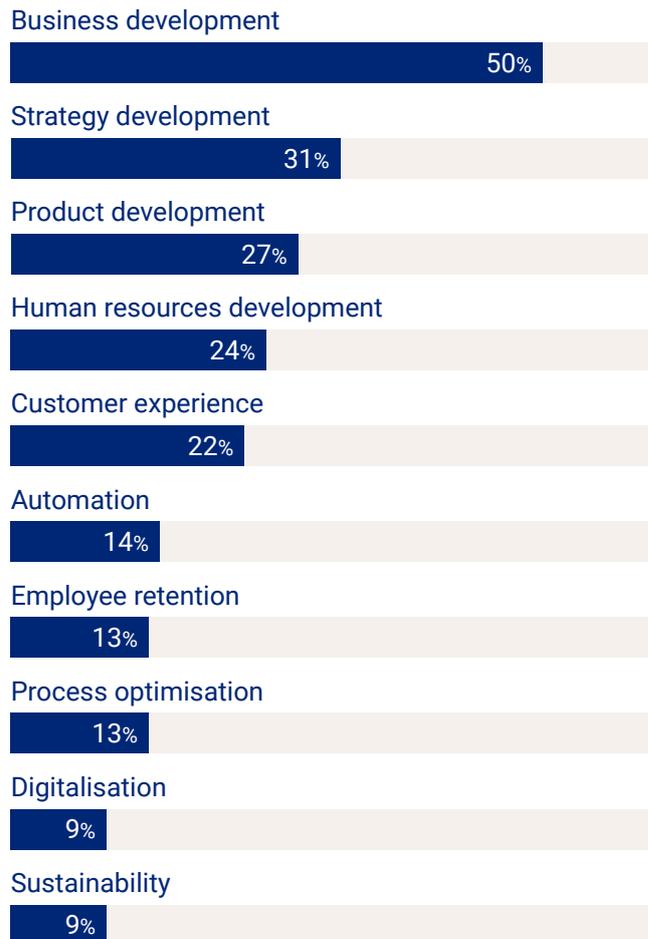
What three strategic goals are currently in focus in your organisation?



What factor do you currently feel is most likely to limit the achievement of your strategic goals?



What are your organisation's three investment focus areas?



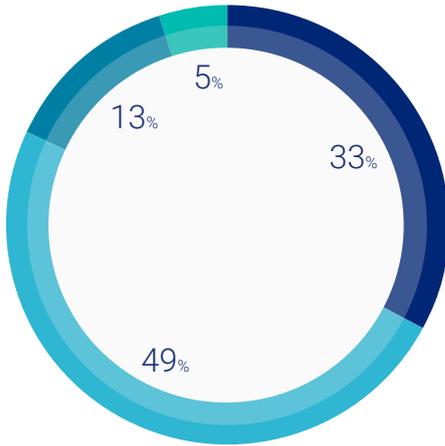
\*For some questions, total is over 100% as it was possible to select multiple answers

# EMPLOYER SURVEY RESULTS

## Skills & Talent

### Do you think your organisation has the skills it needs to achieve its current objectives?

- Yes - strongly agree
- Yes - slightly agree
- No - disagree
- No - strongly disagree



### How would you best describe the labour market in 2022?

There is a shortage of skilled professionals

55%

Overall, there are more candidates applying for jobs than in the past

34%

Competition from other employers is fierce

29%

All candidates have unrealistic salary requirements

26%

Immigration restrictions have reduced our talent pool

20%

### Which three positions have been the most difficult to fill?

61%

Intermediate level  
(Executive/Technical/Specialist)

50%

Management level

39%

Director level

27%

C-Suite  
(CEO, CFO, CMO, CTO etc.)

19%

Graduate/Entry/Junior level

4%

Other

1%

None of the above

### If you are experiencing an immediate skills shortage, what action is your organisation taking to address this?

58%

Increase local hiring efforts

46%

Investing in  
employee retention

37%

Upskilling and reskilling  
the existing workforce

29%

Increasing the use of  
recruitment agencies

23%

Strengthening our  
Employer Value Proposition/  
Employer Branding

\*Five most frequent answers

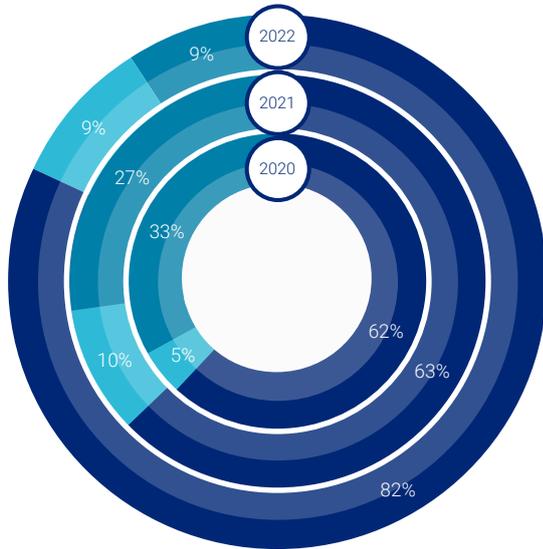
\*For some questions, total is over 100% as it was possible to select multiple answers

# EMPLOYER SURVEY RESULTS

## Recruitment & Retention

### Did your organisation experience a change in headcount this year compared to last year?

● Yes ● Unsure ● No



### How did your organisation's headcount change in 2022 compared to 2021?



### Do you currently employ any UAE or Saudi national citizens?



### Do you plan on increasing headcount of UAE or Saudi national citizens in the next 12 months?



\*For some questions, total is over 100% as it was possible to select multiple answers

# EMPLOYER SURVEY RESULTS

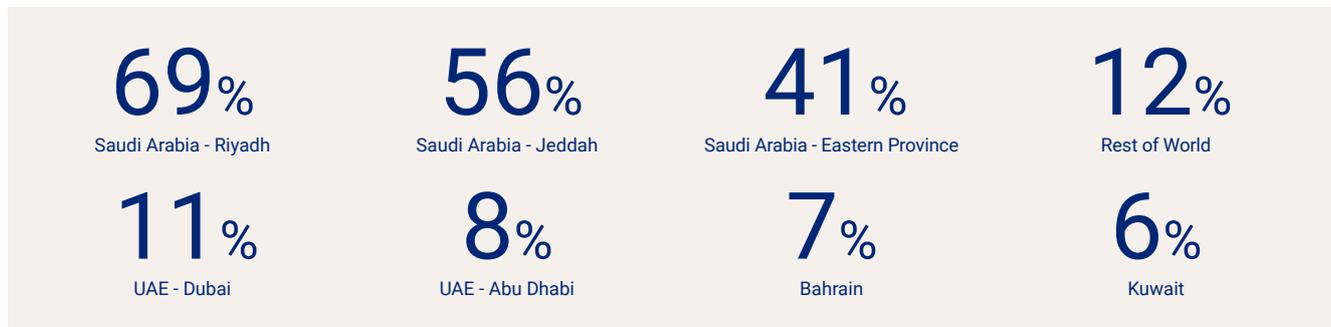
## What kind of roles are you recruiting for in 2023?



## If you are planning to recruit contract, temp or freelance staff, what are the three main reasons?



## In which locations are you currently recruiting?



\*For some questions, total is over 100% as it was possible to select multiple answers

# EMPLOYER SURVEY RESULTS

## What, if any, do you see as barriers to recruiting international employees?



\*Five most frequent answers

## Aside from salary, which three factors are most important to help you attract and retain staff?

<b>1</b>	Benefits package	<b>6</b>	Employer brand or prestige
<b>2</b>	Career development	<b>7</b>	Location
<b>3</b>	Work environment	<b>8</b>	Work-life balance (including flexible working)
<b>4</b>	Job security	<b>9</b>	Our strong social responsibility policy
<b>5</b>	Challenging role or projects	<b>10</b>	Other

\*For some questions, total is over 100% as it was possible to select multiple answers

# EMPLOYER SURVEY RESULTS

## Working models

### How would you describe your organisation's current working model?



### Do you anticipate that your organisation's working model will change in 2023?

- No - we anticipate it will stay the same
- Yes - we anticipate employees will be required in the workplace more
- Yes - we anticipate employees will be required in the workplace less



### If you anticipate employees will be required in the workplace more in 2023, what are the three main reasons?



\*Four most frequent answers

### If you anticipate employees will be required in the workplace less in 2023, what are the three main reasons?



\*Four most frequent answers

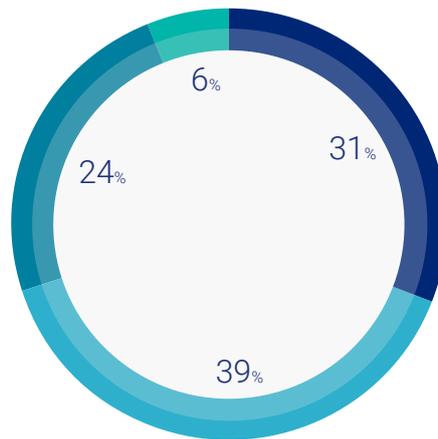
\*For some questions, total is over 100% as it was possible to select multiple answers

# EMPLOYER SURVEY RESULTS

## Economic & Employment Outlook

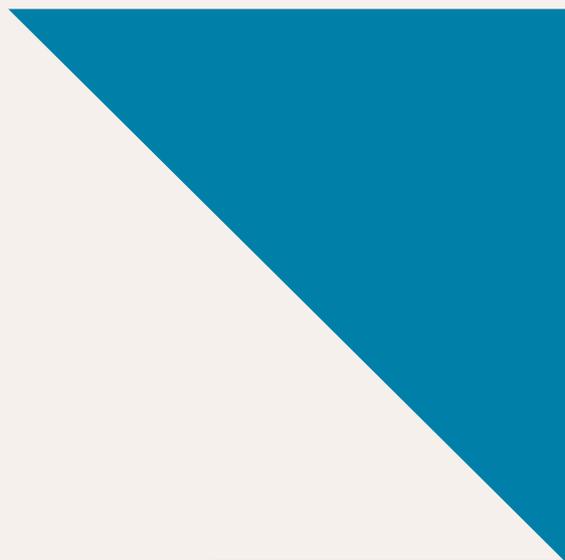
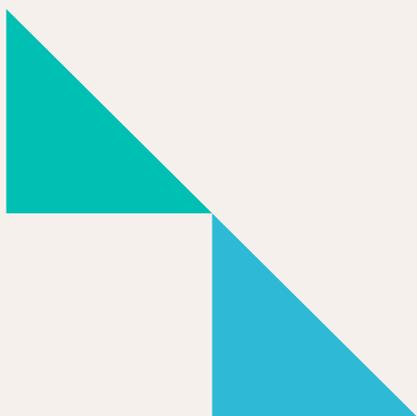
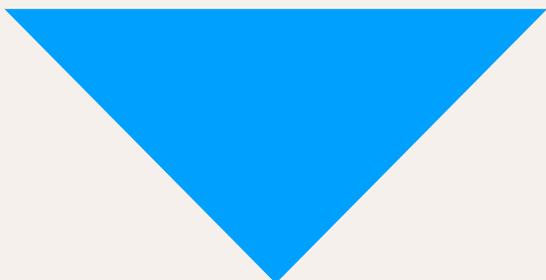
How optimistic are you about the wider economic climate and the employment opportunities it may or may not create within the next two to five years?

● Very optimistic ● Quite optimistic ● Neutral ● Not very optimistic ● Not optimistic at all



\*For some questions, total is over 100% as it was possible to select multiple answers

# SALARY GUIDE



# SALARY GUIDE

## Accountancy & Finance

Position	SAR Range	SAR Average
Chief Financial Officer (CFO)	90,000 - 140,000	120,000
Finance Director	60,000 - 90,000	75,000
Head of Internal Audit	60,000 - 85,000	75,000
Financial Controller	40,000 - 50,000	45,000
Audit Manager	30,000 - 45,000	40,000
Finance Manager	30,000 - 45,000	35,000
Senior Accountant	15,000 - 25,000	23,000
Credit Controller	18,000 - 25,000	22,000
Financial Analyst	15,000 - 25,000	22,000
Accountant	10,000 - 20,000	16,000

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# SALARY GUIDE

## Construction & Property

Position	SAR Range	SAR Average
C-Suite	125,000 - 350,000	237,500
Executive Director	100,000 - 125,000	115,000
Project Director	70,000 - 95,000	85,000
Architecture Director	70,000 - 90,000	80,000
Development Director	70,000 - 90,000	80,000
Urban Planning Director	70,000 - 90,000	80,000
Property Management Director	50,000 - 75,000	60,000
Leasing Director	50,000 - 75,000	60,000
Facilities Director	45,000 - 75,000	57,500
Senior Project Manager	45,000 - 65,000	55,000
Senior Contracts Manager	45,000 - 65,000	55,000
Commercial Manager	40,000 - 55,000	47,500
Contracts Manager	40,000 - 55,000	47,500
Project Manager	40,000 - 55,000	47,500
Senior HSEQ Manager	35,000 - 50,000	45,000
Construction Manager	25,000 - 45,000	35,000
Senior Quantity Surveyor	25,000 - 40,000	35,000
Community Manager	18,000 - 40,000	30,000
Sales & Leasing Manager	18,000 - 40,000	30,000
Property Manager	18,000 - 40,000	29,000
Senior Architect	25,000 - 35,000	27,000
Project Architect	20,000 - 30,000	25,000
Senior Interior Designer	20,000 - 30,000	25,000

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# SALARY GUIDE

## Human Resources

Position	SAR Range	SAR Average
Chief Human Resources Officer (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	30,000 - 40,000	35,000
Talent Acquisition Manager	25,000 - 35,000	30,000
Compensation & Benefits Manager	25,000 - 35,000	30,000
HR Generalist	15,000 - 22,000	18,000
Recruitment Specialist	14,000 - 17,000	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	45,000 - 60,000	52,500
Legal Counsel	35,000 - 45,000	40,000
Legal Advisor	25,000 - 35,000	30,000
Paralegal	15,000 - 22,000	18,500
Legal Secretary	14,000 - 20,000	17,000

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# SALARY GUIDE

## Manufacturing

Position	SAR Range	SAR Average
General Manager	70,000 - 100,000	80,000
Operations Director	55,000 - 75,000	65,000
Manufacturing Director	50,000 - 75,000	62,500
Quality Director	50,000 - 70,000	60,000
Head of Operations	45,000 - 55,000	50,000
Head of Manufacturing	35,000 - 55,000	45,000
Head of HSE/HSSE	35,000 - 50,000	42,500
Operations Manager	35,000 - 50,000	42,500
Manufacturing Manager	35,000 - 45,000	40,000
Plant/Factory Manager	27,000 - 40,000	35,000
Technical Manager	25,000 - 35,000	30,000
Quality Manager	22,000 - 35,000	28,000
Production Manager	20,000 - 30,000	25,000

## Marketing & Digital

Position	SAR Range	SAR Average
VP/Chief Marketing Officer (CMO)	100,000 - 150,000	115,000
Digital Marketing Director	60,000 - 90,000	75,000
Marketing & Communications Director	60,000 - 80,000	70,000
Marketing & Communications Manager	40,000 - 55,000	47,500
Head of Performance	40,000 - 50,000	45,000
Trade Marketing Manager	35,000 - 40,000	37,500
Social Media Manager	30,000 - 40,000	35,000
Brand Manager	30,000 - 35,000	32,500

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# SALARY GUIDE

## Procurement & Supply Chain

Position	SAR Range	SAR Average
Supply Chain Director	60,000 - 90,000	75,000
Procurement Director	50,000 - 80,000	65,000
Head of Supply Chain	45,000 - 65,000	55,000
Logistics Director	45,000 - 60,000	50,000
Head of Procurement	40,000 - 60,000	50,000
Head of Logistics	35,000 - 45,000	40,000
Supply Chain Manager	30,000 - 45,000	37,500
Strategic Sourcing Manager	30,000 - 40,000	35,000
Procurement Manager	30,000 - 42,000	35,000
Contracts Manager	25,000 - 35,000	30,000
Logistics Manager	22,000 - 35,000	30,000
Category Manager	18,000 - 32,000	25,000

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# SALARY GUIDE

## Sales

Position	SAR Range	SAR Average
Country Director	85,000 - 120,000	100,000
General Manager	80,000 - 100,000	90,000
Commercial Director	55,000 - 75,000	65,000
Solutions Sales Director	50,000 - 75,000	62,500
Sales Director	40,000 - 70,000	55,000
Business Development Director	45,000 - 65,000	55,000
Head of Sales	35,000 - 60,000	47,500
Commercial Manager	40,000 - 55,000	47,500
Country Manager	40,000 - 55,000	45,000
Business Development Manager	35,000 - 50,000	42,500
Sales Manager	25,000 - 40,000	32,500
Key Account Manager	15,000 - 35,000	25,000

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# SALARY GUIDE

## Technology

### CXO & IT Leadership

#### Position

	SAR Range	SAR Average
Chief Information Office (CIO)	80,000 - 120,000	100,000
Chief Digital Officer (CDO)	70,000 - 110,000	90,000
Chief Information Security Officer (CISO)	70,000 - 110,000	85,000
Chief Technology Officer (CTO)	70,000 - 110,000	85,000
Chief Product Officer (CPO)	70,000 - 110,000	80,000
IT Director	55,000 - 75,000	65,000
Head of IT	35,000 - 55,000	45,000

### Information/Cyber Security

#### Position

	SAR Range	SAR Average
Head of Information Security	40,000 - 65,000	50,000
Head of Data Protection	40,000 - 65,000	50,000
Information Security Officer	35,000 - 55,000	45,000
Data Governance Manager	35,000 - 55,000	42,000
Information Security Manager	35,000 - 55,000	42,000
IT Security Manager	35,000 - 55,000	42,000
Information Security Architect	30,000 - 50,000	42,000
Information Security Engineer	27,000 - 40,000	33,000
Application Security Engineer	20,000 - 30,000	26,000
Penetration Tester	18,000 - 35,000	25,000
Information Security Analyst	15,000 - 25,000	21,000

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# SALARY GUIDE

## Project Delivery & Business Analysis

Position	SAR Range	SAR Average
Programme Director	40,000 - 70,000	55,000
Head of PMO	45,000 - 65,000	55,000
Programme Manager	35,000 - 55,000	45,000
Senior Project Manager	35,000 - 50,000	45,000
Project Manager	30,000 - 45,000	40,000
Senior Business Analyst	15,000 - 40,000	35,000

## PreSales & Solutions Architecture

Position	SAR Range	SAR Average
PreSales/Solutions Director	50,000 - 100,000	75,000
PreSales/Solutions Manager	30,000 - 70,000	40,000
Solutions Architect	35,000 - 50,000	42,500
PreSales/Solutions Engineer	20,000 - 35,000	27,500

## ERP & Enterprise Applications

Position	SAR Range	SAR Average
Head of Enterprise Applications	45,000 - 65,000	55,000
Enterprise Application Manager	40,000 - 60,000	52,500
Functional Consultant	30,000 - 45,000	42,500
Senior Project Manager	35,000 - 50,000	42,500
Project Manager	30,000 - 40,000	35,000
ERP Developer	20,000 - 30,000	22,500

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# SALARY GUIDE

## Software Engineering

Position	SAR Range	SAR Average
VP of Engineering	70,000 - 90,000	75,000
Head of Engineering	50,000 - 60,000	55,000
Engineering Manager	40,000 - 50,000	45,000
Head of QA/Testing	30,000 - 48,000	42,000
Software Architect	30,000 - 40,000	35,000
Lead QA/Test Analyst	25,000 - 35,000	30,000
DevOps Engineer	20,000 - 35,000	30,000
Front End Developer/Engineer	15,000 - 35,000	27,500
Mobile Application Developer	15,000 - 30,000	26,500
Full Stack Developer	18,000 - 35,000	25,000
QA/Test Analyst	15,000 - 30,000	25,000
Back End Developer/Engineer	15,000 - 35,000	22,500
UI/UX Developer	15,000 - 30,000	22,500

## Cloud, Infrastructure & Networking

Position	SAR Range	SAR Average
Enterprise Architect	40,000 - 65,000	55,000
Head of Infrastructure	40,000 - 60,000	50,000
Cloud Architect	40,000 - 55,000	45,000
Infrastructure Manager	30,000 - 45,000	40,000
Site Reliability Engineer	30,000 - 45,000	40,000
Network Architect	30,000 - 45,000	37,500
Cloud Engineer	30,000 - 40,000	35,000
IT Manager	20,000 - 45,000	32,500
Network Engineer	15,000 - 30,000	22,500
Systems Engineer/Administrator	15,000 - 25,000	20,000
IT Support Analyst	12,500 - 25,000	17,500

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# SALARY GUIDE

## Data Science & Analytics

Position	SAR Range	SAR Average
VP of AI & Data	50,000 - 110,000	80,000
Head of Data Science	70,000 - 90,000	80,000
Head of Data & Analytics	50,000 - 74,000	60,000
Data Scientist	35,000 - 75,000	55,000
Data Engineering Manager	45,000 - 55,000	50,000
Machine Learning Engineer	30,000 - 60,000	45,000
Business Intelligence Manager	30,000 - 50,000	40,000
Data Architect	35,000 - 45,000	40,000
Data Engineer	23,000 - 35,000	30,000
Data Analyst	18,000 - 30,000	25,000

## Product Management

Position	SAR Range	SAR Average
Chief Product Officer (CPO)	60,000 - 85,000	70,000
Head of Product	50,000 - 75,000	60,000
Product Manager	30,000 - 50,000	40,000
Product Owner	30,000 - 50,000	40,000
Senior Product Designer	30,000 - 40,000	35,000
UX/UI Designer	20,000 - 30,000	25,000

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# ABOUT US

Hays Middle East is part of Hays plc, a global leader in recruiting qualified and skilled professionals across a wide range of specialised industries and professions. Specialist recruitment starts and ends with people: over 13,000 people make up our worldwide team, working in 33 countries covering 21 specialisms.

Our regional offices are located in Dubai and Abu Dhabi. Since 2005 we have offered permanent and contract recruitment solutions to the GCC region.

Our consultants offer invaluable advice and insights, combined with unrivalled services and access to top talent that helps organisations confidently navigate the new era of work. Organisations, large or small, or professionals looking for their next career move, we accompany them every step of the way, working for and with them to understand where they want to get and how to get them there.

## Our capabilities include:

- Permanent hiring
- Contracting
- Executive Search
- Head hunting
- Multiple hiring
- Emiratization
- Saudization
- Recruitment Process Outsourcing
- Contractor Management Outsourcing
- HR advisory services

## We provide expert recruitment services across:

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

## Specialist recruitment divisions in the Middle East:

- Accountancy & Finance
- Banking & Financial Services
- Construction & Property
- Emiratization
- Engineering
- Executive Search
- Human Resources
- Legal
- Manufacturing & Operations
- Marketing & Digital
- Office Support
- Procurement
- Sales
- Supply Chain & Logistics
- Technology

# DISCOVER MORE RESOURCES

As your recruitment partner, we want to share knowledge about the topics covered here to give you deeper insight and fuel your future success.

## Bespoke Salary Guides

Looking for a more tailored report?

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

For more information about our services, including pricing and delivery of benchmarking projects, contact us today.



Contact us 

## Learning Mindset Report

A greater understanding of the disconnect between companies and their employees regarding learning, including:

- Insights into workers' learning preferences
- Employers' opinions on the skills gap and future opportunities
- Recommendations on the next steps to take as an employer or employee



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## Inside Story

The horizon for the Industrial Sector in Saudi Arabia is expanding at an exponential rate. How is this prosperity impacting the dynamics of attraction and retention in recruitment?

In our latest report, you'll discover a top-down view of why the sector is so prosperous, the most sought-after professions, and what the recruitment trends mean for the future.



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# CONTACT US

If you require any further information on Hays or would like to discuss your recruitment needs, please contact your local experts:

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