

# Hays Saudi Arabia *Salary Guide 2025*

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# Introduction

## A word from our expert

I'm delighted to present the sixth edition of Hays Saudi Arabia Salary Guide. A huge thank you to the professionals and employers who kindly shared their perspectives and experiences of the workplace through participation in our survey. Your contributions are invaluable and provide key insights for the region.

The labour market across Saudi Arabia is booming, thanks to continued economic growth and the demand for skilled professionals. Reflective of this year's trend, 79% of employers say they will be recruiting employees on a permanent basis. Additionally, 23% plan to hire contractors, freelancers, or temporary workers, largely to access specific skills for one-off projects or to ensure flexibility of staffing costs.

However, the data also reveals that in 2025, 66% of professionals are planning to change organisation. This highlights the importance of why employers should continuously aim to understand the wants and needs of professionals, especially if they plan to enhance attraction and retention strategies.

Understanding the ever-evolving regional labour market has never been more important when it comes to building a robust workforce. Along with using the latest industry trends and expert knowledge to make data-driven decisions.

In this edition of the Hays Saudi Arabia Salary Guide, our goal is to provide you with the insights and data necessary to successfully navigate this dynamic market. Whether you are an employer looking to attract and retain top talent or a professional looking to expand your career, we trust that this guide will serve as a valuable resource on your journey. Feel free to contact us at [marketing.uae@hays.com](mailto:marketing.uae@hays.com) to discuss your specific talent needs in detail.

We look forward to another successful year ahead filled with growth, opportunity, and success for all our partners in Saudi Arabia.

**Mark Paul**

Senior Manager – Saudi Arabia, Hays





# Hays' future at the heart of the *world of work*

**The world of work is rapidly changing, with employers and professionals facing many new challenges and opportunities. Powerful and accelerating megatrends shape the world of work.**

## About this report

The Hays Saudi Arabia Salary Guide is an annual in-depth analysis of the hiring market within Saudi Arabia. This sixth edition explores trends surrounding salaries, employment, and benefits packages, as well as workforce turnover and Artificial Intelligence (AI) in the workplace. It can be used as a tool to accelerate your career or shape the future of your business.

## Methodology

The Hays Saudi Arabia Salary Guide provides information on pay rates and workplace insights for over 200 roles in various important sectors of the economy. The data is based on the average amount offered to employees and is derived from the recruitment processes carried out by Hays Saudi Arabia in 2024, as well as a survey completed by almost 700 professionals and employers in Q4 2024.

The salary information is intended to assist professionals and employers in making informed career and business decisions. The guide includes expert comments and insights, and the salaries are based on those of independent specialists and managers with experience in team management, unless otherwise specified.

## 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:

## Significant headcount increases and recruitment drives to overcome skill shortages

Saudi Arabia has witnessed tremendous economic growth in recent years, which is reflective in the recruitment drives of many organisations. Last year, 73% of all employers increased their headcount and it is also evident that organisations across Saudi Arabia are set to continue efforts towards accelerating their recruitment drives this year. Overall, 90% of organisations plan to recruit in some capacity, with 79% set to hire employees on a permanent basis, 23% on a contract, freelance or temporary basis, and only 10% say that they are not planning to recruit. Organisations hiring for contract positions will largely do so to gain access to specific skills for one-off projects or to ensure flexibility of staffing costs.

These hiring projections correlate to a resilient labour market, which also reflects new career prospects for both national and international professionals seeking roles in Saudi Arabia. Notably, employers plan to hire in Riyadh (74%), Jeddah (39%), and the Eastern Province (35%). With many organisations strategic goals focused on increasing operating profit (47%), gaining market share (42%), and expanding product portfolios (40%), a skilled workforce will be essential.

However, 90% of employers cited experiencing some level of skill shortages in 2024, either extreme (18%), moderate (52%), or minor (20%). This emphasises that numerous organisations are facing difficulties in accessing the necessary talent pools that they require. Similarly, 25% of employers acknowledge that difficulties in retaining their current workforce, along with an 11% of employers reporting shortage of skilled professionals in the market, are most likely to limit the achievement of their organisation's strategic goals.

To address such challenges, some employers are taking proactive, solution-focused approaches by engaging external recruitment partners to focus on: employee recruitment (45%), employee retention (42%), and adapting organisational structures (37%), which are key HR investment focus areas for many this year.

## Competitive remuneration will be paramount to attract and retain top talent

In 2024, 51% of professionals working in Saudi Arabia received a salary increase – though a marginal decline compared to 2023 (60%). The most common rate of increase was up to 5%, as reported by 22% of professionals. Notably, 47% of professional's salaries stayed the same. For those that did see an increase in salary, the most common reason was attributed to individual performance (24%)— indicating that more employers are focusing efforts on employee retention through enhanced reward and remuneration.





In such a competitive market for skilled professionals, offering attractive remuneration is paramount in supporting talent attraction and retention strategies. Employers should look to review salaries among their workforce if they want to remain an employer of choice — particularly within the organisations where employees cited no salary increases in 2024.

Though 56% of professionals are satisfied with their salary or pay rate, this indicates a drop in satisfaction levels compared to 61% in 2023. Most employees also agree that their organisation is not providing consistent transparency about how pay levels and pay rises are set, either by failing to publicise all employee salaries and salary banding structures or provide set criteria for salary increases. Providing transparency around pay will be a crucial practice for ensuring a motivated and engaged workforce.

Looking to the future, 80% of employers expect salaries to increase across their organisation this year, most commonly between 2.5% and 5%. Similarly, 81% of professionals are hopeful for a salary increase in 2025, with the most expected raise being between 6% and 10%.

### **Aligning on benefits to enhance employee satisfaction levels**

Aside from pay, the benefits package continues to be the most important factor to 65% of professionals when considering a new role. Equally, 74% of employers agree that it is the most important incentive to help attract and retain staff. Yet, 72% of professionals shared that they do not currently receive any non-monetary benefits.

The most common benefits employers say they offer employees as standard (excluding allowances that are part of a fixed monthly salary package), include air ticket / travel allowances, child education allowances, health insurance or private medical cover.

Offering a competitive benefits package is crucial for attracting talent in the current recruitment landscape. The top three most valued benefits among professionals include child education allowances (43%), flexible working (39%), health insurance or private medical cover (33%). Wherever it is achievable, organisations should review their benefit contributions to ensure they match the collective requirements of their teams.

### **Employee turnover impacted by progression opportunities**

In 2025, 66% of professionals are gearing up to change organisation, largely due to their salary and/or benefits package, followed closely by lack of future opportunities, and concerns about job security, among other motivators.

Outside of salary and benefits, career development initiatives and a good work atmosphere are also significantly important to professionals when considering a new role. Yet, 46% of professionals disagree that there is scope for career progression within their organisation, which could correlate to the 34% of individuals who rate their job satisfaction as dissatisfied/very dissatisfied.

With the constant need for professionals to keep up with economic trends and upskill themselves to remain relevant, employers should look to provide more training and development opportunities across teams. Alternatively, if opportunities are available to support the learning and career progression of individuals, employers could implement processes to establish clear messaging around this subject. In turn, boosting employee morale and motivation levels.

This will also contribute to ensuring a skilled workforce, especially for employers that agree on the importance of soft skills as well as technical skills. The soft skills employers say are most needed in their organisation include the ability to adopt change, communication and interpersonal skills, and the ability to learn and upskill.

Professionals also value the importance of developing their soft skills, particularly for supporting career progression. The top three soft skills professionals would most like to develop in order to progress in their careers include: communication and interpersonal skills, people management, and negotiation abilities.



## Shortage of skilled professionals drives demand for experienced talent

With Saudi Arabia driving momentous projects across high growth industries, skilled leaders will be crucial for success. However, roles at management level through to C-Suite, have been the most difficult for organisations to recruit for, due to extensive skill gaps. Employers align that the main reason for skill shortages within their organisation include competition from other employers, pay levels, and the cost of qualifications/training.

This year, recruitment efforts related to nationalisation quotas continue to be a top priority for most businesses. With 91% of employers sharing that they currently employ Saudi nationals. Additionally, 87% say they are planning to increase headcount of Saudi nationals throughout 2025. Employers are seeking experienced individuals with both the relevant soft and technical skills to make an immediate impact.

As in previous years, recruiting talent with local and regional experience has remained favourable across most Gulf countries. This is particularly important for many employers who cite nationalisation quotas, legislative and compliance challenges as key barriers to recruiting employees from outside of the Middle East. For 20% of organisations, there is consensus that local talent is sufficient, eliminating the need to search beyond their immediate market.

## A step towards technological innovation - AI in the workplace

There has been a remarkable shift towards the perception of artificial intelligence (AI) amid pressure for organisations to keep up with economic demands and constant technological innovations.

In 2024, 65% of employers reported that their organisation recommends the use of AI technologies or tools in the workplace – a significant increase from just 39% in 2023. Additionally, 58% say they offer training or support for the use of AI technologies. The biggest advantages, according to employers, include enhanced creativity and idea generation, increased productivity and efficiency, and improved quality of work. However, this is not the case for all organisations, as among those that do not recommend the use of AI, the primary reasons include privacy concerns (48%), ethical and legal considerations (41%), and security risks (28%).

For professionals, 59% say they have identified AI-based tools or applications that could help them succeed in their jobs. In fact, 83% of people agree that they would be willing to take part in upskilling or reskilling programs to adopt AI technologies in the workplace.

Technological advancements mean that organisations are under pressure to innovate if they want to stay relevant. For those that have the ability and resources to embrace such change, AI could present new strategic opportunities to tackle the skill shortages that many organisations are facing.





## Sector spotlight

The **Banking & Financial Services sector** remains a foundation of Saudi Arabia's economy, driving growth and investment across key industries. With a significant focus on growth and investment within most key sectors, the demand for Banking & Financial Services professionals continues to rise – reflective of increased hiring rates, where companies are actively seeking both experienced national, in region, and overseas talent.

The **Construction sector** across Saudi Arabia is prosperous, thanks to significant investment into the Kingdom's Vision 2030 initiative. Though the sector has recently witnessed a more a steady rate in hiring for roles within Construction & Property, Saudi Arabia is still set to become the world's largest construction market by 2028. Here, a vast workforce of skilled professionals is required to drive projects forward.

The **Industrial sector** in Saudi Arabia continues to expand, with both local and international organisations establishing new operations or planning expansions. Driven by a vision of self-sufficiency, the sector is focused heavily on reducing its reliance on imported goods and materials. This thriving sector is reflective across multiple industries, including chemical and petrochemical, automotive, building and construction materials, pharmaceuticals, biotech, as well as energy, transportation, and logistics.

The **Sales sector** has witnessed ongoing growth across a range of diverse industries. Particularly due to technological advancements, the world of sales has seen a rise in demand for professionals within startup companies, focused largely on cybersecurity and artificial intelligence. Likewise, many healthcare companies are leveraging technology to enhance customer processes and services. Also evident in the market, Sales professionals with specialised knowledge and industry expertise will be more sought-out for.

The **Technology sector** continues to gain tremendous momentum, as more organisations look to increase investment towards the implementation of advanced technologies – all in efforts to keep up with market demand. In such a competitive economic landscape, the need to innovate and stay ahead of the curve is heightened. Employers are under pressure to ensure their teams are equipped with the best technology. Having a robust, highly skilled, and specialist workforce has become a key requirement to successfully implement and leverage such advancements.





# Regional snapshot the UAE & KSA

## UAE Employer

**75%**  
of employers expect salaries within their organisation to increase in 2025

**77%**  
of employers will be recruiting for permanent roles in 2025

**49%**  
of employers feel optimistic about the economic outlook for 2025

**65%**  
of employers say their organisation is recommending the use of AI technologies or tools in the workplace

**79%**  
of employers expect their organisation will allow staff to use AI tools in the future

## KSA Employer

**80%**  
of employers expect salaries within their organisation to increase in 2025

**79%**  
of employers will be recruiting for permanent roles in 2025

**60%**  
of employers feel optimistic about the economic outlook for 2025

**65%**  
of employers say their organisation is recommending the use of AI technologies or tools in the workplace

**78%**  
of employers expect their organisation will allow staff to use AI tools in the future

Aside from salary, **benefits package** and **career development initiatives** are the two most important factors for professionals in the UAE.

Aside from salary, **benefits package** and **career development initiatives** are the two most important factors for professionals in the KSA.

## UAE Employee

**48%**  
of employees' salaries increased in 2024, most commonly between 2.5% to 5%

**74%**  
of employees expect their salary to increase in 2025

**33%**  
of employees feel optimistic about the economic outlook for 2025

**65%**  
of employees plan to change organisation in 2025

## KSA Employee

**52%**  
of employees' salaries increased in 2024, most commonly between 6% to 10%

**81%**  
of employees expect their salary to increase in 2025

**47%**  
of employees feel optimistic about the economic outlook for 2025

**66%**  
of employees plan to change organisation in 2025





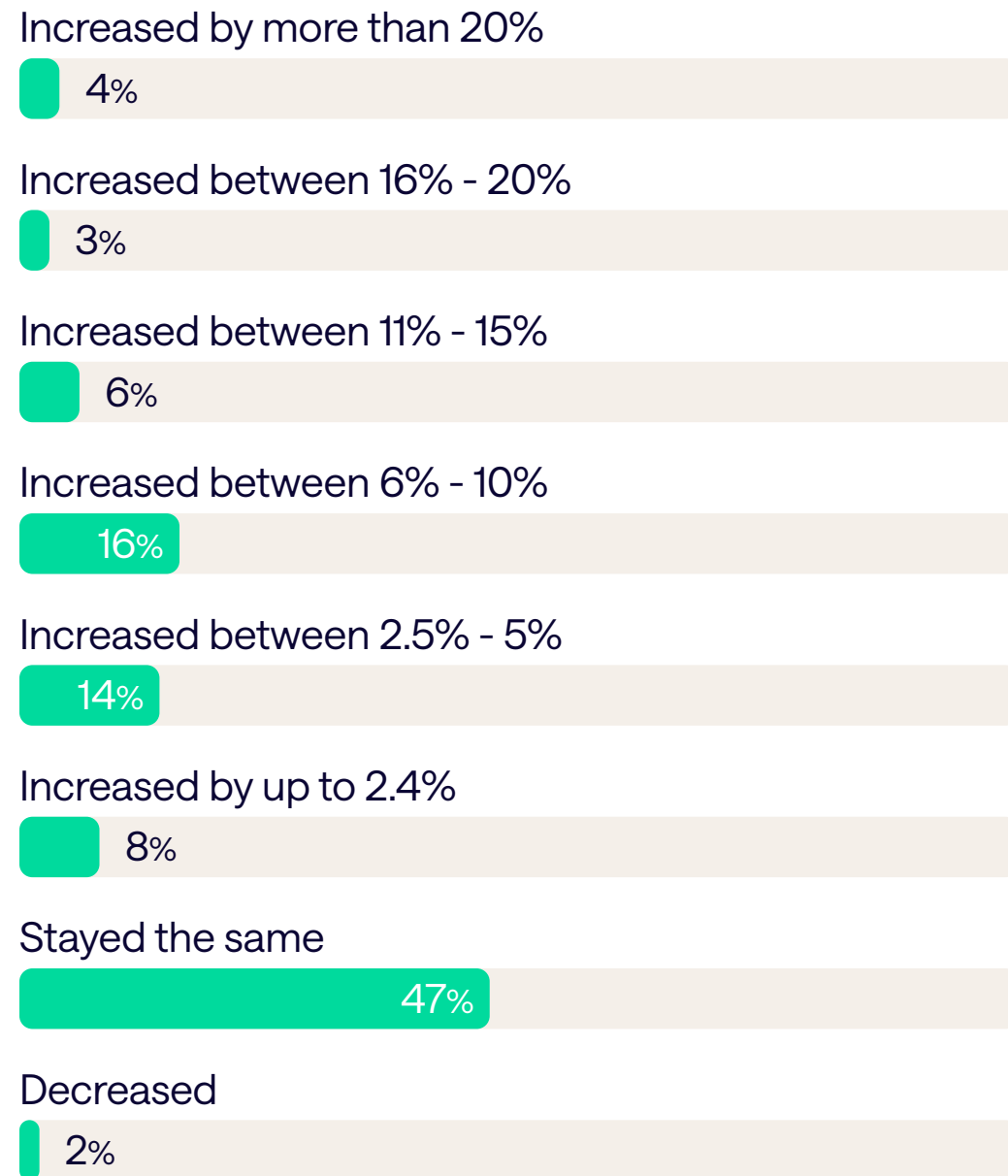
# Employee survey results





# Salary and Benefits

## What percentage did your salary or pay change in 2024?



## What was the reason for your salary or pay rate change last year?



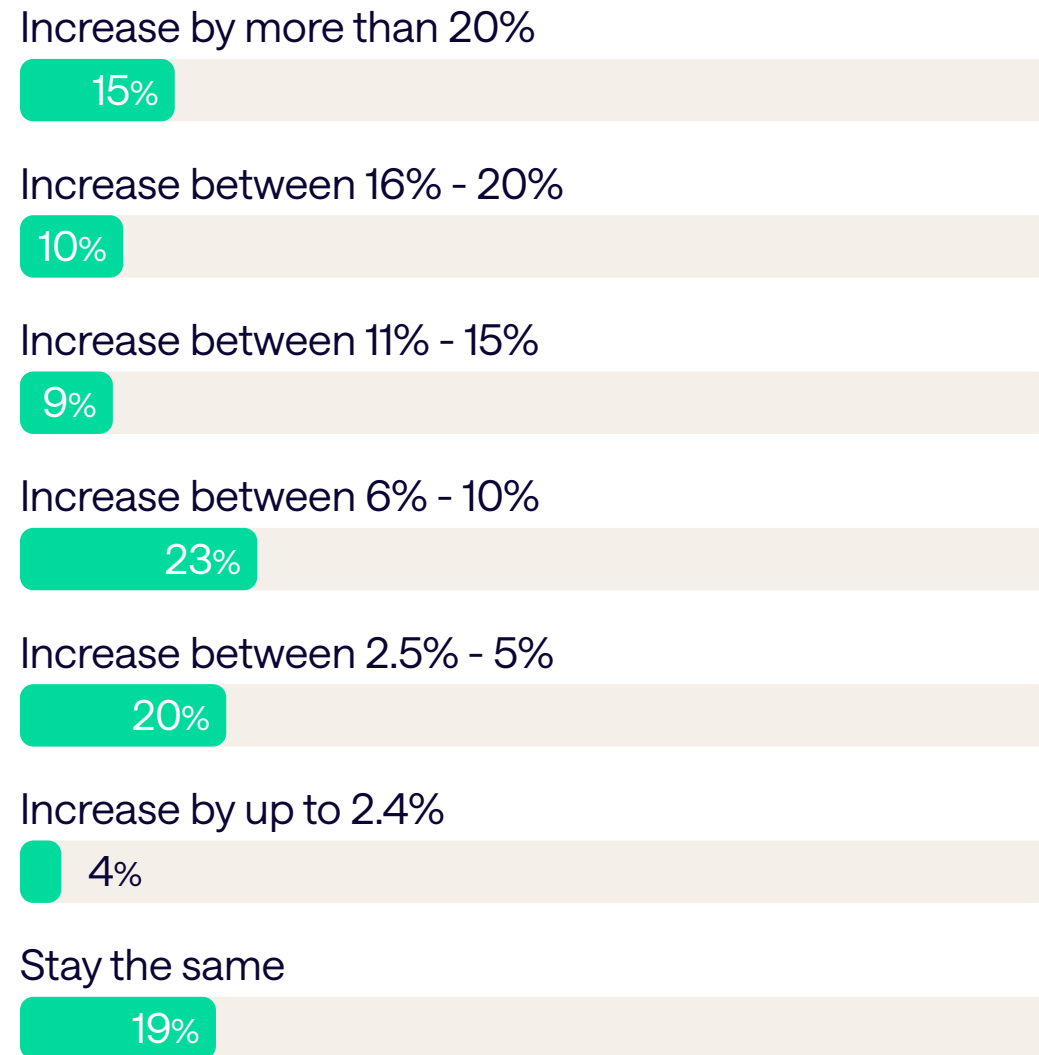
## How satisfied are you with your salary or pay rate?





# Salary and Benefits

## In 2025, by what percentage do you expect your salary or pay rate to change?



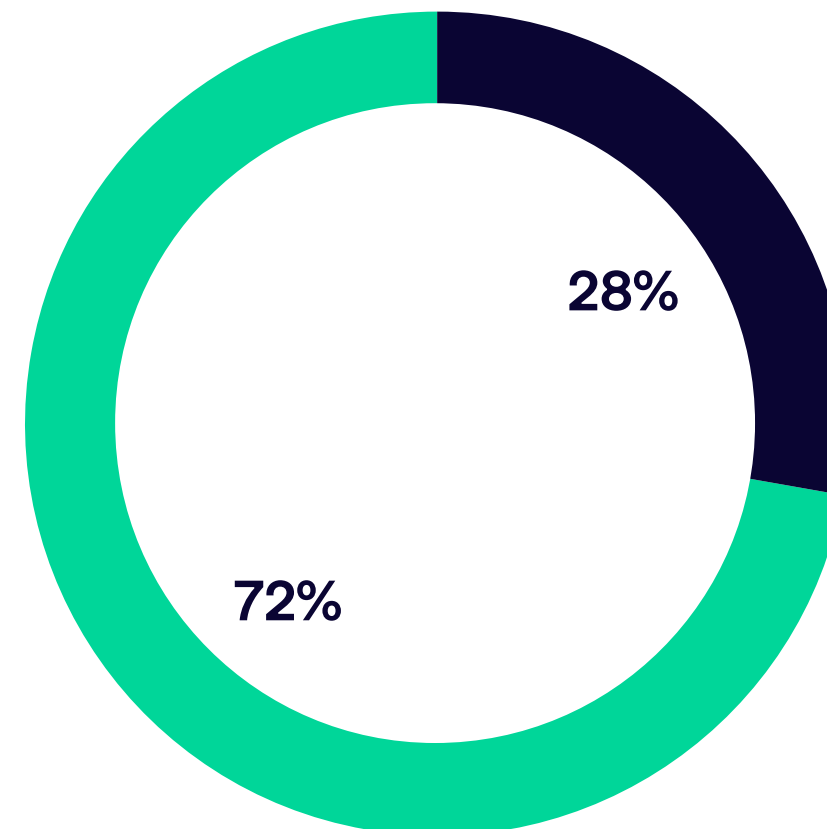
## How is your organisation ensuring consistent transparency with employees about how pay levels and pay rises are set?

They publicise all employee salaries	5%
They publicise salary banding structures	7%
They have set criteria for salary increases	35%
None of the above	59%

Respondents could select all answers that applied

## Do you currently receive any non-monetary benefits?

■ Yes ■ No



## Which allowances do you receive as part of your fixed monthly salary package?

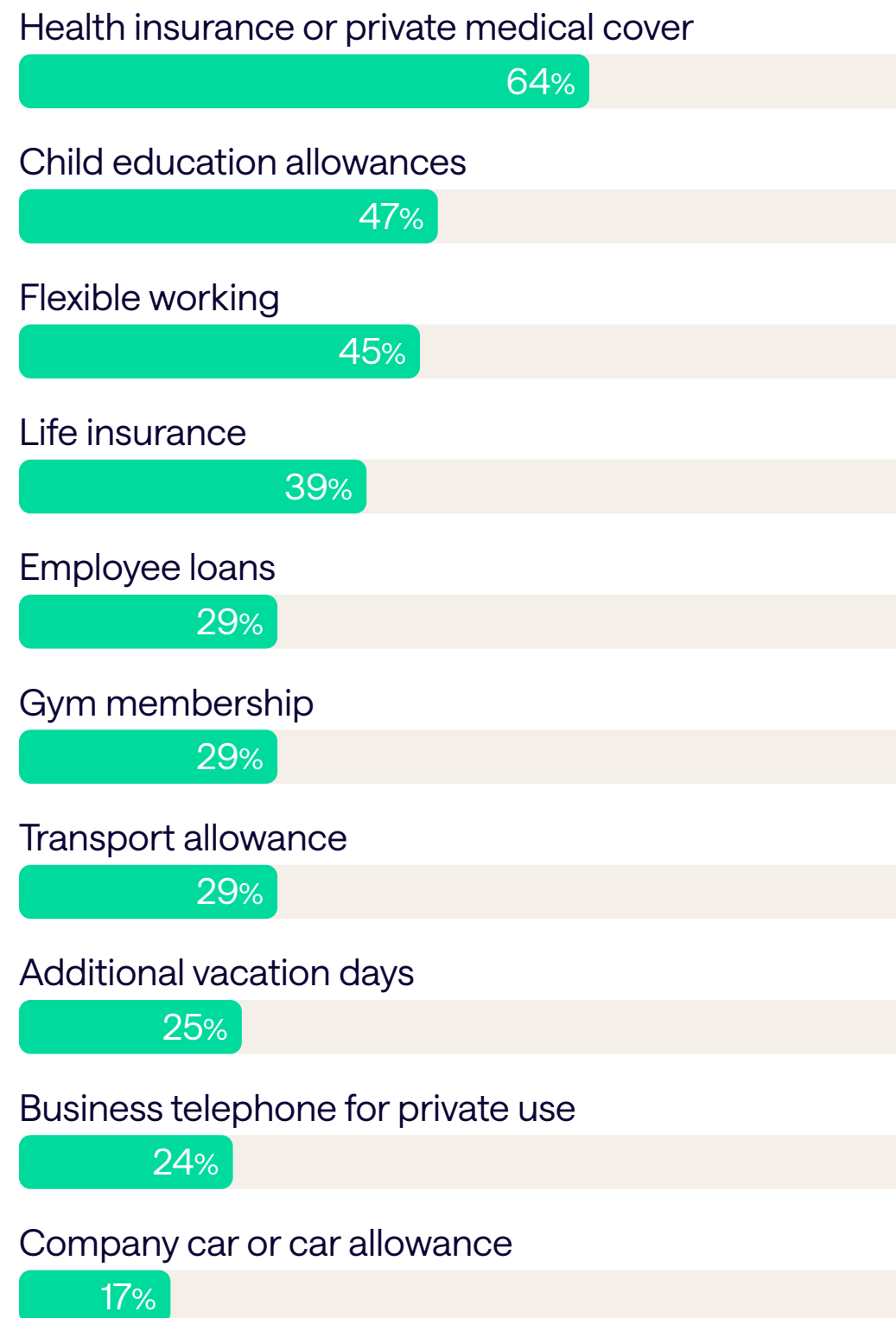
Transport allowances	76%
Living / accommodation allowances	73%
Air ticket / travel allowances	51%
None of the above	10%
Other	8%

Respondents could select all answers that applied



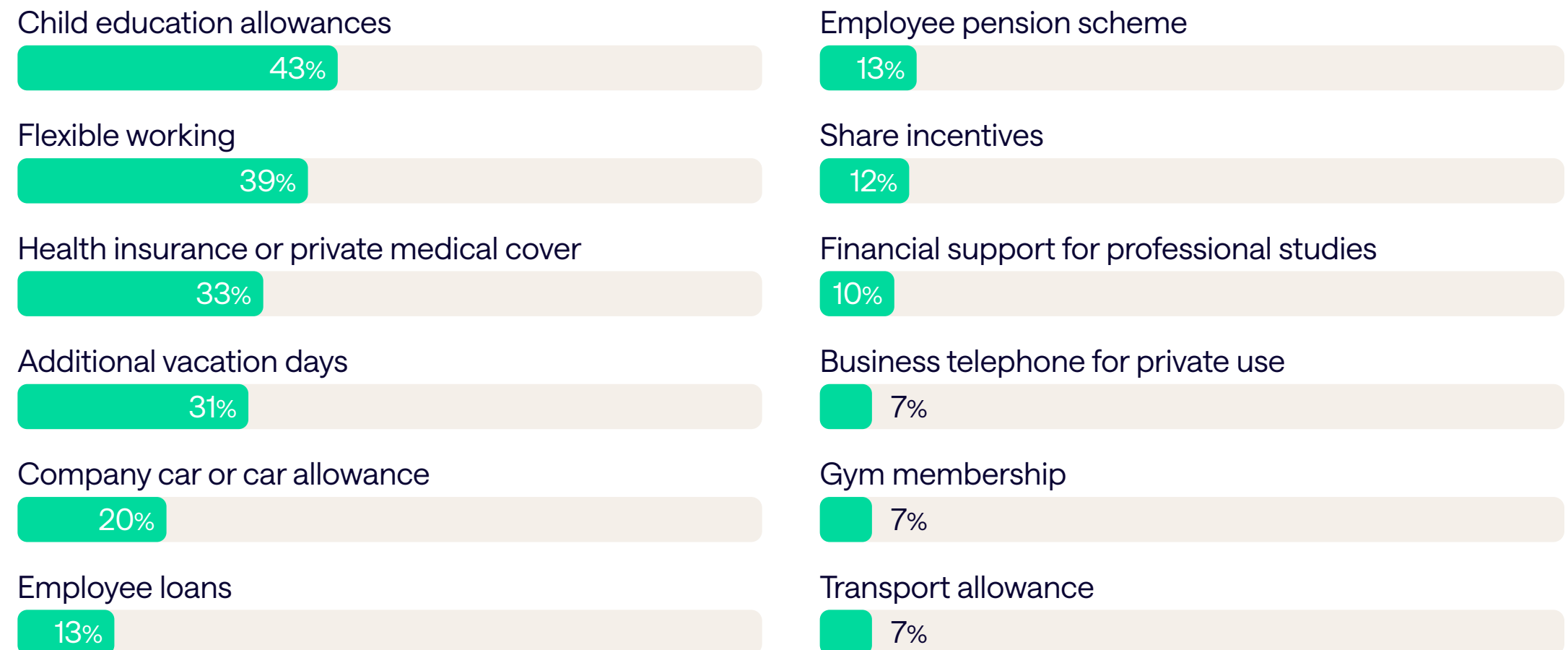
# Salary and Benefits

## Which benefits do you currently receive?



Respondents could select all answers that applied  
Top 10 most common selections

## If you currently receive benefits, which three benefits do you value most?



Respondents could select the 3 most important answers  
Top 12 most common selections



# Salary and Benefits

Aside from salary, which of the following factors are most important to you when considering a new role?

Benefits package

65%

Career development initiatives

53%

Good work atmosphere

39%

Employer brand and reputation

26%

Job security

23%

Work-life balance initiatives

23%

Challenging role or projects

21%

Location

16%

Remote work

10%

Diversity initiatives

6%

Respondents could select up to 3 answers  
Top 10 most common selections

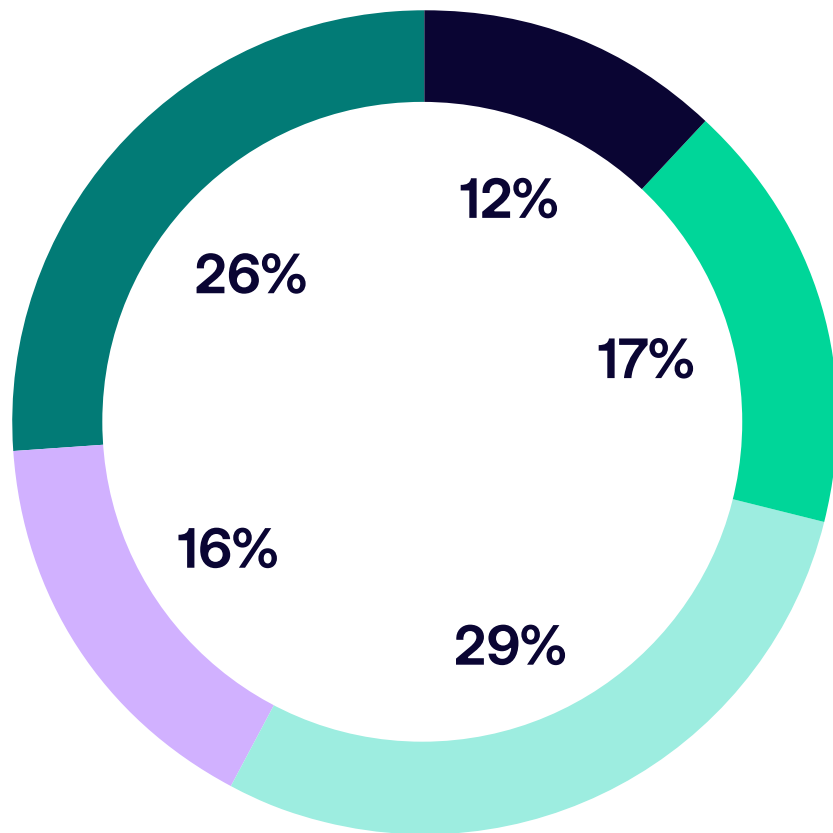




# Career and Skills

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

■ Less than 6 months
 ■ 6 months to 1 year
 ■ 1-2 years
 ■ 2-3 years
 ■ More than 3 years



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

I changed job or got promoted within the same organisation

13%

I moved to a different organisation

84%

I changed profession completely

3%

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

Lack of career progression	40%
Lack of learning and development opportunities	32%
Benefits were not aligned with my needs	28%
Salary too low	27%
Lack of job security	25%
Role was not challenging enough	15%
Commute too long	13%
Poor work-life balance	13%
Poor relationship with manager	12%
Lack of diversity in my organisation or team	10%

Respondents could select up to 3 answers  
Top 10 most common selections

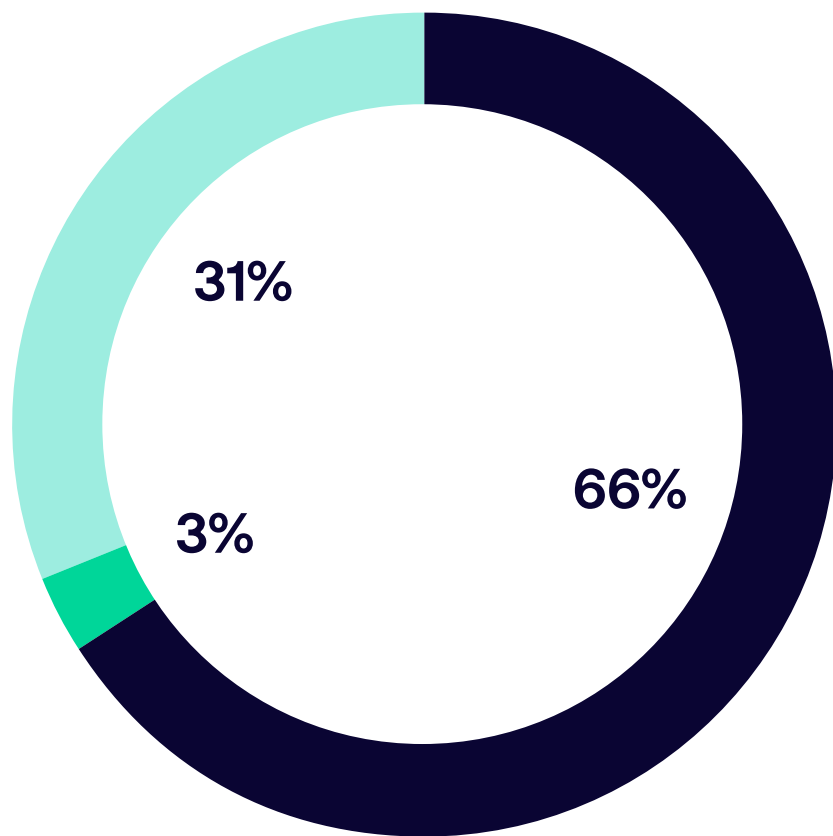




# Career and Skills

Do you plan to make any of the following changes to your career path next year?

■ Change organisation
 ■ Become a contractor
 ■ None of the above



If you plan to become a contractor, what do you see as the main benefits of contracting?

Better work-life balance and flexibility	<b>67%</b>
Opportunity to earn more money	<b>50%</b>
Increased control over career and work arrangements	<b>33%</b>
More challenging projects	<b>33%</b>
Flexibility to choose projects and clients	<b>17%</b>
More variety in work assignments	<b>17%</b>
Permanent work doesn't fit my current circumstances	<b>17%</b>

Respondents could select up to 3 answers

If you are planning to leave your current organisation this year, what are the three main reasons?

My salary and/or benefits package	<b>49%</b>
Lack of future opportunities	<b>37%</b>
Concerns about job security	<b>19%</b>
Lack of an inclusive culture	<b>17%</b>
My manager	<b>17%</b>
Salary too low	<b>17%</b>
Organisational restructure	<b>15%</b>
Lack of flexible working options	<b>13%</b>
Poor work-life balance	<b>13%</b>
Role is not challenging enough	<b>12%</b>

Respondents could select up to 3 answers  
Top 10 most common selections



# Career and Skills

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

No – strongly disagree

19%

No – slightly disagree

27%

Yes – slightly agree

45%

Yes – strongly agree

8%

## Which of the following soft skills would you most like to develop in order to progress your career?

Communication and interpersonal skills

35%

People management

31%

Negotiation abilities

29%

Ability to learn and upskill

28%

Critical thinking

25%

Respondents could select up to 3 answers  
Top 5 most common selections

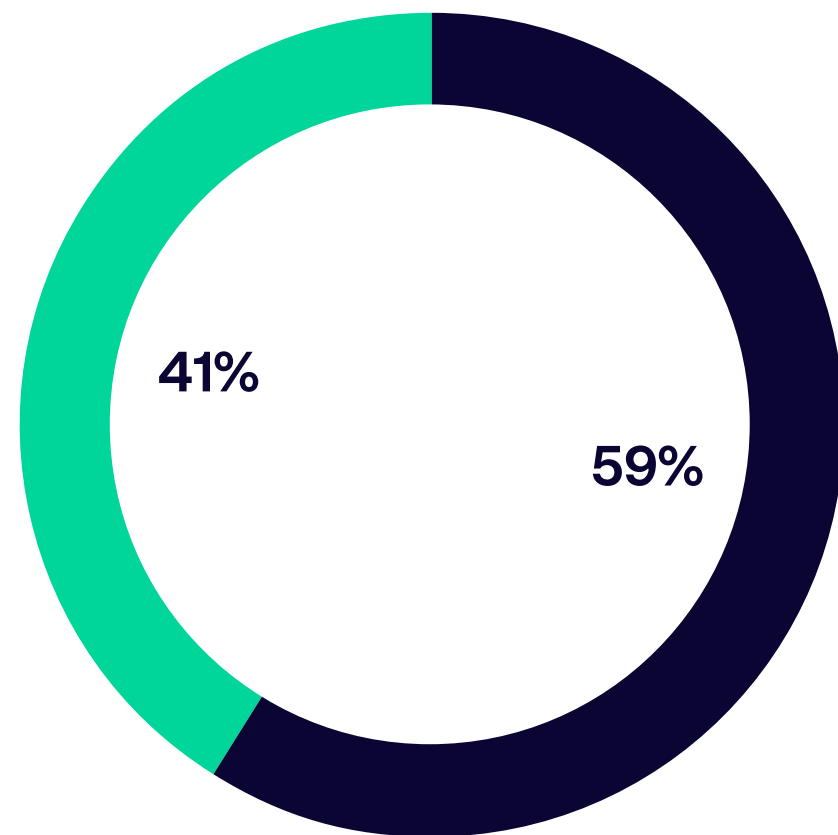




# AI in the workplace

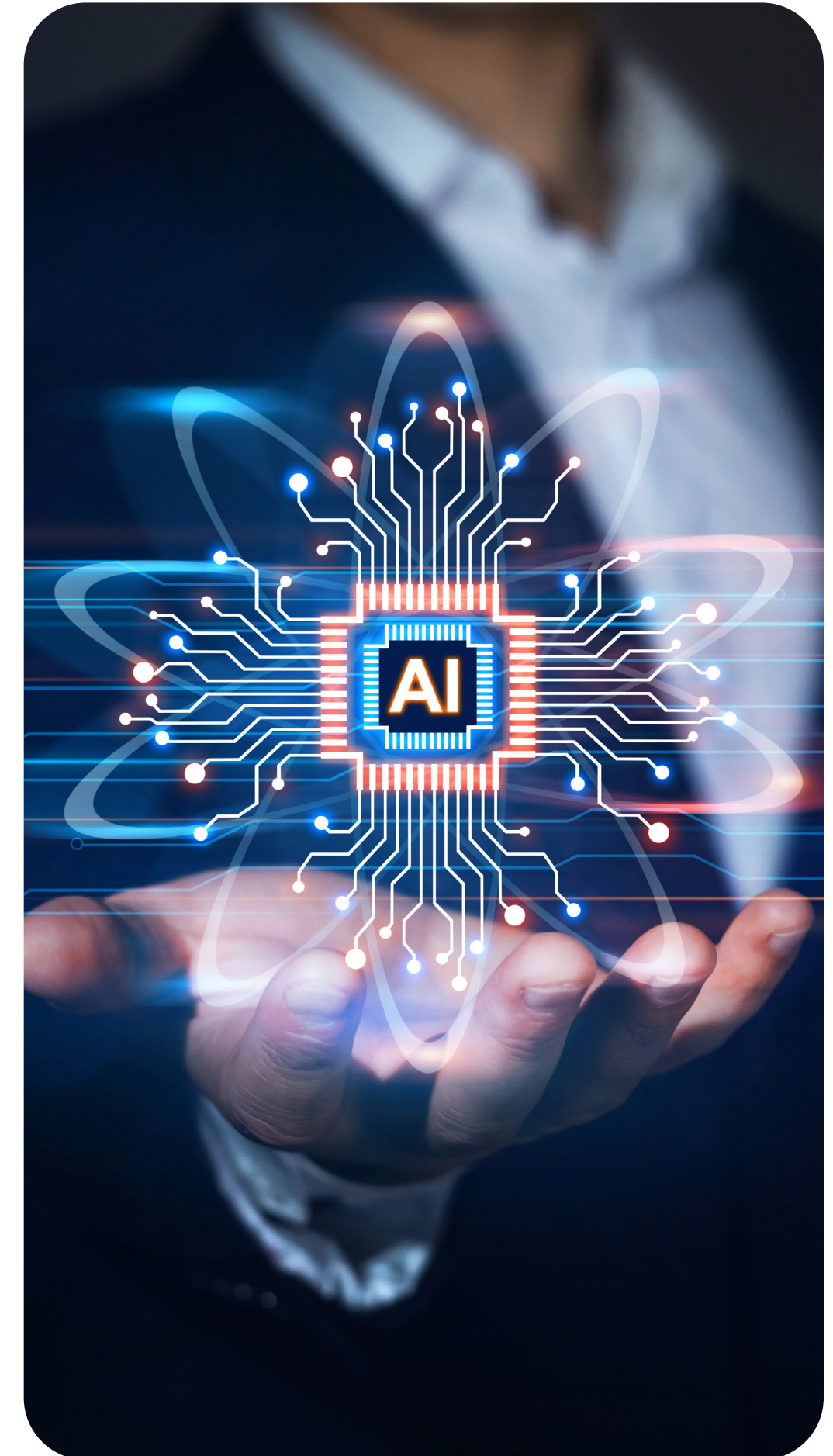
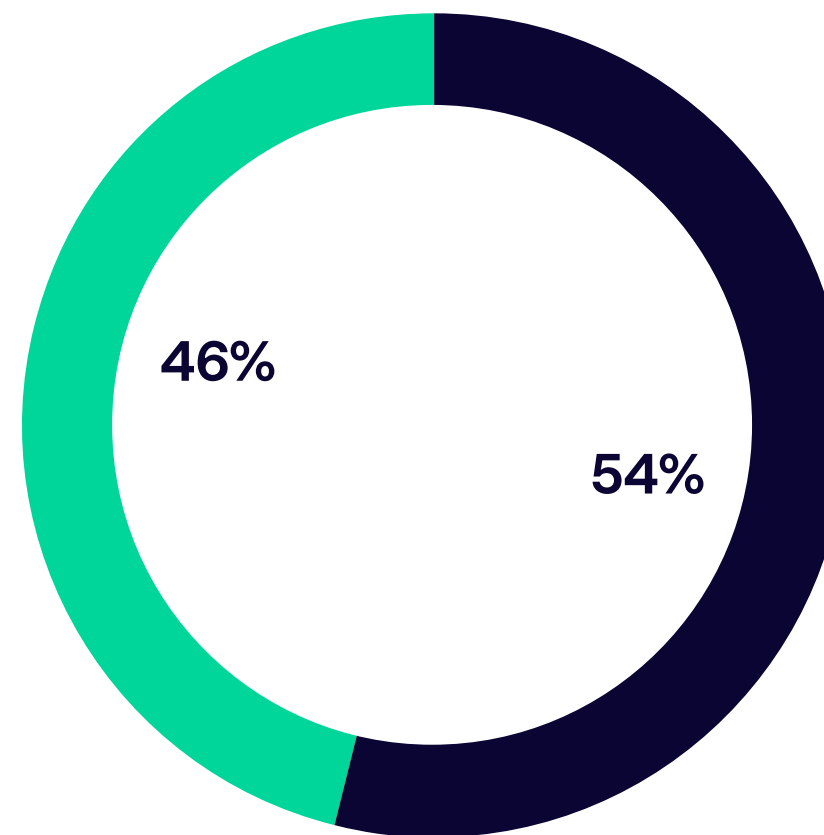
Have you identified any AI-based tools or applications that could help you succeed in your job?

■ Yes ■ No



Are you currently using AI technologies or tools as part of your job?

■ Yes ■ No

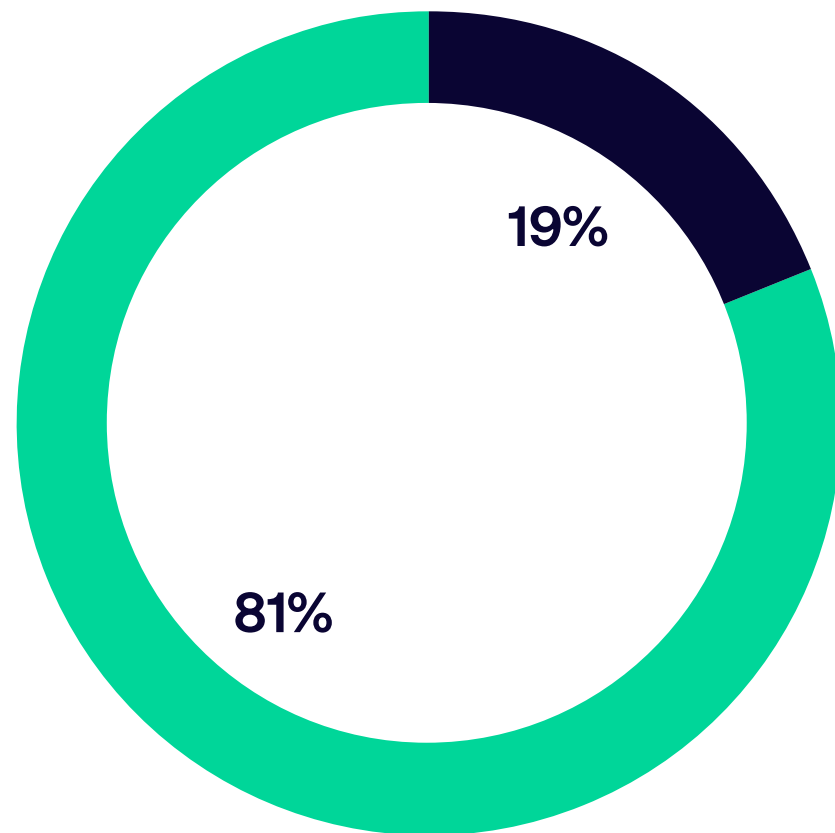




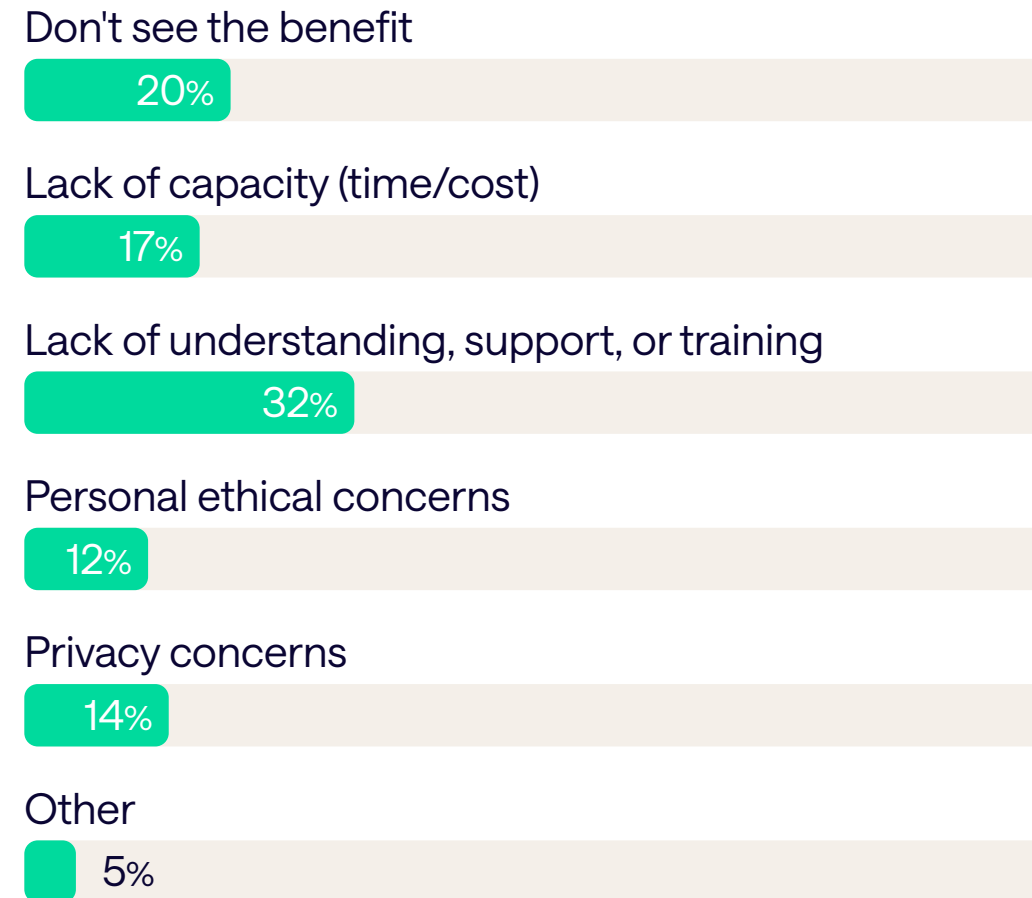
# AI in the workplace

## Has your organisation prohibited the use of AI in the workplace?

■ Yes ■ No



## What's the main reason you don't you use AI tools in your job?

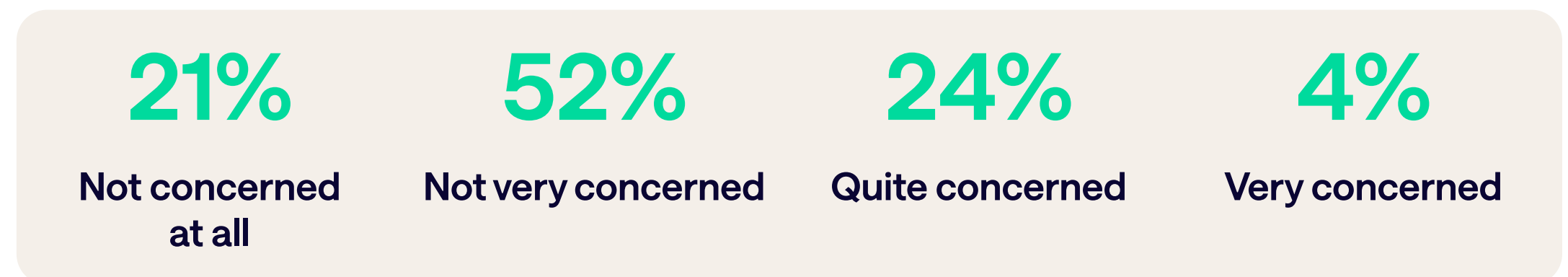


## What do you think are the primary benefits to using AI in the workplace?

Creativity and idea generation	53%
Enhanced communication and clarity	40%
Enhanced decision-making capabilities	23%
Higher quality of work	34%
Increased productivity and efficiency	53%
Mitigation of human error	22%
Support in data analysis	35%
Other	1%

Respondents could select up to 3 answers

## How concerned are you about the potential risks to future employment opportunities due to AI advancement?

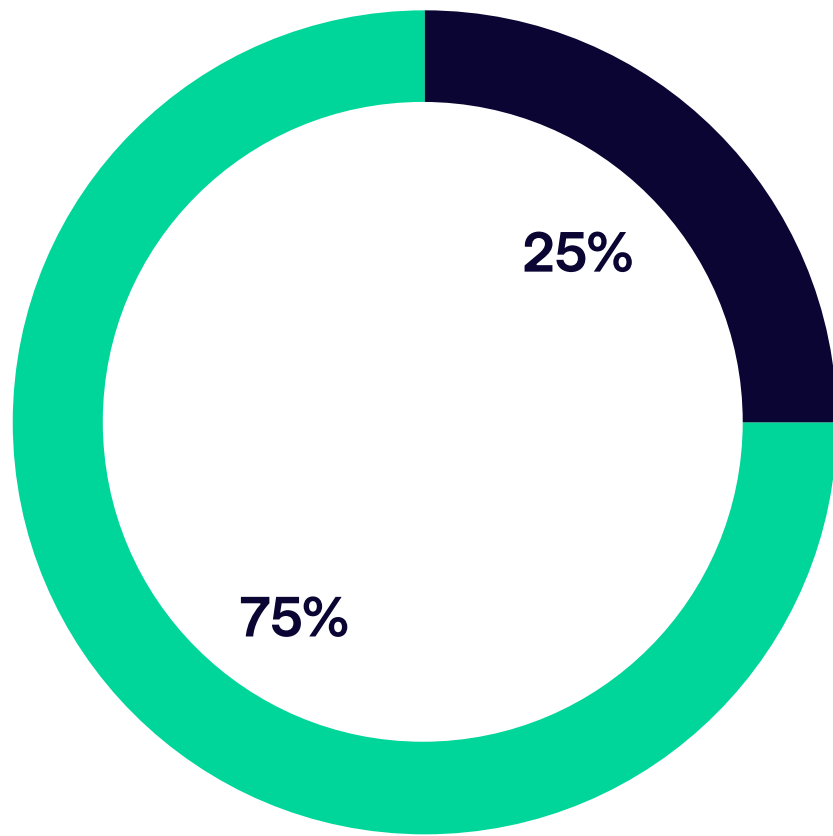




# AI in the workplace

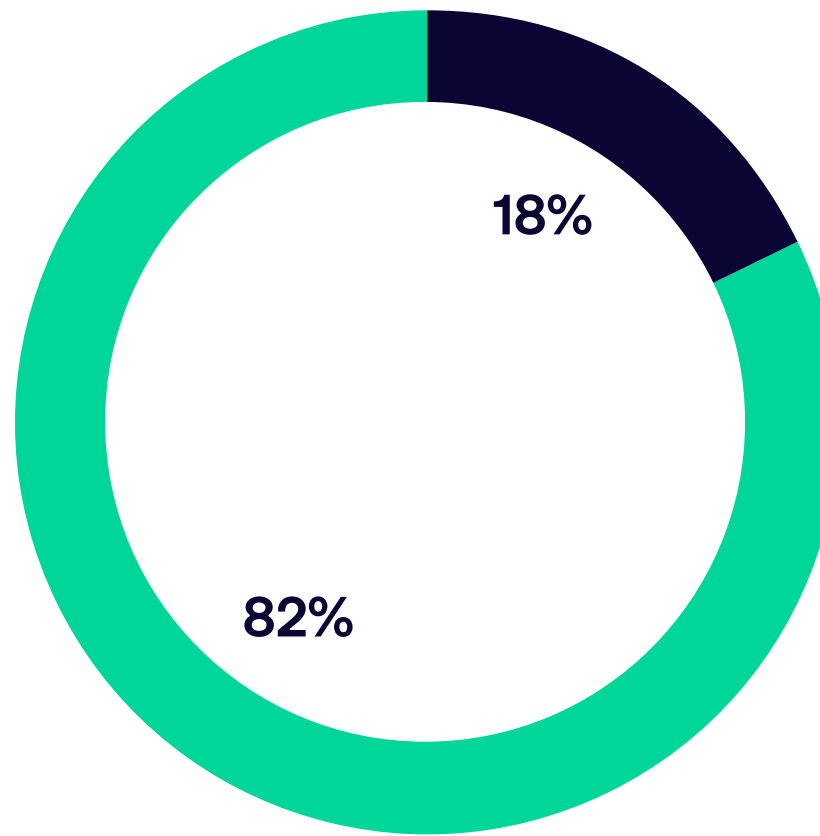
Do you plan to change your profession or field of expertise by the end of 2025 in response to AI developments?

■ Yes ■ No



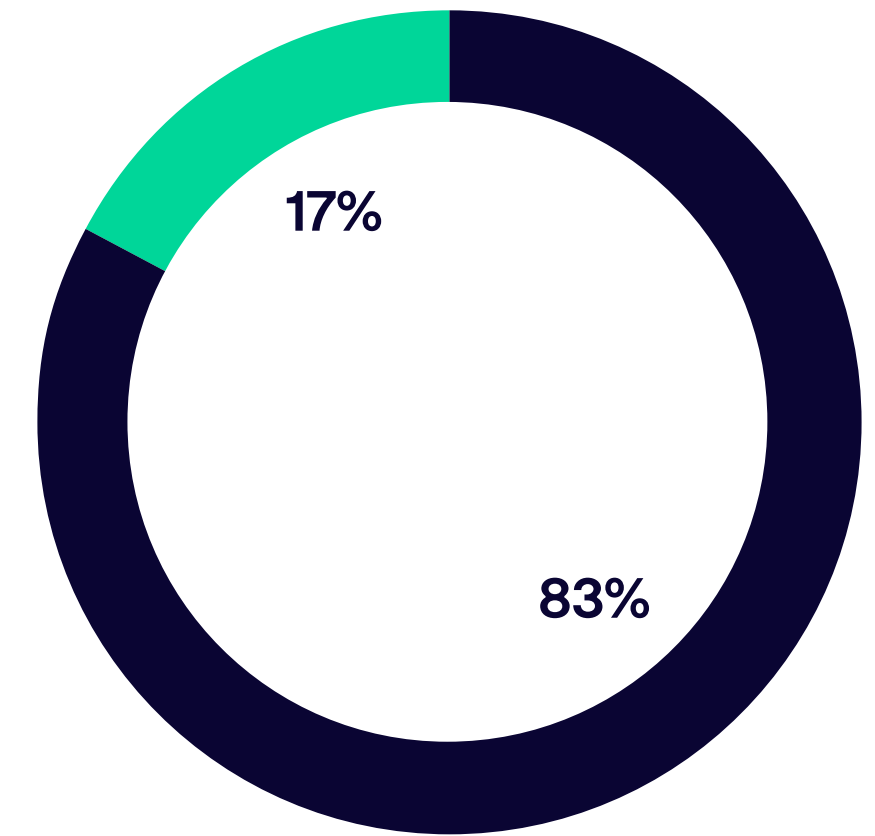
Have you received any training or support from your employer to adopt AI technologies in your work?

■ Yes ■ No



Would you be willing to take part in upskilling or reskilling programs to adopt AI technologies in the workplace?

■ Yes ■ No





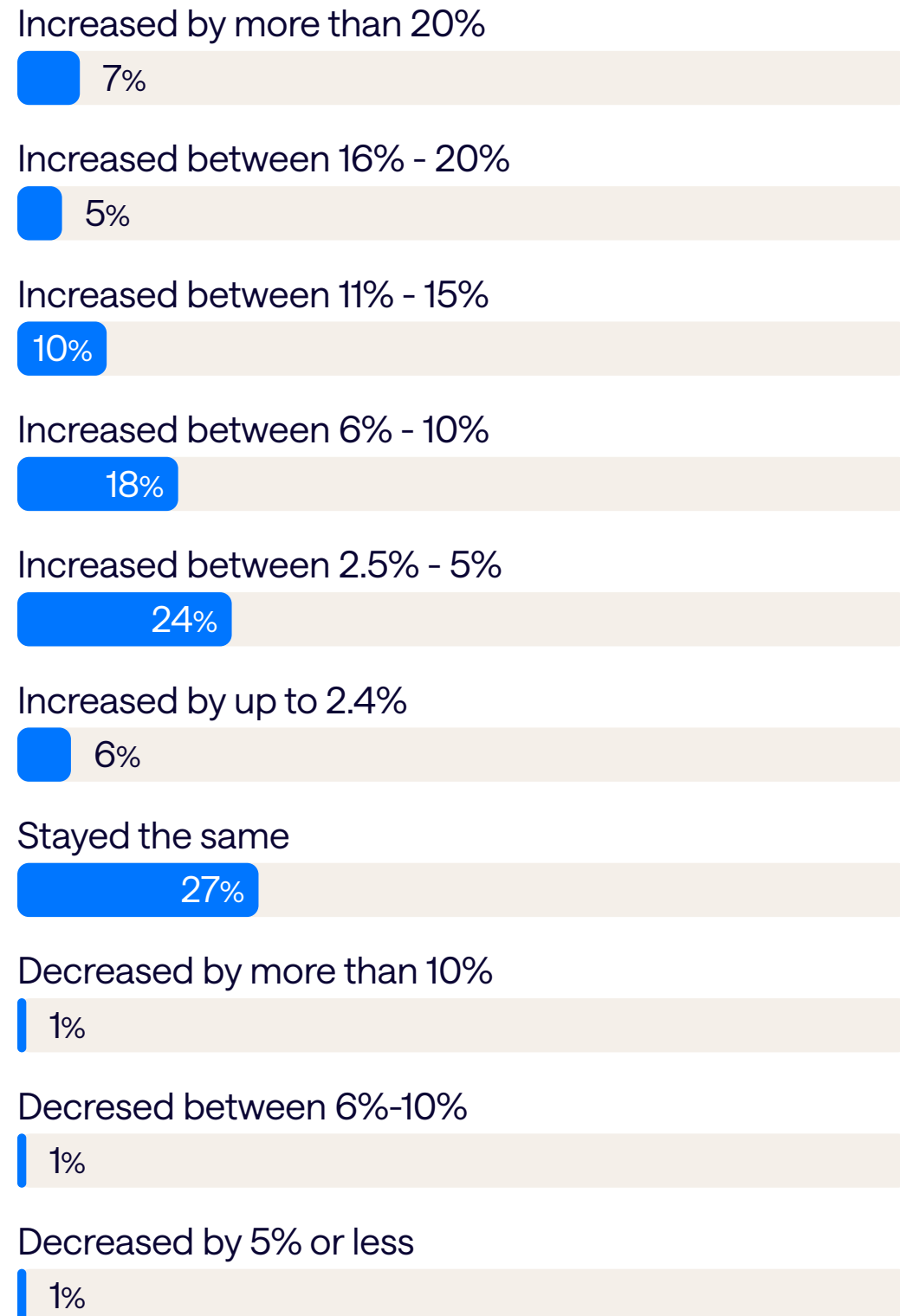
# Employer survey *results*



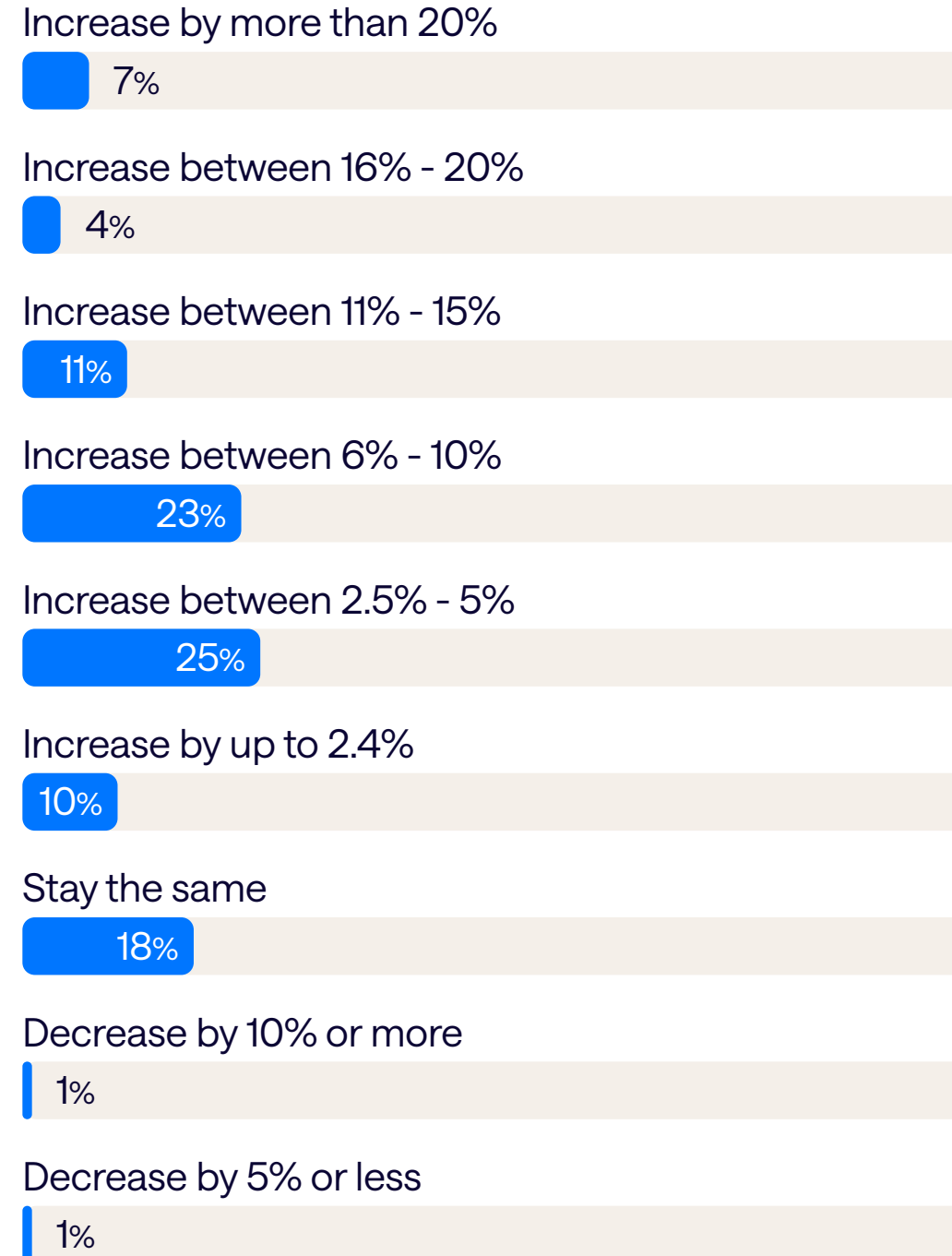


# Salary and Benefits

## How did salaries / rates of pay within your organisation change in 2024?



## In 2025, how do you expect salaries / rates of pay within your organisation to generally change?



## Which specific benefits are offered to employees as standard (excluding allowances that are part of a fixed monthly salary package)?

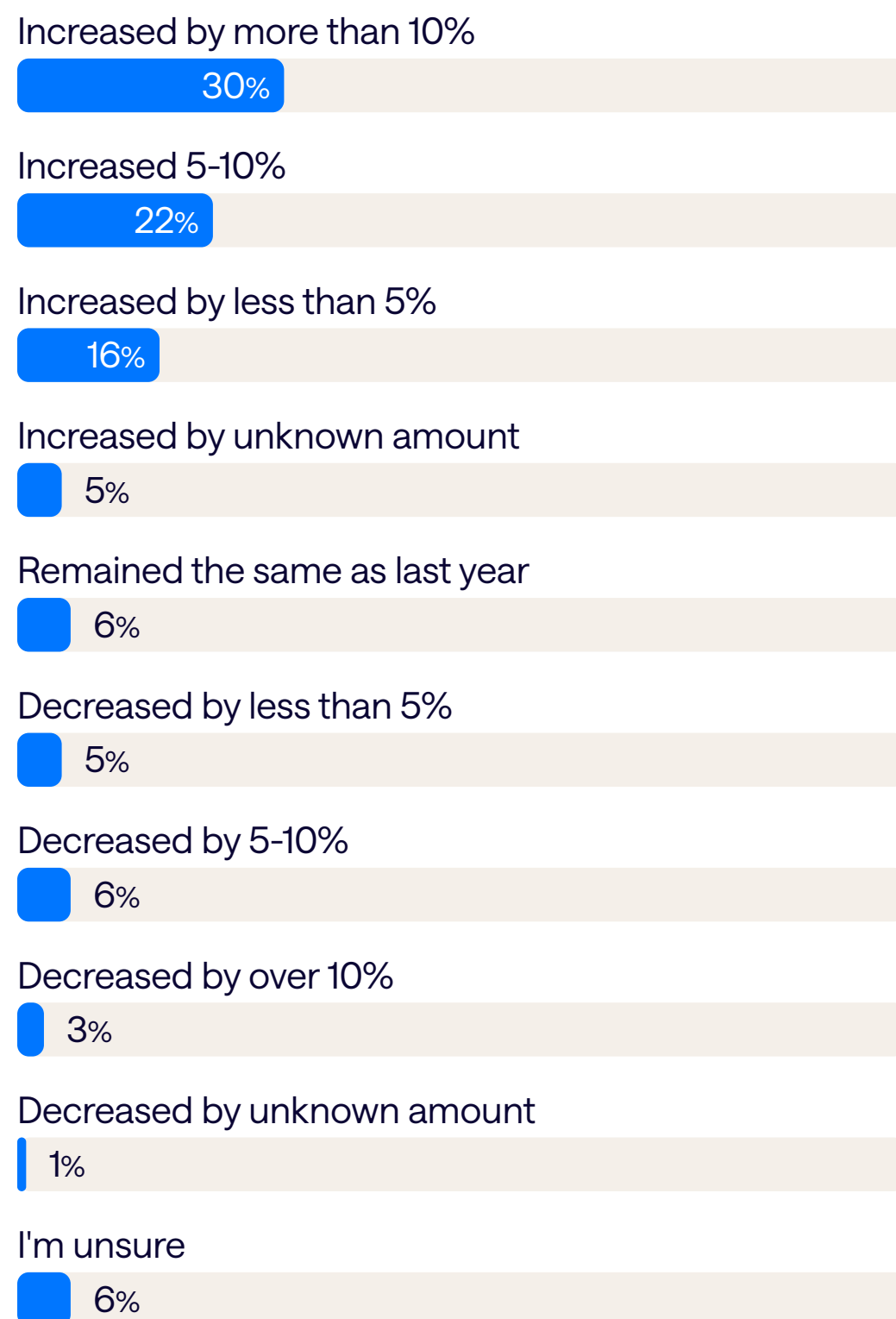
Air ticket / travel allowances	57%
Child education allowances	46%
Health insurance or private medical cover	40%
Employee loans	31%
Flexible working	29%
Transport allowance	28%
Additional vacation days	24%
Company car or car allowance	23%
Business computer for private use	21%
Living / accommodation allowances	20%

Respondents could select all answers that applied  
Top 10 most common selections



# Recruitment and Retention

## How did your organisation's headcount change in 2024 compared to 2023?



## What kind of roles are you recruiting for in 2025?



Respondents could select all answers that applied

## What are the reasons for your plans to recruit Contract, Freelance, or Temporary staff?

Access to specific skills for one-off projects	50%
To ensure flexibility of staffing costs	50%
To cover extra workload due to legislative changes	39%
To meet peaks in demand	31%
Difficulty finding suitable permanent workers	26%
To cover staff on long-term leave	21%

Respondents could select all answers that applied



# Recruitment and Retention

## In which locations are you currently recruiting?

**74%**

Saudi Arabia - Riyadh

**39%**

Saudi Arabia - Jeddah

**35%**

Saudi Arabia - Eastern Province

**8%**

UAE - Dubai

**7%**

Rest of the World

Respondents could select all answers that applied  
Top 5 most common selections

## What do you see as the barriers to recruiting employees from outside of the Middle East?

Nationalisation quotas	<b>48%</b>
Legislative and compliance challenges	<b>36%</b>
We don't need to look outside our local market	<b>20%</b>
Lack of knowledge in other recruitment markets	<b>18%</b>
No in-house capability to recruit abroad	<b>17%</b>

Respondents could select all answers that applied  
Top 5 most common selections

## Which of the following factors are most important to help you attract and retain staff, aside from pay?

Benefits package	<b>74%</b>
Career development initiatives	<b>50%</b>
Good work atmosphere	<b>38%</b>
Employer brand and reputation	<b>28%</b>
Job security	<b>25%</b>
Challenging role or projects	<b>18%</b>
Work-life balance initiatives	<b>16%</b>
Location	<b>11%</b>
Remote work	<b>7%</b>
Diversity initiatives	<b>7%</b>

Respondents could select up to 3 answers  
Top 10 most common selections

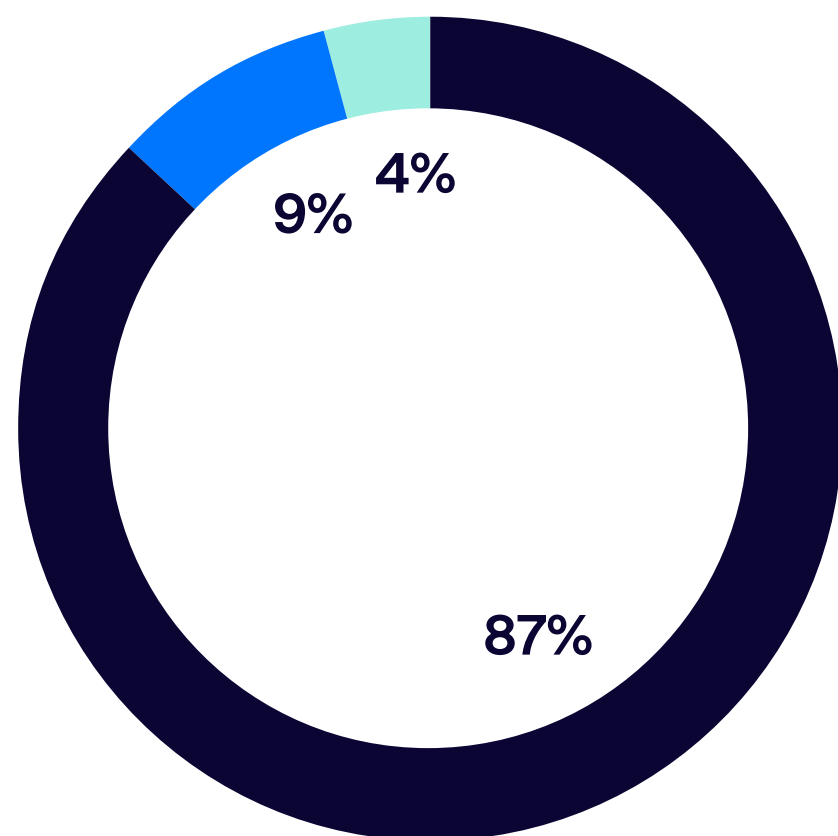


91%

of employers say they currently employ Saudi national citizens

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

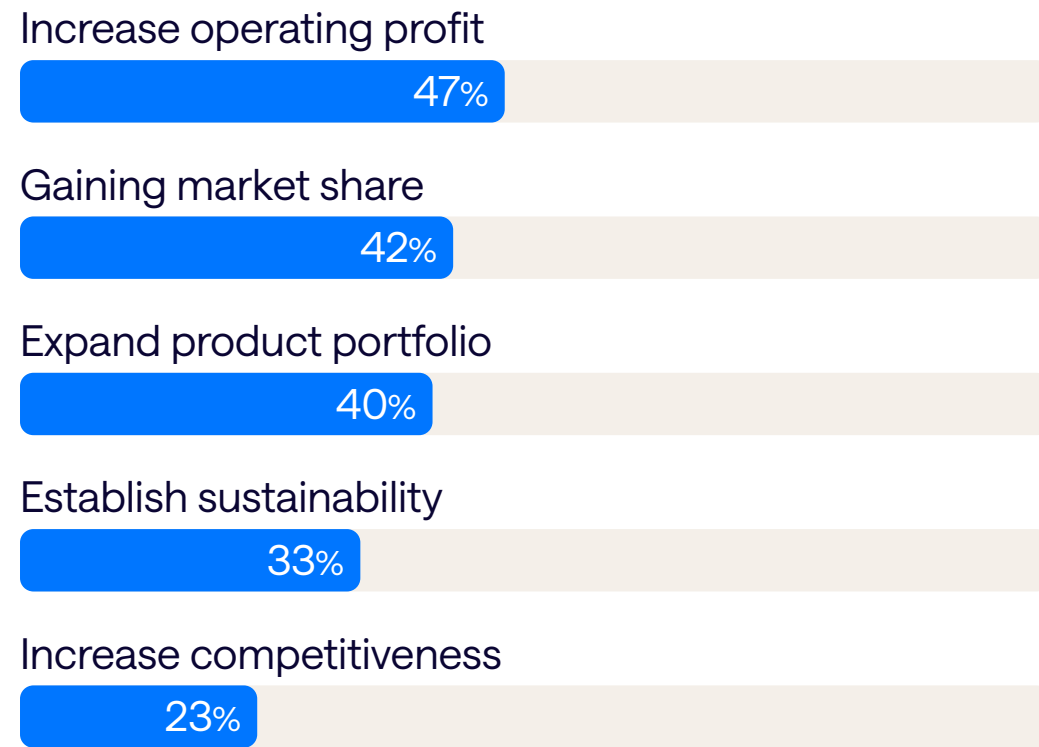
■ Yes ■ Unsure ■ No





# Organisation and Strategy

## Which strategic goals are currently in focus in your organisation?



Respondents could select all answers that applied  
Top 5 most common selections

## Which of these factors do you currently feel is most likely to limit the achievement of your organisation's strategic goals?

Difficulties retaining our current workforce	25%
Our finances or budgets are limited	19%
Rising costs for businesses	16%
Shortage of skilled professionals on the market	11%
Rising cost of living for staff	9%
Keeping up with technology innovation	7%
Shortage of management level candidates on the market	7%
Other	4%
I'm unsure	3%
Shortage of graduates and young people entering the job market	1%

## What are your organisation's HR investment focus areas for 2024 and 2025?

Employee recruitment	45%
Employee retention	42%
Adapting organisational structures	37%
Employee training programmes	31%
Automation of processes	31%

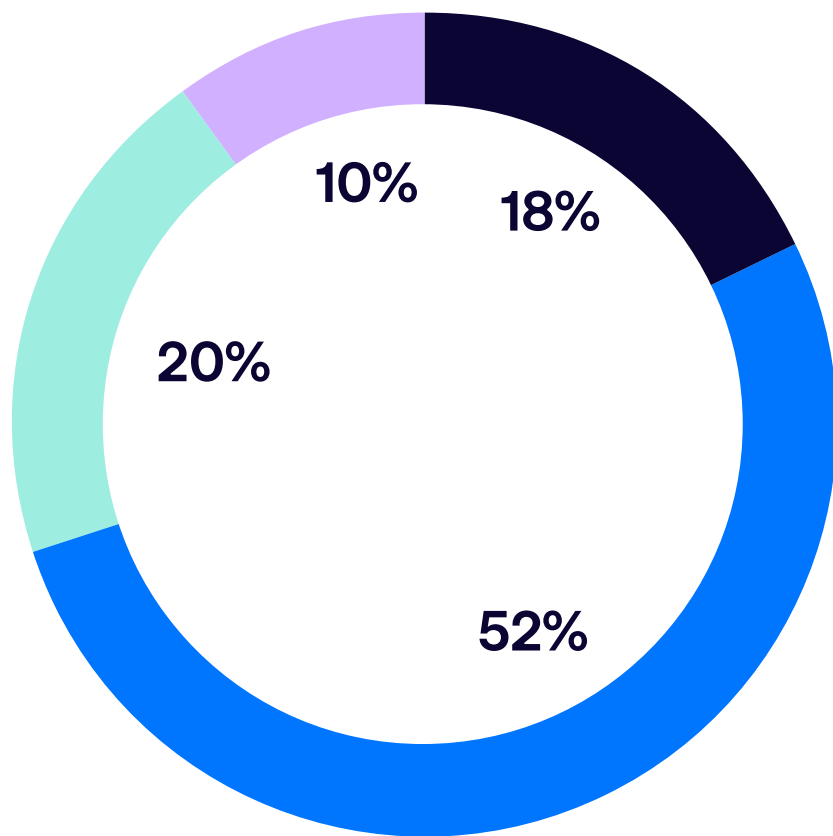
Respondents could select up to 3 answers  
Top 5 most common selections



# Skills and Talent

## To what extent did you experience skill shortages in 2024?

- Extreme skill shortages
- Moderate skill shortages
- Minor skill shortages
- No skill shortages



## What soft skills are most needed in your organisation?



Respondents could select all answers that applied  
Top 10 most common selections

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

Management level	47%
Intermediate level	41%
Director	29%
C-Suite (CEO, CFO, CMO, CTO etc.)	25%
Entry/Junior level	15%
None of the above	11%

Respondents could select up to 3 answers



# Skills and Talent

## What do you think are the main causes of skill shortages in your sector or industry?

Competition from other employers

45%

Pay levels

45%

Cost of qualifications/training

26%

Lack of training and professional development available

23%

Lack of progression opportunities

23%

People leaving to join a different industry

19%

Reduced access to foreign workers

16%

Fewer people entering the job market in our industry

15%

Lack of entry level/graduate schemes

12%

Lack of hybrid or remote working opportunities

12%

Respondents could select up to 3 answers  
Top 10 most common selections





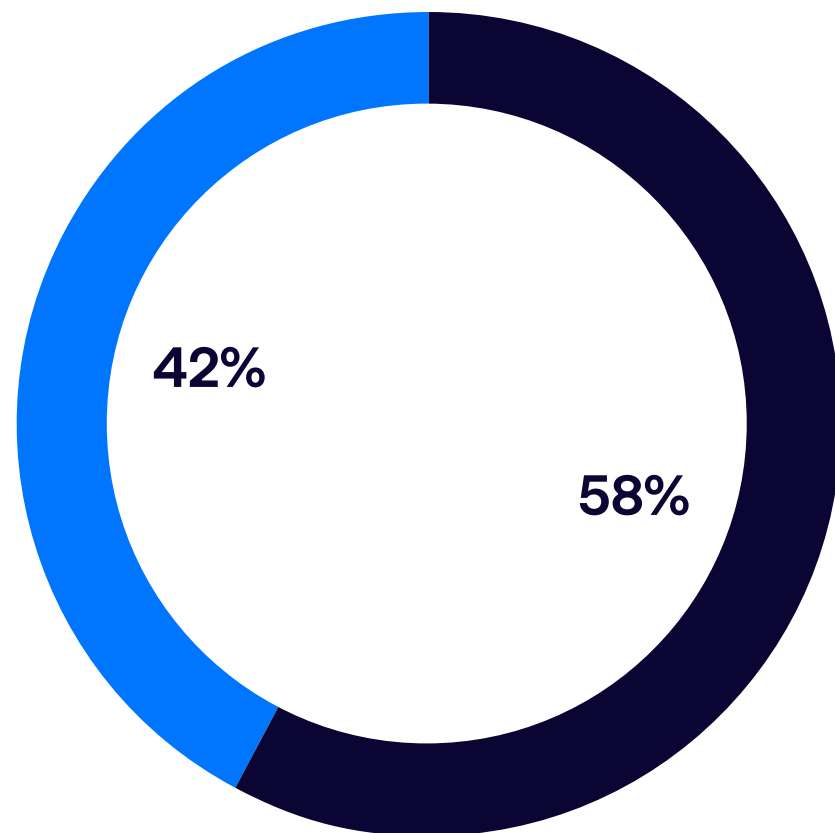
# AI in the workplace

## Is your organisation recommending the use of AI technologies or tools in the workplace?

	2024	2023
Yes	65%	39%
No	35%	37%
Unsure	N/A	24%

## Does your organisation offer training or support for the use of AI?

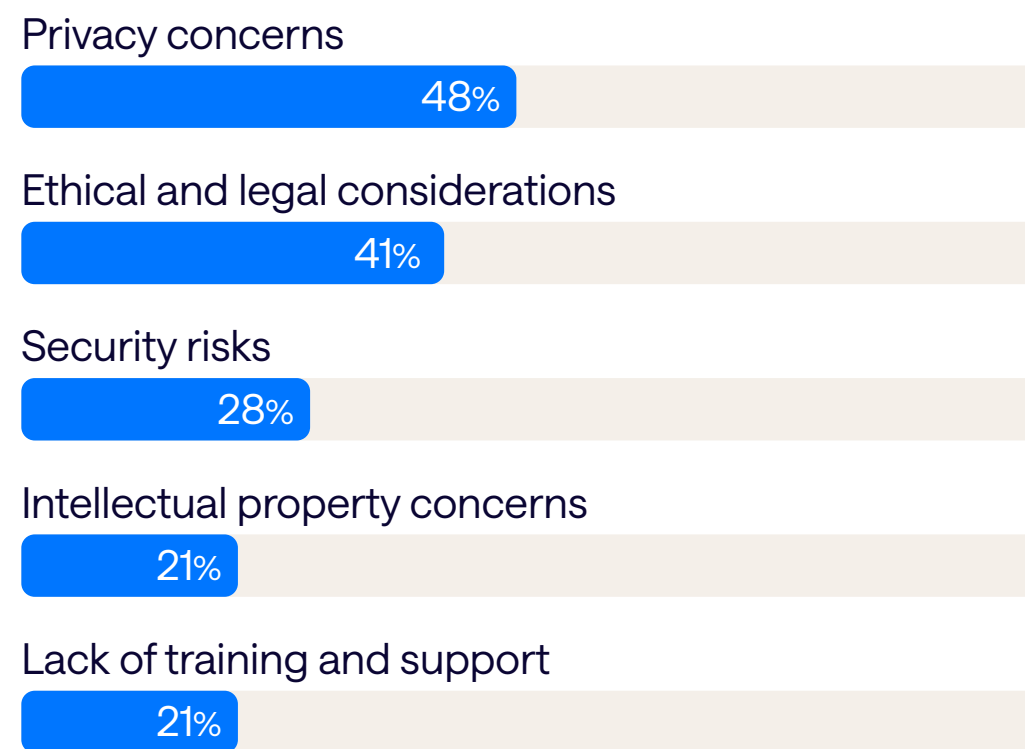
■ Yes ■ No



## Do you expect your organisation will allow staff to use AI tools in the future?

Yes, we will allow staff to use AI tools unmonitored	36%
Yes, we will allow staff to use AI tools but we will monitor usage	42%
No, we have banned AI tools	10%
No, we anticipate we will ban the use of AI tools	12%

## What are the reasons your organisation won't use AI?



Respondents could select up to 3 answers  
Top 5 most common selections

## What are the primary benefits of using AI in the workplace?

Creativity and idea generation	56%
Increased productivity and efficiency	52%
Higher quality of work	40%
Enhanced communication and clarity	37%
Support in data analysis	35%
Enhanced decision-making capabilities	30%
Mitigation of human error	14%
Other	2%

Respondents could select up to 3 answers



# Salary Guide





# Accountancy & Finance

Position	SAR Range	SAR Average
Chief Financial Officer (CFO)	90,000 - 180,000	120,000
Head of Internal Audit	60,000 - 110,000	85,000
Finance Director	55,000 - 90,000	70,000
Financial Controller	40,000 - 60,000	50,000
Finance Manager	25,000 - 45,000	40,000
Audit Manager	30,000 - 45,000	40,000
Senior Accountant	20,000 - 28,000	25,000
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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# Banking & Financial Services

Position	SAR Range	SAR Average
Chief Investment Officer (CIO)	120,000 - 180,000	140,000
Investment Director	90,000 - 120,000	110,000
Senior Vice President (SVP)	80,000 - 100,000	90,000
Head of Investor Relations	70,000 - 130,000	90,000
Vice President (VP)	55,000 - 80,000	70,000
Portfolio Manager	45,000 - 80,000	60,000
Relationship Manager	40,000 - 70,000	60,000
Fund Manager	40,000 - 65,000	55,000
Associate	30,000 - 50,000	38,000
Analyst	15,000 - 28,000	24,000

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# Construction & Property

Position	SAR Range	SAR Average
<b>C-Suite</b>	100,000 - 350,000	205,000
<b>Executive Director</b>	100,000 - 130,000	115,000
<b>Project Director</b>	70,000 - 95,000	85,000
<b>Architecture Director</b>	70,000 - 95,000	82,500
<b>Development Director</b>	70,000 - 95,000	82,500
<b>Urban Planning Director</b>	70,000 - 95,000	82,500
<b>Facilities Director</b>	50,000 - 85,000	67,500
<b>Property Management Director</b>	50,000 - 75,000	60,000
<b>Leasing Director</b>	50,000 - 75,000	60,000
<b>Senior Project Manager</b>	45,000 - 65,000	55,000
<b>Senior Contracts Manager</b>	45,000 - 65,000	55,000
<b>Commercial Manager</b>	40,000 - 55,000	47,500

Position	SAR Range	SAR Average
<b>Contracts Manager</b>	40,000 - 55,000	47,500
<b>Project Manager</b>	40,000 - 55,000	47,500
<b>Senior HSEQ Manager</b>	35,000 - 50,000	45,000
<b>Construction Manager</b>	25,000 - 45,000	35,000
<b>Senior Quantity Surveyor</b>	25,000 - 40,000	35,000
<b>Community Manager</b>	18,000 - 40,000	30,000
<b>Sales &amp; Leasing Manager</b>	18,000 - 40,000	30,000
<b>Property Manager</b>	18,000 - 40,000	29,000
<b>Senior Architect</b>	25,000 - 35,000	27,000
<b>Project Architect</b>	20,000 - 30,000	25,000
<b>Senior Interior Designer</b>	20,000 - 30,000	25,000

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# Human Resources

Position	SAR Range	SAR Average
Chief Human Resources Officer (CHRO)	100,000 - 140,000	120,000
HR Director	55,000 - 95,000	80,000
HR Business Partner	30,000 - 45,000	38,000
HR Manager	30,000 - 45,000	35,000
Learning & Development Manager	35,000 - 50,000	45,000
Compensation & Benefits Manager	35,000 - 50,000	45,000
Talent Acquisition Manager	30,000 - 40,000	35,000
HR Generalist	18,000 - 23,000	20,000
Recruitment Specialist	15,000 - 20,000	18,000
HR Assistant	12,000 - 15,000	13,000

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# Legal

Position	SAR Range	SAR Average
Chief Legal Officer	100,000 - 150,000	120,000
General Counsel	80,000 - 100,000	90,000
Legal Director/Head	70,000 - 85,000	77,500
Senior Legal Counsel	50,000 - 65,000	57,500
Legal Counsel	35,000 - 50,000	42,500
Legal Advisor	25,000 - 35,000	30,000
Paralegal	18,000 - 25,000	21,500
Legal Secretary	15,000 - 22,000	18,500

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# Manufacturing

Position	SAR Range	SAR Average
General Manager	70,000 - 100,000	80,000
Operations Director	60,000 - 80,000	70,000
Manufacturing Director	50,000 - 75,000	62,500
Quality Director	50,000 - 70,000	60,000
Head of Operations	45,000 - 60,000	57,500
Head of Manufacturing	40,000 - 60,000	50,000
Head of HSE/HSSE	40,000 - 50,000	45,000
Operations Manager	35,000 - 50,000	42,500
Manufacturing Manager	35,000 - 45,000	40,000
Plant/Factory Manager	30,000 - 50,000	40,000
Technical Manager	25,000 - 35,000	30,000
Quality Manager	22,000 - 35,000	28,000
Production Manager	22,000 - 30,000	27,500

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# Marketing & Digital

Position	SAR Range	SAR Average
VP/Chief Marketing Officer (CMO)	90,000 - 180,000	135,000
Digital Marketing Director	62,000 - 90,000	76,000
Marketing & Communications Director	70,000 - 100,000	85,000
Marketing & Communications Manager	46,000 - 55,000	50,500
Head of Performance	45,000 - 52,000	48,500
Trade Marketing Manager	36,000 - 42,000	39,000
Social Media Manager	32,000 - 40,000	36,000
Brand Manager	30,000 - 38,000	34,000

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# Office Support

## Professional and Financial Services

Position	SAR Range	SAR Average
<b>Office Manager (5+ years' experience)</b>	25,000 - 40,000	33,000
<b>Executive Assistant to C-Level (5+ years' experience)</b>	20,000 - 35,000	28,000
<b>Personal Assistant (5+ years' experience)</b>	20,000 - 30,000	25,000
<b>Private Personal Assistant (5+ years' experience)</b>	15,000 - 30,000	25,000
<b>Executive Assistant - Multi Support (5+ years' experience)</b>	20,000 - 30,000	25,000
<b>Legal Secretary (Private Practice)</b>	18,000 - 30,000	25,000
<b>Office Manager (1-5 years' experience)</b>	20,000 - 35,000	28,000
<b>Executive Assistant to C-Level (1-5 years' experience)</b>	15,000 - 30,000	23,000
<b>Personal Assistant (1-5 years' experience)</b>	15,000 - 20,000	18,000
<b>Executive Assistant - Multi Support (1-5 years' experience)</b>	15,000 - 20,000	18,000
<b>Team Assistant</b>	10,000 - 18,000	15,000
<b>Receptionist</b>	8,000 - 15,000	12,000
<b>Administrator</b>	8,000 - 15,000	12,000

## Industrial

Position	SAR Range	SAR Average
<b>EA to C-Level (5+ years' experience)</b>	20,000 - 30,000	25,000
<b>Office Manager (5+ years' experience)</b>	20,000 - 30,000	25,000
<b>Legal Secretary (In-House)</b>	15,000 - 25,000	20,000
<b>Executive Assistant - Multi Support (5+ years' experience)</b>	15,000 - 25,000	20,000
<b>Executive Assistant to C-Level (1-5 years' experience)</b>	15,000 - 22,000	19,000
<b>Administration Manager</b>	15,000 - 20,000	18,000
<b>Executive Assistant - Multi Support (1-5 years' experience)</b>	15,000 - 20,000	18,000
<b>Office Manager (1-5 years' experience)</b>	15,000 - 25,000	20,000
<b>Receptionist</b>	8,000 - 15,000	12,000
<b>Administrator</b>	8,000 - 15,000	12,000
<b>Customer Service</b>	8,000 - 15,000	12,000

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# Procurement & Supply Chain

Position	SAR Range	SAR Average
Chief Procurement /Supply Chain Officer	80,000 - 160,000	120,000
Supply Chain Director	60,000 - 100,000	80,000
Procurement Director	60,000 - 100,000	80,000
Head of Supply Chain	45,000 - 70,000	60,000
Logistics Director	45,000 - 60,000	52,500
Head of Procurement	40,000 - 60,000	50,000
Head of Logistics	35,000 - 50,000	42,500
Procurement Manager	30,000 - 50,000	40,000
Supply Chain Manager	30,000 - 45,000	37,500
Strategic Sourcing Manager	30,000 - 40,000	35,000
Contracts Manager	25,000 - 35,000	30,000
Logistics Manager	25,000 - 35,000	30,000
Category Manager	20,000 - 32,000	27,500

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# Sales

Position	SAR Range	SAR Average
Chief Commercial Officer	100,000 - 180,000	140,000
Country Director	85,000 - 120,000	102,500
General Manager	65,000 - 90,000	87,500
Commercial Director	60,000 - 75,000	67,500
Solutions Sales Director	50,000 - 70,000	60,000
Sales Director	50,000 - 70,000	60,000
Business Development Director	50,000 - 70,000	60,000
Head of Sales	45,000 - 60,000	52,500
Commercial Manager	45,000 - 55,000	50,000
Business Development Manager	35,000 - 45,000	40,000
Country Manager	40,000 - 55,000	47,500
Sales Manager	25,000 - 40,000	32,500
Key Account Manager	20,000 - 35,000	27,500

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# Technology

## CXO & IT Leadership

Position	SAR Range	SAR Average
Chief Information Officer (CIO)	90,000 - 200,000	120,000
Chief Digital Officer (CDO)	80,000 - 200,000	120,000
Chief Technology Officer (CTO)	80,000 - 180,000	120,000
Chief Information Security Officer (CISO)	75,000 - 160,000	100,000
Chief Product Officer (CPO)	80,000 - 160,000	110,000
IT Director	65,000 - 100,000	82,500
Head of IT	45,000 - 85,000	62,500

## Information/Cyber Security

Position	SAR Range	SAR Average
Head of Information Security	45,000 - 70,000	55,000
Head of Data Protection	45,000 - 70,000	52,500
Information Security Officer	36,000 - 60,000	45,000
Information Security Architect	28,000 - 60,000	42,000
Data Governance Manager	32,000 - 55,000	42,000
Information Security Manager	30,000 - 55,000	41,000
IT Security Manager	30,000 - 55,000	41,000
Information Security Engineer	23,000 - 37,000	32,000
Application Security Engineer	20,000 - 32,000	28,000
Penetration Tester	18,000 - 35,000	26,000
Information Security Analyst	15,000 - 28,000	23,000

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# Technology

## Project Delivery & Business Analysis

Position	SAR Range	SAR Average
Programme Director	45,000 - 70,000	55,000
Head of PMO	40,000 - 65,000	52,500
Programme Manager	30,000 - 55,000	40,000
Senior Project Manager	25,000 - 45,000	40,000
Project Manager	20,000 - 45,000	35,000
Senior Business Analyst	10,000 - 40,000	32,500

## ERP & Enterprise Applications

Position	SAR Range	SAR Average
Head of Enterprise Applications	40,000 - 70,000	58,000
Enterprise Application Manager	35,000 - 60,000	52,500
Functional Consultant	30,000 - 45,000	40,000
Senior Project Manager	25,000 - 50,000	40,000
Project Manager	20,000 - 40,000	35,000
ERP Developer	15,000 - 30,000	24,000

## PreSales & Solutions Architecture

Position	SAR Range	SAR Average
PreSales/Solutions Director	50,000 - 90,000	70,000
Solutions Architect	40,000 - 50,000	45,000
PreSales/Solutions Manager	30,000 - 60,000	42,500
PreSales/Solutions Engineer	20,000 - 35,000	30,000

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# Technology

## Software Engineering

Position	SAR Range	SAR Average
VP of Engineering	50,000 - 90,000	75,000
Head of Engineering	40,000 - 60,000	55,000
Engineering Manager	40,000 - 50,000	45,000
Head of QA/Testing	35,000 - 50,000	45,000
Software Architect	35,000 - 40,000	35,000
Lead QA/Test Analyst	30,000 - 40,000	32,500
DevOps Engineer	25,000 - 35,000	30,000
Mobile Application Developer	20,000 - 30,000	27,500
Front End Developer/Engineer	20,000 - 35,000	27,500
Full Stack Developer	20,000 - 35,000	27,500
Back End Developer/Engineer	20,000 - 35,000	25,000
UI/UX Developer	15,000 - 30,000	22,500
QA/Test Analyst	15,000 - 30,000	22,000

## Data Science & Analytics

Position	SAR Range	SAR Average
VP of AI & Data	50,000 - 110,000	80,000
Head of Data Science	60,000 - 90,000	80,000
Head of Data & Analytics	50,000 - 75,000	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

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# Technology

## Product Management

Position	SAR Range	SAR Average
Chief Product Officer (CPO)	40,000 - 85,000	70,000
Head of Product	35,000 - 70,000	60,000
Product Manager	25,000 - 45,000	40,000
Product Owner	25,000 - 40,000	35,000
Senior Product Designer	25,000 - 40,000	32,500
UX/UI Designer	15,000 - 37,500	25,000

## Cloud, Infrastructure & Networking

Position	SAR Range	SAR Average
Enterprise Architect	45,000 - 65,000	55,000
Head of Infrastructure	40,000 - 55,000	50,000
Cloud Architect	30,000 - 45,000	40,000
Infrastructure Manager	25,000 - 45,000	37,500
Site Reliability Engineer	25,000 - 40,000	35,000
Network Architect	25,000 - 40,000	32,500
Cloud Engineer	20,000 - 35,000	30,000
IT Manager	25,000 - 40,000	32,500
Network Engineer	15,000 - 25,000	22,500
Systems Engineer/Administrator	15,000 - 25,000	20,000
IT Support Analyst	10,000 - 25,000	17,500

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# About us

Hays Middle East is part of Hays plc, the world-leading specialist in recruitment and workforce solutions. Since 2005, we have offered our services to the Gulf region.

Our regional offices are located in Dubai, Abu Dhabi, and Riyadh.

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
- Emiratisation
- Saudization
- Contractor Management Outsourcing (EOR)
- Recruitment Process Outsourcing
- Managed Service Programme
- Advisory Services

## We provide expert recruitment services across:

- United Arab Emirates
- Saudi Arabia
- Bahrain
- Oman
- Kuwait
- Qatar

## Industries in the Middle East:

- Accountancy & Finance
- Architecture & Design
- Banking & Financial Services
- Construction & Property
- Education
- Engineering
- Executive Search
- Healthcare
- Human Resources
- Legal
- Manufacturing & Operations
- Marketing & Digital Marketing
- Office Support
- Oil & Gas
- Procurement
- Sales
- Supply Chain & Logistics
- Technology







## Hays GCC Salary Guide 2025

Are you also interested in uncovering the latest recruitment insights from across the wider Gulf region? Be sure to access your copy of our additional report, the Hays GCC Salary Guide 2025.

Discover the latest job market trends and salary data for almost 400 roles in the Gulf region. Find out which skills are most in-demand and get an overview of what matters most to employers and employees. Uncover their expectations and their views on the most relevant topics in the world of work.

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# Contact us

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

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