



Hays Saudi Arabia Salary Guide 2025

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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 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 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

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

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

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

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

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

UAE Employee

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

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

74%
of employees expect their salary to increase in 2025

65%
of employees plan to change organisation in 2025

KSA Employer

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

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

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

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

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

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

KSA Employee

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

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

81%
of employees expect their salary to increase in 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?

Increased by more than 20%

4%

Increased between 16% - 20%

3%

Increased between 11% - 15%

6%

Increased between 6% - 10%

16%

Increased between 2.5% - 5%

14%

Increased by up to 2.4%

8%

Stayed the same

47%

Decreased

2%

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?

Increase by more than 20%

15%

Increase between 16% - 20%

10%

Increase between 11% - 15%

9%

Increase between 6% - 10%

23%

Increase between 2.5% - 5%

20%

Increase by up to 2.4%

4%

Stay the same

19%

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%

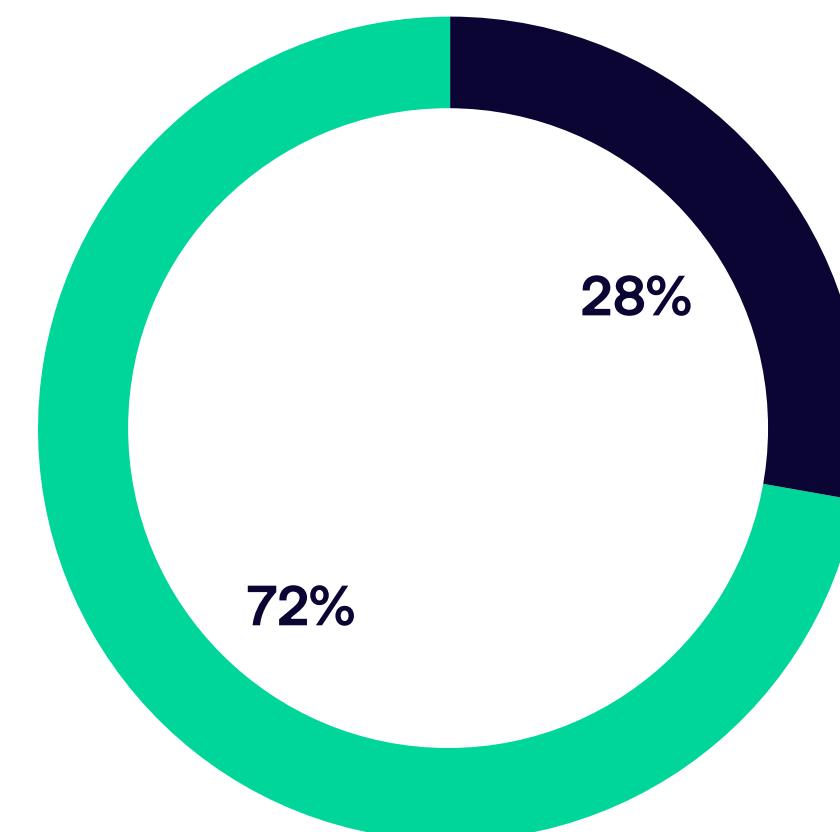
None of the above

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?

Health insurance or private medical cover

64%

Child education allowances

47%

Flexible working

45%

Life insurance

39%

Employee loans

29%

Gym membership

29%

Transport allowance

29%

Additional vacation days

25%

Business telephone for private use

24%

Company car or car allowance

17%

Respondents could select all answers that applied

Top 10 most common selections

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

Child education allowances

43%

Flexible working

39%

Health insurance or private medical cover

33%

Additional vacation days

31%

Company car or car allowance

20%

Employee loans

13%

Respondents could select the 3 most important answers

Top 12 most common selections

Employee pension scheme

13%

Share incentives

12%

Financial support for professional studies

10%

Business telephone for private use

7%

Gym membership

7%

Transport allowance

7%

Salary and Benefits

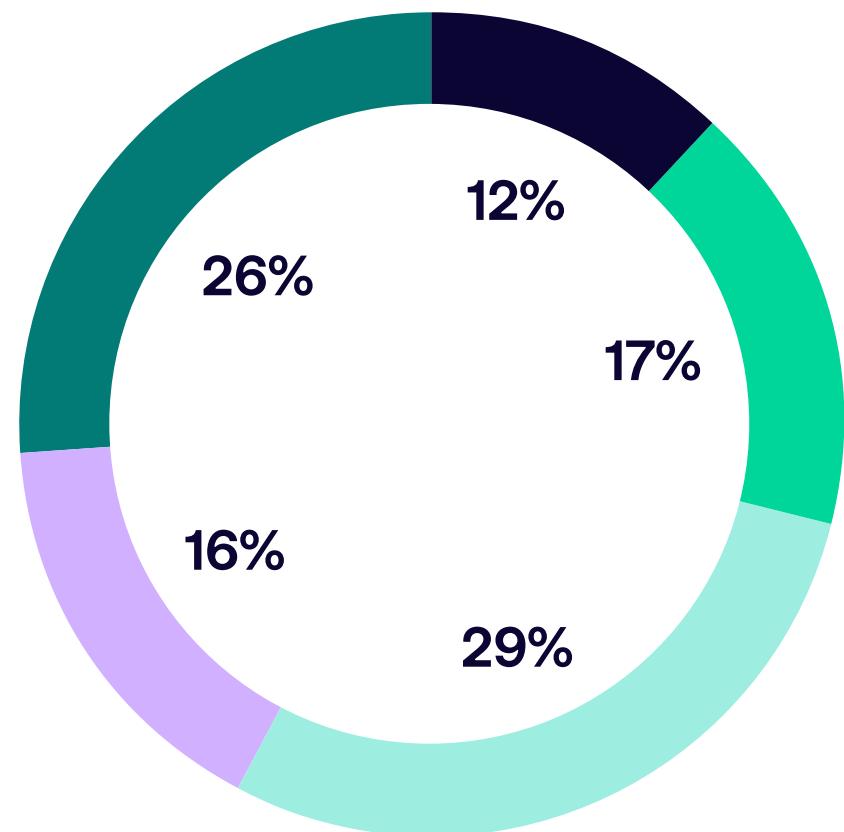
Aside from salary, which of the following factors are most important to you when considering a new role?



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% |

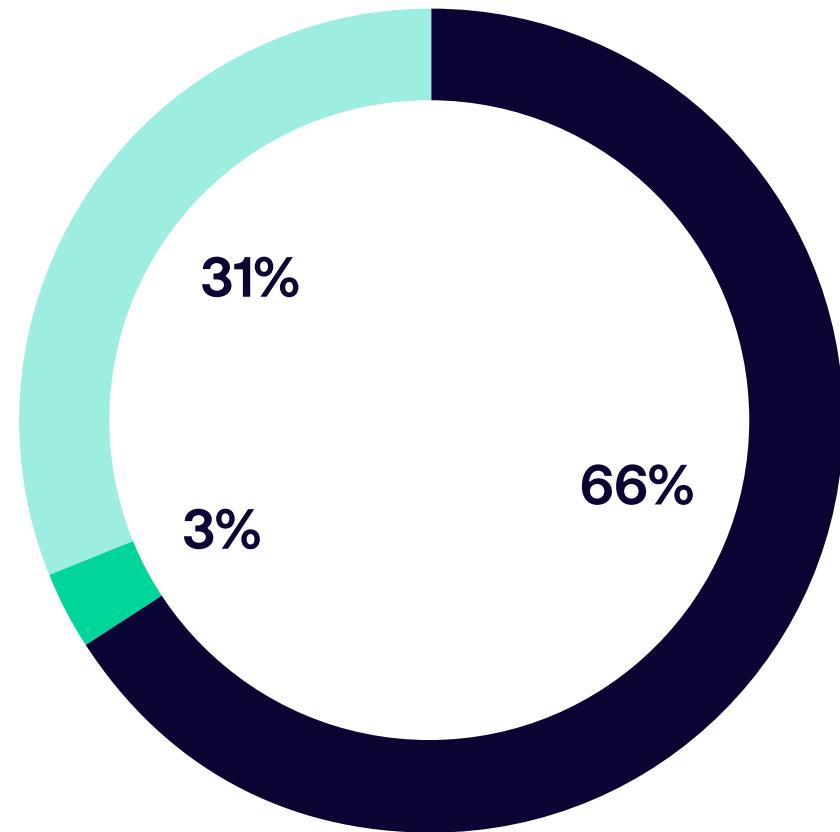
Respondents could select up to 3 answers
Top 10 most common selections



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 | 67% |
| Opportunity to earn more money | 50% |
| Increased control over career and work arrangements | 33% |
| More challenging projects | 33% |
| Flexibility to choose projects and clients | 17% |
| More variety in work assignments | 17% |
| Permanent work doesn't fit my current circumstances | 17% |

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 | 49% |
| Lack of future opportunities | 37% |
| Concerns about job security | 19% |
| Lack of an inclusive culture | 17% |
| My manager | 17% |
| Salary too low | 17% |
| Organisational restructure | 15% |
| Lack of flexible working options | 13% |
| Poor work-life balance | 13% |
| Role is not challenging enough | 12% |

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%

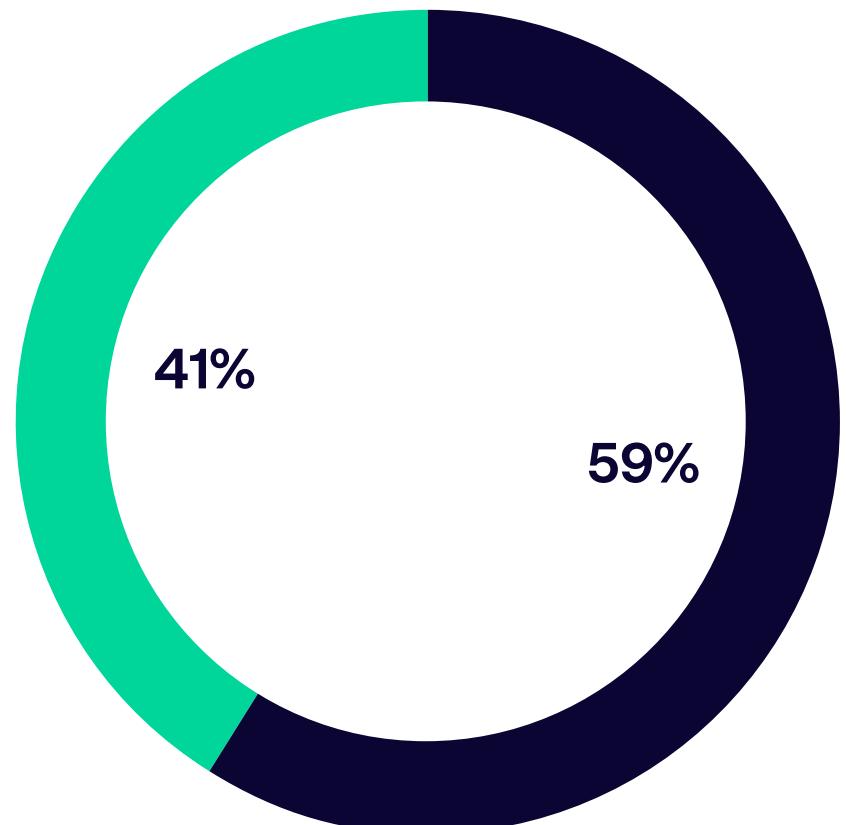
Respondents could select up to 3 answers
Top 5 most common selections



AI in the workplace

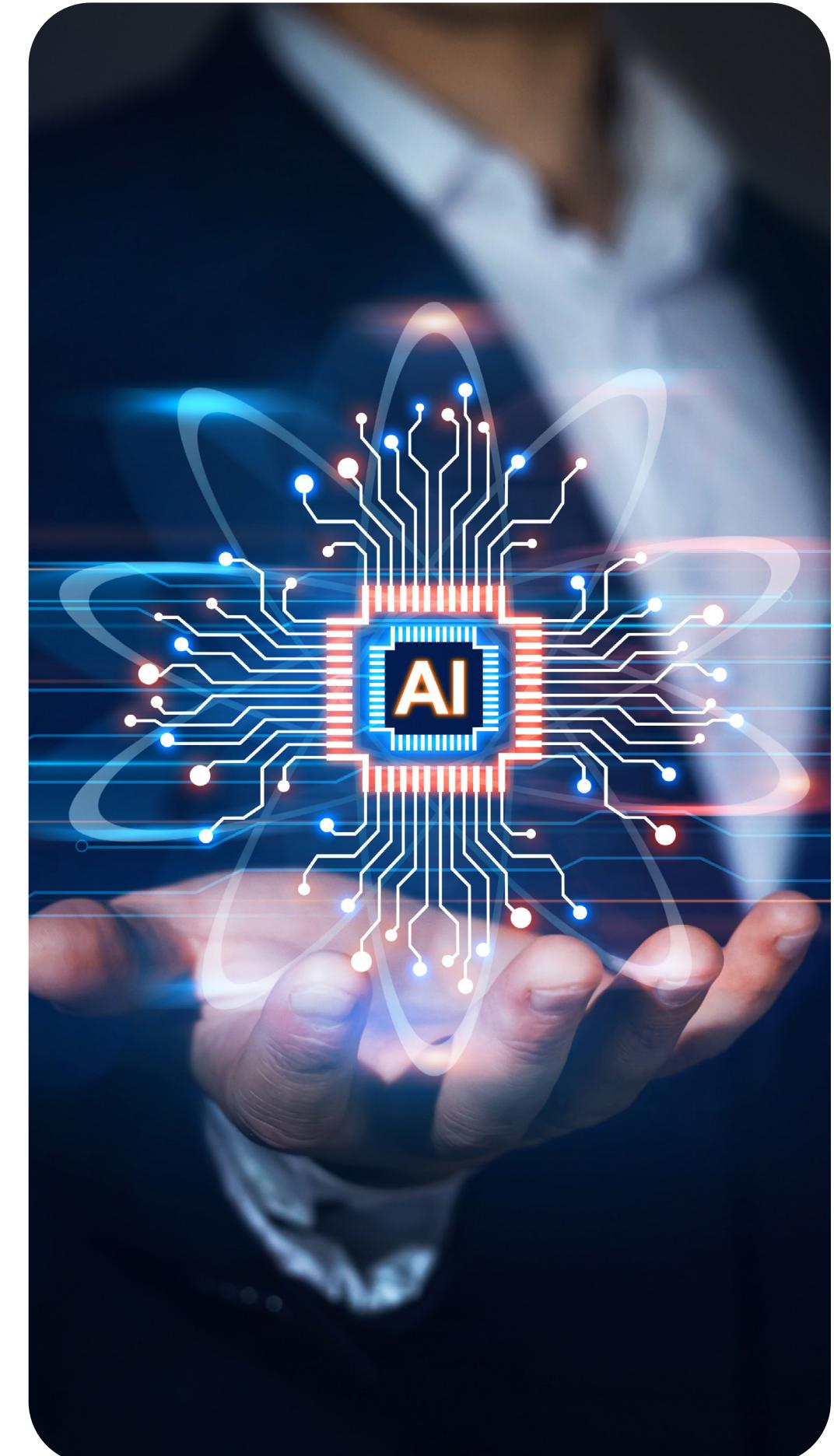
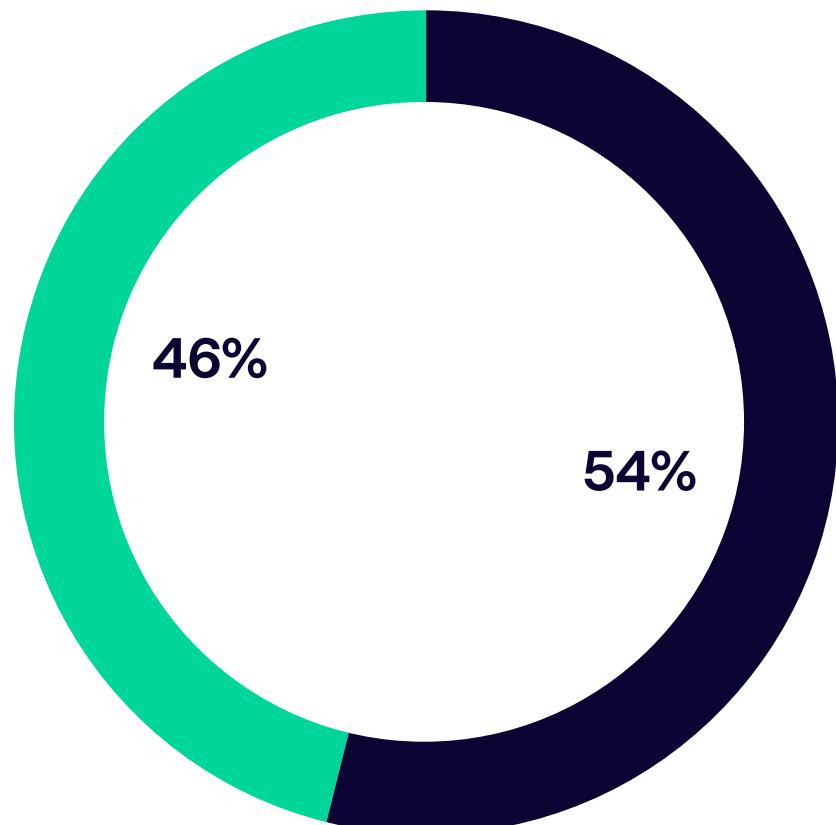
Have you identified any AI-based tools or applications that could help you succeed in your job?

■ Yes ■ No



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

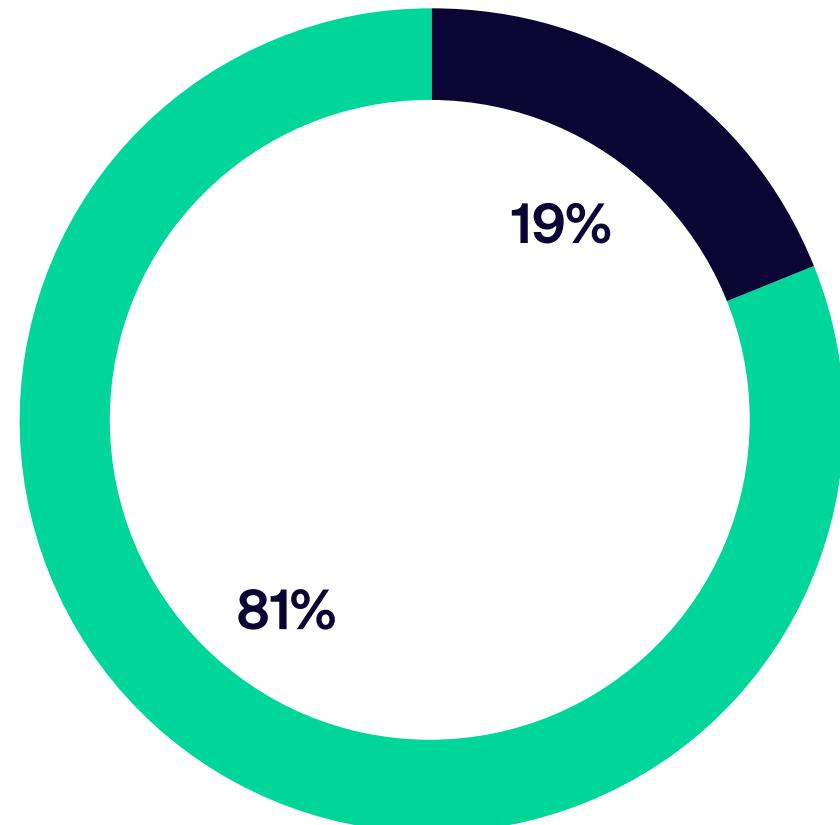
■ Yes ■ No



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 use AI tools in your job?

Don't see the benefit

20%

Lack of capacity (time/cost)

17%

Lack of understanding, support, or training

32%

Personal ethical concerns

12%

Privacy concerns

14%

Other

5%

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?

21%

Not concerned
at all

52%

Not very concerned

24%

Quite concerned

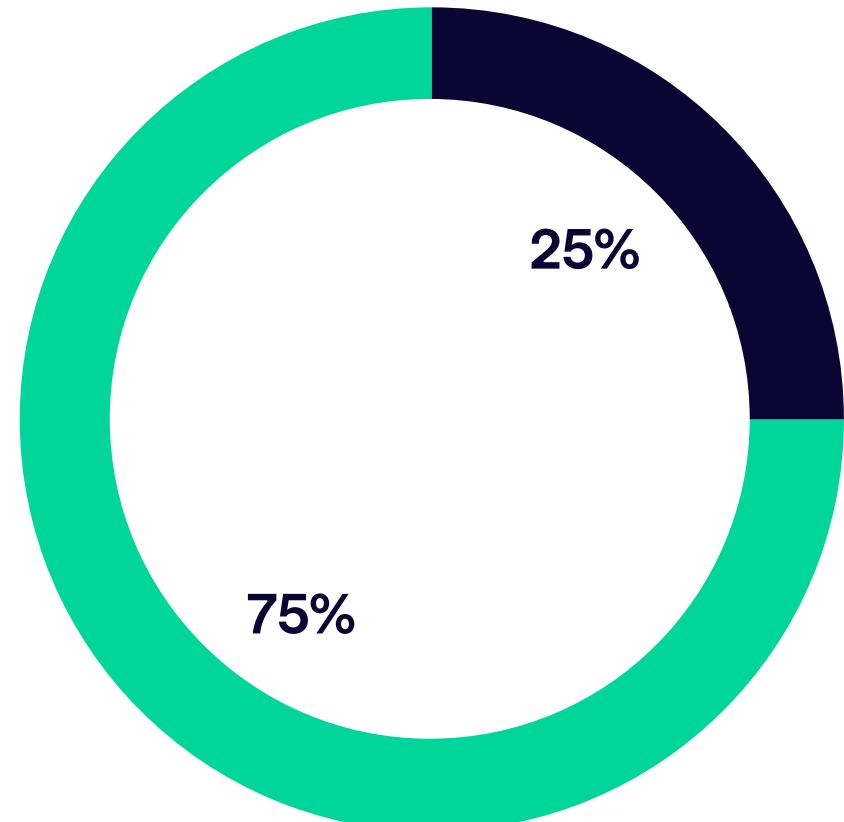
4%

Very concerned

AI in the workplace

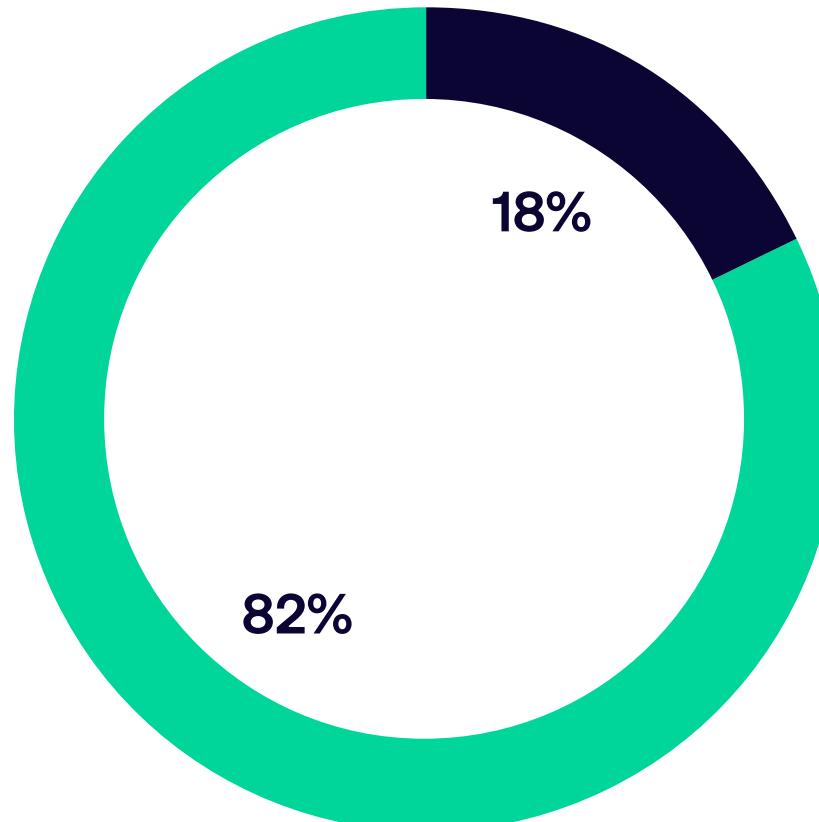
Do you plan to change your profession or field of expertise by the end of 2025 in response to AI developments?

■ Yes ■ No



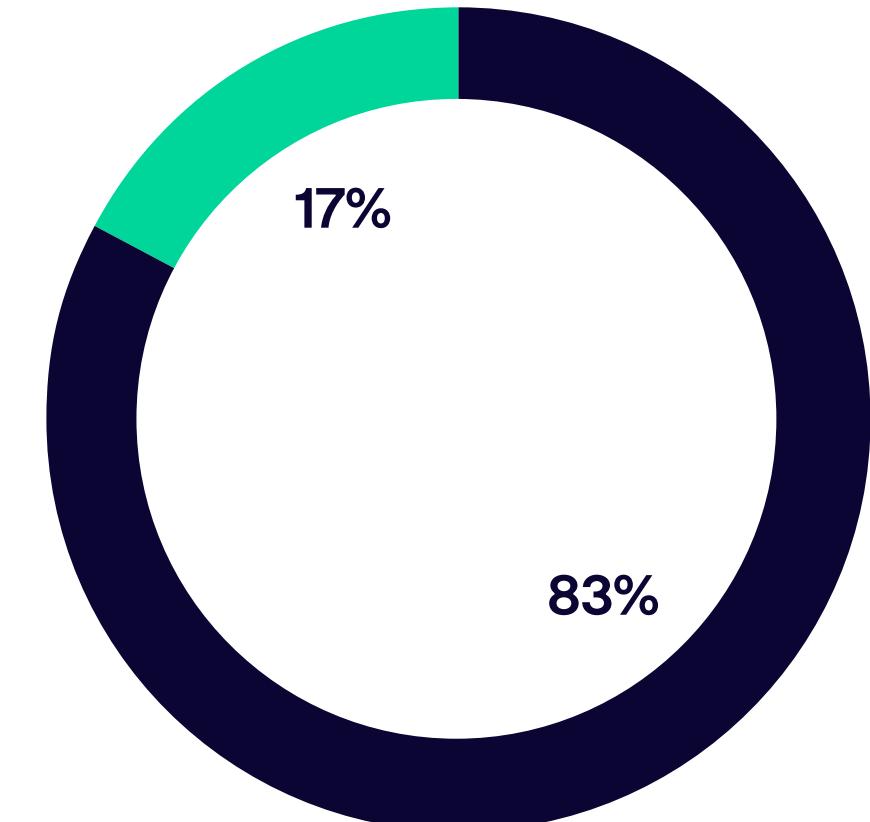
Have you received any training or support from your employer to adopt AI technologies in your work?

■ 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?

Increased by more than 20%

7%

Increased between 16% - 20%

5%

Increased between 11% - 15%

10%

Increased between 6% - 10%

18%

Increased between 2.5% - 5%

24%

Increased by up to 2.4%

6%

Stayed the same

27%

Decreased by more than 10%

1%

Decreased between 6%-10%

1%

Decreased by 5% or less

1%

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

Increase by more than 20%

7%

Increase between 16% - 20%

4%

Increase between 11% - 15%

11%

Increase between 6% - 10%

23%

Increase between 2.5% - 5%

25%

Increase by up to 2.4%

10%

Stay the same

18%

Decrease by 10% or more

1%

Decrease by 5% or less

1%

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?

Increased by more than 10%

30%

Increased 5-10%

22%

Increased by less than 5%

16%

Increased by unknown amount

5%

Remained the same as last year

6%

Decreased by less than 5%

5%

Decreased by 5-10%

6%

Decreased by over 10%

3%

Decreased by unknown amount

1%

I'm unsure

6%

What kind of roles are you recruiting for in 2025?

79%

Permanent employees

23%

Contractors / Freelancers / Temporary Workers

10%

We are not planning to recruit

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

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

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

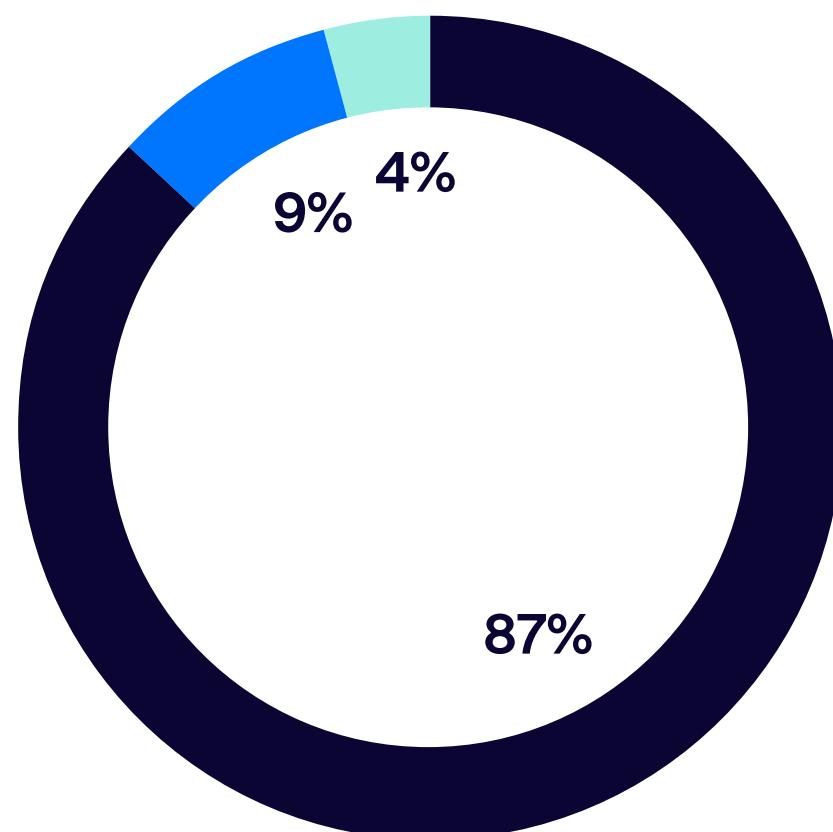
Saudization

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?

Increase operating profit

47%

Gaining market share

42%

Expand product portfolio

40%

Establish sustainability

33%

Increase competitiveness

23%

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%

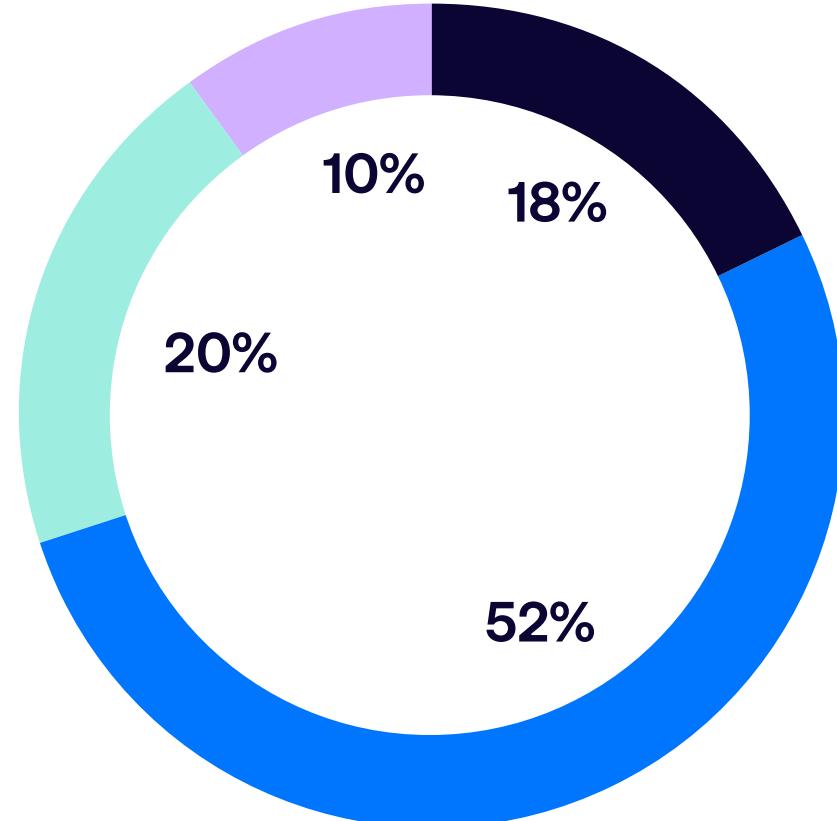
Respondents could select up to 3 answers

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

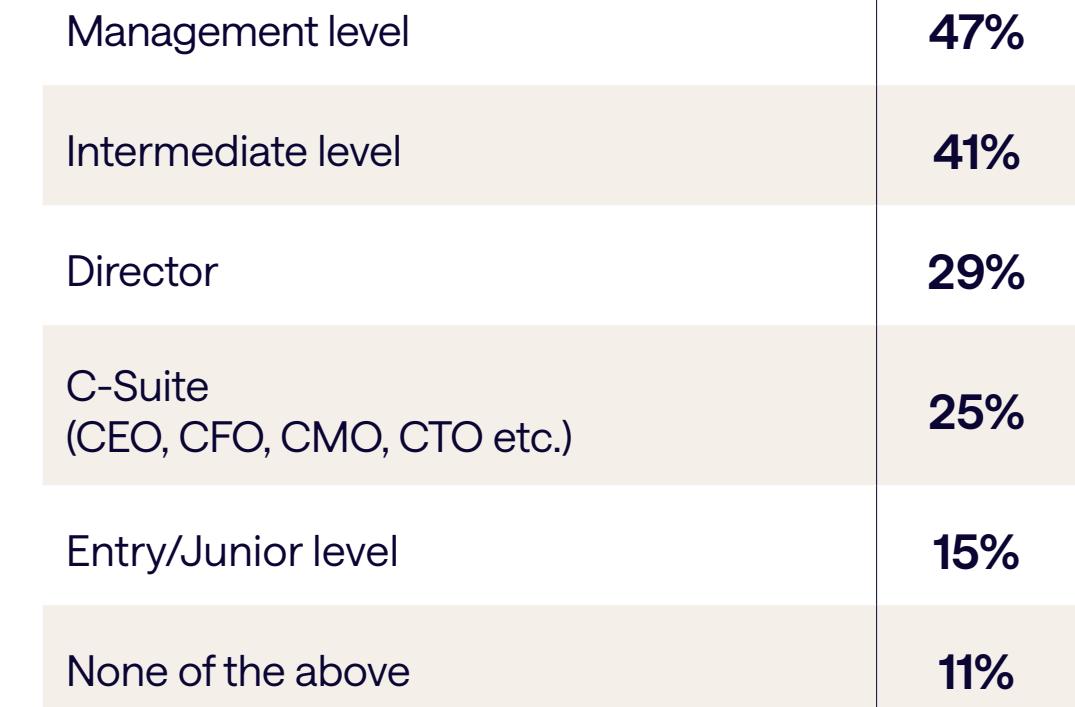


What soft skills are most needed in your organisation?



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

Which positions have been the most difficult to fill?



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



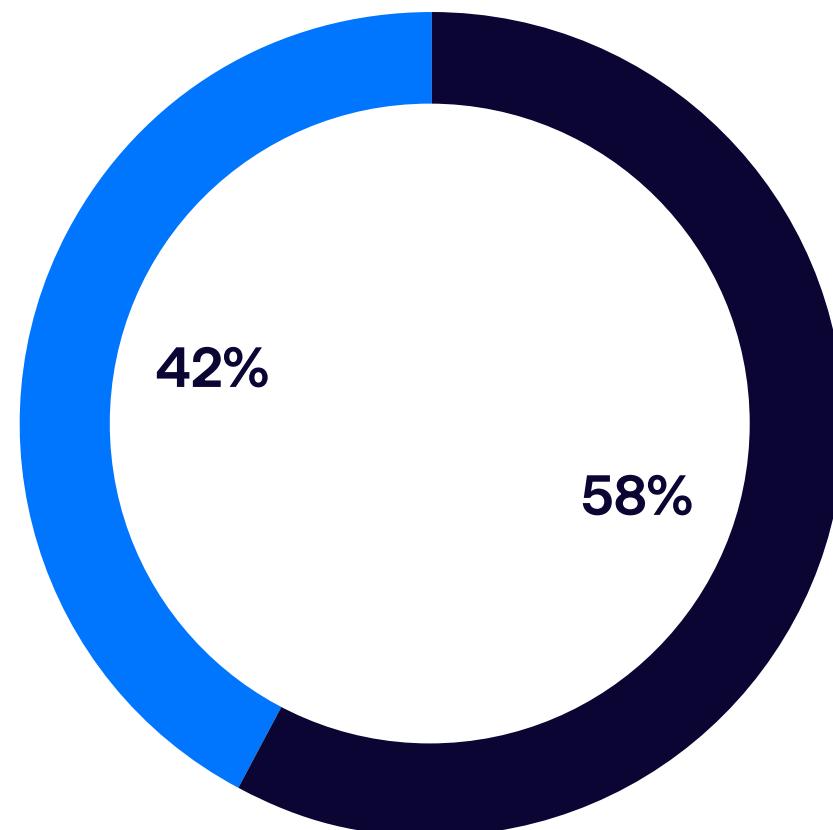
AI in the workplace

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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Many factors can affect salary, including location of role, size of business, industry, and the level of experience of the candidate.

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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 | Position | SAR Range | SAR Average |
|-------------------------------------|-------------------|-------------|------------------------------------|-----------------|-------------|
| C-Suite | 100,000 - 350,000 | 205,000 | Contracts Manager | 40,000 - 55,000 | 47,500 |
| Executive Director | 100,000 - 130,000 | 115,000 | Project Manager | 40,000 - 55,000 | 47,500 |
| Project Director | 70,000 - 95,000 | 85,000 | Senior HSEQ Manager | 35,000 - 50,000 | 45,000 |
| Architecture Director | 70,000 - 95,000 | 82,500 | Construction Manager | 25,000 - 45,000 | 35,000 |
| Development Director | 70,000 - 95,000 | 82,500 | Senior Quantity Surveyor | 25,000 - 40,000 | 35,000 |
| Urban Planning Director | 70,000 - 95,000 | 82,500 | Community Manager | 18,000 - 40,000 | 30,000 |
| Facilities Director | 50,000 - 85,000 | 67,500 | Sales & Leasing Manager | 18,000 - 40,000 | 30,000 |
| Property Management Director | 50,000 - 75,000 | 60,000 | Property Manager | 18,000 - 40,000 | 29,000 |
| Leasing Director | 50,000 - 75,000 | 60,000 | Senior Architect | 25,000 - 35,000 | 27,000 |
| Senior Project Manager | 45,000 - 65,000 | 55,000 | Project Architect | 20,000 - 30,000 | 25,000 |
| Senior Contracts Manager | 45,000 - 65,000 | 55,000 | Senior Interior Designer | 20,000 - 30,000 | 25,000 |
| Commercial Manager | 40,000 - 55,000 | 47,500 | | | |

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

Industrial

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

Download now 

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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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