

HAYS SAUDI ARABIA SALARY GUIDE 2024

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INTRODUCTION

A **WORD** FROM OUR **EXPERT**



I'm thrilled to present the fifth edition of Hays Saudi Arabia Salary Guide. I extend my gratitude to the professionals and employers who generously shared their perspectives and experiences through participating in our survey. Your insights have been instrumental in shaping our understanding of the labour market in Saudi Arabia, and we are grateful for your ongoing support.

The labour market is flourishing, and I'm delighted to publish a guide that reflects the optimism and dynamism evident across the country. Our survey findings indicate an impressive 69% of employers express intentions to expand their organisation's headcount this year, signalling robust growth and opportunities on the horizon.

However, the data also reveals that 29% of professionals are actively preparing to change organisations, emphasising how willing talented and upwardly mobile professionals are to embracing new opportunities. Understanding the shifting dynamics of the labour market has never been more important – many ambitious organisations are striving to be *the* employer of choice. To build the workforce that fuels success in an ever-evolving landscape requires the latest knowledge and data-driven expertise.

In this edition of the Hays Saudi Arabia Salary Guide, we aim to equip you with the insights and analysis necessary to successfully navigate this dynamic market. Whether you are an employer seeking to attract and retain top talent or a professional looking to advance 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.

Here's to a prosperous year ahead filled with growth, opportunity, and success for all our partners in Saudi Arabia!

A stylized, handwritten signature in black ink, consisting of several loops and a long horizontal stroke.

Mark Paul
Manager – Hays Saudi Arabia

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 fifth edition explores trends surrounding the employment market, salaries, and benefits packages. It can be used as a tool to propel your career or shape the future of your business.

Methodology

The Hays Saudi Arabia Salary Guide provides information on pay rates 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 2023, as well as a survey completed by almost 400 professionals and employers in Q4 2023.

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 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

An oasis of booming headcounts but a shallow skills pool

A dynamic, diversifying, and rapidly evolving economy means most employers (69%) in Saudi Arabia plan to increase their organisations headcount this year. In many cases, a substantial rate of increase is expected, as 36% of employers aim to expand their workforce by more than 10%. Intention to hire is high even among the employers not growing their headcount – 95% of all employers say they will recruit in some capacity this year. These optimistic projections signal a buoyant labour market, which represents ongoing opportunities for both national and international workers.

While the labour market is poised for growth, high levels of activity present challenges. With the focus primarily on domestic recruitment, employers plan to hire in Riyadh (75%), Jeddah (60%), and the Eastern Province (51%). In their strategic endeavours, organisations in the Kingdom are planning growth and expansion, prioritising increasing their operating profit (50%), increasing turnover (37%), and gaining market share (36%).

However, 50% of employers report a scarcity of skilled professionals on the market, and 26% cite the shortage as the most significant obstacle to the achievement of their strategic goals. While the skills shortage is the most frequently chosen factor that will limit success, an additional 12% are concerned by difficulties retaining their current workforce.

To address these talent challenges, employers are taking proactive steps. They are increasing international recruitment (39%), increasing the use of recruitment agencies (37%), and strengthening their employer brand (33%). They are also investing in key HR areas such as employee training programmes (43%), employee retention (43%), and employee recruitment (28%). By prioritising these areas, employers hope to build a skilled and stable workforce that can drive growth and expansion.

Saudi professionals to see substantial salary increases

Last year, a higher percentage of professionals in Saudi Arabia received salary increases (60%) compared to the previous year (53%). The most prevalent rate of increase was up to 5%, as reported by 19% of professionals. Notably, 18% of salary increases exceeded 20%. However, most professionals (32%) attributed their salary increase to a new job with a new organisation, in contrast to the previous year when 26% changed organisations for higher pay. Of the 31% of professional who changed organisations last year, the main reason cited was a low salary.

This shift in the reason for pay rises indicates a dynamic labour market where a strong demand for skilled workers means individuals are exploring external opportunities for improved compensation. In the current market conditions, it's important to emphasise the role of competitive remuneration in talent retention. Some employers may need to revisit their salary structures to attract and retain skilled professionals, or risk losing out.

While 61% of professionals express satisfaction with their salary or pay rate, there is ambiguity regarding how organisations establish pay levels and administer pay raises. Most professionals (49%) state that their employer is not taking steps to ensure consistent transparency, and an additional 18% are uncertain. While 56% of employers say they have set criteria for salary increases, 34% admit that their organisation is not taking action to ensure pay transparency. To address this lack of clarity, employers should consider implementing clear communication processes around how pay levels and pay rises are decided. Proactive measures, such as conducting discussions or workshops on the criteria for salary increases, can help foster understanding and trust among employees.

With a view to the future, professionals have a lot to be optimistic about when it comes to their pay packet – 77% of employers expect salaries in their organisation to increase in 2024, with 34% predicting an uplift of up to 5%, and a further 25% predicting increases of 6% - 10%.

Career development the key to unlocking job satisfaction

Last year, 31% of professionals changed organisations. Positively, a slightly lower rate of employee turnover is predicted this year, with 29% of professionals planning to change organisation, but in a similar position. A further 39% say they plan to stay with their organisation, but they are open to new opportunities, while just 13% say they expect to stay in the same role with their current organisation. Of those professionals that plan to change roles, the three main reasons noted are lack of career development opportunities (47%), benefits not aligned with their needs (40%), and a lack of career progression (39%).

Career development opportunities are crucial to professionals as they enhance skills, boost job satisfaction, and contribute to their overall personal growth. In fact, 42% of professionals say that career development initiatives are one of the most important factors to them when choosing an organisation. However, when asked what development initiatives their employer is offering to aid their development, 39% of professionals say that none are available. The initiatives the remaining 61% of professionals are offered include online and in person training courses and mentorship opportunities.

Unsurprisingly, professionals that are offered development initiatives (75%) report higher levels of job satisfaction in comparison to professionals that do not receive any (58%). They are also more optimistic about their chances of promotion this year, with 47% expecting to be promoted in comparison to 21% that do not expect to be promoted. Finally, professionals that are offered development opportunities are far less likely to change organisation's this year (23%) in comparison to those that are not offered any development opportunities (40%).

To enhance job satisfaction, support career progression, and retain staff, employers should leverage effective career development by offering relevant training programmes and mentorship opportunities. A more effective approach is to implement individualised development plans that outline clear promotional targets, conducting regular reviews to provide constructive feedback. By prioritising career development, employers can create an environment where employees feel valued, supported, and motivated.



The benefits of transparency and communication

There is a notable disparity between professionals and employers regarding the provision of benefits. While 37% of professionals say they do not currently receive any benefits, just 4% of employers claim not to offer any. In a tight talent market, a competitive benefits package helps to attract top talent – most professionals (61%) say that the benefits package is one of the most important factors to them when choosing an organisation.

If employees are not well-informed about the benefits available to them from the outset, the full potential of the benefits package may not be realised. As such, clear communication and education on the range and value of benefits are essential to ensure that employees fully understand and appreciate the support and opportunities on offer. Employers can adopt several practices to establish clear communication around benefits, including outlining benefits policies in employment contracts and policy documents, and by providing resources such as employee handbooks and FAQ documents.

For professionals, it is advisable to actively seek information about the benefits offered by their organisation to ensure alignment with their expectations. They can also consider providing feedback on their benefit preferences – our research shows that the most popular benefits are child education allowances (43%), air ticket or travel allowances (35%), and flexible working (26%) – to help employers tailor offerings that contribute to their overall job satisfaction and well-being.



Ambitious talent prioritises internal mobility

Career progression is another crucial aspect for professionals in Saudi Arabia as it allows them to advance in their chosen field, providing opportunities for increased responsibility and higher earning potential. However, 39% of professionals report that a lack of opportunities for career progression is one of the main reasons that they are looking to change organisations this year. While 44% of professionals feel there is scope for career progression in their organisation, just 29% expect to be promoted in the next 12 months.

In a labour market where substantial skills shortages persist, addressing the reported lack of career progression opportunities is vital for organisations to maintain a stable workforce. Understanding and actively addressing employees' career aspirations can contribute to a more satisfied and committed workforce. Employers should prioritise creating career advancement paths for their employees by implementing promotion policies, setting realistic expectations, clearly communicating promotion targets, and implementing initiatives that support professional development.

Significant shift towards office-based working

While the global 'return-to-office' mandate debate rages on, it appears that most Saudi Arabia-based organisations have taken a more decisive stance. When asked to describe their organisation's current working model, 69% of employers in the Kingdom say that their organisation adopts a fully-office based model, a 14% increase on the previous year.

Simultaneously, 25% of professionals in Saudi Arabia say that remote and hybrid working is one of their most valued benefits. Professionals that receive remote or hybrid working options express higher job satisfaction (78%) and better work-life balance (72%) when compared to their fully office-based peers (63% and 63%, respectively).

Additionally, remote or hybrid workers are less inclined to change organisations this year (26%) in comparison to office-based workers (31%), indicating a potential link between flexible working arrangements and increased employee retention. Considering this, organisations that offer remote or hybrid working options may benefit from enhanced job satisfaction, work-life balance, and reduced employee turnover. Striking a balance between office-based and flexible models will ultimately contribute to a more satisfied and loyal workforce.

Skills-driven job market favours experienced professionals

In Saudi Arabia's labour market, the demand persists for professionals who possess a blend of technical skills, soft skills, industry credentials, and substantial local and international experience. Typically, mid-to-senior level professionals with established expertise and qualifications are sought after more than entry-level candidates. Employers highlight the most challenging positions to fill as management (66%), intermediate (45%), and / or director level (42%).

Recruiting Saudi national talent remains a top priority amidst ongoing developments in Saudization programmes. With demand for Saudi nationals reaching unprecedented levels, hiring managers prioritise qualified and experienced Saudi national citizens over international candidates. Currently, 92% of organisations employ Saudi nationals, with 87% planning to increase headcount this year.

In contrast to past requirements where most of the emphasis was placed on technical skills, there is now a growing emphasis on soft skills and interpersonal skills in the workplace. While teamwork, effective communication, strategic thinking, and problem-solving are highly valued, employers are increasingly prioritising leadership skills. As the Kingdom continues to grow and develop, identifying and retaining excellent leaders will be a key to success for many organisations.

Additionally, a university education from a globally recognised institution is highly regarded, though not mandatory. Nonetheless, holding a relevant degree or a professional / industry-specific qualification is always viewed as advantageous in the job market.

Finally, language skills, particularly fluency in Arabic and English, remain in high demand. Possessing cultural awareness and cultural sensitivity is a necessity, as is understanding Saudi Arabia's culture and customs.

Influence of AI on the future of work divides perspectives

Artificial intelligence (AI) is increasingly influencing the world of work. With the widespread adoption of generative tools in the mainstream, there is ongoing discussions around the advantages and drawbacks of this technology. Certainly, employers in Saudi Arabia are divided on the use of AI technologies or tools in the workplace, with some not communicating their stance. 39% of organisations recommend its use against 37% that do not recommend its use, while 24% of employers are unsure. However, just 14% of professionals say their organisation has prohibited the use of AI in their workplace.

Among organisations that do not recommend the use of AI, the primary concerns cited include security risks (34%) and a lack of training or support (31%). A further 27% say they do not see the benefits of using AI. Conversely, proponents of AI highlight its potential benefits, including increased productivity and efficiency (59%), reduced risk of human error (53%), and enhanced creativity and idea generation (50%).

While most employers (60%) perceive no significant impact on employment due to AI, a considerable portion (38%) anticipate that AI will eliminate more job opportunities than it will create. When asked what their organisation is doing to address the potential impact of AI on employment, 47% are unsure, 30% are still considering implications, and only 22% are actively addressing the matter. This suggests a cautious approach to navigating the evolving landscape of AI in the workplace. In a skills-scarce market, there is a gap for forward-thinking organisations. Those that have a clear policy and are implementing AI processes can attract premium talent who want to work with new technologies.

Saudi sector spotlight

The **Banking & Financial Services** sector is on a particularly dynamic growth trajectory, witnessing high headcount increases. As Saudi Vision 2030 continues to diversify the economy, almost every sector is being scaled. Increased lending, advisory, and transaction support, coupled with unmatched investment activity, is creating a surplus demand for top local and expatriate talent.

The **Construction & Property** sector is booming, driven by positive economic conditions and ambitious government initiatives. The transformative Saudi Vision 2030 plan continues to fuel rapid growth. Major infrastructure, tourism, and urban development initiatives are already underway through established mega-projects. While several new mega-projects are in the early stage of construction, others in the planning phase are set to launch later this year. The long pipeline of projects has led to a surge in recruitment activity as organisations across the country actively seek top talent to meet their objectives.

The **Industrial** sector is experiencing robust and sustained activity, driven by a synthesis of ongoing investment programmes and successful adaptation to the challenges of the pandemic. With the Kingdom's attractive location, abundant natural resources, and robust industrial infrastructure, the sector is poised for further growth. Organisations are planning expansion, generating increased demand for skilled and qualified professionals.

The **Sales** sector is thriving, accelerated by ongoing diversification efforts. As the focus continues to shift towards non-oil sectors, there's an increased demand in emerging fields that align with the country's strategic goals. With many organisations expanding in the market, business development takes centre stage. Opportunities abound for experts with specialised skillsets.

The **Technology** sector propels diversification amid global challenges. Saudi Vision 2030 is placing a significant emphasis on infrastructure development, driving notable growth. Investment in digital transformation and innovation is creating diverse opportunities, increasing demand for skilled professionals. Start-ups and local players drive hiring, shaping a dynamic digital landscape.



REGIONAL SNAPSHOT THE **UAE** & **KSA**

UAE Employer

80%

of employers expect salaries within their organisation to increase in 2024

49%

of employers offer no remote or hybrid options to their employees

58%

of employers feel optimistic about the economic outlook for 2024

69%

of employers plan to increase headcount in 2024

Aside from salary, **benefits package** and **good work atmosphere** are the two most important factors for professionals in the UAE

UAE Employee

52%

of employees' salaries increased in 2023, most commonly by up to 5%

72%

of employees expect salaries to increase in 2024

57%

of employees feel optimistic about the economic outlook for 2024

30%

of employees plan to change organisation in 2024

KSA Employer

77%

of employers expect salaries within their organisation to increase in 2024

68%

of employers offer no remote or hybrid options to their employees

60%

of employers feel optimistic about the economic outlook for 2024

69%

of employers plan to increase headcount in 2024

Aside from salary, **benefits package** and **good work atmosphere** are the two most important factors for professionals in the KSA

KSA Employee

60%

of employees' salaries increased in 2023, most commonly by up to 5%

79%

of employees expect salaries to increase in 2024

72%

of employees feel optimistic about the economic outlook for 2024

29%

of employees plan to change organisation in 2024

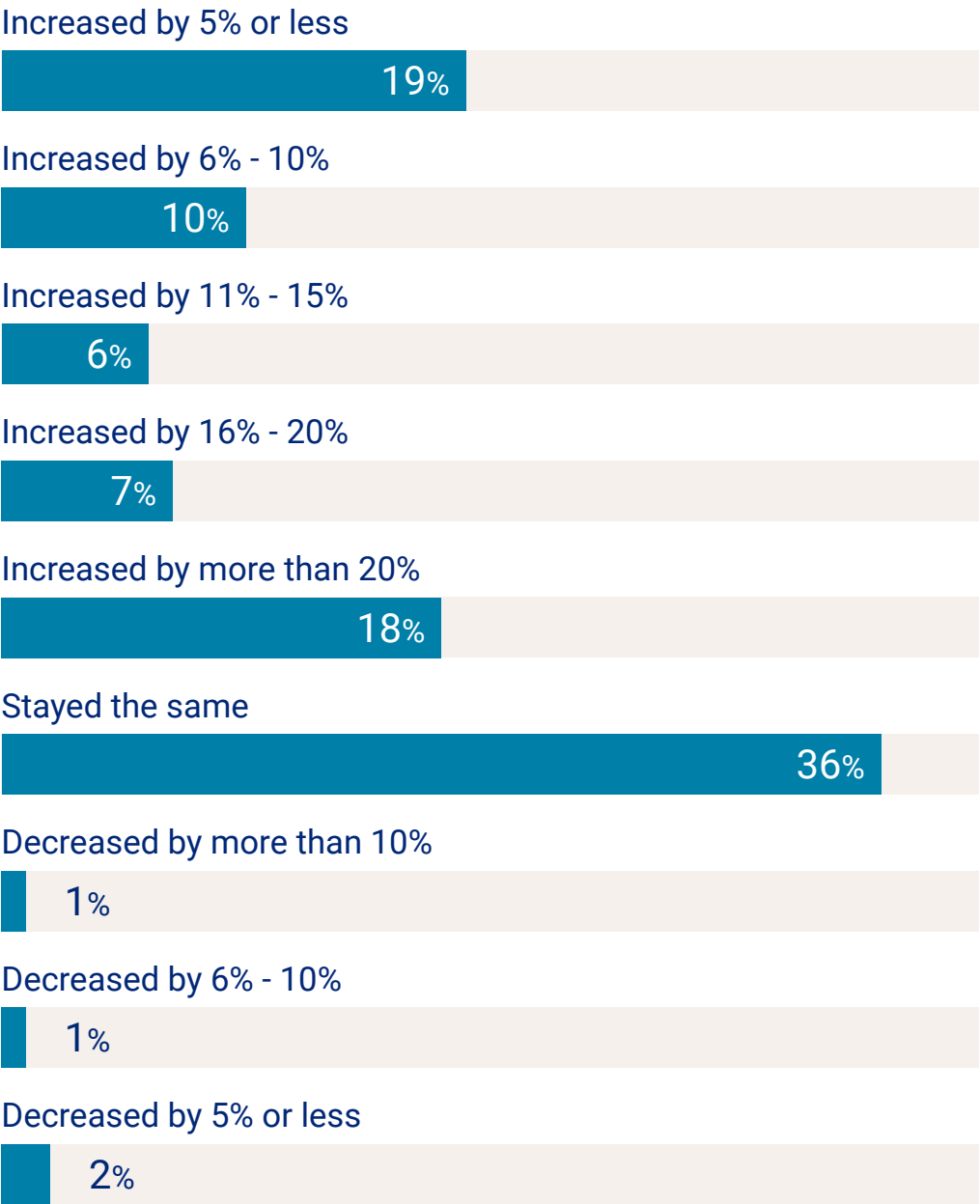




EMPLOYEE SURVEY RESULTS

SALARY AND BENEFITS

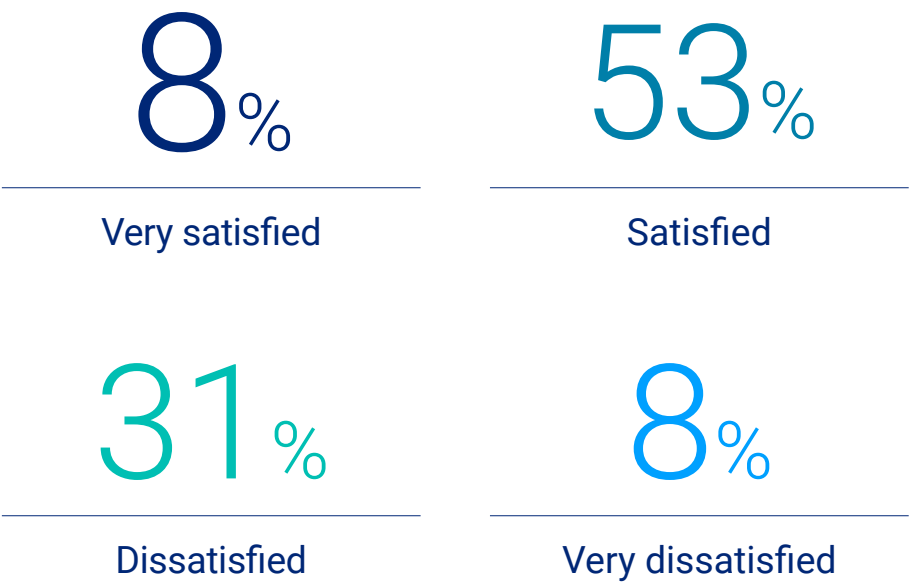
By what percentage did your salary change in 2023?



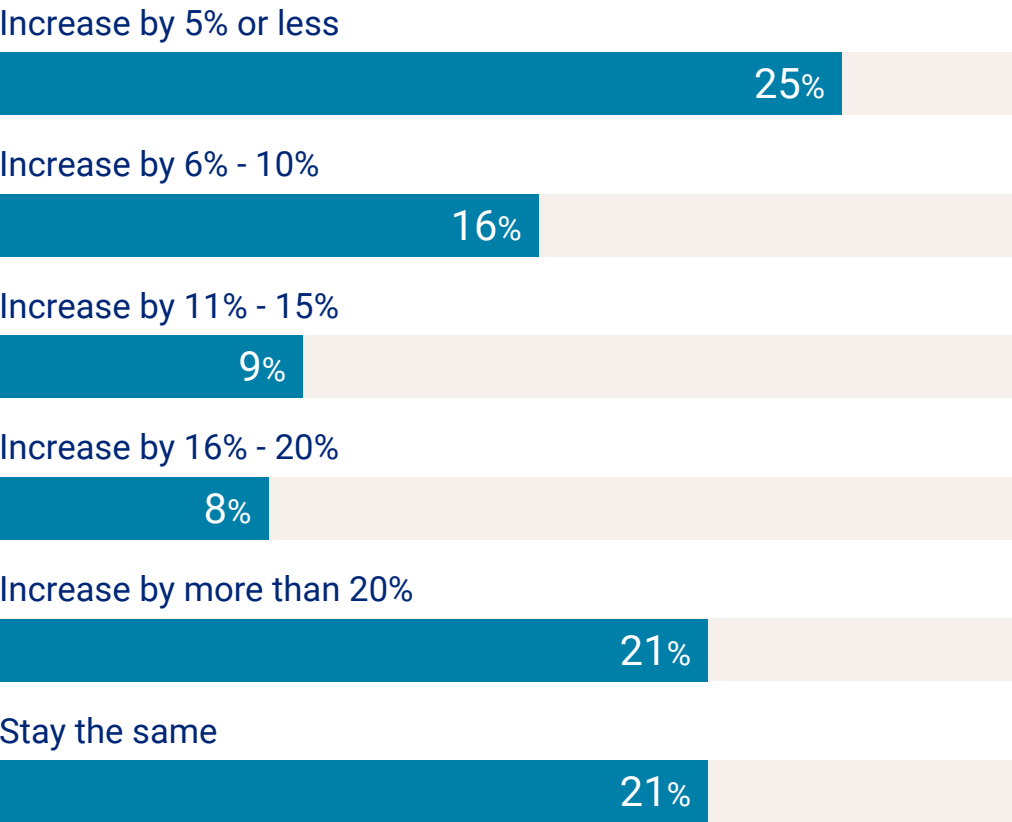
If you experienced a salary change last year, what was the reason?

A new job with a new organisation	32%
Standard annual pay increase across the organisation	19%
A promotion or different role in the same organisation	18%
Individual performance pay related change	16%
Inflation	10%
Other	4%
Pay decrease across the organisation	1%

How satisfied are you with your salary or pay rate?



In 2024, what percentage change in pay do you expect to receive?



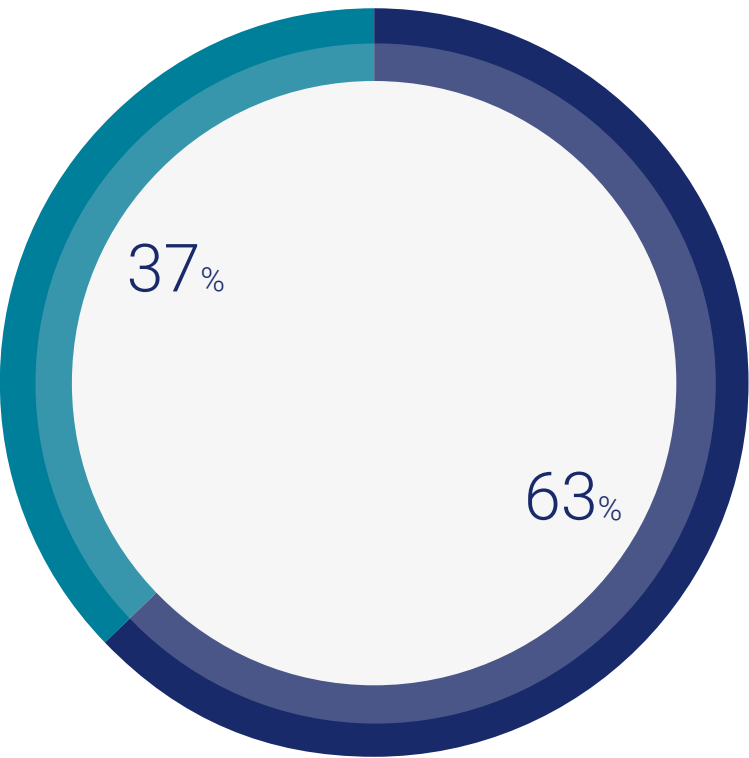
How is your organisation ensuring consistent transparency with employees about how pay levels and pay rises are set?

We don't have any of the above	49%
They have set criteria for salary increases	27%
Unsure	18%
They publicise salary banding structures	8%
They publicise all employee salaries	5%

Respondents could select all answers that applied

Do you currently receive any benefits?

● Yes ● No



If you currently receive benefits, which of the following do you receive?

Air ticket / travel allowances	64%
Child education allowances	45%
Life insurance	34%
Transport allowances	31%
Living / accommodation allowances	31%
Additional vacation days	27%
Flexible working	27%
Hybrid / remote working options	24%
Business telephone for private use	23%
Employee loans	23%

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

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

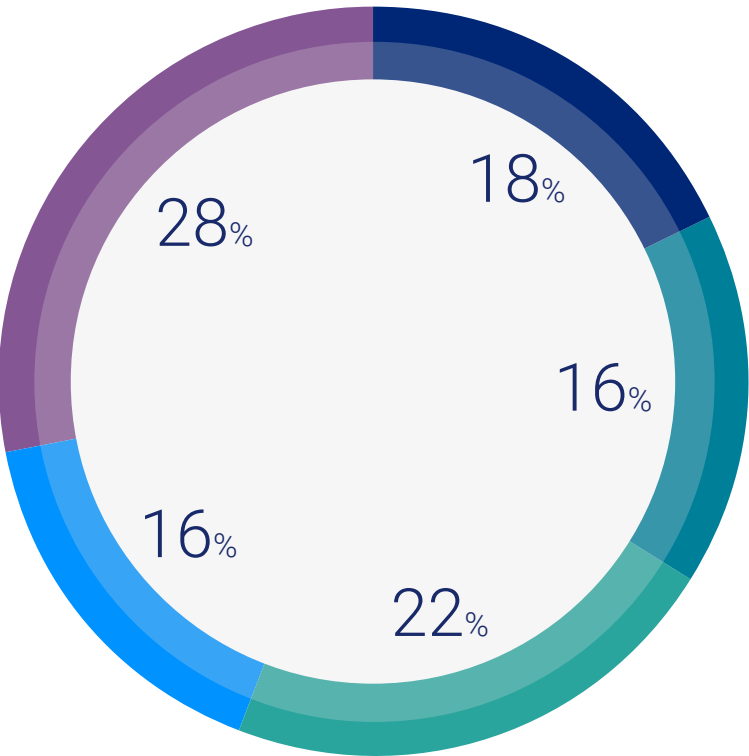
Child education allowances	43%
Air ticket / travel allowances	35%
Flexible working	26%
Hybrid / remote working options	25%
Living / accommodation allowances	24%
Additional vacation days	19%
Life insurance	16%
Financial support for professional studies	15%
Employee loans	14%
Share incentives	13%

Respondents could select the 3 most important 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?



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

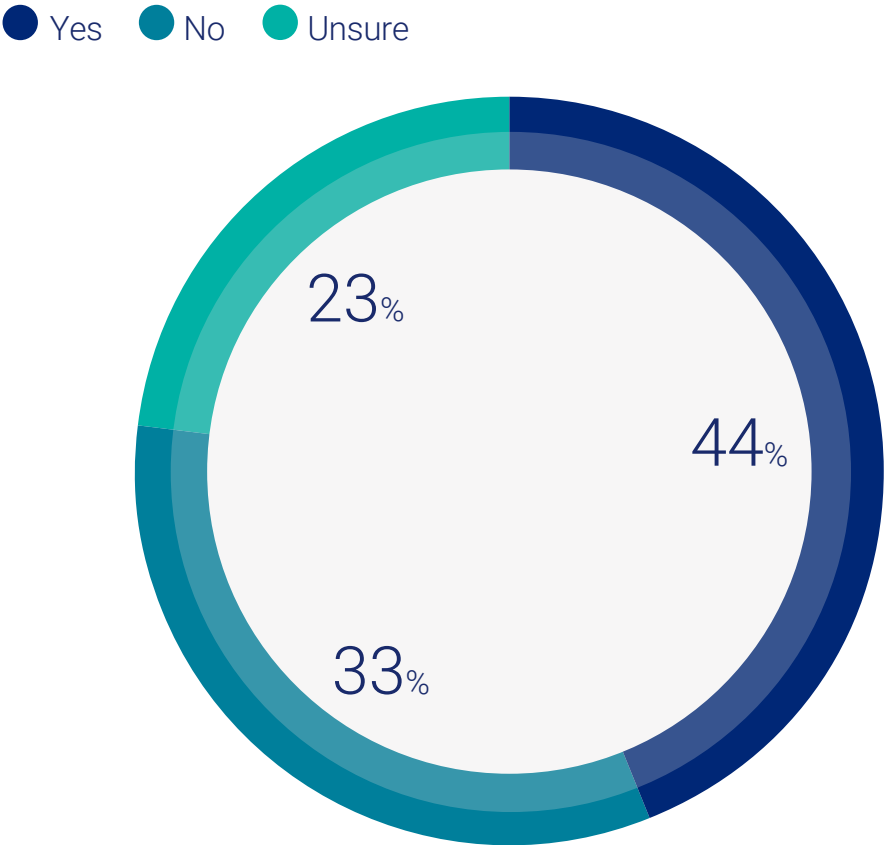
Salary too low	40%
A new career path	35%
Lack of career progression	33%
Benefits were not aligned with my needs	31%
Lack of learning and development opportunities	27%
Poor work-life balance	16%
Poor relationship with my manager	15%
Lack of job security	14%
Other	11%
Lack of diversity in my organisation or team	7%

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

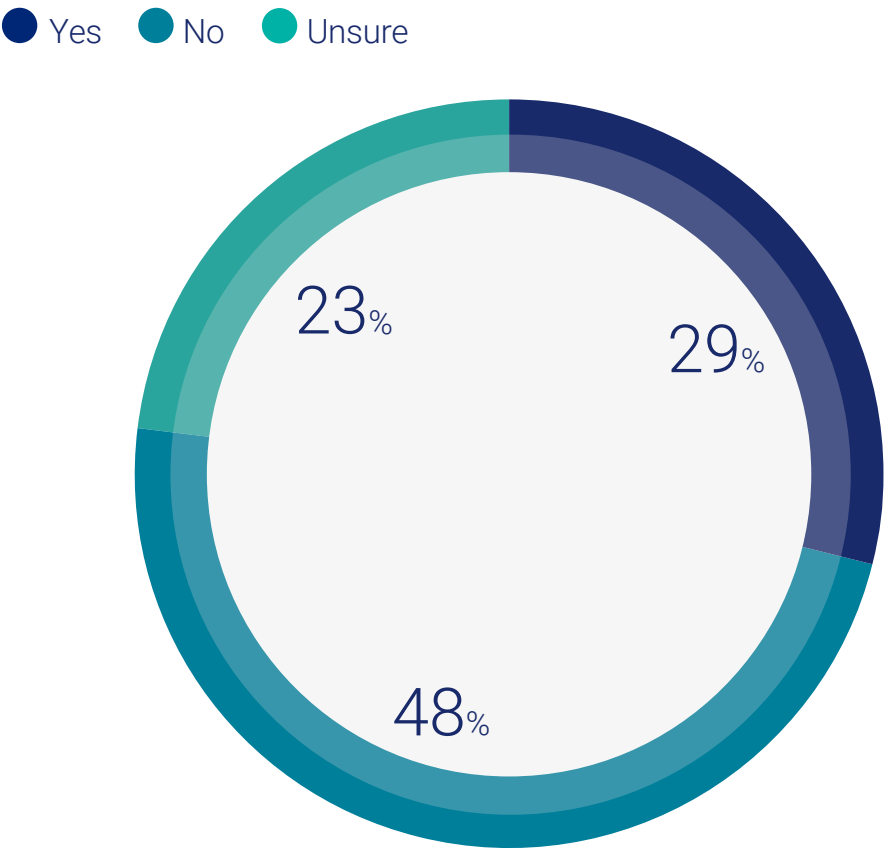
How satisfied are you with your current job?



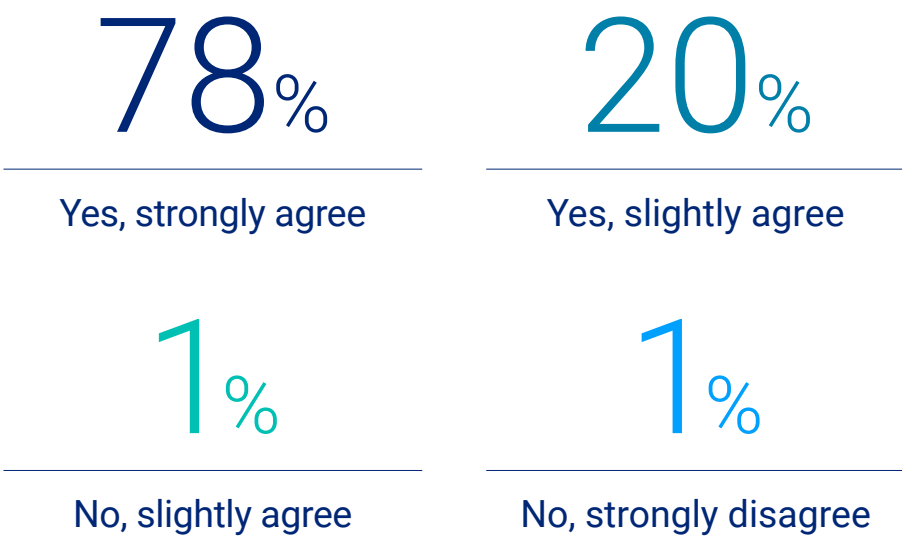
Do you feel there is scope for career progression within your organisation?



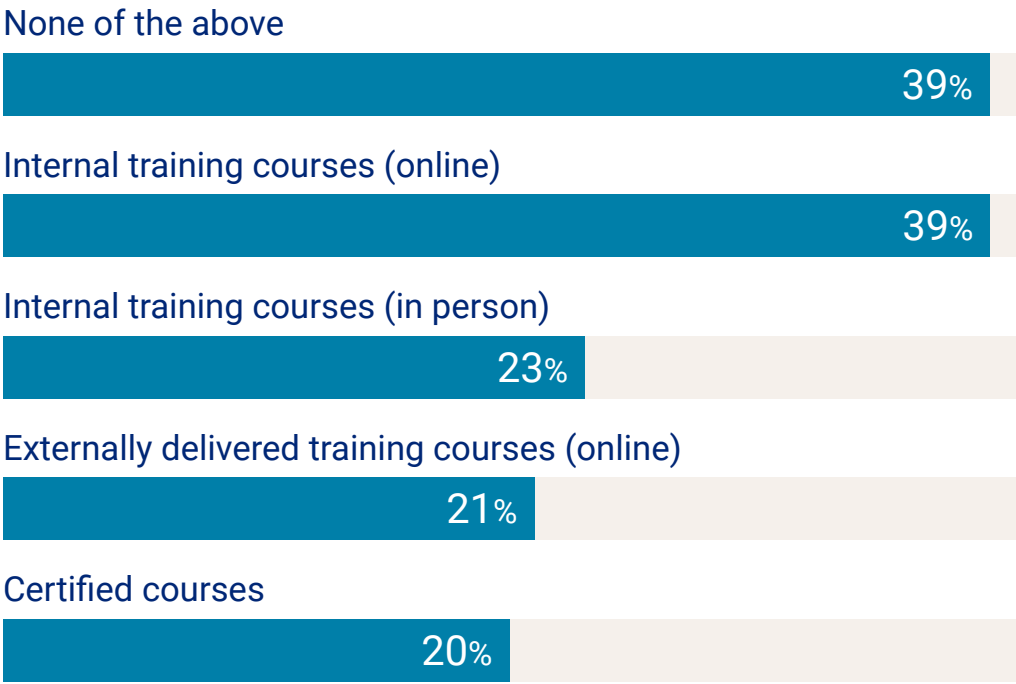
Do you expect a promotion in 2024?



Do you believe that you have the skills needed to fulfil your role in 2024?



Is your employer offering any of the following to help your development?



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



Do you plan to make any of the following changes to your career path in 2024?



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

Lack of career development opportunities	47%
Benefits are not aligned with my needs	40%
Lack of career progression	39%
Lack of job security	25%
Salary is too low	20%
Role is not challenging enough	18%
Poor work-life balance	15%
Lack of long-term opportunities	12%
Poor relationship with my manager	11%
Commute distance is too far	8%

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

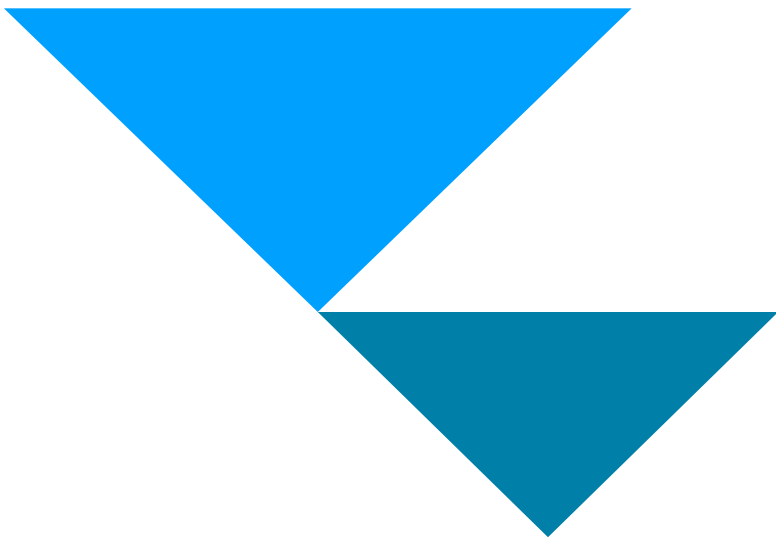
Aside from salary, which of the following three factors are most important to you in an organisation?

Benefits package	61%
Good work atmosphere	47%
Career development initiatives	42%
Work-life balance initiatives	29%
Challenging role or projects	27%
Job security	27%
Employer brand and reputation	17%
Location	17%
Remote work	16%
Diversity initiatives	9%

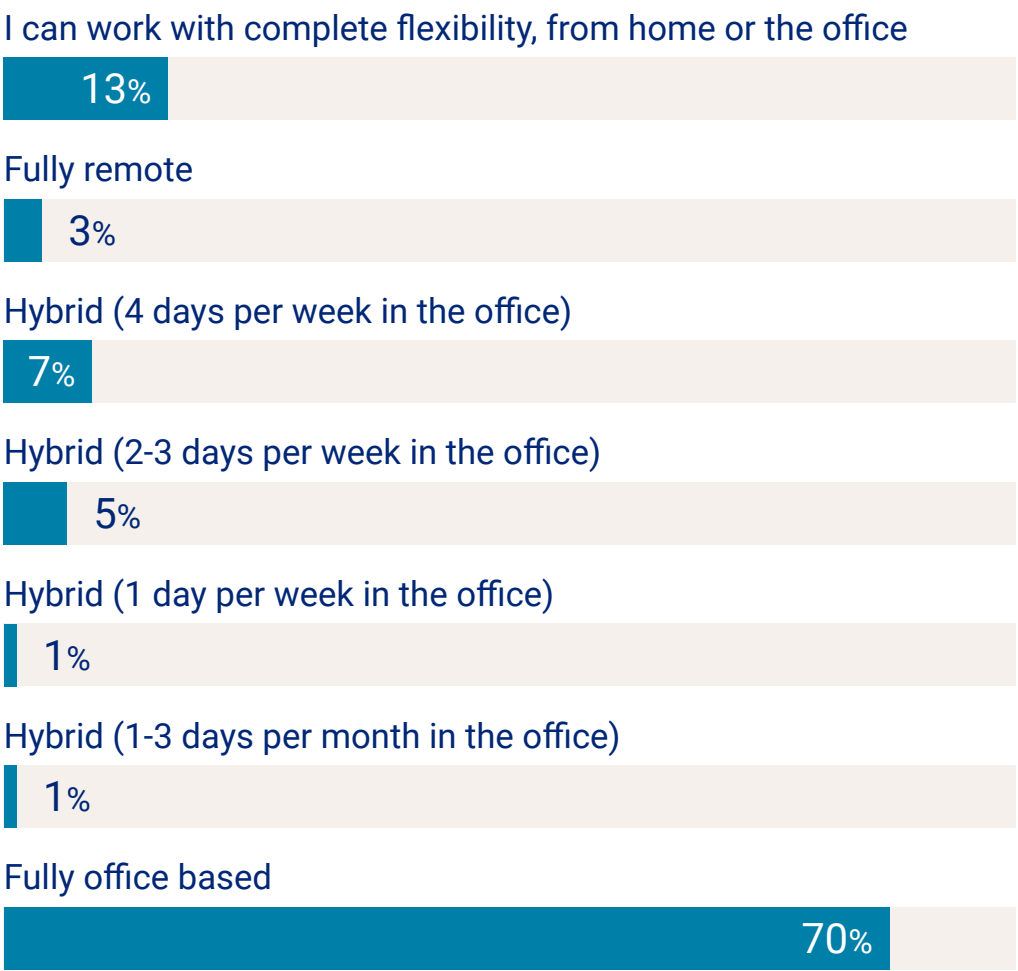
Respondents could select up to 3 answers / Top 10 most common selections

WORK-LIFE BALANCE

How satisfied are you with your work-life balance?



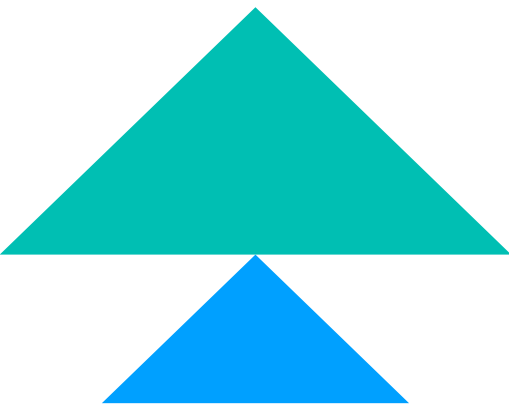
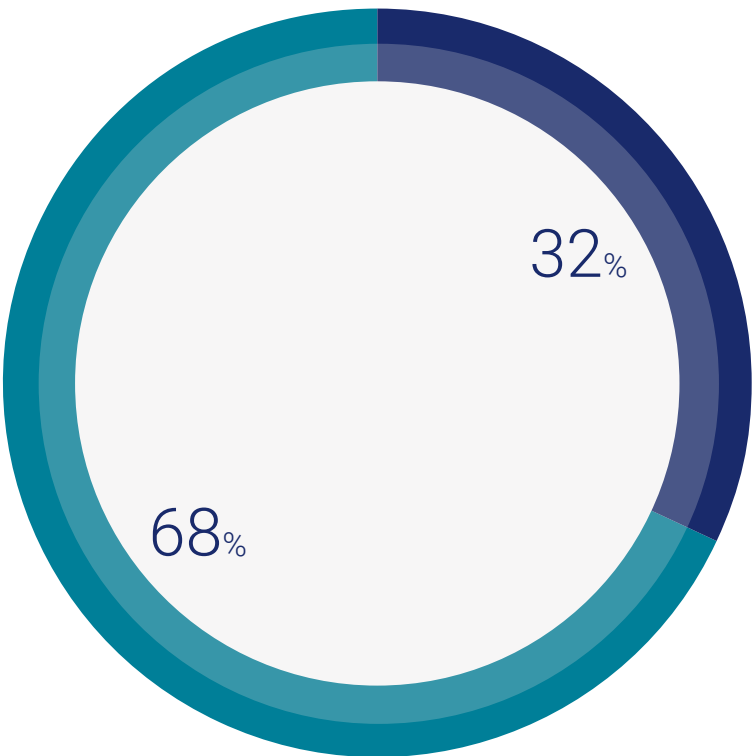
How would you describe your organisation's current working model?



AI IN THE WORKPLACE

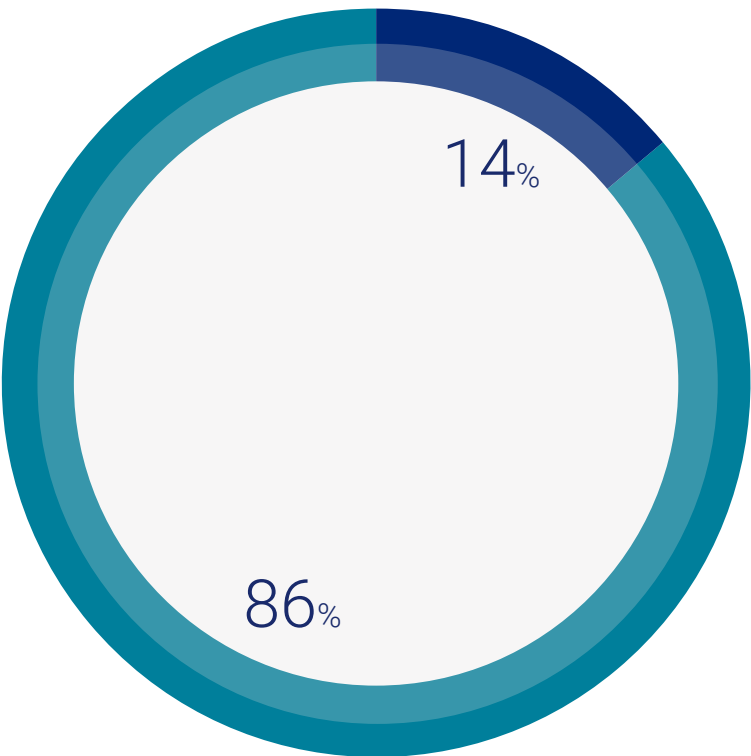
Are you currently using generative AI technologies or tools as part of your job?

● Yes ● No



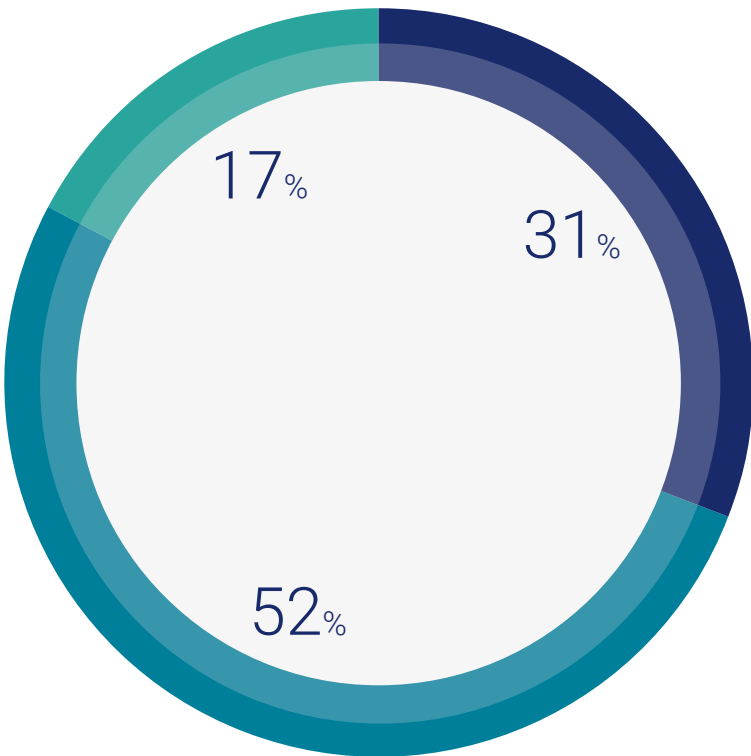
Has your organisation prohibited use of AI in the workplace?

● Yes ● No



Does your organisation have guidance or quality assurance for generating AI content and materials?

● Yes ● No ● Unsure

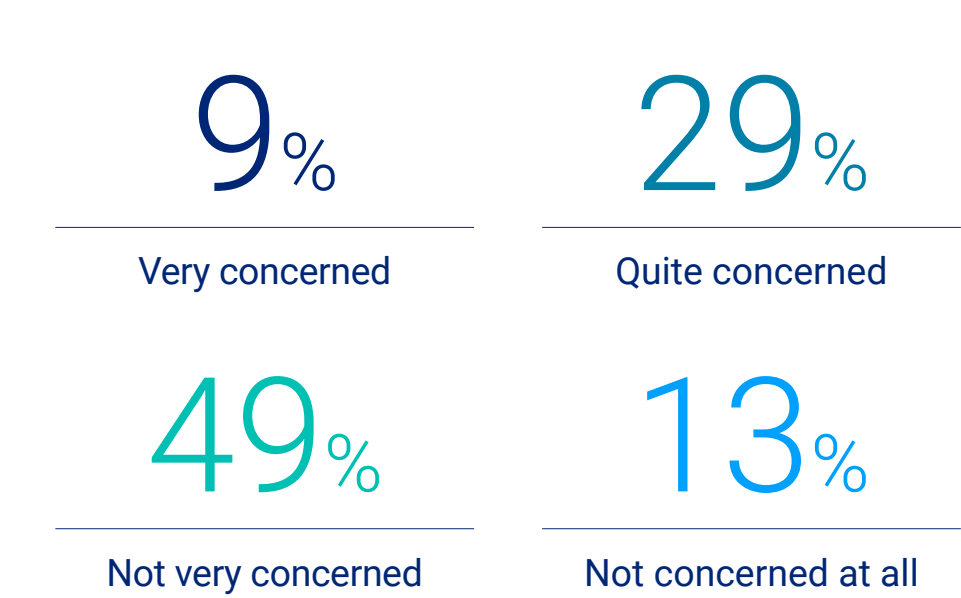


How do you use AI in your work?

To summarise or paraphrase text	69%
As a writing assistant – e.g. writing or improving emails or presentations	60%
Term definition or explaining complicated topics	39%
For data analysis – e.g. comparing data sets or creating formulas	25%
For content creation from scratch – including text, video, or audio	21%
To write or debug code – including html or JavaScript	7%
Other	5%

Respondents could select all answers that applied

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

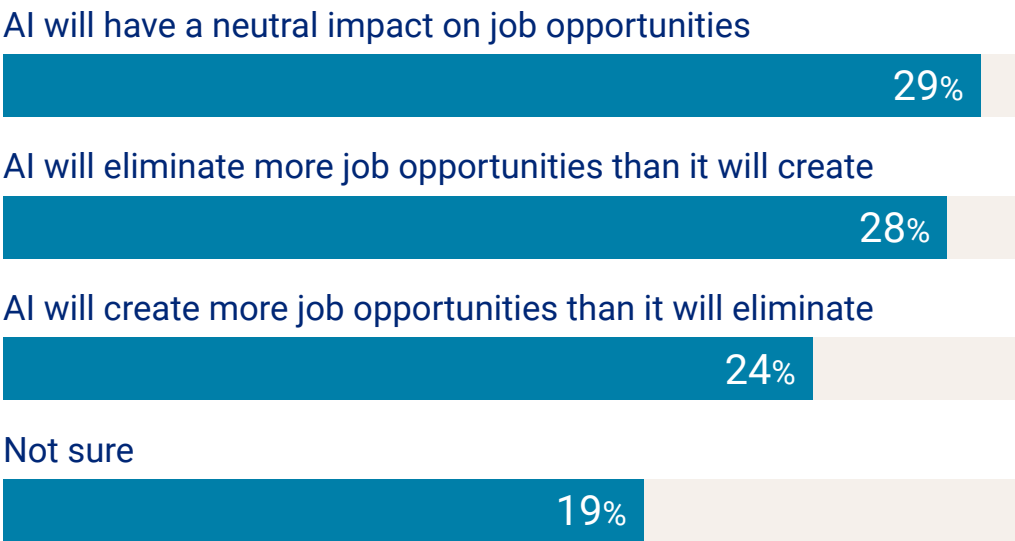


What do you think are the primary benefits of using AI in the workplace?

Increased productivity and efficiency	63%
Creativity and idea generation	50%
Reduced risk of human error	47%
Higher quality of work	38%
Enhanced communication and clarity	34%
Enhanced decision-making capabilities	27%
Other	2%

Respondents could select all answers that applied

How do you expect AI to affect future job opportunities?

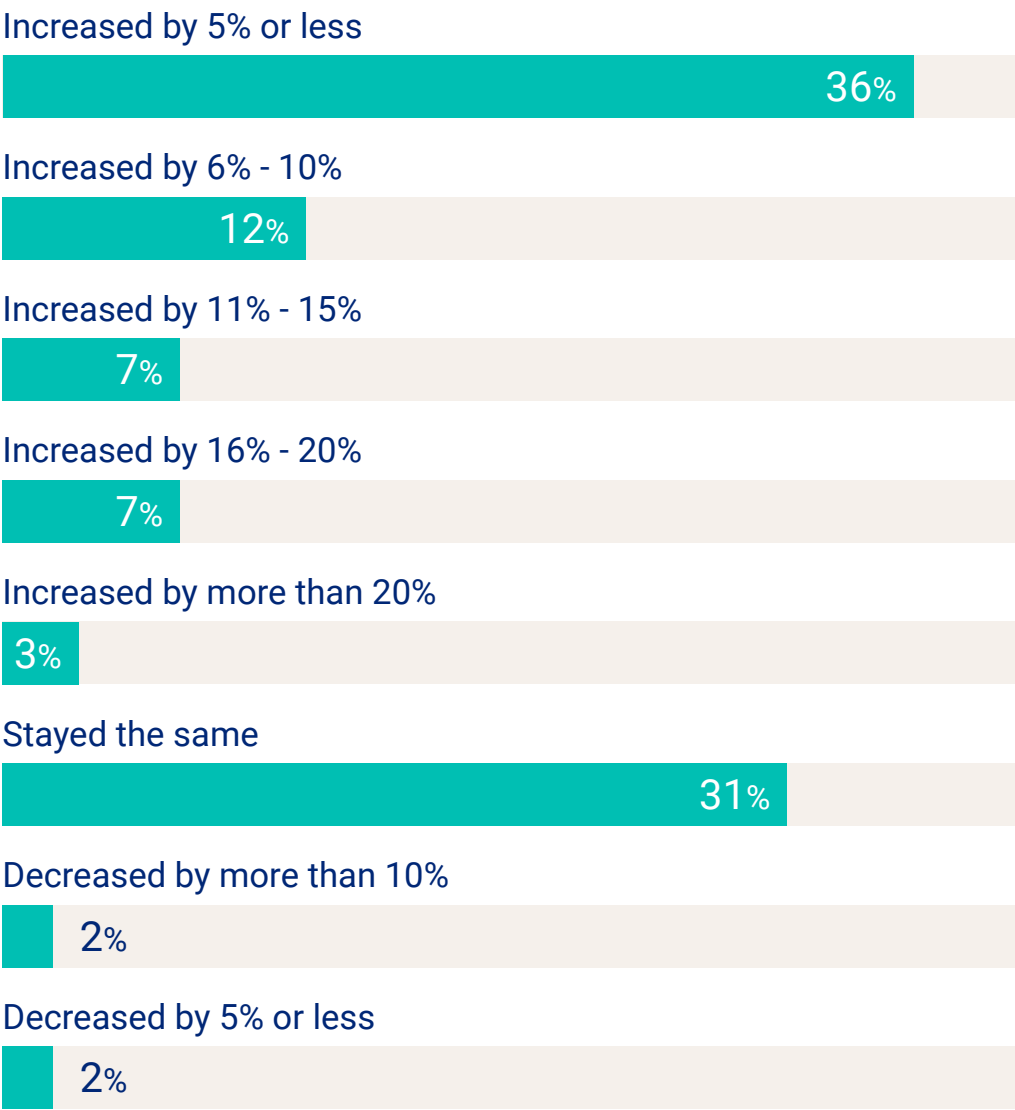


EMPLOYER SURVEY RESULTS

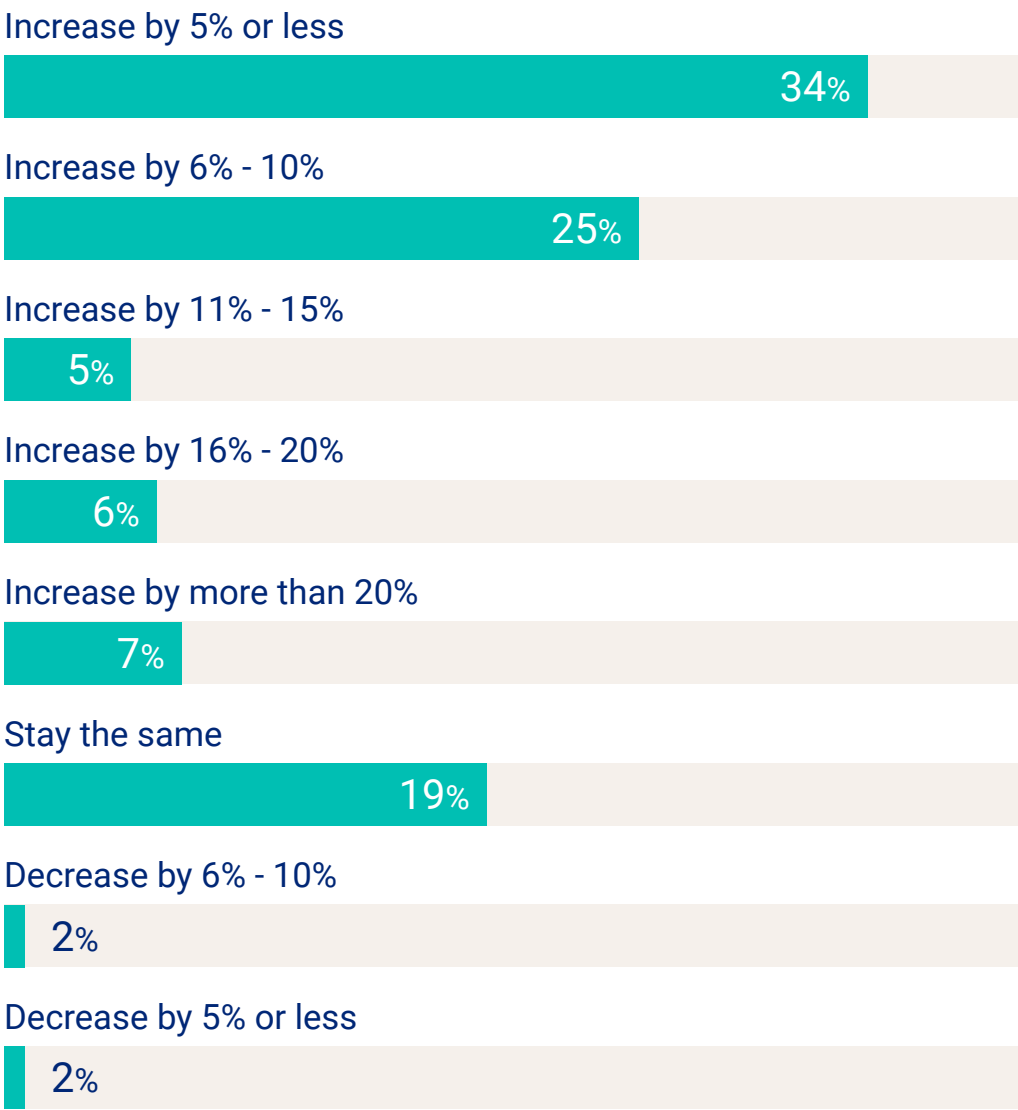


SALARY AND BENEFITS

How have salaries / rates of pay within your organisation generally changed in 2023?



In 2024, how do you expect salaries / rates of pay within your organisation to generally change?



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

We have set criteria for salary increases	56%
We don't have any of the above	34%
We publicise salary banding structures	14%
We publicise all employee salaries	5%

Respondents could select all answers that applied

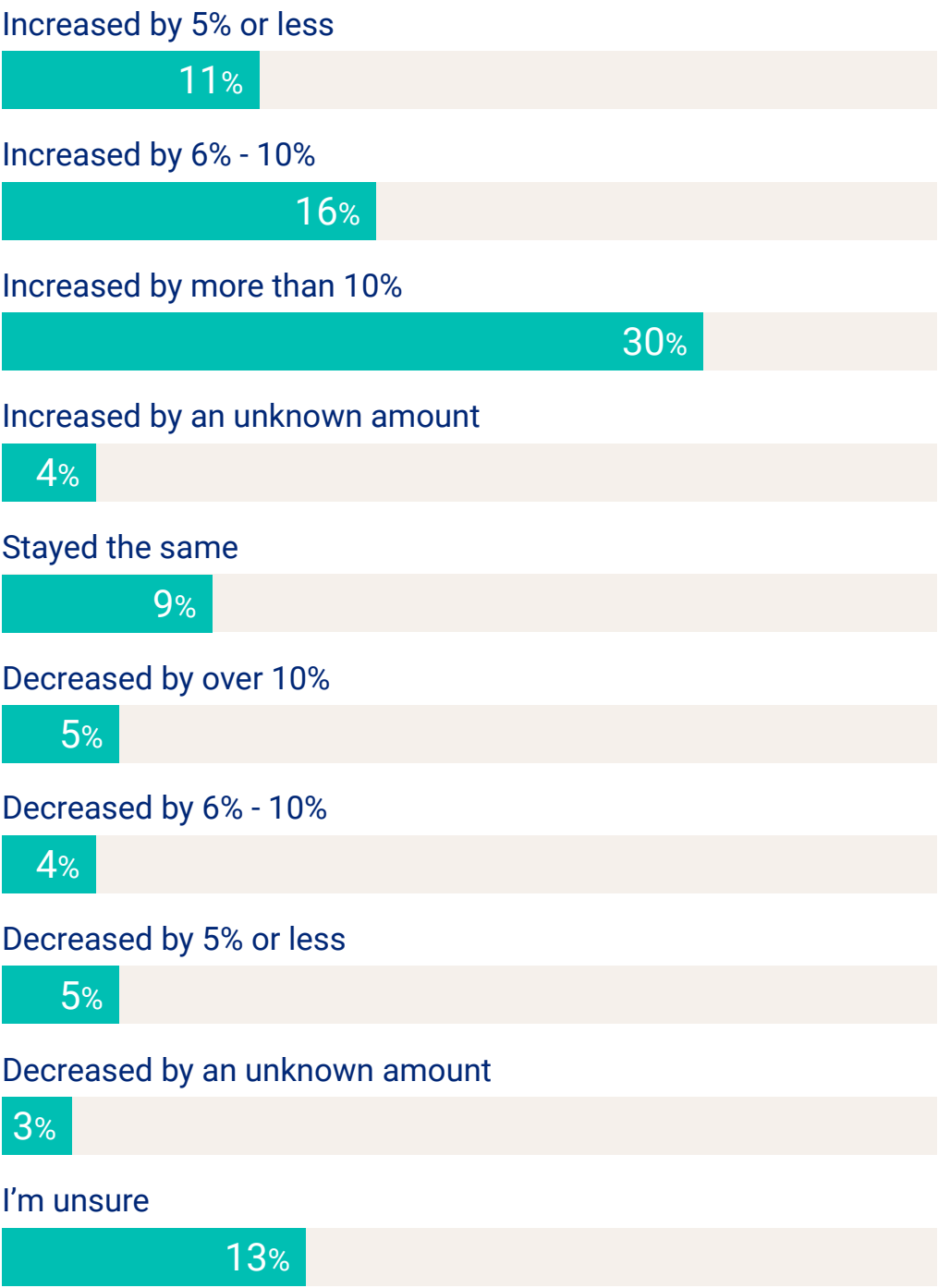
Which of the following benefits are offered to employees?

Air ticket / travel allowances	60%
Child education allowances	37%
Transport allowances	33%
Employee loans	32%
Flexible working	28%
Life insurance	28%
Living / accommodation allowances	28%
Additional vacation days	27%
Company car or car allowance	25%
Hybrid / remote working options	22%

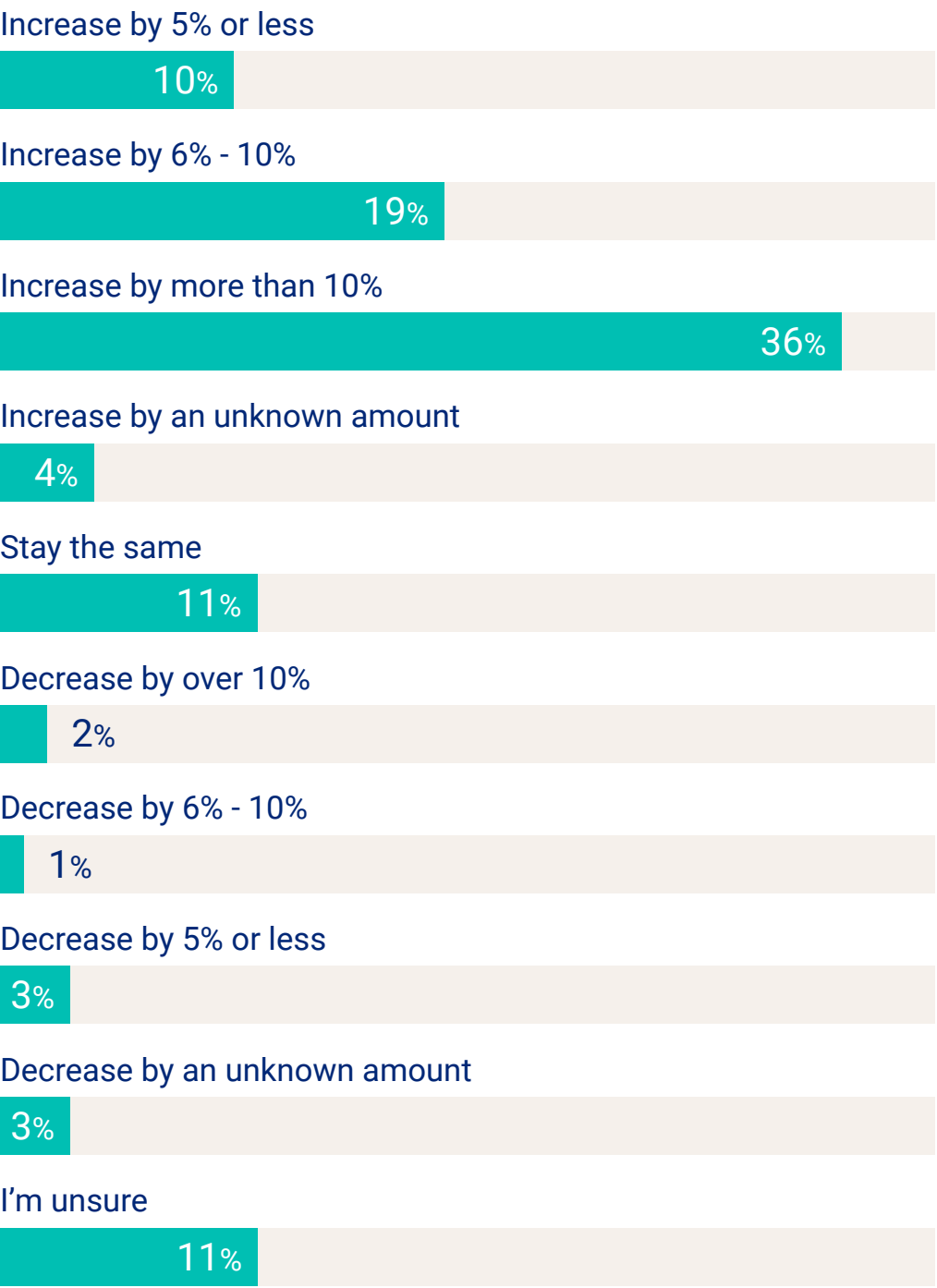
Respondents could select all answers that applied / Top 10 most common selections

RECRUITMENT AND RETENTION

How did your organisation's headcount change in 2023 compared to 2022?

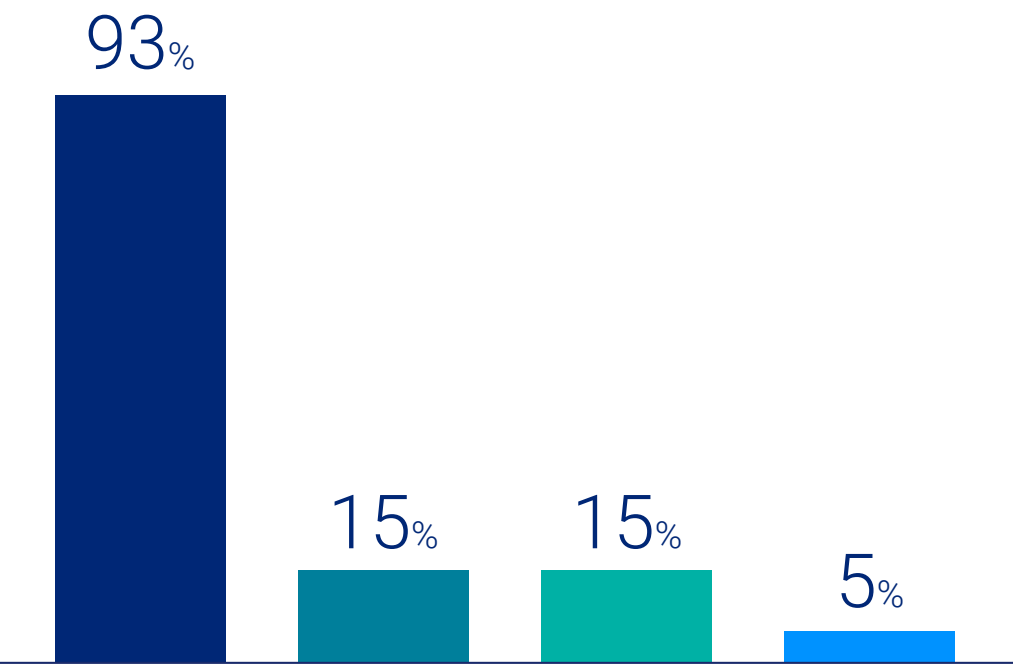


How do you expect your organisation's headcount to change in 2024 compared to 2023?



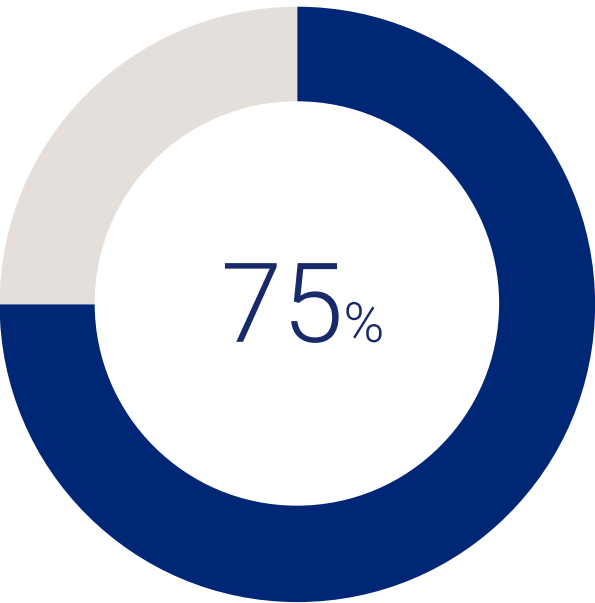
What kind of roles are you recruiting for in 2024?

- Permanent employees
- Temporary contract employees
- Freelancers and/or contractors
- We are not planning to recruit

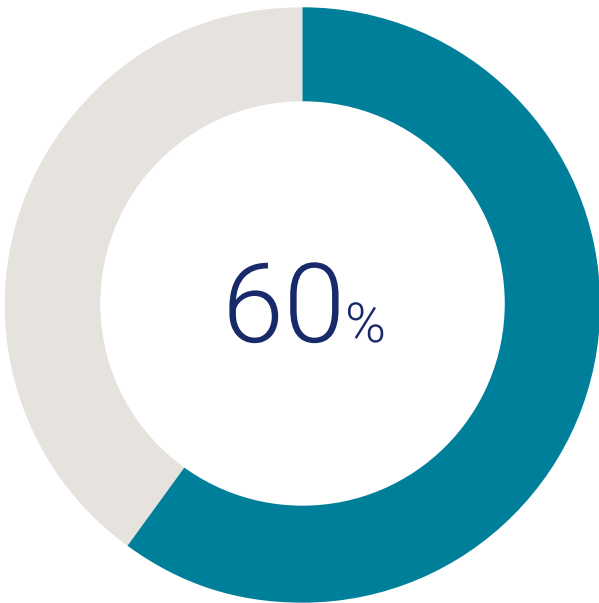


Respondents could select all answers that applied

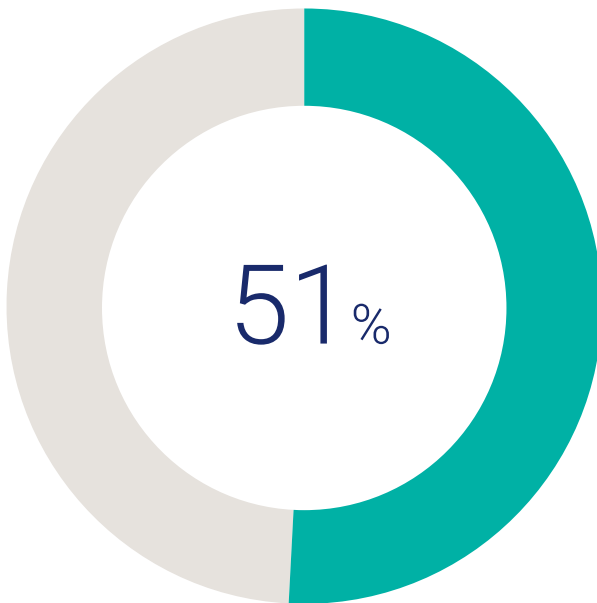
In which locations are you currently recruiting?



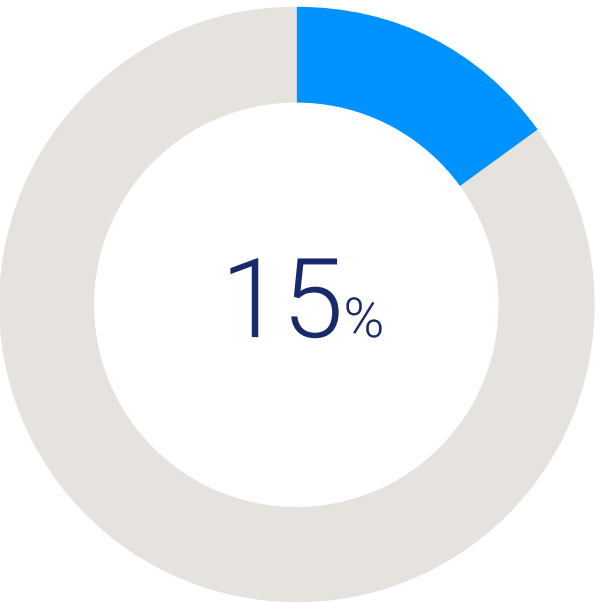
Riyadh



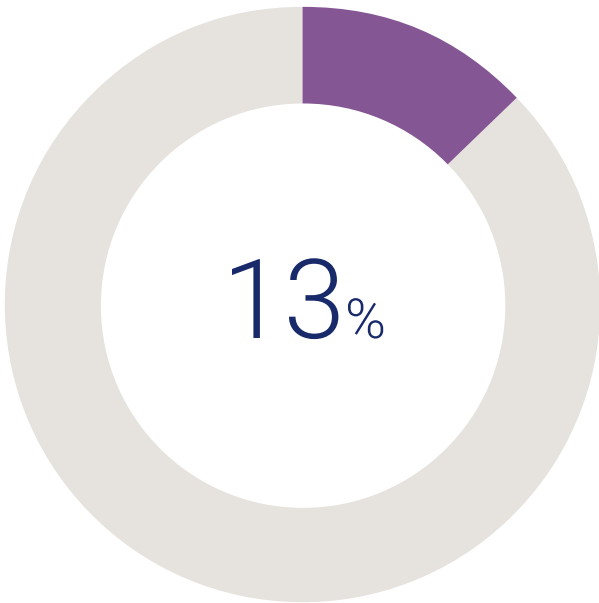
Jeddah



Eastern Province



Rest of World



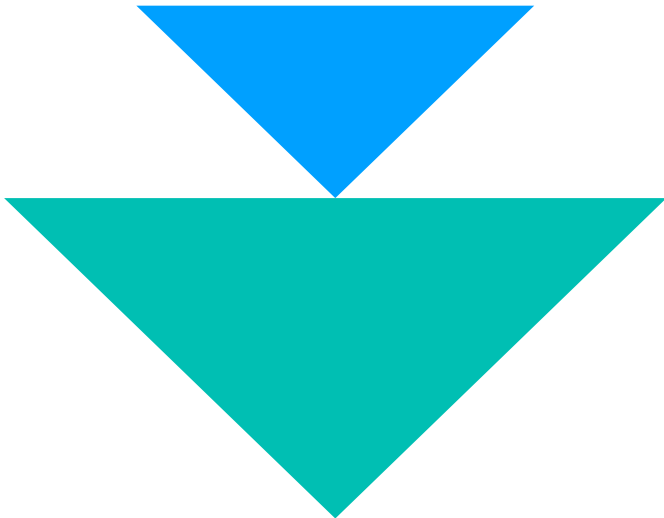
Dubai

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?

Benefits package	76%
Career development initiatives	57%
Good work atmosphere	40%
Job security	26%
Challenging role or projects	23%
Employer brand and reputation	22%
Work-life balance initiatives	11%
Location	8%
Remote work	6%
Diversity initiatives	4%

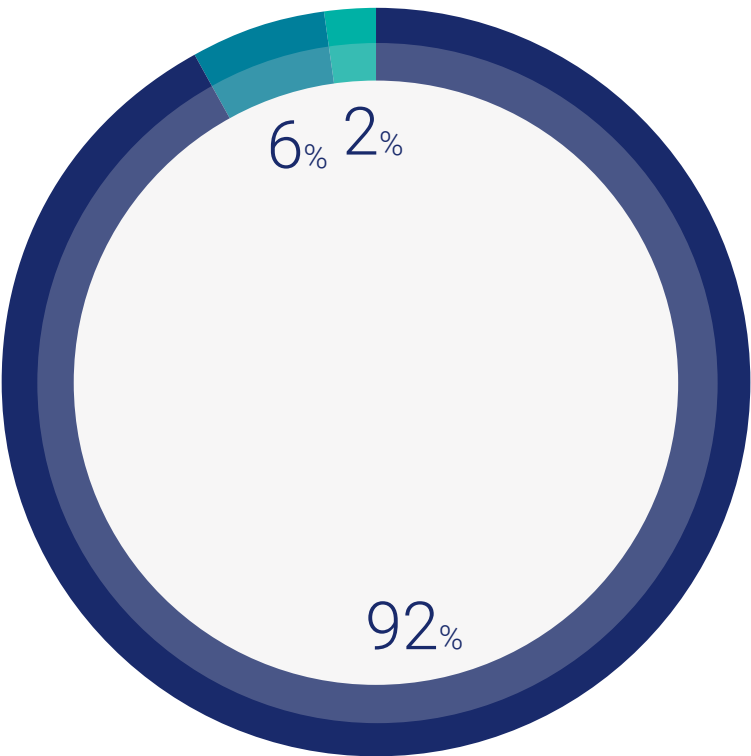
Respondents could select up to 3 answers / Top 10 most common selections



SAUDIZATION

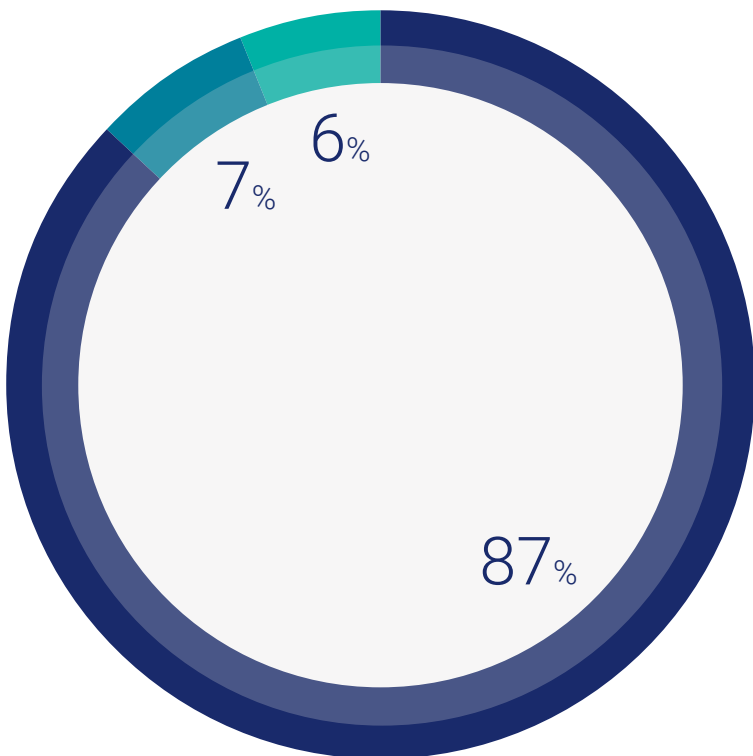
Do you currently employ any Saudi national citizens?

● Yes ● No ● Unsure

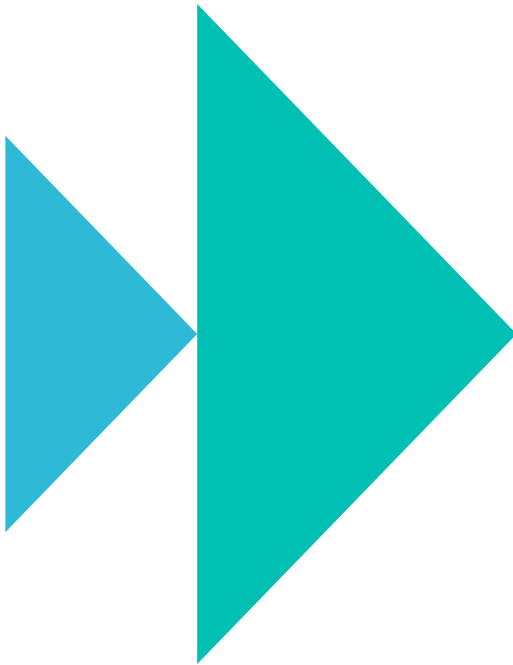


Do you plan on increasing headcount of Saudi national citizens in the next 12 months?

● Yes ● No ● Unsure

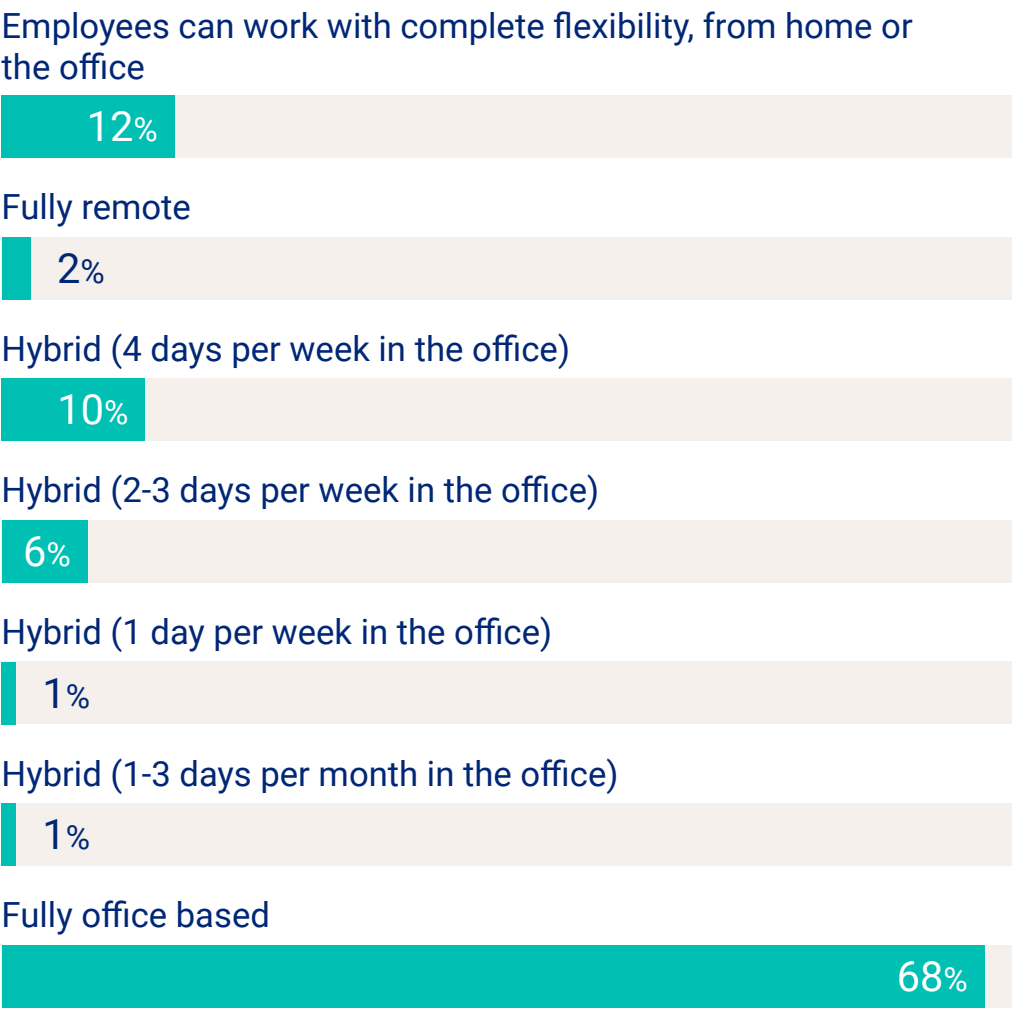


With demand for Saudi nationals reaching unprecedented levels, hiring managers prioritise qualified and experienced Saudi national citizens over international candidates.

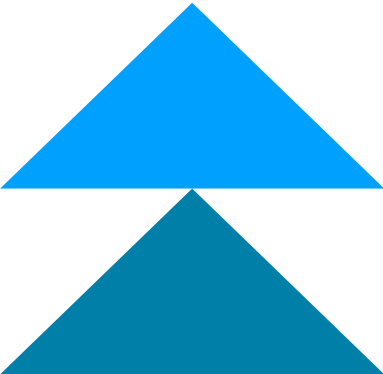
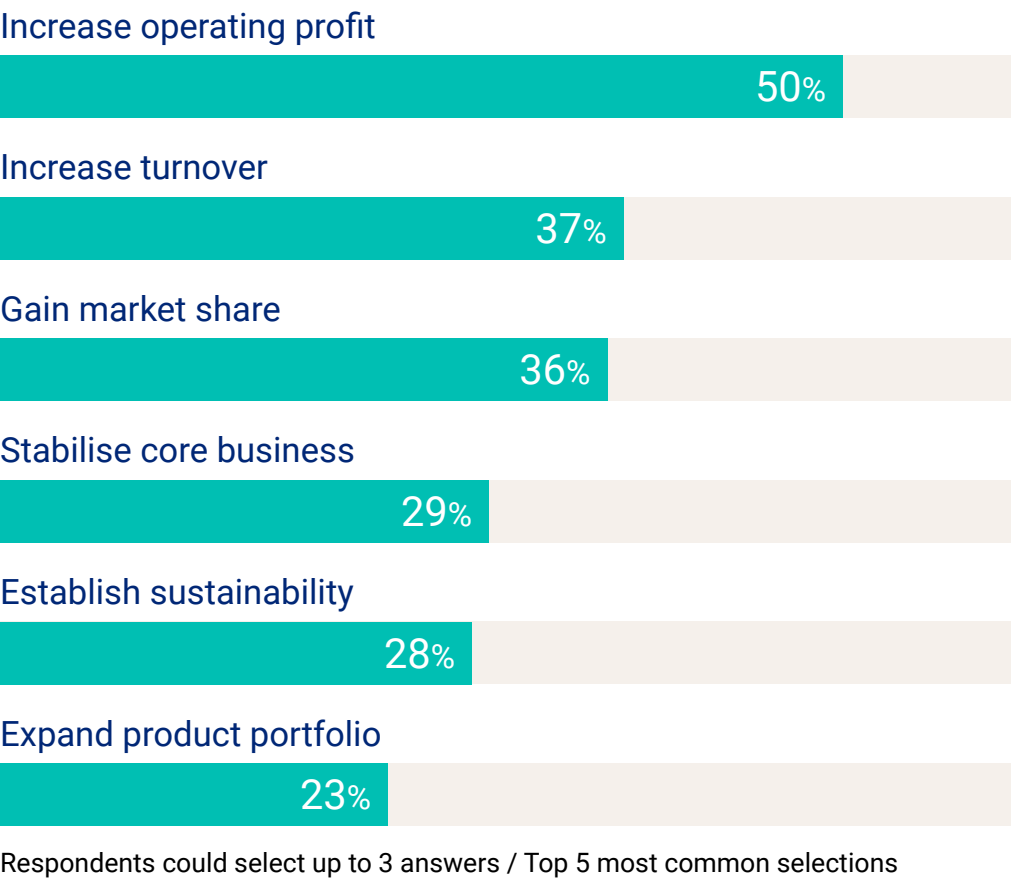


ORGANISATION AND STRATEGY

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



Which strategic goals are currently in focus in your organisation?



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

Shortage of skilled professionals on the market	26%
Organisational finances or budgets are limited	19%
Difficulties retaining current workforce	12%
Rising costs for businesses	12%
Shortage of management level candidates on the market	9%
Keeping up with technology innovation	9%
I'm unsure	5%
Shortage of graduates and young people entering the job market	4%
Other	2%
Rising cost of living for staff	2%

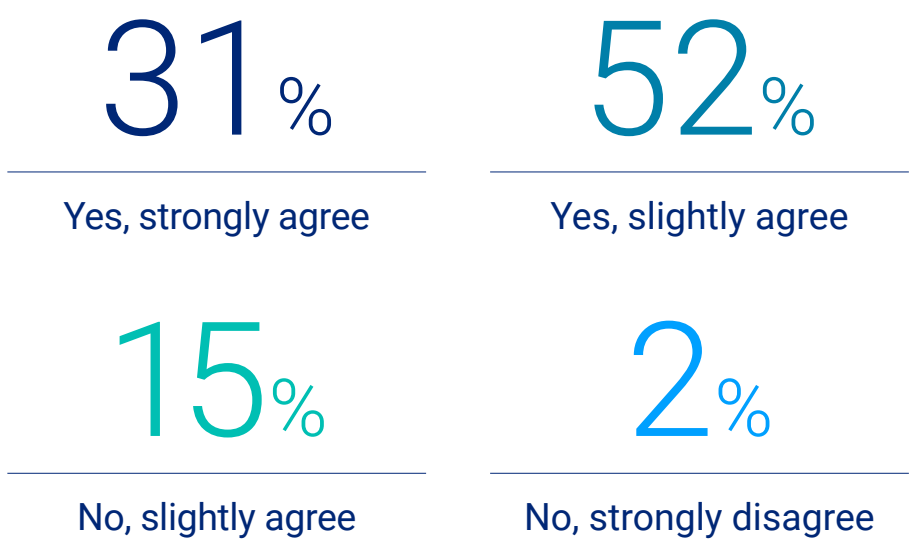
What are your organisation's HR investment focus areas for 2023 and 2024?

Employee retention	43%
Employee training programmes	43%
Employee recruitment	28%
Automation of processes	29%
Employer Value Proposition / Employer Branding	21%

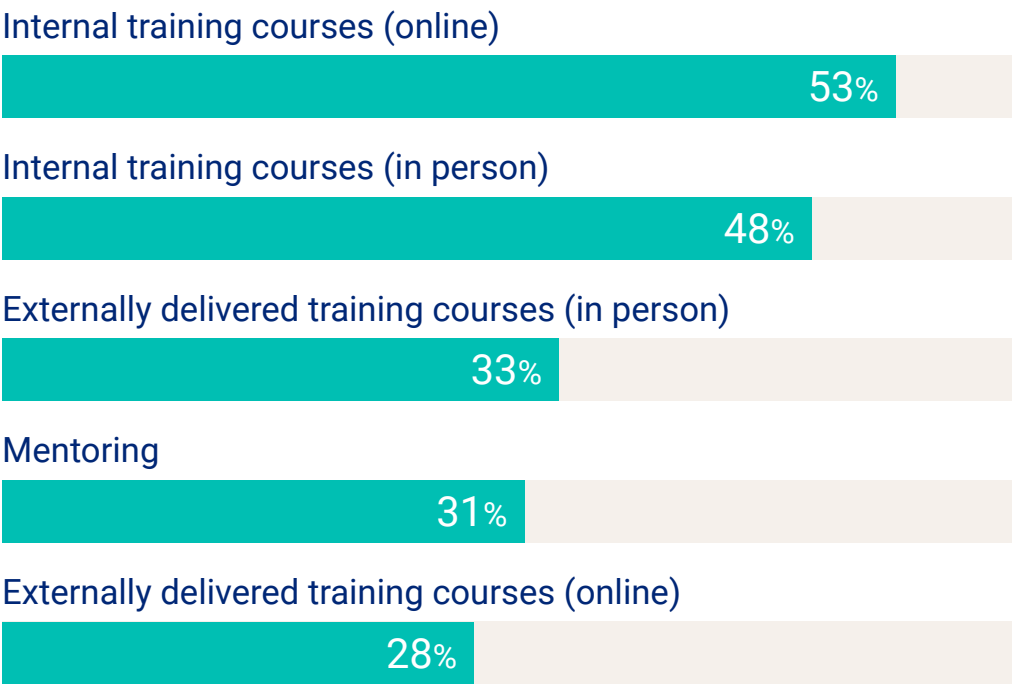
Respondents could select up to 3 answers / Top 5 most common selections

SKILLS AND TALENT

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

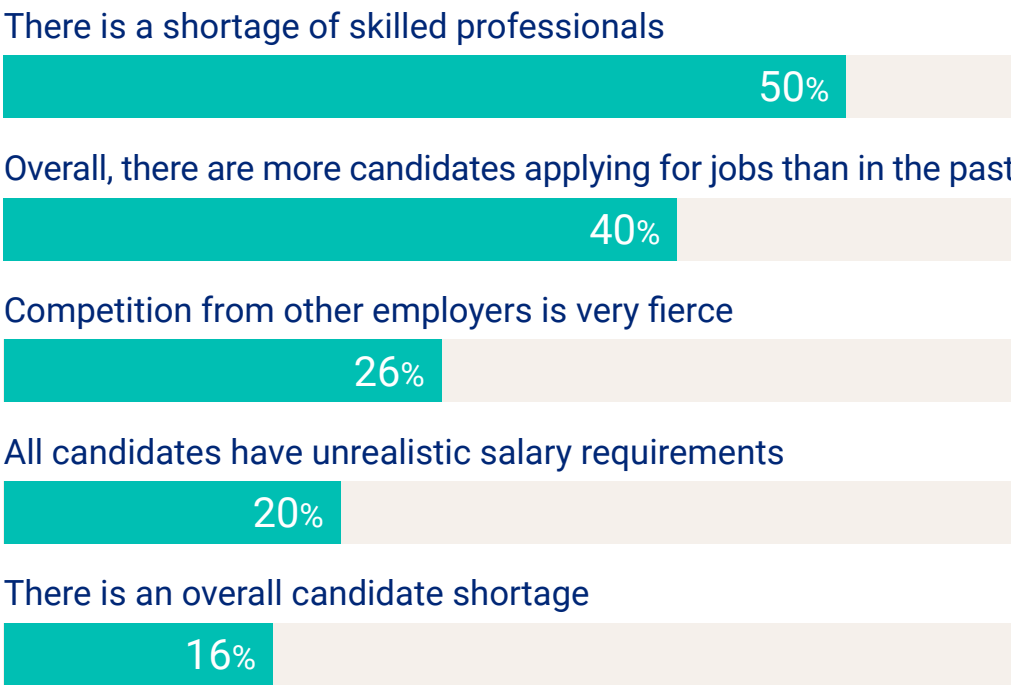


What kind of training does your organisation offer to employees?



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

Which of these statements best describes the labour market in 2023?



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



Which positions have been the most difficult to fill?

Management level	66%
Intermediate level	45%
Director level	42%
C-Suite level (CEO, CFO, CMO, CTO etc.)	26%
Graduate/Entry/Junior level	13%
None of the above	2%

Respondents could select up to 3 answers

Is your organisation taking any of the following actions to address recruitment challenges?

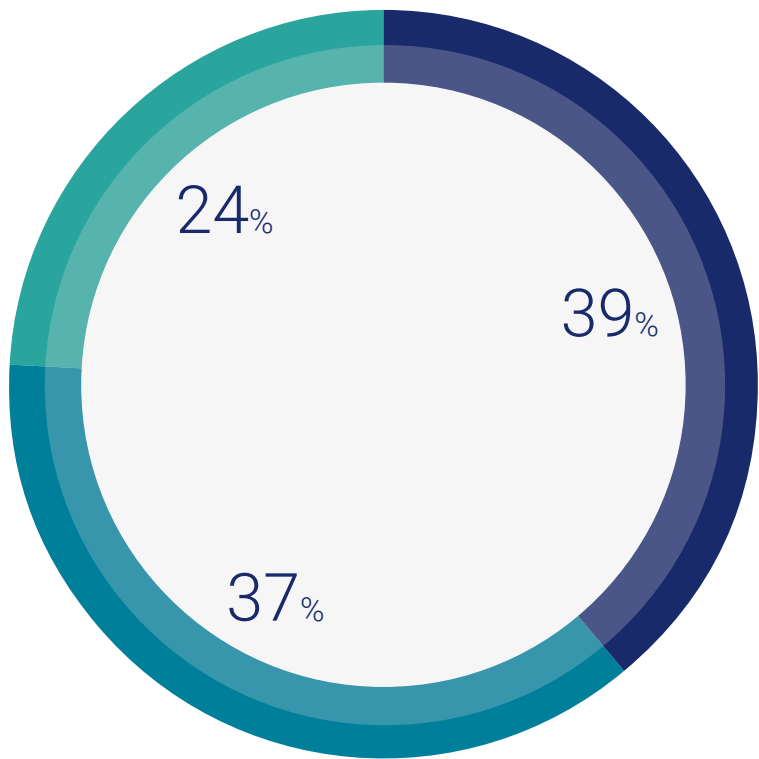
Increasing international recruitment	39%
Increasing the use of recruitment agencies	37%
Strengthening our Employer Brand	33%
Upskilling and reskilling the existing workforce	31%
Using or setting up shared service centres	20%

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

AI IN THE WORKPLACE

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

● Yes ● No ● Unsure



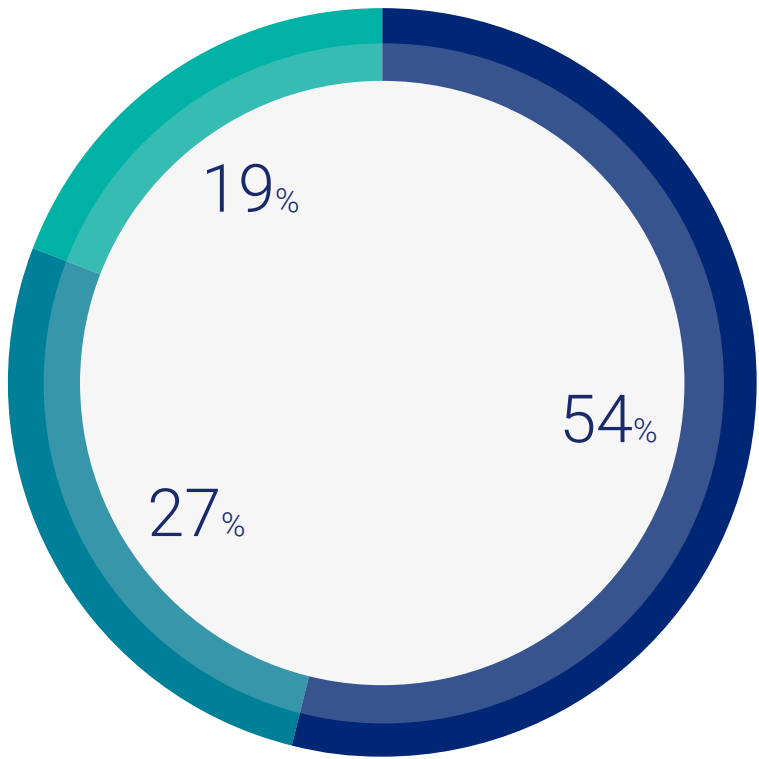
If your organisation does not recommend the use of AI, what are the reasons?

Security risks	34%
Lack of training and support	31%
Don't see the benefits	27%
Privacy concerns	25%
I'm unsure	22%

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

Does your organisation have guidance or quality assurance for generating AI content and materials?

● Yes ● No ● Unsure

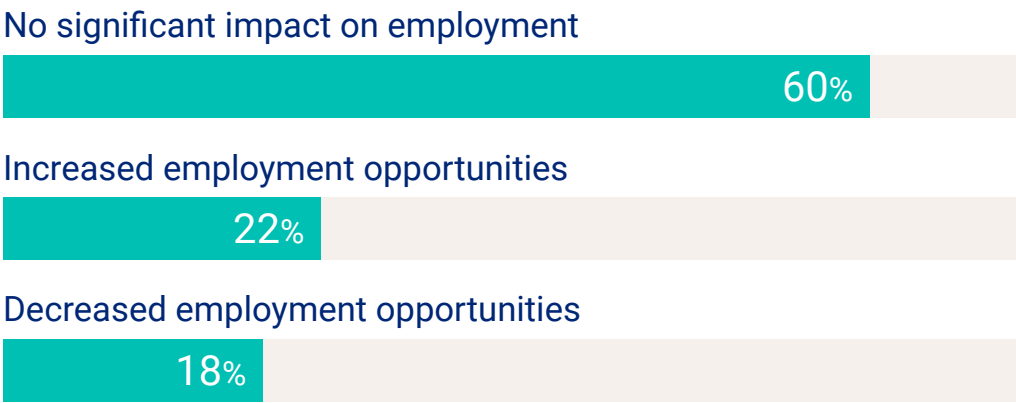


What do you think are the primary benefits of using AI in the workplace?

Increased productivity and efficiency	59%
Reduced risk of human error	53%
Creativity and idea generation	50%
Higher quality of work	43%
Enhanced communication and clarity	29%
Enhanced decision-making capabilities	28%
Other	5%

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

How do you think AI will impact or has impacted employment opportunities in your industry or sector?



How do you expect AI to affect future job opportunities?

AI will eliminate more job opportunities than it will create	38%
AI will have a neutral impact on job opportunities	23%
AI will create more job opportunities than it will eliminate	22%
Not sure	17%

What is your organisation doing to address the potential impact of AI on employment?

Unsure	47%
We're still considering the implications of AI usage before taking action	30%
We're making employees aware of our current/future AI policy	12%
We offer upskilling/reskilling training programmes to employees	9%
Other	1%

SALARY GUIDE



ACCOUNTANCY & FINANCE

Position	SAR Range	SAR Average
Chief Financial Officer (CFO)	90,000 - 200,000	120,000
Head of Internal Audit	60,000 - 90,000	75,000
Finance Director	55,000 - 90,000	70,000
Financial Controller	45,000 - 60,000	50,000
Finance Manager	35,000 - 45,000	42,000
Audit Manager	30,000 - 45,000	35,000
Senior Accountant	15,000 - 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 - 100,000	90,000
Vice President (VP)	60,000 - 80,000	70,000
Fund Manager	50,000 - 80,000	70,000
Portfolio Manager	50,000 - 80,000	70,000
Relationship Manager	40,000 - 60,000	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
C-Suite	100,000 - 350,000	205,000
Executive Director	100,000 - 130,000	115,000
Project Director	70,000 - 95,000	85,000
Architecture Director	70,000 - 95,000	82,500
Development Director	70,000 - 95,000	82,500
Urban Planning Director	70,000 - 95,000	82,500
Facilities Director	50,000 - 85,000	67,500
Property Management Director	50,000 - 75,000	60,000
Leasing Director	50,000 - 75,000	60,000
Senior Project Manager	45,000 - 65,000	55,000
Senior Contracts Manager	45,000 - 65,000	55,000
Commercial Manager	40,000 - 55,000	47,500

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

HUMAN RESOURCES

Position	SAR Range	SAR Average
Chief Human Resources Officer (CHRO)	90,000 - 140,000	115,000
HR Director	60,000 - 100,000	85,000
HR Business Partner	30,000 - 45,000	37,500
HR Manager	30,000 - 40,000	35,000
Learning & Development Manager	30,000 - 40,000	35,000
Compensation & Benefits Manager	28,000 - 40,000	35,000
Talent Acquisition Manager	25,000 - 35,000	33,000
HR Generalist	15,000 - 22,000	18,000
Recruitment Specialist	14,000 - 17,000	15,000
HR Assistant	10,000 - 15,000	12,500

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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	65,000 - 80,000	72,500
Senior Legal Counsel	45,000 - 60,000	52,500
Legal Counsel	35,000 - 45,000	40,000
Legal Advisor	25,000 - 35,000	30,000
Paralegal	15,000 - 22,000	18,500
Legal Secretary	14,000 - 20,000	17,000

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MARKETING & DIGITAL

Position	SAR Range	SAR Average
VP/Chief Marketing Officer (CMO)	90,000 - 180,000	120,000
Marketing & Communications Director	65,000 - 100,000	82,500
Digital Marketing Director	60,000 - 90,000	75,000
Marketing & Communications Manager	45,000 - 55,000	50,000
Head of Performance	40,000 - 50,000	45,000
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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MANUFACTURING

Position	SAR Range	SAR Average
General Manager	70,000 - 100,000	80,000
Operations Director	60,000 - 75,000	67,500
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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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	50,000 - 80,000	65,000
Head of Supply Chain	45,000 - 65,000	55,000
Logistics Director	45,000 - 60,000	52,500
Head of Procurement	40,000 - 60,000	50,000
Head of Logistics	35,000 - 45,000	40,000
Supply Chain Manager	30,000 - 45,000	37,500
Procurement 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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OFFICE SUPPORT

Professional & Financial Services

Position	SAR Range	SAR Average
Office Manager (5+ years' experience)	20,000 - 40,000	30,000
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)	17,000 - 27,000	23,000
Office Manager (1-5 years' experience)	15,000 - 25,000	22,000
Executive Assistant to C-Level (1-5 years' experience)	15,000 - 25,000	20,000
Personal Assistant (1-5 years' experience)	15,000 - 20,000	18,000
Executive Assistant - Multi Support (1-5 years' experience)	15,000 - 20,000	17,000
Team Assistant	10,000 - 18,000	15,000
Receptionist	8,000 - 15,000	12,000
Administrator	8,000 - 15,000	12,000

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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)	14,000 - 25,000	20,000
Executive Assistant - Multi Support (5+ years' experience)	15,000 - 23,000	20,000
Executive Assistant to C-Level (1-5 years' experience)	15,000 - 22,000	18,000
Administration Manager	15,000 - 20,000	17,000
Executive Assistant - Multi Support (1-5 years' experience)	15,000 - 20,000	17,000
Office Manager (1-5 years' experience)	10,000 - 20,000	15,000
Receptionist	8,000 - 15,000	12,000
Administrator	8,000 - 15,000	12,000
Customer Service	8,000 - 15,000	12,000

SALES

Position	SAR Range	SAR Average
Chief Commercial Officer	100,000 - 200,000	120,000
Country Director	90,000 - 120,000	105,000
General Manager	70,000 - 100,000	85,000
Commercial Director	60,000 - 80,000	70,000
Solutions Sales Director	50,000 - 75,000	62,500
Sales Director	50,000 - 75,000	62,500
Business Development Director	45,000 - 80,000	62,500
Head of Sales	40,000 - 65,000	52,500
Commercial Manager	40,000 - 55,000	47,500
Country Manager	35,000 - 55,000	45,000
Business Development Manager	35,000 - 50,000	42,500
Sales Manager	25,000 - 45,000	35,000
Key Account Manager	20,000 - 40,000	30,000

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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)	80,000 - 160,000	110,000
Chief Product Officer (CPO)	80,000 - 160,000	110,000
IT Director	65,000 - 100,000	90,000
Head of IT	45,000 - 80,000	60,000

Information/Cyber Security

Position	SAR Range	SAR Average
Head of Information Security	40,000 - 65,000	50,000
Head of Data Protection	40,000 - 65,000	50,000
Information Security Officer	35,000 - 55,000	45,000
Information Security Architect	30,000 - 50,000	42,000
Data Governance Manager	32,000 - 55,000	40,000
Information Security Manager	32,000 - 55,000	40,000
IT Security Manager	32,000 - 55,000	40,000
Information Security Engineer	24,000 - 40,000	30,000
Application Security Engineer	20,000 - 30,000	26,000
Penetration Tester	19,000 - 35,000	26,000
Information Security Analyst	15,000 - 25,000	21,000

Project Delivery & Business Analysis

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

PreSales & Solutions Architecture

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

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ERP & Enterprise Applications

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

TECHNOLOGY

Software Engineering

Position	SAR Range	SAR Average
VP of Engineering	60,000 - 90,000	75,000
Head of Engineering	50,000 - 60,000	55,000
Engineering Manager	40,000 - 50,000	45,000
Head of QA/Testing	30,000 - 48,000	42,000
Software Architect	30,000 - 40,000	35,000
Lead QA/Test Analyst	25,000 - 35,000	30,000
DevOps Engineer	20,000 - 35,000	30,000
Mobile Application Developer	20,000 - 30,000	26,500
Front End Developer/Engineer	20,000 - 35,000	25,000
Full Stack Developer	20,000 - 35,000	25,000
Back End Developer/Engineer	20,000 - 35,000	23,000
UI/UX Developer	20,000 - 30,000	23,000
QA/Test Analyst	15,000 - 30,000	22,000

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Data Science & Analytics

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

Product Management

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

Cloud, Infrastructure & Networking

Position	SAR Range	SAR Average
Enterprise Architect	40,000 - 65,000	55,000
Head of Infrastructure	40,000 - 60,000	50,000
Cloud Architect	40,000 - 55,000	45,000
Infrastructure Manager	30,000 - 45,000	40,000
Site Reliability Engineer	30,000 - 45,000	40,000
Network Architect	30,000 - 45,000	37,500
Cloud Engineer	30,000 - 40,000	35,000
IT Manager	25,000 - 45,000	32,500
Network Engineer	18,000 - 30,000	22,500
Systems Engineer/Administrator	15,000 - 25,000	20,000
IT Support Analyst	15,000 - 25,000	17,500

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 and Abu Dhabi, with a new office opening in Riyadh in 2024.

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

We provide expert recruitment services across:

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

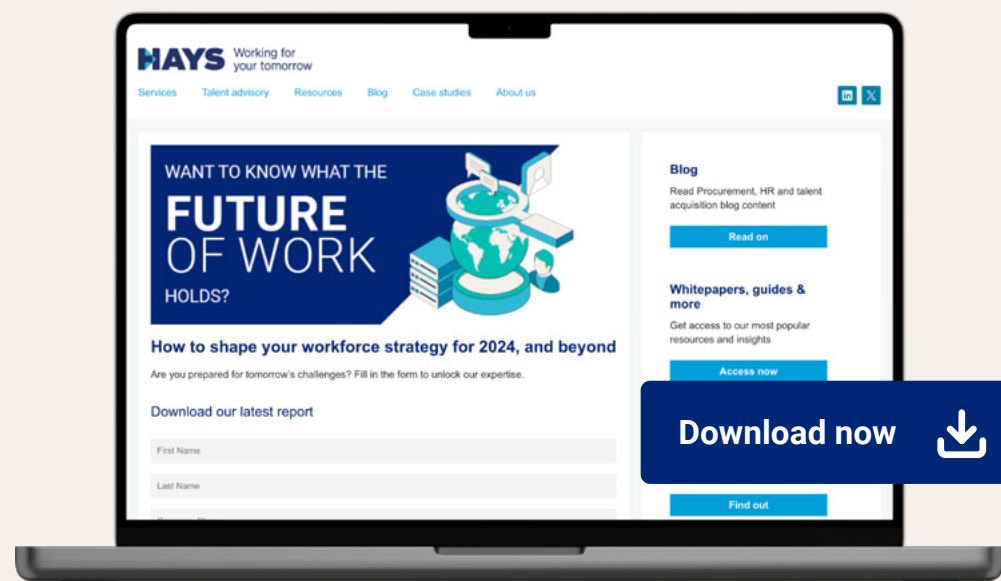
Industries in the Middle East:

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



DISCOVER MORE **RESOURCES**

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



Future World of Work

To understand the composition of tomorrow's workforce, organisations need to understand three interconnected landscapes. Download our Future World of Work report to learn more about:

- **Macro landscape:** including the impact of inflation, evolving legislation, and the looming threat of climate change
- **Innovation landscape:** understanding how AI is reshaping existing roles and creating new ones, and the growing importance of a digital-first employee experience in competing for top talent
- **People landscape:** we reflect on the complex debate over 'where' work gets done and explore how organisations can turn the dial on their Diversity, Equity and Inclusion, and Learning and Development strategies, respectively



An Introductory Guide to Successful RPO

Is your business losing money through lengthy recruitment processes and empty seats in revenue-generating roles?

Progressive companies are turning to Recruitment Process Outsourcing (RPO) to ensure they can get the talent they need, at scale, when it's needed. Whether you're new to RPO or you want to better understand how it can be beneficial for your specific business, this playbook delivers all you need to know:

- What RPO involves and how it works
- Who RPO benefits and how
- The different RPO models available and how to choose the best fit
- How to build a strong business case to win over internal stakeholders
- How to select the right RPO provider



Inside Tech Talent

Are you struggling to attract and retain top tech people?

Inside Tech Talent includes comparable data across 20 countries, so you can the wants and needs of tech professionals in the Middle East and Mainland Europe. Use our insights to beat your competitors for in-demand talent across Software Development, Data, Cybersecurity, Cloud Computing and more.

- Compare the priorities and expectations of tech professionals in different EMEA countries and subregions
- Benchmark your talent strategies against those of your competitors'
- Benefit from expert advice about what to look for when hiring in 10 key tech verticals
- Stay tuned for the latest iteration of this report, scheduled for release this Spring.

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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