

SAUDI ARABIA SALARY GUIDE

2022



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Welcome to the third edition of Hays Saudi Arabia Salary Guide! It is my pleasure to introduce this report at a time when there is so much optimism and opportunity in the market. A significant 79% of Saudi Arabia-based employers echo my sentiment, feeling positive about the outlook for business in 2022 (up from just 52% last year and 61% in 2019).

As with other global economies, the pandemic resulted in challenging market conditions for Saudi Arabia. With lockdown measures and travel restrictions limiting workforce capabilities and reducing global demand for oil, the government was forced to make cut backs to budgets, with many construction and real estate projects being put on hold. Two years on however, the economy has bounced back, resulting in a very active jobs market. 43% of organisations increased their headcount in 2021, up on 29% who did so the prior year, and a record 80% intend on recruiting additional headcount in 2022.

New and ongoing initiatives surrounding Vision 2030 and the PIF mega projects are driving growing opportunities in the jobs market, as well as multiple start-ups and MNCs establishing headquarters in region. As an emerging economy, many companies are entering the market now to secure their place and establish a market share ahead of the anticipated boom.

Good news for job seekers is that job opportunities are varied across sector, with multiple available. That being said, employers are proving selective when it comes to hiring. Most in-demand candidates include senior-level, commercially driven, and internationally experienced professionals. With so much business opening up in region, employers are seeking candidates who can lead and delivery on growth objectives.

When it comes to pay, further good news for working professionals in Saudi Arabia is that a significant 72% of employers expect salaries in their organisation to increase in 2022 (compared to 46% that offered an increase in 2021). Not all candidates can expect to benefit from this however. Instead, the trend in previous years has shown that most pay increases are awarded on an individual basis. Our advice to professionals who believe they are deserved of a pay rise, is to be prepared to ask for one. Those who sit and wait from a pay rise may be disappointed.

Those lucky enough to secure a pay rise this year are likely to only see a marginal uplift. The average salary increase experienced last year was by up to 5% and employers predict the same again for 2022. This is unlikely to be sufficient to retain talented candidates who, due to the onslaught of companies setting up in region, are high in demand. Competition amongst employers for the most highly skilled professionals is fierce and organisations will need to factor attrition and retention into their workforce planning and strategy. Salary, flexible working options, career development opportunities and efficient onboarding processes are major factors that must be considered.

In summary, the theme we would use to define Saudi Arabia's recruitment market in 2022 is “buoyant”; employers with serious hiring plans and professionals with serious career goals.

I hope this report provides useful insights to you!

A handwritten signature in dark ink, appearing to read 'Aaron Fletcher'. The signature is stylized with a large initial 'A' and a long horizontal stroke.

Aaron Fletcher
Business Manager – Hays Saudi Arabia

RECRUITING TRENDS

A person in a dark suit and white shirt is holding a tablet. The tablet screen displays several futuristic, glowing icons: a target, a globe, a speech bubble, a location pin, a group of people, a Wi-Fi symbol, an envelope, and a document with a checkmark. The background is a blurred office setting.

About this report

The Hays Saudi Arabia Salary Guide is our annual in-depth analysis of the hiring market within Saudi Arabia. This is the third and largest edition produced to date. It explores trends surrounding salaries, employment and benefits packages, as well as workforce turnover in the Kingdom.

Methodology

This report has been compiled using data gathered in Q4 2021 from over 800 employees and employers based at organisations of all type and size across Saudi Arabia. We have also used job listings, job offers and candidate registrations with Hays Saudi Arabia to verify the survey results and give a rounded and detailed analysis of the market.

Thank you

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



RECRUITING TRENDS OVERVIEW

Saudi Arabia’s job market was relatively active throughout 2021 compared to other global economies, thanks to ongoing project development and government investment in line with Saudi Vision 2030. The second half of the year was particularly busy with hiring activity exceeding pre-pandemic levels. Of those employers who took part in our survey, 43% said headcount within their organisation had increased in 2021, up on the 29% who said the same prior year and 41% who reported an increase in 2019.

While all sectors have been busier with regards to hiring year-on-year, Construction & Real Estate, Technology, Banking, Consulting, Manufacturing and Logistics have been the most active and we expect these to further increase in activity throughout 2022. With more and more projects coming into fruition, Saudi Arabia has put itself on the map as a fast growing, highly attractive market to do business, resulting in an influx of foreign investment within these sectors. We are also noticing more start-ups locating in region than previous years, looking to capitalise on the emerging opportunities coming to the country.

Regionally, Riyadh continues to offer the greatest number of job opportunities as the central hub for business in Saudi Arabia, though Jeddah, Al Khobar, Dammam and the various giga-projects are also providing multiple opportunities.

Looking ahead, there is much optimism for the job market in Saudi Arabia for 2022. Of those employers who took part in our survey, a significant 79% feel positive about the outlook for their business and expect activity to increase in the next 12 months – up significantly on 52% who felt the same in 2020 and 61% in 2019. When asked about hiring intentions for 2022, 80% of employers plan to increase headcount in their organisation, which is again, a significant uplift on the 63% who said the same the prior year and compares favourably to the 70% of UAE-based employers who expect headcount to increase.

Salaries

Almost half, 45%, of all professionals in Saudi Arabia received a pay increase in 2021, 50% of salaries remained the same year-on-year, while 5% decreased. The number of increases was up on rates seen in both 2020 and 2019, with the most common change being an uplift of up to 5%.

For 2022, there is also much optimism when it comes to salaries. Of those employers that took part in our survey, a record high 72% anticipate salaries in their organisation to increase in the coming 12 months, 25% expect salaries to remain the same as in 2021 and 3% expect a decrease. The most common change is again predicted to be an increase of up to 5%.

Salaries paid in Saudi Arabia have been higher than other countries in the Gulf for a number of years and while this is still the case, the disparity is becoming less significant. That being said, benefits paid in addition to salary are typically most generous in Saudi Arabia compared to the rest of region. With so much development going on in the Kingdom and the need for skill so high, relocation, housing and education allowances are offered as part of a standard employment package in Saudi Arabia. Within the UAE and rest of Gulf, where talent is more readily available, these benefits are generally only offered to senior, Director-level roles and above.

In demand

Generally speaking, candidates most in-demand in Saudi Arabia include those with industry qualifications, years of like-for-like experience in both local and international markets, and strong commercial skills for making informed business decisions. We have seen demand to be highest for senior-level professionals, who are equipped with the relevant years of experience and who have the leadership capabilities to drive commercial success and deliver projects on budget and to time. Job roles most in-demand include

Business Development Directors, who can contribute to the organisations bottom line from day one of being in role; Digital Transformation specialists, who have the skills and expertise to implement streamlined, automated business processes; Design and Pre Construction professionals, owing to the launching and ongoing developments of so many construction and real estate projects; Senior Legal professionals, with demand coming largely from mega projects where there are a significant number of business transactions taking place; and Talent acquisition specialists, since the hiring of talent across all sectors is in a phase of growth.

The challenge so many employers face is accessing skilled, experienced talent as supply is limited and competition amongst organisations is fierce. Of those professionals who took part in our survey, more than half (55%) anticipate that they will move job in 2022 – up on 44% who said the same last year. This statistic highlights just how important attraction and retention strategies are in ensuring workforce capabilities and enabling organisations in Saudi Arabia to do business. When asked which factors are most influential in attracting them to an employer, professionals in our survey said salary and benefits were the two most significant, with career development opportunities a close third – and alarmingly only 51% see opportunity to progress in their current organisation. We have also seen remote working options to be growing in precedence for working professionals and interestingly, only 35% of employers in Saudi Arabia offer this. Also important is the efficiency of onboarding processes. We have seen many instances in the past 12 months whereby professionals have turned down job offers due to lack of correspondence during interview stages and the overall process from interview to job offer exceeding one month. With the war on talent high amongst employers, all of these factors must be considered to secure those most capable professionals and stay ahead of the competition.

Employer survey results

72%

of employers expect salaries within their organisation to increase in 2022

65%

of employers do not offer work from home options

79%

of employers feel positive about the outlook for business in 2022

80%

of employers expect headcount within their organisation to increase in 2022

‘Salary’ and ‘benefits package’ are the two most significant factors attracting professionals in Saudi Arabia to a new role

Employee survey results

45%

of employees’ salaries increased in 2021, most commonly by less than 5%

58%

of employees expect salaries to increase in 2022

58%

of employees feel positive about their career prospects for 2022

55%

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

Employer survey results

74%

of employers expect salaries within their organisation to increase in 2022

42%

of employers do not offer work from home options

79%

of employers feel positive about the outlook for business in 2022

70%

of employers expect headcount within their organisation to increase in 2022

‘Salary’ and ‘career progression’ are the two most significant factors attracting professionals in the UAE to a new role

Employee survey results

43%

of employees’ salaries increased in 2021, most commonly by less than 5%

46%

of employees expect salaries to increase in 2022

62%

of employees feel positive about their career prospects for 2022

56%

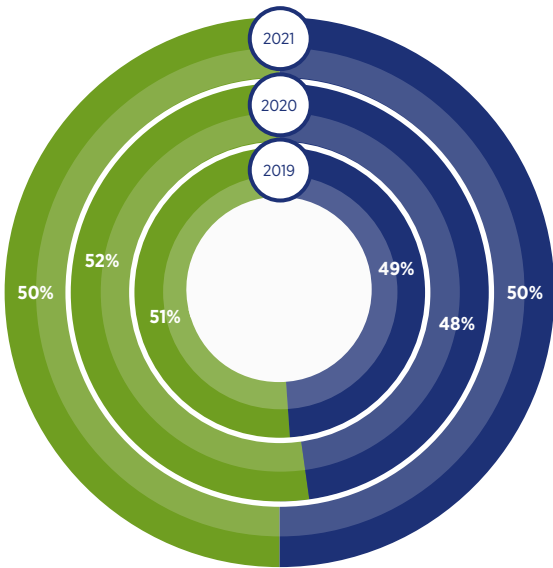
of employees anticipate they will move to a new job with a new company in the next 12 months

EMPLOYEE SURVEY HIGHLIGHTS

SALARY

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

● Yes ● No

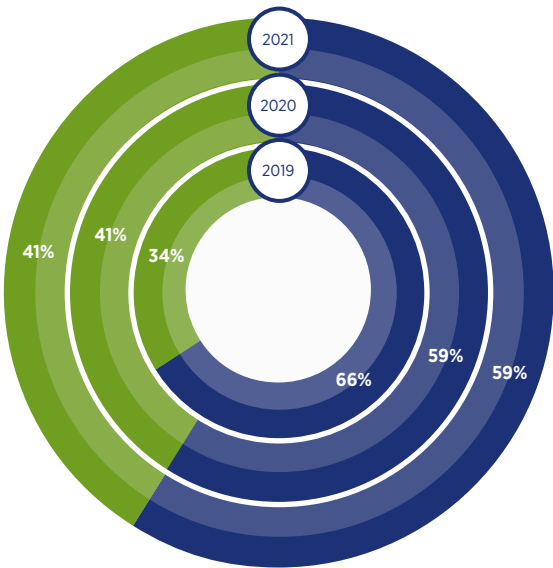


If answered yes, what was your salary change a result of?

	2021	2020	2019
A new job with a new company	32%	24%	28%
Standard annual pay increase across the whole company	19%	14%	20%
Individual performance related pay increase	17%	17%	22%
A promotion within the same company	14%	10%	15%
You requested a pay increase and were successful	8%	4%	7%
A pay decrease across the whole company	5%	30%	5%
Other	5%	1%	3%

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

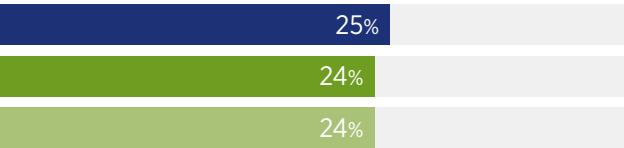
● Yes ● No



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

● 2021 ● 2020 ● 2019

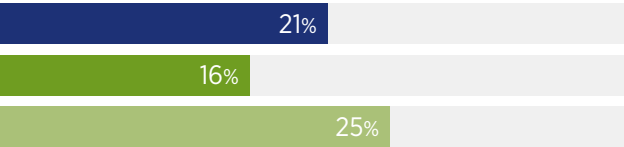
Increased by 5% or less



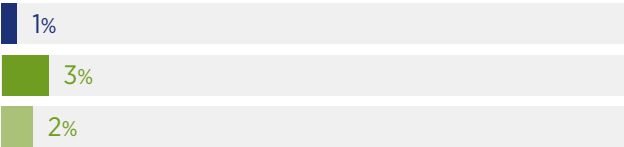
Decreased by 5% or less



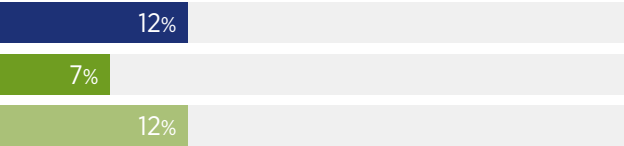
Increased by 6-10%



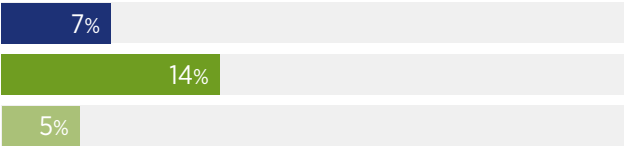
Decreased by 6-10%



Increased by 11-15%



Decreased by more than 10%



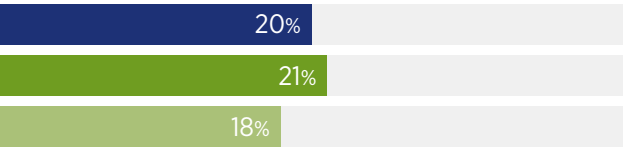
Increased by more than 15%



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

● 2021 ● 2020 ● 2019

Increase by 5% or less



Decrease by 5% or less



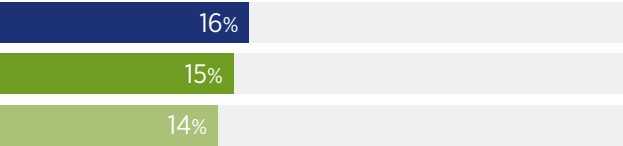
Increase by 6-10%



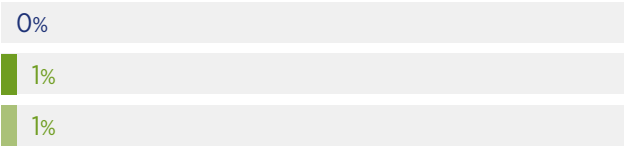
Decreased by 6-10%



Increase by 11-15%



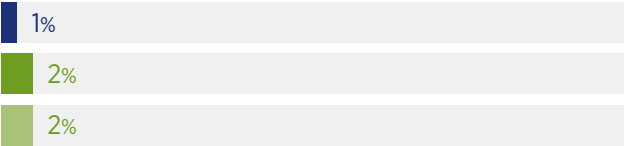
Decrease by 11-15%



Increase by more than 15%



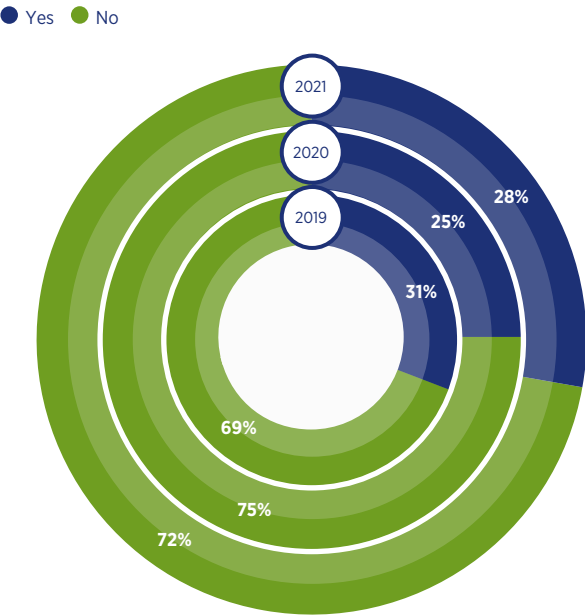
Decrease by more than 15%



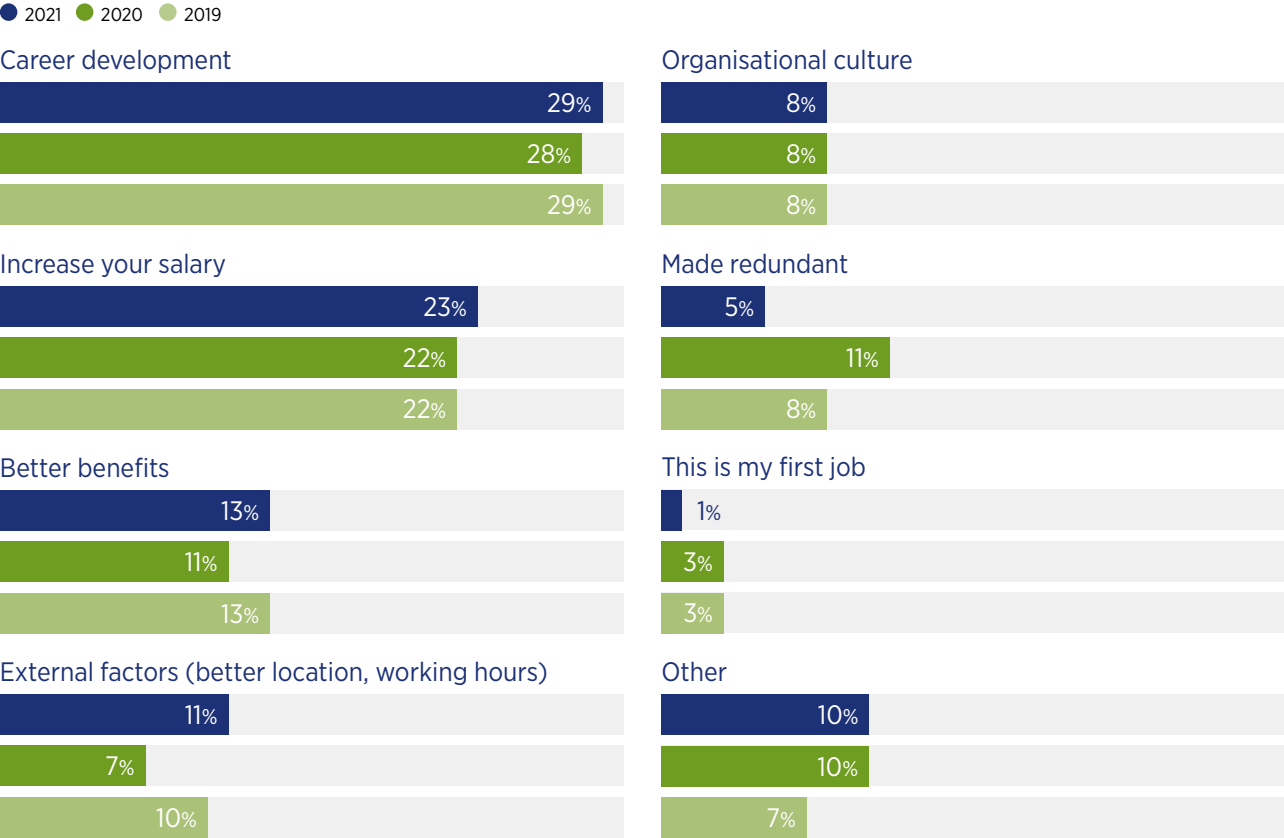
EMPLOYEE SURVEY HIGHLIGHTS

CAREER

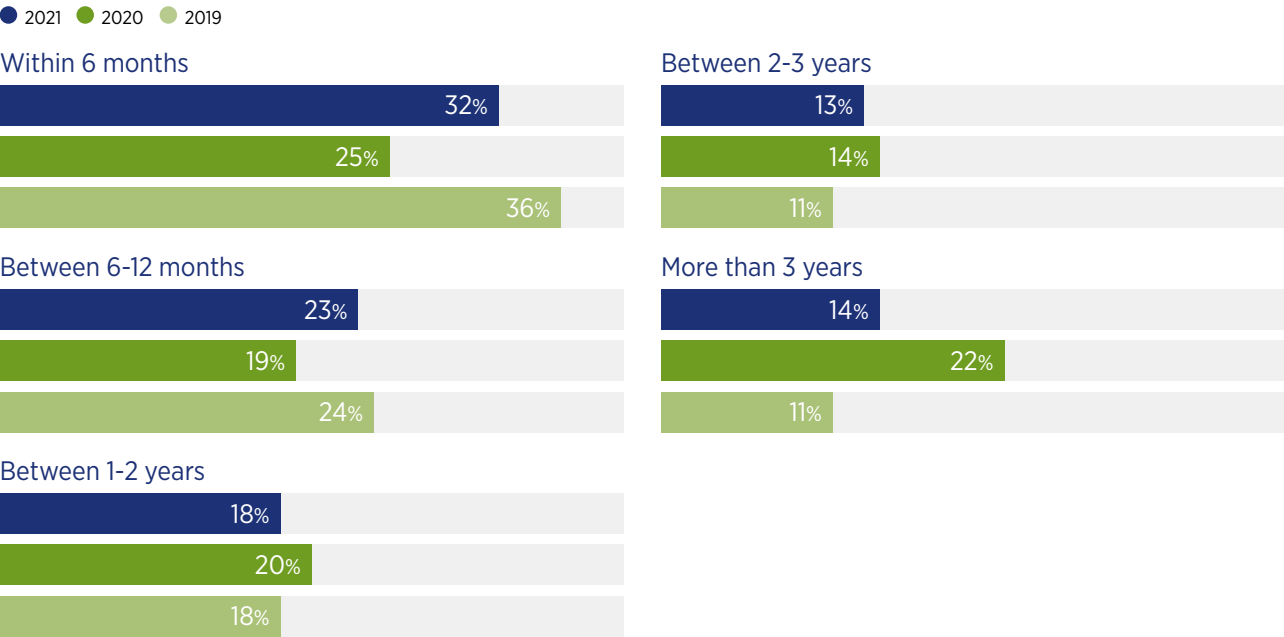
Did you start a new job with a new organisation this year?



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



When do you anticipate you will next move jobs with a new company?



If you expect to move jobs within the next 12 months, why is this?

	2021	2020	2019
Salary	26%	21%	25%
Benefits package	14%	12%	10%
A new career path	12%	15%	14%
Lack of future opportunities	12%	16%	12%
Organisational culture	11%	10%	10%
Concerns about job security	7%	12%	11%
End of contract	5%	6%	9%
Location	4%	4%	5%
My manager	3%	N/A	N/A
Other	6%	4%	4%

EMPLOYEE SURVEY HIGHLIGHTS

CAREER

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

	2021	2020	2019
I am happy in my role	25%	25%	18%
Salary	19%	20%	20%
Organisational culture	15%	12%	12%
Job security	14%	17%	15%
Career progression	13%	11%	18%
Benefits package	8%	11%	9%
Other	6%	4%	8%

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

	2021	2020	2019
Child education allowances	31%	33%	33%
Flexible working	19%	16%	16%
Share incentives	19%	15%	13%
Financial support for professional studies	8%	8%	10%
Company car or car allowance	4%	4%	6%
Life insurance	3%	5%	4%
Onsite subsidised facilities (e.g. gym, healthcare)	2%	2%	3%
Above statutory maternity/paternity leave	1%	1%	2%
Childcare vouchers	1%	0%	1%
Discounts on company products or services	0%	0%	1%
Other	6%	9%	6%
None of the above	6%	7%	5%

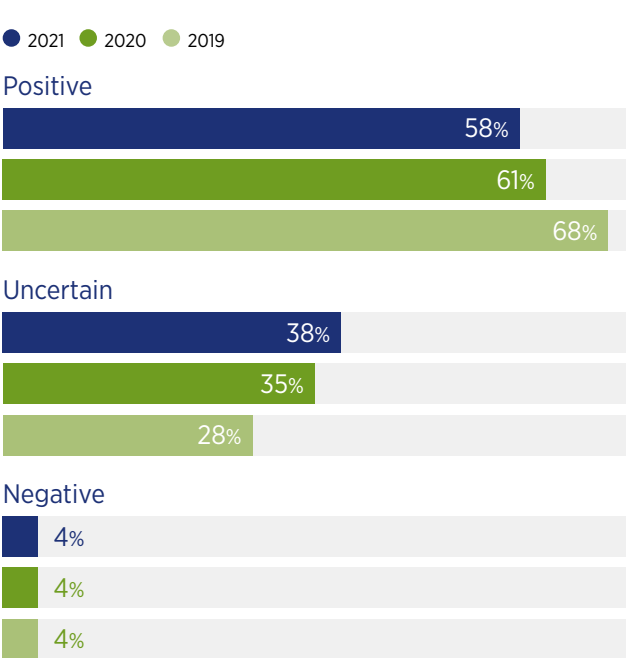
Rank in order of importance the following factors when considering a new employer

Salary	1
Benefits package	2
Organisational culture	3
Career progression	4
Job security	5
Work-life balance	6
Employer brand	7

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

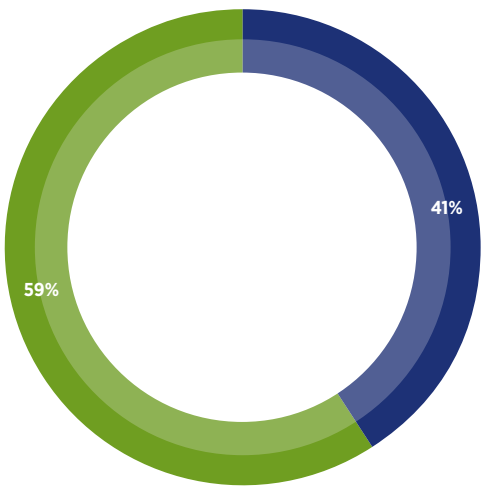
Benefits package	24%
Career development	20%
Job security	13%
Work environment	12%
Challenging role/projects	11%
Work-life balance (including flexible working)	11%
Location	5%
Employer brand	4%

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



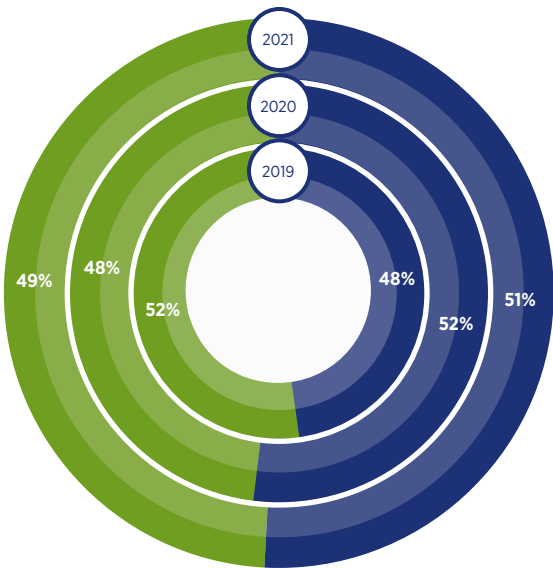
Do you expect a promotion in 2022?

● Yes ● No



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

● Yes ● No



How do you rate your job satisfaction?

13%
Very satisfied

65%
Satisfied

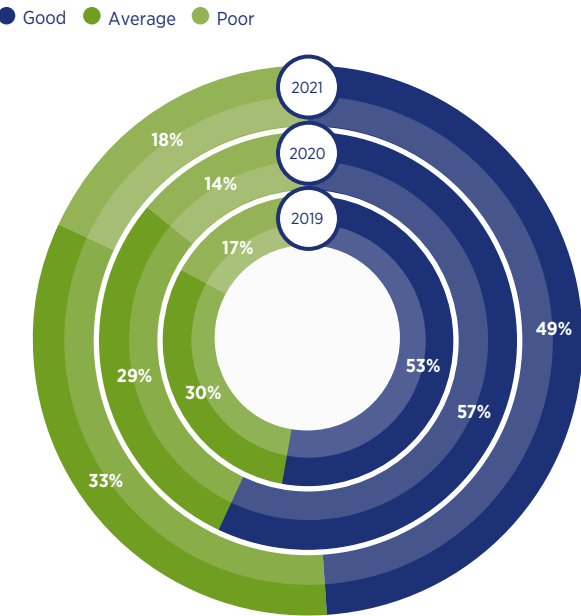
18%
Dissatisfied

4%
Very dissatisfied

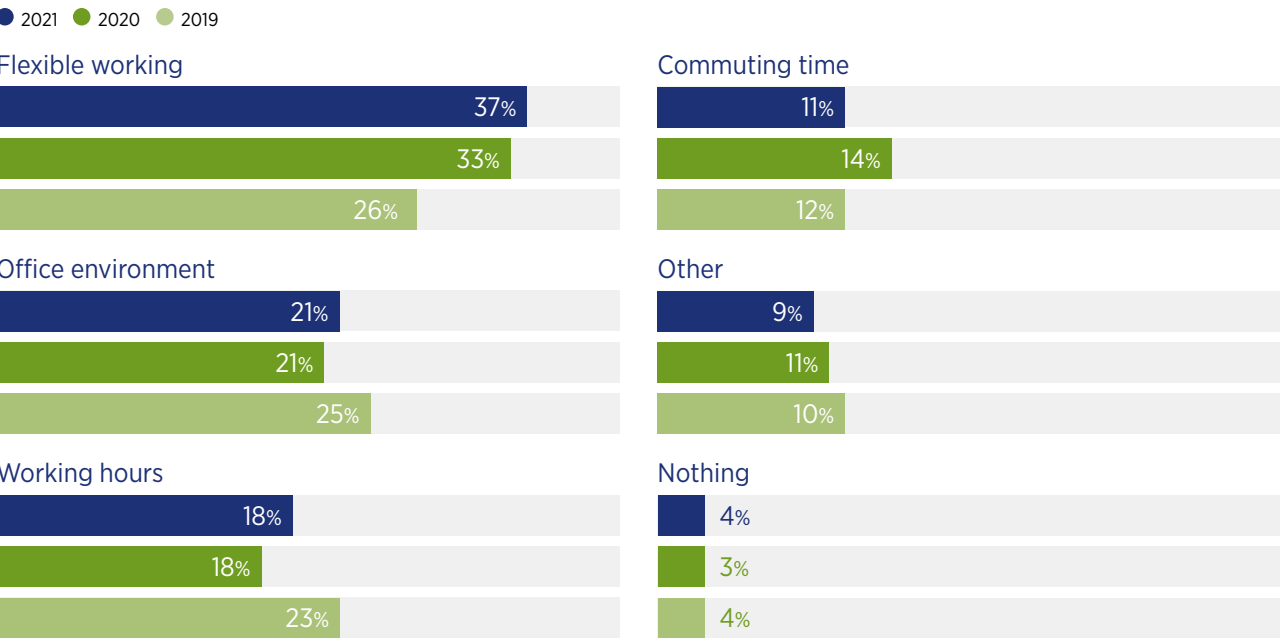
EMPLOYEE SURVEY HIGHLIGHTS

WORK-LIFE BALANCE & FLEXIBLE WORKING

How would you rate your work-life balance?



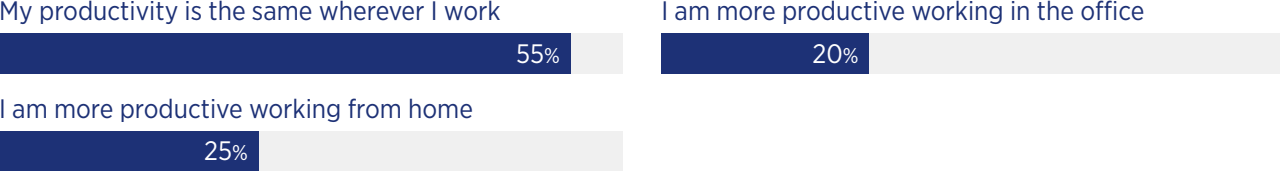
Which of the following would you ideally change to improve your work-life balance?



What working from home options does your organisation offer to you?



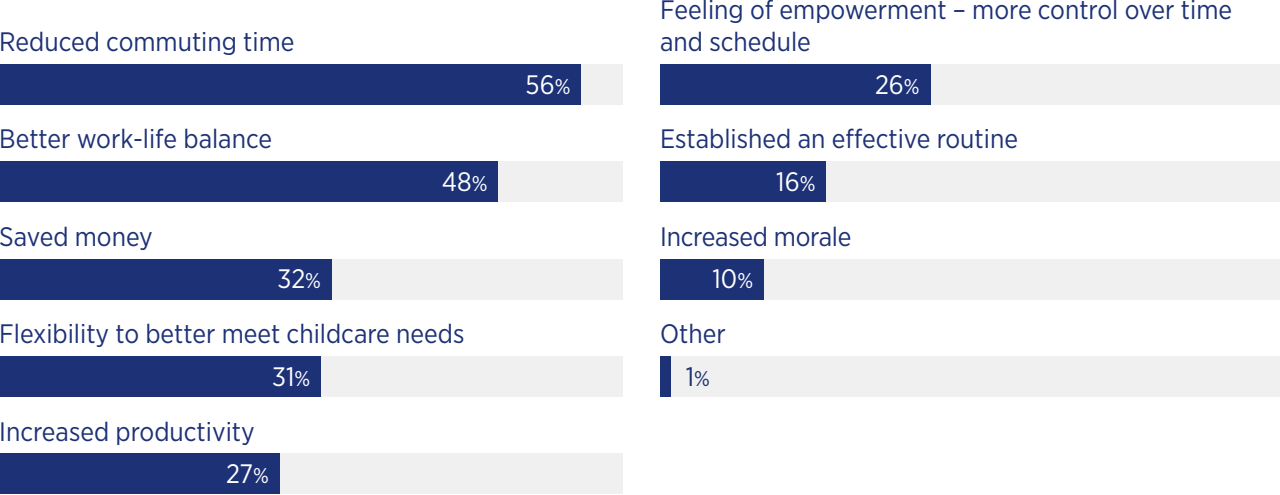
How productive do you think you are working from home compared to working in the office?



What are the main difficulties you have experienced with remote working?



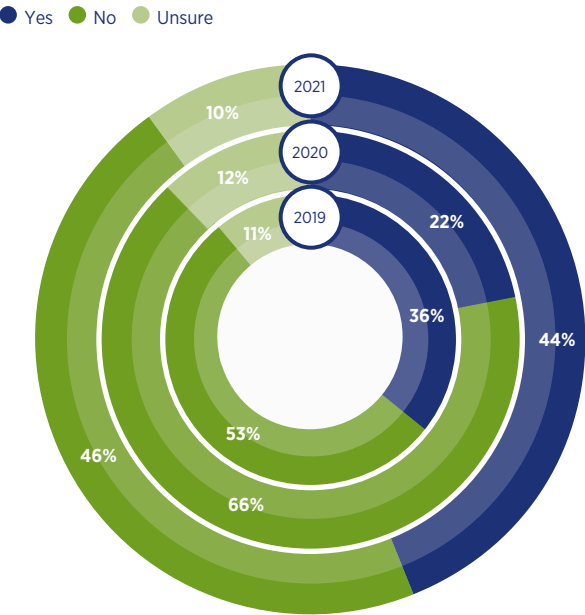
What are the main benefits you have experienced with remote working?



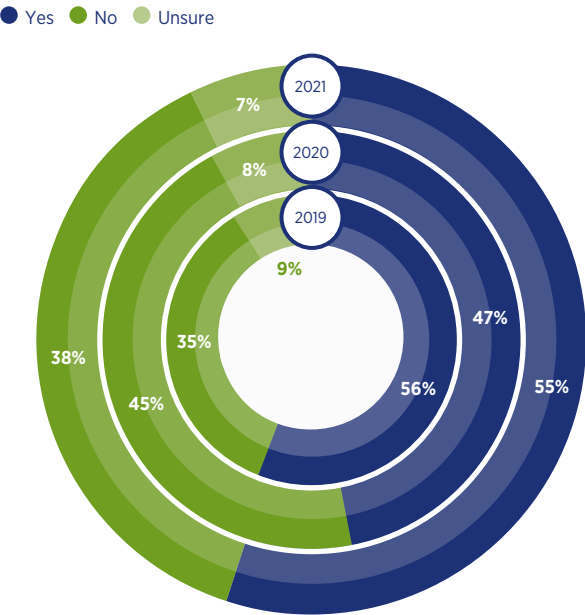
EMPLOYER SURVEY HIGHLIGHTS

SALARY

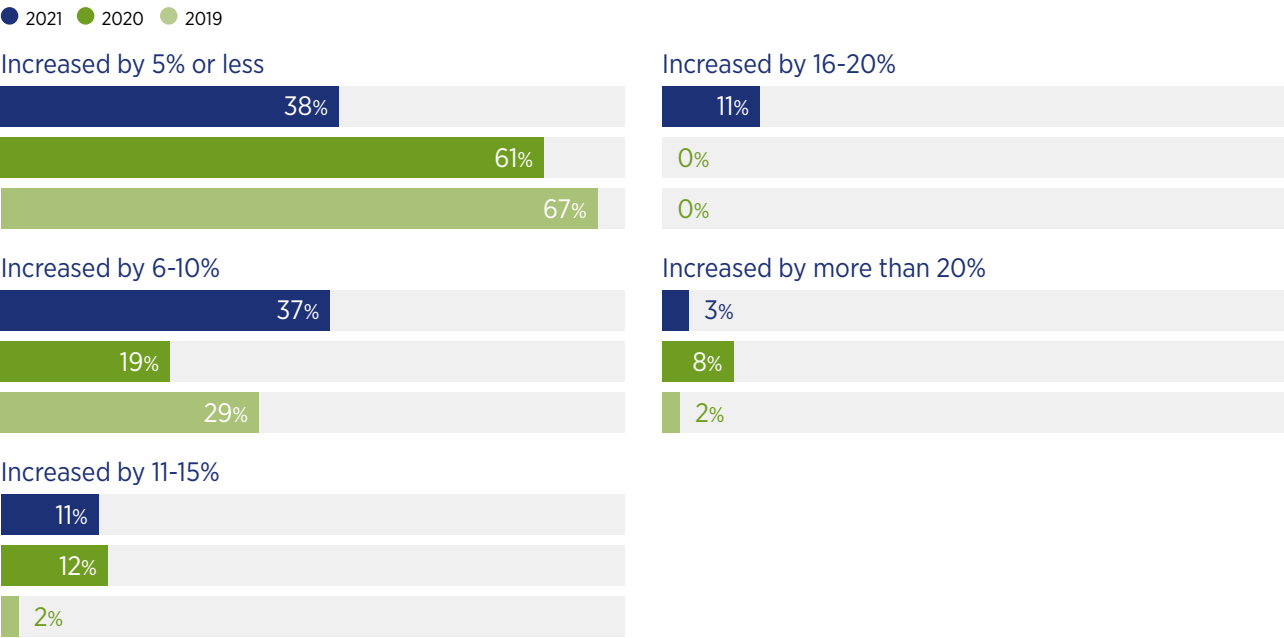
Did your organisation offer a company-wide pay increase this year?



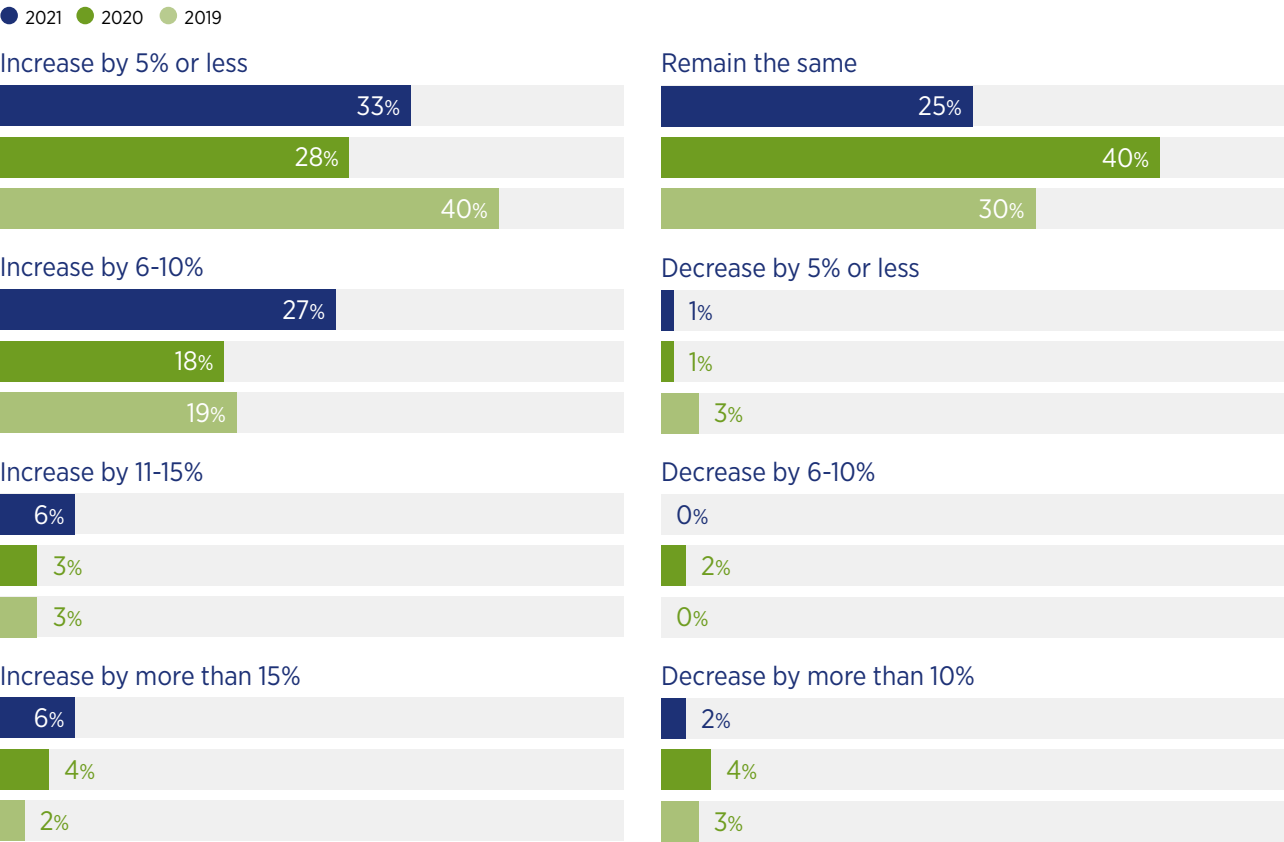
If answered no, did your organisation offer a pay increase to individual high performers?



If answered yes, by what percentage did salaries increase?



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

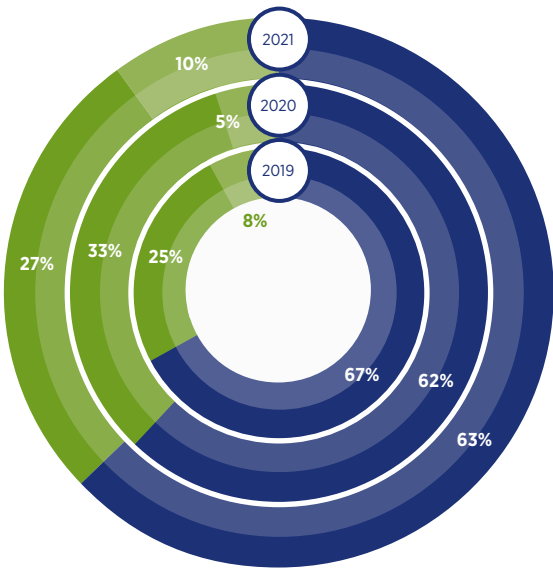


EMPLOYER SURVEY HIGHLIGHTS

HEADCOUNT

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

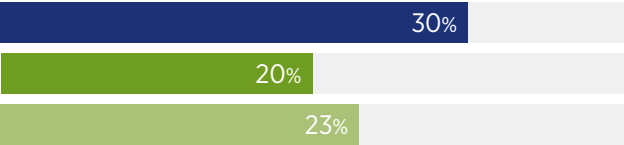
Yes No Unsure



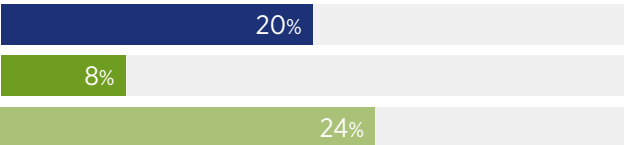
If staffing levels did change, by how much was this?

2021 2020 2019

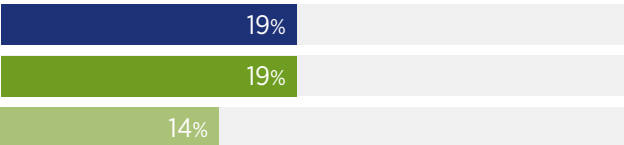
Increased by 5% or less



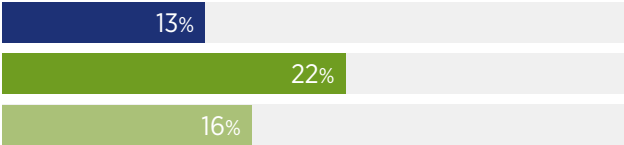
Increased by 6-10%



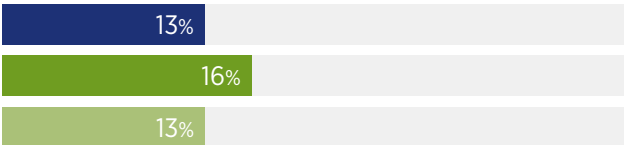
Increased by more than 10%



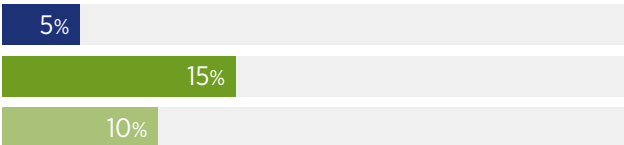
Decreased by 5% or less



Decreased by 6-10%

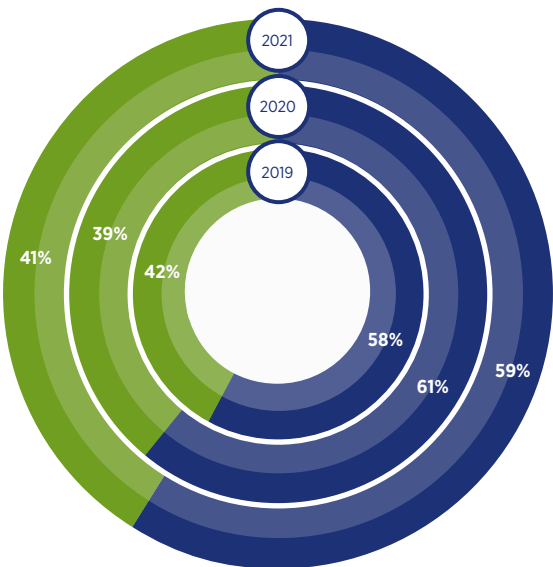


Decreased by more than 10%



Do you currently employ temporary or contract staff?

Yes No



In which department(s) do you employ contract staff?

Operations



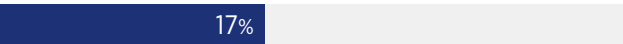
IT



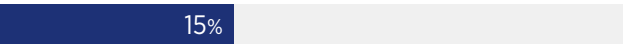
Production



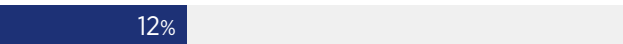
Admin/Office Support



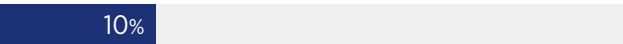
Accounting & Finance



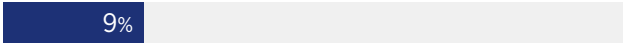
Marketing



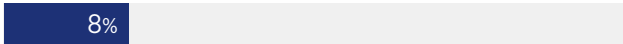
Legal



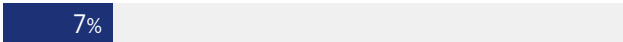
Customer Service



Sales



HR



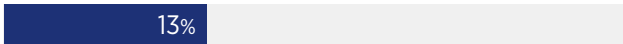
Purchasing



Research & Development



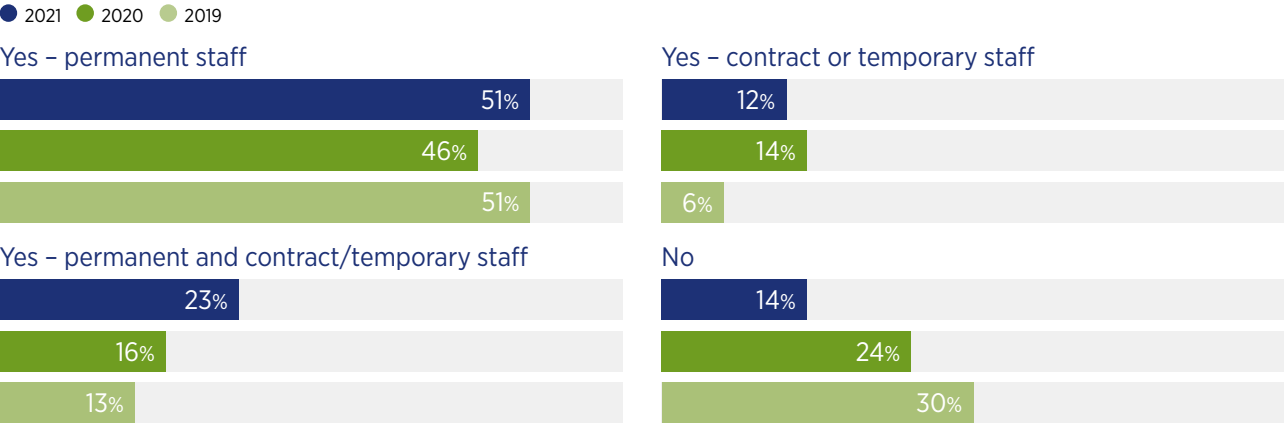
Other



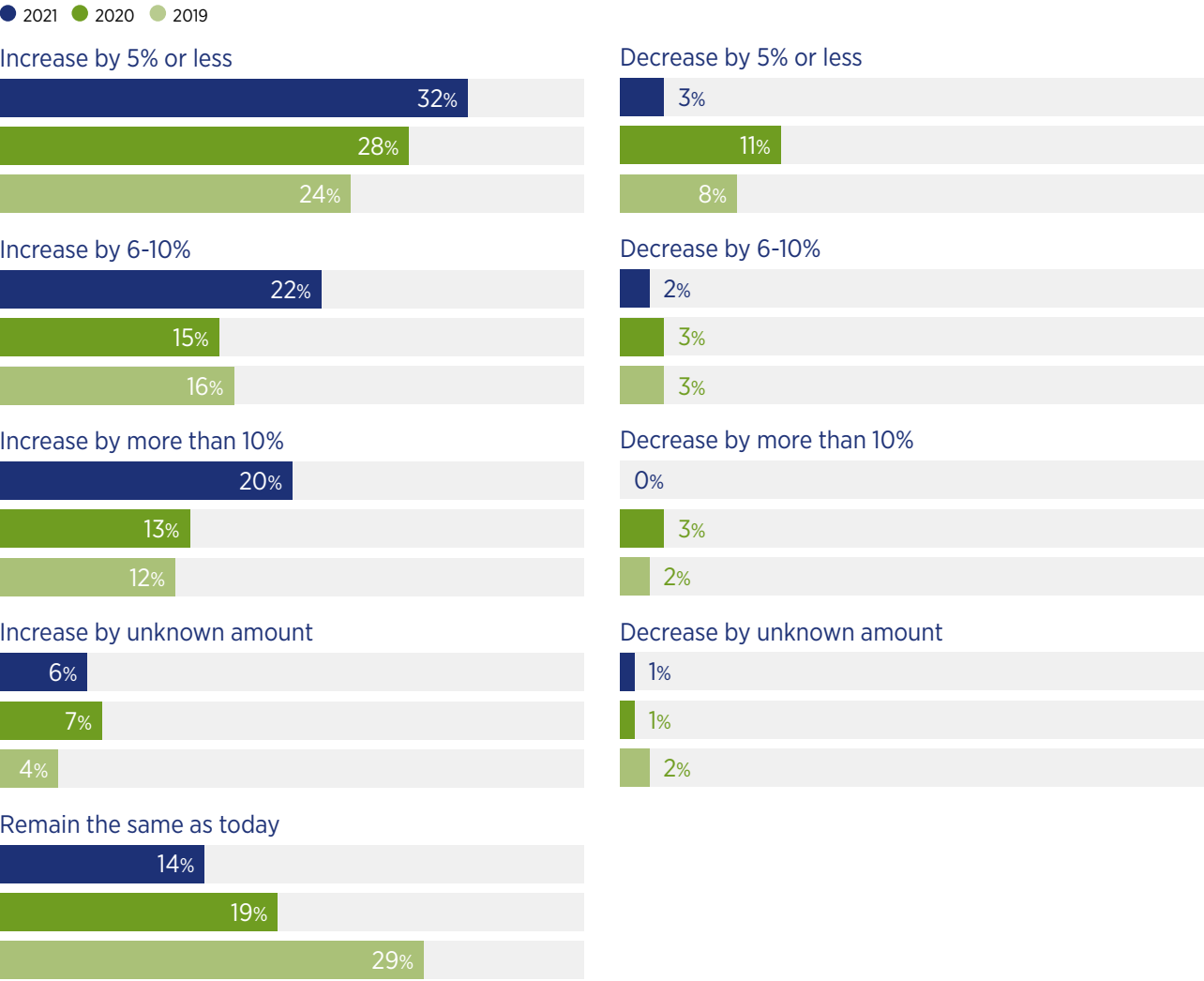
EMPLOYER SURVEY HIGHLIGHTS

HEADCOUNT

Are you planning on recruiting additional headcount in the next 12 months?



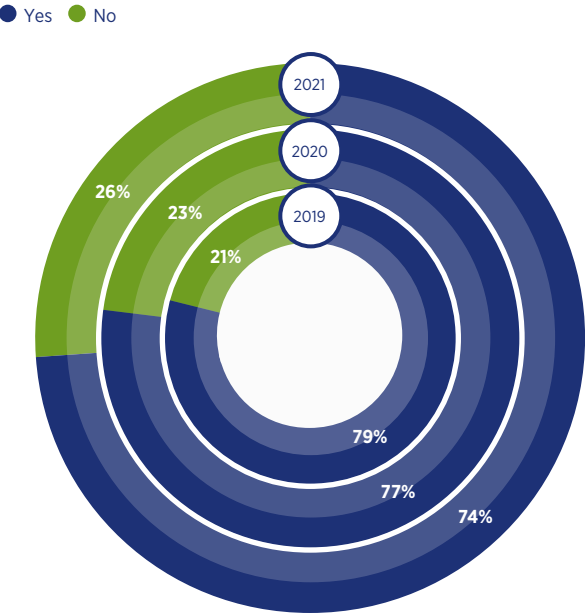
By how much do you expect headcount within your company to change in the next year?



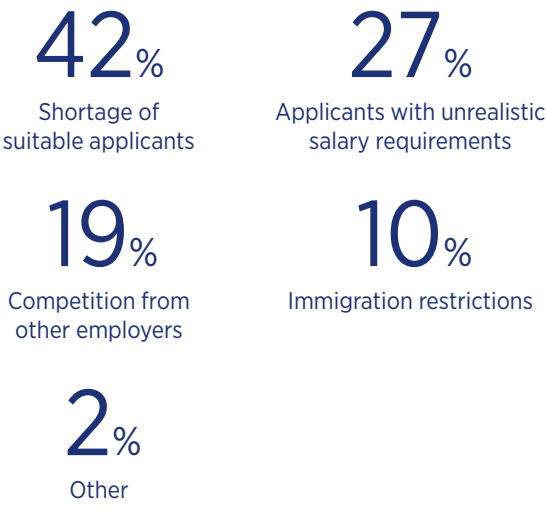
EMPLOYER SURVEY HIGHLIGHTS

SKILLS

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



What is your biggest challenge when recruiting staff?



What skills shortages do you expect to face during the next 12 months?

	2021	2020	2019		2021	2020	2019
Saudi nationals	36%	39%	34%	Engineering	12%	20%	16%
IT/Technology	31%	20%	22%	Administration	8%	8%	16%
Managerial/Leadership	31%	26%	42%	Research & Development	8%	14%	9%
Operations (principal function of the business)	21%	22%	17%	Supply Chain & Logistics	8%	22%	13%
Project Management	20%	N/A	N/A	Facilities	6%	6%	8%
Marketing	15%	12%	15%	Legal	6%	4%	8%
Finance	14%	14%	11%	Design	4%	N/A	N/A
HR	14%	9%	22%	Medical	3%	3%	4%
Development	13%	N/A	N/A	Languages	2%	6%	5%
Digital/e-Commerce	13%	13%	12%	UAE nationals	1%	N/A	N/A
Sales	13%	27%	16%	Other	5%	3%	3%
Technicians	13%	12%	11%	No skill shortages	10%	15%	10%

EMPLOYER SURVEY HIGHLIGHTS

BENEFITS & FLEXIBLE WORKING

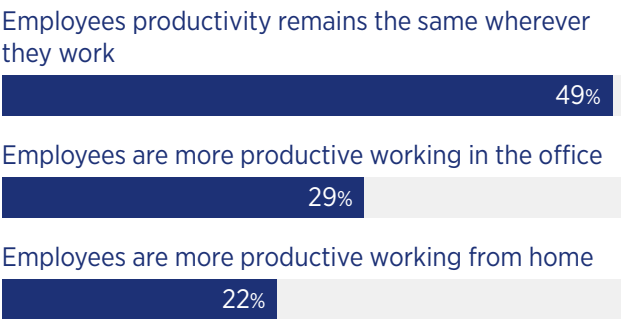
Which of the following benefits does your organisation offer employees as part of a standard employment package?

	2021	2020	2019
Company car or car allowance	61%	64%	72%
Flexible working	39%	41%	17%
Child education allowances	32%	31%	32%
Life insurance	30%	42%	30%
Discounts on company products or services	27%	25%	15%
Financial support for professional studies	25%	21%	20%
Above statutory maternity /paternity leave	24%	22%	22%
Share incentives	18%	16%	9%
Onsite subsidised facilities (e.g. gym, healthcare)	12%	14%	21%
Childcare vouchers	4%	2%	3%
Other	6%	8%	10%
None of the above	8%	11%	5%

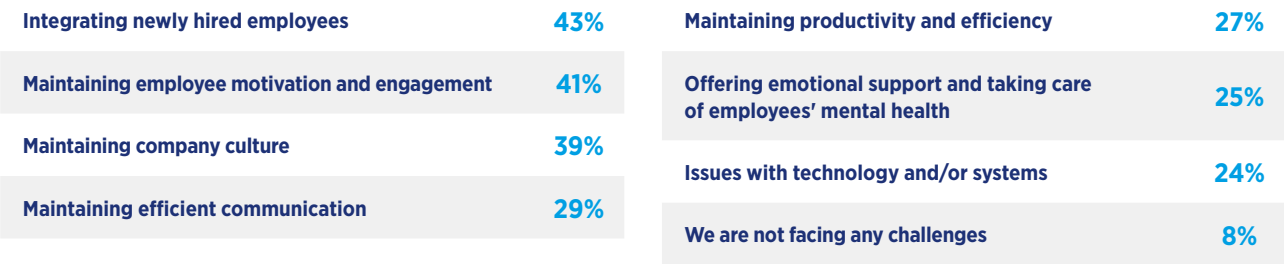
What working from home options does your organisation offer to employees?



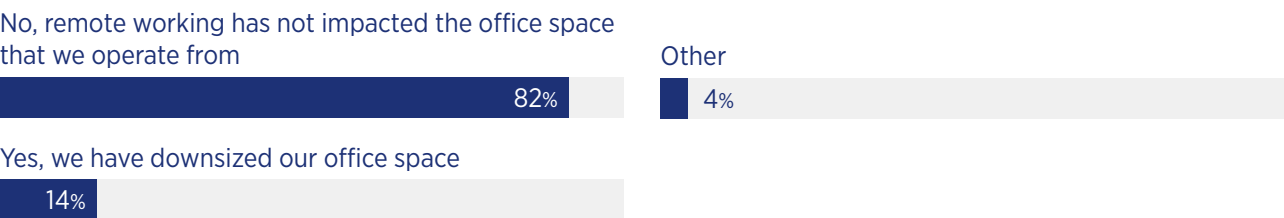
How productive do you think your employees are working from home compared to working in the office?



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



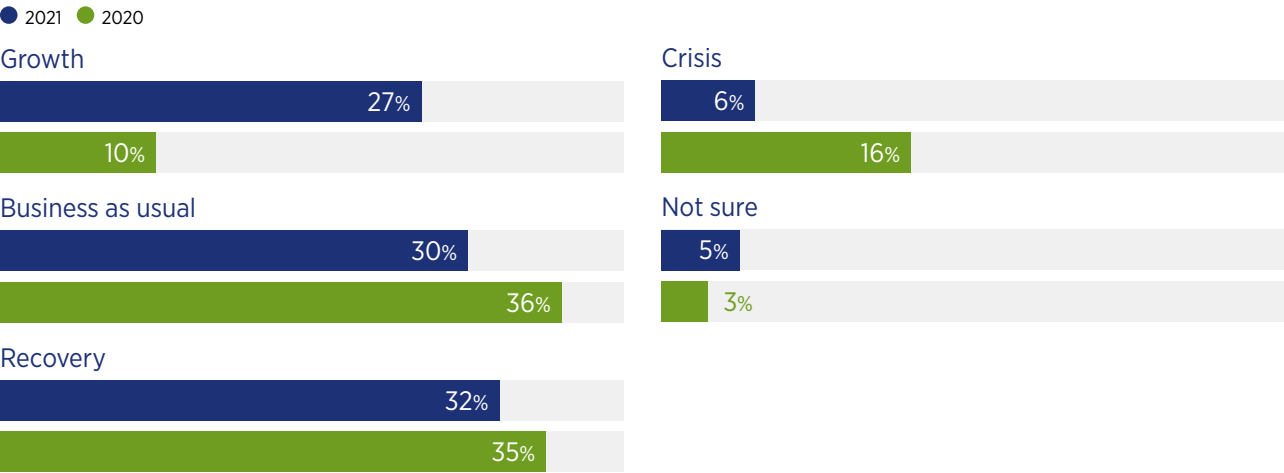
Has working from home resulted in any changes to the building(s) your employees were located in pre-pandemic?



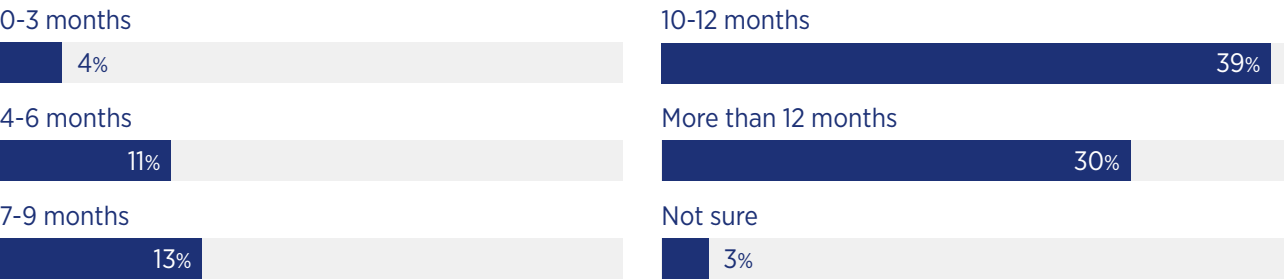
EMPLOYER SURVEY HIGHLIGHTS

BUSINESS OUTLOOK

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



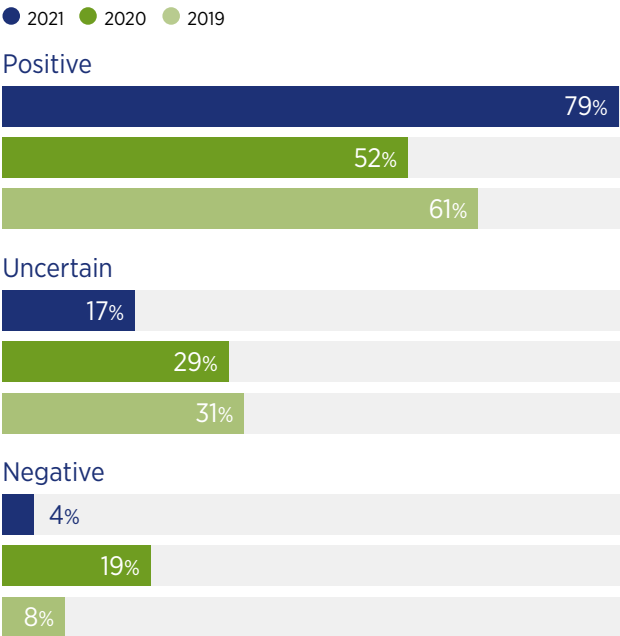
If recovery or crisis, how long do you think it will take for your organisation to get back to pre-Covid-19 workflow and revenue rates?



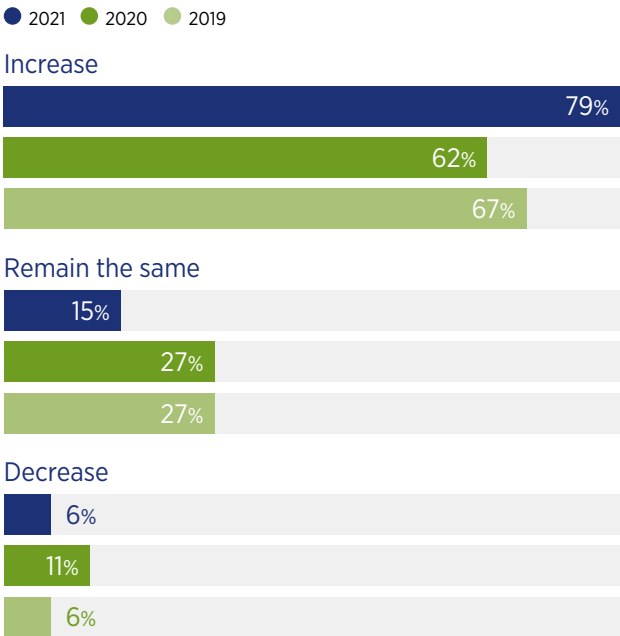
How does your staffing budget compare now to before the pandemic?



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



In the next 12 months, what do you expect to happen to your organisation's activity?



SALARY GUIDE



SALARY GUIDE

Accountancy & Finance

Position	SAR Range	SAR Average
Chief Financial Officer	90,000-140,000	120,000
Finance Director	50,000-70,000	60,000
Head of Internal Audit	45,000-60,000	50,000
Financial Controller	40,000-50,000	45,000
Finance Manager	25,000-45,000	40,000
Audit Manager	30,000-45,000	42,000
Credit Controller	17,000-25,000	21,000
Financial Analyst	18,000-25,000	24,000
Senior Accountant	18,000-25,000	23,000
Accountant	10,000-20,000	17,500

Construction & Property

Position	SAR Range	SAR Average
C-suite	80,000-150,000	115,000
Executive Director	80,000-120,000	100,000
Urban Planning Director	60,000-100,000	70,000
Architecture Director	60,000-100,000	70,000
Development Director	60,000-100,000	70,000
Project Director	60,000-100,000	70,000
Commercial Director	60,000-100,000	70,000
Commercial Manager	45,000-65,000	50,000
Senior Contracts Manager	45,000-65,000	50,000
Senior Project Manager	30,000-60,500	50,000
Contracts Manager	30,500-65,000	45,000
Project Manager	25,000-50,000	40,000
Planning Manager	20,000-45,000	35,000
Construction Manager	15,000-38,000	33,000
Senior HSEQ Manager	35,000-45,000	40,000
Project Architect	20,000-30,000	25,000
Senior Architect	25,000-35,000	27,000
Senior Interior Designer	15,000-30,000	25,000
Interior Designer	11,000-20,000	15,500
Senior Quantity Surveyor	25,000-40,000	35,000
Quantity Surveyor	10,000-25,000	16,000
Property Management Director	50,000-70,000	60,000
Leasing Director	50,000-70,000	60,000
Facilities Director	45,000-70,000	57,500
Facilities Manager	17,500-35,000	25,500
Property Manager	18,000-40,000	29,000
Community Manager	18,000-40,000	29,000
Owners Associations Manager	18,000-35,000	26,500
Valuations Manager	20,000-30,000	26,000
Sales & Leasing Manager	18,000-40,000	29,000

Human Resources

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

Legal

Position	SAR Range	SAR Average
Chief Legal Officer	100,000-140,000	120,000
General Counsel	80,000-100,000	90,000
Legal Director/Head	65,000-80,000	72,500
Senior Legal Counsel	45,000-55,000	50,000
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

Manufacturing

Position	SAR Range	SAR Average
General Manager	70,000-90,000	80,000
Operations Director	55,000-75,000	65,000
Manufacturing Director	50,000-70,000	60,000
Head of Operations	45,000-55,000	50,000
Head of Manufacturing	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	30,000-40,000	35,000
Technical Manager	25,000-35,000	30,000
Quality Manager	25,000-32,500	27,500
Production Manager	20,000-30,000	25,000

Marketing & Digital Marketing

Position	SAR Range	SAR Average
VP/CMO	100,000-150,000	115,000
Digital Marketing Director	60,000-80,000	70,000
Marketing Comms Director	55,000-75,000	65,000
Marketing Distribution Director	45,000-65,000	55,000
Head of Digital	40,000-55,000	50,000
Digital Marketing Manager	35,000-55,000	45,000
Head of Performance	35,000-45,000	40,000
Trade Marketing Manager	25,000-45,000	35,000
Social Media Director	30,000-40,000	35,000
Marketing & Communications Manager	25,000-40,000	32,500
CX/UX Manager	25,000-30,000	27,000
Brand Manager	22,000-30,000	26,000
Promotions Loyalty Manager	20,000-30,000	25,000
Social Media Manager	20,000-30,000	25,000

Oil & Gas

Managerial

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

Engineering

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

Salaries shown here represent the total fixed monthly salary package for each position, in Saudi Arabia Riyal (SAR) as of Q4 2021.

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

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

SALARY GUIDE

Procurement & Supply Chain

Position	SAR Range	SAR Average
Supply Chain Director	55,000-75,000	65,000
Procurement Director	55,000-75,000	65,000
Logistics Director	40,000-55,000	50,000
Head of Supply Chain	45,000-65,000	55,000
Head of Procurement	45,000-55,000	50,000
Head of Logistics	35,000-45,000	40,000
Supply Chain Manager	35,000-45,000	40,000
Procurement Manager	30,000-45,000	37,500
Logistics Manager	25,000-35,000	30,000

Sales

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

Salaries shown here represent the total fixed monthly salary package for each position, in Saudi Arabia Riyal (SAR) as of Q4 2021.

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

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

Technology

CXO & IT Leadership

Position	SAR Range	SAR Average
Chief Information Security Officer (CISO)	50,000-110,000	80,000
Chief Technology Officer (CTO)	50,000-110,000	80,000
IT Director	40,000-70,000	55,000
IT Manager	30,000-50,000	40,000

Information/Cyber Security

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

Project Delivery & Business Analysis

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

IT Architecture

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

Presales & Solutions Architecture

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

ERP & Enterprise Applications

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

Software Engineering

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

Data Science & Analytics

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

Product Management

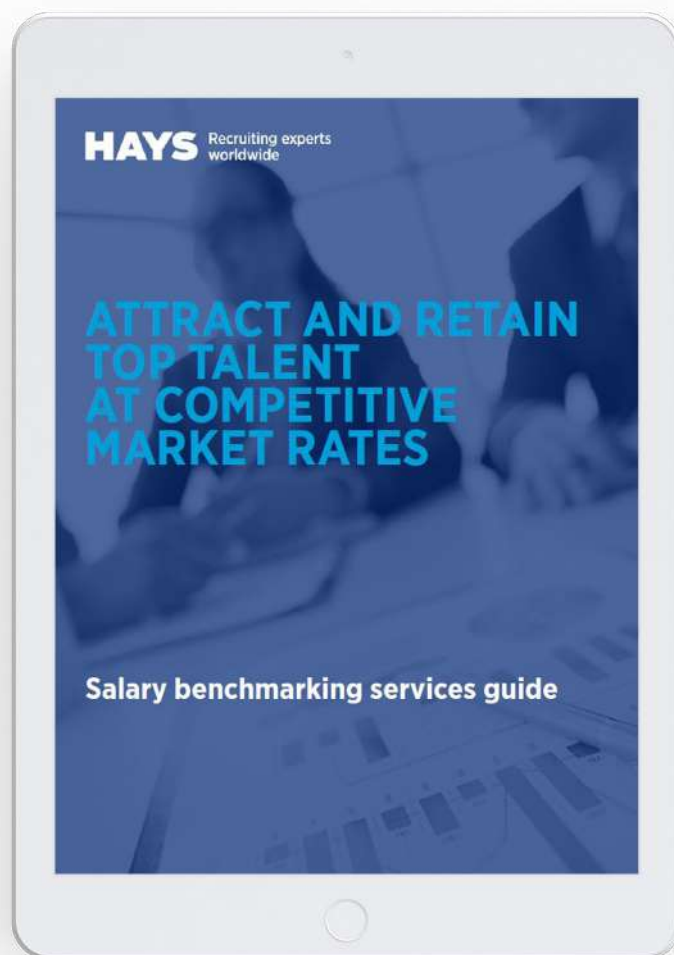
Position	SAR Range	SAR Average
Product Owner	28,000-45,000	36,500
Product Manager	25,000-40,000	32,500

Infrastructure & Networking

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

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

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ABOUT US

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

Hays Middle East was established in December 2005 in Dubai, with a second office more recently opened in Abu Dhabi.

Our overriding aim is to build enduring relationships with employers and job seekers across the GCC and to find organisations the right people to match their specific needs and help industries to flourish.

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

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

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

Capabilities

- Permanent hiring
- Contracting
- Executive Search
- Recruitment Process Outsourcing
- Head hunting
- Volume hiring projects
- Emiratization
- Saudization
- Salary benchmarking

Local areas covered

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

Specialist areas

- Accountancy & Finance
- Banking & Financial Services
- Construction & Property
- Emiratization
- Engineering
- Executive Search
- Facilities Management
- Healthcare
- HR
- Legal
- Life Sciences
- Logistics
- Marketing & Digital Marketing
- Office Support
- Oil & Gas
- Procurement
- Sales
- Saudization
- Supply Chain
- Technology

20

Specialist areas

50+

Years recruitment experience

#1

Most followed recruitment company on LinkedIn

CONTACT US

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

T: +971 (0) 4 559 5800

E: SaudiArabia@hays.com



Jon Ashcroft

Practice Head – Hays Executive

T: +971 (0) 4 559 5825

E: jon.ashcroft@hays.com



Aaron Fletcher

Business Manager

– Hays Saudi Arabia

T: +971 (0) 4 559 5851

E: aaron.fletcher@hays.com

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