



# 2023 SALARY SURVEY

## SAUDI ARABIA



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### 2022

The Middle East experienced a positive year with a significant increase in hiring across the region compared to previous years.

Companies continued to focus on recruiting local talent as part of their nationalisation programmes across the region. This led to fewer relocations by international professionals and, in some cases, contributed towards the departure of expats from the region.

Saudi Arabia went through a period of huge change, due to the implementation of the Saudi government's 2030 visionary plan. We have already seen huge momentum in the recruitment market, with particular focus on the public health sector. As part of this plan, a large part of the population was mobilised for work and for the first time in some regions and sectors, we saw women in the workplace.

### 2023

Entering the sixth year of the crown prince's 2030 vision, this has been the busiest Saudi recruitment market to

date. Whilst the majority of hiring is still geared towards Saudi nationals, we have also seen demand for expat talent increase across various sectors. Investments and real estate industries have been some of the most active during the first half of the year and are expected to continue this upward trend hiring till year end, as Saudi works to boost its economy and increase foreign investment.

There are constant changes in the Saudi market that affect the recruitment landscape. There are plenty of giga projects that attract hundreds of qualified professionals from all over the world, helping to shape the future of the country. With more initiatives like this emerging on a regular basis in Saudi Arabia, hiring will become geared towards qualified skillsets that can help achieve the country's vision and reduce the rate of unemployment amongst citizens. Already, we have seen an increase in salary packages across various sectors. With more and more companies upgrading their packages to stay relevant, competitive, and fair.



"Whilst the majority of hiring is still geared towards Saudi nationals, we have also seen demand for expat talent increase across various sectors."

### OMER ZAKARIA

Associate Director – Northern Gulf

### SAUDI FOCUS:

- Saudization
- Corporate Strategy
- Senior Management & Leadership Roles
- Sales & Business Development
- Projects / PMO
- Human Resources
- Digital Marketing
- Accounting & Finance
- Financial Services & Sovereign Wealth
- Technology & Cyber Crime
- Procurement & Supply Chain



# SAUDI ARABIA SALARY SURVEY

## ACCOUNTING & FINANCE

ROLE	SAUDI & NORTHERN GULF (SAR)	
	2022	2023
<b>Head of Department</b>		
CFO	70k - 100k	<b>80k - 120k</b>
Finance Director/Head of Finance	55k - 75k	<b>55k - 75k</b>
FP&A Director/Head of FP&A	40k - 60k	<b>40k - 60k</b>
Group CFO	110k - 130k	<b>110k - 130k</b>
Group Financial Controller	50k - 75k	<b>50k - 75k</b>
Head of Internal Audit	70k - 90k	<b>70k - 90k</b>
Regional CFO/Regional Financial Director	75k - 110k	<b>75k - 110k</b>
Tax Director	50k - 70k	<b>50k - 70k</b>
Treasury Director/Head of Treasury	60k - 90k	<b>60k - 90k</b>
<b>Management</b>		
Finance Manager	25k - 35k	<b>25k - 35k</b>
Financial Controller	35k - 55k	<b>35k - 55k</b>
FP&A Manager	35k - 50k	<b>35k - 50k</b>
Internal Audit Manager	30k - 45k	<b>30k - 45k</b>
Tax Manager	25k - 45k	<b>25k - 45k</b>
Treasury Manager	35k - 45k	<b>40k - 45k</b>
VAT Manager	25k - 35k	<b>25k - 35k</b>
<b>Mid-Management</b>		
Chief Accountant	20k - 25k	<b>20k - 25k</b>
Credit Control Manager	20k - 30k	<b>20k - 30k</b>
Management Accountant	15k - 25k	<b>15k - 25k</b>
Senior FP&A/Financial Analyst	20k - 25k	<b>20k - 25k</b>
<b>Part-qualified/Newly-qualified</b>		
Credit Controller	15k - 20k	<b>15k - 20k</b>
FP&A/Finance Analyst	15k - 25k	<b>15k - 25k</b>
GL/AP-AR Accountant	10k - 20k	<b>10k - 20k</b>
Internal Auditor	15k - 25k	<b>15k - 25k</b>
Treasury Analyst	15k - 25k	<b>15k - 25k</b>

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# SAUDI ARABIA

## BANKING & FINANCIAL SERVICES

ROLE	SAUDI & NORTHERN GULF (SAR)	
	2022	2023
<b>Compliance</b>		
AML/MLRO Manager	35k - 55k	<b>35k - 55k</b>
Head of Compliance Officer	70k - 120k	<b>70k - 120k</b>
Compliance Manager	40k - 60k	<b>40k - 60k</b>
Compliance Officer	20k - 30k	<b>20k - 30k</b>
KYC/Onboarding Officer	20k - 25k	<b>20k - 25k</b>
Senior Compliance Officer	35k - 50k	<b>35k - 50k</b>
<b>Corporate Banking</b>		
Head of Recovery & Collections	65k - 110k	<b>65k - 110k</b>
Head of Trade Finance	65k - 90k	<b>65k - 90k</b>
Head of Wholesale Banking	90k - 140k	<b>90k - 140k</b>
<b>General Accounting Roles</b>		
Chief Finance Officer	90k - 120k	<b>90k - 120k</b>
Finance Director	40k - 60k	<b>40k - 60k</b>
Financial Accountant	15k - 25k	<b>15k - 25k</b>
Financial Controller	35k - 55k	<b>35k - 55k</b>
Fund Accountant	15k - 25k	<b>15k - 25k</b>
Internal Auditor	15k - 30k	<b>15k - 30k</b>
Senior Financial Accountant	25k - 30k	<b>25k - 30k</b>
<b>Private Banking</b>		
Director	60k - 90k	<b>60k - 90k</b>
Head of Private Banking	70k - 120k	<b>70k - 120k</b>
Investment Advisor	35k - 55k	<b>35k - 55k</b>
Vice President	35k - 60k	<b>35k - 60k</b>
<b>Retail Banking</b>		
Head of Marketing	55k - 80k	<b>55k - 80k</b>
Head of Products	50k - 75k	<b>50k - 75k</b>
Head of Retail Banking	80k - 130k	<b>80k - 130k</b>
Head of Sales	50k - 75k	<b>50k - 75k</b>
<b>Risk</b>		
Chief Risk Officer	90k - 130k	<b>90k - 130k</b>
Credit Risk Manager	35k - 55k	<b>35k - 55k</b>
Head of Operational Risk	50k - 75k	<b>50k - 75k</b>
Head of Risk	50k - 75k	<b>50k - 75k</b>
Market Risk Manager	35k - 55k	<b>35k - 55k</b>
Risk Analyst (ERM)	20k - 35k	<b>20k - 35k</b>
Risk Analytics Manager	35k - 55k	<b>35k - 55k</b>
<b>Treasury</b>		
Head of ALM	55k - 70k	<b>55k - 70k</b>
Head of Treasury	80k - 140k	<b>80k - 140k</b>
Head of Treasury Sales	65k - 80k	<b>65k - 80k</b>
Treasury Manager	25k - 30k	<b>25k - 30k</b>

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# SAUDI ARABIA

## HUMAN RESOURCES & BUSINESS SUPPORT

ROLE	SAUDI & NORTHERN GULF (SAR)	
	2022	2023
<b>Human Resources</b>		
Compensation & Benefits Manager	35k - 45k	<b>35k - 45k</b>
Executive/Personal Assistant	10k - 25k	<b>10k - 25k</b>
Head of HR/HR Director	50k - 90k	<b>50k - 90k</b>
HR Business Partner	25k - 45k	<b>25k - 45k</b>
HR Manager	20k - 40k	<b>20k - 40k</b>
Learning & Development Coordinator	15k - 22k	<b>15k - 22k</b>
Learning & Development Manager	30k - 40k	<b>30k - 40k</b>
Organisational Design Specialist	35k - 45k	<b>35k - 45k</b>
Recruitment Manager	25k - 40k	<b>25k - 40k</b>
Recruitment Specialist	15k - 25k	<b>15k - 25k</b>
Talent Development Manager	25k - 45k	<b>25k - 45k</b>

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# SAUDI ARABIA

## LEGAL

ROLE	SAUDI & NORTHERN GULF (SAR)	
	2022	2023
<b>In-House</b>		
General Counsel	70k - 150k	<b>70k - 150k</b>
Legal Counsel	35k - 40k	<b>35k - 40k</b>
Junior Legal Counsel	25k - 30k	<b>25k - 30k</b>
Paralegal	15k - 20k	<b>15k - 20k</b>
Senior Legal Counsel	45k - 65k	<b>45k - 65k</b>
<b>Private Practice Regional Firm</b>		
Partner	90k - 140k	<b>90k - 140k</b>
Counsel/Legal Director	60k - 85k	<b>60k - 85k</b>
Experienced Senior Associate	50k - 62k	<b>50k - 62k</b>
Entry Level Senior Associate	44k - 50k	<b>44k - 50k</b>
Mid-Level Associate	35k - 44k	<b>35k - 44k</b>
Associate	30k - 42k	<b>30k - 42k</b>
NQ Associate (Newly-Qualified)	24k - 32k	<b>24k - 32k</b>
Paralegal	15k - 20k	<b>15k - 20k</b>
Legal Secretary	10k - 15k	<b>10k - 15k</b>
<b>Private Practice UK Firm</b>		
Partner	120k - 160k	<b>120k - 160k</b>
Counsel/Legal Director	60k - 75k	<b>60k - 75k</b>
Experienced Senior Associate	55k - 70k	<b>55k - 70k</b>
Entry Level Senior Associate	52k - 60k	<b>52k - 60k</b>
Mid-Level Associate	40k - 50k	<b>40k - 50k</b>
Associate	32k - 40k	<b>32k - 40k</b>
NQ Associate (Newly-Qualified)	30k - 35k	<b>30k - 35k</b>
<b>Private Practice US Firm</b>		
Paralegal	18k - 25k	<b>18k - 25k</b>
Legal Secretary	15k - 20k	<b>15k - 20k</b>
Partner	120k - 185k	<b>120k - 185k</b>
Counsel	90k - 120k	<b>90k - 120k</b>
Experienced Senior Associate	75k - 95k	<b>75k - 95k</b>
Entry Level Senior Associate	65k - 78k	<b>65k - 78k</b>
Mid-Level Associate	55k - 70k	<b>55k - 70k</b>
Associate	46k - 58k	<b>46k - 58k</b>
NQ Associate (Newly-Qualified)	45k - 55k	<b>45k - 55k</b>
Paralegal	18k - 25k	<b>18k - 25k</b>
Legal Secretary	15k - 20k	<b>15k - 20k</b>

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# SAUDI ARABIA

## MARKETING & RETAIL

ROLE	SAUDI & NORTHERN GULF (SAR)	
	2022	2023
<b>Marketing</b>		
Brand Manager	22k - 30k	<b>22k - 30k</b>
Category Manager	22k - 33k	<b>18k - 25k</b>
CRM Business Analyst	15k - 22k	<b>15k - 22k</b>
CRM Manager	26k - 37k	<b>26k - 37k</b>
Digital Marketing Executive	19k - 23k	<b>19k - 23k</b>
Digital Marketing Manager	30k - 43k	<b>30k - 43k</b>
Head of Digital Marketing	44k - 75k	<b>44k - 75k</b>
Head of Marketing/Marketing Director	59k - 89k	<b>59k - 89k</b>
Marketing Manager	30k - 45k	<b>30k - 45k</b>
PR/Events/Communication Manager	40k - 50k	<b>30k - 45k</b>
Product Manager	19k - 26k	<b>19k - 26k</b>
Social Media Manager	22k - 37k	<b>20k - 27k</b>
Trade Marketing Manager	25k - 35k	<b>25k - 35k</b>
<b>Retail</b>		
Area Manager	27k - 37k	<b>27k - 37k</b>
Assistant Store Manager	19k - 26k	<b>19k - 26k</b>
Buyer	19k - 30k	<b>18k - 25k</b>
General Manager/Managing Director	74k - 100k	<b>74k - 100k</b>
Head of Retail Operations	48k - 63k	<b>48k - 63k</b>
Retail Operations Manager	35k - 40k	<b>35k - 40k</b>
Sales Specialist	12k - 18k	<b>12k - 18k</b>
Store Manager	30k - 41k	<b>30k - 41k</b>
Visual Merchandiser	15k - 22k	<b>15k - 22k</b>

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# SAUDI ARABIA

## SALES

ROLE	SAUDI & NORTHERN GULF (SAR)	
	2022	2023
<b>Sales</b>		
Business Development Manager	26k - 33k	<b>26k - 33k</b>
Corporate Account/Sales Director	33k - 44k	<b>33k - 44k</b>
Head of Sales	52k - 88k	<b>52k - 88k</b>
Key Account/Sales Manager	19k - 33k	<b>19k - 33k</b>
Sales Executive	15k - 22k	<b>15k - 22k</b>
<b>Senior Management</b>		
Country Manager	56k - 74k	<b>56k - 74k</b>
General Manager	63k - 89k	<b>63k - 89k</b>
Managing Director	78k - 112k	<b>78k - 112k</b>
Regional General Manager	80k - 118k	<b>80k - 118k</b>

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## PROCUREMENT

ROLE	SAUDI & NORTHERN GULF (SAR)	
	2022	2023
<b>Procurement &amp; Supply Chain</b>		
Demand & Supply Planner	17k - 25k	<b>15k - 22k</b>
Logistics Manager	30k - 35k	<b>30k - 40k</b>
Procurement Director	65k - 100k	<b>60k - 90k</b>
Procurement Manager	30k - 40k	<b>40k - 58k</b>
Procurement Specialist	18k - 20k	<b>18k - 28k</b>
Senior Buyer	25k - 30k	<b>15k - 25k</b>
Supply Chain Director	50k - 65k	<b>50k - 80k</b>
Supply Chain Manager	30k - 37k	<b>38k - 50k</b>

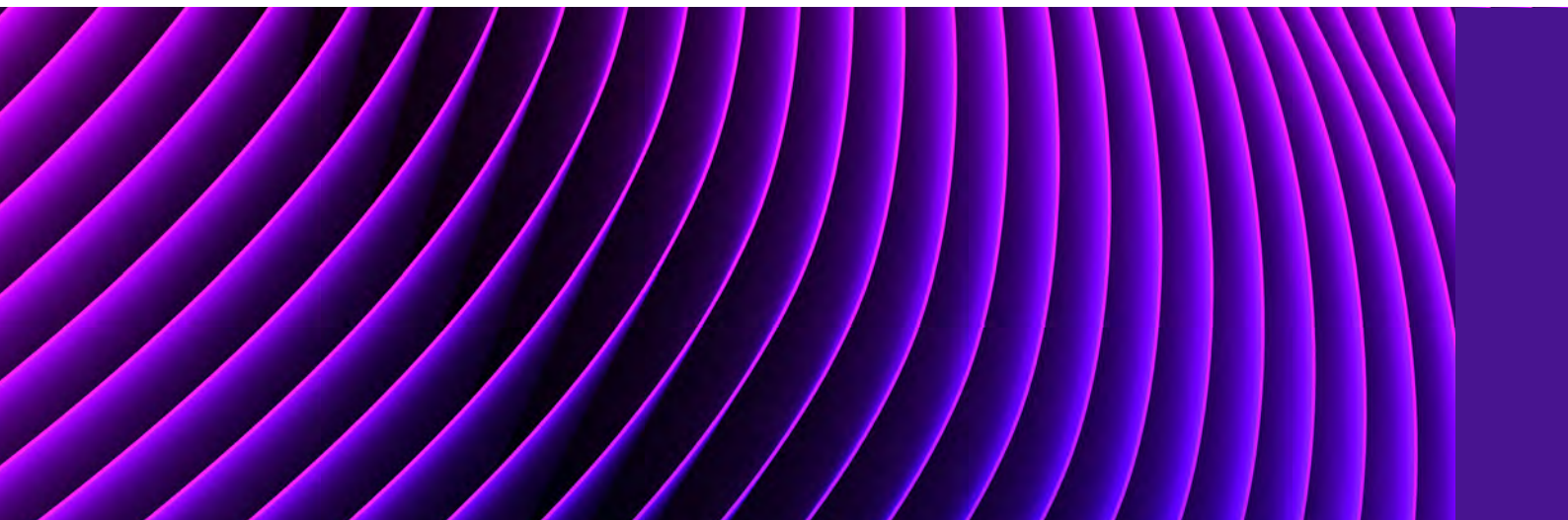
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# SAUDI ARABIA

## CONSTRUCTION AND REAL ESTATE DEVELOPMENT

ROLE	SAUDI & NORTHERN GULF (SAR)	
	2022	2023
<b>Construction &amp; Real Estate Development</b>		
Development Director	75k - 120k	<b>75k - 120k</b>
Associate Director	55k - 75k	<b>55k - 80k</b>
Sr Project Director	65k - 100k	<b>75k - 120k</b>
Sr Development Manager	35k - 55k	<b>35k - 65k</b>
Project Director	65k - 120k	<b>75k - 120k</b>
Project Manager	35k - 65k	<b>30k - 60k</b>
Sr Quantity Surveyor	16k - 22k	<b>18k - 23k</b>
Real Estate Manager	18k - 28k	<b>20k - 30k</b>
Project Co-Ordinator	15k - 22k	<b>18k - 24k</b>

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# SAUDI ARABIA

## INFORMATION TECHNOLOGY

ROLE	SAUDI & NORTHERN GULF (SAR)	
	2022	2023
<b>Technology</b>		
Business Analyst	19.5k - 40k	<b>20k - 35k</b>
Chief Digital Officer (CDO)	92k - 126.5k	<b>95k - 130k</b>
Chief Information Officer (CIO)	74k - 109k	<b>80k - 120k</b>
Chief Information Security Officer (CISO)	92k - 120k	<b>94k - 130k</b>
CTO	46k - 69k	<b>70k - 100k</b>
Data Analyst	19.5k - 32k	<b>22k - 35k</b>
Data Scientist	28k - 51k	<b>30k - 45k</b>
Enterprise Architect	28k - 46k	<b>35K - 55k</b>
Group Chief Information Officer (Group CIO)	86k - 138k	<b>95k - 140k</b>
Head of Data Analytics	51k - 74k	<b>55k - 80k</b>
Head of Digital Transformation/Digital Director	63k - 92k	<b>70k - 100k</b>
Head of Software Engineering	40k - 51k	<b>45k - 65k</b>
Information Security Analyst	23k - 40k	<b>25k - 45k</b>
Information Security Manager	29k - 51k	<b>35k - 55k</b>
IT Director/Head of IT	63k - 92k	<b>50k - 70k</b>
IT Manager	28k - 51k	<b>25k - 35k</b>
Programme Manager	42k - 63k	<b>50k - 70k</b>
Project Manager	26k - 51k	<b>30k - 55k</b>
Senior Software Engineer	34k - 46k	<b>25k - 40K</b>
Software Engineer	28k - 37k	<b>20k - 35K</b>

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## CONTACT



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