

Cooper Fitch

# 2020

## KSA SALARY GUIDE



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## CEO LETTER

### Welcome to the 2020 edition of the Cooper Fitch Salary Guide for Saudi Arabia.

Foreign direct investment inflows increased by 24%<sup>1</sup> in Q1 2019. Major investor deals and giga-projects continue to move ahead. Investors all over the world are bringing their businesses to the kingdom, with significant new investors in the last quarter.

In H1 2019, new foreign investor licenses rose by 85%<sup>2</sup> Saudi launched VENTURE, a new initiative aimed at attracting global venture capital (VC) firms. The platform will provide streamlined licensing processes for VC portfolio companies. Saudi Arabia has been ranked 26th<sup>3</sup> most competitive economy, rising 13 places in the global ranking from last year, the fastest-improving country among those assessed

It has been a busy 12 months, and 2020 is set to be no different. The Vision 2030 economic diversification roadmap is now well underway, with GDP growth for 2020 expected at a healthy rate of 2.2%<sup>4</sup> bringing benefits to the employment market as new jobs are created across multiple industries.

State entities are being privatised, reforms are being implemented to make it easier to set up new businesses and attract foreign capital, and a swathe of multibillion-dollar 'giga-projects' have kicked off in the country to rejuvenate commerce and culture.

The introduction of the Saudi tourist visa this year goes hand in hand with the development of significant tourism developments such as the Red Sea project, to tempt business and leisure visitors to

the kingdom and kickstart the nascent tourism industry.

Technology is another emerging sector that is receiving a boost from widespread reforms. Start-up incubators and entrepreneurship hubs are popping up across the kingdom to tackle new solutions to old problems.

The country's female workforce is expanding as women become culturally empowered, and oil prices stabilised at \$68 per barrel, boosting public sentiment.

The profound changes underway in the kingdom are keeping salaries stable or rising across most industries. While the competition for top-tier Saudi national talent is applying pressure on market-rate salary ranges.

As all industries are growing and expanding, we predict a rise in market-rate salary ranges on average of 3%. Of all the industries we analysed, we predict the most significant market-range salary increase for 2020 is within the strategy sector at 6%. Investment management and sales and marketing are to follow with the expected rate of 5%, and accounting and finance with 4%. Advisory, banking & financial services, legal and investment management and public sector roles are expected to increase market-rate salaries by 3%.

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<sup>1</sup> (Trading Economics, 2019)

<sup>2</sup> (The embassy of the kingdom of Saudi Arabia, 2019)

<sup>3</sup> (IMD World Competitiveness Centre, 2018)

<sup>4</sup> (Trading Economics, 2018)

## RESEARCH METHODOLOGY

The Cooper Fitch Salary Guide represents the change in market-rate salary ranges for new recruits across the region.

Our data is based on several sources; successful assignments our firm have competed in 2019, undergoing appointments, daily interaction with hiring managers and mid to senior-level executives across the region. Our unique position enables Cooper Fitch to track the latest insights and trends in salary ranges.

Bonuses and other forms of remuneration, such as pension scheme and long-term incentives, are not taken into account, which varies significantly.

## ABOUT COOPER FITCH

Cooper Fitch provide professional services to organisations across the GCC on all matters talent-related. Driving business forward with top-tier talent, market & data insights & consulting services to better their employee attraction & retention, shaping the future of their tomorrow.

We provide comprehensive compensation and benefits analysis designed to advance your competitive talent advantage, contact me for any specific requests or questions on this report.

- Recruitment
- Executive Search
- Recruitment Process Outsourcing
- HR Advisory



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## KSA SALARY GUIDE 2020

### ACCOUNTING & FINANCE

As a crucial corporate function, the outlook for hiring in the accounting and finance sector is strong in Saudi Arabia, particularly for senior-level staff. Rising demand for talent as the government rolls out initiatives to expand the kingdom's private sector, such as the royal decree which incentivises private sector employment. Director-level accounting and finance roles are expected to see an average 4% salary hike in 2020, while salaries for recruits at CFO-level are forecast to rise 12%. Expats, on the other hand, will see a minimal increase overall, our experts say.

More generally, the kingdom's Saudisation policy, which sets minimum thresholds for the proportion of Saudi nationals to be hired within a company, has presented challenges in the market as there is a smaller pool of senior finance candidates and a lack of domestic expertise in specific industries. There is also a reported shortage of Saudi nationals that hold professional accounting certifications.

In response, organisations are seeking detailed technical and soft skill assessments of candidates during the selection process. They are attaching a higher value to relevant industry experience than previous years and paying increased attention to professional qualifications. Mid-to-senior-level accounting and finance roles such as financial controller, finance director and CFO are especially in demand, as well as treasury, internal audit and risk, and candidates with project finance, debt raising, change management and IPO experience.

The top geographical areas from which candidates are being recruited are Saudi Arabia and the GCC, particularly those with prior experience of working in KSA, and dual-language Arabic-English speakers. Riyadh, as the capital city, the Eastern Province for heavy industries and manufacturing, and Jeddah for

FMCG (fast-moving consumer goods) remain the top spots for hiring activity.

In 2020, there is expected to be an increase in demand and hiring within the manufacturing and consumer goods industries, as well as more movement between public and semi-government entities and increased hiring of junior and mid-manager level Saudi nationals.

Overall, our experts forecast a significant level of recruitment next year, on the back of diversification of the economy away from oil dependence, private sector expansion, a heavy focus on new investments by sovereign wealth funds, and creation of new industries such as entertainment, tourism and waste management in line with Vision 2030.

Businesses seeking new talent must place a strong focus on retention strategies, including upskilling and training for existing employees, performance-related bonuses, and the creation of a positive culture and working environment.

The tax system in the kingdom has been maturing, and this is reflected by the increasing demand for international tax and transfer pricing professionals primarily in the advisory space. Big 4 firms, in particular, have been focusing on building their transfer pricing teams. On the other side of the tax spectrum, there has been a steady demand for corporate tax and VAT professionals but not as high compared to previous years. Corporates are more often choosing to build internal tax departments, hiring specialists to ensure greater efficiency in a maturing function.

**KSA SALARY GUIDE 2020**

**ACCOUNTING & FINANCE**

ROLES		MIN	MAX
Group Chief Financial Officer	<i>Large Local groups / MNCs</i>	100,000	150,000
Chief Financial Officer	<i>Large Local groups / MNCs</i>	80,000	100,000
	<i>Small to Medium Enterprises</i>	60,000	75,000
Financial Director	<i>Large Local groups / MNCs</i>	55,000	75,000
	<i>Small to Medium Enterprises</i>	50,000	65,000
Treasury Director	<i>Large Local groups / MNCs</i>	50,000	65,000
	<i>Small to Medium Enterprises</i>	40,000	55,000
Financial Controller	<i>Large Local groups / MNCs</i>	45,000	55,000
	<i>Small to Medium Enterprises</i>	30,000	40,000
Financial Planning Analysis Director	<i>Large Local groups / MNCs</i>	40,000	55,000
	<i>Small to Medium Enterprises</i>	35,000	45,000
Financial Planning Analysis Manager	<i>Large Local groups / MNCs</i>	30,000	45,000
	<i>Small to Medium Enterprises</i>	25,000	35,000
Treasury Manager	<i>Large Local groups / MNCs</i>	30,000	45,000
	<i>Small to Medium Enterprises</i>	25,000	35,000
Finance Manager	<i>Large Local groups / MNCs</i>	30,000	45,000
	<i>Small to Medium Enterprises</i>	20,000	30,000
Head of Internal Audit / Internal Audit Manager	<i>Large Local groups / MNCs</i>	30,000	40,000
	<i>Small to Medium Enterprises</i>	25,000	35,000
Reporting Manager	<i>Large Local groups / MNCs</i>	20,000	35,000
	<i>Small to Medium Enterprises</i>	15,000	25,000
Budgeting Manager	<i>Large Local groups / MNCs</i>	25,000	35,000
	<i>Small to Medium Enterprises</i>	20,000	30,000
Chief Accountant	<i>Large Local groups / MNCs</i>	20,000	30,000
	<i>Small to Medium Enterprises</i>	12,000	18,000
Finance / Business Analyst	<i>Large Local groups / MNCs</i>	15,000	25,000
	<i>Small to Medium Enterprises</i>	10,000	15,000
Credit Manager	<i>Large Local groups / MNCs</i>	20,000	25,000
	<i>Small to Medium Enterprises</i>	15,000	20,000
Internal Auditor	<i>Large Local groups / MNCs</i>	15,000	25,000
	<i>Small to Medium Enterprises</i>	12,000	18,000
Financial Accountant	<i>Large Local groups / MNCs</i>	15,000	20,000
	<i>Small to Medium Enterprises</i>	10,000	15,000
Management Accountant	<i>Large Local groups / MNCs</i>	12,000	18,000
	<i>Small to Medium Enterprises</i>	10,000	15,000
AP / AR Accountant	<i>Large Local groups / MNCs</i>	6,000	12,000
	<i>Small to Medium Enterprises</i>	4,000	8,000

The salary ranges provided are in SAR and represent monthly salary inclusive of basic salary and all fixed allowances. Monthly salary is exclusive of bonus, guaranteed or otherwise.

## KSA SALARY GUIDE 2020

### TAX

ROLES	TITLE	MIN	MAX
<b>BIG 4</b>	Partner (2+ yrs)	75,000+	
	Partner (0-1 yr)	55,000	70,000
	Director	45,000	55,000
	Senior Manager	27,000	39,000
	Manager	23,000	33,000
	Assistant Manager	16,000	22,000
	Senior Associate	14,000	18,000
<b>INDUSTRY &amp; PUBLIC SECTOR</b>	Head of Tax	50,000+	
	Senior Manager	35,000	45,000
	Manager	24,000	37,000
	Supervisor	20,000	28,000
	Analyst / Senior Analyst	13,000	20,000

## KSA SALARY GUIDE 2020

### ADVISORY

The kingdom's advisory market is set to continue expanding in 2020, with fresh business activity across all service lines including audit, risk consultancy, deal advisory and transaction services. We anticipate a further increase in consulting work in the year ahead, especially in disputes and investigations, public sector, infrastructure and finance advisory with a prediction that market-rate salary ranges will increase by 3% in 2020.

The biggest growth driver is the Vision 2030 roadmap, which has significantly impacted the Saudi employment market in 2019. An increase in merger & acquisition (M&A) activities, the development of super-scale, or 'giga', projects and the privatisation of some government companies have increased demand for advisory professionals and is expected to continue doing so in 2020. Although we do not expect any significant increase in salary ranges for 2020.

In recent months, there has been a marked push among firms to build advisory teams in Saudi Arabia, as opposed to flying specialists in and out on a project-by-project basis, and this is likely to gather momentum in 2020. Organisations are increasingly investing in operations on the ground, with a positive impact on recruitment and relocation activity. Meanwhile, the growth of non-oil industries means higher demand for new skill sets and strong consultancy support for emerging industries.

In terms of candidates, the most significant demand in the coming months will be for Saudi national talent due to the government's Saudisation agenda, especially those with specialist expertise, resulting in fierce competition among firms and public sector bodies. Such competition is keeping fixed salaries in the advisory sector steady, although clients expect an increase in the frequency of sign-on bonuses in 2020.

Geographically, Riyadh is still the largest market. However, Jeddah has continued to grow its advisory base with an increase in large family holding groups undergoing structural transformations and is, therefore, becoming a busier spot for consulting services. Firms are mainly recruiting from within the Saudi market, with the rest of the GCC, Lebanon and Jordan as the principal secondary markets. In some limited instances, firms are seeking unique international talent from major global markets such as Europe, for advice on public-private partnership (PPP) schemes. Last year there was a skills gap relating to debt restructuring consultancy, but this should close in 2020, our experts say.

Advisory professionals in Saudi Arabia are increasingly seeking career growth and exposure to broader and more exciting clients as the market matures, and they crave higher levels of responsibility and engagement with clients. Firms should think about offering a clear career path with formal learning and development programmes to retain new recruits and existing employees.

A flexible working environment, diverse client base and the opportunity to work with new technologies are other important factors in securing and retaining talent in this sector.

## KSA SALARY GUIDE 2020

### ADVISORY

ROLES	TITLE	MIN	MAX
<b>AUDIT</b>	Partner (5+ yrs)	85,000	120,000
	Partner (1-4 yrs)	50,000	80,000
	Director	40,000	47,000
	Senior Manager	32,000	37,000
	Manager	22,000	30,000
	Assistant Manager	18,000	22,000
	Senior Associate	13,000	17,000
	Associate	8,000	12,000
<b>RISK CONSULTING</b>	Partner (5+ yrs)	95,000	150,000
	Partner (1-4 yrs)	65,000	90,000
	Director	50,000	60,000
	Senior Manager	37,000	45,000
	Manager	28,000	35,000
	Assistant Manager	23,000	27,000
	Senior Associate	16,000	22,000
	Associate	12,000	15,000
<b>DEAL ADVISORY &amp; TRANSACTION SERVICES</b>	Partner (5+ yrs)	100,000	165,000
	Partner (1-4 yrs)	70,000	95,000
	Director	52,000	65,000
	Senior Manager	38,000	46,500
	Manager	29,000	36,000
	Assistant Manager	24,000	28,000
	Senior Associate	16,500	22,500
	Associate	12,500	16,000

## KSA SALARY GUIDE 2020

### BANKING

Salaries in Saudi Arabia's banking and financial services sector are predicted to rise by 3% on average in 2020 compared to the previous year, reflecting increased hiring activity in this sector. Broader industry conditions are stable, with Saudi banks' profit margins expected to remain stable at 2.2 per cent in the next 12-18 months.

Against this backdrop, government spending in Saudi Arabia has risen in the last 12-24 months, within a positive knock-on impact on job creation in the sector. For the purpose of this report, banking and financial services roles fall within offshore and onshore zones regulated by the two major regulators in Saudi Arabia, Saudi Arabian Monetary Authority (SAMA) and the Capital Markets Authority (CMA). Roles spanning front office functions including on and offshore private banking and wealth management, investment and asset management, retail and corporate banking, and back-office functions such as compliance, risk, finance, HR, legal, administration, marketing and communications.

Recruitment in 2019 centred around front-office roles as banks work to expand their client bases and meet ambitious performance targets. However, there is likely to be increased hiring for support roles in 2020 due to stricter credit restrictions introduced by the SAMA regulator. Meanwhile, rapid growth in digital banking is rising demand for technology-related expertise. Banks are expected to accelerate digitalisation agendas over the next 18-24 months. This will mean a shift away from hiring for branch-focussed operations, towards creating in-house technology roles.

However, organisations in Saudi have faced challenges hiring for niche roles in digital banking due to skills shortages. Saudisation is another challenge. Under CMA regulations, specific vital functions - such as Head of Compliance - have been earmarked for Saudi nationals only, sparking a race

to secure their services. Banks also face competition from public sector entities as they implement large-scale infrastructure and other projects in line with Vision 2030.

In response, recruitment strategies tend to reflect the needs of government projects, and this is expected to continue. The most in-demand roles in 2020 include relationship manager roles across private and institutional banking, credit risk and market analytics roles, and digital banking officers.

In general, there remains a high demand for qualified finance professionals in the kingdom, as well as industry-specific marketing, PR and branding experts. Further expertise is sought in global accounting standards, Basel III requirements, Anti-Money Laundering and Know Your Customer rules, as global regulatory requirements continue to tighten.

Recruitment activity in 2020 will centre around Riyadh and Jeddah, although there has been a recent surge of activity in the Eastern Province, where many banks in the consumer space have large customer portfolios and greater need for banking products and services.

Another feature of the Saudi banking industry is rapid staff turnover as employees chase competitive packages. The average tenure for banking staff is just 2-3 years, our experts say. Banks must focus on creating leadership programmes to attract and retain employees over the long term.

## KSA SALARY GUIDE 2020

### RETAIL BANKING

ROLES	TITLE	MIN	MAX
<b>PRIVATE</b>	Head of Private Banking (16+ yrs)	160,000	170,000
	Market Head / Managing Director (15 yrs)	135,000	140,000
	Executive Director / Unit Head (10-12 yrs)	90,000	100,000
	Associate Director (5-8 yrs)	70,000	80,000
	Relationship Manager - Key Clients (5-7 yrs)	45,000	55,000
	Assistant Relationship Manager - Support (5-7 yrs)	30,000	40,000
<b>WEALTH MANGEMENT</b>	Head of Wealth Management	85,000	95,000
	Head of International Wealth	75,000	85,000
	Unit / Department Head	65,000	70,000
	Team Leader - Various Domiciles	60,000	65,000
	Senior Wealth Management Specialist	50,000	55,000
	Associate - New Clients	35,000	40,000

### WHOLESALE BANKING

ROLES	TITLE	MIN	MAX
<b>CORPORATE</b>	Head of Corporate Banking	100,000	110,000
	Team Leader - Corporate Banking	80,000	90,000
	Senior Director - Corporate Clients	65,000	75,000
	Associate Director - Relationship Manager - Industry Specific	55,000	65,000
	Director - Relationship Manager - Local Corporates / MNCs	50,000	60,000
	Relationship Manager (Credit Analysis)	40,000	45,000
<b>INSTITUTIONAL</b>	Head of Financial Institutions	120,000	135,000
	Head of Non FI Clients	100,000	110,000
	Chief Compliance Officer (CCO)	85,000	110,000
	Director / Vice President	85,000	95,000
	Senior Relationship Manager / Assistant Vice President	75,000	80,000
	Relationship Manager	50,000	60,000

## KSA SALARY GUIDE 2020

### BANKING

ROLES	TITLE	MIN	MAX
<b>COMPLIANCE &amp; REGULATION</b>	Head of Compliance	68,000	77,000
	Compliance Licenced MLRO (APs)	44,000	58,000
	Head of Fraud	44,000	52,000
	Assistant Relationship Manager	40,000	50,000
	Inspection, Authorization Officers	35,000	45,000
	Fraud Manager	34,000	39,000
	Sanctions and AML Managers	32,000	35,000
	Compliance Manager- Generalists- Wholesale, Retail, Corporate	27,000	35,000
	Compliance Officer-Private Banking, Wealth, Invest. products	17,000	23,000
	Compliance Officer (KYC, On boarding, CDD)	14,000	17,000
	Compliance Analysts (Graduate)	11,000	15,000
<b>RISK</b>	Chief Risk Officer	70,000	91,000
	Head of Credit Risk	51,000	69,000
	Credit Risk Policies Head	48,000	57,000
	Operational Risk Head	48,000	57,000
	Head of Collections and Recovery	49,000	55,000
	Market Risk Head	47,000	54,000
	Head of Risk Analytics	45,000	52,000
	Credit Risk Policies VP	45,000	49,000
	Operational Risk Manager	33,000	42,000
	Credit Risk Manager	29,000	39,000
	Risk Analytics Manager	28,000	38,000
	Market Risk Manager	32,000	37,000
	Enterprise Risk Manager	25,000	31,000
	Market Risk Analyst	18,000	23,000
	Risk Analytics Officer	15,000	22,000
	Credit Risk Portfolio Analyst	16,000	19,000
	Operational Risk Analyst	17,000	19,000
	Credit Risk Analyst	14,000	18,000

## KSA SALARY GUIDE 2020

### BANKING

ROLES	TITLE	MIN	MAX
<b>FINANCE &amp; OPERATIONS</b>	Chief Operating Officer (COO)	88,000	105,000
	Chief Finance Officer (CFO)	81,000	103,000
	Finance Director	61,000	73,000
	Head of Internal Audit	49,000	59,000
	Head of Fund Admin / Head of Accounting	49,000	57,000
	Head of MIS (Management Information Systems) & Reporting	43,000	52,000
	Head of Custody	41,000	49,000
	Financial Controller	33,000	44,000
	Internal Audit Manager	35,000	42,000
	Financial Reporting and Regulation	31,000	39,000
	Finance Manager	31,000	39,000
	Treasury Manager	33,000	38,000
	Operation Manager	27,000	33,000
	Fund Accountant Qualified	25,000	32,000
	Financial Accountant	21,000	26,000

## KSA SALARY GUIDE 2020

### HUMAN RESOURCES

The human resources (HR) industry in Saudi Arabia is maturing as organisations review their priorities and grow their horizons in line with the Vision 2030 agenda. State-led initiatives to develop the private sector are bearing fruit, with substantial growth in business creation over the past year and a positive impact on recruitment activity.

The majority of HR salaries remained stable in 2019 and are expected to continue so in 2020. However we do not expect a change in the market salary range. The roles that have seen the most significant declines are within organisations tightening their budgets, while specialist roles such as learning and development (L&D) and compensation and benefits (C&B) enjoyed the most significant increases.

In general, there will be significant demand for HR professionals across the kingdom, particularly in Riyadh, Jeddah, Yanbu, Dammam and Khobar due to their high levels of foreign and local investment. On the flipside, flatter economic growth in the GCC has prompted some firms to restructure and retract from the region. Some multinationals have centralised their Middle East HR operations outside the kingdom, resulting in fewer roles available in some sectors. However, start-ups and homegrown companies are attaching increased importance to HR as they search for staff to help them grow.

The most in-demand roles will be generalists (depending on the size of the HR function, as this attribute is particularly useful for smaller firms); C&B professionals with local experience to ensure policies are in line with labour laws; L&D professionals to retain staff and help them perform better, and organisational development, especially for start-ups. Businesses consider situational and adaptive leadership styles necessary when appointing senior positions.

Across the GCC, there is a shortage of candidates with recognised HR industry qualifications such as CIPD, PHR and SHRM. However, this is likely to improve in future as more HR professionals seek to enhance their knowledge through postgraduate courses or training programs.

Some challenges that impacted the Saudi HR industry in 2019 will continue this year, including the drive for Saudisation of the workforce, with government-set targets leading to skills shortages for specialist roles. Attracting expatriate talent to Saudi Arabia is another challenge, as some professionals prefer the more international environment of the UAE or other geographical locations in the GCC or Asia when considering relocation.

Internally, firms are seeking to increase opportunities for Saudi nationals and invest in their development as future leaders across different functions in line with Vision 2030 objectives. Saudi national talent is in particularly high demand, and retaining skilled national employees has proven challenging unless businesses are in a position to offer long-term incentive and growth programmes. Firms would do well to ensure they have a clear career progression plan in place for new recruits.

**KSA SALARY GUIDE 2020**

**HUMAN RESOURCES**

ROLES	MIN	MAX
CHRO	100,000	155,000
HR VP	80,000	125,000
HR Director (Group)	50,000	80,000
HR Manager	30,000	40,000
Human Resources Business Partner	30,000	45,000
Learning & Development Manager	24,000	33,000
Compensation & Benefits Manager	22,000	28,000
HR Operations Manager	22,000	30,000
Talent & Acquisition Manager	22,000	27,000
Employee Relations Manager	19,000	24,000
Recruitment Manager	18,000	25,000
Training Manager	18,000	27,000
Learning & Development Specialist	15,000	18,000
HR Generalist	15,000	25,000
Recruitment Specialist	14,000	16,000
Talent & Acquisition Specialist	14,000	20,000
Recruiter	12,000	16,000

## KSA SALARY GUIDE 2020

### INVESTMENT MANAGEMENT

Like many sectors in Saudi Arabia, Vision 2030 has dramatically impacted investment management (IM), as public and private sector firms and sovereign wealth funds review their operations in line with the national growth agenda and invest accordingly.

IM roles in the kingdom have seen an increase in market-rate salary ranges by average salary increases of 5% over the past year, and 2020 is expected to bring a continued high level of recruitment activity, assuming 5% rise in market-rate salary ranges, given that a considerable number of the main government projects are still in the initial stages. While state investment vehicles are accounting for a large proportion of IM recruits at present, private sector hiring should gather momentum as projects require new funding at different stages of their life cycle.

Certain challenges firms faced in 2019 are likely to continue in the next year, including an outflow of talent to the public sector, which typically offers enticing remuneration packages and exposure to large-scale projects. Certain asset classes, such as real estate and infrastructure, are experiencing particularly intense competition for local talent, and it is becoming increasingly challenging to retain Saudi national and expatriate talent, especially in the private sector, because of the attractive public sector packages on offer.

There is demand at present for IM professionals working in private equity, M&A, real estate development and investment, as well as board members and staff in finance and investment operations. Demand will continue as investments grow, as there is significant demand for best practices in board rooms, and Saudi-based companies are increasingly looking outside the kingdom to bring international perspectives to the table. Real estate, meanwhile, is an extremely active asset class in the kingdom and likely to remain stable in the coming years. To attract and retain

talent, recruitment strategies need to be aligned with the company's growth objectives to ensure strong commitment and employee retention. Companies should openly communicate their vision, mission and goals to external stakeholders to generate a positive image of the company as this is becoming increasingly important.

The recruitment industry notes a shortage of Saudi nationals in the market with the preferred IM industry-accredited qualification from the CFA Institute. This, together with a rise in investment activity across Saudi Arabia, has increased the need to recruit candidates from overseas, especially from financial capitals such as New York or London. Companies must ensure their salary packages are competitive globally while taking into account the requirement to meet Saudisation standards.

Given all the transformation, the Vision 2030 has brought, investment banking in Saudi Arabia has been relatively active in 2019. The country is the leader among the GCC countries in equity capital markets with the real estate being one of the main sectors. This is not counting the Saudi Aramco IPO at the time of writing. Saudi Arabia has also been in a strong position when it comes to M&A and debt capital markets with potentially more activity happening next year. These factors actively contribute to higher demands when it comes to recruitment in the investment banking space in KSA across all the major service lines.

The most active locations for IM recruitment vary according to industry, our experts say. Riyadh is the hub when it comes to primary investment vehicles and financial services, while the Eastern Province is more active in the industrial sectors. The Western regions including Jeddah, have increased activity in real estate, hospitality and tourism investment.

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## INVESTMENT MANAGEMENT

ROLES	TITLE	MIN	MAX
<b>PRIVATE SECTOR</b>	Chief Investment Officer	80,000	150,000+
	Head of Investments / Investment Director	75,000	110,000+
	Investment Principal	60,000	77,000
	VP / Asset Class Specialist	43,000	57,000
	Investment Senior Associate	38,000	50,000
	Investment Associate	25,000	35,000
	Investment Analyst	10,000	22,000
<b>PUBLIC SECTOR</b>	Chief Investment Officer	125,000	200,000+
	Head of Investments / Investment Director	80,000	140,000+
	Investment Principal	75,000	110,000
	VP / Asset Class Specialist	65,000	87,000
	Investment Senior Associate	50,000	68,000
	Investment Associate	38,000	53,000
	Investment Analyst	22,000	33,000
<b>ASSET MANAGEMENT</b>	Head of Asset Management	75,000	110,000
	Head of Private Equity	75,000	110,000
	Head of Business Development	70,000	95,000
	Head of Real Estate	60,000	90,000
	Business Development Senior Manager	45,000	65,000
	Fund/Portfolio Manager	32,000	50,000
	Business Development Manager	33,000	47,000
	Investment Associate	25,000	33,000
Investment Analyst	12,000	20,000	
<b>INVESTMENT BANKING</b>	Managing Director	90,000	140,000+
	Head	70,000	110,000+
	Director	55,000	80,000
	Vice President	40,000	60,000
	Senior Associate	30,000	45,000
	Associate	20,000	32,000
	Analyst	13,000	22,000

## KSA SALARY GUIDE 2020

### LEGAL

Saudi Arabia's efforts to diversify its economy and grow the private sector under the Vision 2030 roadmap are bearing fruit, with a positive impact on hiring trends in the legal industry.

Private law firms on average are expecting a 3% increase on market-rate salary ranges in 2020, and a higher 8-10% rise for Saudi nationals, both in public sector and large local and international private sector organisations for 2020.

Sign-on ('golden handshake') bonuses are becoming increasingly common as firms jostle for talent in a competitive market, organisations report. The most in-demand roles are senior in-house Saudi national lawyers with a mix of private and public sector experience. For private firms, Saudi national associate-level lawyers with experience in banking or commercial law are most in-demand.

Vision 2030 has impacted the employment market across all sectors, creating new jobs through the privatisation of government companies from across 10 sectors ranging from health, housing, education, labour, social affairs and energy, most notably the initial public offering of state oil giant Saudi Aramco and widespread legislative reforms to make it easier to set up businesses and attract foreign capital to the kingdom.

As a result, Saudi Arabia has seen an increase in merger and acquisition (M&A) and investment activity, the commencement of super-size, or 'giga', projects and a rise in large local family and holding companies overhauling their corporate governance policies to comply with international standards.

The bulk of legal hiring activity continues to take place in the capital Riyadh, due to it being the hub of public sector employment with government departments and other agencies based there and the focal point of Vision 2030 initiatives.

However, the UAE and other GCC markets are increasingly becoming target markets for recruitment, while public-private-partnership (PPP) legal entities often seek lawyers from the UK, Europe and Australia.

The pace of regulatory change, through a swathe of government decrees and general transformation of all industries in the kingdom at present, are constant challenges for recruiters, but they are expected to bring new opportunities in 2020. In the legal sector, in-house teams are expected to expand further following a raft of C-suite-level appointments in 2019, with an additional increase in junior-to-mid-level hires.

Drivers for candidates seeking to change jobs include the need for continual learning and development with a fresh and diversified client pool, higher salaries and, for mid-senior lawyers, in particular, the quest for longer-term opportunities in well-known organisations. Many other candidates have reported exposure to challenge clients as a reason for changing jobs.

Expected skills shortages in 2020 include Saudi national lawyers with specific experience in M&A and investments, as well as bilingual corporate and transaction lawyers with 4-6 years PQE (post-qualification experience) in private practice.

To retain talent, firms should offer career progression, mentorship, and – given the increasingly young workforce in the kingdom, constant feedback in the form of one-on-one personal interaction and engagement.

## KSA SALARY GUIDE 2020

### LEGAL

ROLES	TITLE	MIN	MAX
<b>PRIVATE PRACTICE REGIONAL FIRMS</b>	Partner (5+ yrs)	100,000	150,000
	Partner (1-4 yrs)	65,000	100,000
	Counsel	50,000	85,000
	Senior Associate	45,000	65,000
	Associate	25,000	40,000
	Newly Qualified	20,000	35,000
	Paralegal	14,000	25,000
	Legal Secretary	12,500	20,000
<b>PRIVATE PRACTICE US &amp; UK FIRMS</b>	Partner (5+ yrs)	100,000	180,000
	Partner (1-4 yrs)	75,000	100,000
	Counsel	60,000	90,000
	Senior Associate	45,000	60,000
	Associate	35,000	55,000
	Newly Qualified	25,000	35,000
	Paralegal	16,000	28,000
	Legal Secretary	14,000	25,000
<b>DEAL ADVISORY &amp; TRANSACTION SERVICES</b>	Chief General Counsel	90,000	120,000
	Director / Head	60,000	90,000
	General Counsel	50,000	65,000
	Senior Legal Counsel	40,000	50,000
	Legal Counsel	35,000	45,000
	Junior Legal Counsel / Advisor	25,000	40,000
	Paralegal	14,000	24,000
	Legal Secretary	12,500	20,000

## KSA SALARY GUIDE 2020

### MANUFACTURING & SUPPLY CHAIN

2020 is set to be a busy year for manufacturing in Saudi Arabia. In line with Vision 2030, there are numerous large-scale developments commencing in the kingdom and quality recruitment activity in the early stages of these projects will be critical to their future success. Companies and the Saudi government are looking to build robust and reliable supply chains and seek fresh talent to ensure deadlines are met.

Salaries for manufacturing jobs rose in 2019 as market activity grew, and the expectation is the growth in market salary ranges will continue into 2020 by 2%. The most in-demand roles are research and development (R&D) and procurement, while technical advisors are needed across all industries to deliver specialist projects.

However, despite high levels of activity, businesses firms could face recruitment challenges in 2020. In 2019, many organisations clients struggled to attract talent, often due to fierce competition between the public and private sectors firms for quality candidates. What is more, with a large workload of project activity already underway, companies firms are busier than usual and have less time to devise considered hiring strategies.

Nationalisation of the workforce is another challenge, as high demand for Saudi national talent to meet the requirements of Saudisation is creating fierce competition for talent.

To secure and retain the best talent, businesses should employ professionals that are the right cultural fit for their organisation. They should also invest in employees' career growth and future job satisfaction. Learning and development programmes are key here, as are clear guidelines to individual staff as to how they are progressing on the career ladder and positive feedback on how they are

impacting the business, to increase motivation and commitment.

Overall, there are some major growth drivers for the Saudi manufacturing and supply chain, not least a forecast \$70 billion of investment into manufacturing in the kingdom that is expected to contribute to estimated 7.5% annual growth in the industry.

The Saudi government is building new R&D facilities as one of the lynchpins of future economic growth. Significant funding, for example in the form of loans from the government's Saudi Industrial Development Fund (SIDF), will help to boost the industrial and manufacturing sector in 2020 and contribute to a positive outlook overall.

Recruitment activity is expected to centre around Dammam and Khobar in the east, as well as state-backed mega-projects in the West, and the capital city of Riyadh.

KSA SALARY GUIDE 2020

## MANUFACTURING & SUPPLY CHAIN

ROLES	TITLE	MIN	MAX
<b>MANUFACTURING</b>	Managing Director	95,000	130,000
	Operations Director	78,000	112,000
	Chief Production Officer	66,000	82,000
	General Manager	55,000	80,000
	Head of R&D	35,000	47,000
	Operations Manager	27,000	41,500
	Plant / Factory Manager	27,000	39,000
	Process Development Manager	24,000	35,000
	Production Manager	26,000	33,000
	Master Black Belt	17,500	30,000
	HSE Manager	19,000	29,000
	Quality Manager Assurance and Control	23,000	28,000
	Maintenance Manager	20,000	28,000
	Lean Six Sigma Black Belt	16,000	23,000
	Process Innovation Manager	18,000	23,000
	Continuous Improvement Manager	16,000	21,000
	HSE Engineer	13,000	17,000
	Production Supervisor	10,000	16,000
	Quality Engineer Assurance and Control	13,000	16,000
	Civil Engineer	9,000	16,000
	Design Engineer	9,000	16,000
	Process Engineer	12,000	15,000
	Manufacturing Engineer	12,000	15,000
	Maintenance Engineer	10,000	14,000
	Electrical Engineer	10,000	14,000
	Mechanical Engineer	10,000	13,000

KSA SALARY GUIDE 2020

## MANUFACTURING & SUPPLY CHAIN

ROLES	TITLE	MIN	MAX
<b>SUPPLY CHAIN</b>	General Manager	60,000	90,000
	Procurement Director	48,000	69,000
	Supply Chain Director	46,000	67,000
	Supply Chain Manager	24,000	38,000
	Trade Compliance Manager	19,000	37,000
	Procurement Manager	23,000	36,000
	Operations Manager	20,000	36,000
	Contracts Manager	25,000	30,000
	Demand / Supply Planning Manager	21,000	26,000
	Logistics Manager	16,000	26,000
	Bid Manager	18,000	26,000
	Materials Manager	16,000	25,000
	Category Manager	20,000	25,000
	Senior Contracts Engineer	15,000	23,000
	Warehouse Manager	15,000	20,000
	Demand / Supply Planner	11,000	16,000
	Buyer	12,000	15,000
	Materials Engineer	10,000	14,000
Warehouse Supervisor	9,000	13,000	

## KSA SALARY GUIDE 2020

### PUBLIC SECTOR

Hiring in Saudi Arabia's public sector has reached a critical juncture as governments seek to quell rapid inflation of public sector salaries over the past three years. Yet, at the same time, they are trying to hire experienced and talented private sector employees to lead high-octane government projects under Vision 2030, which continues to drive up their costs.

Public sector salaries in the kingdom are expected to rise by 3% in 2020 across the full spectrum of state departments and semi government-owned organisations. The Vision 2030 economic development roadmap has positively impacted the employment market across all sectors, with an increase in merger and acquisition (M&A) and investment activities, development of 'giga-projects', privatisation of government companies, implementation of new business legislation and a significant drive to boost the tourism and cultural sector.

Recruitment activity in the year ahead is set to continue the momentum it built up in 2019, with an expected increase in hires of top Saudi and international talent. The privatisation agenda is prompting new demand for PPP (public-private partnership), transaction and economic development advisors from global markets, with a focus on decentralising activities out of Riyadh and Jeddah. However, Riyadh will remain the hub of public sector recruitment in Saudi Arabia, our experts predict.

Other in-demand roles in 2020 include public policy experts, economic researchers, international destination management experts as Saudi seeks to boost its tourism industry, advisors across all disciplines, and transformation experts. There is a notable shortage of economic development and PPP advisors in the kingdom at present, and organisations will continue looking to international markets to fill these roles.

Historically inflated salaries is a significant challenge, as it gives jobseekers unrealistic expectations. Other challenges include the speed of change in the economy, which puts pressure on organisations to quickly adapt, as well as a general cultural shift within government entities as they seek a more commercial private sector way of operating. This is altering workforce requirements and changing job descriptions.

Technological advances are also altering government operations, as CIOs (chief information officers) have bigger budgets and the strategies to ensure pioneering technologies, such as e-Government systems, are being utilised.

Meanwhile, high demand for Saudi national talent is raising competition between state entities. Organisations would do well to carefully consider the cultural and personality fit of candidates to ensure they can fulfil the job description, our experts say. When recruiting expatriate staff, care must be taken to ensure transparency and consistency in terms of the requirements of the role, and, once in the position, organisations should provide career progression, mentorship and training to retain talent.

The top driver for candidates seeking a new role is the desire to be part of the social, economic and cultural reforms taking place as part of Vision 2030. For candidates coming from the private sector, it is their interest in leveraging private sector experience and international education within fast-evolving government entities.

Riyadh remains the prime location for Saudi talent, while the US, UK, South Africa, Ireland and Asia-Pacific are the top international source markets for advisors, subject matter experts and board advisory positions.

**KSA SALARY GUIDE 2020**  
**PUBLIC SECTOR**

ROLES	MIN	MAX
Secretariat General	200,000+	
Governor	150,000	225,000
Deputy Minister	125,000	200,000
Director General	120,000	180,000
Vice Governor	100,000	150,000
Chief Economist	90,000	150,000
Chief of Staff and Human Capital	80,000	110,000
Chief of Administration & Shared Services	80,000	110,000
International Subject Matter Expert / Advisor	70,000	110,000
Assistant Deputy Minister	80,000	100,000
Deputy Director General	80,000	100,000
Public Policy Director	70,000	100,000
Chief of Communications	70,000	90,000
Director of Human Resources	60,000	80,000
Senior Economist	50,000	70,000
Policy Specialist	40,000	55,000
Economist	22,000	35,000
Policy Analyst	18,000	28,000

## KSA SALARY GUIDE 2020

### SALES & MARKETING

Saudi Arabia's diversifying economy is helping to buoy the sales and marketing sector, with a robust 5% increase in average salaries in 2019, and the expectation of a further 5% increase in market salary ranges in 2020.

Development of the private sector through Vision 2030 initiatives including construction, commerce and tourism schemes underway in the kingdom, such as Neom, the Riyadh Metro and the G20 global summit in November have created plenty of employment opportunities for Saudi nationals and expats. As a result, the overall number of hires is expected to rise by 8-10% in 2020, our experts say.

The sales and marketing roles analysed for his report span multiple industries including technical, manufacturing, building materials, oil and gas, marketing and communication, FMCG (mainly food and beverage), retail (consumer goods) and healthcare, including medical devices and pharmaceutical.

Organisations report that it is much easier to attract expats to work in Saudi Arabia now compared to in previous years, as the economy is buoyant and adjustments are being made to modernise Saudi society.

The biggest challenge confronting firms is sourcing quality candidates with realistic salary expectations. Businesses are increasingly merging several jobs into one, while there is high demand for Saudi national talent to meet the requirements of Saudisation is creating fierce competition for talent. Saudi nationals often opt for public sector roles that offer more money, particularly state-led 'giga-projects' such as Neom, forcing the private sector to work harder to retain talented employees.

Employee retention is, therefore, a critical issue in this sector and will continue to be so in 2020. Firms are aware of the high cost of rapid employee turnover and need to invest in supporting and

training employees and devising other schemes to cement their commitment to the role.

Most job seekers in this field are looking for career progression and salary growth. The most in-demand roles include those in media, advertising and communications. In Saudi Arabia, as with most global markets, technology is disrupting traditional employment trends due to the rate of production and speed at which business occurs. Knowledge and expertise working with emerging technologies or using cutting-edge sales and marketing systems is therefore highly desirable to businesses.

Overall in 2020, Riyadh will continue to be the busiest part of the kingdom for sales and marketing recruitment activity as it is the epicentre of most state-backed projects, followed by Jeddah for marketing and communication roles. Meanwhile, the industrial region of Al Jubail, where most of the oil and gas and manufacturing firms are based, is a hotspot for technical sales roles. The GCC is expected to be the top source market for sales candidates in 2020, followed by Asia and Europe, our experts say.

KSA SALARY GUIDE 2020

## SALES & MARKETING

ROLES	TITLE	MIN	MAX
<b>FMCG</b>	General Manager	57,000	65,000
	Sales Director	45,000	57,000
	Country Manager	45,000	55,000
	Regional Sales Manager	36,000	41,000
	Area Sales Manager	27,000	35,000
	Sales Manager	27,000	35,000
	Brand Manager	22,000	32,000
	Key Account Manager	19,000	22,000
	Trade Marketing Manager	18,000	21,000
	Sales Executive	14,000	17,000
<b>HEALTHCARE</b>	Regional Commercial Director	61,000	70,000
	Country Manager	43,000	57,000
	Regional Sales Director	45,000	52,000
	Regional Commercial Manager	46,000	52,000
	Regional Sales Manager	36,000	48,000
	Snr. Business Development Manager	34,000	41,000
	Market Access Manager	35,000	41,000
	Area Sales Manager	28,000	37,000
	Business Development Manager	28,000	34,000
	Product Specialist	22,000	31,000
	Key Account Manager	21,000	29,000
Sales Representative	19,000	28,000	
<b>RETAIL</b>	Sales Director	45,000	70,000
	General Manager	50,000	63,000
	Regional Brand Manager	36,000	42,000
	Regional Sales Manager	36,000	41,000
	Area Sales Manager	28,000	34,000
	Key Account Manager	17,000	23,000
	Sales Executive	15,000	19,000
	Store Manager	15,000	18,000
	Sales Assistant	11,000	15,000

KSA SALARY GUIDE 2020

## SALES & MARKETING

ROLES	TITLE	MIN	MAX
<b>MARKETING &amp; COMMUNICATIONS</b>	Regional Commercial Director	58,000	68,000
	Head of Corporate Communications	49,000	63,000
	Marketing Director	47,000	60,000
	Digital Account Director	32,000	41,000
	PR Account Director	31,000	37,000
	Corporate Communications Manager	29,000	37,000
	Marketing Manager	23,000	31,000
	Digital Account Manager	23,000	28,000
	PR Account Manager	21,000	27,000
	Marketing Executive	10,000	15,000
PR Account Executive	11,000	14,000	
<b>TECHNICAL SALES</b>	Sales Director	57,000	63,000
	District Manager	37,000	45,000
	Regional Sales Manager	36,000	43,000
	Sales Manager	29,000	37,000
	Technical Sales Manager	29,000	35,000
	Technical Account Manager	17,000	23,000
	Inside Sales Engineer	11,000	18,000
	Sales Engineer	14,000	17,000
	Application Sales Engineer	11,000	17,000

## KSA SALARY GUIDE 2020

### STRATEGY

Strategy and consulting roles in Saudi Arabia recorded significant salary increases in 2019, driven by growth in markets such as defence, telecommunications, healthcare, telecoms and tourism and culture. Implementation of the kingdom's Vision 2030 economic roadmap is prompting fresh demand for strategy professionals both in industry and consulting and this is set to continue in 2020.

For industry consultants, we expect the market-rate salary ranges to increase by 7% and consulting, 5%. Although the increase in new recruit salaries were reported much higher for Saudi national employees, reaching 35-40% if they moved from the private sector to the public sector, our experts report. A royal decree implemented in 2019 seeks to incentivise employment within the private sector by curbing public sector pay rises is expected to help stabilise public sector salaries. So far, though, it has led to an increase in bonuses and other discretionary benefits.

There is likely to be a continued steady flow of new strategy recruits to the public sector, particularly in the fields of tourism, entertainment, heritage and culture, where the government is making sizeable investments to boost the national economy.

Experts predict a continued uptick in recruitment within the strategy and consulting sector in the year ahead. In general, there is much rotation within the industry, and firms are investing in growing their Saudi offices in response to pressure from local clients to have a physical presence in the kingdom. Previously, they may have served the Saudi market from regional headquarters in the UAE or elsewhere.

Challenges facing firms in the strategy sector include competition for Saudi national talent, especially in the public sector with its high remuneration packages, while private sector firms

report high salary demands from candidates. Candidates wanting to move within the private sector purely for salary increases may find themselves disappointed by the end of the process as firms cannot always significantly increase remuneration unless compensating for increased responsibility, given that salary brackets from firm to firm within the private sector tend to be fairly similar.

Organisations in this sector are also facing challenges keeping candidates engaged through lengthy hiring processes, especially for public sector roles. On average, recruitment for strategy roles in Saudi Arabia takes between 4-6 months, our experts say. Sometimes visa delays can hold up recruitment of non-Saudi nationals, although the introduction of the new tourist visa will help to facilitate face-to-face interviews for overseas candidates. Organisations must ensure they design streamlined recruitment processes that prioritise enhancing the candidate's experience.

The most in-demand roles for 2020 include strategy & planning, corporate performance, initiative management and advisor positions. The high demand for Saudi national talent is creating fierce competition for talent. High Demand for strategy knowledge and experience working on short-term projects, such as growth or market entry strategies, and this is expected to continue in 2020.

KSA SALARY GUIDE 2020

## STRATEGY

ROLES	TITLE	MIN	MAX
<b>PRIVATE SECTOR</b>	Chief Strategy Officer	100,000+	
	Director	65,000	72,000
	Manager	45,000	55,000
	Analyst	18,000	25,000
<b>TIER 1 &amp; 2 FIRMS</b>	Partner	125,000+	
	Principal	81,000	92,000
	Engagement Manager	54,000	63,000
	Associate	37,000	49,000
	Business Analyst	19,000	33,000
<b>MANAGEMENT CONSULTING</b>	Partner (5+ yrs)	150,000+	
	Partner (1-4 yrs)	90,000	110,000
	Director	55,000	70,000
	Senior Manager	41,000	48,500
	Manager	32,000	37,000
	Senior Consultant	21,000	24,500
	Consultant	14,000	18,000
<b>PUBLIC SECTOR</b>	Head of SMO	85,000	130,000
	Head of PMO	75,000+	
	Strategy Director	62,000	79,000
	Portfolio Manager	55,000	67,000
	Program Manager	45,000	52,000
	Strategy Manager	32,000	45,000
	Project Manager	28,000	39,000
	Strategy Analyst	18,000	25,000
	Project Coordinator	18,000	22,000

## KSA SALARY GUIDE 2020

### TECHNOLOGY

Advances in technology are disrupting the employment world globally and regionally, and, in Saudi Arabia, governments and businesses are busy recruiting technology professionals to help them navigate the changes. At the same time, many global technology giants are spotting lucrative opportunities in the Gulf's biggest market and expanding their operations there, with positive implications for hiring in this sector.

For this report, technology jobs include roles within technology companies, vendors, consultancy firms, digital and end-user, which covers all industries.

Technology market-rate salary ranges in the kingdom saw a small increase of around 1-2% on average in 2019 driven by increased competition as professionals jostled to work for the organisations adopting the most cutting-edge technology strategies. We are expecting a 2% increase in salary ranges in 2020.

The kingdom's two largest cities, Riyadh and Jeddah, currently account for the largest amount of technology recruitment activity and this is expected to continue. In addition, other GCC countries have redirected technology resources to Saudi Arabia in response to Vision 2030 economic diversification initiatives, in turn encouraging technology SMEs and start-ups to launch in the kingdom.

The most in-demand technology roles in 2020 will be in digital, such as online portals and apps, as more companies seek to offer their customers a seamless, digitalised experience. Data scientists, data architects and software developers will also be highly sought after as businesses seek to capture and deploy data-driven insights.

Cybersecurity roles will be another critical function, and professionals with API (application programme interface) skills needed for building open source

applications will be in high demand in 2020, our experts add. Meanwhile, CIOs (chief information officers) at large businesses are under pressure to grow profit by making better use of cloud technologies, which is fuelling demand for senior professionals with experience in leading and transforming businesses through cloud computing.

Technology is displacing some jobs altogether. Roles most susceptible to automation are physical ones in-process and routine-driven environments such as factories. Automation could have a positive impact, though, as it will require specialist staff to develop the technologies needed to facilitate change, our experts note.

Businesses are increasingly looking to capitalise on the Internet of Things (IoT), the concept of everyday devices wired up to the internet to smooth everyday living. Businesses are also looking to adopt platforms to enable the Internet of Things (IoT), the concept of everyday devices wired up to the internet to smooth everyday living, which is prompting demand for network engineers across UAE firms.

To attract the best candidates, businesses should seek exciting ways of using technology to support business growth, as jobseekers in this sector are competing for experience in implementing the latest advances in order to develop their careers.

KSA SALARY GUIDE 2020

**TECHNOLOGY**

ROLES	TITLE	MIN	MAX
<b>CLIENT</b>	Chief Digital Officer	90,000	135,000
	Digital Marketing Director	43,000	67,000
	Head of Digital	51,000	66,000
	Senior Digital Marketing Manager	33,000	43,000
	Digital Marketing Manager	23,000	33,000
	Senior Digital Marketing Executive	18,000	23,000
<b>CREATIVE AGENCY</b>	CX (UX, XD, SX) Managing Consultant	37,000	43,000
	CX (UX, XD, SX) Consultant	22,000	32,000
	UX/UI Designer	20,000	31,000
<b>CONSULTANCY</b>	Partner (5+ yrs)	110,000	162,000
	Partner (1-4 yrs)	81,000	107,000
	Director	45,500	66,000
	Snr Manager	30,500	36,000
	Manager	21,000	31,000
	Snr Consultant	17,000	21,500
	Consultant	14,000	18,500

**KSA SALARY GUIDE 2020**

**TECHNOLOGY**

ROLES	TITLE	MIN	MAX
<b>INFORMATION</b>	Chief Information Officer (CIO)	85,500	113,000
	<b>TECHNOLOGY</b>		
	Head of I.T	43,500	68,000
	Chief Information Security Officer (CISO)	69,000	87,000
	Lead Architect	47,000	62,000
	I.T Manager	33,500	42,000
	Service Delivery Manager	27,500	30,500
	Service Desk Team Leader	18,000	23,500
	Network Engineer	14,000	17,500
<b>VENDOR</b>	VP of Sales	75,000	98,000
	Country Manager	60,000	66,500
	Sales Director	43,500	53,500
	Pre-Sales Director	43,500	50,000
	Professional Services Director	41,500	48,000
	Sales Manager	30,500	40,000
	Pre-Sales Manager	30,500	34,000
	Professional Services Manager	26,500	33,000
	Pre-Sales Engineer	21,000	27,000
	Inside Sales Manager	19,000	25,500
	Inside Sales	12,000	14,500

## KSA SALARY GUIDE 2020

### TELECOMMUNICATIONS

The rise of next-generation technologies such as 5G, Internet of Things (IoT) and artificial intelligence (AI), as well as changes in the way consumers and businesses use traditional data and voice services, have altered the telecommunications industry in Saudi Arabia, with implications for hiring in this sector.

Our experts predict the creation of many new telecoms roles in 2020 and beyond, particularly in 5G development and AI, which could help automate back-office telecoms operations and customer service interactions. Sales and pre-sales specialists will also be in high demand, especially Saudi national talent in line with the kingdom's Saudisation agenda.

In 2019, salaries rose by 2% across all aspects of the telecoms industry, including vendor, carrier and internet service provider (ISP) verticals. The steady upward trend is expected to continue in 2020 with an expected 2% rise in market salary range despite persistent challenges, our experts say. Last year, job vacancies in the telecoms industry were open for significantly longer than in previous years due to difficulties in finding the right candidate based on expertise and culture, compounded by the state requirement of hiring Saudi nationals for crucial strategic positions.

A high demand for Saudi national talent with techno-commercial skills, creating fierce competition for talent. candidates with techno-commercial skills, who can steer firms through periods of industry-wide upheaval. Higher salaries in the public sector, as well as the perceived prestige of working within a government or semi-government telecoms company, increases already fierce competition in the industry. Many telecoms firms are focussing on 'campus recruitment', hiring Saudi national graduates and providing training to nurture them in their careers.

There are also skills shortages in the emerging TowerCo space (which involves maximising revenue from existing telecoms infrastructure), where it is common to see expats with technical and product development expertise being relocated from mature markets to fill the gap. It is a particularly new field in Saudi Arabia and many telecom tower vendors have yet to tap into the market, although this is expected to change in 2020.

A further hiring-related challenge is a rise in carrier and vendor firms launching operations in the kingdom without having a physical office, which makes it hard to recruit staff who prefer the social aspect of working alongside others. However, there is a rise in talent relocation to Saudi Arabia from other GCC countries, as job opportunities swell on the back of the government's Vision 2030 economic agenda. This is boosting the talent pool for telecoms and other industries and keeping recruitment activity in Riyadh and Jeddah very busy.

To align operations more closely with Vision 2030 objectives, state-owned telco Saudi Telecoms Company (STC) has created new ventures, such as TAWAL and DARE, to diversify the group's offering. TAWAL is responsible for leading STC's activities in the emerging fields of 5G and IoT within the telecom tower space, and is likely to stimulate telecoms-related hiring in the years ahead.

**KSA SALARY GUIDE 2020**

**TELECOMMUNICATIONS**

ROLES	MIN	MAX
Chief Commercial Officer / VP of Sales	97,000	124,500
Country Head / General Manager / Sales Director	72,000	90,500
Pre-Sales Director	56,000	66,500
Solutions Architect	42,000	62,000
Regional Sales Manager / Account Director	48,000	60,500
Enterprise Sales / Territory Sales Manager / Account Manager	38,000	47,500
Pre-Sales Manager	36,000	44,500
Customer Project Manager	32,000	43,500
Account Executive	27,000	37,500
Pre-Sales Engineer	26,000	32,500
Network Specialist	19,500	27,000
Inside Sales Manager	20,500	25,500