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2023 - 2024 Review

SALARY REPORT

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EXECUTIVE BRIEFING

INTRODUCTION

The NADIA Global annual salary report is recognized as one of the most accurate reflections of the employment market in the GCC due to the large amount of input available to us from employers and employees.

Our report factors a wide scale coverage of our client base from SMEs to multinational companies, as well as our experience in handling job vacancies ranging from junior administrative staff through to C-suite level executives.

The expansion of our business activities involves the establishment of a permanent presence in Saudi Arabia. Last year, we inaugurated an office in Riyadh, and we are currently strategizing for additional expansion in Jeddah and Dammam. We anticipate that the supplementary data we furnish will afford our client base access to the most precise salary and benefits information, thereby catering to the needs of the two largest economies in the Arabic world.

In the 52 years since its formation, the United Arab Emirates has long been recognized as a place where long-term vision and proactive actions are the norm. This especially come to the fore with the availability of finance and the capacity to implement effective Covid-19 mitigation strategies that provided support to the domestic economy during the pandemic, which positioned the country to lead the race with governments from around the world to recover from the economic impact felt.

Despite the problems caused by inflation, the Russian invasion of Ukraine, the Israel-Palestinian war, rising oil prices, and the ongoing slowdown of the Chinese economy, 2023 was a significant milestone in the GCC and UAE's return to normalcy post-pandemic with non-oil GDP reaching a record 1 Trillion USD in 2023.



Ajay Malhotra
Chief Executive Officer

EXECUTIVE BRIEFING

SUMMARY

Looking to the future beyond 2024, the strategy of ongoing structural reform, including support of private sector employment, increased female labor force participation, increased trade and foreign investment, and most importantly, the priority given to harnessing the benefits of technology and education, will see a steady and continued growth of GDP matching the 6.5% actual growth in 2022 and the estimated 7% growth predicted for 2024.

EXECUTIVE BRIEFING

THE EMPLOYMENT MARKET

In light of the sustained and robust economic growth in the region, the demand for skilled professionals across diverse sectors has reached unprecedented levels over the past two years. This surge has resulted in a highly competitive job market in both the United Arab Emirates (UAE) and the Kingdom of Saudi Arabia (KSA).

The long-anticipated post-pandemic “war for talent” has now commenced, necessitating companies to adopt comprehensive strategies. To effectively navigate this landscape, organizations must offer not only competitive and appealing salaries but also attractive benefits and incentives as part of their overall rewards packages to both retain and attract top-tier talent.

The progressive liberalization of Saudi Arabia, coupled with the Vision 2030 initiative, has catalyzed advancements in non-oil and gas sectors. This has created new employment opportunities across various industries, including technology, renewables, engineering, hospitality, and healthcare. As Saudi Arabia becomes a more enticing destination for both living and working, an increasing number of qualified candidates are considering the option of relocating to the kingdom.

Dubai, and the UAE as a whole, has emerged as a key global focal point during the post-COVID-19 recovery period. In 2023, Dubai witnessed a population increase exceeding 100,000 people, and it is on track to achieve the projected 6 million residents by 2033. With multiple residency options and a thriving real estate market, the continued growth of the UAE, its individual emirates, and the employment market is anticipated over the next 3 to 5 years.



Raghieb Salim
General Manager

EXECUTIVE BRIEFING

EXPECTATIONS FOR 2024

Over the past two years, there has been a noticeable trend in employers granting an average pay increase of 5% to 7% for existing staff. Concurrently, new hires have been able to negotiate a premium of 10% to 15% above their previous compensation. The current employment landscape, coupled with ongoing inflationary pressures in terms of rental and transportation costs, has led to a significant surge in the expectations of both employees and prospective candidates. Employees now anticipate double-digit increases, while candidates expect premiums ranging from 20% to 30% of their current salary when changing employees.

This scenario, widely predicted as the "great resignation" and the "war for talent," has become a reality. Employers are now urged to adopt alternative methods of recognizing and rewarding employees, striking a delicate balance between job security and escalating costs to foster sustainable profit growth.

In the long run, there will be a heightened focus on job grading, performance, and loyalty, with bonus awards and non-monetary benefits becoming obligatory for employers aiming to retain permanent staff. Additionally, the demand for candidates with specific regional experience is expected to decrease, particularly when budget constraints limit new hires.

Despite the problems caused by inflation, the Russian invasion of Ukraine, the Israel-Palestinian war, rising oil prices, and the ongoing slowdown of the Chinese economy, 2023 was a significant milestone in the GCC and UAE's return to normalcy post-pandemic.



Ian Giulianotti
Executive Director

EXECUTIVE BRIEFING

SUMMARY

Emiratization and Saudization are poised to become pivotal considerations for governments, emphasizing the private sector's responsibility not only for the financial aspect of employing nationals but also for providing diverse career opportunities within various sectors.

In terms of demographics, the traditionally predominant expatriate workforce from the subcontinent is undergoing a shift. With the UAE gaining popularity as a preferred place to live and work, companies will be increasingly scrutinized on their commitment to demographic diversification when submitting Visa quotas and applications.

KEY FACTORS IN THE EMPLOYMENT MARKET



EMIRATES AIRLINES
TO RECRUIT 5000 CABIN
CREW MEMBERS IN 2024



RIYADH AIR STARTUP
TO COVER 100
NEW DESTINATIONS BY 2030.



17.5 MILLION
TOURISTS VISITED
DUBAI IN 2023.



SAUDI ARABIA SPENT USD
40 BILLION TO PROMOTE
TOURISM IN 2023



POST COVID-19,
NEW HIRES ARE NOW PAID
AS PER THE CURRENT MARKET RATE



HORECA RECRUITMENT
INCREASED UP
TO 250% YOY 2023–2024



JUNIOR ACCOUNTS, SALES & MARKETING
POSITIONS INCREASED BY 40% YOY 2022–2023
SENIOR HR VACANCIES INCREASED BY
35% YOY 2022–2023

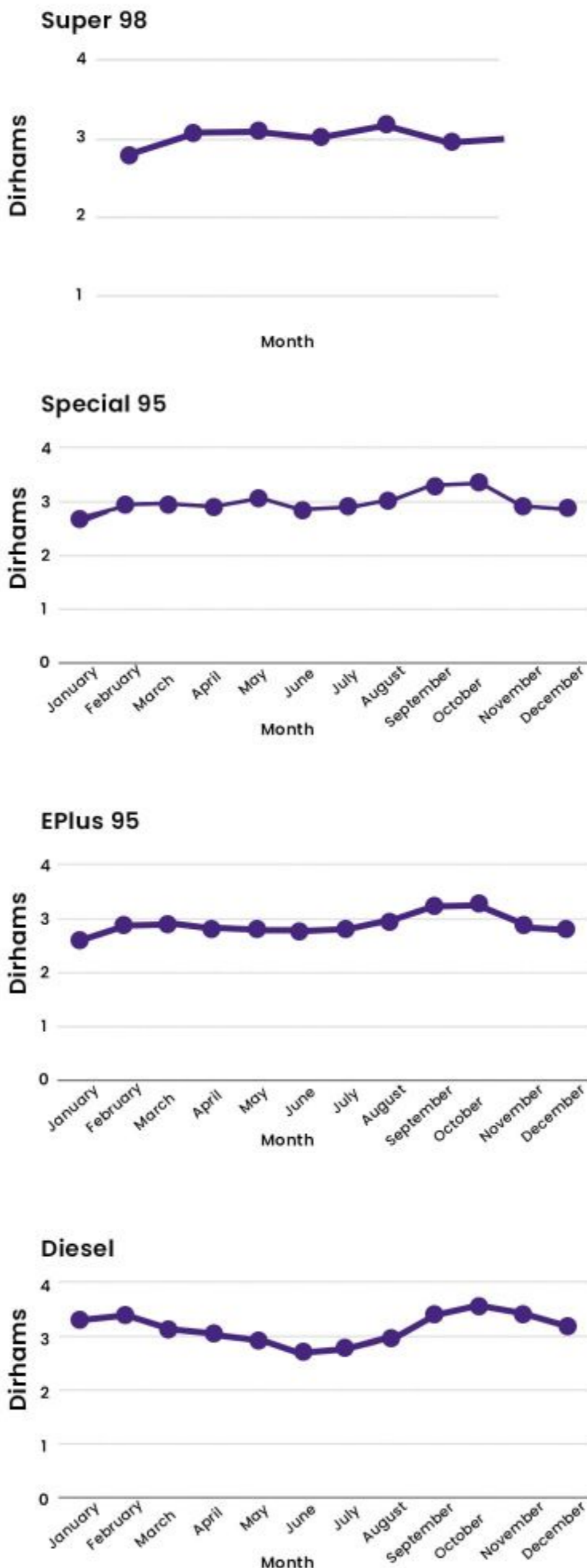


SENIOR HR VACANCIES
INCREASED BY 35% YOY
2022–2023

UAE FUEL PRICES

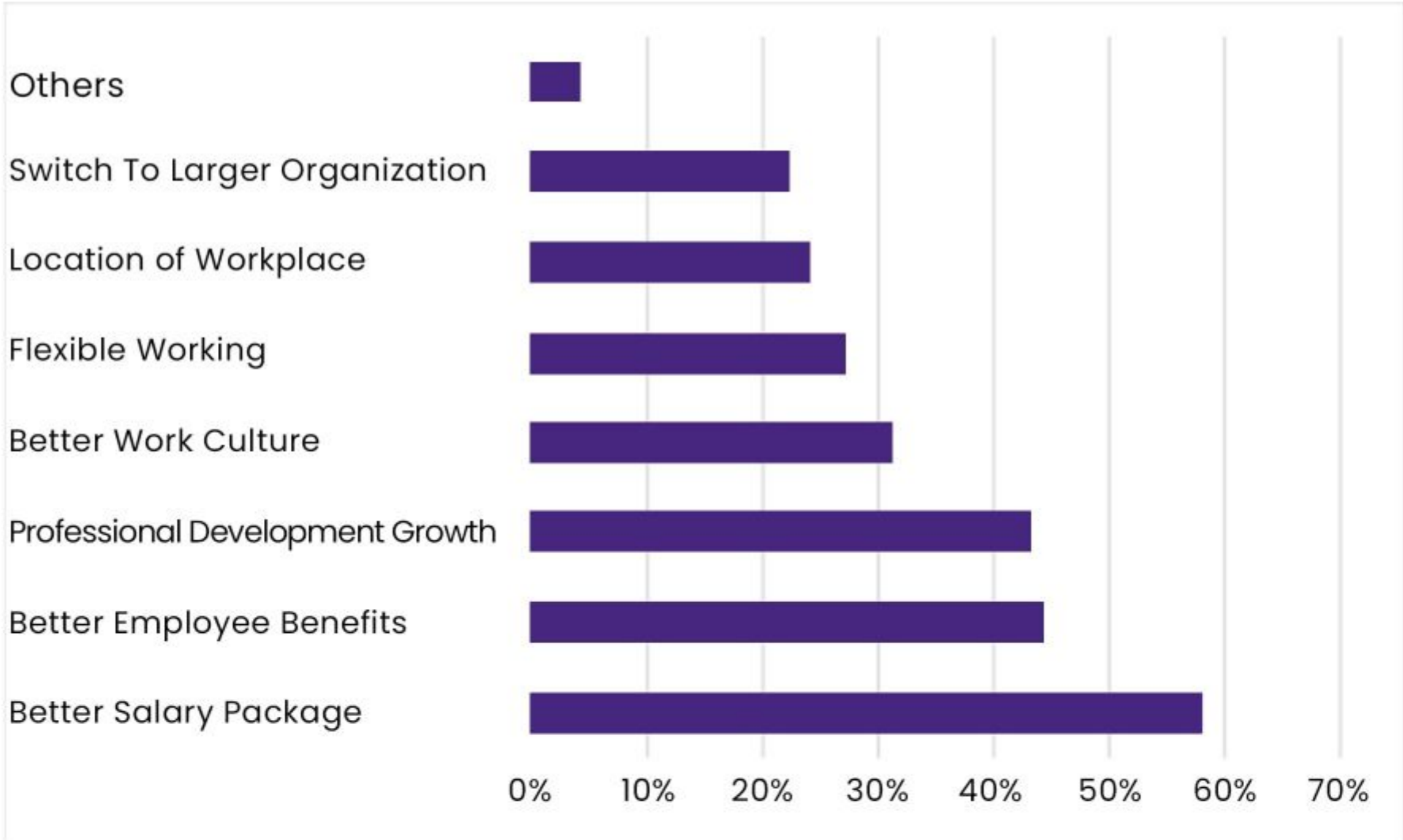
The year 2023 showcased a consistent increase in fuel prices in the UAE during the summer months, although a slight decline has been observed towards the conclusion of 2023. Globally, inflation is on a downward trend, prompting economists to anticipate a reduction in interest rates by the US Federal Reserve in the upcoming year. This is expected to influence a similar adjustment in the UAE.

Consequently, residents in the Emirates are optimistic for a relief in fuel prices as they look forward to 2024 on a positive note. The below four charts illustrate the performance of fuel prices in the UAE throughout the year 2023.

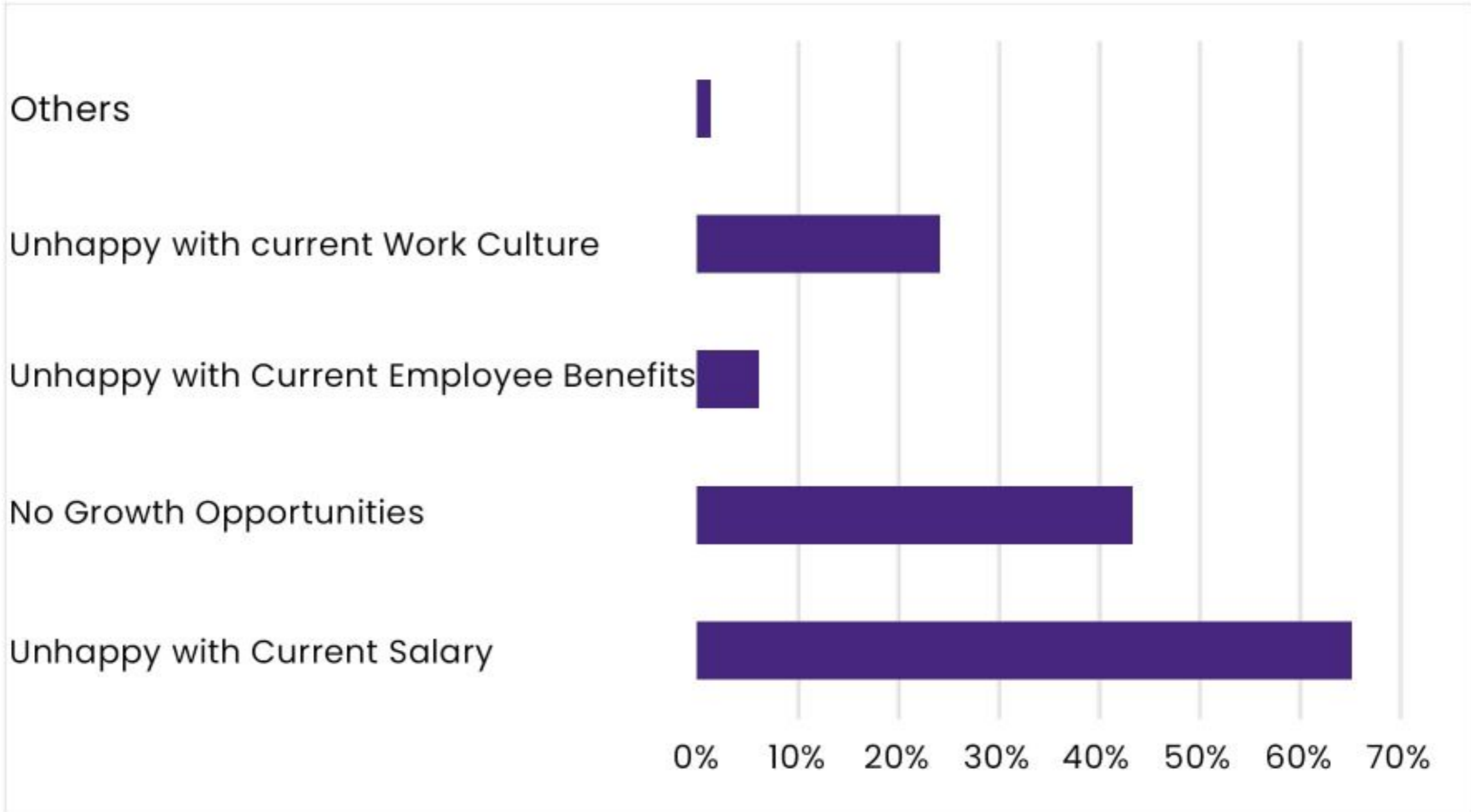


PRIMARY FACTORS INFLUENCING JOB TRANSITION CHOICES

TOP REASONS WHY EMPLOYEES CHANGED JOBS IN 2023

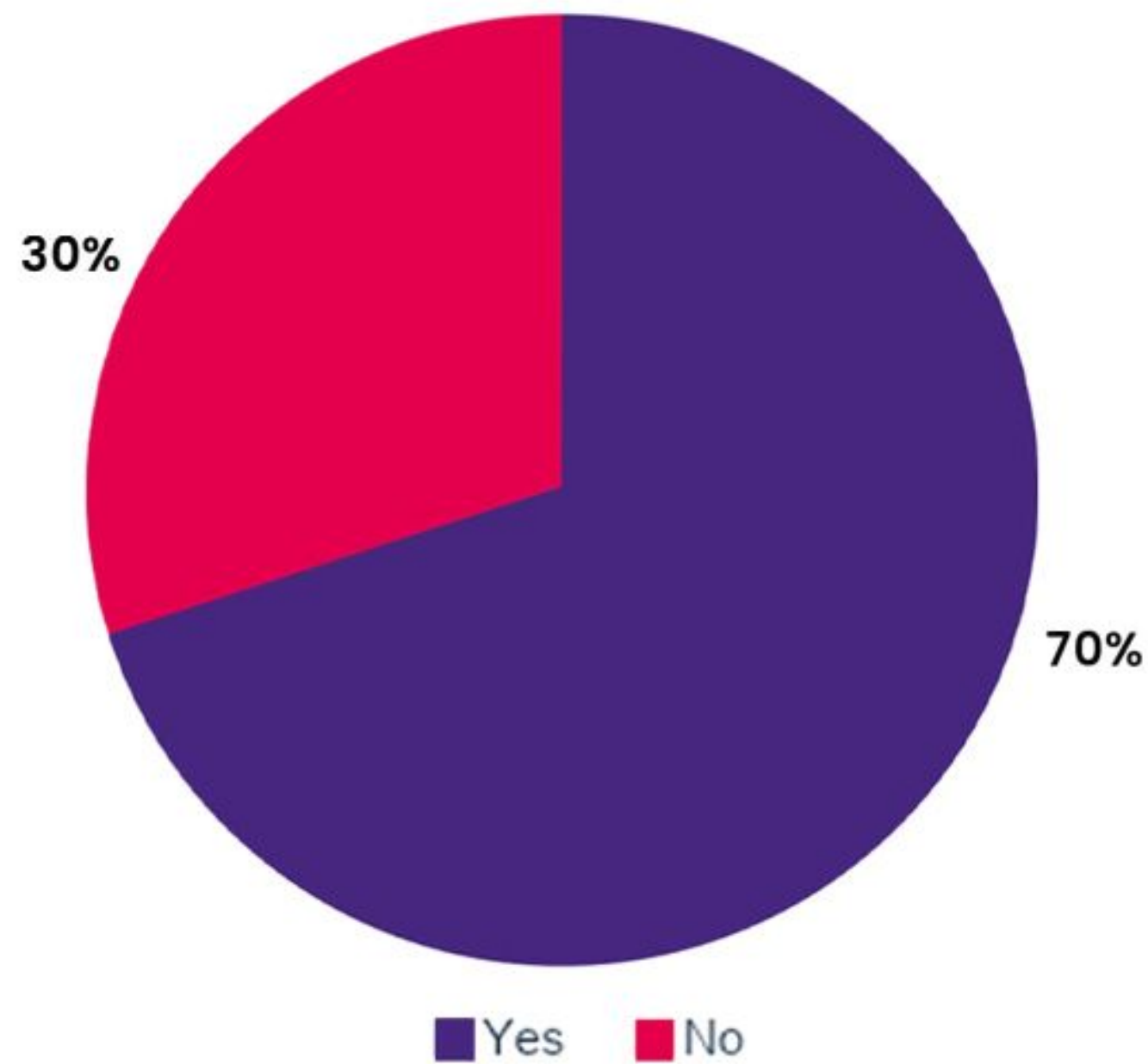


TOP REASONS WHY EMPLOYEES ARE LOOKING FOR NEW JOBS

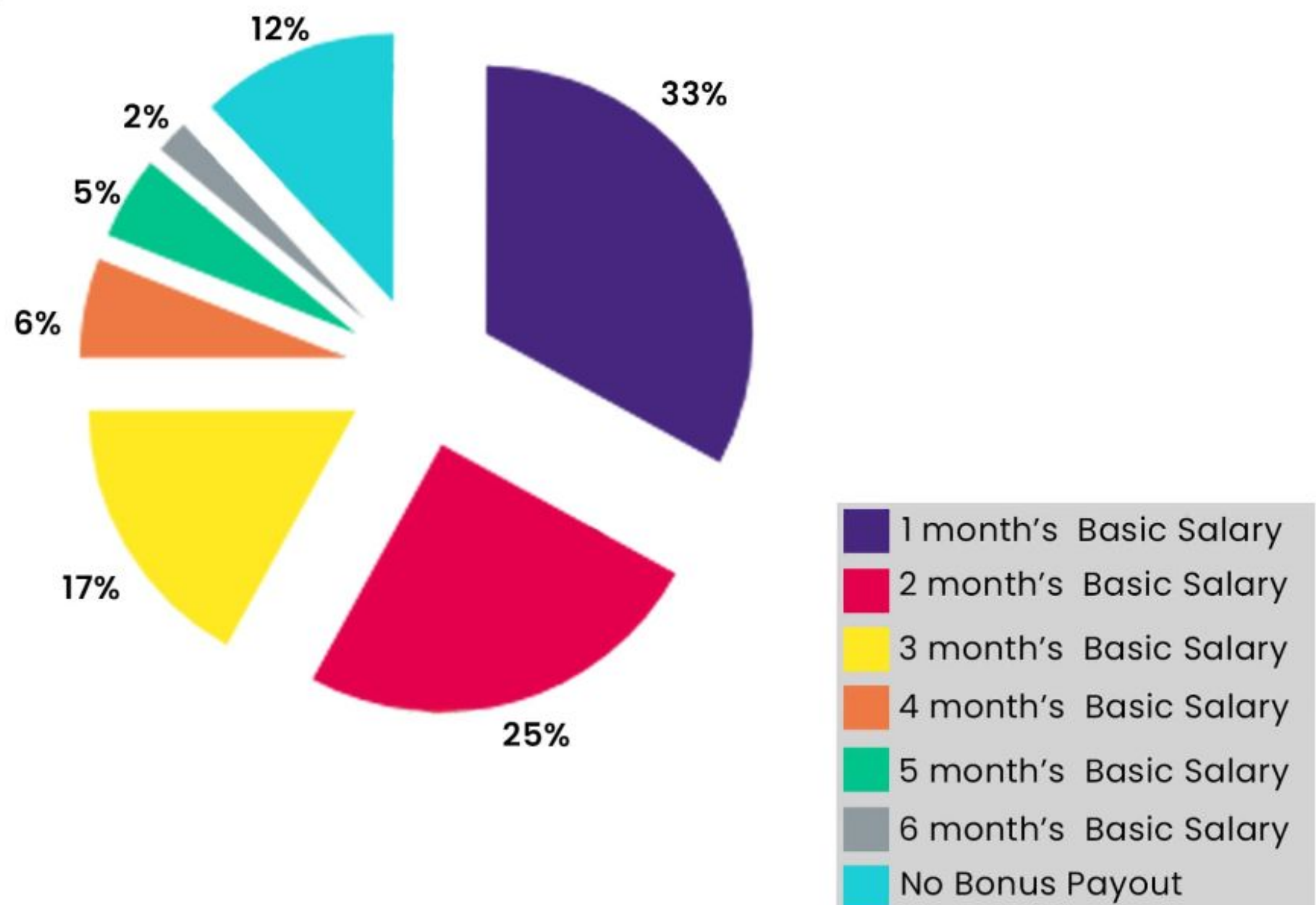


ANTICIPATED BONUS, PAYOUT & SALARIES POLLS

IS YOUR ORGANIZATION INTENDING TO ALLOCATE ANNUAL BONUSES CONTINGENT UPON THE FINANCIAL PERFORMANCE ACHIEVED IN 2023?

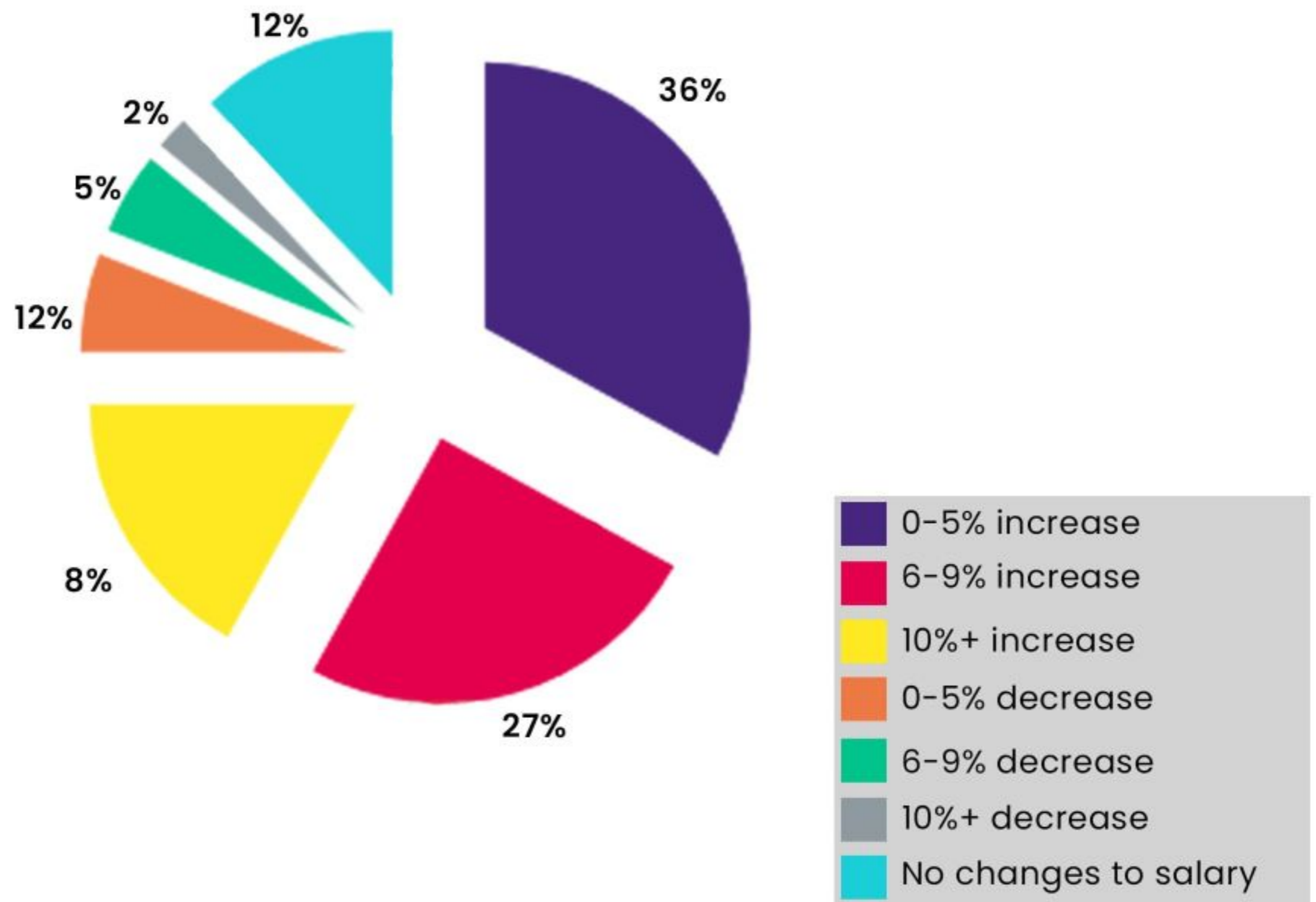


WHAT IS THE PROJECTED SUM THAT YOUR ORGANIZATION IS INTENDING TO ALLOCATE FOR ANNUAL BONUSES, CONTINGENT UPON FINANCIAL PERFORMANCE?



ANTICIPATED BONUS, PAYOUT & SALARIES POLLS

DID YOUR ORGANIZATION REVISE SALARIES IN 2023?



ADDITIONAL BENEFITS TO CONSIDER

- **WORK FROM HOME (WFH):** A significant majority of candidates anticipate the opportunity to work remotely at least one day per week.
- **WORK FROM ANYWHERE (WFA):** Employees are increasingly exploring the prospect of working from any location, with an average preference of 1-2 weeks a year.
- **FAMILY BENEFITS:** Comprehensive benefits, including visa expenses, medical insurance, and annual airfare allowances.
- **EDUCATIONAL ASSISTANCE:** Prospective candidates seek support for advancing their education and vocational training, emphasizing the importance of both time and financial considerations.
- **RECOGNITION INITIATIVES:** The desire for a workplace culture that values and acknowledges achievements is pronounced, particularly in terms of individual performance bonuses.

TOP 10 SKILL SHORTAGES

—MANAGEMENT

—LEADERSHIP

—ANALYTICAL SKILLS

—PROJECT MANAGEMENT

—ARTIFICIAL INTELLIGENCE

—ENGINEERING

—SOFTWARE DEVELOPMENT

—SALES

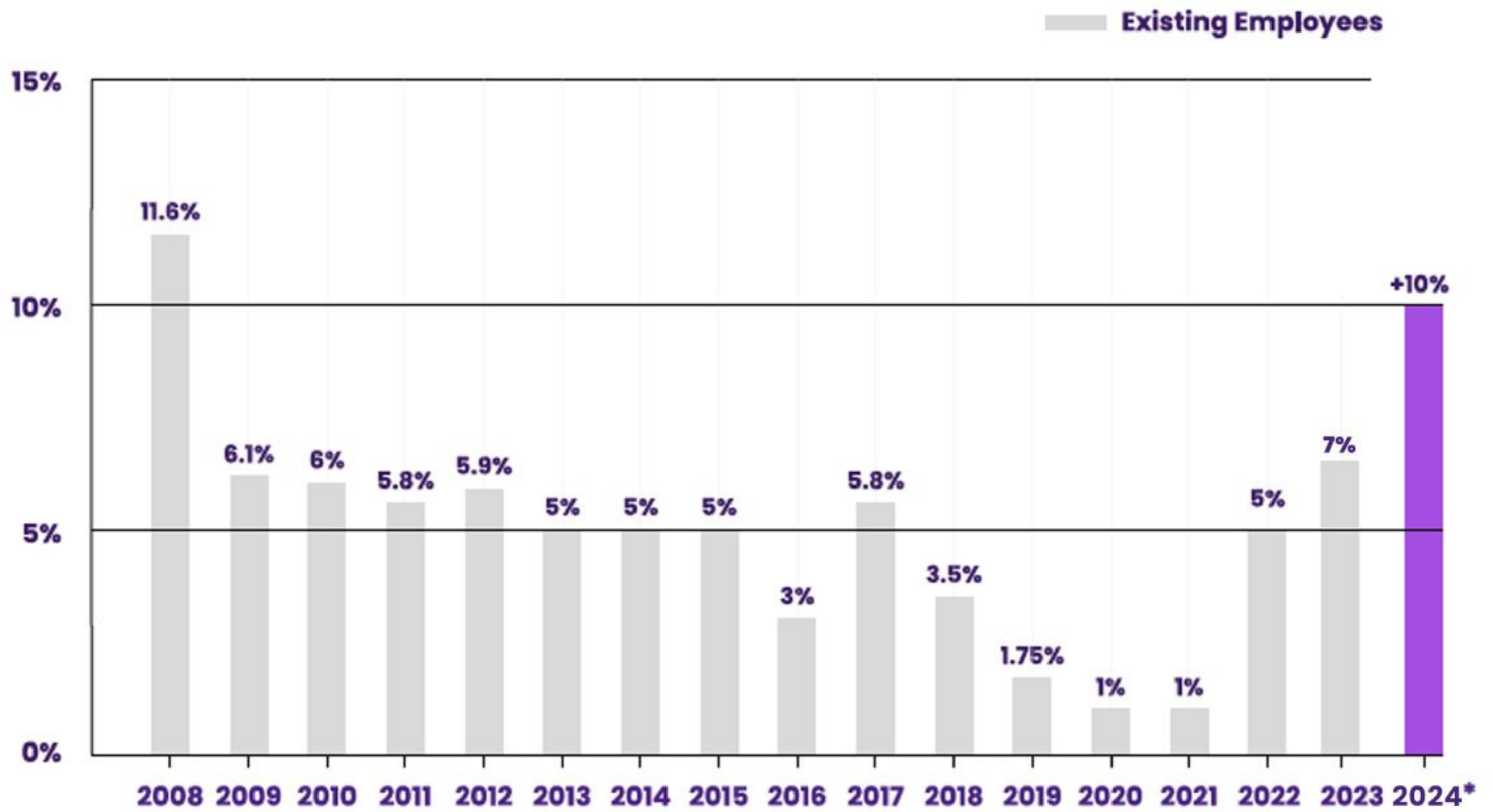
—FINANCE

—DATA SCIENCE



United Arab Emirates

GCC SALARY INCREASE FROM 2008-2024



- After 15 years of single digit pay increase, we expect to see a double-digit pay rise in 2024.
- Existing employees' salaries increased by 5% in 2022 and 7% in 2023.
- Salaries for new hires now match current market rates.
- *Estimated

EMIRATISATION – UPDATES & REGULATIONS 2024

- **INCREASED SCOPE FOR PRIVATE COMPANIES:** From 2024, private sector companies with 20 to 49 employees are mandated to employ at least one Emirati, increasing to two in 2025. This extends the reach of Emiratisation beyond the earlier threshold of companies with 50 or more employees, marking a significant expansion of the policy.
- **TARGETED SECTORS:** The policy's revised criteria cover 14 key sectors. These include industries like Information and Communication, Financial and Insurance, Real Estate, and Healthcare, among others. This broad scope ensures that Emiratisation impacts a wide array of economic activities, fostering employment opportunities across diverse fields.
- **PENALTIES FOR NON-COMPLIANCE:** Non-compliance with Emiratisation requirements will result in hefty fines. In 2024, the penalty for not employing the required number of Emiratis is AED 96,000, which escalates to AED 108,000 in 2025. For repeated violations, fines can reach up to AED 500,000, underscoring the government's commitment to enforcing these regulations.
- **MONITORING AND COMPLIANCE:** The Ministry of Human Resources and Emiratisation (MoHRE) actively monitors compliance through inspections, penalising breaches with fines and downgrading within the private sector classification system. This ensures that the policy is effectively implemented and adhered to.



UNITED ARAB EMIRATES – SALARIES BY POSITION (IN AED)

ACCOUNTING & FINANCE

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
ACCOUNTS ASSISTANT	5565-7140	7717.5-11550	9922.5-12127.5	12127.5-12678.75	16800-21498.75
ACCOUNTS PAYABLE	N/A	8137.5-11550	10500-15225	12600-16800	15750-23100
ACCOUNTS RECEIVABLE	N/A	N/A	11025-16800	13125-17850	19425-24150
CREDIT CONTROLLER	N/A	15750-20737.5	18375-23100	19425-23625	21787.5-28350
ACCOUNTANT (BCOM)	9450-13650	12600-16800	15225-20475	16537.5-23100	23100-32025
SENIOR ACCOUNTANT	11550-17325	14175-19162.5	17325-22050	18900-23100	24150-33075
CHIEF ACCOUNTANT	N/A	N/A	22050-28350	23100-28350	30450-39375
FINANCE MANAGER	12862.5-17850	15750-23100	25725-33600	28350-35700	36750-43050
FINANCE DIRECTOR	N/A	N/A	30450-36750	33600-40425	39900-50400
CFO	N/A	17587.5-24675	30450-34125	33600-34650	44100-53550

ADMIN & SECRETARIAL

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
RECEPTIONIST	3937.5-5250	5250-7350	4725-7087.5	5775-7875	9,975
ADMIN ASSISTANT	4200-5250	5250-7350	4725-7087.5	5775-8137.5	9,975
SECRETARY	5,250	6300-7612.5	7087.5-8400	9712.5-11550	14,700
EXECUTIVE PA	6,300	5800 - 7612.5	6562.5-8400	9450-12862.5	14700-17850
OFFICE MANAGER	8,663	9712.5-12075	11025-13387.5	14437.5-16800	17850-29925
PRO	7087.5-8137.5	8662.5-9450	10237.5-11025	12075-14437.5	16,800
DRIVER	4,725	5,250	5775	6300-8662.5	9,450

UNITED ARAB EMIRATES – SALARIES BY POSITION (IN AED)

HUMAN RESOURCES

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
HR ASSISTANT	4,988	6,300	6562.5–8137.5	6825–8925	10500–11550
PAYROLL ASSISTANT	6300–7350	6300–7350	8400–9975	8925–11550	12600–14700
TRAINING COORDINATOR	N/A	N/A	6300–8925	8137.5–10500	11550–14700
HR EXECUTIVE (GENERALIST)	5250–7875	6300–8137.5	8925–11550	11550	14,700
RECRUITER	N/A	N/A	N/A	N/A	N/A
COMPENSATION & BENEFITS SPECIALIST	N/A	N/A	N/A	14700–17850	17850–23625
ASSISTANT HR MANAGER	N/A	N/A	16800–18900	17850–23625	23625–29400
TRAINING & DEVELOPMENT MANAGER	N/A	N/A	22050–27825	29400–35700	36750–46200
HR MANAGER	N/A	N/A	22050–33600	29400–40950	40950–54600
REGIONAL HR MANAGER	N/A	N/A	33600–49350	35700–51450	50400–68250
HR DIRECTOR	N/A	N/A	60900–66150	57750–89250	94500–115500

INFORMATION TECHNOLOGY & CYBER SECURITY

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
REGIONAL SALES MANAGER (GCC/MENA/LEVANT)	N/A	N/A	26250–35700	26250–35700	28875–40950
CLOUD SALES SPECIALISTS	N/A	N/A	21525–30450	21525–30450	23100–40950
ACCOUNT/ SALES /RSM MANAGERS (HARDWARE / SOFTWARE)	N/A	N/A	14700–19950	14700–19950	19950–26775
BUSINESS DEVELOPMENT MANAGER(ERP/ SAP/ORACLE)	N/A	N/A	14700–21000	16800–30450	19950–30450
PRE-SALES CONSULTANT /SOLUTION ARCHITECT	N/A	N/A	16800–30450	17850–30450	28875–40950
DIGITAL MARKETING SPECIALISTS/MANAGERS	9712.5–17850	10237.5–18112.5	14700–24150	17850–30450	29400–53550
PROGRAM/ PROJECT MANAGER	N/A		18900–25200	25200–35700	46200–50400
IT DIRECTOR	N/A		30450–40950	30450–52500	35700–69300
IT/ TECHNOLOGY/ NETWORK HEAD	N/A		30450–35700	28350–35700	28875–40950
IT MANAGER	N/A	19162.5–30975	21000–30450	22050–32550	30450–58800

UNITED ARAB EMIRATES – SALARIES BY POSITION (IN AED)

INFORMATION TECHNOLOGY & CYBER SECURITY

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
SYSTEM ADMINISTRATORS	13125-24675	11025-22050	17850-23100	17850-23100	17850-30450
NETWORK ADMINISTRATORS	14227.5-17850	14227.5-17850	14437.5-17850	17850-26775	21000-30450
IT/TECHNICAL SUPPORT / CUSTOMER SUPPORT ENGINEERS L1	4200-6300	4200-7350	3570-7350	4725-12600	4200-12600
IT/ TECHNICAL SUPPORT ENGINEERS L2	5250-7350	N/A	5250-8400	5250-13650	5250-14700
NETWORK ENGINEERS L3	N/A	N/A	18375-29400	18375-29400	17850-35700
IT IMPLEMENTATION ENGINEERS	N/A	N/A	14700-23100	13650-22575	23625-30450
IT/NETWORK SECURITY ENGINEERS	N/A	N/A	11812.5-14700	12337.5-17850	12337.5-19950
SOC ANALYSTS	N/A	N/A	8400-12337.5	9450-14437.5	9450-17587.5
CYBER SECURITY (SIEM/ SOC)ENGINEERS	N/A	N/A	11550-17850	16537.5-17850	23100-30450
INFORMATION SECURITY CONSULTANTS	N/A	N/A	17850-23100	18900-23100	30450-33600
CRM CONSULTANTS	N/A	N/A	11550-17850	14437.5-19950	175350-25200

UNITED ARAB EMIRATES – SALARIES BY POSITION (IN AED)

SALES & MARKETING

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
SALES ADMINISTRATOR	5250-6300	6300-7350	7350-9712.5	8662.5-12600	12600-14700
SALES COORDINATOR	5250-6300	6300-7350	7350-9450	8925-12600	12600-14700
SALES EXECUTIVE	8,663	9450-11812.5	14,700	16,800	17,850
SALES MANAGER	13,913	13,913	18,900	19,950	23,100
REGIONAL SALES MANAGER	N/A	N/A	23100-30450	23100-30450	29,400
SALES DIRECTOR	N/A	N/A	35,700	35700-40950	47,250
MARKETING ASSISTANT	N/A	7350-9712.5	9712.5-12600	9712.5-14700	14700-17850
MARKETING COORDINATOR	N/A	N/A	9975-12600	12600-14700	14700-17325
MARKETING EXECUTIVE	N/A	6300-8400	9450-12600	12600-14700	14700-23625
DIGITAL MARKETING SPECIALIST	N/A	N/A	13912.5-17850	16800-19950	17850-30450
DIGITAL MARKETING SPECIALIST	N/A	N/A	19950-23625	29400-35700	39,900
REGIONAL MARKETING MANAGER	N/A	N/A	29400-35700	35700-47250	59,850
MARKETING DIRECTOR	N/A	N/A	35700-40950	40950-58800	58800-99750

SUPPLY CHAIN, LOGISTICS & PROCUREMENT

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
LOGISTICS COORDINATOR / ASSISTANT	6300-9712.5	6825-10762.5	8925-11550	9187.5-11025	14700-18900
LOGISTICS EXECUTIVE / CONTROLLER	7612.5-9450	7612.5-9450	9712.5-13912.5	10762.5-15225	14700-21000
PLANNING COORDINATOR / EXECUTIVE	N/A	N/A	9975-15487.5	11812.5-16275	17850-22050
DEMAND SUPPLY / INVENTORY PLANNER	N/A	13387.5-17850	16800-21000	17850-23100	20475-27300
WAREHOUSE SUPERVISOR	9712.5-13650	11812.5-15225	14700-91350	15750-21000	21000-29400
PROCUREMENT SPECIALIST/ OFFICER	10762.5-15750	12862.5-16800	15750-19950	15750-22050	22050-30450
TRANSPORTATION MANAGER	N/A	N/A	19950-25725	21000-25725	28350-35700
WAREHOUSE MANAGER	12337.5-16275	14175-22050	23100-30450	26250-32550	30450-3150
DISTRIBUTION MANAGER	N/A	N/A	26250-31500	27300-33600	30975-35700
PROCUREMENT MANAGER	11812.5-16485	14175-22050	26775-30975	30450-33600	35700-42000
DEMAND PLANNING MANAGER	N/A	N/A	28875-33600	29925-37800	38850-46200
SUPPLY CHAIN / LOGISTICS MANAGER	N/A	N/A	33600-39900	35700-40950	44100-52500
PROCUREMENT DIRECTOR	N/A	N/A	38850-44100	40950-47250	49350-58800
SUPPLY CHAIN / LOGISTICS DIRECTOR	N/A	N/A	40950-44625	42000-52500	58800-75600



**Kingdom of Saudi
Arabia**

KINGDOM OF SAUDI ARABIA – A MARKET OVERVIEW

- **ECONOMIC EVOLUTION:** Saudi Arabia's vibrant economy is undergoing a transformative phase, creating a plethora of opportunities for job seekers. Traditionally reliant on the oil & gas sector, the Vision 2030 initiative has catalysed growth in non-oil & gas domains. This shift has paved the way for diverse employment prospects in sectors such as technology, renewables, engineering, hospitality, and healthcare.
- **IN-DEMAND ROLES:** Engineering positions have become more prevalent, driven by numerous construction projects, with the NEOM Project standing out as a major contributor. The country's emphasis on the tourism industry has led to a surge in hospitality jobs, propelled by government initiatives to promote tourism through events like Riyadh Season and hosting renowned sports leagues, attracting global stars like Ronaldo. The preparation for hosting the 2034 World Cup further enhances the demand for various roles in hospitality.
- **SUPPORTIVE TAX SYSTEM:** A conducive tax system has played a pivotal role in attracting companies to establish a presence in Saudi Arabia. The 30-year tax relief plan aimed at enticing regional corporate headquarters has successfully drawn several companies to the economy. The income tax rate stands at 20% of net adjusted profits, and the country offers diverse visa options for various purposes. The Business Visa, for instance, provides investors with the flexibility of
- **SALARY TRENDS:** Salaries have experienced a commendable average increase of 20% across major industries. Saudi Arabia's annual inflation, comparatively contained to global levels, is projected at 2.6% for 2023, easing to 2.2% in 2024 according to government forecasts. However, housing rents have seen a contrasting trend, with an overall increase of 9.3%, particularly notable in the apartment rental sector, where rates surged by almost 15%.

KINGDOM OF SAUDI ARABIA – SALARIES BY POSITION (IN SAR)

FINANCE

POSITION	YEARS OF EXPERIENCE	SAUDI NATIONAL	OTHER GCC NATIONALITIES	OTHER NATIONALITIES	LOCAL COMPANIES	MULTI NATIONAL
ACCOUNTS ASSISTANT	3 - 10 YEARS	9,000 - 12,000	6,000 - 8,000	5,000 - 7,000	5,000 - 8,000	9,000 - 13,500
ACCOUNTS PAYABLE	3 - 10 YEARS	13,000 - 15,000	10,000 - 12,000	6,000 - 8,000	6,000 - 18,000	12,000 - 15,000
ACCOUNTS RECEIVABLE	3 - 10 YEARS	13,000 - 15,000	10,000 - 12,000	6,000 - 8,000	6,000 - 10,000	13,500 - 16,500
CREDIT CONTROLLER	3 - 10 YEARS	15000 - 18000	14000 - 17000	10,000 - 12,000	10,000 - 12,000	16,500 - 20,000
ACCOUNTANT (BCOM)	3 - 10 YEARS	12,000 - 15,000	8,000 - 10,000	5,000 - 8,000	6,000 - 8,000	11,000 - 16,500
SENIOR ACCOUNTANT	3 - 10 YEARS	14,000 - 18,000	12,000 - 16,000	8,000 - 12,000	8,000 - 10,000	15,500 - 20,000
CHIEF ACCOUNTANT	3 - 10 YEARS	18,000 - 20,000	15,000 - 18,000	12,000 - 15,000	12,000 - 15,000	20,000 - 22,000
FINANCE MANAGER	3 - 10 YEARS	25,000 - 28,000	20,000 - 25,000	15,000 - 18,000	15,000 - 18,000	24,000 - 31,000
FINANCE DIRECTOR	10 - 15 YEARS	40,000 - 65,000	35,000 - 40,000	25,000 - 30,000	25,000 - 30,000	35,000 - 65,000
CFO	10 - 15 YEARS	52,000 - 80,000	40,000 - 45,000	28,000 - 35,000	28,000 - 32,000	45,000 - 80,000

ADMINISTRATION

POSITION	YEARS OF EXPERIENCE	SAUDI NATIONAL	OTHER GCC NATIONALITIES	OTHER NATIONALITIES	LOCAL COMPANIES	MULTI NATIONAL
RECEPTIONIST	3 - 10 YEARS	6,000 - 9,000	5,000 - 8,000	4,000 - 6,000	4,000 - 6,000	6,600 - 10,000
ADMIN ASSISTANT	3 - 10 YEARS	10,000 - 15,000	8,000 - 12,000	6,000 - 8,000	6,000 - 8,000	11,000 - 16,500
SECRETARY	3 - 10 YEARS	12,000 - 15,000	8,000 - 12,000	6,000 - 10,000	6,000 - 8,000	11,000 - 16,500
EXECUTIVE PA	3 - 10 YEARS	12,000 - 16,000	10,000 - 14,000	8,000 - 10,000	8,000 - 10,000	15,500 - 20,000
OFFICE MANAGER	3 - 10 YEARS	14,000 - 18,000	12,000 - 16,000	8,000 - 12,000	8,000 - 12,000	17,500 - 20,000
PRO	3 - 10 YEARS	12,000 - 15,000	8,000 - 10,000	6,000 - 8,000	5,000 - 8,000	13,200 - 16,500
DRIVER	3 - 10 YEARS	6,000 - 10,000	5,000 - 7,000	4,500 - 6,000	5,000 - 7,000	8,800 - 11,000

KINGDOM OF SAUDI ARABIA – SALARIES BY POSITION (IN SAR)

HUMAN RESOURCES

POSITION	YEARS OF EXPERIENCE	SAUDI NATIONAL	OTHER GCC NATIONALITIES	OTHER NATIONALITIES	LOCAL COMPANIES	MULTI NATIONAL
HR ASSISTANT	3 - 10 YEARS	10,000-12,000	5,000-8,000	4,500-7,000	4,500-6,000	7,000 - 12,000
PAYROLL ASSISTANT	3 - 10 YEARS	8,000-10,000	5,000-8,000	4,000-7,000	4,000-6,500	7,000 - 10,000
TRAINING COORDINATOR	3 - 10 YEARS	7,000-12,000	6,000-8,000	4,500-7,000	4,500-7,000	7,000 - 12,000
HR EXECUTIVE (GENERALIST)	3 - 10 YEARS	10,000-15,000	5,000-8,000	5,000-8,000	4,000-7,000	6,000 - 15,000
RECRUITER	3 - 10 YEARS	10,000-15,000	5,500-10,000	5,000-10,000	5,000-7,000	6,000 - 15,000
COMPENSATION & BENEFITS SPECIALIST ASSISTANT	3 - 10 YEARS	N/A	6,000-8,000	6,000-8,000	4,000-7,000	6,600 - 12,000
HR MANAGER TRAINING & DEVELOPMENT	3 - 10 YEARS	15,000-18,000	8,000-13,000	7,000-12,000	7,000-10,000	10,000 - 18,000
HR MANAGER	3 - 10 YEARS	15,000-25,000	8,000-15,000	8,000-15,000	9,000-13,000	15,000 - 25,000
REGIONAL HR MANAGER	3 - 15 YEARS	25,000-35,000	20,000-25,000	20,000-25,000	20,000-25,000	18,000 - 35,000
HR DIRECTOR	10 - 15 YEARS	35,000-50,000	25,000-35,000	25,000-35,000	25,000-35,000	25,000 - 50,000

KINGDOM OF SAUDI ARABIA – SALARIES BY POSITION (IN SAR)

SALES & MARKETING

POSITION	YEARS OF EXPERIENCE	SAUDI NATIONAL	OTHER GCC NATIONALITIES	OTHER NATIONALITIES	LOCAL COMPANIES	MULTI NATIONAL
SALES ADMINISTRATOR	3 - 10 YEARS	6,000-10,000	5,000-8,000	5,000-8,000	4,000-7,000	6,600 - 10,000
SALES COORDINATOR	3 - 10 YEARS	6,000-9,000	5,000-8,000	5,000-7,000	4,000-7,000	6,600 - 10,000
SALES EXECUTIVE	3 - 10 YEARS	7,000-12,000	6,000-10,000	4,000-7,000	3,500-6,500	6,600 - 12,100
SALES MANAGER	3 - 10 YEARS	17,000-25,000	15,000-20,000	10,000-20,000	8,000-15,000	16,500 - 25,300
REGIONAL SALES MANAGER	3 - 10 YEARS	15,000-25,000	15,000-20,000	12,000-20,000	13,000-18,000	22,000 - 33,000
SALES DIRECTOR	3 - 10 YEARS	N/A	15,000-25,000	15,000-25,000	15,000-23,000	20,000 - 38,500
MARKETING ASSISTANT	3 - 10 YEARS	7,000-9,000	6,000-9,000	5,500-8,000	4,500-7,000	6,600 - 10,000
MARKETING COORDINATOR	3 - 10 YEARS	7,000-9,000	6,000-9,000	5,500-8,000	4,500-7,000	6,600 - 10,000
MARKETING EXECUTIVE	3 - 10 YEARS	7,000-10,000	6,000-8,000	5,000-7,000	4,000-6,000	5,500 - 8,800
DIGITAL MARKETING SPECIALIST	3 - 10 YEARS	7,000-10,000	6,000-9,000	4,000-6,000	4,000-7,000	6,600 - 10,000
MARKETING BRAND MANAGER	3 - 10 YEARS	15,000-20,000	14,000-18,000	9,000-13,000	10,000-14,000	16,500 - 22,000
REGIONAL MARKETING MANAGER	5 - 10 YEARS	22,000-27,000	20,000-25,000	15,000-22,000	15,000-20,000	20,000 - 27,500
MARKETING DIRECTOR	10 - 15 YEARS	30,000-45,000	28,000-35,000	25,000-30,000	25,000-35,000	30,800 - 44,000

KINGDOM OF SAUDI ARABIA – SALARIES BY POSITION (IN SAR)

LOGISTICS & SUPPLY CHAIN

POSITION	YEARS OF EXPERIENCE	SAUDI NATIONAL	OTHER GCC NATIONALITIES	OTHER NATIONALITIES	LOCAL COMPANIES	MULTI NATIONAL
LOGISTICS COORDINATOR / ASSISTANT	3 - 10 YEARS	6,000-9,000	5,000-8,000	5,000-7,000	5,000-6,000	6,600 - 10,000
LOGISTICS EXECUTIVE / CONTROLLER	3 - 10 YEARS	6,000-10,000	6,000-8,000	5,000-7,000	5,000-7,000	6,600 - 10,000
PLANNING COORDINATOR / EXECUTIVE	3 - 10 YEARS	6,000-8,000	5,000-7,000	5,000-6,000	5,000-7,000	6,600 - 8,800
DEMAND SUPPLY / INVENTORY PLANNER	3 - 10 YEARS	6,000-8,000	5,000-7,000	4,000-6,000	5,000-7,000	5,500 - 8,800
WAREHOUSE SUPERVISOR	3 - 10 YEARS	8,000-10,000	6,000-9,000	4,000-7,000	4,000-6,000	5,500 - 7,700
PROCUREMENT SPECIALIST / OFFICER	3 - 10 YEARS	9,000-11,000	7,000-9,000	4,000-7,000	10,000-13,000	5,500 - 10,000
TRANSPORTATION MANAGER	3 - 10 YEARS	15,000-18,000	12,000-15,000	10,000-14,000	12,000-14,000	15,400 - 20,000
DISTRIBUTION MANAGER	3 - 10 YEARS	15,000-18,000	13,000-16,000	12,000-15,000	15,000-17,000	15,400 - 20,000
WAREHOUSE MANAGER	3 - 10 YEARS	22000 - 25000	17,000-20,000	15,000-18,000	17,000-20,000	18,700 - 25,000
PROCUREMENT MANAGER	3 - 10 YEARS	20,000-25,000	18,000-22,000	17,000-20,000	18,000-20,000	21,000 - 25,300
DEMAND PLANNING MANAGER	3 - 10 YEARS	25000 - 30000	20,000-25,000	18,000-22,000	18,000-20,000	22,000 - 33,000
SUPPLY CHAIN / LOGISTICS MANAGER	3 - 10 YEARS	20,000-25,000	18,000-22,000	17,000-20,000	17,000-20,000	20,000 - 24,200
PROCUREMENT DIRECTOR	15 - 20 YEARS	40,000-55,000	30,000-45,000	30,000-40,000	17,000-20,000	44,000 - 55,000
SUPPLY CHAIN / LOGISTICS DIRECTOR	15 - 20 YEARS	50,000-60,000	45,000-55,000	30,000-45,000	30,000-40,000	49,500 - 66,000

KINGDOM OF SAUDI ARABIA – SALARIES BY POSITION (IN SAR)

HEALTHCARE

POSITION	YEARS OF EXPERIENCE	GROSS SALARY	SAUDI NATIONAL	OTHER GCC NATIONAL	OTHER NATIONALITY
CONSULTANT	5 - 10 YEARS	35,000-50,000	45,000-75,000	35,000-50,000	38,500 - 55,000
SR. REGISTRAR	3 - 5 YEARS	23,000-30,000	30,000-40,000	23,000-30,000	25,300 - 33,000
REGISTRAR	2 - 5 YEARS	15,000-22,000	18,000-25,000	15,000-22,000	16,500 - 24,200
RESIDENT	2 - 5 YEARS	10,000-13,000	12,000-15,000	10,000-13,000	11,000 - 14,300
GENERAL PHYSICIAN	2 - 5 YEARS	6,000-10,000	6,000-10,000	6,000-10,000	6,600 - 11,000
NURSES	1 - 5 YEARS	3,500-8,000	5,000-10,000	4,500-8,000	3,850 - 8,800
ALLIED STAFF	1 - 15 YEARS	3,200-6,000	3,800-6300	3,400-6,000	3,520 - 6,600



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