



Salary Guide 2024

The Kingdom of Saudi Arabia

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Introduction

We aim to enrich local content and are pleased to present to you the third edition of the Salary Guide from The Professionals for the year 2024.

The Kingdom of Saudi Arabia is one of the fastest-growing economies globally, making it an attractive destination for talent across various sectors. With the continued economic transformations and comprehensive reforms aligned with Vision 2030, the demand for exceptional skills and competencies is rising, directly reflecting on salary trends in the Saudi market.

This salary guide aims to provide a comprehensive overview of the changes affecting salaries across various jobs and sectors in the Kingdom. The data presented in this guide is based on an analysis of factors influencing salaries, such as educational level, professional experience, geographic location, organization size, and the supply and demand for different job domains.

The salary guide has been carefully prepared through the research and consulting team of The Professionals. It combines comprehensive data collected from databases, industry requirements, and labor market studies. Great effort has been invested to establish clear and reliable benchmarks to determine salary ranges.

We hope this salary guide serves as a useful reference to deepen understanding of the Saudi labor market and assist organizations and individuals in making more informed decisions for a better future.



We take pride in the fact that The Professionals is the first Saudi consulting firm to publish a salary guide dedicated to the Saudi labor market across various sectors.

CEO's Message

Great ideas, no matter how great, are nothing if they remain confined to the mind and never see the light of day. This is our philosophy at The Professionals when dealing with every idea. One such idea led to the creation of the first salary guide issued by a Saudi consulting firm.

This year, and with greater momentum, we continue to release the salary guide as a 3rd edition, with a focus on its continuous improvement. It is designed to provide a deeper understanding of the requirements of the Saudi labor market and its evolving needs. This guide aims to enhance understanding of various job domains more comprehensively while supporting efforts to strengthen alignment with local job market requirements. It serves as a strategic reference to support business owners and decision-makers by offering rich local content. This year's expanded edition covers 15 job domains compared to 11 and 280 roles compared to 198 in the previous edition. This expansion offers in-depth analysis of the local labor market.



Ziyad Ibrahim Al Twaijri

CEO
of The Professionals

Employers and employees can utilize this salary guide to monitor changes occurring in the Saudi labor market. This knowledge enhances their ability to align themselves with these changes effectively. Organizations can also use it as a foundation for their salary studies, as it provides a comparative benchmark for employee salaries.

As we approach the end of another year and move closer to achieving the Kingdom's Vision 2030, the labor market continues to witness significant growth. Consequently, organizations are refining their strategies to meet global economic challenges while balancing supply and demand for certain critical job sectors. This dynamic growth has directly influenced salary trends in the market.

In conclusion, I extend my sincere gratitude to the team at The Professionals, who have delivered this salary guide with the highest standards of quality, ensuring it remains a reliable scientific reference for organizations and employees alike.

About The Professionals

The Professionals is a leading Saudi management consulting firm founded in 2015 in Riyadh, Kingdom of Saudi Arabia. Over the years, we have become a trusted partner for our clients working across various industries and sectors in the region by delivering exceptional consulting services.

We design our services to meet the highest professional standards and address the needs of our clients by implementing best global practices while maintaining a deep understanding of the Saudi market. This ensures the achievement of our clients' strategic objectives.

We always strive to be the preferred partner for our clients by exceeding their expectations and achieving their strategic goals efficiently and effectively. Through our specialized consulting services, we empower our clients to overcome the challenges and obstacles they face on their path to success and growth.

The Professionals offers a range of consulting services:

Management Consulting

- 1 Strategy and Organizational Design
- 2 Governance, Risk, and Compliance (GRC)
- 3 Human Capital Consulting
- 4 Project Management
- 5 Startups Services
- 6 Digital Transformation Consulting
- 7 Organizational Excellence
- 8 Digital Transformation Solutions

Talent Search

- 1 Board Member Search
- 2 Executive Search
- 3 Professional Search

Salary Guide Methodology

The research and consulting team at The Professionals conducted a comprehensive study of various job roles across different sectors, examining their organizational levels, supervisory and specialized scopes, within more than 20 distinct industries. The sample size was determined based on primary data sources, focusing on large and medium-sized organizations that implement standardized methodologies for job evaluation, such as benchmark comparisons and point-factor evaluations. Below, you will find the data sources, total sample size, relative distributions, and the sectors included in the study.

Data sources

Data Sources	»	Executive and professional search projects in the Kingdom of Saudi Arabia	R&D for salary and compensation	Disclosed candidate databases	Salary surveys
Source Type	»	Primary	Primary	Secondary	Primary

Distribution of the total sample size across the data sources

The targeted sample for the salary guide distributed according to the main sources of data	Total data sample size for all sources	»	505,000 Samples			
	Total sample size selected for salary guide	»	72,855 Samples			
	Total sample size for each source	»	23,313	7,285	20,399	21,856
	Percentage distribution of the sample	»	32%	10%	28%	30%

Salary Units and Percentile

The table below shows the total salary units for jobs on a monthly basis, including (basic salary, housing allowance, and transportation allowance) for the average levels observed for each level.

Minimum	Minimum AVG	Market Median	Maximum AVG	Maximum
10 th	25 th	Median	75 th	90 th
First Quartile	Second Quartile		Third Quartile	Fourth Quartile
















To provide a deeper understanding of the Saudi labor market, we identified the most in-demand roles within each job domain. This identification was based on several criteria, including roles that exhibit high demand on Saudi job portals and those with high turnover rates, which we marked accordingly ✨.



Salary Guide Job Domains

Job Domains

The Salary Guide by The Professionals highlights a diverse range of job domains aligned with evolving market demands and economic trends in the Kingdom of Saudi Arabia. This comprehensive report offers valuable insights into the most in-demand roles across key sectors.

 Supply Chain	 Finance & Accounting	 Human Capital Management
 Organizational Excellence	 Law	 Delivery & E-commerce
 Marketing & Corporate Communication	 Data Analytics	 Safety & Security
 Retail	 Engineering	 Banking Sector
 Information Technology	 Entertainment	 Public Sector

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Supply Chain

Supply Chain

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Supply Chain Officer (CSCO)	15+ years	72,914	95,034	117,153
Supply Chain Director	12+ years	42,953	59,153	75,353
✦ Procurement Director	9+ Years	35,550	49,047	62,544
✦ Supply and Demand Manager	7-10 years	29,570	40,424	51,279
Logistics Manager	7-10 years	26,690	35,798	44,906
✦ Warehouse Manager	7-10 years	18,723	25,819	32,915
Senior Procurement Specialist	4+ years	10,017	16,281	22,544
Supply and Demand Planner	4-7 years	11,679	15,945	20,210
Warehouse Supervisor	4-7 years	11,710	15,802	19,894
Equipment Engineer	2-5 years	10,040	13,680	17,320
Procurement Specialist	2-5 years	8,908	12,661	16,414
Buying/Purchasing Analyst	0-2 years	7,897	8,857	9,817

1.5% The average increase in salaries (Supply Chain) between 2023 and 2024

✦ The most in-demand jobs in this field.

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Finance and Accounting

Finance and Investment

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Financial Officer (CFO)	12+ years	72,188	93,844	115,500
Director of Finance and Accounting	8-13 years	39,273	49,943	60,613
Investments Manager	10+ years	34,406	44,470	54,535
✦ Investment Portfolio Manager	8+ years	29,968	38,087	46,206
Finance Manager	7-10 years	24,566	31,935	39,305
✦ Senior Financial Controller	4-8 years	18,743	24,222	29,702
Senior Investment Analyst	4-8 years	16,939	21,765	26,591
Senior Financial Analyst	3-6 years	9,690	16,387	23,084
✦ Investment Analyst	0-4 years	9,874	13,310	16,746
Financial Analyst	0-4 years	6,360	10,481	14,602

✦ The most in-demand jobs in this field.

Accounting

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Director of Accounting	12+ years	30,988	40,160	49,332
✦ Accounts Manager	6-10 years	25,281	32,019	38,756
Senior Accounting Officer	4-7 years	15,565	20,176	24,787
✦ Tax Specialist	2-5 years	13,100	18,321	23,541
Accounts Receivable/Payable Accountant	1-4 years	9,260	12,153	15,047
✦ Accountant	0-2 years	5,768	7,525	9,283

2% The average increase in salaries (Finance and Accounting) between 2023 and 2024

✦ The most in-demand jobs in this field.

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Human Capital Management

Human Capital

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Human Capital Officer	14+ years	88,607	115,788	142,970
General Director of Human Capital	10+ years	59,110	75,370	91,629
Human Capital Manager <small>(Medium-Sized Organizations)</small>	8+ years	41,259	52,671	64,083
✦ Organizational Development Manager	8+ years	33,197	43,353	53,510
✦ Human Capital Digitalization Manager	8+ years	32,170	41,263	50,357
Director of Talent Management	8+ years	30,230	37,795	45,360
✦ Talent Acquisition Manager	8+ years	30,120	37,527	44,933
Compensation and Benefits Manager	8+ years	28,210	35,506	42,803
Learning and Development Manager	8+ years	27,723	34,351	40,978
HR Business Partner	7+ years	25,923	33,420	41,916
HR Operations Manager	8+ years	25,715	33,642	41,569
✦ Organizational Development Specialist	4-8 years	18,622	27,701	36,780
Talent Management Specialist	4-8 years	18,056	26,603	35,150
✦ Talent Acquisition Specialist	4-7 years	15,990	24,508	33,025
Human Resources Specialist	4-7 years	15,886	23,602	31,319
✦ Human Capital Business Analyst	4-7 years	10,456	15,761	21,066
Recruitment Officer	2-4 years	8,632	12,331	16,031
HR Assistant	0-3 years	6,461	9,716	12,972

5% The average increase in salaries (Human Capital Management) between 2023 and 2024

✦ The most in-demand jobs in this field.

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Organizational Excellence

Governance, Risk, and Compliance (Organizational Level)

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
✦ Chief Organizational Excellence Officer	12+ years	70,888	105,720	140,552
Chief Governance, Risk, and Compliance Officer	12+ years	68,702	101,370	134,038
Governance Manager	9+ years	37,934	45,709	53,483
Compliance Manager	9+ years	37,319	45,368	53,417
✦ Risk Manager	9+ years	35,465	43,956	52,446
Organizational Excellence Specialist	2-6 years	21,239	29,813	38,387
✦ Risk and Compliance Specialist	2-6 years	20,085	28,690	37,294
Governance Specialist	2-6 years	17,476	26,101	34,726

Strategy and Performance

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Strategy Officer	12+ years	54,897	82,870	110,843
Strategy Manager	5-9 years	34,846	44,109	53,371
Strategic Performance Manager	5-9 years	33,754	43,937	54,119
Strategy and Planning Specialist	2-6 years	14,320	23,275	32,230
✦ Strategic Performance Specialist	2-6 years	11,133	20,174	29,215

✦ The most in-demand jobs in this field.

Portfolio and Project Management

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Portfolios and Projects Officer	12+ years	66,780	94,248	121,716
✦ Portfolio Manager	10+ years	42,255	66,814	91,372
Program Manager	10+ years	38,889	51,251	63,612
✦ Projects Manager	10+ years	35,650	45,115	54,580
Project Manager	5-9 years	19,620	29,129	38,638
Project Specialist	0-5 years	9,551	18,490	27,429

Change Management

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Director of Change Management and Communication	12+ years	48,626	70,976	93,325
Change Management Specialist	2-5 years	10,206	20,473	30,740

9% The average increase in salaries (Organizational Excellence) between 2023 and 2024

✦ The most in-demand jobs in this field.

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Law

Legal (Organizational Level)

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
◆ Chief Legal Officer (CLO)	15+ years	66,625	82,603	98,580
Legal Director	12+ years	38,110	53,142	68,174
Legal Expert	10+ years	36,855	46,631	56,407
◆ Legal Consultant	7-10 years	27,278	37,580	47,883
◆ Contracts Specialist	4-7 years	15,894	21,480	27,066
Legal Researcher	2-5 years	7,343	9,721	12,099
Legal Secretary /Law Trainee	0-2 years	4,000	6,463	8,925

3% The average increase in salaries (Law) between 2023 and 2024

◆ The most in-demand jobs in this field.

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Delivery & E-commerce

Operations

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Operating Officer (COO)	12+ years	59,797	89,501	119,204
Operations Manager	8+ years	31,376	44,564	57,752
✦ Operations Excellence Manager	7+ years	20,627	33,715	46,803
Supply and Demand Operations Manager	6+ years	19,558	28,406	37,254
Operations Specialist	2-5 years	10,457	13,948	17,439
Operations Officer	0-3 years	7,786	11,184	14,581

E-Commerce

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief E-Commerce Officer	12+ years	52,712	64,169	75,625
E-Commerce Manager	6-10 years	23,798	32,787	41,777
✦ E-Commerce Specialist	0-5 years	9,829	13,577	17,326
Content Specialist	0-4 years	7,067	9,550	12,033

✦ The most in-demand jobs in this field.

Technology

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Technology Officer (CTO)	12+ years	56,230	97,258	138,285
Cybersecurity Manager	8+ years	48,541	61,818	75,095
✦ Engineering Manager (Programming)	8+ years	39,698	55,733	71,767
Flutter Programmer	3-7 years	35,657	40,632	45,607
iOS System Programmer	2-6 years	13,445	21,802	30,158
Android System Programmer	2-6 years	11,497	20,429	29,361

5% The average increase in salaries (Delivery & E-commerce) between 2023 and 2024

✦ The most in-demand jobs in this field.

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Marketing and Corporate Communication

Marketing and Corporate Communication

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Marketing and Corporate Communication Officer	15+ years	85,330	111,335	137,341
Marketing Director	8-12 years	42,188	57,614	73,040
Marketing Manager	7-10 years	30,158	39,907	49,656
Public Relations Manager	7-10 years	30,120	38,245	46,369
✦ Digital Marketing Manager	6-10 years	29,096	36,495	43,894
Corporate Identity Manager	6-10 years	26,048	34,059	42,070
Corporate Communication Manager	6-10 years	24,544	32,359	40,174
✦ Internal Communication Manager	7-10 years	24,953	32,187	39,420
✦ Customer Experience Manager	6-10 years	22,738	31,101	39,464
✦ Digital Marketing Specialist	3-7 years	15,111	21,410	27,709
Marketing Specialist	2-5 years	10,004	15,700	21,396
Public Relations Specialist	1-4 years	10,431	15,111	19,790
Communication Specialist	0-3 years	8,692	13,813	18,935
✦ Corporate Identity Officer	1-3 years	8,655	13,574	18,493
Marketing Officer	0-3 years	6,572	10,395	14,218

✦ The most in-demand jobs in this field.

Public Relations

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Public Relations Manager	7-10 years	54,590	63,547	72,504
Internal Communication Manager	7-10 years	53,530	62,487	71,444
Corporate Communications Manager	7-10 years	36,040	46,070	56,100
Press Secretary	7-10 years	8,880	16,540	24,200
Communication Specialist	0-3 years	8,692	15,161	21,630

3.2% The average increase in salaries (Marketing and Corporate Communication) between 2023 and 2024

◆ The most in-demand jobs in this field.

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Data

Data Analytics

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
◆ Data Analytics Director	12+ years	44,330	62,725	81,120
◆ Senior Data Analytics Manager	8-12 years	29,800	45,140	60,480
◆ Data Analytics Manager	5-9 years	20,140	27,560	34,980
◆ Data Analytics Supervisor	4-7 years	18,190	22,225	26,260
Senior Data Analyst	2-5 years	13,780	19,610	25,440
◆ Data Analyst	0-2 years	6,000	11,100	16,200

Data Science

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
◆ Director of Data Science	12+ years	50,050	66,365	82,680
◆ Data Science Manager	8-12 years	45,692	51,196	56,700
Data Science Team Lead	5-9 years	27,600	33,435	39,270
◆ Senior Data Scientist	4-7 years	20,200	22,750	25,300
◆ Data Scientist	2-5 years	14,850	16,065	17,280
◆ Data Analyst	0-2 years	6,000	11,100	16,200

◆ The most in-demand jobs in this field.

Data Engineering

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
◆ Data Engineering Director	8-12 years	47,905	63,733	79,560
◆ Data Engineering Manager	5-9 years	40,950	46,925	52,900
◆ Data Engineering Supervisor	4-7 years	24,380	28,388	32,395
◆ Senior Data Engineer	2-5 years	22,260	25,430	28,600
Data Engineer	0-2 years	12,600	16,290	19,980

10% The average increase in salaries (Data) between 2023 and 2024

◆ The most in-demand jobs in this field.

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Safety and Security

Safety and Security

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Safety and Security Director (Large Organizations)	12+ years	31,800	40,545	49,290
Safety and Security Manager (Medium-sized Organizations)	8-12 years	26,027	34,744	43,460
Safety and Security Manager (Small and Medium-sized Organizations)	5-9 years	13,269	17,268	21,266
Safety and Security Supervisor	4-7 years	9,716	11,596	13,475
Senior Safety and Security Officer	2-5 years	8,480	10,070	11,660
✦ Industrial Security Guard	2+ years	6,900	9,477	12,054
Safety Inspector	2+ years	6,800	8,500	10,200
✦ Security Systems Technician	2+ years	5,800	8,183	10,566
Safety and Security Officer	0-2 years	4,306	6,303	8,300
✦ Control Room Operator	2+ years	4,600	5,900	7,200

1.9% The average increase in salaries (Safety and Security) between 2023 and 2024

✦ The most in-demand jobs in this field.

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Retail

Sales, Branches, and Retail

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Sales Executive <small>(Large Organizations)</small>	12+ years	42,985	50,718	58,451
Sales Manager <small>(Large Organizations)</small>	8-12 years	28,456	35,999	43,541
✦ Category Manager	10+ years	26,845	32,629	38,412
✦ Sales Manager <small>(Small and Medium-sized Organizations)</small>	10+ years	18,542	25,542	32,541
Sales Team Supervisor	5-9 years	18,952	21,062	23,173
Sales Team Leader	4-7 years	12,159	15,022	17,885
✦ Branch Manager	2-5 years	10,544	12,533	14,522
Category Specialist	0-4 years	9,844	12,000	14,155
✦ Retail Business Analyst	0-4 years	7,966	10,755	13,544
Sales Specialist	2+ years	7,720	9,125	10,530
Sales Representative	0-2 years	4,586	6,170	7,754
Treasurer	0-2 years	3,000	4,750	6,500

✦ The most in-demand jobs in this field.

Customer Service

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Customer Service Manager	8-12 years	17,067	25,150	33,233
Customer Service Supervisor	5-9 years	14,573	16,636	18,700
Senior Customer Service Specialist	4-7 years	10,236	12,792	15,348
Customer Service Specialist	2-5 years	6,513	8,269	10,025
Customer Service Coordinator	0-2 years	4,698	5,390	6,082

Regional Sales

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Regional Manager (Large Organizations)	8-12 years	24,600	33,750	42,900
Regional Sales Supervisor	5-9 years	17,843	21,629	25,415
Branch Manager	4-7 years	13,955	16,866	19,778
Retail Sales Specialist	2-5 years	9,876	13,266	16,656
Salesperson	0-2 years	4,855	7,058	9,260

2.2% The average increase in salaries (Retail) between 2023 and 2024

◆ The most in-demand jobs in this field.

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Engineering

Engineering Roles (Leadership and Supervisory Level)

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Engineering Officer	15+ years	90,962	114,574	138,186
Chief Operations Officer	12+ years	74,138	98,513	122,889
Operations Director	12+ years	54,514	72,437	90,361
Factory Manager	12+ years	46,070	61,330	76,590
✦ Industrial Technology Manager	12+ years	44,899	59,877	74,855
✦ Power Distribution Engineering Expert	12+ years	42,927	57,147	71,366
✦ Industrial Automation Manager	12+ years	41,555	55,055	68,555
Production Manager	12+ years	40,782	54,291	67,800
Quality Manager	12+ years	38,544	51,994	65,444
✦ Engineering Projects and Portfolios Manager	12+ years	37,527	49,958	62,388
Health, Safety, and Environment (HSE) Manager	12+ years	31,090	41,388	51,686
Operations and Maintenance Manager	12+ years	26,671	35,506	44,340

✦ The most in-demand jobs in this field.

Engineering Roles (Mid-Career Level)

Speciality	Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chemical Engineering	Operations Engineer	3-7 years	16,544	23,989	32,385
	✦ Production Engineer				
	Senior Production Engineer				
	Senior Chemical Engineer				
Systems Engineering	Systems Engineer	3-7 years	15,655	22,700	30,645
	Senior Network Engineer				
	Senior IT Engineer				
Electrical Engineering	Electrical Engineering team lead	3-7 years	15,455	22,409	30,253
	Senior Electrical Engineer				
	✦ Electrical Project Engineer				
	Electrical Engineer				
Civil Engineering	✦ Engineering Projects Manager	3-7 years	15,355	22,264	30,057
	Civil Quality Control Engineer				
	✦ Civil Engineer				
	Engineering Project Quality Engineer				
	Drilling Improvement and Technical Support				
Mechanical Engineering	✦ Utilities Supervisor	3-7 years	14,465	20,974	28,315
	Operations Supervisor				
	Project Engineer				
	Maintenance Engineer				

✦ The most in-demand jobs in this field.

Engineering Roles (Entry Level)

Speciality	Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Systems Engineering	IT Engineer	0-3 years	10,124	14,174	19,134
	Site Systems Engineer				
	Systems Engineer				
Chemical Engineering	Chemical Engineer	0-3 years	9,745	13,643	18,118
	Production Engineer				
	Operations Engineer				
	Operations Specialist				
Civil Engineering	Civil Engineer	0-3 years	9,624	12,840	16,057
	Civil Site Engineer				
	Civil Supervisor Engineer				
	Projects Engineer				
Electrical Engineering	Electrical Instrumentation Engineer	0-3 years	9,112	12,757	17,860
	Electrical Engineer				
	Electrical Project Engineer				
Mechanical Engineering	Mechanical Technician	0-3 years	8,240	11,536	16,693
	Mechanical Engineer				
	Mechanical Site Engineer				
	Mechanical Project Engineer				

6.3% The average increase in salaries (Engineering) between 2023 and 2024

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Banking

Treasury

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Treasury Manager	12+ years	50,851	80,322	109,794
✦ Markets Manager	10+ years	46,057	65,081	84,105
✦ Treasury Specialist	4-7 years	12,495	19,343	26,192
Treasury Analyst	0-2 years	8,211	11,652	15,094

Private Equity & Wealth Management

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Executive of Private Equity and Wealth Management	12+ years	77,434	110,476	143,519
✦ Private Equity Manager	10+ years	45,787	62,432	79,077
✦ International Wealth Manager	10+ years	37,065	52,254	67,443
Relationship Manager	7-12 years	31,910	45,117	58,325
Assistant Relationship Manager	5-10 years	18,838	26,768	34,698
✦ Wealth Management Specialist	3-7 years	15,186	23,649	32,111
Wealth Management Assistant Specialist	0-2 years	7,924	10,216	12,507

✦ The most in-demand jobs in this field.

Investment

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Investment Officer (CIO)	10+ years	61,810	94,497	127,183
Investments Manager	8-12 years	31,004	41,171	51,339
Senior Investment Analyst	3-7 years	13,630	20,865	28,100
✦ Investment Analyst	0-2 years	7,409	11,237	15,064

Corporate Banking

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Corporate Banking Officer	10+ years	75,416	102,477	129,538
Director, SMEs Corporate Banking	10+ years	48,447	69,409	90,371
Relationship Director (Corporate Banking)	8-15 years	43,756	56,538	69,320
Relationship Assistant Director (Corporate Banking)	3-8 years	19,865	29,773	39,682

3.2% The average increase in salaries (Banking) between 2023 and 2024

✦ The most in-demand jobs in this field.

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Information Technology

Information Technology

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Technology Officer (CTO)	12+ years	85,905	106,221	126,537
Chief Information Security Officer (CISO)	10+ years	57,095	87,939	118,783
◆ Digital Transformation Manager	10+ years	49,868	66,678	83,487
◆ Cybersecurity Manager	7-15 years	48,541	61,818	75,095
◆ Emerging Technologies Manager	6-15 years	45,683	60,019	74,355
◆ IoT Solutions Manager	6-15 years	45,085	57,164	69,243
◆ Blockchain Technology Manager	6-17 years	44,059	55,846	67,634
Cloud Computing Manager	7-15 years	36,989	51,728	66,466
IT Engineering Manager	8-15 years	36,884	48,890	60,897
IT Infrastructure Manager	7-12 years	31,755	39,908	48,062
◆ Cybersecurity Specialist	3+ years	18,342	28,126	37,910
IT Engineer	3+ years	14,186	17,487	20,787
IT Specialist	3+ years	13,212	16,200	19,188

Programming

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Director of Engineering (Programming)	8+ years	39,698	55,733	71,767
◆ Flutter Programmer	3-7 years	35,657	40,632	45,607
iOS System Programmer	2-6 years	13,445	21,802	30,158
Android System Programmer	2-6 years	11,497	20,429	29,361

◆ The most in-demand jobs in this field.

Digital Services Technology

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
CEO, Middle East and North Africa (MENA)	15+ years	132,187	186,524	240,862
Regional General Manager	12+ years	67,517	85,726	103,935
VP, Business Development	10+ years	69,751	80,776	91,800
Business Development Manager	7-12 years	36,828	46,412	55,996
Sales Manager	7-12 years	29,367	38,522	47,676
Sales Engineer	3-6 years	16,237	21,710	27,183

7.6% The average increase in salaries (Information Technology) between 2023 and 2024

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Entertainment

Entertainment

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
◆ Chief Executive Officer of Entertainment Activities	12+ years	60,451	73,496	86,542
◆ Entertainment Consultant	15 years	47,856	59,700	71,545
◆ Entertainment Operations Manager	12+ years	44,587	55,519	66,451
◆ Entertainment Manager	10 years	43,658	48,657	53,657
◆ Creative Entertainment Manager	7 years	32,564	41,092	49,621
◆ Entertainment Production Manager	10 years	26,859	36,007	45,156
◆ Entertainment Technology Engineer	7+ years	25,654	35,083	44,512
◆ Theater and Live Shows Manager	7+ years	21,566	28,560	35,554
◆ Operations Manager <small>(Small and Medium Organizations)</small>	7+ years	20,655	27,583	34,512
◆ Events and Festivals Manager	7+ years	19,845	26,705	33,566
◆ Celebrity and Artist Relations Manager	7+ years	18,695	23,553	28,412
◆ Lighting and Sound Specialist for Events	7+ years	17,544	22,714	27,885
◆ Game and Entertainment Experience Designer	5+ years	16,855	22,183	27,512
◆ Event Planning Specialist	2+ years	11,000	14,772	18,544
◆ Entertainment Projects Coordinator	2 years	7,210	10,605	14,000
◆ Entertainment Events Organizer	1 year	4,500	5,677	6,854

4.1% The average increase in salaries (Entertainment) between 2023 and 2024

◆ The most in-demand jobs in this field.

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Public Sector

Public Sector

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Governor/Secretary/Deputy	12+ years	150,000	187,313	224,626
Assistant Minister	10+ years	128,006	163,474	198,943
✦ Undersecretary of Minister	10+ years	92,374	132,846	173,319
Deputy Governor	10+ years	89,297	128,850	168,404
✦ Assistant Undersecretary	10+ years	84,349	108,276	132,203
General Supervisor	10+ years	71,661	90,215	108,768
✦ General Manager	10+ years	59,625	81,931	104,236
Department Manager	8+ years	39,753	59,788	79,823
Section Head	7+ years	30,380	38,229	46,078

8.9% The average increase in salaries (Public Sector) between 2023 and 2024

✦ The most in-demand jobs in this field.

The average salary increase between 2023 and 2024

The average increase in salaries across various job domains between 2023 and 2024.

1.5%

Supply Chain

2%

Finance & Accounting

5%

Human Capital Management

9%

Organizational Excellence

3%

Law

5%

Delivery & E-commerce

3.2%

Marketing & Corporate Communication

10%

Data Analytics

1.9%

Safety & Security

2.2%

Retail

6.3%

Engineering

3.2%

Banking Sector

7.6%

Information Technology

4.1%

Entertainment

8.9%

Public Sector

For Consultation Requests

We are delighted to have you connect with one of our partners to discuss the best global and local practices, as well as strategies for benefits and compensation tailored to your organization.



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**Thank
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