

Salary Guide 2025

Kingdom of Saudi Arabia



Index

Starting Point	03
Message from the CEO	04
Recent Trends in the Saudi Labor Market	05
About The Professionals	08
Generation Z and Millennials in the Workforce	10
The Artificial Intelligence (AI) Revolution	13
Research Methodology	15
Salary Guide Job Domains	16
Average Salary Increase	68
For Consultations	69

Starting Point

The market can no longer be read only through numbers, especially with so many new changes driven by rapid technological progress. In the context of Saudi Arabia's ambitious Vision 2030, the Saudi market is moving faster than before. It is entering a new era of growth, opportunities, and challenges led by artificial intelligence and digital transformation. This context requires clear understanding and a reliable guide to help us move forward.

For the fourth year in a row, we publish the Salary Guide for the Saudi labor market to enrich local content. This guide is more than a list of salaries; it reflects the changes taking place in the job market and tries to capture the spirit of that change. We studied accurate data from the latest research and analyses to give you a complete picture that goes beyond simple salary averages. We explain the foundations of competitiveness and efficiency. In this guide we point out the attractive areas of emerging fields and highlight the skills that are becoming the language of the future, the skills that can make a real difference in your career or in your organization's ability to attract top talent.

This guide is the result of intensive research based on a clear research approach and real field input from the market itself. We spoke with leaders and decision-makers and listened to employees about their everyday work experiences. That gave us two-sided insights that reflect both employers' and jobseekers' perspectives in the Saudi market. This mix of numbers and real-world feedback allows us to draw a full and realistic picture and to offer informed expectations about the opportunities and challenges the coming year may bring.

Modern technologies play a major role in this transformation. Artificial intelligence, machine learning, big data analysis, and automation are not just technical terms; they are reshaping job roles, raising the importance of some skills that were once peripheral, and reducing the need for other skills. This guide explains how these technologies affect salary patterns and which future skills individuals should develop and organizations should invest in to stay competitive.

Whether you are a leader aiming to offer fair and competitive pay, an ambitious employee seeking a path to better opportunities, or an entrepreneur trying to understand new market dynamics, this guide is made for you. It is a practical strategic tool to help you see the big picture, understand the details, and make decisions that place you ahead in a changing market.

At The Professionals, we believe that the right information at the right time can make a real difference for people and organizations. This guide is not the end of the research journey but the start of a path toward transparency, growth, and continuous improvement. We invite you to explore its pages, review the data, and use it as a companion for well-informed decisions that help build a better professional future.

Message from the CEO

During this time of rapid change and new technology, the Saudi job market is witnessing great shifts and success stories driven by the willpower of our youth, the vision of our leaders, and smart investments. Saudi Vision 2030 is more than a roadmap now; it is a driving force for development across all sectors. We can see the future taking shape: organizations are racing to adopt new technologies, and job requirements are changing faster than ever.

That raises an important question:

How do we fairly value real talent in a market that is changing so quickly? And how do we make sure salaries are a strong incentive to attract and keep the best people?

We are pleased to present the fourth edition of the Salary Guide for the Saudi labor market for 2025. Our research and consulting team worked hard to analyze data, explore current trends, and draw insights that help you make decisions that are not only good but precise.

Throughout this guide, you will find clear signs of how organizations are evolving and how our nation continues to grow. The guide relies on solid research methods, carefully gathered reliable data, and unique insights from conversations with business leaders, decision-makers, and employees. This work gives you a complete and realistic view, helping you see both the big picture and the fine details.

At The Professionals, we are committed to delivering the highest global standards in consulting. Our aim is not just to meet clients' expectations but to go beyond them. We are proud to be part of the kingdom's development and to support a thriving job market and the growth of national talent. Let us move forward together on this inspiring path and explore the opportunities the Saudi labor market holds for 2025 and beyond.

Finally, I would like to thank the wonderful team at The Professionals. To every hand that contributed, every creative mind, and every inspiring spirit, your passion and dedication turned this project from an idea into reality. I am proud of you and all you have achieved.



Ziyad Ibrahim Al Twaijri

CEO,
The Professionals



With my best wishes

Recent Trends in the Saudi Labor Market and Their Impact on Salary Structures

The Saudi job market is undergoing rapid and fundamental changes, driven strongly by the ambitious Vision 2030, an effort to diversify the economy, develop human capabilities, and create an environment that attracts investment and talent. Understanding these current trends is essential for organizations to remain competitive and for individuals to advance their careers. Below are the key trends shaping the Kingdom's job market in 2025.

Trend One: Moving Toward the “Zero-Based Work” Approach

The Zero-Based Work approach focuses on resetting priorities, reducing wasted time, and reassessing every task from scratch to determine its importance and value. The goal is to remove or reduce low-value tasks and create “free space” for creativity and planning.

Expected Impact of This Trend on Salary Structures:

Linking salaries to actual skills instead of job titles	Higher rewards for high-value achievements	A growing salary gap between strategic and routine roles
Employees will receive pay based on their real skills and performance, which encourages them to keep learning new and future-ready skills.	Bonuses will become more directly tied to measurable results, motivating employees to deliver stronger performance.	Strategic positions will enjoy more salary advantages as companies focus on growth and innovation.

Trend Two: Strengthening Saudization and Empowering National Talent

Saudization remains a national priority, aiming to increase the participation of Saudis, especially in private-sector leadership and specialized roles. The participation of Saudi women in the workforce is also rising, currently reaching 36.3%.

Expected Impact of This Trend on Salary Structures:

Higher average salaries for specialized Saudi talent	Expansion of non-financial benefits for Saudi employees	Adjustments in salary scales to match targeted Saudization rates
Skilled Saudi professionals will see faster salary growth compared to non-Saudi employees in similar roles.	These benefits will help attract national talent. These benefits will help attract national talent, making them more appealing than the basic salary alone.	Corporate salary scales will become more complex, as there may be different salary levels for the same job title.

Trend Three: Accelerated Digital Transformation and Adoption of Artificial Intelligence

Digital transformation continues to rise across all sectors, with increasing adoption of AI and automation. This trend is not just a luxury; it has become essential for improving efficiency and productivity.

Expected Impact of This Trend on Salary Structures:

Higher value for specialized technology skills

Employees with strong digital and technical skills will receive higher salaries because these skills are in high demand.

Redefining the Value of Traditional Roles

Compensation for automatable tasks is set to decline, whereas the value of employees who demonstrate adaptability and the ability to collaborate with AI tools will rise.

Linking rewards to innovation and digital productivity

Performance bonuses will increasingly reward creativity, innovation, and digital achievements, encouraging employees to develop their digital skills.

Trend Four: Growth of the Skills Economy

As the economy diversifies, there is more focus on innovation-based sectors. Certificates alone are no longer enough; practical and specialized skills are now the main drivers of job opportunities.

Expected effects of this trend on salary structures:

Competitive pricing for specialized skills

These skills will be paid competitively, which may mean an employee with specialized skills earns more than a colleague in the same role who lacks them.

More reward programs tied to professional development

New programs will offer bonuses or rewards for completing specialized training or earning in-demand professional certificates, encouraging continuous learning.

New salary ladders for specialists

New pay scales will allow employees with specialized skills to reach income levels similar to managers without taking on administrative duties.

Trend Five: Greater Flexibility in Work Systems and Environments

The COVID-19 pandemic and what followed sped up the shift to more flexible work models, like hybrid and remote work. This trend gives employees more options and lets organizations reach a broader pool of talent.

Expected effects on salary structures:

Location-based pay frameworks

Pay scales may be tiered by employee location, so people in major cities could receive higher salaries to offset higher living costs.

Focus on non-cash wellness benefits

Employers will offer more non-monetary benefits such as internet allowances, home-office furniture stipends, mental health and medical support programs, and more paid leave.

Emphasis on results over hours worked

Bonuses and incentives will be increasingly tied to outcomes and performance, encouraging employees to manage their time effectively and rewarding concrete achievements.

Trend Six: Growth in Promising Sectors

The growth of promising sectors in the Kingdom, such as tourism, entertainment, technology, artificial intelligence, fintech, and renewable energy, is creating thousands of new job opportunities.

Expected effects on salary structures:

Higher pay in new sectors

Salaries for specialists in these fields will grow strongly, often outpacing average pay in traditional industries.

Competition for talent from abroad



Companies may offer high salaries and benefits to attract international experts, which can make it harder to balance pay between local and foreign talent. Organizations will need clear and fair pay practices.

Linking bonuses to major project goals



Compensation packages will include large rewards for reaching key project milestones, encouraging top performance and increasing the appeal of jobs in these sectors.

About The Professionals

Founded in 2015 in Riyadh, the heart of the Kingdom of Saudi Arabia, The Professionals began its journey as a specialized management consulting firm with a clear vision: to empower organizations to achieve high performance and sustainable growth. With more than ten years of experience, we provide strategic, customized solutions tailored to the needs of our clients across both the public and private sectors.

 Vision	To be our clients' preferred partner, exceeding their expectations by helping them achieve their strategic goals and create lasting value.
 Mission	To deliver consulting services that enable our clients to overcome challenges and move confidently toward success and growth.

The Professionals' Achievements in Numbers

CONSULTING	 550,000 Hours	 471 Consultancy project	 40+ Management, GRC and human Capital
	 8 Service Portfolios	 38+ Domin expert Consultant	 250+ Transformational projects
	 300+ Signature tested methodologies	 500 Access points to scientific and practical information	 6,500+ Projects outcomes (Reports, analysis, manuals)

EXECUTIVE SEARCH AND TALENT SOLUTIONS	 700,000 Candidates	 7,500+ Jobs	 290 Talent and executive search projects
	 150+ Search access channels for global and local talents	 30+ Domin expert Consultant	 4,300+ Executive search assignment
	 670+ Saudi engineering search Assignment	 3,900+ Search assignment in Public sector	 3,200+ Search assignment in Private sector

Our Core Services

Management Consultancy

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

Talent Search

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

Generation Z and Millennials in the Workforce

By 2025, Generation Z (born 1997–2012) will make up about a quarter of the global workforce and, together with Millennials, more than half of the workforce in the Middle East. Growing up fully in a digital world, Gen Z brings different expectations than earlier generations. This is already shaping the Saudi job market, salary structures, and the future of business leadership. Many signs point to a falling average age for CEOs in Saudi Arabia, now around 47, showing a clear move toward younger leadership that will continue as Gen Z takes on larger roles.



How Gen Z is affecting the Saudi labor market

Generation Z is an increasing share of the Saudi workforce. Because they are native digital, they are naturally innovative and quick to adapt to technology. Their impact appears in several ways:

- **Faster job changes**

Gen Z switches jobs and employers more often than previous generations as they look for workplaces that fit their cultural and professional needs. This pushes organizations to find new ways to attract and keep talent.

- **Search for meaning**

Unlike earlier generations that often-prioritized job security and pay, Gen Z looks for work with real purpose. They want to contribute to the causes they believe in and have a positive impact on society. Organizations are therefore encouraged to strengthen social responsibility programs and clearly state their values.

- **Flexibility**

For Gen Z, work is not just a 9-to-5 place. They prefer flexible hours and locations (hybrid or remote work) and value work-life balance. This forces employers to rethink policies and offer more flexible work options.

- **High expectations for technology**

Gen Z expects modern digital tools at work. They adopt technology quickly and expect digital tools to be part of their daily routines. Employers that do not invest in modern tech may struggle to attract them.

- **Immediate feedback**

Gen Z prefers regular, quick feedback over traditional annual reviews because it helps them grow continuously. They value recognition for achievements, even small ones, and need to feel their voice matters.

Impact of Generation Z on Salary Structures

Generation Z's expectations are pushing organizations to rethink their pay and benefits:

Salary transparency

Gen Z wants clearer information about pay structures, which may lead organizations to adopt more open, skills-based salary systems instead of traditional secrecy.

Comprehensive compensation packages

Base pay is no longer the only factor. Gen Z looks at total value, including non-cash benefits such as learning and development opportunities, flexible leave, mental health support, and wellness programs.

Competitive pay for new roles

With rising demand for specialized digital skills, salaries for these roles are increasing to attract the young talent that Gen Z brings.

Performance bonuses tied to purpose

Gen Z prefers rewards linked to goals that have social or environmental impact, not just traditional financial targets.

These trends are driving Saudi organizations to redesign salaries to be more transparent and to offer multiple incentives (for example, profit-sharing and flexible hours or work location) to attract and keep Gen Z employees.

Changes in the Labor Market and Salary Structures: Millennials vs. Generation Z

Although Millennials (born in the early 1980s to mid-1990s) paved the way for many workplace changes, Generation Z is driving these shifts even further.

Work loyalty

Millennials: Tend to prefer job stability.

Generation Z: Change jobs more often in search of a better cultural and professional fit.

Pay and benefits

Millennials: Focus on salary and some non-cash benefits.

Generation Z: Look at the total value of a job (salary + benefits + workplace culture + purpose).

Work flexibility

Millennials: Helped push employers toward remote and hybrid work, especially after COVID-19.

Generation Z: Expect full flexibility from the start and prefer a permanent hybrid model.

Career development

Millennials: Helped push employers toward remote and hybrid work, especially after COVID-19.

Generation Z: Expect full flexibility from the start and prefer a permanent hybrid model.

Work environment

Millennials: Seek training and development through courses and professional certificates.

Generation Z: Prefer self-directed learning on digital platforms and quick practical application of new skills.

In short, Millennials opened the door to change; Generation Z is redefining what work means, how it's managed, and how talent is valued. This generation is not just part of the workforce; it is shaping the future of business in Saudi Arabia and beyond.

The Artificial Intelligence (AI) Revolution

Artificial intelligence (AI) is no longer a future technology; it is now part of today's workplaces. This creates new challenges and opportunities for the job market, salary structures, and the future of work. The AI-driven changes in Saudi Arabia align with Vision 2030 goals to diversify the economy, boost innovation, and build a knowledge-based society.

How AI is affecting the Saudi job market

AI is a powerful force that can reshape Saudi Arabia's workforce. While it may reduce total wages in some areas, it also creates new jobs that fit the fast pace of tech change:

- **Automation of routine tasks**

AI will automate many repetitive tasks like customer responses, data entry, basic accounting, and some manufacturing roles. Jobs that rely heavily on these tasks may see reduced demand or change in nature.

- **Creation of new jobs**

New roles will appear for developing, managing, and maintaining AI systems. These jobs need specialized skills in data science, machine learning, cybersecurity, and AI engineering.

- **Higher worker productivity**

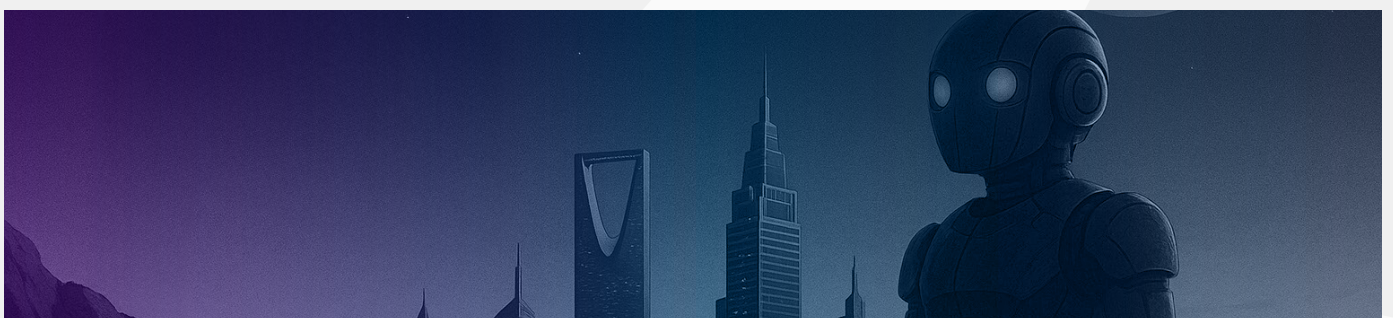
AI gives workers powerful analytic and predictive tools that boost efficiency. For example, AI can analyze vast amounts of data in finance or improve diagnostics in healthcare.

- **Change in current job roles**

Many jobs won't disappear but will change. Employees will need to work alongside AI systems and focus on tasks that require creativity, critical thinking, emotional intelligence, and complex problem-solving.

- **Skills gap**

Organizations face the challenge of closing the gap between traditional skills and the new skills needed for AI. Employers compete for a limited pool of talent with these capabilities.



How AI is reshaping salary structures

The AI revolution is changing pay systems in Saudi Arabia by greatly increasing the value of AI and data skills:

Higher pay for AI specialists

Roles that require direct AI expertise, such as AI engineers, data scientists, and machine learning engineers, are seeing notable salary increases.

Pay based on skills, not titles

Salary systems will focus more on the unique skills an employee brings and their ability to apply AI tools, rather than just job titles or years of experience.

Performance rewards tied to innovation

Companies may introduce new reward systems that pay employees for using AI to improve efficiency, create innovations, or build new solutions.

Pressure on pay for roles affected by automation

Jobs that become partly or fully automated may see lower pay, encouraging workers in those roles to reskill and gain new competencies.

Most in-demand jobs in the AI era

- **Data scientists and machine learning engineers:** analyze big data and build predictive models.
- **Cybersecurity experts:** protect increasingly vulnerable systems and data.
- **Robotics and automation engineers:** design robots and automated systems.
- **Natural Language Processing (NLP) specialists:** build systems that understand and generate human language.
- **AI solutions engineers:** apply AI solutions across industries.
- **AI ethics and compliance specialists:** ensure responsible and ethical use of AI.
- **UX and interaction design specialists:** create user-friendly AI interfaces.
- **AI-assisted content creators:** work with AI tools to produce effective content.

AI in Saudi Arabia is more than a technical advance; it is reshaping the labor market, pushing organizations to redefine roles, skills, and pay. While some routine jobs may be replaced, many new opportunities will emerge from this digital shift. Salary structures are evolving toward greater flexibility and target incentives to meet different individual needs. Embracing continuous learning, investing in people, and updating pay policies with transparency will help both the private and public sectors face AI challenges and enable Saudi Arabia to lead the region's digital transformation.

Salary Guide Methodology

The Research and Consulting Team at The Professionals conducted a comprehensive study covering a large sample of job roles across various sectors. The study analyzed roles based on organizational level, supervisory scope, and functional specialization across more than 20 different industries. The sample size was determined according to the primary data sources, ensuring the inclusion of large and medium-sized organizations that apply standardized job evaluation methodologies, such as benchmark comparisons and systematic or point-based job evaluation frameworks.

Data Sources

Data Sources	»	Talent and executive acquisition projects in KSA conducted by The Professionals	Salary and compensation benchmarking studies conducted by The Professionals	Comprehensive internal databases and disclosed candidate data maintained by The Professionals	Results of the 2025 Salary Surveys in KSA, prepared by The Professionals
Source Type	»	Primary	Primary	Secondary	Primary

Relative Distribution of the Salary Guide Sample by Data Source

Total studied sample for the Salary Guide	Total defined sample size for preparing the Salary Guide	» 89,566 records			
	Total sample size for each source	» 28,661	» 21,496	» 17,913	» 21,496
	Sample distribution by main data sources	» 32%	» 24%	» 20%	» 24%

Salary Units and Percentile Levels

The table illustrates monthly total compensation salary units for job roles. These figures include basic salary, housing allowance, and transportation allowance. This applies to the average observed levels for each job grade, as shown in the table below.

Salary Units Table Based on Statistical Distribution

90th	75th	Median	25th	10th
Reflects the highest market salaries	75 th Represents the percentile (higher quartile)	Represents the market midpoint	25 th Represents the percentile (lower quartile)	Reflects the lowest market salaries

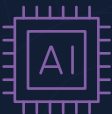

















Brief Explanation of the Statistical Percentile Distribution of Salaries Presented in the Guide

75th (Q3)	50th (Median / Q2)	25th (Q1)
3 rd Quarter	The market midpoint	1 st Quarter

The salary units listed represent statistical market levels: the 10th percentile reflects the lower-end salaries in the market, while the 90th percentile reflects the higher-end salaries for jobs within the same category. The guide shows the 25th percentile, the median, and the 75th percentile, indicating that there are salaries both above and below those presented in the guide according to the standard percentile scale.

Job Domains

The Professionals' salary guide covers a diverse range of job domains that reflect current market needs and trends in the Kingdom of Saudi Arabia. The report aims to provide accurate insights into salaries and the most in-demand roles and specializations across various sectors.

 <p>Artificial Intelligence (AI)</p>	 <p>Entertainment</p>	 <p>Internet & Delivery</p>
 <p>IT & Data</p>	 <p>Human Capital</p>	 <p>Engineering</p>
 <p>Finance & Accounting</p>	 <p>Marketing & Corporate Communications</p>	 <p>Media</p>
 <p>Internal Audit</p>	 <p>Supply Chain</p>	 <p>Corporate Legal</p>
 <p>Retail</p>	 <p>Organizational Excellence</p>	 <p>Tourism</p>
 <p>Banking Sector</p>	 <p>Safety & Security</p>	 <p>Public Sector</p>



Artificial Intelligence (AI)

Artificial Intelligence (AI)

Mid & Senior Levels

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Data & AI Officer	12+ Years	82,690	101,845	121,000
AI Transformation Director	10+ Years	65,000	74,878	84,755
AI & Digital Innovation Manager	10+ Years	50,766	58,383	66,000
AI Governance Manager	10+ Years	48,900	56,700	64,500
Intelligent Automation Manager	10+ Years	46,700	52,850	59,000
LLM Engineer	7+ Years	26,000	34,250	42,500
Machine Learning Engineer	4 - 6 Years	24,100	33,219	42,337
Generative AI Specialist	4 - 6 Years	23,000	32,394	41,788
AI Platform Engineer	7 - 10 Years	25,000	32,000	39,000
AI Engineer	4 - 6 Years	22,060	30,413	38,766
AI Researcher	4 - 6 Years	22,000	29,950	37,900
NLP Specialist	4 - 6 Years	20,150	28,135	36,120
AI Solutions Engineer	7 - 10 Years	30,229	42,733	55,236
AI Advisor	7 - 10 Years	26,541	37,421	48,300
AI Ethics Specialist	5 - 7 Years	22,300	33,585	44,870
Human-AI Interaction Designer	5 - 7 Years	22,654	29,447	36,240
Robotics Engineer	4 - 6 Years	23,500	34,150	44,800
Automation Engineer	4 - 6 Years	21,100	30,820	40,540

Artificial Intelligence (AI)

Entry-level

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
AI Researcher	0-2 Years	11,150	15,723	20,295
Machine Learning Engineer	0-2 Years	11,000	14,994	18,988
AI Engineer	0-2 Years	10,620	14,235	17,850
NLP Specialist	0-2 Years	9,552	13,064	16,575
Human-AI Interaction Designer	0-2 Years	9,300	12,919	16,538
Robotics Engineer	0-2 Years	9,266	12,494	15,721
Automation Engineer	0-2 Years	9,540	12,390	15,240

The
Professionals



Entertainment

Entertainment

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Entertainment Officer	12+ Years	61,660	75,700	89,138
Entertainment Advisor	15 Years	49,600	60,666	78,655
Entertainment Operations Manager	12+ Years	45,250	54,296	67,888
Entertainment Manager	10 Years	43,740	51,663	59,660
Creative Entertainment Manager	7 Years	33,214	41,913	50,613
Entertainment Production Manager	10 Years	28,050	34,916	49,388
Entertainment Technology Engineer	7+ Years	26,167	35,784	45,402
Theatre & Live Shows Manager	7+ Years	22,212	29,988	36,620
Operations Manager (Small/Medium Enterprises)	7+ Years	21,889	27,600	34,988
Events & Festivals Manager	7+ Years	21,130	28,576	34,260
Celebrities & Artists Relations Manager	7+ Years	19,629	24,600	29,264
Events Lighting & Sound Officer	7+ Years	18,070	23,622	29,279
Entertainment Games & Experiences Designer	5+ Years	17,590	23,100	29,400
Events Planning Specialist	2+ Years	11,090	15,360	19,700
Entertainment Projects Coordinator	1 Year	7,930	10,500	14,200
Entertainment Events Organizer	1 Year	4,700	5,750	7,316

2% average increase in salaries of (Entertainment) between 2024 and 2025

The
Professionals



Internet & Delivery

Internet & Delivery

Operations

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Operating Officer (COO)	12+ Years	63,100	92,500	119,840
Operations Manager	8+ Years	33,988	45,949	57,850
Operational Excellence Manager	7+ Years	23,570	34,312	47,111
Supply & Demand Operations Manager	6+ Years	20,150	29,616	38,462
Operations Specialist	2-5 Years	10,500	15,500	18,300
Operations Officer	0-3 Years	8,099	12,464	15,322

E-commerce

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief E-commerce Officer	12+ Years	55,430	66,581	77,909
E-commerce Manager	6-10 Years	24,810	34,450	45,444
E-commerce Specialist	0-5 Years	10,340	15,269	18,120
Content Specialist	0-4 Years	7,915	10,333	13,050

Internet & Delivery

Programming & Cybersecurity

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Technology Officer (CTO)	12+ Years	57,195	97,538	145,811
Cybersecurity Manager	8+ Years	50,610	61,200	81,030
Software Engineering Manager	8+ Years	42,002	58,450	72,977
Flutter Developer	3-7 Years	36,543	40,900	46,770
iOS Developer	2-6 Years	14,630	23,000	32,988
Android Developer	2-6 Years	12,044	21,160	31,093

4% average increase in salaries of (Internet & Delivery) between 2024 and 2025

The[®]
Professionals



IT & Data

IT & Data

Information Technology

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Information Technology Officer	12+ Years	90,888	110,300	135,900
Chief Information Security Officer (CISO)	10+ Years	62,170	86,785	122,700
Digital Transformation Manager	10+ Years	51,420	70,000	85,600
Cybersecurity Manager	8-15 Years	48,980	60,200	82,999
Emerging Technologies Manager	7-12 Years	48,400	63,020	78,973
IoT Solutions Manager	7-15 Years	48,677	62,333	71,080
Blockchain Technology Manager	7-15 Years	45,381	57,521	69,000
Cloud Computing Manager	7-15 Years	40,120	49,468	69,650
IT Engineering Manager	7-15 Years	40,500	51,500	66,300
IT Infrastructure Manager	7-15 Years	35,211	40,250	48,240
Cybersecurity Specialist	3-6 Years	18,700	29,697	40,184
IT Engineer	3-6 Years	14,900	18,633	23,430
IT Specialist	3-6 Years	13,500	16,400	20,600

IT & Data

Programming

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Software Engineering Manager	8+ Years	41,340	59,700	77,588
Flutter Developer	3-7 Years	36,790	40,714	48,600
iOS Developer	2-6 Years	15,300	21,583	33,060
Android Developer	2-6 Years	12,200	20,155	30,211

Digital Services Technology

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Executive Officer (MENA Region)	15+ Years	134,831	190,254	248,087
Regional General Manager	12+ Years	71,800	94,600	108,688
Vice President of Business Development	10+ Years	72,911	80,231	95,130
Business Development Manager	7-12 Years	38,460	49,423	57,692
Sales Manager	7-12 Years	30,143	41,017	49,588
Sales Engineer	3-6 Years	16,714	22,361	27,997

IT & Data

Data Analytics

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Data Management Director	12+ Years	45,199	65,200	89,233
Senior Data Manager	8-12 Years	30,999	48,750	61,744
Data Manager	5-9 Years	22,011	31,140	36,130
Data Supervisor	4-7 Years	20,200	26,533	29,340
Senior Data Analyst	2-5 Years	14,915	20,175	27,430
Data Analyst	0-2 Years	6,421	12,073	16,508

Data Science

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Data Science Director	12+ Years	54,990	69,311	90,298
Data Science Manager	8-12 Years	48,210	51,026	59,918
Lead Data Scientist	5-9 Years	29,788	35,250	42,011
Senior Data Scientist	4-7 Years	20,356	23,628	27,411
Data Scientist	2-5 Years	15,099	16,525	18,666
Data Analyst	0-2 Years	6,210	12,325	17,170

IT & Data

Data Engineering

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Data Engineering Director	8-12 Years	48,501	61,000	81,922
Data Engineering Manager	5-9 Years	41,755	48,333	55,810
Data Engineering Supervisor	4-7 Years	26,430	30,680	32,500
Senior Data Engineer	2-5 Years	23,419	26,375	30,111
Data Engineer	0-2 Years	13,200	16,640	20,500

2% average increase in salaries of (IT & Data) between 2024 and 2025

The[®]
Professionals



Human Capital

Human Capital

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Human Capital Officer (CHCO)	14+ Years	90,500	119,667	149,755
Human Capital Director	10+ Years	61,432	86,666	98,560
Human Capital Manager	8+ Years	45,099	54,028	67,500
Organizational Development Manager	8+ Years	35,453	44,200	55,210
Human Capital Digitalization Manager	8+ Years	33,636	45,159	54,699
Talent Acquisition Manager	8+ Years	32,500	43,428	51,399
Talent Management Manager	8+ Years	32,244	42,500	51,098
Benefits & Compensation Manager	8+ Years	30,770	35,667	44,998
Training and Development Manager	8+ Years	28,459	36,500	43,055
HR Operations Manager	8+ Years	26,923	33,673	42,509
HR Business Partner	8+ Years	27,011	37,600	46,221
Organizational Development Specialist	4-8 Years	18,988	28,475	37,101
Talent Management Specialist	4-8 Years	18,300	28,900	35,387
Human Capital Digitalization Specialist	4-7 Years	16,200	26,250	34,312
Talent Acquisition Specialist	4-7 Years	16,050	24,691	34,211
HR Specialist	4-7 Years	16,201	25,137	32,466
Human Capital Business Analyst	4-7 Years	11,843	17,450	23,111
Recruitment Officer	2-4 Years	9,204	12,843	17,041
HR Assistant	0-3 Years	6,502	10,012	13,750

5% average increase in salaries of (Human Capital) between 2024 and 2025

The
Professionals



Engineering

Engineering

Engineering Leadership & Supervisory Roles

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Engineering Officer	15+ Years	96,733	120,063	143,392
Chief Operating Officer (COO)	12+ Years	80,630	107,015	133,400
Operations Director	12+ Years	57,962	74,356	90,750
Plant Manager	12+ Years	49,872	64,164	78,455
Industrial Technology Manager	12+ Years	43,987	58,171	72,354
Power Distribution Engineering Expert	12+ Years	44,687	59,775	74,863
Production Manager	12+ Years	45,076	58,707	72,338
Industrial Automation Manager	12+ Years	44,532	57,483	70,433
Quality Manager	12+ Years	41,330	53,602	65,874
Engineering Portfolio & Projects Manager	12+ Years	38,265	51,849	65,433
HSE Manager	12+ Years	33,370	44,205	55,040
Operations & Maintenance Manager	12+ Years	27,055	38,978	50,900
Design & Interior Manager	12+ Years	26,409	36,205	46,000

Engineering

Mid-level Engineering Roles

	Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chemical Engineering	Operations Engineer	3-7 Years	16,680	25,720	34,760
	Production Engineer				
	Senior Production Engineer				
	Senior Chemical Engineer				
Systems Engineering	Systems Engineer	3-7 Years	15,713	24,294	32,874
	Senior Network Engineer				
	Senior IT Engineer				
Electrical Engineering	Electrical Engineering Team Lead	3-7 Years	15,666	24,323	32,980
	Senior Electrical Engineer				
	Electrical Project Engineer				
	Electrical Engineer				
Civil Engineering	Engineering Project Manager	3-7 Years	15,450	24,250	33,049
	Civil QC Engineer				
	Civil Engineer				
	Engineering Projects Quality Engineer				
	Drilling Optimization & Technical Support Engineer				

Engineering

Mid-level Engineering Roles

	Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Mechanical Engineering	Facilities Supervisor	3-7 Years	15,030	22,582	30,133
	Operations Supervisor				
	Project Engineer				
	Maintenance Engineer				
Architectural Engineering	Architect	2-4 Years	12,124	17,762	23,400
	Senior Architect	4-8 Years	13,350	22,425	31,500
	Interior Designer	2-4 Years	10,500	14,500	18,500
	Senior Interior Designer	4-8 Years	12,387	18,854	25,320
	Urban Planning Engineer	2-4 Years	13,877	23,321	32,765

Engineering

Entry-level Engineering Roles

	Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Systems Engineering	IT Engineer	0-3 Years	10,700	16,328	21,955
	Site Systems Engineer				
	Systems Engineer				
Chemical Engineering	Chemical Engineer	0-3 Years	10,440	15,158	19,876
	Production Engineer				
	Operations Engineer				
	Operations Specialist				
Civil Engineering	Civil Engineer	0-3 Years	10,100	14,000	17,899
	Civil Site Engineer				
	Civil QC Engineer				
	Project Engineer				
Electrical Engineering	Electrical Instrumentation Engineer	0-3 Years	10,135	14,163	18,190
	Electrical Engineer				
	Electrical Project Engineer				

Engineering

Entry-level Engineering Roles

	Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Mechanical Engineering	Mechanical Technician	0-3 Years	9,044	13,078	17,111
	Mechanical Engineer				
	Mechanical Site Engineer				
	Mechanical Project Engineer				
Architectural Engineering	Architect	0-3 Years	6,540	11,070	15,600
	Interior Designer	0-3 Years	7,500	10,750	14,000
	Urban Planning Engineer	0-3 Years	8,000	12,000	16,000

7% average increase in salaries of (Engineering) between 2024 and 2025

The[®]
Professionals



Finance & Accounting

Finance & Accounting

Finance

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Financial Officer (CFO)	12+ Years	74,590	100,077	118,365
Finance & Accounting Director	8-13 Years	41,096	51,231	65,410
Investments Director	10+ Years	35,200	47,742	58,322
Portfolio Manager	8+ Years	31,050	40,526	50,133
Finance Manager	7-10 Years	26,855	33,500	41,757
Senior Financial Controller	4-8 Years	19,010	26,015	33,010
Senior Investment Analyst	4-8 Years	17,166	24,513	29,927
Senior Financial Analyst	6-8 Years	10,962	17,020	23,133
Investment Analyst	0-4 Years	10,116	14,231	18,692
Financial Analyst	0-4 Years	7,098	12,071	16,030

Finance & Accounting

Accounting

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Accounting Director	12+ Years	32,650	42,062	54,844
Accounting Manager	6-10 Years	26,300	33,000	41,119
Head of Accounting	4-7 Years	16,022	20,765	25,590
Tax Specialist	2-5 Years	14,050	19,380	23,660
AR/AP Accountant	1-4 Years	10,233	13,000	15,343
Accountant	0-2 Years	6,156	8,114	10,750

Budgeting

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Budget Planning Manager	12+ Years	35,490	45,750	59,800
Senior Budget Specialist	4-7 Years	18,150	20,666	33,098
Budget Specialist	2-4 Years	13,460	16,600	21,300
Budget Analyst	0-3 Years	11,805	13,701	15,403
Budget Officer	0-3 Years	9,500	10,600	11,600

6% average increase in salaries of (Finance & Accounting) between 2024 and 2025

The[®]
Professionals



Marketing & Corporate Communications

Marketing & Corporate Communications

Marketing & Corporate Communications

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Marketing & Corporate Communications Officer	15+ Years	92,304	114,833	145,333
Marketing Director	8-12 Years	45,055	62,418	79,830
Marketing Manager	7-10 Years	33,091	42,540	55,700
Digital Marketing Manager	6-10 Years	31,230	38,116	47,651
Corporate Identity Manager	6-10 Years	26,400	36,850	48,766
Customer Experience Manager (CX Manager)	6-10 Years	24,533	33,309	41,099
Digital Marketing Specialist	3-7 Years	16,700	22,925	29,977
Marketing Specialist	2-5 Years	10,992	17,510	23,431
Public Relations Specialist	1-4 Years	10,888	15,783	21,566
Corporate Identity Officer	1-3 Years	9,750	15,500	20,500
Marketing Officer	0-3 Years	6,931	9,925	14,703

Public Relations (PR) & Corporate Communications

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Public Relations Manager	7-10 Years	32,001	39,991	49,992
Corporate Communications Manager	6-10 Years	26,555	35,250	44,087
Internal Communications Manager	7-10 Years	26,025	31,360	40,994
Communications Specialist	0-3 Years	9,033	15,520	20,882
Press Secretary	0-3 Years	9,620	17,333	25,355

4% average increase in salaries of (Marketing & Corporate Communications) between 2024 and 2025

The[®]
Professionals



Media

Media Leadership Roles

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Editor-in-Chief (large outlet)	15+ Years	85,987	98,622	111,256
Editor-in-Chief (medium outlet)	12+ Years	40,900	53,850	66,800
Editor-in-Chief (small outlet)	12+ Years	25,755	32,816	39,877
Editorial Director (medium & large outlet)	12+ Years	28,966	37,488	46,009
Head of News (medium & large outlet)	12+ Years	29,000	36,883	44,766
Head of Live Broadcast	10+ Years	28,988	35,933	42,877
Head of Shows (medium & large outlet)	12+ Years	24,855	33,311	41,766
Head of Media Distribution	10+ Years	24,988	33,766	42,544
Head of Visual Department	10+ Years	23,764	32,820	41,876
Head of Reporting & Investigations	10+ Years	26,588	35,788	44,987
Head of Production (medium & large outlet)	12+ Years	23,000	29,619	36,237
Studio Manager	12+ Years	20,765	28,383	36,000
Head of News Production	10+ Years	20,711	27,716	34,721
Head of Digital Content	10+ Years	16,988	21,994	27,000
Head of Audio Department	10+ Years	16,988	21,433	25,877
Executive Producer	7+ Years	15,988	20,888	25,787

Journalism Roles

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Editor-in-Chief	12+ Years	85,987	98,622	111,256
Deputy Editor-in-Chief	12+ Years	28,966	37,488	46,009
Head of Content Development	9+ Years	21,000	28,494	35,987
Head of Digital Products	9+ Years	20,564	29,720	38,876
Head of Channels & Platforms	9+ Years	19,500	29,244	38,988
Head of Social Media	9+ Years	18,564	23,670	28,776
Editorial Manager	9+ Years	17,055	22,911	28,766
Senior Editor	5-10 Years	15,000	19,777	24,554
Video Editor	9+ Years	14,988	19,394	23,800
News Editor	5-10 Years	12,900	17,800	22,700
Visual Content Producer	6+ Years	14,900	18,150	21,400
Digital Content Editor	5-11 Years	13,700	18,300	22,900
SEO Specialist	9+ Years	13,500	17,132	20,764
News Graphic Designer	5+ Years	10,800	16,150	21,500
Field Reporter	6+ Years	9,765	14,376	18,987
Journalist	5-12 Years	9,000	13,994	18,987
Content Data Analyst	1-4 Years	8,900	13,486	18,073

The
Professionals



Internal Audit

Internal Audit

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Internal Audit Officer	15+ Years	56,399	65,930	75,460
Internal Audit Director	15+ Years	26,500	38,350	50,200
Internal Audit Manager	12+ Years	20,094	31,103	42,112
Lead Auditor	6-8 Years	18,990	28,876	38,762
Senior Internal Auditor	3-6 Years	13,150	19,842	26,533
Internal Auditor	0-3 Years	11,500	16,150	20,800

The[®]
Professionals



Supply Chain

Supply Chain

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Supply Chain Officer (CSCO)	15+ Years	76,430	95,615	119,177
Supply Chain Director	12+ Years	44,850	65,923	79,960
Procurement Director	9+ Years	36,050	50,677	64,961
Supply & Demand Manager	7-10 Years	30,220	42,866	53,710
Logistics Manager	7-10 Years	26,920	35,951	46,154
Warehouse Manager	7-10 Years	19,855	26,067	33,200
Senior Procurement Specialist	4+ Years	12,060	18,456	24,030
Supply & Demand Planner	4-7 Years	11,999	17,029	21,500
Warehouse Supervisor	4-7 Years	12,750	16,063	21,250
Equipment Engineer	2-5 Years	11,200	14,167	17,924
Procurement Specialist	2-5 Years	10,150	13,833	18,375
Buyer / Procurement Analyst	0-2 Years	8,610	9,325	10,040

5% average increase in salaries of (Supply Chain) between 2024 and 2025

The[®]
Professionals



Corporate Legal

Corporate Legal

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Legal Officer (CLO)	15+ Years	67,570	85,625	100,577
Legal Affairs Director	12+ Years	40,133	54,833	73,299
Legal Expert	10+ Years	38,701	48,071	58,222
Legal Advisor	7-10 Years	29,543	39,676	48,940
Contracts Specialist	4-7 Years	16,033	22,656	28,883
Legal Researcher	2-5 Years	8,133	9,875	13,230
Legal Secretary	0-2 Years	4,332	7,364	9,010

5% average increase in salaries of (Corporate Legal) between 2024 and 2025

The
Professionals



Retail

Retail

Sales

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Sales Officer (CSO) (Large Enterprises)	12+ Years	45,192	52,750	60,220
Sales Manager (Large Enterprises)	12+ Years	31,182	40,917	49,209
Category Manager	10+ Years	28,640	33,500	40,100
Sales Manager (Small & Medium Enterprises)	8-12 Years	19,111	24,402	33,500
Sales Supervisor	5-9 Years	20,333	21,142	25,425
Sales Team Leader	4-7 Years	13,200	16,066	20,260
Branch Manager	2-4 Years	11,826	13,275	15,077
Category Specialist	2-4 Years	9,811	11,625	14,060
Retail Business Analyst	2-4 Years	8,809	12,166	15,300
Sales Specialist	2-4 Years	8,190	9,833	11,053
Sales Officer	0-2 Years	5,100	6,525	6,988
Cashier	0-2 Years	4,561	5,644	7,311

Retail

Customer Service

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Customer Service Manager	8-12 Years	17,090	25,170	33,300
Customer Service Supervisor	5-9 Years	14,600	16,650	18,720
Senior Customer Service Specialist	4-7 Years	10,311	12,810	15,388
Customer Service Specialist	2-5 Years	6,560	8,301	10,100
Customer Service Coordinator	0-2 Years	4,710	5,488	6,099

Area Sales

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Area Manager	8-12 Years	25,950	34,692	43,060
Area Sales Supervisor	5-9 Years	18,280	23,700	26,740
Branch Manager	4-7 Years	15,133	17,666	20,700
Retail Sales Specialist	2-5 Years	10,240	13,887	17,890
Salesperson	0-2 Years	5,113	7,780	10,310

6% average increase in salaries of (Retail) between 2024 and 2025

The[®]
Professionals



Organizational Excellence

Organizational Excellence

Governance, Risk & Compliance (GRC)

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Organizational Excellence Officer	15+ Years	76,982	105,800	140,778
Chief Governance, Risk & Compliance Officer	12+ Years	71,022	102,400	137,900
Governance Manager	9+ Years	40,560	48,333	55,216
Risk Manager	9+ Years	37,652	44,800	55,019
Compliance Manager	9+ Years	38,755	47,250	57,207
Organizational Excellence Specialist	2-6 Years	22,763	30,166	38,500
Risk & Compliance Specialist	2-6 Years	21,940	29,344	37,500
Governance Specialist	2-6 Years	18,344	25,621	35,642

Strategy & Performance

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Strategy Officer (CSO)	12+ Years	60,411	87,333	115,209
Strategy Manager	5-9 Years	35,400	44,340	59,500
Strategy Performance Manager	5-9 Years	35,844	43,400	57,675
Strategy & Planning Specialist	2-6 Years	15,998	25,180	35,100
Strategy Performance Specialist	2-6 Years	11,700	20,068	31,923

Organizational Excellence

Portfolio & Project Management

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Portfolio & Projects Officer	12+ Years	70,222	102,600	137,262
Portfolio Manager	10+ Years	43,944	70,276	98,540
Program Manager	10+ Years	40,130	51,269	65,447
Project Manager	5-9 Years	20,199	29,505	40,229
Project Specialist	0-5 Years	10,132	19,250	29,870

Change Management

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Change & Communications Manager	12 Years	49,938	70,989	98,250
Change Management Specialist	2-5 Years	10,487	21,000	33,455

2% average increase in salaries of (Organizational Excellence) between 2024 and 2025

The[®]
Professionals



Tourism

Tourism

Travel Agencies

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Travel Agency Manager	5-9 Years	35,209	45,527	55,844
Travel Operations Manager	5-9 Years	32,765	36,573	40,380
Reservations Manager	5-9 Years	9,435	13,079	16,722
Tourism Advisor	7-8 Years	9,622	12,746	15,870
Tourism Specialist	2-5 Years	7,239	10,845	14,450
Tour Agent	2-5 Years	6,280	8,940	11,600
Ticket Sales Agent	0-3 Years	6,560	7,430	8,300
Tour Operator	2-5 Years	5,500	7,239	8,977
Tour Guide	0-3 Years	4,600	6,570	8,540

Tourism

Events Management & Marketing

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Events Manager	5-9 Years	11,213	15,696	20,180
Events Coordinator	2-5 Years	7,610	8,330	9,050
Marketing Specialist	2-5 Years	6,530	7,965	9,400
Marketing Manager	5-9 Years	13,567	16,306	19,045

Hotels & Hospitality

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Hotel Control Manager	5-9 Years	8,450	10,995	13,540
Hotel Control Specialist	2-5 Years	5,510	7,535	9,560
Hotel Controller	4+ Years	5,940	7,445	8,950
Hospitality Specialist	2-5 Years	4,522	6,032	7,543
Restaurant Host	2-4 Years	4,511	5,010	5,510
Chef	4-6 Years	6,744	8,428	10,113
Hotel Operations Manager	5-9 Years	12,345	18,874	25,403
Receptionist	0-3 Years	4,680	6,590	8,500

The[®]
Professionals



Banking Sector

Banking Sector

Treasury

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Treasury Manager	12+ Years	52,985	85,625	113,080
Markets Manager	10+ Years	47,510	72,750	86,150
Treasury Specialist	4-7 Years	12,800	21,325	27,844
Treasury Analyst	0-2 Years	9,824	12,933	16,922

Private Equity & Wealth Management

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Private Equity & Wealth Management Officer	12+ Years	79,666	112,900	150,733
Private Equity Manager	10 Years	48,300	65,000	84,590
International Wealth Manager	10 Years	39,970	56,600	75,920
Relationship Managers	7-12 Years	33,200	47,917	65,750
Assistant Relationship Manager	5-10 Years	20,300	25,733	36,085
Wealth Management Specialist	3-7 Years	15,945	24,831	33,074
Associate Wealth Management Specialist	0-2 Years	8,500	10,523	12,750

Banking Sector

Investment

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Investment Officer (CIO)	10+ Years	65,020	99,250	134,500
Investment Manager	8-12 Years	34,951	47,500	55,010
Senior Investment Analyst	3-7 Years	15,400	22,394	30,250
Investment Analyst	0-2 Years	8,100	12,616	17,114

Corporate Banking

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Chief Corporate Banking Officer	10+ Years	78,300	105,601	133,688
SME Corporate Banking Manager	10+ Years	50,869	72,879	94,733
Corporate Relationship Manager	8-15 Years	44,129	53,500	71,544
Assistant Corporate Relationship Manager	3-8 Years	21,540	31,400	40,700

5% average increase in salaries of (Banking Sector) between 2024 and 2025

The[®]
Professionals



Safety & Security

Safety & Security

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Safety & Security Director (Large Enterprises)	12+ Years	34,211	38,712	51,135
Safety & Security Manager (Medium Enterprises)	8-12 Years	29,144	37,250	44,500
Safety & Security Manager (Small Enterprises)	5-9 Years	13,629	20,150	23,576
Safety & Security Supervisor	4-7 Years	10,230	13,333	14,933
Senior Safety & Security Officer	2-5 Years	8,577	10,526	12,470
Industrial Security Guard	2-5 Years	6,810	9,333	11,350
Safety Inspector	0-2 Years	7,125	9,500	11,430
Security Systems Technician	0-2 Years	6,290	8,750	12,066
Safety & Security Officer	0-2 Years	4,500	7,256	9,615
Control Room Operator	0-2 Years	5,150	6,610	8,340

8% average increase in salaries of (Safety & Security) between 2024 and 2025

The
Professionals



Public Sector

Public Sector

Job Title	Years of Experience	Minimum Average	Average	Maximum Average
Governor / Secretary-General	15+ Years	168,322	198,359	228,395
Assistant Minister	15+ Years	131,438	164,907	198,376
Deputy Minister	15+ Years	92,284	124,139	155,995
Deputy Governor	15+ Years	89,209	114,104	138,999
Assistant Undersecretary	12+ Years	84,266	99,021	113,775
Expert / Senior Advisor	12+ Years	71,591	89,859	108,127
General Manager	10+ Years	45,877	65,558	85,239
Department Director	8+ Years	39,715	52,357	65,000
Section Manager	7+ Years	30,350	36,113	41,877

1% average increase in salaries of (Public Sector) between 2024 and 2025

Average Salary Increase

Average salary increase across different job domains between 2024 and 2025.

2%

Entertainment

4%

Internet & Delivery

2%

IT & Data

5%

Human Capital

7%

Engineering

6%

Finance & Accounting

4%

Marketing & Corporate Communications

5%

Supply Chain

5%

Corporate Legal

6%

Retail

2%

Organizational Excellence

5%

Banking Sector

8%

Safety & Security

1%

Public Sector

For Consultation Requests

We are pleased to have you contact one of our partners to discuss global best practices and salary scale strategies for your organization.



Abdullah Al Busayli
Partner

+966 564 638 800

a.busayli@theprofessionals.sa



Abdullah Al Ghamdi
Partner

+966 547 097 841

a.ghamdi@theprofessionals.sa



Abdullah Al Dhafyan
Partner

+966 558 131 813

abdullah@theprofessionals.sa





Thank You

**Contact us now to benefit from the expertise
of The Professionals team:**

Address:

Riyadh,
Olaya Street, AL Noor Way,
Mazaya Tower, 07th Floor Office 702.

Contact us:

+966 92 000 9674
+966 11 201 2016
theprofessionals.sa

Follow us:



The Professionals