



Cooper Fitch  
**SALARY  
GUIDE  
2019**

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**HUMAN  
RESOURCES  
KSA**





## KSA SALARY GUIDE

Welcome to the Cooper Fitch Salary Guide for the Kingdom of Saudi Arabia in 2019. Our guide provides salary expectation ranges for mid-level to senior professionals and hiring across the Kingdom and insights on the employment market, key drivers for change and expected patterns in 2019. This is based on observations made in 2018 with both job seekers and clients in the region by our subject matter experts. Cooper Fitch is based in the GCC since 1997 specialising in recruitment, executive search and HR advisory services.

Cooper Fitch estimates GDP growth in Saudi Arabia to be between 4-5%; this is based on the average oil price of \$71 in 2018 and various factors contributing to the growth and diversification of Saudi's economy. The International Monetary Fund (IMF) predicts a lower GDP growth of circa 3% this is predominately based in a projected increase in crude oil production, but Cooper Fitch believes the growth actual will be ahead of the IMF predictions, partly driven by non-oil activities.

The non-oil growth will be directly in line with Vision 2030 where we see the continued drive of this visionary strategy into projects such as Red Sea, NEOM, Riyadh Gate and many other projects. We believe that Saudi Arabia represents the most exciting economic market globally with all the best consultants and advisors being attracted to the country to help support this very exciting initiative.

We foresee the driver for growth in these Giga project rests within privatisation and public-private partnerships which kicked-off at the end of 2017. The implementation of VAT Saudi has helped stabilise the economy generated non-oil-based revenue for the government. They have not only supported Vision 2030 but have also created significant new employment opportunities in the tax advisory and tax consulting space.

Cooper Fitch predict salaries will increase by 5-6% in the Kingdom on average, but this is subject to the current prevailing economic conditions. Certain sectors and individuals will have a significantly higher increase in their salaries. However, overall, the key objective for Saudi in 2019 is to improve the employment levels for both nationals and expatriates as there continues to be a significant demand for both.

We hope you find the insights presented interesting and useful and we welcome any feedback. If you would like specific data on your market, please feel to contact me directly.



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## KSA SALARY GUIDE 2019

# HUMAN RESOURCES

### Accessing the right National talent in KSA is specifically difficult.

In April 2016, the Kingdom launched its Vision 2030, an “ambitious yet achievable” roadmap for economic and developmental action. One of the main objectives of this vision is to increase the employment rate of Saudi nationals in the private and public sector. There are acknowledged skill gaps across junior, mid-level and senior leadership functions in HR that need to be occupied by qualified Saudi nationals, in order to meet the Vision requirements. Furthermore, retaining national talent is a challenge and organisations are seeking innovative ways to reduce the risk of losing them. Employers are constantly seeking to generate and sustain employee commitment and loyalty through effective employee engagement, sophisticated training programs, succession-planning incentives, performance related rewards and consistent salary and benefits enhancements.

### There is a growing need for Change-Management Leaders.

Amidst the development phase that the Kingdom is going through, organisations are looking for strategic and visionary HR Managers and HR Business Partners who can enhance HR systems, policies, and procedures. Similarly, they are looking for highly adaptable and transformational HR leaders who can drive the vision and implement change, which is necessary due to the dynamic and ever-evolving market.

***“Saudi nationals need to fill the skills' gap in order to meet the requirements of the job market, which is explicitly mentioned in the Vision.”***

### Highly educated HR professionals are in high-demand.

Additional HR certifications and Master’s degrees are in very high demand; however, it is difficult for employers to find local talent that have already obtained these qualifications and have the relevant professional experience. Some organisations are offering the attractive incentive of covering the costs for higher education for Saudi nationals to earn their post-graduate degree whilst working and offer opportunities to achieve HR certifications such as CIPD or SHRM as a part of their retention strategy. There is a stronger supply of highly qualified bilingual professionals in the Kingdom and they demand better salaries as they are perceived as having stronger capabilities to drive and implement strategic initiatives.

### The recruitment and selection process in 2018 was more time consuming, extensive and meticulous.

HR practitioners and line managers are adopting additional tools and techniques to ensure they are selecting the right talent for their organisation from a technical and cultural perspective. Organisations are seeking to learn more about potential employees through psychometric, behavioural and leadership assessments.

### We see increased use of human resources management systems across bigger organisations and governmental entities.

HR professionals should be tech-savvy to be able to thrive in the market since most organisations are moving towards digitised HR systems. Experience with certain HR systems is important for employers. However, it is not the number one requirement for organisations when they are on the hunt for a HR leader. HR professionals are required to be effective communicators who possess strong interpersonal skills with the ability to manage, enhance and engage a diverse workforce.

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TITLE	MIN	MAX
CHRO	100,000	155,000
HR VP	80,000	125,000
HR Director (Group)	45,000	75,000
HR Manager	30,000	40,000
Recruitment Manager	18,000	25,000
Recruiter	14,500	16,000
Recruitment Specialist	13,000	16,000
Compensation & Benefits Manager	22,000	28,000
Learning & Development Manager	24,000	33,000
Learning & Development Specialist	15,000	18,000
Training Manager	18,000	27,000
Employee Relations Manager	19,000	24,000
HR Operations Manager	22,000	30,000
Talent & Acquisition Manager	18,000	27,000
Talent & Acquisition Specialist	14,000	18,000
Human Resources Business Partner	30,000	45,000
HR Generalist	15,000	21,000

*The salary ranges provided are in SAR and represent a monthly salary inclusive of basic and any allowances. Salaries provided are exclusive of any bonus, guaranteed or otherwise.*

## **KSA SALARY GUIDE 2019**

# **UNDERSTANDING THIS GUIDE**

### **METHODOLOGY**

The salary information provided in this guide has been compiled by dedicated researchers across Cooper Fitch's subject matter experts, from our Research team to our Managing Partner group. Our experts are in regular contact with both employers and candidates across our specialist sectors in the Kingdom.

### **SALARY DATA**

The salary ranges in this guide are indications of the market rate for mid-level to senior positions for hiring and new career opportunities in 2019. This salary data is based on placements made during 2018 and our teams' specialist knowledge. The information presented in this document should be used as a general guide only with intent to provide an approximate framework to gauge what a typical professional is likely to earn in the region. All salary data provided is exclusive of any bonus payments, guaranteed or otherwise.

### **FURTHER INFORMATION**

Cooper Fitch provide in-depth compensation and benefits analysis, for more information please contact [tmurphy@cooperfitch.ae](mailto:tmurphy@cooperfitch.ae).