

A grayscale photograph of a business meeting. In the foreground, a person's hands are visible, one holding a pen over a document with various charts and graphs. Another person's hands are seen in the background, gesturing during a discussion. The overall scene is professional and focused on data analysis.

Cooper Fitch
**SALARY
GUIDE
2019**

**PUBLIC SECTOR
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.



Trefor Murphy
CEO & Founder
tmurphy@cooperfitch.ae

KSA SALARY GUIDE 2019

PUBLIC SECTOR

Demand for nationals as part of Vision 2030.

Vision 2030 is currently driving the workforce in the Kingdom from healthcare to labour affairs and social development. International trade, foreign affairs, economists and human development specialists are all in high demand. The true challenge is finding those specialists with the right exposure to international projects to relocate or nationals with the right expertise. However, with the country's plans to increase employment amongst Saudi nationals, we have seen non-employment rates among Saudis decreasing. We expect to see a 4.5 per cent increase in Saudi national employment in 2019.

Assessing soft skills is becoming a critical practice in the hiring process for senior professionals.

Having a collaborative mindset with a proven technical track record are two of the most important qualities for a leadership position in the public sector. We also see an increasing need for talent with the ability to build and leverage teams and effectively communicate with C-level employees and board members.

“In late April, the Saudi government announced plans to generate between \$9 billion and \$11 billion in revenue by 2020 through a privatisation programme that will create as many as 12,000 jobs.”

Privatisation programs expected to create up to 12,000 jobs.

The Kingdom's National Centre for Privatisation and Public-Private Partnerships (NCP) has published a draft law in 2018 on private-public sector partnerships as the Kingdom prepares to launch infrastructure projects worth billions of dollars and seeks to attract foreign investors. In late April, the Saudi government announced plans to generate between \$9 billion and \$11 billion in revenue by 2020 through a privatisation programme that will create as many as 12,000 jobs.

Experience in new technologies will soon become a necessity.

Having the mindset to embrace new technologies is becoming more critical. Technology is high on the agenda of vision 2030 and experience in new technologies will soon become a necessity. The public sector is paying closer attention to Saudi nationals with strong experience in the technology field to raise government effectiveness and efficiency to improve the countries overall position in the Government Effective Index published by the World Bank from the 80th place in 2015 to at least the 20th by 2030.

KSA SALARY GUIDE 2019
PUBLIC SECTOR

| ROLE | TITLE | MIN | MAX |
|-----------------------------------|---|----------|---------|
| | Secretariat General | 200,000+ | - |
| | Deputy Minister | 125,000 | 200,000 |
| | Assistant Deputy Minister | 80,000 | 100,000 |
| | Director General | 120,000 | 200,000 |
| | Governor | 175,000 | 225,000 |
| | Vice Governor | 125,000 | 150,000 |
| | Chief of Staff and Human Capital | 80,000 | 120,000 |
| | Chief of Administration & Shared Services | 80,000 | 120,000 |
| | Chief of Communications | 70,000 | 90,000 |
| | Director of Human Resources | 60,000 | 80,000 |
| | International Subject Matter Expert/Advisor | 70,000 | 110,000 |
| | Public Policy Director | 70,000 | 100,000 |
| | Chief Economist | 90,000 | 150,000 |
| | Senior Economist | 50,000 | 70,000 |
| | Economist | 22,000 | 35,000 |
| | Policy Specialist | 40,000 | 55,000 |
| | Policy Analyst | 18,000 | 28,000 |
| STRATEGY MANAGEMENT OFFICE | Head of SMO | 90,000+ | - |
| | Strategy Director | 60,000 | 70,000 |
| | Strategy Manager | 35,000 | 48,000 |
| | Strategy Analyst | 18,000 | 25,000 |
| PMO/VRO OFFICE | Head of PMO | 70,000+ | - |
| | Portfolio Manager | 55,000 | 62,000 |
| | Program Manager | 40,000 | 50,000 |
| | Project Manager | 28,000 | 35,000 |
| | Project Coordinator | 18,000 | 22,000 |

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.