



KSA Market Intelligence · 2025

Salary Benchmark Report

3

INDUSTRIES COVERED

7

JOB FUNCTIONS

55+

ROLES
BENCHMARKED

2025 KSA Talent Market at a Glance

Key indicators shaping compensation across tech, fintech and AI in the Kingdom of Saudi Arabia — powered by Vision 2030 and record private-sector investment.

2-5% Average KSA salary increase in 2025; AI and tech roles tracking 10-20% above market	79% Of KSA employers hiring permanently in 2026, signalling strong long-term growth confidence	15% YoY tech sector growth; IT market projected to reach SAR 103B by 2025
10-20% Salary uplift for mid-to-senior tech professionals across Vision 2030 sectors	SAR 0 Income tax - KSA packages highly competitive vs European equivalents	65% Of KSA firms now actively encouraging AI use, driving premium for AI/ML talent
■ HOTTEST ROLES IN 2025 Generative AI Engineers, Fintech Product Managers, NLP/LLM Specialists, Cloud Architects, Cybersecurity Engineers, and AI Solutions Engineers are commanding the strongest premiums — sign-on bonuses and Vision 2030 project incentives now standard for top profiles.		

SaaS & Technology

Riyadh is rapidly establishing itself as the GCC's emerging SaaS hub. Salaries in this sector have tracked 9–12% annual growth, accelerated by Vision 2030 digital transformation mandates and heavy foreign direct investment.

C-Suite & Executive Leadership				
ROLE	LEVEL	MONTHLY (SAR)	ANNUAL (SAR)	TREND
Chief Executive Officer (CEO)	EXECUTIVE	SAR 85,000 – 165,000+	SAR 1.02M – 1.98M+	Stable
Chief Technology Officer (CTO)	EXECUTIVE	SAR 80,000 – 130,000	SAR 960K – 1.56M	↑ +8%
Chief Product Officer (CPO)	EXECUTIVE	SAR 70,000 – 110,000	SAR 840K – 1.32M	↑ +10%
Chief Revenue Officer (CRO)	EXECUTIVE	SAR 75,000 – 130,000	SAR 900K – 1.56M	↑ +12%
VP of Engineering	EXECUTIVE	SAR 60,000 – 100,000	SAR 720K – 1.2M	↑ +9%
Sales & GTM				
ROLE	LEVEL	MONTHLY (SAR)	ANNUAL (SAR)	TREND
Sales Director / VP Sales	SENIOR	SAR 50,000 – 90,000	SAR 600K – 1.08M	↑ +10%
Enterprise Account Executive	SENIOR	SAR 28,000 – 50,000	SAR 336K – 600K	↑ +12%
Sales Manager	MID	SAR 20,000 – 34,000	SAR 240K – 408K	Stable
Business Development Manager	MID	SAR 16,000 – 28,000	SAR 192K – 336K	↑ +5%
SDR / BDR	JUNIOR	SAR 9,000 – 17,000	SAR 108K – 204K	↑ +5%
Customer Success Manager	MID	SAR 13,000 – 25,000	SAR 156K – 300K	Stable
Tech & Engineering				
ROLE	LEVEL	MONTHLY (SAR)	ANNUAL (SAR)	TREND
Software Engineer (Senior)	SENIOR	SAR 28,000 – 44,000	SAR 336K – 528K	↑ +10%
Software Engineer (Mid)	MID	SAR 16,000 – 28,000	SAR 192K – 336K	↑ +9%
Software Engineer (Junior)	JUNIOR	SAR 9,000 – 15,000	SAR 108K – 180K	Stable
Cloud / Solutions Architect	SENIOR	SAR 32,000 – 55,000	SAR 384K – 660K	↑ +14%
DevOps / Platform Engineer	MID	SAR 20,000 – 34,000	SAR 240K – 408K	↑ +12%
Cybersecurity Engineer	SENIOR	SAR 25,000 – 42,000	SAR 300K – 504K	↑ +15%
Product & Design				
ROLE	LEVEL	MONTHLY (SAR)	ANNUAL (SAR)	TREND
Product Director	SENIOR	SAR 44,000 – 70,000	SAR 528K – 840K	↑ +12%
Senior Product Manager	SENIOR	SAR 28,000 – 44,000	SAR 336K – 528K	↑ +10%
Product Manager	MID	SAR 18,000 – 32,000	SAR 216K – 384K	↑ +9%
UX/UI Designer (Senior)	SENIOR	SAR 20,000 – 34,000	SAR 240K – 408K	Stable
UX/UI Designer (Mid)	MID	SAR 11,000 – 20,000	SAR 132K – 240K	Stable

Marketing

ROLE	LEVEL	MONTHLY (SAR)	ANNUAL (SAR)	TREND
CMO / VP Marketing	EXECUTIVE	SAR 55,000 – 100,000	SAR 660K – 1.2M	Stable
Marketing Director	SENIOR	SAR 32,000 – 60,000	SAR 384K – 720K	↑ +8%
Growth / Demand Gen Manager	MID	SAR 17,000 – 32,000	SAR 204K – 384K	↑ +10%
Content / Brand Manager	MID	SAR 13,000 – 23,000	SAR 156K – 276K	Stable

HR & Talent

ROLE	LEVEL	MONTHLY (SAR)	ANNUAL (SAR)	TREND
CHRO / VP People	EXECUTIVE	SAR 50,000 – 90,000	SAR 600K – 1.08M	Stable
HR Director	SENIOR	SAR 33,000 – 60,000	SAR 396K – 720K	Stable
Talent Acquisition Manager	MID	SAR 20,000 – 38,000	SAR 240K – 456K	↑ +6%
Senior Recruiter / TA Partner	MID	SAR 13,000 – 24,000	SAR 156K – 288K	Stable
HR Business Partner	MID	SAR 17,000 – 32,000	SAR 204K – 384K	Stable

Finance & Legal

ROLE	LEVEL	MONTHLY (SAR)	ANNUAL (SAR)	TREND
CFO	EXECUTIVE	SAR 60,000 – 120,000	SAR 720K – 1.44M	Stable
Finance Director	SENIOR	SAR 38,000 – 68,000	SAR 456K – 816K	Stable
Financial Controller	MID	SAR 25,000 – 46,000	SAR 300K – 552K	Stable
General Counsel / Legal Dir.	SENIOR	SAR 38,000 – 78,000	SAR 456K – 936K	Stable
In-House Counsel (Senior)	MID	SAR 22,000 – 45,000	SAR 264K – 540K	Stable

Fintech

Fintech is one of KSA's fastest-expanding sectors. The Saudi Central Bank (SAMA) regulatory sandbox and Fintech Saudi's accelerator programme are drawing global talent to Riyadh — pushing compensation well above standard banking benchmarks.

C-Suite & Executive Leadership

ROLE	LEVEL	MONTHLY (SAR)	ANNUAL (SAR)	TREND
CEO / Managing Director	EXECUTIVE	SAR 95,000 – 200,000+	SAR 1.14M – 2.4M+	Stable
CTO (Fintech)	EXECUTIVE	SAR 85,000 – 145,000	SAR 1.02M – 1.74M	Hot
Chief Compliance Officer	EXECUTIVE	SAR 70,000 – 120,000	SAR 840K – 1.44M	+10%
Chief Risk Officer	EXECUTIVE	SAR 65,000 – 110,000	SAR 780K – 1.32M	+8%

Product & Engineering (Fintech-Specific)

ROLE	LEVEL	MONTHLY (SAR)	ANNUAL (SAR)	TREND
Fintech Product Manager	SENIOR	SAR 32,000 – 55,000	SAR 384K – 660K	Hot
Payments Engineer (Senior)	SENIOR	SAR 30,000 – 50,000	SAR 360K – 600K	Hot
Blockchain / Web3 Engineer	MID	SAR 28,000 – 50,000	SAR 336K – 600K	+18%
Compliance Officer (Fintech)	MID	SAR 22,000 – 44,000	SAR 264K – 528K	+15%
Risk Analyst (Fintech)	MID	SAR 16,000 – 33,000	SAR 192K – 396K	+10%
Open Banking / API Engineer	SENIOR	SAR 26,000 – 44,000	SAR 312K – 528K	+12%

Sales & GTM (Fintech)

ROLE	LEVEL	MONTHLY (SAR)	ANNUAL (SAR)	TREND
VP / Director of Sales (Fintech)	SENIOR	SAR 55,000 – 100,000	SAR 660K – 1.2M	+12%
Senior Account Executive	SENIOR	SAR 30,000 – 55,000	SAR 360K – 660K	+14%
Partnerships Manager	MID	SAR 20,000 – 36,000	SAR 240K – 432K	Stable

KSA Fintech Market Insight

Fintech talent in KSA now routinely receives 10–20% performance bonuses plus sign-on packages. Open banking engineers, embedded finance PMs, and blockchain compliance officers are among the scarcest profiles in the Kingdom — expect to pay a 15–25% premium above benchmark to secure top talent. SAMA's regulatory sandbox has accelerated hiring timelines significantly.

AI & Data Science

AI is KSA's most in-demand talent segment. The Kingdom's SAR 100B+ AI investment programme and giga-projects like NEOM, THE LINE, and Project Transcendence are creating fierce competition for a limited talent pool — driving salaries 10–20% above GCC market averages year-on-year.

AI & Machine Learning

ROLE	LEVEL	MONTHLY (SAR)	ANNUAL (SAR)	TREND
AI/ML Engineer (Lead)	SENIOR	SAR 50,000 – 78,000	SAR 600K – 936K	■ Hot
AI/ML Engineer (Senior)	SENIOR	SAR 32,000 – 55,000	SAR 384K – 660K	■ Hot
AI/ML Engineer (Mid)	MID	SAR 22,000 – 38,000	SAR 264K – 456K	↑ +15%
Head of AI / AI Director	EXECUTIVE	SAR 65,000 – 110,000	SAR 780K – 1.32M	■ Hot
NLP / LLM Specialist	SENIOR	SAR 38,000 – 66,000	SAR 456K – 792K	■ Hot
Generative AI Engineer	SENIOR	SAR 35,000 – 60,000	SAR 420K – 720K	■ Hot

Data Science & Analytics

ROLE	LEVEL	MONTHLY (SAR)	ANNUAL (SAR)	TREND
Head of Data / CDO	EXECUTIVE	SAR 60,000 – 100,000	SAR 720K – 1.2M	↑ +12%
Data Scientist (Lead/Senior)	SENIOR	SAR 28,000 – 50,000	SAR 336K – 600K	↑ +15%
Data Scientist (Mid)	MID	SAR 16,000 – 30,000	SAR 192K – 360K	↑ +10%
Data Engineer (Senior)	SENIOR	SAR 24,000 – 42,000	SAR 288K – 504K	↑ +12%
Data Analyst (Senior)	SENIOR	SAR 16,000 – 30,000	SAR 192K – 360K	↑ +8%
BI / Analytics Manager	MID	SAR 20,000 – 36,000	SAR 240K – 432K	Stable

AI Product & GTM

ROLE	LEVEL	MONTHLY (SAR)	ANNUAL (SAR)	TREND
AI Product Manager	SENIOR	SAR 32,000 – 60,000	SAR 384K – 720K	■ Hot
AI Sales / Solutions Engineer	MID	SAR 24,000 – 44,000	SAR 288K – 528K	■ Hot
AI Implementation Consultant	MID	SAR 20,000 – 38,000	SAR 240K – 456K	↑ +18%

What This Data Tells Hiring Leaders

SALARY GROWTH IS UNEVEN

AI, cloud, fintech product, and cybersecurity roles are tracking 10–20% above market. Generalist and back-office roles remain flat. Vision 2030 deadlines are creating urgent demand spikes in specific skill sets — blanket increases no longer work. Role-level benchmarking aligned to national transformation priorities is essential.

TOTAL PACKAGE BEATS BASE

KSA is zero income tax. Top candidates compare housing allowances, health cover, annual flights, family benefits, performance bonuses, and — increasingly — equity. International firms entering KSA often bring London/NY pay structures that are forcing the entire market upward. Competing on base salary alone will lose you candidates.

SAUDISATION SHAPES STRATEGY

Nitaqat (Saudisation quotas) adds complexity to every hire. Companies must plan for both international specialists and a pipeline of Saudi national talent. Firms investing in local upskilling, graduate programmes, and visible career paths are winning on retention — and benefiting from government incentives.

SPEED OF HIRE IS A COMPETITIVE ADVANTAGE

AI engineers, fintech PMs, and senior tech sales are typically off-market within 2–3 weeks. With 66% of professionals actively open to moving, companies with structured hiring processes and fast decision loops are consistently outperforming slower-moving competitors for the best talent.