



RECFRONT  
A TALENT ADVISORY CO.

*"Are You Paying Your Employees  
Competitively in 2025?"*

# KSA Salary Guide 2025

Explore KSA's latest salary trends, hiring shifts, and industry benchmarks. **Download** the full report to stay ahead.

DOWNLOAD



*Inside this report: Discover the latest **salary trends, market demand, and hiring insights** for **2025***

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## Introduction

The Kingdom of Saudi Arabia (KSA) is experiencing significant economic transformation, driven by Vision 2030 initiatives and substantial investments in sectors such as technology, construction, and finance. This evolution has led to notable shifts in the job market, making it essential for employers and professionals to stay informed about current salary trends. This guide provides a comprehensive analysis of salary benchmarks across key industries in KSA, offering valuable insights for both organizations and job seekers.

### What You'll Find in This Guide

- **Salary Trends Since 2024:** An overview of compensation changes across industries, highlighting sectors with significant growth and emerging opportunities.
- **Methodology & Data Sources:** An explanation of how salary data was compiled, including market research, employer and candidate surveys, job postings, and economic indicators.
- **Key Salary Influences:** Insights into factors such as industry demand, experience levels, company size, and location that impact earnings in KSA.
- **Industry Salary Benchmarks:** Detailed salary expectations across sectors like Technology, Finance, Construction, Healthcare, Oil & Gas, HR, Sales, and Marketing.
- **Beyond Base Salary:** A review of additional compensation elements such as housing allowances, transportation benefits, annual bonuses, healthcare coverage, and other perks that contribute to total remuneration.





## 2. Shifts in Salary Trends from 2024

KSA's salary landscape has evolved significantly, driven by government investments, private sector expansion, and increasing competition for skilled professionals. Certain industries have seen rapid salary growth, while others have remained stable or experienced slower increases.

### 1. Property & Construction: Highest Average Starting Salaries

- The construction sector remains a key driver of KSA's economy, fueled by Vision 2030 projects such as NEOM, Qiddiya, The Red Sea Project, and Diriyah Gate.
- High demand for engineers, project managers, and infrastructure specialists has led to salary increases of 10–20% year-over-year for experienced professionals.
- Real estate development roles, including urban planners and architects, have also benefited from rising salaries due to the booming property market.
- Average starting salaries in the sector range from SAR 15,000 (\$4,000) to SAR 140,000 (\$37,000) per month, depending on seniority and expertise.

### 2. Procurement & Supply Chain: Lowest Average Starting Salaries

- Despite supply chain modernization, salary growth in this sector has been slower compared to others.
- Entry-level salaries remain on the lower end, between SAR 7,000 (\$1,866) and SAR 12,000 (\$3,200) per month.

Key reasons for lower salary growth:

- Increased automation and digitization have reduced the need for traditional supply chain roles.
- Outsourcing and logistics partnerships with global firms have made cost optimization a priority.
- Companies are focusing on efficiency rather than expanding headcount, keeping salaries stable.

### 3. Finance & Banking: Competitive Salaries with Rising Trends

- The financial services sector has seen an average salary increase of 8–12%, particularly in risk management, compliance, and fintech roles.
- Regulatory shifts and the expansion of digital banking services are fueling demand for fintech specialists, investment analysts, and CFOs.
- Senior roles in finance can command monthly salaries exceeding SAR 100,000 (\$27,000), while mid-level professionals typically earn between SAR 25,000–60,000 (\$6,600–\$16,000) per month.

### 4. Oil & Gas: Stable but High Salaries

- The oil and gas industry remains one of the highest-paying sectors, though salary growth has been moderate.
- Experienced professionals in engineering, operations, and petroleum management earn between SAR 30,000–120,000 (\$8,000–\$32,000) per month.
- Companies continue to offer generous benefits such as housing allowances, family healthcare, and performance bonuses, maintaining the sector's attractiveness.

### 5. Technology: High Demand, Competitive Salaries

- With a surge in AI, cybersecurity, and cloud computing investments, tech salaries have seen double-digit growth rates over the past year.
- Cybersecurity experts and AI specialists now command salaries ranging from SAR 20,000–80,000 (\$5,300–\$21,300) per month.
- Tech startup salaries are lower but often include equity-based compensation and performance incentives.

### 6. Healthcare: Salaries Increasing for Specialists

- Due to government initiatives to improve healthcare services, demand for specialized medical professionals is rising.
- Surgeons and senior consultants earn between SAR 60,000–140,000 (\$16,000–\$37,000) per month, while general practitioners and nurses see moderate salary growth.
- The government is actively recruiting expatriate medical professionals, driving salaries upward in niche areas.

***These shifts reflect the ongoing transformation of KSA's economy, emphasizing skill specialization, economic diversification, and global competitiveness.***



### 3. Methodology & Data Considerations

This salary guide for KSA has been developed using a comprehensive approach, incorporating multiple data sources to ensure accuracy and relevance. The insights presented here reflect the latest salary trends, industry demands, and economic factors shaping the Saudi job market in 2025.

#### Data Sources Used:

- **Market Research & Industry Reports** – Information from leading recruitment firms, consulting agencies, and government reports provides a macro-level view of salary trends and hiring patterns across key sectors.
- **Employer & Candidate Surveys** – Input from HR leaders, hiring managers, and professionals working in KSA has been gathered to refine salary benchmarks and reflect real-time compensation expectations.
- **Job Listings & Compensation Trends** – Salary data has been analyzed from job postings on major recruitment platforms and career websites to ensure figures align with current hiring trends.
- **Economic & Policy Factors** – Consideration of cost-of-living adjustments, inflation rates, Vision 2030 initiatives, and labor market reforms helps contextualize salary shifts across industries.

*By integrating these sources, this guide aims to provide employers and job seekers with a data-driven perspective on salary benchmarks, benefits, and market trends in Saudi Arabia for 2025*





## 4. Key Factors Affecting Salaries in the KSA

### 1. Industry-Specific Demand:

Sectors such as technology, finance, and healthcare offer higher salaries due to talent shortages and increased government and private sector investments under Vision 2030.

### 2. Experience & Specialization:

Professionals with extensive experience and expertise in niche fields command premium compensation, particularly in executive roles and high-demand sectors like AI, cybersecurity, and financial consulting.

### 3. Employer Type & Business Model:

Large multinational companies, government entities, and Vision 2030-backed initiatives typically provide more competitive salaries compared to startups and smaller private enterprises.

### 4. Location & Cost of Living:

Compensation in Riyadh and Jeddah tends to be higher due to their status as business and financial hubs. However, cities like Dammam, Khobar, and NEOM are emerging as attractive locations with competitive salary packages.

### 5. Tax-Free Income & Benefits:

While salaries in Saudi Arabia remain tax-free, employers enhance compensation with housing allowances, transportation benefits, education support, and performance incentives to attract and retain top talent.

### 6. Remote Work & Hybrid Models:

Flexible work arrangements are gaining traction, with some employers adjusting salaries based on remote or hybrid work preferences while maintaining competitive benefits to attract skilled professionals.



## 5. Salary Benchmarks by Industry

### I. Technology & Digital Transformation

Tech Role	Salary Range (SAR per month)	Salary Range (SAR per year)
Chief Technology Officer (CTO)	35,000 – 60,000	420,000 – 720,000
Solutions Architect	18,000 – 28,000	216,000 – 336,000
Technology Director	25,000 – 45,000	300,000 – 540,000
Technical Project Manager	18,000 – 30,000	216,000 – 360,000
Systems Consultant	16,000 – 25,000	192,000 – 300,000
Systems Architect	14,000 – 22,000	168,000 – 264,000
Systems Analyst	12,000 – 20,000	144,000 – 240,000
Technical Manager	15,000 – 26,000	180,000 – 312,000
Technical Consultant	17,000 – 27,000	204,000 – 324,000
Technical Analyst	12,000 – 18,000	144,000 – 216,000
Data Scientist	18,000 – 30,000	216,000 – 360,000
Software Engineering Manager	18,000 – 32,000	216,000 – 384,000
Cloud Architect	23,000 – 42,000	276,000 – 500,000
AI/Machine Learning Engineer	25,000 – 35,000	300,000 – 420,000
DevOps Engineer	12,000 – 20,000	144,000 – 240,000
Cybersecurity Specialist	14,000 – 25,000	168,000 – 300,000
IT Project Manager	12,000 – 30,000	144,000 – 360,000
Android Developer	8,000 – 18,000	96,000 – 216,000
Web Designer	7,000 – 15,000	84,000 – 180,000
Digital Marketing Specialist	6,000 – 12,000	72,000 – 144,000
E-Commerce Manager	9,000 – 25,000	108,000 – 300,000
E-Commerce Specialist	7,000 – 18,000	84,000 – 216,000
SEO Analyst	9,000 – 18,000	108,000 – 216,000
Social Media Specialist	7,000 – 15,000	84,000 – 180,000
Graphic Designer	6,000 – 14,000	72,000 – 168,000



## II. Finance & Banking

Role	Average Monthly Salary (SAR)	Average Annual Salary (SAR)
Chief Financial Officer (CFO)	35,000 – 60,000	420,000 – 720,000
Finance Manager	15,000 – 35,000	180,000 – 420,000
Financial Analyst	10,000 – 25,000	120,000 – 300,000
Financial Controller	18,000 – 40,000	216,000 – 480,000
Investment Analyst	12,000 – 30,000	144,000 – 360,000
Treasury Manager	15,000 – 35,000	180,000 – 420,000
Risk Analyst	10,000 – 25,000	120,000 – 300,000
Relationship Manager	12,000 – 30,000	144,000 – 360,000
Branch Manager	18,000 – 40,000	216,000 – 480,000
Credit Analyst	10,000 – 25,000	120,000 – 300,000
Operations Manager	15,000 – 35,000	180,000 – 420,000
Investment Banking Analyst	12,000 – 30,000	144,000 – 360,000
Retail Banking Officer	8,000 – 20,000	96,000 – 240,000
Insurance Sales Agent	8,000 – 20,000	96,000 – 240,000
Underwriter	10,000 – 25,000	120,000 – 300,000
Claims Adjuster	8,000 – 20,000	96,000 – 240,000
Risk Manager	15,000 – 35,000	180,000 – 420,000
Insurance Consultant	12,000 – 30,000	144,000 – 360,000
Actuarial Analyst	10,000 – 25,000	120,000 – 300,000
Compliance Officer	12,000 – 30,000	144,000 – 360,000
Internal Auditor	10,000 – 25,000	120,000 – 300,000



### III. Consulting & Strategy

Role	MBB Firms (SAR/month)	Big Four Firms (SAR/month)	Other Consulting Firms (SAR/month)
Entry-Level Analyst/Associate	30,000 – 36,000	14,000 – 16,000	12,000 – 15,000
Consultant	47,000 – 56,000	35,000 – 40,000	30,000 – 35,000
Senior Consultant	55,000 – 65,000	40,000 – 50,000	35,000 – 45,000
Manager	65,000 – 85,000	45,000 – 55,000	40,000 – 50,000
Senior Manager	85,000 – 100,000	55,000 – 65,000	50,000 – 60,000
Director	700,000 – 1,000,000 (Annual)	500,000 – 700,000 (Annual)	400,000 – 600,000 (Annual)
Partner	1,000,000+ (Annual)	700,000 – 900,000 (Annual)	600,000 – 800,000 (Annual)

Here is a comprehensive salary table for Consulting & Strategy roles in Saudi Arabia, segmented by MBB (McKinsey, BCG, Bain), Big 4 (Deloitte, PwC, EY, KPMG), and Other Consulting Firms





## IV. Healthcare & Pharmaceuticals

Role	Monthly Salary (SAR)
Clinical Data Manager	7,500 – 20,000
Clinical Research Associate	10,500 – 29,000
Drug Safety Specialist	8,500 – 22,500
Head Pharmacist	8,000 – 25,000
Medical Advisor	13,500 – 32,000
Medical/Pharmaceutical Sales Rep.	8,500 – 21,000
Pharmaceutical Lab Technician	4,500 – 12,000
Pharmacist	7,000 – 9,500
Pharmacist Assistant	5,000 – 13,500
Regulatory Affairs Specialist	9,000 – 21,000
Regulatory Affairs Manager	13,500 – 37,000
Healthcare Manager	23,000 – 45,000
Medical Technologist	6,500 – 26,500



## V. Oil & Gas / Energy

Role	Monthly Salary (SAR)
Operations Manager	16,000 – 55,000
Electrical Engineer	3,200 – 16,000
Mechanical Engineer	9,000 – 18,000
Planning Engineer	7,500 – 15,500
Safety Supervisor	8,000 – 13,000
Communication Engineer	9,500 – 19,000
Energy Engineer	10,500 – 22,000
Energy Specialist	10,000 – 21,000
Energy Director	17,000 – 31,000
Gas & Oil Checker	3,400 – 5,000
Solar Energy Systems Engineer	10,500 – 23,000



## VI. Human Resources & Recruitment

Role	Monthly Salary (SAR)
Chief Human Resources Officer	24,700 – 45,000
Human Resources Director	2,3000 – 56,300
Human Resources Manager	16,000 – 35,000
Human Resources Consultant	10,700 – 18,800
Human Resources Specialist	8,000 – 18,400
HR Business Partner	18,000 – 25000
HR Coordinator	8,000 – 12,000
HR Recruiter	5,600 – 18,000
HR Operations Specialist	10,000 – 16000



## VII. Sales & Marketing

Role	Monthly Salary (SAR)
Chief Marketing & Sales Officer	23,800 – 80,200
Sales and Marketing Manager	14,500 – 20,500
Marketing Manager	14,000 – 37,000
Sales Representative	6,000 – 10,500
Sales and Marketing Executive	4,800 – 7,200
Marketing Specialist	6,000 – 13,000
Sales & Marketing Coordinator	9,400 – 14000



## 6. Additional Compensation Factors

### 1. Housing Allowance

Many companies in Saudi Arabia provide housing allowances or company-provided accommodation to help employees with living expenses.

- Expatriates working in MNCs or large corporations often receive housing benefits as part of their relocation package.
- Saudi Nationals in government and corporate roles may receive subsidized housing benefits under national employment policies.

### 2. Transportation & Travel Benefits

- Senior-level executives and field employees may receive transportation allowances or company-provided vehicles.
- Some companies offer fuel allowances or cover business travel expenses, including flights for expatriates returning home.
- Employees working in remote locations (e.g., Oil & Gas, construction) may receive company-arranged transportation.

### 3. Annual Bonuses & Profit Sharing

- Many employers offer performance-based bonuses, typically ranging from one to six months' salary, depending on industry and company policies.
- Executive roles in banking, consulting, and energy sectors may include profit-sharing schemes or equity incentives.

### 4. Healthcare & Insurance

- Health insurance is mandatory in Saudi Arabia, and most companies provide comprehensive medical coverage.
- Large corporations and MNCs often extend health insurance benefits to employees' families.
- Senior executives may receive premium healthcare plans, covering international medical treatment.







## 7. Handling Talent Acquisition KPIs

### Why Cost Per Hire (CPH) matters?

CPH (Cost Per Hire) serves as a vital metric for evaluating the efficiency of your recruitment strategy. It provides insights into:

- **Budget Management:** Helps ensure recruitment spending aligns with financial goals.
- **Process Efficiency:** Reveals inefficiencies that may drive up costs.
- **ROI of Recruitment Efforts:** Measures the value of recruitment relative to its costs.
- **Benchmarking:** Allows comparisons with industry standards or internal data for performance evaluation.







## Part 1: Calculating Cost Per Hire When Hiring Internally

$$\text{CPH} = \frac{\text{Total Internal Recruitment Costs}}{\text{Number of Hires}}$$

Costs to include:

- Recruitment Staff Salaries
- Job Advertising Expenses
- Recruitment Tools
- Employee Referral Bonuses
- Employer Branding Efforts
- Interview-Related Costs

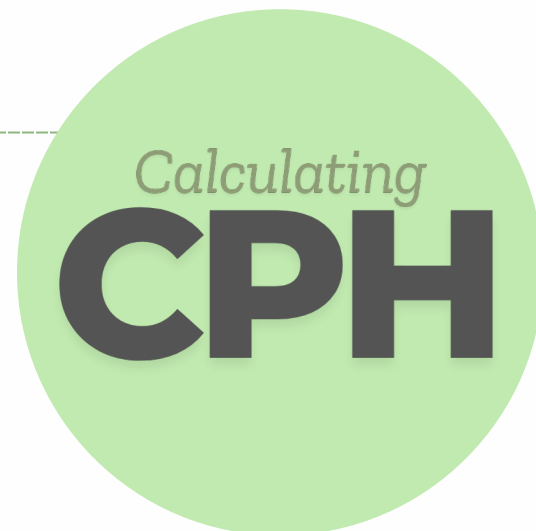
*Conduct a Comprehensive Cost Analysis: Consider hard costs (e.g., advertising, salaries) and soft costs (e.g., productivity losses, time-to-fill) for a complete view of recruitment efficiency*

## Part 3: Calculating Cost Per Hire in Hybrid Environment

$$\text{CPH} = \frac{\text{Total Internal Recruitment Costs} + \text{Total External Recruitment Costs}}{\text{Number of Hires}}$$

Additional factors to consider:

- General Overheads (e.g., office expenses, utilities etc.)
- Employer Branding (e.g., joint marketing efforts etc.)
- Technology Overlap (e.g., shared tools like ATS etc.)



## Part 2: Calculating Cost Per Hire When Hiring Through an Agency

$$\text{CPH} = \frac{\text{Total Agency Recruitment Costs}}{\text{Number of Hires}}$$

Costs to include:

- Agency Fee
- Retainer and/or Contingency Fee
- Candidate Onboarding Fee
- Interview-Related Costs
- Miscellaneous Costs

*e.g., technology costs (ATS etc), travel costs for interviews, relocation assistance*

*Disclaimer: All fees mentioned may not apply to every scenario. Please select and include only those that are relevant to your specific situation*



## Time-to-hire

### What is Time to Hire?

Time to Hire is the duration between the moment a candidate enters the recruitment pipeline (e.g., applies or is sourced) and the moment they accept the job offer. It differs from Time to Fill, which measures the time from job requisition approval to when a candidate is hired.

Key Formula:

***Time to Hire = Date of offer Acceptance - Date of first contact with Candidate***

This metric reflects the speed and efficiency of the selection and hiring process.

### Why Does Time to Hire Matter?

1. **Competitive Advantage** – A shorter time to hire means securing top talent before competitors do.
2. **Cost Efficiency** – Prolonged hiring cycles increase recruitment costs, including sourcing expenses and lost productivity.
3. **Candidate Experience** – Speedy hiring processes enhance the candidate's perception of the employer brand.
4. **Business Impact** – Delayed hiring can result in stalled projects, increased workload on existing employees, and lost revenue.
5. **Compliance and Retention** – Faster processes improve employer responsiveness and reduce offer declines due to candidate disengagement.

### Industry Benchmarks & Variations

Time to hire varies significantly based on industry, role complexity, and talent market conditions:

1. **Technology & IT** – 30-40 days
2. **Financial Services** – 35-50 days
3. **Healthcare** – 40-50 days
4. **Retail & Hospitality** – 20-30 days
5. **Executive Search** – 60-90+ days

### Factors Influencing Time to Hire

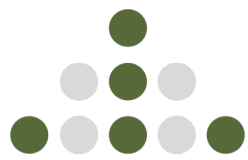
Several internal and external factors impact the time required to hire top talent:

1. **Sourcing Strategy** – A robust talent pipeline reduces hiring delays.
2. **Screening & Selection Process** – Lengthy interview processes slow down hiring.
3. **Hiring Manager Responsiveness** – Delays in feedback and decision-making increase the time to hire.
4. **Market Conditions** – Talent shortages and competitive hiring markets can extend hiring timelines.
5. **Technology & Automation** – AI-powered screening and ATS systems help speed up candidate processing.

### How to Optimize Time to Hire

Organizations can implement several strategies to streamline hiring and reduce time to hire:

1. **Leverage AI & Automation** – AI-driven applicant tracking systems (ATS) and chatbots can enhance candidate sourcing and screening efficiency.
2. **Improve Employer Branding** – A strong employer brand attracts top talent faster, reducing sourcing time.
3. **Implement Structured Hiring Processes** – Predefined interview frameworks and assessment criteria minimize unnecessary delays.
4. **Maintain Talent Pools** – A pre-screened database of candidates helps fill positions quickly.
5. **Enhance Hiring Team Collaboration** – Ensuring hiring managers are aligned and responsive reduces decision-making time.
6. **Data-Driven Decision Making** – Tracking and analyzing hiring trends can help refine strategies and set realistic timelines.



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# TAdas

## RECFRONT SERVICE OFFERING

### Our Results

**72 hours**

#### CANDIDATE DELIVERY

Receive top-tier candidates straight to your inbox in just 72 hours—thanks to our AI-driven, streamlined process.

**30 days**

#### AVERAGE TIME-TO-FILL

On average, we fill full-time roles in just 30 days—minimizing gaps and getting top talent up to speed quickly.

**32%**

#### MORE EFFICIENT WITH OUR SERVICES

Enhance hiring with solutions that complement your internal teams, delivering faster placements, top-quality candidates, streamlined processes, and optimized costs and CPH metrics.

**40%**

#### SAVINGS COMPARED TO AGENCIES

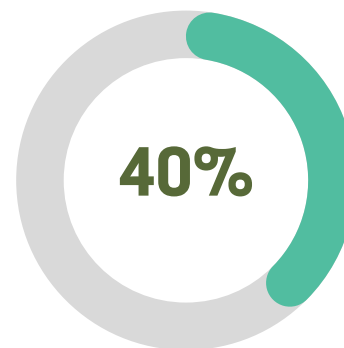
Save up to 40% compared to traditional recruitment agencies, thanks to our AI-driven approach and optimized processes.



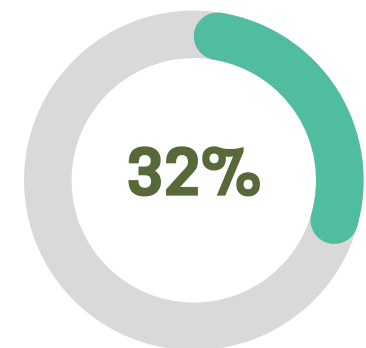
## 8. TALENT ACQUISITION AS A SERVICE [TAAAS]

### WHAT DO WE DELIVER?

#### TALENT PROCESS EFFICIENCY



SAVINGS AGAINST  
EXTERNAL AGENCY



SAVINGS AGAINST INTERNAL  
RECRUITMENT  
OPERATIONS

#### COST EFFECTIVE SOLUTIONS

**Efficiency:** Streamlined recruiting process, reduced cost-per-hire / Opex, reduced Recruitment tech debt, and improved operational efficiency  
**Resource Optimization:** Effective allocation of in-house HR and recruitment staff

#### ENHANCED TALENT QUALITY

**Specialized Expertise:** Recruiters with industry-specific knowledge combined with a large candidate pool deliver high quality hires  
**Technology Adoption:** Leverage cutting-edge AI recruitment technology to identify and attract top talent, enhancing the overall quality of hires

#### BRAND UPHOLDING

**Employer Branding:** Ensuring a positive candidate experience and reinforcing the organization's reputation as an employer of choice  
**Consistency and Compliance:** Foster consistency in recruitment practices, safeguarding the client's brand reputation and ensuring compliance with relevant regulations

#### DE-RISKING DEMAND SHIFTS

**Flex Ramping:** Ability to scale our operations up or down according to the client's hiring demands  
**Adaptability:** Adjust our strategies, processes, and resources to meet evolving client needs or changing market/ hiring conditions reducing their risk exposure amidst industry turbulence.





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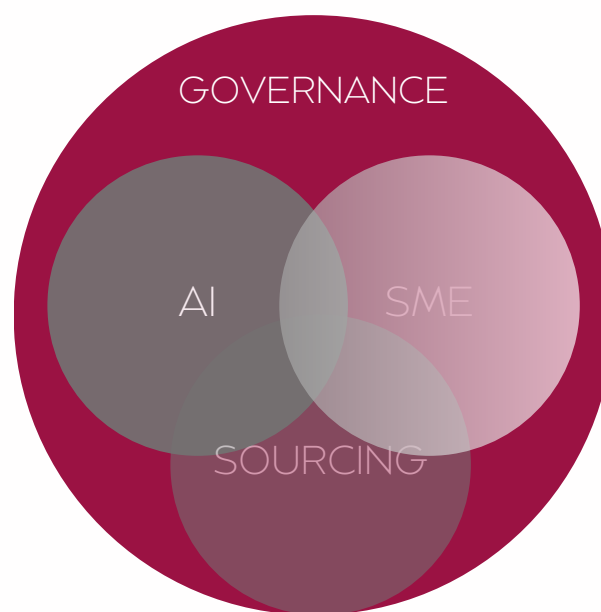
## HOW IS IT DONE?

### ACCOUNT MANAGEMENT

Tailored client management ensuring seamless hiring process and delivery governance

### AI & AUTOMATION

State-of-the-art recruitment strategies powered by AI, NLP, and automation



### SUBJECT-MATTER EXPERTISE

High-quality candidate evaluation for critical and complex roles by specialized experts

### OPERATIONAL EXCELLENCE

Human-in-the-loop recruiters managing the operational aspects for efficient hiring

## AREAS OF WORK

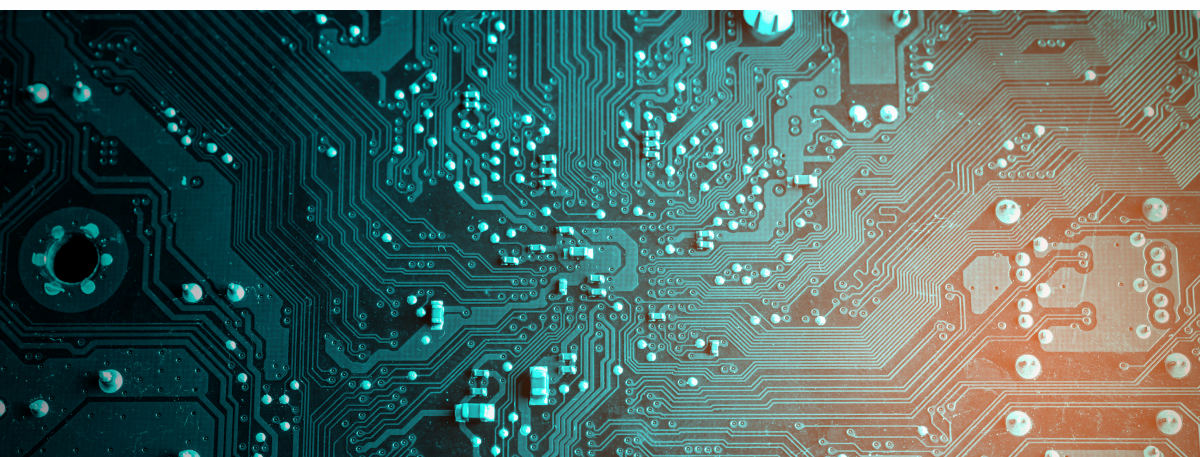
### STRATEGY & CONSULTING

PORTFOLIO MANAGEMENT INVESTMENT MANAGEMENT  
HR RISK & COMPLIANCE BUSINESS & CONSULTING  
FINANCE AND ACCOUNTING CHANGE MANAGEMENT  
AUDITING & TAX PEOPLE ADVISORY ESG CONSULTING



### EMERGING TECHNOLOGY

AI, GEN AI, ML DATA SCIENCE CLOUD & DEVOPS  
BLOCKCHAIN CYBER SECURITY IOT & EDGE  
SUSTAINABILITY SOFTWARE DEVELOPMENT  
PRODUCT MANAGEMENT RPA SAP AZURE  
SALESFORCE MICROSOFT SERVICE NOW





## OUR PROCESS

1

### ADVANCED TALENT SOURCING

- Automated Job Description Generation
- AI-Powered Sourcing
- SME driven sourcing
- Accessing Private Advisory Circles (PAC)

2

### SCREENING & SELECTION

- Automated Resume Screening
- Initial Interviews
- Culture Fit Assessments
- Skills Assessment
- Background Check

3

### INTELLIGENT CANDIDATE ENGAGEMENT

- Smart scheduling and interview coordination
- Candidate Communication
- Employer Branding
- Reporting and dashboard

4

### HIRING & OFFER MANAGEMENT

- Shortlisting Candidates
- Reference Checks
- Offer Negotiation
- Virtual Onboarding Support
- Automated Reference Checks

5

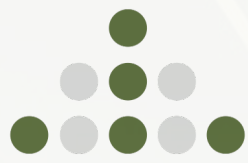
### POST HIRE SERVICES

- Follow-up & Retention
- Performance Check-ins & Assessment
- Onboarding Support
- Replacement Guarantee

### OUR COMMITMENT

- **Dedicated Account Manager**
- **Dedicated Recruiting Staff**
- **30-day hiring**
- **90-day guarantee period**
- **ATS Access**





## RECFRONT TALENT ADVISORY



## RECRUITMENT AGENCIES

- **Fixed fee pricing:** per role with transparent pricing and no recurring charges.
- Approx. 8-14% of gross salary for niche roles.

**Impact:** 30-40% CPH (Cost Per Hire) Savings

### FEE STRUCTURE



- Percentage-based fees, typically 14-20% of gross salary with potential additional charges.
- Variable costs, often with recurring retainers or success-based fees.

**Impact:** Higher Cost Per Hire

- **JD & Skills Assessment:** SMEs help define skills for niche roles and craft tailored job descriptions.
- **Technology Enablement:** AI-enabled ATS ensures efficient sourcing, tracking, and real-time reporting.
- **Clients access** proprietary data and dashboards for transparency.
- **Sourcing Channels:** Diverse sourcing across PACs, Fishbowl, LinkedIn, and niche platforms + 3 specialized sourcing vendors across APAC for top talent.

**Impact:** Faster placements with a 30-day time-to-hire target

### DELIVERY



- Generalist focus with generic job descriptions or templates.
- Manual sourcing with limited AI tools and no client access.
- Reliant on LinkedIn and traditional sourcing channels.
- Broad industry expertise without niche specialization.

**Impact:** Longer time-to-hire, typically 45+ days

- **Candidate Assessment:** Tailored Culture Fit Scorecards specific to Saudization needs
- Behavioral assessments and role-specific evaluations conducted and reports shared with clients.

**Impact:** Higher candidate longevity and lower fall-out rates within the first 90 days

### FITMENT



- Basic role-based assessments at best
- Limited assessments

**Impact:** Minimal insights into long-term candidate retention

- **Team Structure:** Dedicated account manager, SMEs assigned for niche roles, and dedicated recruiter(s) focused on client needs

**Impact:** Clear ownership, greater transparency, and better control over the hiring process



- Team Structure: Often a recruiter doubling as an account manager with shared resources across accounts

**Impact:** Less control, with potential for communication gaps and inconsistent processes

- **Brand Upholding:** Ensures a positive candidate experience, enhancing the organization's reputation as an employer of choice.
- Maintains consistent recruitment practices and offers post-placement support for smooth transitions.

**Impact:** Clear ownership, greater transparency, and better control over the hiring process

### CANDIDATE EXPERIENCE



- Inconsistent practices across recruiters, risking non-compliance and varying candidate experience.
- Limited post-placement support and formal compliance processes, impacting candidate experience.

**Impact:** Inconsistent recruiter practices jeopardize compliance, efficiency, and candidate experience



## 9. CONCLUSION

The KSA Salary Guide 2025 provides a comprehensive overview of the current compensation landscape across various industries, highlighting trends and projections for the year ahead. Despite some sectors experiencing stable or slightly decreased salaries compared to previous years, there are still opportunities for growth, particularly in tech, finance, and healthcare.

*Recfront Talent Advisory is well-positioned to support businesses and professionals navigating this dynamic job market. Our expertise spans TAaaS (Talent Acquisition as a Service), Executive Search, and IT Staffing, ensuring that clients receive tailored solutions to meet their talent needs. Whether you are an employer seeking to attract top talent or a professional looking to negotiate a competitive package, our guide serves as a valuable resource.*

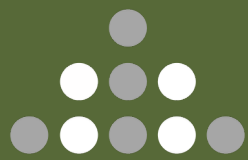
For customized salary insights tailored to your specific industry, company size, or experience level, feel free to reach out to Recfront Talent Advisory. Our team is dedicated to helping you make informed decisions in the KSA's evolving employment landscape

### **Accessible links:**

Cost Per Hire Savings Calculator: <https://recfront.com/calculator/>

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