



Middle East Salary Survey & Regional Insight 2025



Middle East and North Africa Report

2025

Over the past 18 months, remuneration trends in the Gulf Cooperation Countries (GCC) region have been influenced by a combination of economic diversification, talent shortages, and global inflationary pressures.



Driving salaries are the technology, construction, and energy sectors as competition for skilled professionals intensifies. In particular demand for digital transformation and cybersecurity expertise through GCC investment and Vision policies of Saudi and UAE.

In Saudi Arabia the governments' Vision 2030 and the National Industrial Development and Logistics Program have driven demand for engineers and IT professionals, leading to salary increases of up to 10 percent for high-demand roles advertised on SSR Platforms.

UAE and Qatar experienced 5 percent increase in salaries for financial services and hospitality sectors in senior management roles.

Following the pandemic and economic uncertainty, expatriates returned to their home countries, some were able work remotely. Salary levels for low- and mid-level positions have not kept pace with management increases as governments have increasingly promoted nationalisation policies. In the UAE, Emiratisation in the private sector and Saudisation in Saudi Arabia have reduced expatriate demand, leading to an overall tightening of the labour market.

Oman is on course to introduce a personal income tax.

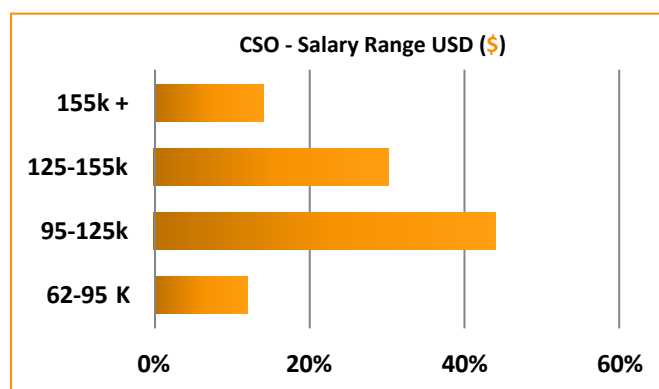
Oman is on course to become the first Gulf Cooperation Council (GCC) state to introduce a personal income tax as the sultanate ramps up efforts to boost revenue and diversify its economy away from hydrocarbons. The draft law, approved by the Oman Parliament in July 2024, has been sent to the State Council for final approval, a decision analysts say is highly anticipated.

The Omani government is planning a levy of up to 9 percent, but its application to citizens and expatriates will be different. Omani citizens will be taxed at a flat rate of 5 percent on their net global income above USD 1 million. Expatriates will pay a tax on incomes exceeding USD 100,000, a move that is likely to be closely scrutinized by other Gulf states.

In 2025 wage growth in Morocco, Algeria, and Tunisia is expected to remain moderate according to the World Economic Forum. However, inflationary pressures, particularly in Algeria and Tunisia, may erode the real value of wage increases. The rising youth unemployment rate across the three countries points to a growing need for comprehensive labour market reforms. This will be assisted by megaprojects planned in the region. Morocco has invested USD 9 billion in renewable energy and infrastructure, as part of the country's strategy to become a regional economic powerhouse. Algeria will continue to focus on energy-related projects and urban development, while Tunisia's infrastructure projects will focus on modernizing key sectors like transportation and energy.

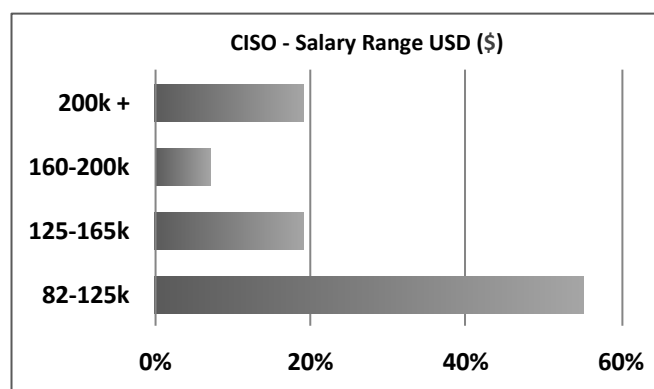
2025 wage growth in Morocco, Algeria, and Tunisia is expected to remain moderate.

Basic Salary Ranges: Middle East



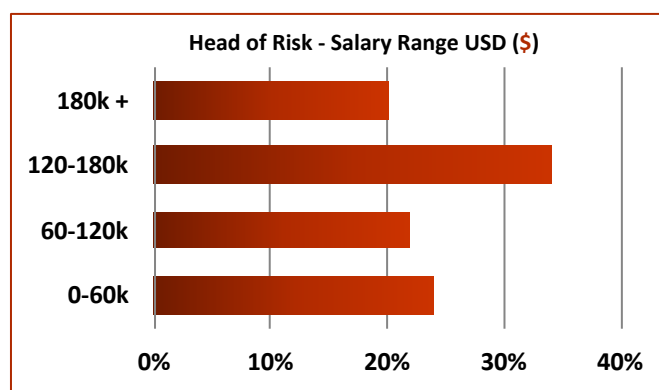
CSO/ Global Resilience & Risk Director

Responsible for policy, executive board briefings. Dotted line or direct responsibility for subsidiary CSO / Head of Security position. Oversight budget responsibility of \$30m+. Revenues of \$2bn+. Responsibility for pandemic preparation, cyber incursion response & resilience, crisis management, included in LTIP: executive bonus range to 50%; share options; health care; travel allowance \$12K; Executive share purchase.



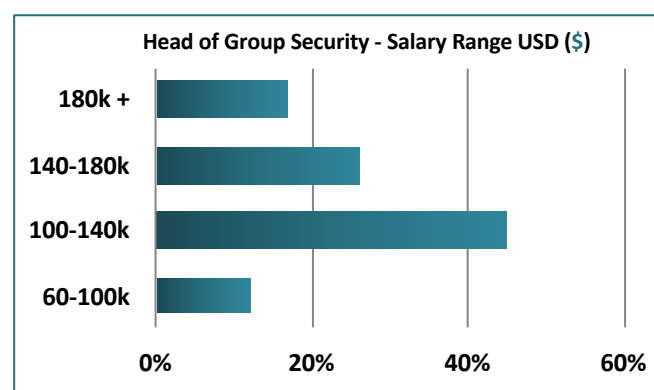
CISO – Chief Information Security Officer

Responsible for delivering localised policy, executive board briefings. They are a driver for change and service expansion. Increasingly seen as a converged role managing cyber and pandemic response with a diverse located team. Budget responsibility of \$10m. Company revenues of \$1bn+. Included in the LTIP. Executive bonus medium 35%; share options; health care; Allowance \$12K; Executive share purchase.



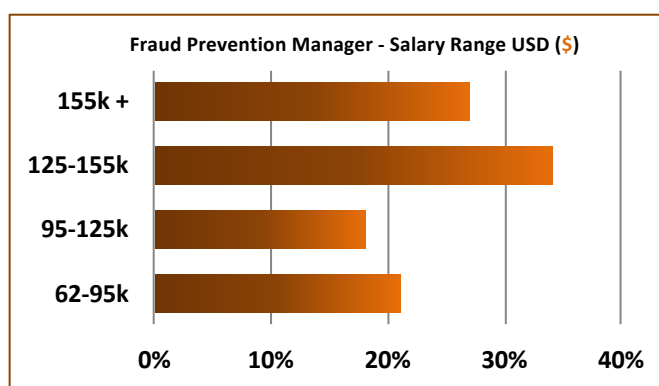
Head of Risk (& Resilience/ VP of)

Regional policy development, executive reporting, promulgating corporate policy overview of physical and intellectual protection. Taking responsibility for pandemic response, business continuity, GDPR and crisis management. Medium bonus range 30%, share options; travel allowance up to \$10K



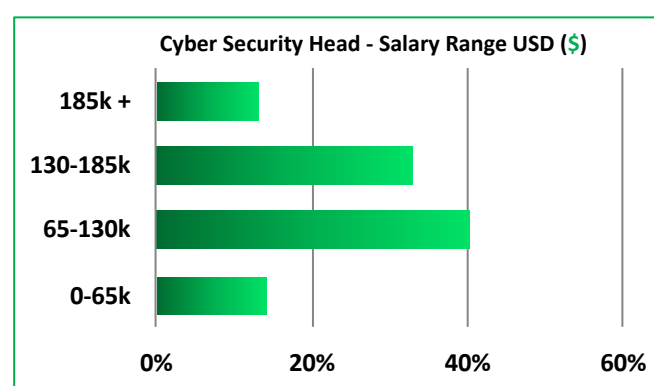
Head of Group Security

Regional reporting, policy implementation, promulgates corporate policy. Develops crisis response increasingly managing preparedness programmes. Responsible for physical and information security. Budget responsibility \$5m - \$10m. Bonus medium 30%, health plan; Car or Allowance up to €9K, Share Purchase Scheme



Fraud Prevention Manager

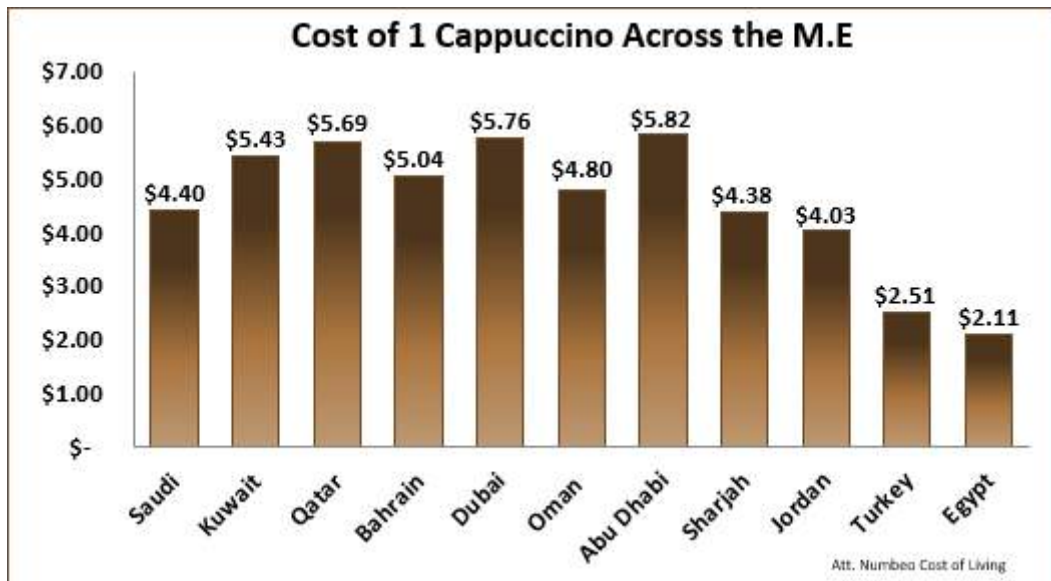
Responsible for loss through fraud, supply chain theft, e-commerce transactions. Develops loss prevention programme, asset tracking and procurement collusion. Increasingly audits digital processes. Bonus medium 20%, Travel allowance \$5k, Health care.



Cyber Resilience Manager/ Head of Cyber

The internal case manager, you will be deciding on which events you can successfully pursue, provide proactive attack strategies, work with cyber agencies to encourage coordinated actions. Trawling newly created domains and URL allowing the business leadership to understand the threat actors, national or criminal groups. Experience drawn from a mixture of physical and digital backgrounds. Contributory pension. Bonus range 15-35%, company benefits.

With such a large geographical area SSR® Personnel have attempted to highlight the geographical wage differences through the Numbeo cost of living index through the cost of a cappuccino graph that records the average price of a cappuccino in the Middle East region.



Anchoring the M.E Salary Survey through comparing the cost of a cappuccino provides indicators as to the regional variances we find in salaries. In these indices we see that cost has risen in the high cost of living cities across the region. The difference between the lowest cost (2.11 in Turkey) and the highest cost (5.82 in Abu Dhabi) is 93.5% difference.

Predictions for the Near Future

The GCC push forward with Vision 2030 and sustainability initiatives.

Management salaries will increase in real terms in those high-demand sectors including renewable energy, especially as governments in the GCC push forward with Vision 2030 and sustainability initiatives. Talent shortages in digital skills, energy transition roles, and AI expertise are expected to drive wages higher by more than 5 percent. In other sectors wage increases will most probably be half this amount, although indirect taxes will increase cost of living pressures.

The impact of regional instability on Transport and Logistics

The Middle East is rapidly emerging as a key player in global manufacturing, with substantial investments from Saudi Arabia, the UAE, Egypt, Bahrain, and Qatar. These countries are not only diversifying their economies but are also leveraging innovative technologies like AI, robotics, and digital transformation to build sustainable, high-tech manufacturing sectors. Without legacy manufacturing practices they are experimenting with the latest tech to deliver state of the art facilities that can flip between product ranges at relative low cost. At the same time, regional instability in the Red Sea, driven by Houthi attacks, is forcing global shipping companies to adapt their logistics strategies. As the region works to strengthen its industrial base, the Middle East is poised to become an even more integral part of the global economy, driven by the relatively short-term security challenges in the Red Sea.

The Red Sea and the Suez Canal are vital arteries for global trade, with an estimated third of global shipping container traffic passing through the region. In 2023 just under 21,350 ships crossed the Red Sea, an average of fifty-nine ships per day. Disruptions in this critical shipping route have altered the dynamics of global logistics.

The Middle East is poised to become an even more integral part of the global economy.

The Security Threat

The Red Sea is the primary shipping route connecting Europe, Asia, and Africa, facilitating the passage of goods worth over USD 1 trillion annually. However, the rise of attacks in the region, particularly by the Houthi group based in Yemen, has posed a significant threat to global trade. The Houthis have employed various tactics, including drone, missile, and boat attacks, as well as more recently, drone boat attacks. With the stated political aim of solidarity with Hamas and the Palestinian people. Their intent is to disrupt trade and target the West, with the Suez Canal as a central supply route.

Despite the US launching Operation Prosperity Guardian—a multinational mission aimed at countering these attacks—Houthi forces have continued their aggression. The most high-profile attack occurred in August 2024 when Houthi militants targeted the MV Sounion, a tanker carrying 922,000 barrels of Iraqi crude oil. After initial missile attacks, a group of Houthi militants boarded the vessel, planted explosives, and remotely detonated them, causing severe damage and triggering fires. The incident threatened to become one of the worst oil spills in history, prompting a U.N. emergency appeal for help. The situation

was eventually defused, and the ship was towed after international diplomatic pressure, reportedly involving Iran. With the cease fire declared in Gaza it is hoped that Iran will now withdraw support for these actions.



The impact on Shipping and Global Trade

The continued disruptions to Red Sea shipping have led to increasing uncertainty for shipping companies. Some have opted to re-route their vessels around the Cape of Good Hope, a route that can add up to three times more time to transit.

According to JP Morgan, this diversion resulted in a 9 percent reduction in global container shipping capacity, as the longer routes reduce the overall effectiveness of the shipping network. Environmental costs are also rising, as the increased distance and speed required to mitigate delays lead to higher fuel consumption. The extra fuel costs alone are estimated to be up to USD 1 million per sailing.



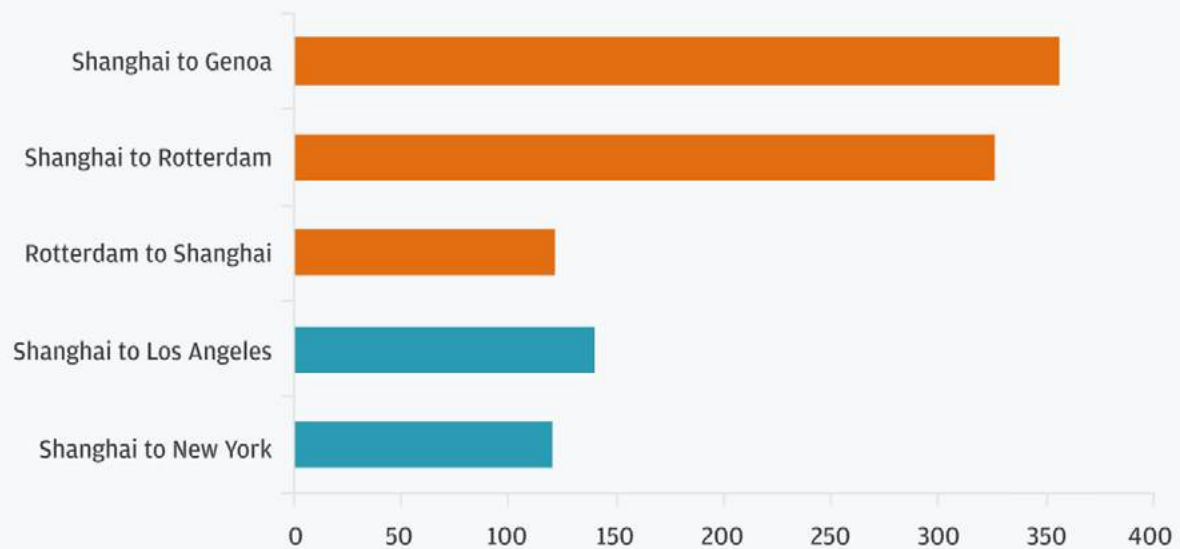
via the Suez Canal. By March 2024, shipping costs on these routes had increased five-fold, putting significant pressure on industries dependent on timely shipments, such as the European automotive sector, which faced production shutdowns due to delays in receiving essential parts.

The broader impact on global logistics is also evident in changing container traffic statistics. Before the attacks, over half of shipping from Asia to Europe passed through the Suez Canal, with the balance equally via the Panama Canal, and around the Cape of Good Hope. These figures have shifted dramatically: as of 2024, only 15 percent of Asia-to-Europe shipping passes through the Suez Canal, 58 percent taking the longer route via the Cape of Good Hope and 26 percent are using the Panama Canal. This might also explain President Trump's threat to take back the Canal as the operators are hiking charges disproportionately affecting American trade.

From December 2023 to February 2024, shipping costs surged dramatically. In some instances, costs tripled, particularly on routes from Asia to Europe

Recent increase in shipping costs by route

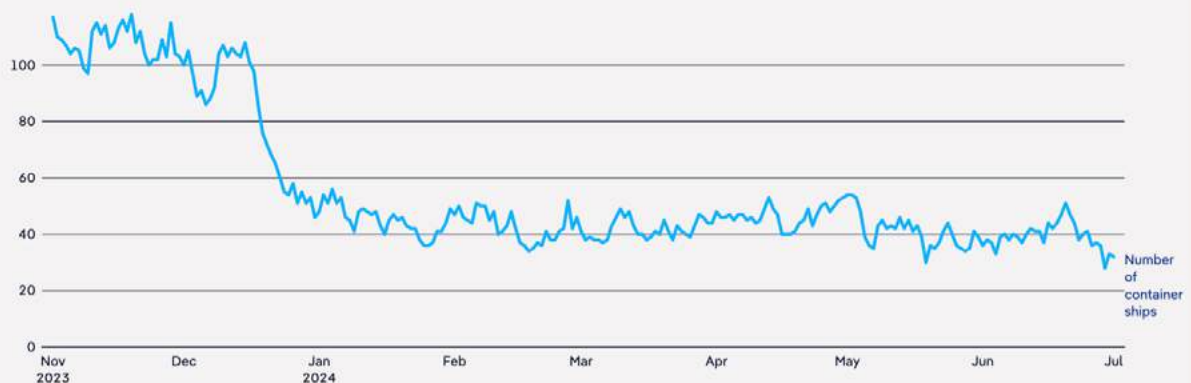
% chg, from Dec 1, 2023



Source: Drewry's World Container Index, J.P. Morgan

How container ships are avoiding the Red Sea

Daily number of container ships in the Red Sea and Suez Canal* from November 2023 to July 2024



* The source measures the total number of container ships in the Red Sea and the Suez Canal every day.

Source: Kiel Institute for the World Economy; FleetMon

Suez Canal vs. Cape of Good Hope



Source: DW

The Middle East's manufacturing boom: Diversification and Investment

▯▯ GCC intercontinental (Etihad) railway is expected to connect from the Red Sea to the Mediterranean. ▯▯

The GCC countries are increasingly positioning themselves as a major player in manufacturing and industrial development. Countries like Saudi Arabia, the UAE, Bahrain, along with Egypt, and Qatar are making substantial investments to diversify their economies, reduce dependence on oil exports, and strengthen their manufacturing sectors.

The GCC intercontinental (Etihad) railway is expected to connect from the Red Sea to the Mediterranean, a game changer for logistics, but it suffers from delays in some countries.

Saudi Arabia: A hub for advanced manufacturing

Saudi Arabia has embarked on a bold transformation to position itself as a global logistics hub and industrial powerhouse. While oil still represents over 40 percent of the country's GDP, investments in manufacturing have reached over USD 130 billion since 2016. A key part of this effort is the adoption of Industry 4.0 technologies, such as artificial intelligence (AI) and robotics, to drive productivity and efficiency. In December 2022, manufacturing activity in Saudi Arabia grew by 20 percent compared to the previous year, following the launch of the Saudi Advanced Manufacturing Hub, in partnership with the World Economic Forum.

Looking ahead, Saudi Arabia plans to establish fifteen new factories across various sectors, including chemicals, pharmaceuticals, aerospace components, and metal forming. Saudi Arabia's

Advanced Manufacturing Hub strategy has also identified over 800 investment opportunities, totalling USD 273 billion. By 2035, the country aims to expand its factory count from 10,000 to 36,000, with 4,000 of those factories being fully automated.

All this plays well to KSA Vision 2030, their geoeconomic plan introduced in 2016 to cut Saudi Arabia's reliance on oil wealth and expand its economy into renewable energy, sports, tourism, logistics, and artificial intelligence.

The UAE: A strong focus on Sustainability and Innovation

The UAE has also made significant strides in expanding its manufacturing sector.

The country's manufacturing base spans industries such as chemicals, rubber and plastics, metals, and food production. To boost this sector, the UAE launched "Operation 300 bn," a strategic initiative to grow the industrial sector's contribution to the national economy. The goal is to achieve AED 300 billion in output by 2031, with a focus on clean energy solutions, industrial innovation, and promoting sustainable consumption and production.

The UAE has become a global leader in aluminium production, accounting for 10 percent of global output. The country's strategic location, youthful workforce, and economic stability make it an increasingly attractive hub for high-tech manufacturing, including semiconductors, sensors, and industrial robots, which could generate an estimated USD 25 billion in revenue by 2025.

Egypt: The Green Hydrogen Frontier

In Egypt, manufacturing is the largest contributor to the nation's GDP, and it accounts for over 85 percent of Egypt's non-oil exports. To further capitalize on its strategic location and boost its industrial capabilities, Egypt is focusing on becoming a key player in the green hydrogen industry. The development of green hydrogen is expected to create thousands of jobs, attract new investments, and support Egypt's broader goals of economic diversification and sustainable growth.

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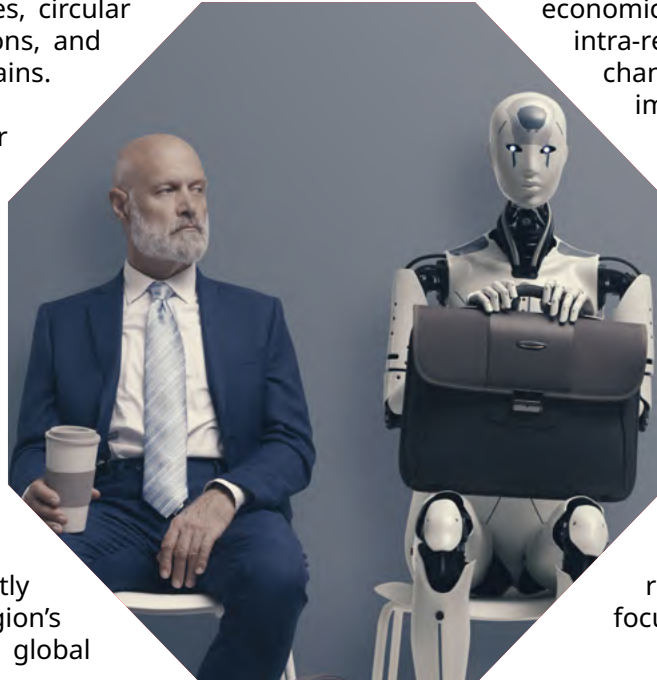
*The UAE has become
a global leader in
aluminium production*



Qatar, Bahrain: The Digital Revolution

Qatar is also focusing on manufacturing diversification, with plans to double the value of its sector, which is currently valued at USD 11 billion according to Finance Middle East. Bahrain, through its Economic Recovery Plan and Industrial Sector Strategy, aims to contribute USD 6 billion to its GDP by 2026, focusing on Industry 4.0 technologies, circular carbon economy solutions, and bolstering local value chains.

Bahrain and Qatar are investing heavily in digital transformation, with projected investments in digital technologies to nearly USD 300 billion by 2032. This rapid adoption of technology is setting the stage for future innovation and the development of high-tech manufacturing, which could significantly boost the region's competitiveness on the global stage.



What follows the 4th Industrial Revolution

As countries intensify their efforts to establish themselves as global technology leaders, a recent study highlights a USD 125 billion economic opportunity in high-tech manufacturing for the region. In the Hybrid Advances printed by Elsevier suggests that three key products—semiconductors, sensors, and industrial or general-purpose robots—could generate an estimated USD 25 billion in revenue by 2025.

The region has several advantages that make it an increasingly attractive and competitive manufacturing hub: its strategic location (location provides easy access to markets across Europe, Asia, and Africa) serving multiple growing markets, a youthful and dynamic workforce, economic stability, strengthened intra-regional ties, and social changes that are welcoming to immigration.

While the aim of Industry 4.0 was to reduce the human workforce to drive optimisation in industries, Industry 5.0 will open where humans work alongside advanced technology and A.I.-powered robots to enhance workplace processes. This is coupled with a more human-centric focus, increased resilience, and improved focus on sustainability.

Transport Projects

Rail

Morocco have awarded a contract to Chinese Railway firm Shanhaiguan bridge group and Germany's Vossloh Cogifer worth USD 57 million towards its high-speed rail expansion. The line is expanding from North of Rabat to Marrakesh.

The GCC railway is currently the world's largest transport project. The 2,200km long network will eventually connect Oman, UAE, Bahrain, Qatar, Kuwait and Saudi Arabia. Each Member country is responsible for the construction of their own line in country and the costs are shared by proportion of line in their country.

When the project was initially announced only Saudi Arabia had any form of Rail infrastructure in place. The project has a total estimated cost of USD 250 billion.

There have been delays over recent years with each member state not being able to align and putting development on hold whilst waiting for another member to start. The UAE has now completed most of its line whilst construction has started in most of the other countries in some form. The UAE Railway known as Etihad Rail opened for cargo in February 2023. Once fully operational the lines will have passenger trains which will move at 220 km/h and freight trains running at speeds up to 120 km/h creating more than 80,000 direct and indirect jobs.

Borouge Plc have just completed their first year working with Etihad rail and have extended their contract. From September 2023 to September 2024, they transported 36,000 containers and more than 700,000 tonnes of polyolefins with Etihad Rail. They saw their transport time from Al Ruwais Industrial city to Khalifa Port reduced from 12 hours to 4 hours and a reduction in carbon emissions.



King Abdulaziz International airport will see an increase passenger capacity to 114 million a year



Air

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Metro

Riyadh Metro project was expected to be launched in 2024 but has been delayed with an expected launch in early 2025. It will consist of six metro lines spanning a total length of 176 kilometres with 84 stations. The project is estimated to have cost USD 22.5 billion. The project is set to reduce daily car trips by approximately 250,000, cutting fuel consumption by 400,000 litres per day and helping to lower air pollution in the city. Once completed, the metro is projected to handle up to 3.6 million passengers daily.

Urban.mass and RTA (Roads & Transport Authority) Dubai joined together at GITEX in October 2024 to reveal the Floc Duo-Rail 2.0 featuring the latest innovative transit design. The Floc Duo-Rail system offers a flexible, low carbon approach to urban mobility. The idea being that it fills the gap between Bus rapid transit and light rail transit, offering a phased, flexible and cost-effective solution. Costing USD 24 million per km whereas LRT costs USD 43 million per km.

Drone

2024 saw a growth in the drone ecosystem with Dubai Civil Aviation Authority announcing a 76 percent increase in drone pilot registrations and a doubling in drone firm registrations.

Ride hailing Apps

Ride Hailing App BOLT has continued its Middle East expansion following its success of business in Saudi Arabia, which started in 2017. In early 2024 it launched in Egypt and in October 2024 signed a partnership agreement with Dubai Taxi.

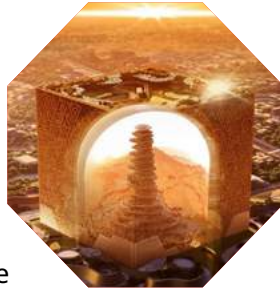


Mega Projects Update

KSA

Al-Murabba

19km² on edge of Riyadh. 104,000 residential units. 9,000 hotel rooms. 1.5 million ft² retail space. 2.5 million ft² office space. 1 million ft² of leisure assets. 2.7 million ft² of community facilities. One of a kind museum including the USD 450 million Salvator Mundi painting by Leonardo Da Vinci.



Al-Mukaab (The Cube)

The space is enough to hold 20 Empire state buildings. 1312 ft length, breadth and height. Will have projected screens inside all around the cube.



Jeddah Economic City

5 million sq m project to for a 300,000 population. Centerpiece will be a one-kilometer-high Skyscraper USD 20 billion project with a 2030 completion date.

King Abdullah Economic City

173 km² in size. USD 100 billion budget This project has building that has begun of Ports, factories, housing and recreational facilities. 2030 target completion date.



Qatar

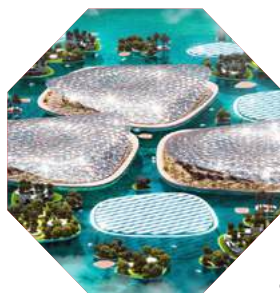
Lusail City

38km² 3rd city in Qatar. Projected 200,000 population, with integrated tram network to connect the city with expected 2026 completion.

Sharq Crossing

The project includes the construction of three interconnected bridges spanning 10 kilometers to link West Bay with Hamad International Airport. Additionally, two tunnels will be built beneath the bay. The project is expected to improve congestion and the transport network, with 6,000 vehicles an hour expected to use the crossing.

The project is expected to cost USD 12 billion, but due to delays a completion date is to be announced.



Kuwait

Sabah Al Ahmed Sea City

A USD 2 billion inland city being built in the desert with artificial canals to make 200km of artificial shoreline linking to the sea. Expected to double Kuwait's shoreline. Waterfront properties will be the main development. 2030 is targeted completion.

UAE

Burj Binghatti, Dubai

102 story, 1700ft high tower. Smallest apartment selling price starts at USD 2.5 million

Dubai Loop, Dubai

90 km enclosed Urban Highway. Designed not for cars but for Walking and Cycling

Goal is to connect over 3 million residents in a way that is healthy and eco friendly

Fully climate controlled. Mix use infrastructure – Leisure & wellness facilities

Indoor parks for recreational & Social gatherings. Powered entirely by renewable energy including an innovative kinetic flooring system generating power through the users.

Dubai Reef, Dubai

200 km² artificial reef extending along the entire coast of the Emirate. Aim is to have sustainable ocean living and a means to counter act effects of climate change Home to 1 billion Corals and 100 million mangrove trees. Will house a marine institute.

20,000 reef modules. A completion date of 2040.

Masdar City, Abu Dhabi

USD 22 billion project, with a 2030 completion date, with a current population of 50,000.

Building and operating a rapid transit with 2 stations already operational. Primarily apartments but has university and research centers. Expect a further 50,000 inhabitants by completion. Aim is to be largest eco-friendly and sustainable city.

What's next?



Gulf Co-operation Council countries need to secure Africa as home market for products.



GCC diversification is required to give full employment to its youthful digital native workforce. The building of automated factories near to resources will deliver savings and less dependence on China and the West for finished products. With the continent of Africa set to have over half of its population under the age of 25 in 10 years, with some of the least digitally advanced countries in the world. Gulf Co-operation Council countries need to secure Africa as home market for products.

In 2024 Saudi Arabia displaced China as the world's lender with a less aggressive political outlook in its dealings in Africa. At the first Saudi-Africa summit on fostering trade ties, Saudi Crown Prince Mohammed bin Salman proposed USD 10 billion to finance and insure Saudi exports through 2030 and an additional USD 5 billion in development financing for African nations.

Saudi Arabia is touting both debt relief and conflict resolution to African nations. Riyadh has attempted to mediate peace negotiations between Sudan's warring generals. On the table are plans to invest USD 25 billion in African sectors ranging from clean energy cooperation and counterterrorism to climate change response and cheaper financing.

Security experts say that the global energy crisis following Russia's invasion of Ukraine provides Saudi Arabia with an opportunity to strengthen its influence and be less reliant on the US. If regionally KSA becomes the arbiter in local and national conflicts they can facilitate investment in infrastructure, a catalyst for innovation. The lack of past investment means that counties, whilst indebted through corruption, they have not overinvested in their infrastructure. Local entrepreneurs are creating new markets, adoption of technology is increasing digital literacy across the continent.

To fully harness the potential of a young population efforts to bridge the digital gulf are crucial. This will empower more young people to participate in the digital revolution and contribute their talents. With a continent population over 1.4 billion, Nigeria had the largest Muslim population, around 105 million, Egypt and Algeria follow with 90 million and 39 million Muslims. Historically there are a significant number of families in these ethnicities who have built wealth through a network of multi country trading companies, that could propel the creative agile economies through paying tax and employment opportunities.

[Click here for the Ipsos 33 country report](#)

World Predictions for 2025

Share of respondents who think the following are likely to happen in 2025 (in %)



23,721 adults in 33 countries surveyed Oct. 25 - Nov. 8, 2024
Source: Ipsos



statista



Saudi Arabia is touting both debt relief and conflict resolution to African nations.





Editor
Peter French MBE CPP

Peter French MBE CPP FSyl is Managing Director of SSR® Personnel and Executive Profiles a leading provider of corporate security, risk & resilience, fire & security technology personnel. A Past Master and former Trustee of the Worshipful Company of Security Professionals. He has, with the Security Benevolent Fund established to assist those formally employed in the security sector who through ill health and other circumstances, need assistance as their lives are disrupted through no fault of their own.

With a dedicated team of volunteers, he organises the WCoSP Spring Dance that had by 2025 raised over £750,000 for good causes. In July 2019, he was honoured with the Root & Branch award by the City Liveries Club for his ongoing work with the Livery and Charities. Peter has been a member of the Chartered Security Professionals Register since its inception in 2011.



Editor
Andrew Hudson
Director of SSR® Personnel Middle East

Andrew Hudson MSc and Fellow CMI is an experienced recruitment manager, working from Dubai since 2004. He has many years operating as a senior manager of a multi-national security company, managing their 'in-house' recruitment service. Due to its considerable success, this became a 'standalone' business with Andrew as it's CEO. It soon expanded to cover a wide variety of sectors internationally – operating in North Africa, the Middle East and South Asia. Andrew has been involved in international project recruitment, Executive Search, Employee outsourcing (with over 4,000 staff members on his payroll) and training services, amongst other things. Although Andrew has experience working within a wide range of sectors, his primary focus has always been on the Security Industry. At the Global Business Insight Awards SSR® Personnel Middle East was awarded the prestigious "Best Security Recruitment Agency in the UAE for 2019". Andrew is a Fellow of the Chartered Management Institute. He has an MSc in Psychology and Criminology and holds level 'A' Accreditation for Psychometric testing.

Methodology

The SSR® Personnel & Executive Profiles 2025 Annual salary surveys are supported by ASIS International, a global association representing security management professionals.

Data was collated from more than 14,000 security professionals from across 40 business sectors including finance & insurance, manufacturing, extractives, e-commerce, transport and logistics in the period October – December 2025.

We overlaid data collected from our Dubai and India locations and our bespoke salary surveys which cover 1.3m employees and EURO 1.2T revenues.

SSR® Personnel are part of the specialised Pertemps Network Group, a privately owned €1 BN recruitment firm supporting international businesses.

Voted the leading security recruiting consultancy is the largest consultancy dedicated to the security, fire, health and safety sectors operating across 6 continents.

SSR® Personnel have managed over 40,000 contract hire and permanent placements and work with clients that seek innovation and will invest in their workforce to deliver exceptional results.

Content should not be distributed without the prior consent of SSR® Personnel

Contributors

Matthew Goss and Saumiya Prasad



SSR® Personnel established in 1986, specialises in the selection of personnel across all major functional sectors.

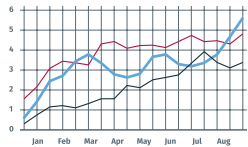


40,000

Placements made

17,000

Job alerts sent daily



£1bn

Annual group revenues

6 continents

Successfully recruited in



100%

Diversity & Inclusion –
Our focus on Equality

99%

Management Hires -
in post after 3 years

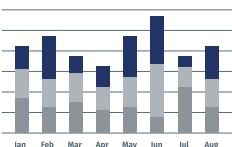


5m

Talent Pool

97%

Interim hire exceeds
contract term



up to 12

months free
replacement

Founded by Peter French MBE, Managing Director, in 1986, SSR® Personnel provides specialist recruitment and selection services to a majority of the UK and Global 500 companies and enjoys an enviable reputation in the supply of recruitment and staffing solutions.

SSR® Personnel was voted the global Security Recruitment Consultancy of the Year. The Award was presented “to the recruitment consultancy that has demonstrated the highest levels of professionalism in dealing with client organisations and potential appointees for security-specific roles across all of the major business sectors”. Judges were unanimous in their praise for the leading position SSR® Personnel holds in such a diverse global sector. In 2019 SSR® Personnel Middle East was recognised as the Best Security Recruitment Company in the region.

SSR® Personnel prides itself on staff retention which ensures continuity of knowledge and expertise. As a result of this retention, many of our clients work with the same consultant over years, across employers and throughout their careers (receiving a truly personalised service).

Recognised as a source of information, SSR® Personnel's management team is frequently found quoted in the professional press covering subjects ranging from talent attraction, generational trends, global salary surveys, recruitment strategy and specific selection advice. Our highly trained consultants, themselves often accredited members of the REC, provide free and impartial advice on salary packages and strategies for career development.

In the realm of Corporate Security, Cyber Resilience, Health & Life Safety we specialise in the placement of permanent, contract and interim hire personnel in areas of business resilience, cyber threat, Intelligence, corporate security, risk and profit protection. This includes physical and protective security, crisis management and business continuity planning, fraud investigations, IT risk and information security, travel security and executive protection.

In the realm of Security & Fire Engineering, Sales and Health & Safety we specialise in the placement of contract, permanent and interim personnel for the fire, security and allied trades in the construction and built environment. We supply key personnel in sales, design, installation, service and management up to the director level. Our Sales and Technical services division has a track record unrivalled for the delivery of recruitment solutions, operating in the £5 billion European fire and security trade, we also supply recruitment and staffing solutions globally.

SSR® Personnel have managed over 40,000 contract and permanent placements, and we have deployed teams of over 100 workers, from technical sales to contracted whole life cycle maintenance staff. Our fire safety engineers have extensive knowledge and experience in fire safety, fire engineering, risk assessment and fire compliance.

We constantly evolve new talent attraction channels for our sectors. We manage the early careers of graduates through our “Bright Minds” programme, matching academic expertise with clients that seek unique skill sets such as those in the fields of research and intelligence.

With a £1bn annual turnover, we utilise our strategic alliances worldwide to pinpoint high-calibre individuals through our Executive Profiles search brand, which includes a diverse range of passive candidates who rely on our advice to introduce the right opportunity.

For the past 10 years, we have undertaken bespoke remuneration surveys as mainstream reward consultancies do not capture the breadth and depth of the security business partner from physical, cyber to technology, in a sector that spends over USD 100 B annually. We are increasingly advising on Equality, Diversity and Inclusion. From a database of 5M candidates, we have the ability to mine into regions, countries, and zip codes – globally.

Jobs of Tomorrow

Privacy Theorists, Philosophers and Ethicists Custom Organ Designer Data/ Privacy Specialist
Automated Traffic Architects and Engineers Computer Personality Designers
Brain Quants Resilience Manager Master of Edge Computing Geoengineers
Front end developer "Heavy Air" Engineers Bio-Hacking Inspectors and Security
Corporate Reorganizer/Disorganizer Cyber Calamity Forecaster
Body Part & Limb Makers Inflectionists Food Engineer Trust Manager
Internet of Things (IoT) Architect Electrical Drone Engineer AR Journey Builder
Crypto Currency Bankers, Regulators and Lawyers Mass Energy Storage Developers
Gravity Pullers Drone Taxi Driver Urban Agriculturalists Automation Auditors
Avatar Developer Smart Contact App Developers Tidewater Architect Nano-Medics
Clone Ranchers Artificial intelligence consultant Crypto Currency Theorists, Philosophers and Evangelists
Earthquake Forecasters Data Hostage Specialists Architectural 3D Specialist Extinction Revivalists
Certified Ethical Hacker Backlash Minimizers Civilian Drone Controller Time Hackers
Global System Architect Robotic Earthworm Drivers Global System Architects
Nano-Weapons Specialists Memory Augmentation Therapists Space-Based Power System Designers



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