SAUDI ARABIA

SNAPSHOT:

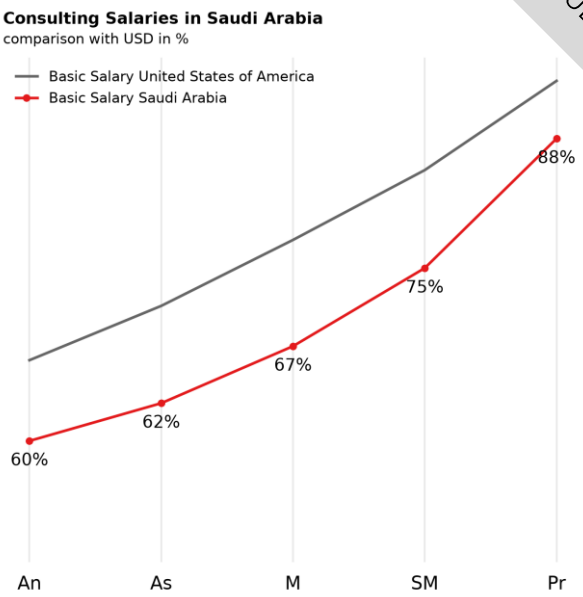
CONSULTING MARKET STATISTICS

SAUDI ARABIA



Firms in analysis: 17

Lines of Business (LoBs) in analysis: up to 40, excluding Pure Strategy Consulting.



VENCON RESEARCH INTERNATIONAL

Year-on-year market headcount change (2024 to 2025)	+9%

Lines of Business	1st	2nd	3rd
Top 3 highest paying LoBs (excluding Pure Strategy)	**Strategy-Oriented Management Consulting**	**Big Data and Analytics**	**AI Consulting**
Top 3 LoBs by headcount	**Operations-Based Management Consulting**	**Audit Services**	**IT Implementation Consulting**
Top 3 LoBs by year-on-year headcount growth (2024 to 2025)	**IT Enterprise Software Implementation**	**IT Risk & Cybersecurity Consulting**	**AI Consulting**

Consultant Career				
Starting salary with BA in 2025*	**25th percentile**	SAR 165k	**75th percentile**	SAR 198k
Starting salary with MA in 2025*	**25th percentile**	SAR 174k	**75th percentile**	SAR 229k
Average time from Analyst to Partner	24.5 years			

Market Pay Level	
Median Analyst salary vs. USA*	60%
Median Associate salary vs. USA*	62%
Median Manager salary vs. USA*	67%
Median Senior Mgr salary vs. USA*	75%
Median Principal salary vs. USA*	88%

Avg. Median Bonus across all LoBs and levels (achieved bonus as percentage of fixed salary)	9%

*Note: Salary data, including starting salaries, range widely across lines of business; these figures should not be taken as indicative in relation to a specific benchmarking report. Current 2026 figures, differentiated by LoB are available from Vencon Research.

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SOUTH AFRICA

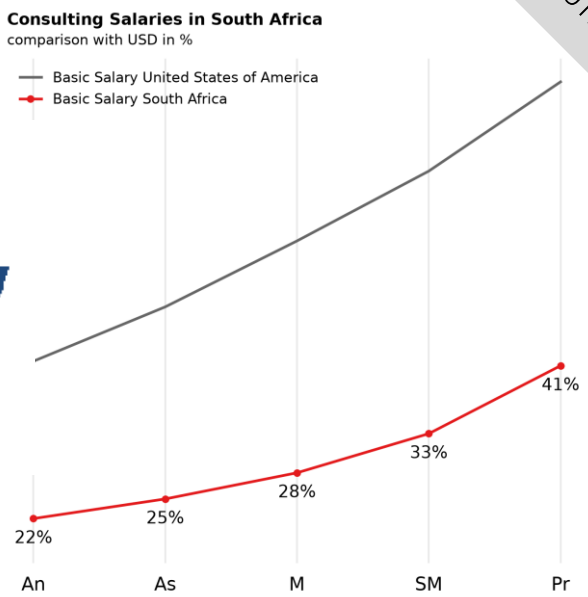
VENCON RESEARCH INTERNATIONAL

SNAPSHOT:

CONSULTING MARKET STATISTICS

SOUTH AFRICA





Firms in analysis: 20

Lines of Business (LoBs) in analysis: up to 40, excluding Pure Strategy Consulting.

Year-on-year market headcount change (2024 to 2025)	+2%

Lines of Business	1st	2nd	3rd
Top 3 highest paying LoBs (excluding Pure Strategy)	**Actuarial Consulting Services**	**AI Consulting**	**Strategy-Oriented Management Consulting**
Top 3 LoBs by headcount	**Audit Services**	**Operations-Based Management Consulting**	**IT Implementation Consulting**
Top 3 LoBs by year-on-year headcount growth (2024 to 2025)	**AI Consulting**	**Energy, Environment, Sustainability Consulting**	**IT Risk & Cybersecurity Consulting**

Consultant Career				
Starting salary with BA in 2025*	**25th percentile**	ZAR 300k	**75th percentile**	ZAR 390k
Starting salary with MA in 2025*	**25th percentile**	ZAR 350k	**75th percentile**	ZAR 434k
Average time from Analyst to Partner	25 years			

Market Pay Level	
Median Analyst salary vs. USA*	22%
Median Associate salary vs. USA*	25%
Median Manager salary vs. USA*	28%
Median Senior Mgr salary vs. USA*	33%
Median Principal salary vs. USA*	41%

Avg. Median Bonus across all LoBs and levels (achieved bonus as percentage of fixed salary)	8%

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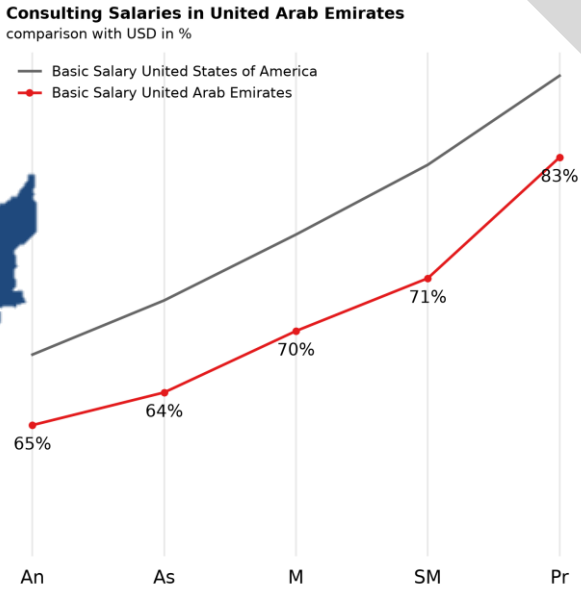
UNITED ARAB EMIRATES

SNAPSHOT:

CONSULTING MARKET STATISTICS

UNITED ARAB EMIRATES





VENCON RESEARCH INTERNATIONAL

Firms in analysis: 24

Lines of Business (LoBs) in analysis: up to 40, excluding Pure Strategy Consulting.

Year-on-year market headcount change (2024 to 2025)	+12%

Lines of Business	1st	2nd	3rd
Top 3 highest paying LoBs (excluding Pure Strategy)	**AI Consulting**	**Strategy-Oriented Management Consulting**	**IT Strategy Consulting**
Top 3 LoBs by headcount	**Operations-Based Management Consulting**	**Audit Services**	**Transaction Advisory Service**
Top 3 LoBs by year-on-year headcount growth (2024 to 2025)	**IT Enterprise Software Implementation**	**Human Resources Consulting**	**Operations-Based Management Consulting**

Consultant Career				
Starting salary with BA in 2025*	**25th percentile**	AED 167k	**75th percentile**	AED 232k
Starting salary with MA in 2025*	**25th percentile**	AED 184k	**75th percentile**	AED 249k
Average time from Analyst to Partner	26 years			

Market Pay Level	
Median Analyst salary vs. USA*	65%
Median Associate salary vs. USA*	64%
Median Manager salary vs. USA*	70%
Median Senior Mgr salary vs. USA*	71%
Median Principal salary vs. USA*	83%

Avg. Median Bonus across all LoBs and levels (achieved bonus as percentage of fixed salary)	14%

*Note: Salary data, including starting salaries, range widely across lines of business; these figures should not be taken as indicative in relation to a specific benchmarking report. Current 2026 figures, differentiated by LoB are available from Vencon Research.

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