

SALARY GUIDE 2025

Discover the latest market trends and salary insights with RFS HR Consultancy Salary Guide 2025!

UNITED ARAB EMIRATES

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INTRODUCTION



Welcome to the **RFS HR Consultancy's** latest **UAE Salary Guide for the Year 2025**. We acknowledge and extend our exuberant gratitude to all the participants who have made valuable contributions to this comprehensive document providing all the necessary data and analysis for the ever-evolving business industries and the markets in the United Arab Emirates **UAE**.

Must be curious about what's interesting in this document? Well, this comprehensive document comprises a quantified market survey that encircled a wide range of businesses and employees in multiple leading industries. It tends to deliver a better understanding of the new year market drifts and tendencies, salary ranges, recruitment trends, challenges and opportunities for businesses and professionals in an environment of swift digital transformation and advancements.

For further details and assistance, please visit us at www.rfsonshr.com.



Waseem Raja

RFS HR Consultancy –
Managing Partner

MANAGING PARTNER

“Every end comes up with a new beginning. The year 2025 marks the beginning to achieve new landmarks for businesses and professionals. Living in a more dynamic and interlinked world demands us to stay up-to-date with the evolving trends to better align with the new frequencies. RFS HR Consultancy has always been the foremost to keep you well informed with the new developments. Hence, with the commencement of the new year, we are pleased to launch our latest Salary Guide 2025 for UAE to keep you updated with the latest trends.”

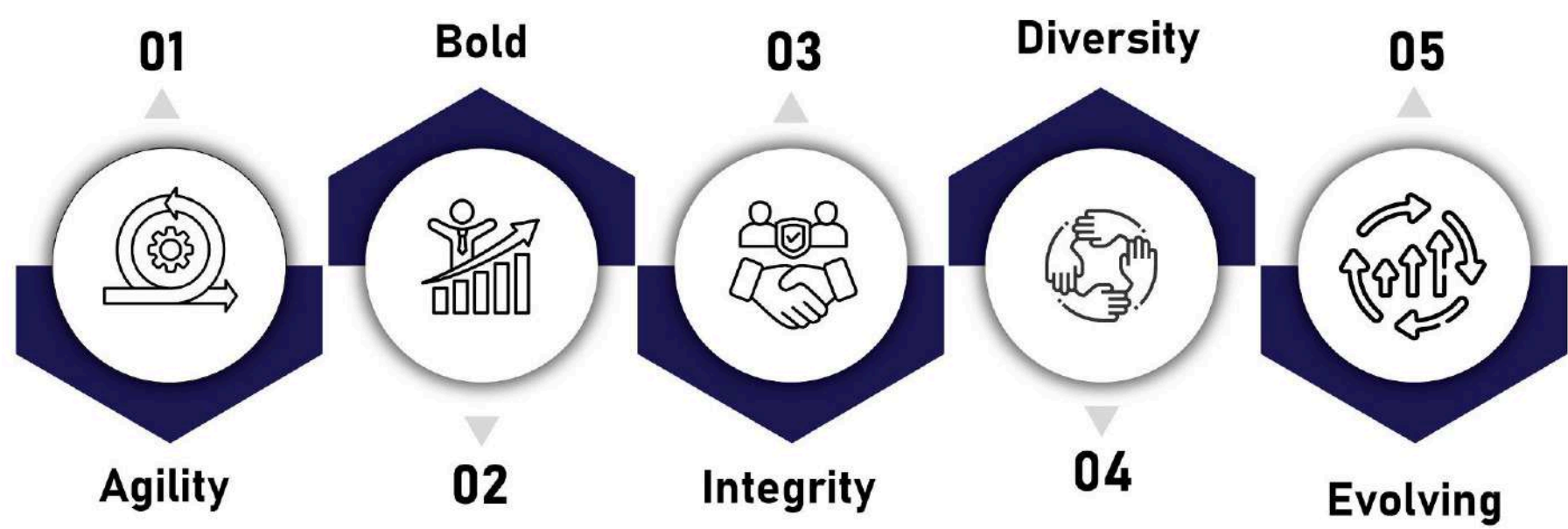
EXECUTIVE SUMMARY

RFS HR Consultancy is an international executive search and recruitment firm that helps businesses in the UAE to secure the top talent with utmost competencies. We empower businesses to recruit the best with our wider range of services including **Executive Search, Emiratization Recruitment** and **Recruitment Process Outsourcing (RPO)** solutions. Our experienced recruitment experts along with the advanced technologies provide our clients with high-quality executive search and recruitment services. The recruitment professionals at RFS HR understand the client's needs, staffing preferences, and future goals to connect with the perfect match. We strive to be fully inclusive of worldwide social and business norms during the recruitment process to ensure the best fit for our clients.

MISSION AND VALUES

RFS HR Consultancy is an international executive search and recruitment firm based in the UAE since 2016, providing recruitment services worldwide. A major paradigm shift in the global economy, the evolving technological landscape, the concentrated candidate market, and rising demand for skilled professionals have underscored the vital role of recruitment agencies for businesses. We aim to connect talented individuals and leading organizations worldwide for mutual growth and development. Our endeavor to establish and elevate business with tailored recruitment solutions, successful placements and building partnerships based on absolute trust & confidence, makes us stand out.

Our Core Values



ABOUT THIS REPORT

The UAE Salary & Employment Report provides an annual study of the recruiting market in the United Arab Emirates. The document analyzes salary, employment, benefits trends, and workforce turnover. This information mainly helps professionals and employers make promising career and business decisions.

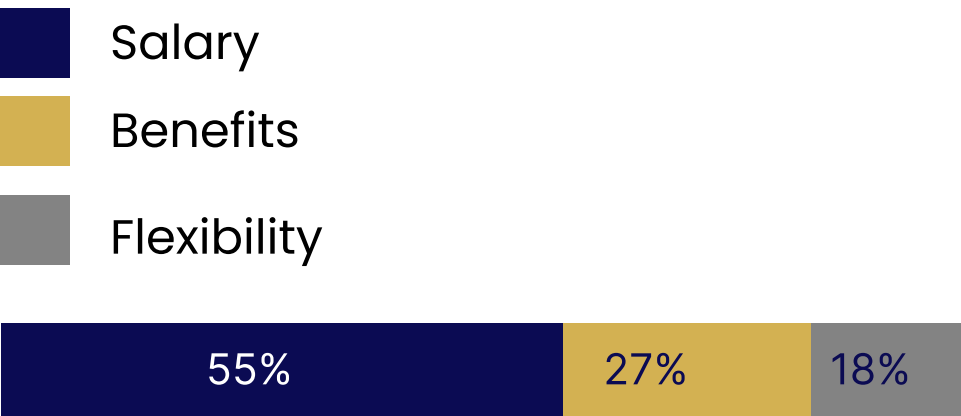
METHODOLOGY

The UAE Salary & Employment Report provides an annual study of the recruiting market in the United Arab Emirates. The document analyzes salary, employment, benefits trends, and workforce turnover. This information mainly helps professionals and employers make promising career and business decisions.



EMPLOYEE SURVEY RESULTS

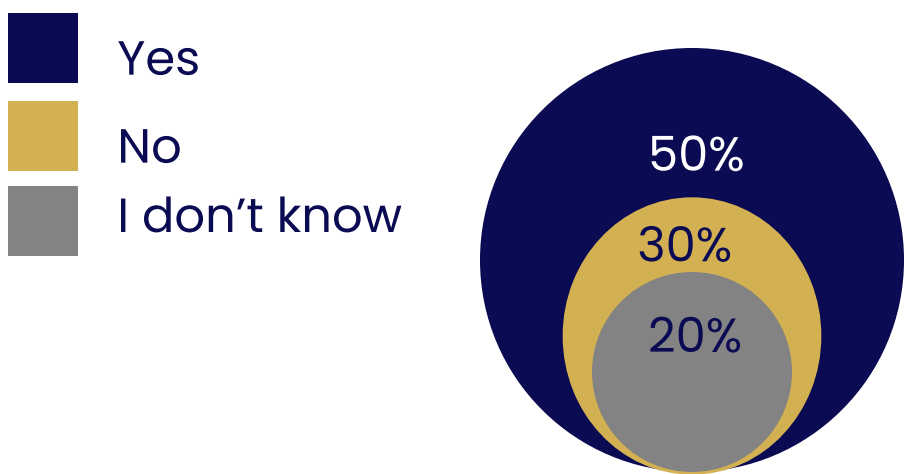
What major factor convinces you to shift an organisation?



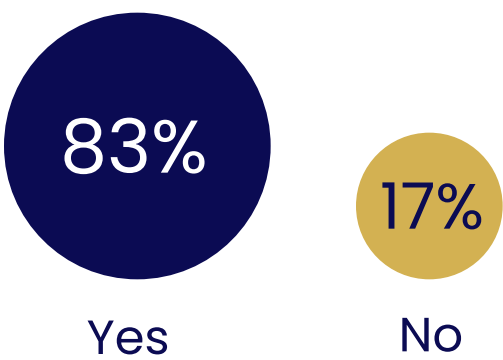
When asked about one of the most inspiring factors to attract top new talent, 55% of the employers said that salary was the one. While 27% of the respondents preferred benefits. Only a few went with the flexibility.

When asked about the work life balance at the organization 50% of the respondents were satisfied with the work life balance while 30% were not satisfied at the moment.

Are you happy with your organization and Work life balance?



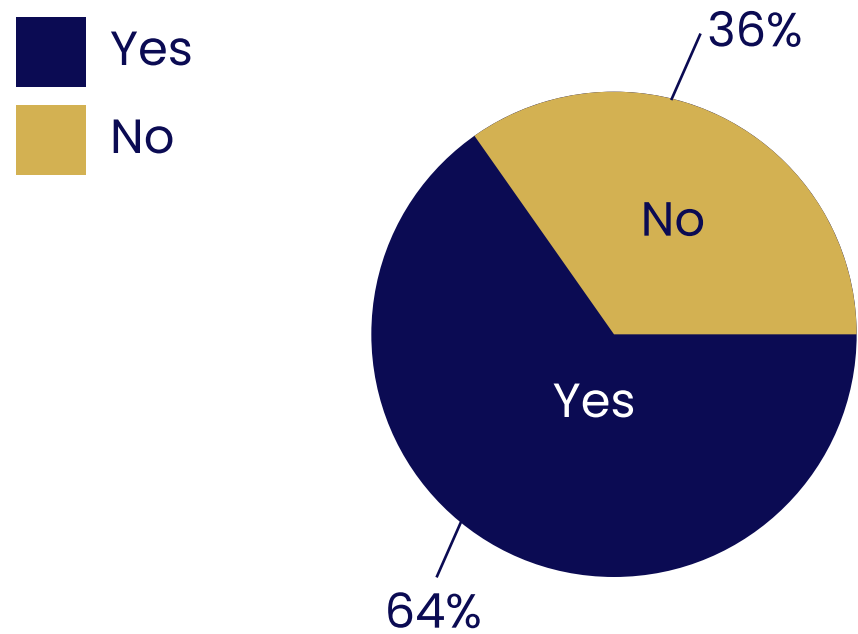
Do you plan to add new skills to your skill set?



When asked about the satisfaction of the employers with their business growth and development, 64% were happy and satisfied while only a few were concerned and plan to enhance their business next year.

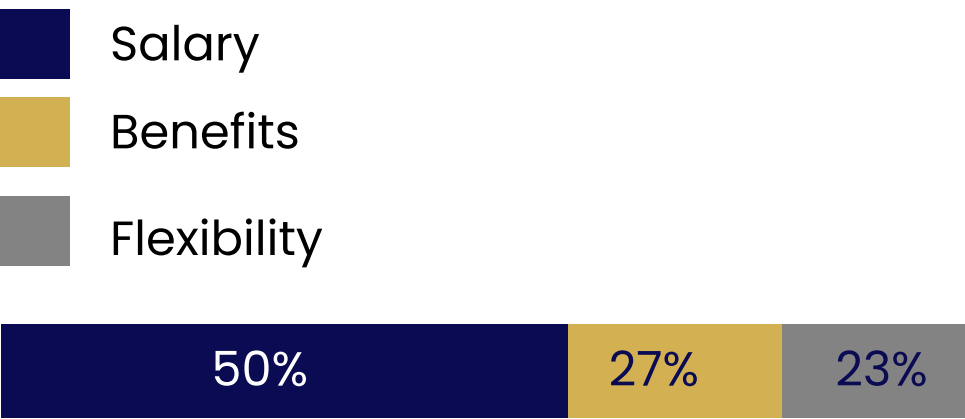
Responding to the question of new skills development, 83% of the employers had taken initiatives to develop new demanding skills at their organizations. While 17% planned to take steps this year for skills enhancement.

Are you satisfied with your business growth this year?



EMPLOYER SURVEY RESULTS

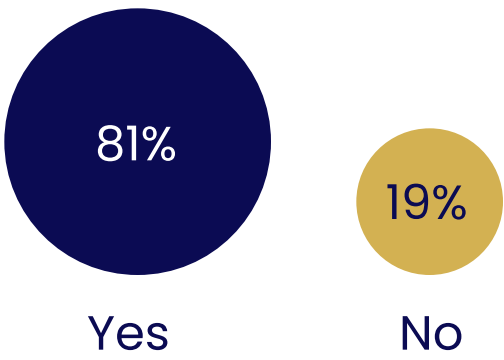
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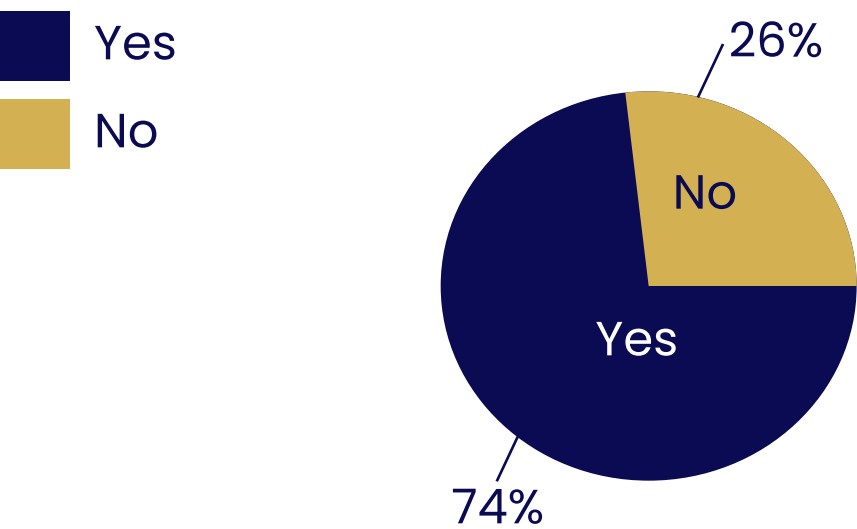
When asked about one of the most inspiring factors to attract top new talent, 50% of the employers said that salary was the one. While 27% of the respondents preferred benefits. Only a few went with the flexibility.

When asked about the work life balance at the organization 55% of the respondents were satisfied with the work life balance while 25% were not satisfied at the moment.

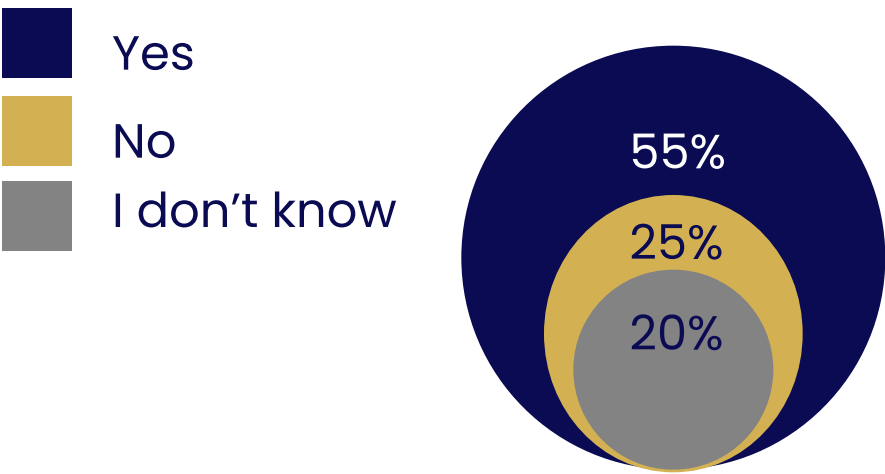
Do you plan to add new skills to your skill set?



Are you satisfied with your business growth this year?



Are you happy with your organization and Work life balance?



Responding to the question of new skills development, 81% of the employers had taken initiatives to develop new demanding skills at their organizations. While 19% planned to take steps this year for skills enhancement.

When asked about the satisfaction of the employers with their business growth and development, 74% were happy and satisfied while only a few were concerned and plan to enhance their business next year.

SALARY BENCHMARKING

The salaries displayed are the fixed monthly wage package in Arab Emirates Dirhams (AED) for all the positions. The salaries range from the lowest to the highest, with an average mid-range. The data is derived from responses to salary surveys and all of our placements in the UAE over the previous year, along with projections for the upcoming year. The candidate's experience, industry, firm size, and location influence the salary. The market exchange rate has converted salaries into currencies other than AED.

LEADERSHIP & BOARD LEVEL POSITIONS

ROLES	MIN	MID	MAX
CHIEF EXECUTIVE OFFICER	1,50,000 AED	3,75,000 AED	4,20,000 AED
CHIEF FINANCIAL OFFICER	85,000 AED	1,30,000 AED	1,40,000 AED
CHIEF INFORMATION OFFICER	80,000 AED	90,000 AED	1,05,000 AED
CHIEF MARKETING OFFICER	80,000 AED	1,20,000 AED	1,35,000 AED
CHIEF OPERATING OFFICER	80,000 AED	1,15,000 AED	1,25,000 AED
CHIEF INFORMATION SECURITY OFFICER	70,000 AED	75,000 AED	80,000 AED
CHIEF LEGAL OFFICER	1,10,000 AED	1,20,000 AED	1,25,000 AED
CHIEF DIGITAL OFFICER	70,000 AED	80,000 AED	90,000 AED

ACCOUNTING AND FINANCE

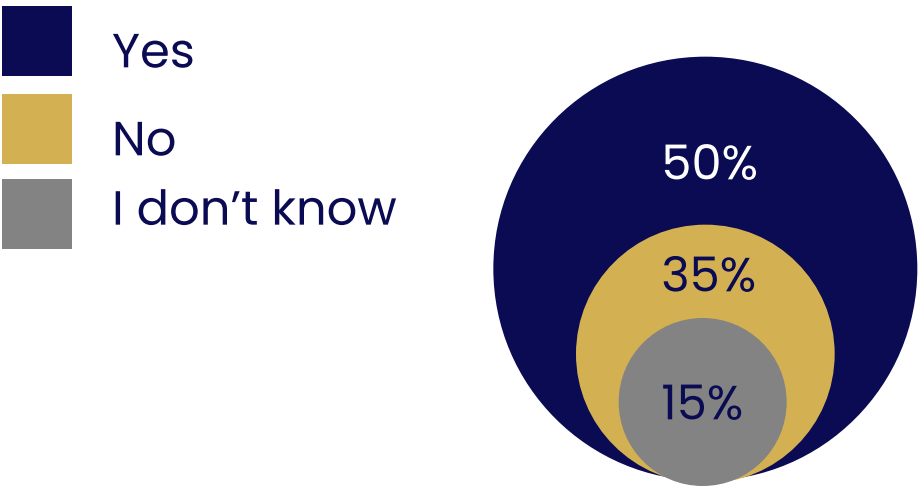
MARKET OVERVIEW

The UAE's Accountancy & Finance sector is experiencing a rich candidate market, with more applicants than ever. Employers report a sufficient supply of skilled professionals. Industry qualifications and solid technical, accounting, and interpersonal skills are preferred. Local market knowledge is essential for mid-to-senior level roles, with preference given to candidates on the ground in the region. Experience with a reputed firm is also desirable.

Accountancy & Finance employees are satisfied with their work-life balance, with absolute confidence in their roles. In 2024, most of employees express optimism about the economic climate and future employment opportunities.

SURVEY RESULTS

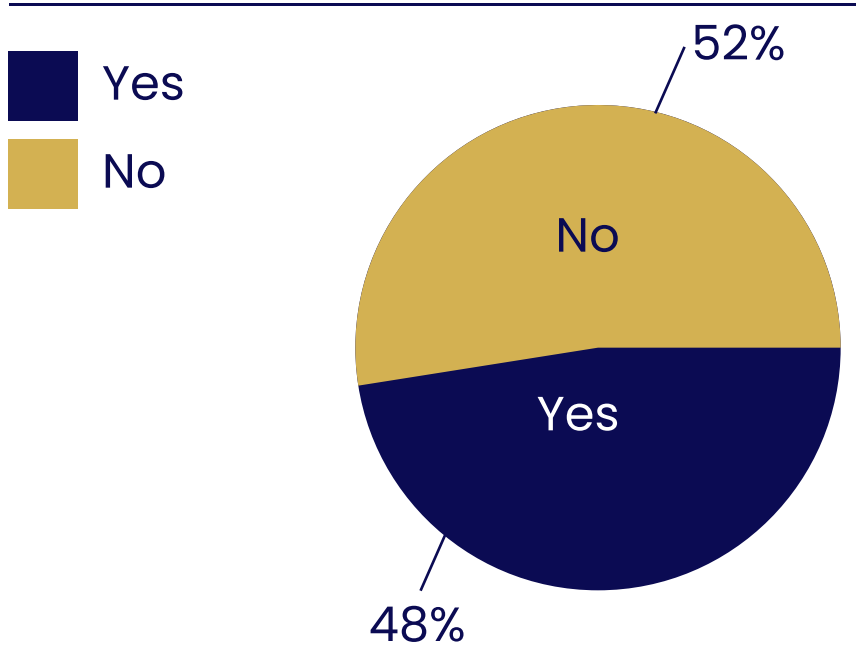
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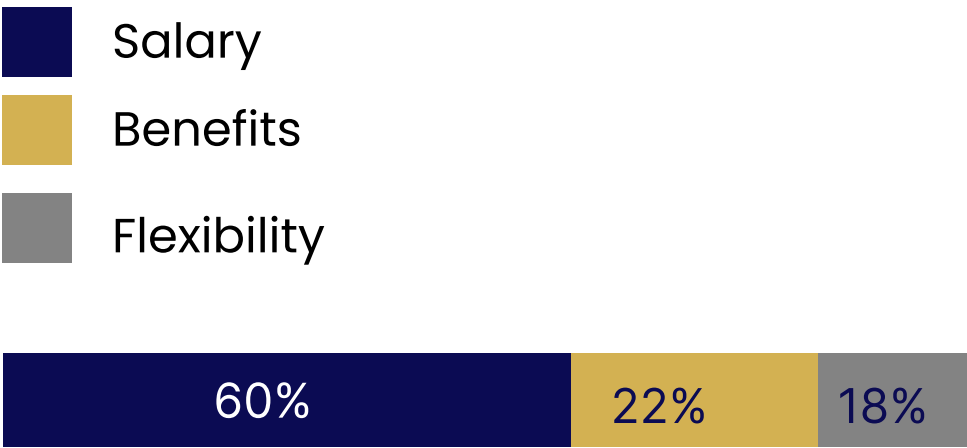
When asked about the work life balance at the organization 50% of the respondents were satisfied with the work life balance while 35% were not satisfied at the moment.

When asked about the satisfaction of the employers with their business growth and development, 48% were happy and satisfied while only a few were concerned and plan to enhance their business next year.

Are you satisfied with your business growth this year?



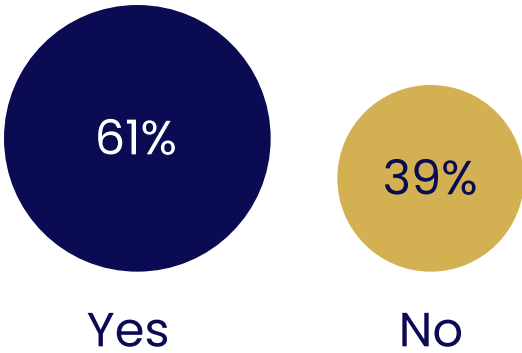
What major factor convinces you to shift an organisation?



When asked about one of the most inspiring factors to attract top new talent, 60% of the employers said that salary was the one. While 22% of the respondents preferred benefits. Only a few went with the flexibility.

Responding to the question of new skills development, 61% of the employers had taken initiatives to develop new demanding skills at their organizations. While 39% planned to take steps this year for skills enhancement.

Do you plan to add new skills to your skill set?



SALARY BENCHMARKING

The salaries displayed are the fixed monthly wage package in Arab Emirates Dirhams (AED) for all the positions. The salaries range from the lowest to the highest, with an average mid-range. The data is derived from responses to salary surveys and all of our placements in the UAE over the previous year, along with projections for the upcoming year. The candidate's experience, industry, firm size, and location influence the salary. The market exchange rate has converted salaries into currencies other than AED.

ACCOUNTING AND FINANCE

ROLES	MIN	MID	MAX
CHIEF FINANCIAL OFFICER	85,000 AED	1,15,000 AED	1,25,000 AED
FINANCIAL DIRECTOR	50,000 AED	65,000 AED	70,000 AED
FINANCIAL CONTROLLER	30,000 AED	40,000 AED	45,000 AED
FINANCE MANAGER	25,000 AED	32,000 AED	35,000 AED
FINANCIAL ANALYST	18,000 AED	22,000 AED	25,000 AED
MANAGEMENT ACCOUNTANT	15,000 AED	20,000 AED	25,000 AED
CREDIT CONTROLLER	12,000 AED	17,000 AED	20,000 AED
CHIEF INTERNAL AUDITOR	50,000 AED	80,000 AED	90,000 AED
INTERNAL AUDIT MANAGER	25,000 AED	37,000 AED	45,000 AED
INTERNAL AUDITOR	15,000 AED	18,000 AED	20,000 AED
TREASURY MANAGER	35,000 AED	42,000 AED	50,000 AED
TAX MANAGER	25,000 AED	32,000 AED	40,000 AED
CREDIT MANAGER	20,000 AED	25,000 AED	30,000 AED
SENIOR ACCOUNTANT	14,000 AED	17,000 AED	20,000 AED
ACCOUNTANT	10,000 AED	14,000 AED	18,000 AED
TRANSACTIONAL ACCOUNTANT	10,000 AED	12,000 AED	15,000 AED

BANKING

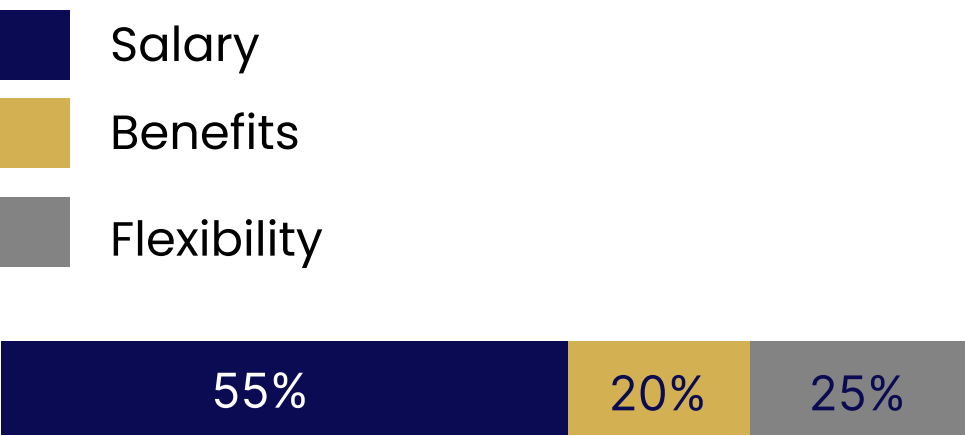
MARKET OVERVIEW

The UAE's banking industry comprises active foreign and domestic banks, with foreign banks increasing economic involvement. The UAE Central Bank manages the industry effectively, promoting growth and globalization. The main five banks dominate, while the large ten are financially sound. The industry is expanding and ready for international competition.

In Banking & Finance industry our survey revealed that 77% employees reported increased salaries this year, primarily due to individual performance-related pay increase. However, some employees expressed dissatisfaction with their pay rate, with one in three unsuccessfully seeking a pay rise last year.

SURVEY RESULTS

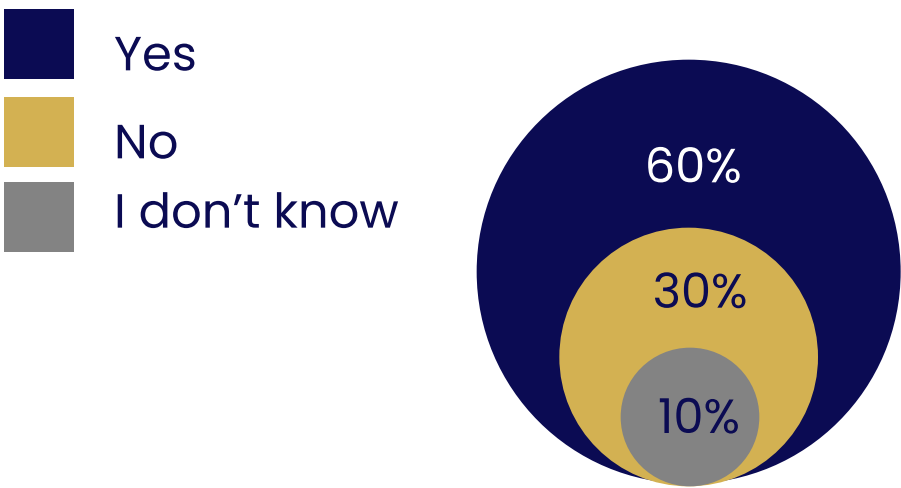
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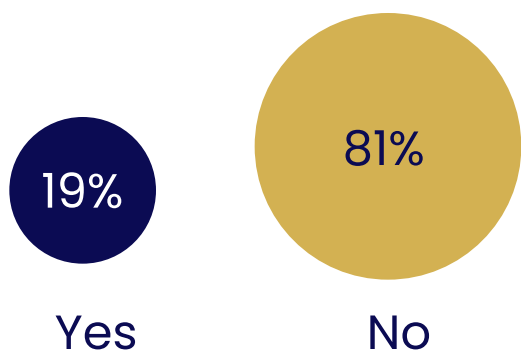
When asked about one of the most inspiring factors to attract top new talent, 55% of the employers said that salary was the one. While 25% of the respondents preferred flexibility. Only a few went with the perks.

When asked about the work life balance at the organization 60% of the respondents were satisfied with the work life balance while 30% were not satisfied at the moment.

Are you happy with your organization and Work life balance?



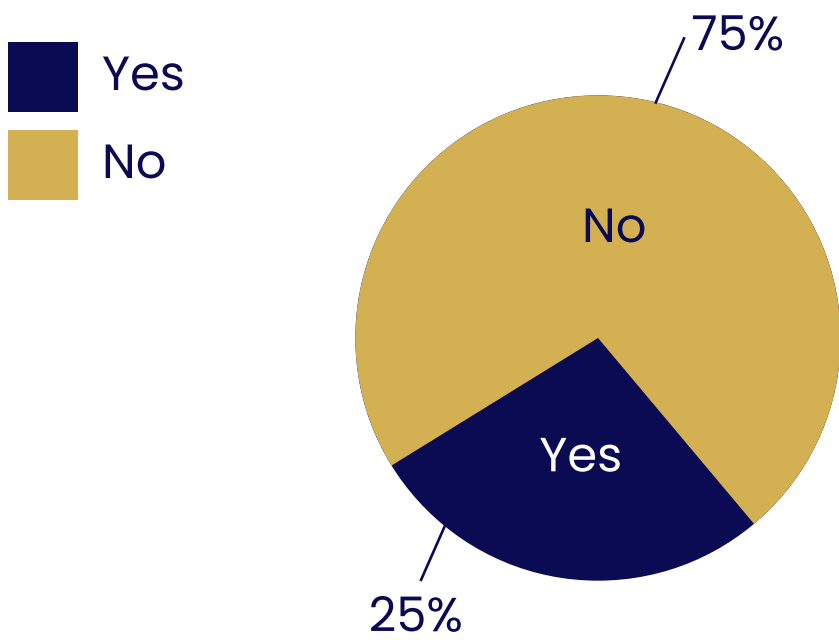
Do you plan to add new skills to your skill set?



Responding to the question of new skills development, 19% of the employers had taken initiatives to develop new demanding skills at their organizations. While 81% planned to take steps this year for skills enhancement.

When asked about the satisfaction of the employers with their business growth and development, 25% were happy and satisfied while only a few were concerned and plan to enhance their business next year.

Are you satisfied with your business growth this year?



SALARY BENCHMARKING

The salaries displayed are the fixed monthly wage package in Arab Emirates Dirhams (AED) for all the positions. The salaries range from the lowest to the highest, with an average mid-range. The data is derived from responses to salary surveys and all of our placements in the UAE over the previous year, along with projections for the upcoming year. The candidate's experience, industry, firm size, and location influence the salary. The market exchange rate has converted salaries into currencies other than AED.

BANKING

ROLES	MIN	MID	MAX
CHIEF EXECUTIVE OFFICER	1,50,000 AED	2,30,000 AED	2,50,000 AED
EXECUTIVE DIRECTOR	70,000 AED	85,000 AED	95,000 AED
CHIEF INVESTMENT OFFICER	1,30,000 AED	1,40,000 AED	1,45,000 AED
CHIEF REGULATORY OFFICER	55,000 AED	62,000 AED	70,000 AED
CHIEF OPERATIONS OFFICER	60,000 AED	67,000 AED	75,000 AED
CHIEF RISK OFFICER	60,000 AED	75,000 AED	80,000 AED

RETAIL BANKING

BRANCH MANAGER	30,000 AED	35,000 AED	37,000 AED
RELATIONSHIP MANAGER	16,000 AED	23,000 AED	28,000 AED
LOAN RELATIONSHIP MANAGER	13,000 AED	19,000 AED	25,000 AED
RETENTION SPECIALIST	7,000 AED	9,500 AED	12,000 AED
PERSONAL BANKER	14,000 AED	17,000 AED	20,000 AED
DIGITAL BANKING RELATIONSHIP MANAGER	,000 AED	,000 AED	,000 AED
WEALTH ADVISOR (RETAIL CLIENTS)	95,00 AED	11,000 AED	12,000 AED
COSTUMER SERVICE OFFICER	10,000 AED	13,000 AED	15,000 AED
SALES EXECUTIVE	,000 AED	,000 AED	,000 AED
CARD RELATIONSHIP SPECIALIST	3,000 AED	6,500 AED	9,000 AED
FINANCIAL LITERACY SPECIALIST	7,000 AED	11,000 AED	15,000 AED

ROLES	MIN	MID	MAX
COMPLIANCE RELATIONSHIP OFFICER	6,938 AED	9,500 AED	12,000 AED

CORPORATE BANKING

CORPORATE BANKING RELATIONSHIP MANAGER	20,000 AED	27,000 AED	30,000 AED
TRADE FINANCE SPECIALIST	19,000 AED	24,000 AED	29,000 AED
EQUITY RESEARCH ANALYST	10,000 AED	16,000 AED	22,000 AED
CREDIT ANALYST	15,000 AED	20,000 AED	25,000 AED
MARKET RISK MANAGER	27,000 AED	31,000 AED	35,000 AED
CORPORATE LOAN OFFICER	12,500 AED	17,500 AED	25,500 AED
BUSINESS DEVELOPMENT MANAGER (CORPORATE)	20,00 AED	25,000 AED	30,000 AED
COMPLIANCE OFFICER	20,000 AED	26,000 AED	32,000 AED
INVESTORS RELATION OFFICER	16,000 AED	27,500 AED	39,000 AED

INVESTMENT BANKING

DIRECTOR (INVESTMENT BANKING)	80,000 AED	87,500 AED	95,000 AED
SENIOR ANALYST (INVESTMENT BANKING)	37,500 AED	43,750 AED	50,000 AED
MERGERS AND ACQUISITIONS (M&A) ANALYST/ASSOCIATE	35,000 AED	40,000 AED	45,000 AED
PRIVATE EQUITY ANALYST	22,000 AED	28,000 AED	35,000 AED
PRIVATE EQUITY ASSOCIATE	35,000 AED	52,000 AED	70,000 AED
DEBT CAPITAL MARKETS (DCM) ANALYST/ASSOCIATE	10,000 AED	15,000 AED	22,000 AED
INVESTMENT BANKING ASSOCIATE	30,00 AED	45,000 AED	60,000 AED
CORPORATE FINANCE MANAGER	30,000 AED	47,000 AED	65,000 AED

ROLES	MIN	MID	MAX
RISK MANAGEMENT SPECIALIST	25,000 AED	40,000 AED	55,000 AED
EQUITY RESEARCH ANALYST	20,000 AED	32,500 AED	45,000 AED

TREASURY AND RISK MANAGEMENT

RISK MANAGER	25,000 AED	30,000 AED	35,000 AED
TREASURY ANALYST	18,000 AED	23,000 AED	28,000 AED
COMPLIANCE OFFICER	20,000 AED	29,000 AED	33,000 AED
INTERNAL AUDITOR	17,000 AED	24,000 AED	28,000 AED
FRAUD RISK ANALYST	15,000 AED	20,000 AED	25,000 AED
TREASURY MANAGER	15,000 AED	23,000 AED	32,000 AED
CREDIT RISK MANAGER	11,250 AED	13,625 AED	16,000 AED
FINANCIAL ANALYST	12,000 AED	16,500 AED	21,000 AED
CLEARING AND TREASURY SPECIALIST	14,000 AED	21,065 AED	28,130 AED
TREASURY AND INVESTMENT OPERATION MANAGER	20,000 AED	25,000 AED	30,000 AED
CRYPTO TREASURY MANAGER	20,000 AED	27,000 AED	35,000 AED

DIGITAL BANKING & TECHNOLOGY

DIGITAL TRANSFORMATION SPECIALIST	25,000 AED	29,250 AED	33,500 AED
CYBERSECURITY ANALYST	22,000 AED	28,000 AED	34,000 AED
DATA ANALYST (BANKING)	16,000 AED	23,000 AED	30,000 AED
BLOCKCHAIN DEVELOPER (BANKING)	28,000 AED	35,000 AED	42,000 AED
CLOUD SOLUTIONS ARCHITECT (BANKING)	32,00 AED	38,500 AED	45,000 AED
UX/UI DESIGNER (BANKING)	19,000 AED	25,500 AED	32,000 AED

ROLES	MIN	MID	MAX
DIGITAL BANKING ADVISOR	65,00 AED	7,000 AED	75,00 AED
BANKING ANALYST	13,000 AED	14,250 AED	15,500 AED
PRODUCT OWNER	18,000 AED	26,000 AED	34,000 AED
SOFTWARE ENGINEER	16,000 AED	20,000 AED	24,000 AED
HEAD OF DIGITAL BANKING	12,600 AED	28,593 AED	44,585 AED
DIGITAL PAYMENT SPECIALIST	20,000 AED	28,500 AED	37,000 AED
FINTECH INVESTMENT MANAGEMENT ADVISOR	10,500 AED	13,250 AED	16,000 AED

WEALTH MANAGEMENT

PRIVATE BANKING RELATIONSHIP MANAGER	29,000 AED	37,000 AED	45,000 AED
WEALTH MANAGER	28,000 AED	35,500 AED	43,000 AED
INVESTMENT ADVISOR	19,000 AED	25,500 AED	32,000 AED
PORTFOLIO MANAGER	35,000 AED	38,500 AED	42,000 AED
FINANCIAL PLANNER (PRIVATE BANKING)	19,000 AED	24,000 AED	29,000 AED
RELATIONSIP MANAGER	10,000 AED	17,500 AED	25,000 AED
PRIVATE BANKER	20,00 AED	35,000 AED	50,000 AED
ASSET MANAGER	12,000 AED	23,500 AED	35,000 AED

COMPLIANCE AND REGULATORY

DIRECTOR COMPLIANCE	35,000 AED	42,250 AED	50,000 AED
COMPLIANCE MANAGER	22,000 AED	27,500 AED	33,000 AED
ANTI-MONEY LAUNDERING (AML) OFFICER	19,000 AED	24,500 AED	30,000 AED

ROLES	MIN	MID	MAX
KYC (KNOW YOUR CUSTOMER) OFFICER	15,000 AED	21,000 AED	27,00 AED
REGULATORY AFFAIRS MANAGER	25,000 AED	33,500 AED	42,000 AED
SENIOR COMPLIANCE OFFICER	7,500 AED	10,250 AED	13,000 AED
COMPLIANCE OFFICER (ONSHORE)	5,500 AED	6,750 AED	8,000 AED

OTHER SPECIALIZED BANKING

FINANCIAL PRODUCT MANAGER	30,000 AED	35,000 AED	40,000 AED
ASSET MANAGEMENT ANALYST	21,000 AED	28,000 AED	32,000 AED
CREDIT RISK MANAGER	25,000 AED	32,000 AED	37,000 AED
LOAN UNDERWRITER	15,000 AED	21,000 AED	25,000 AED
COMPLIANCE OFFICER	20,000 AED	30,000 AED	35,000 AED
PORTFOLIO MANAGER	6,000 AED	7,500 AED	8,500 AED
DIRECTOR OPERATIONS	40,00 AED	48,000 AED	55,000 AED
OPERATIONS ANALYST	18,000 AED	20,000 AED	22,000 AED
ASSOCIATE	12,00 AED	14,000 AED	15,000 AED

TECHNOLOGY

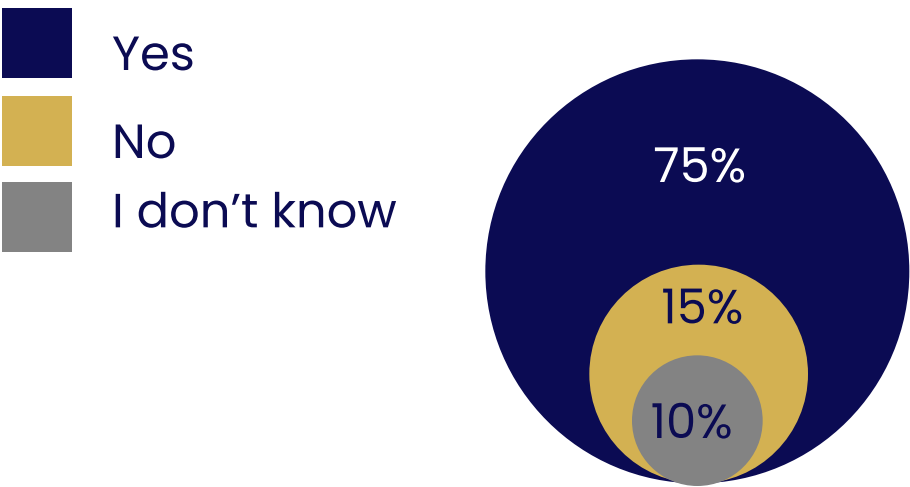
MARKET OVERVIEW

The UAE's IT market is expanding favorably due to rising oil prices, individual consumer spending, and government expenditure. The industry is growing, and opportunities in AI, cloud computing, and IT solutions are emerging. Representing government digitalization and modernization in businesses, the UAE's IT industry invests significantly in cloud and data center infrastructure.

The UAE's IT services market is competitive, with various applications in government, healthcare, education, retail, and media industries. While the UAE is home to businesses that offer infrastructure management, software development, and cybersecurity, the industry is dominated by multinationals. New trends like artificial intelligence and hyper-personalization are anticipated to boost the economy.

SURVEY RESULTS

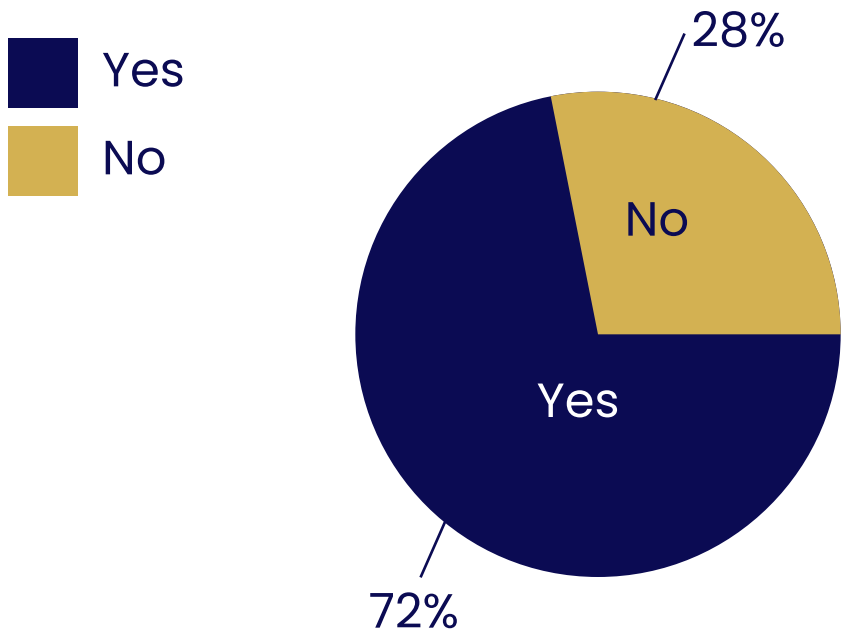
Are you happy with your organization and Work life balance?



When asked about the work life balance at the organization 75% of the respondents were satisfied with the work life balance while 15% were not satisfied at the moment.

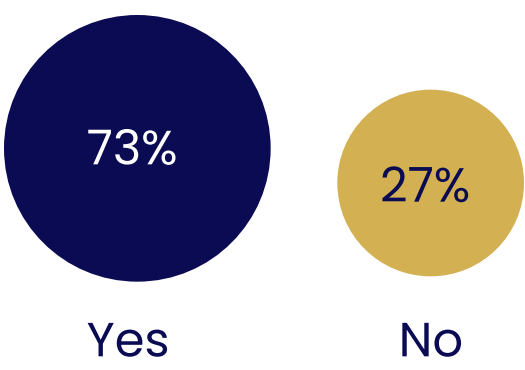
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Are you satisfied with your business growth this year?



Do you plan to add new skills to your skill set?

Responding to the question of new skills development, 73% of the employers had taken initiatives to develop new demanding skills at their organizations. While 27% planned to take steps this year for skills enhancement.



What major factor convinces you to shift an organisation?

- Salary
- Benefits
- Flexibility



When asked about one of the most inspiring factors to attract top new talent, 70% of the employers said that salary was the one. While 25% of the respondents preferred flexibility. Only a few went with the perks..

SALARY BENCHMARKING

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TECHNOLOGY

ROLES	MIN	MID	MAX
CHIEF INFORMATION OFFICER	80,000 AED	95,000 AED	1,10,000 AED
CHIEF DIGITAL OFFICER	70,000 AED	80,000 AED	85,000 AED
CHIEF INFORMATION SECURITY OFFICER	70,000 AED	75,000 AED	80,000 AED
CHIEF TECHNOLOGY OFFICER	70,000 AED	75,000 AED	80,000 AED
CHIEF PRODUCT OFFICER	70,000 AED	75,000 AED	80,000 AED
IT DIRECTOR	55,000 AED	60,000 AED	65,000 AED
HEAD OF IT	35,000 AED	40,000 AED	45,000 AED

CLOUD & NETWORKING INFRASTRUCTURE

ENTERPRISE ARCHITECT	40,000 AED	48,000 AED	52,000 AED
IT MANAGER	20,000 AED	35,000 AED	40,000 AED
INTEGRATION ARCHITECT	35,000 AED	40,000 AED	45,000 AED
CLOUD ARCHITECT	40,000 AED	42,000 AED	45,000 AED
SITE RELIABILITY ENGINEER	30,000 AED	35,000 AED	40,000 AED
INFRASTRUCTURE MANAGER	30,000 AED	35,000 AED	40,000 AED
HEAD OF INFRASTRUCTURE	35,000 AED	38,000 AED	40,000 AED
INFRASTRUCTURE ARCHITECT	30,000 AED	34,000 AED	37,000 AED

ROLES	MIN	MID	MAX
NETWORK ARCHITECT	30,000 AED	33,000 AED	37,000 AED
CLOUD ENGINEER	30,000 AED	32,000 AED	35,000 AED
NETWORK SECURITY ENGINEER	20,000 AED	23,000 AED	25,000 AED
LINUX ADMINISTRATOR	17,000 AED	19,500 AED	22,000 AED
NETWORK ENGINEER	15,000 AED	18,000 AED	22,000 AED
SYSTEMS ENGINEER/ ADMINISTRATOR	15,000 AED	17,500 AED	20,000 AED
IT SUPPORT ANALYST	12,000 AED	15,000 AED	17,500 AED

CYBERSECURITY

HEAD OF INFORMATION SECURITY	40,000 AED	48,000 AED	55,000 AED
HEAD OF DATA PROTECTION	40,000 AED	48,000 AED	55,000 AED
DATA GOVERNANCE MANAGER	35,000 AED	43,000 AED	48,000 AED
INFORMATION SECURITY ARCHITECT	35,000 AED	43,000 AED	45,000 AED
INFORMATION SECURITY MANAGER	35,000 AED	41,000 AED	47,000 AED
INFORMATION SECURITY OFFICER	35,000 AED	40,000 AED	45,000 AED
IT SECURITY MANAGER	35,000 AED	38,000 AED	42,000 AED
APPLICATION SECURITY ENGINEER	20,000 AED	28,000 AED	35,000 AED

ROLES	MIN	MID	MAX
INFORMATION SECURITY ENGINEER	27,000 AED	30,000 AED	33,000 AED
PENETRATION TESTER	18,000 AED	26,000 AED	33,000 AED
INFORMATION SECURITY ANALYST	15,000 AED	24,000 AED	33,000 AED

DATA & ANALYTICS

VP OF AI & DATA	50,000 AED	62,000 AED	68,000 AED
HEAD OF DATA SCIENCE	60,000 AED	65,000 AED	70,000 AED
HEAD OF BIG DATA & ANALYTICS	50,000 AED	55,000 AED	60,000 AED
DATA ENGINEERING MANAGER	45,000 AED	47,500 AED	50,000 AED
DATA SCIENTIST	35,000 AED	40,000 AED	45,000 AED
BUSINESS INTELLIGENCE MANAGER	30,000 AED	35,000 AED	40,000 AED
MACHINE LEARNING ENGINEER	30,000 AED	35,000 AED	40,000 AED
DATA ARCHITECT	35,000 AED	38,000 AED	40,000 AED
BIG DATA ARCHITECT	35,000 AED	37,500 AED	40,000 AED
ENTERPRISE ANALYTICS	30,000 AED	35,000 AED	40,000 AED
IOT ARCHITECT	30,000 AED	35,000 AED	40,000 AED
BUSINESS INTELLIGENCE DEVELOPER	25,000 AED	27,500 AED	30,000 AED
DATA ENGINEER	23,000 AED	27,000 AED	30,000 AED
DATA ANALYST	18,000 AED	22,500 AED	25,000 AED

SOFTWARE ENGINEERING

ROLES	MIN	MID	MAX
VP OF ENGINEERING	60,000 AED	65,000 AED	75,000 AED
HEAD OF ENGINEERING	40,000 AED	47,000 AED	50,000 AED
HEAD OF QA/TESTING	40,000 AED	46,000 AED	50,000 AED
SOFTWARE DEVELOPMENT DIRECTOR	40,000 AED	45,000 AED	48,000 AED
ENGINEERING MANAGER	35,000 AED	38,000 AED	42,000 AED
DEVOPS MANAGER	35,000 AED	37,000 AED	40,000 AED
SOFTWARE ARCHITECT	30,000 AED	32,500 AED	35,000 AED
LEAD QA/TEST ANALYST	25,000 AED	27,000 AED	30,000 AED
DEVOPS ENGINEER	25,000 AED	27,000 AED	30,000 AED
FULL STACK DEVELOPER	18,000 AED	22,000 AED	26,000 AED
FRONT END DEVELOPER/ENGINEER	15,000 AED	20,000 AED	25,000 AED
BACK END DEVELOPER/ENGINEER	15,000 AED	20,000 AED	25,000 AED
MOBILE APPLICATION DEVELOPER	15,000 AED	18,000 AED	22,000 AED
QA/TEST ANALYST	15,000 AED	18,000 AED	22,00 AED
UI/UX DEVELOPER	15,000 AED	18,000 AED	22,,000 AED

CONSTRUCTION AND REAL ESTATE

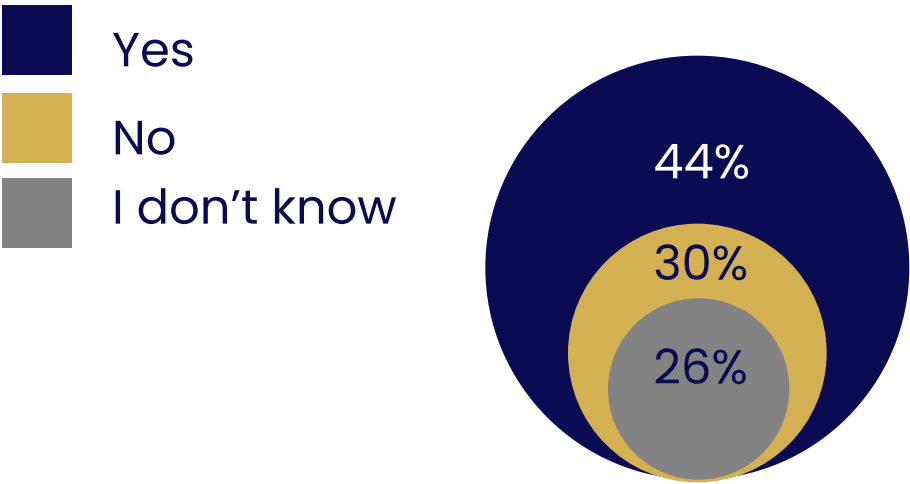
MARKET OVERVIEW

In 2024, the real estate and construction sector will likely witness the dynamic expansion with an estimated annual growth rate of 3% and 4.26% respectively. This highlights the continuous growth in the sector, which will surely contribute in the increase of opportunities for both employers and employees this year.

Last year, salary increases were in line with the market average, and this year's increases are expected to be comparable. Professionals having higher experience are in higher demand. According to a survey conducted by our researchers, opportunities for career growth are essential for attracting and retaining employees in the UAE. While the employers in this industry are among the most optimistic when it comes to the future of the economy and job prospects.

SURVEY RESULTS

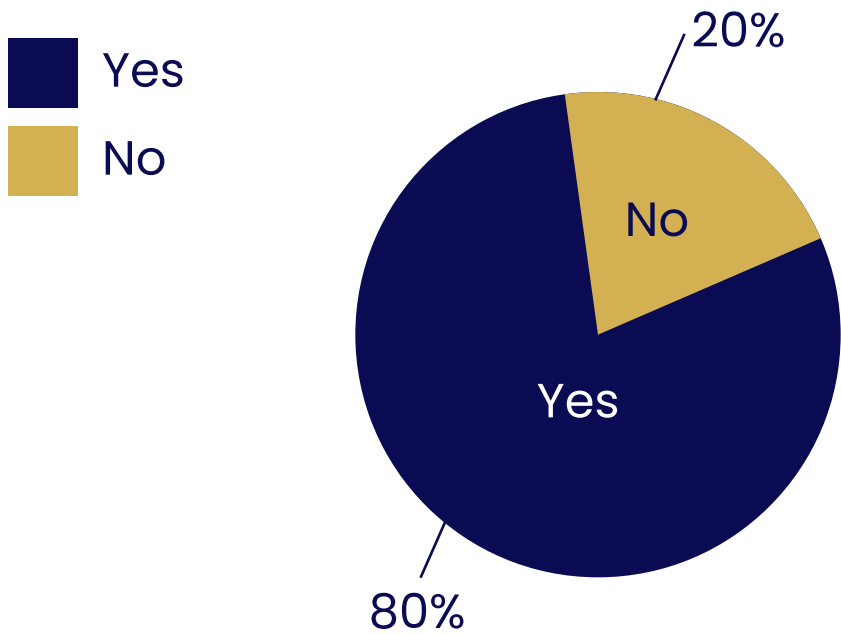
Are you happy with your organization and Work life balance?



When asked about the satisfaction of the employers with their business growth and development, 80% were happy and satisfied while only a few were concerned and plan to enhance their business next year.

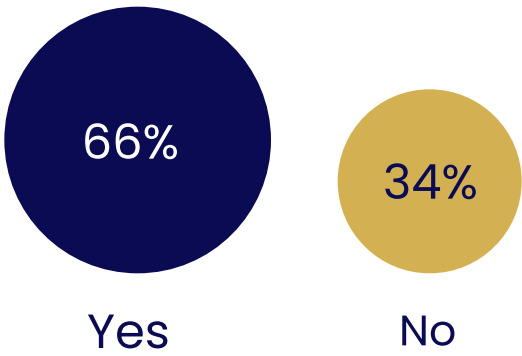
When asked about the work life balance at the organization 44% of the respondents were satisfied with the work life balance while 30% were not satisfied at the moment.

Are you satisfied with your business growth this year?

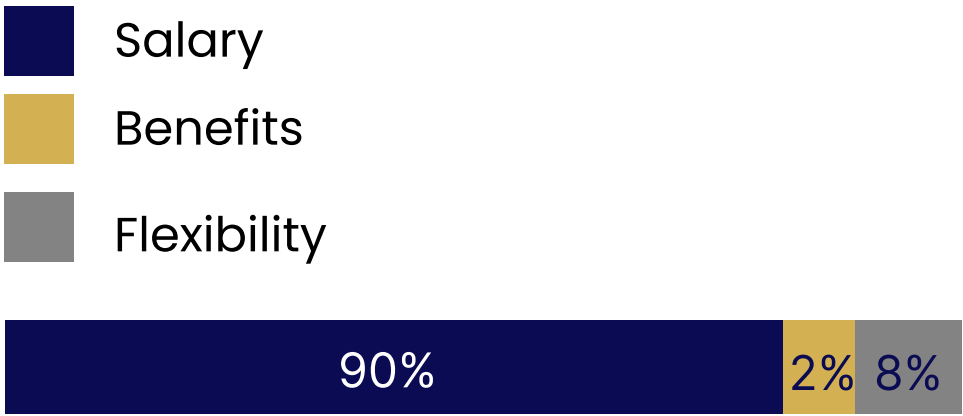


Responding to the question of new skills development, 66% of the employers had taken initiatives to develop new demanding skills at their organizations. While 34% planned to take steps this year for skills enhancement.

Do you plan to add new skills to your skill set?



What major factor convinces you to shift an organisation?



When asked about one of the most inspiring factors to attract top new talent, 90% of the employers said that salary was the one. While 8% of the respondents preferred flexibility. Only a few went with the perks.

SALARY BENCHMARKING

The salaries displayed are the fixed monthly wage package in Arab Emirates Dirhams (AED) for all the positions. The salaries range from the lowest to the highest, with an average mid-range. The data is derived from responses to salary surveys and all of our placements in the UAE over the previous year, along with projections for the upcoming year. The candidate's experience, industry, firm size, and location influence the salary. The market exchange rate has converted salaries into currencies other than AED.

CONSTRUCTION AND REAL ESTATE

ROLES	MIN	MID	MAX
COMMERCIAL DIRECTOR	50,000 AED	65,000 AED	70,000 AED
CONSTRUCTION DIRECTOR	55,000 AED	60,000 AED	65,000 AED
DEVELOPMENT DIRECTOR	65,000 AED	72,000 AED	75,000 AED
SENIOR DIRECTOR	90,000 AED	95,000 AED	1,00,000 AED
URBAN PLANNING DIRECTOR	70,000 AED	75,000 AED	80,000 AED
ARCHITECTURE DIRECTOR	70,000 AED	75,000 AED	80,000 AED
PROJECT DIRECTOR	40,000 AED	55,000 AED	60,000 AED
HSE DIRECTOR	45,000 AED	56,000 AED	60,000 AED
LEASING DIRECTOR	50,000 AED	55,000 AED	60,000 AED
FACILITIES DIRECTOR	45,000 AED	56,000 AED	60,000 AED
SENIOR PROJECT MANAGER	40,000 AED	50,000 AED	55,000 AED
COMMERCIAL MANAGER	30,000 AED	38,000 AED	45,000 AED
CONTRACTS MANAGER	40,000 AED	46,000 AED	52,000 AED
PROJECT MANAGER	35,000 AED	42,000 AED	48,000 AED
SENIOR HSEQ MANAGER	35,000 AED	40,000 AED	45,000 AED
CONSTRUCTION MANAGER	25,000 AED	33,000 AED	40,000 AED

ROLES	MIN	MID	MAX
FACILITIES MANAGER	25,000 AED	38,000 AED	43,000 AED
LEASING MANAGER	20,000 AED	30,000 AED	35,000 AED
OPERATIONS MANAGER	40,000 AED	48,000 AED	52,000 AED
PROPERTY MANAGER	20,000 AED	33,000 AED	45,000 AED
QUALITY MANAGER (QA/QC)	20,000 AED	30,000 AED	40,000 AED
MAINTENANCE MANAGER	20,000 AED	30,000 AED	40,000 AED
HSE MANAGER	18,000 AED	29,000 AED	40,000 AED
COMMUNITY MANAGER	18,000 AED	29,000 AED	40,000 AED
OWNERS ASSOCIATIONS MANAGER	19,000 AED	28,000 AED	38,000 AED
VALUATIONS MANAGER	20,000 AED	25,000 AED	30,000 AED
SENIOR QUANTITY SURVEYOR	25,000 AED	32,500 AED	40,000 AED
QUANTITY SURVEYOR	10,000 AED	13,000 AED	16,000 AED
SENIOR ARCHITECT	25,000 AED	30,000 AED	35,000 AED
PROJECT ARCHITECT	20,000 AED	25,000 AED	30,000 AED
SENIOR INTERIOR DESIGNER	15,000 AED	22,500 AED	30,000 AED
INTERIOR DESIGNER	11,000 AED	16,500 AED	20,000 AED

HUMAN RESOURCE

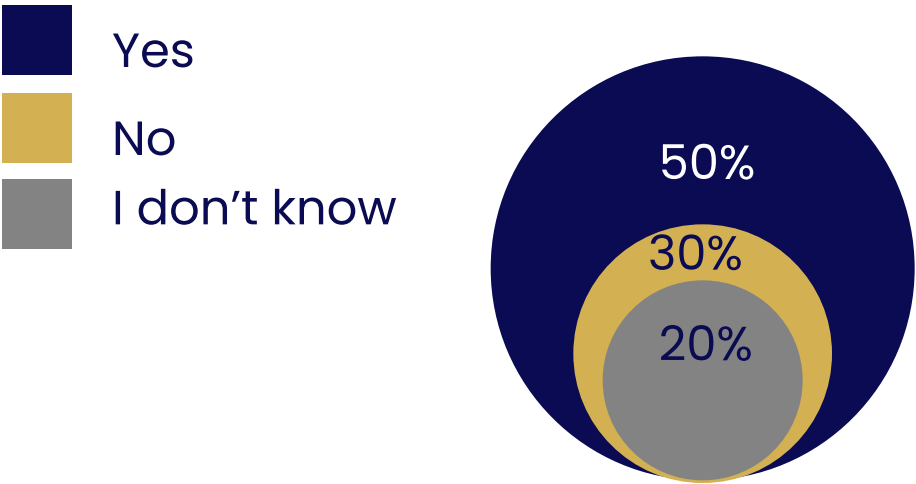
MARKET OVERVIEW

The UAE market is transforming rapidly due to changing consumer preferences, rising inflation, and artificial intelligence. Significant improvements are being made to human resources (HR) to stay up with these complexities. HR's 2024 approach calls for realigning objectives, putting internal customers first, and modernizing workflows to increase efficiency. HR software will offer the instruments to implement these adjustments, encouraging better output and outcomes.

Organizations in the United Arab Emirates are placing a greater emphasis on the personal development of their employees. Businesses can create a dynamic work environment, increase productivity, and accomplish organizational goals by adjusting to new HR trends. To position businesses in the UAE for long-term success, they must acknowledge their staff as significant assets.

SURVEY RESULTS

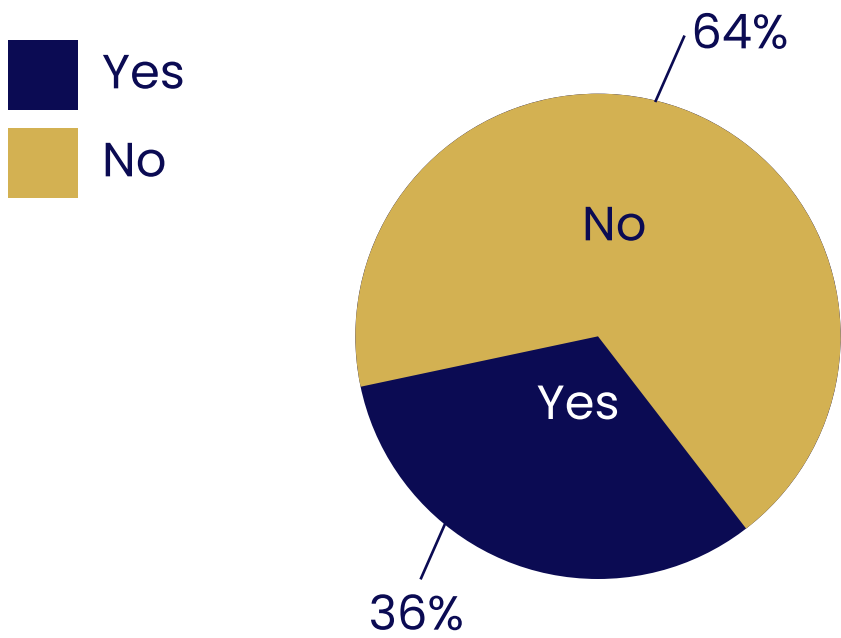
Are you happy with your organization and Work life balance?



When asked about the satisfaction of the employers with their business growth and development, 36% were happy and satisfied while only a few were concerned and plan to enhance their business next year.

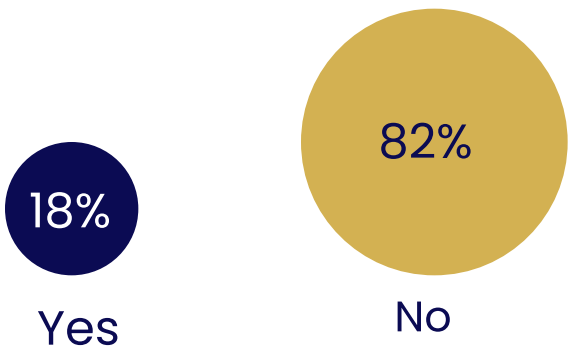
When asked about the work life balance at the organization 50% of the respondents were satisfied with the work life balance while 30% were not satisfied at the moment.

Are you satisfied with your business growth this year?

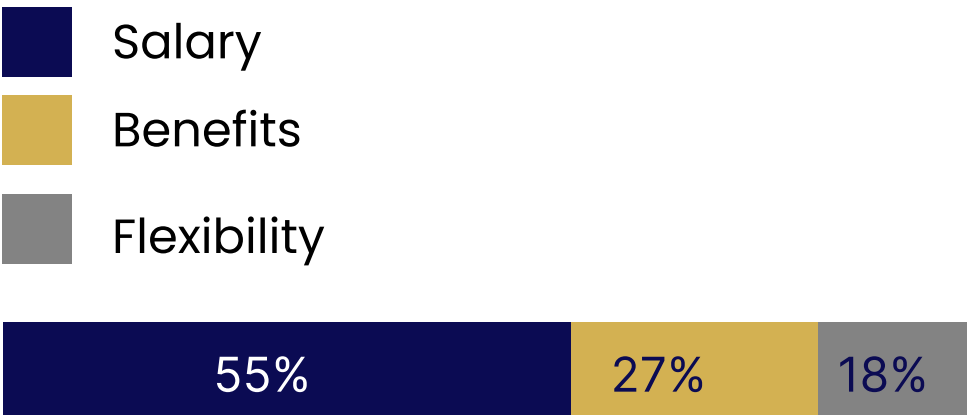


Do you plan to add new skills to your skill set?

Responding to the question of new skills development, 18% of the employers had taken initiatives to develop new demanding skills at their organizations. While 82% planned to take steps this year for skills enhancement.



What major factor convinces you to shift an organisation?



When asked about one of the most inspiring factors to attract top new talent, 55% of the employers said that salary was the one. While 27% of the respondents preferred benefits. Only a few went with the flexibility.

SALARY BENCHMARKING

The salaries displayed are the fixed monthly wage package in Arab Emirates Dirhams (AED) for all the positions. The salaries range from the lowest to the highest, with an average mid-range. The data is derived from responses to salary surveys and all of our placements in the UAE over the previous year, along with projections for the upcoming year. The candidate's experience, industry, firm size, and location influence the salary. The market exchange rate has converted salaries into currencies other than AED.

HUMAN RESOURCE

ROLES	MIN	MID	MAX
HRO	80,000 AED	1,20,000 AED	1,30,000 AED
HEAD OF HR	60,000 AED	65,000 AED	75,000 AED
HR DIRECTOR	50,000 AED	60,000 AED	65,000 AED
SENIOR HR MANAGER	35,000 AED	40,000 AED	45,000 AED
HR MANAGER	33,000 AED	39,000 AED	45,000 AED
ASSISTANT HR MANAGER	20,000 AED	28,000 AED	35,000 AED
SENIOR HRBP	40,000 AED	45,000 AED	50,000 AED
HR-BUSINESS PARTNER	25,000 AED	27,500 AED	30,000 AED
HR GENERALIST	20,000 AED	22,500 AED	25,000 AED
HR ANALYST	10,000 AED	14,000 AED	18,000 AED
HR ADMIN	6,500 AED	9,500 AED	12,000 AED
RECRUITMENT MANAGER	30,000 AED	35,000 AED	40,000 AED
RECRUITMENT SPECIALIST	18,000 AED	23,000 AED	28,000 AED
EMIRITIZATION MANAGER	35,000 AED	44,000 AED	55,000 AED
COMPENSATION & BENEFITS DIRECTOR	35,000 AED	40,000 AED	45,000 AED
COMPENSATION & BENEFITS MANAGER	22,000 AED	25,000 AED	28,000 AED

ROLES	MIN	MID	MAX
TRAINING & DEVELOPMENT DIRECTOR	50,000 AED	56,000 AED	60,000 AED
TRAINING & DEVELOPMENT MANAGER	60,000 AED	60,000 AED	75,000 AED
TALENT ACQUISITION MANAGER	30,000 AED	35,000 AED	40,000 AED
TRAINER	18,000 AED	22,500 AED	25,000 AED
ORGANIZATIONAL DEVELOPMENT MANAGER	30,000 AED	35,000 AED	40,000 AED

LEGAL

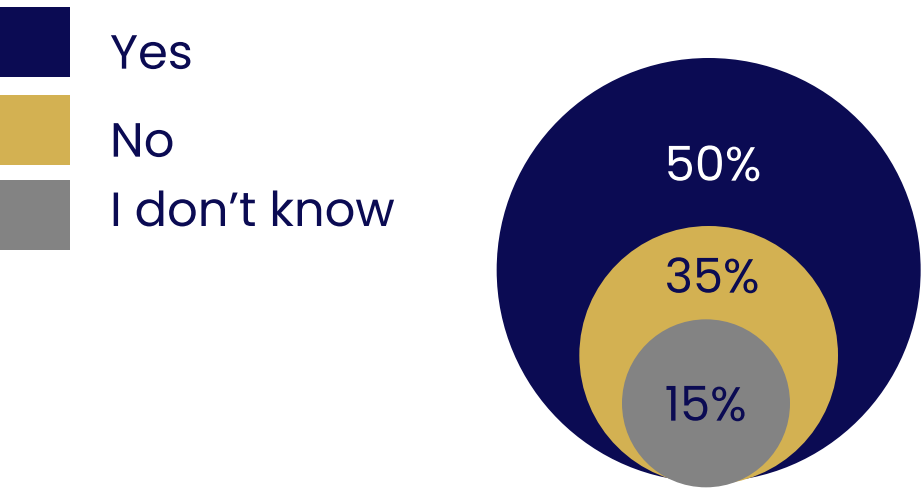
MARKET OVERVIEW

The United Arab Emirates (UAE) is undergoing major economic and legal reforms. The legal industry has developed, ultimately making it a hub for legal experts. The diverse atmosphere in the UAE is significantly attractive to recruiters in corporate law, real estate law, and Islamic finance. The UAE is a lucrative destination for legal talent because of the booming job sector, which raises salaries and perks.

There is a steady and stable talent pool since the UAE appeals to many legal professionals as a place to work and reside. Nonetheless, staff are starting the year carefully as higher attrition rates are planned for the upcoming year.

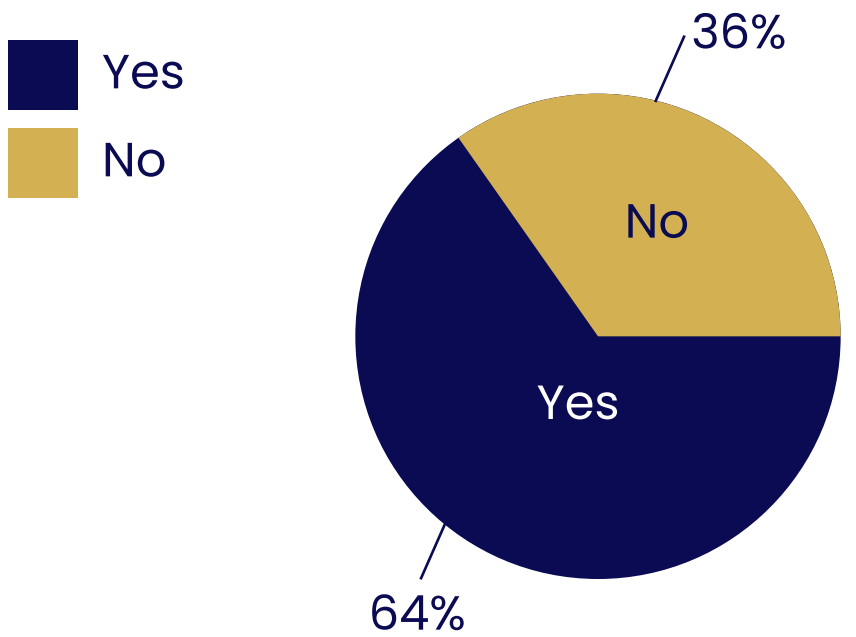
SURVEY RESULTS

Are you happy with your organization and Work life balance?



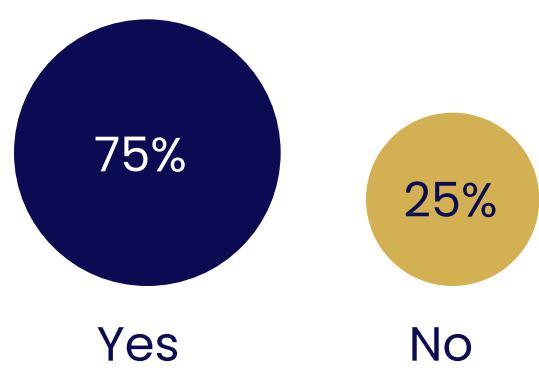
When asked about the work life balance at the organization 50% of the respondents were satisfied with the work life balance while 35% were not satisfied at the moment.

Are you satisfied with your business growth this year?



When asked about the satisfaction of the employers with their business growth and development, 64% were happy and satisfied while only a few were concerned and plan to enhance their business next year.

Do you plan to add new skills to your skill set?



Responding to the question of new skills development, 75% of the employers had taken initiatives to develop new demanding skills at their organizations. While 25% planned to take steps this year for skills enhancement.

When asked about one of the most inspiring factors to attract top new talent, 60% of the employers said that salary was the one. While 22% of the respondents preferred benefits. Only a few went with the flexibility.

What major factor convinces you to shift an organisation?



SALARY BENCHMARKING

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LEGAL

ROLES	MIN	MID	MAX
CHIEF LEGAL OFFICER	1,00,000 AED	1,28,000 AED	1,35,000 AED
GENERAL COUNSEL	85,000 AED	1,15,000 AED	1,25,000 AED
SENIOR LEGAL COUNSEL	50,000 AED	72,000 AED	80,000 AED
JUNIOR COUNSEL	25,000 AED	32,000 AED	38,000 AED
LEGAL COUNSEL	30,000 AED	45,000 AED	50,000 AED
SENIOR ASSOCIATE	50,000 AED	60,000 AED	65,000 AED
ASSOCIATE	25,000 AED	38,000 AED	50,000 AED
NQ	20,000 AED	30,000 AED	40,000 AED
PARALEGAL	12,000 AED	15,000 AED	22,000 AED
LEGAL SECRATERY	15,000 AED	21,500 AED	28,000 AED
PARTNER	60,000 AED	70,000 AED	80,000 AED
HEAD OF COMPLIANCE	60,000 AED	80,000 AED	85,000 AED
COMPLIANCE MANAGER	30,000 AED	48,000 AED	55,000 AED

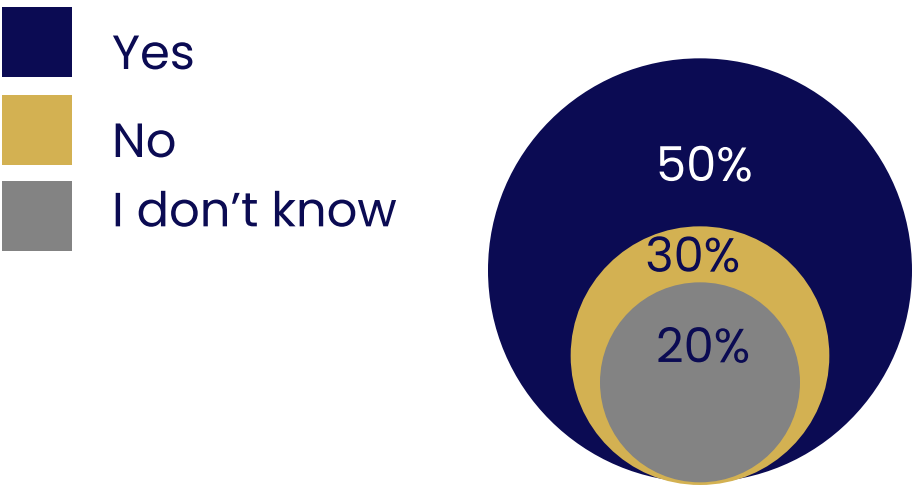
PROCUREMENT AND SUPPLY CHAIN

MARKET OVERVIEW

One of the main drivers of the UAE supply chain market is the growing e-commerce industry and the rise in international trade operations. In addition, the market expansion is being supported by the increasing expenditures made by governmental entities in modernizing the current seaports, distribution hubs, free zones, freight terminals, etc. Furthermore, another essential element driving expansion is the establishment of several ports around as centers due to their advantageous location between Asia and Europe.

SURVEY RESULTS

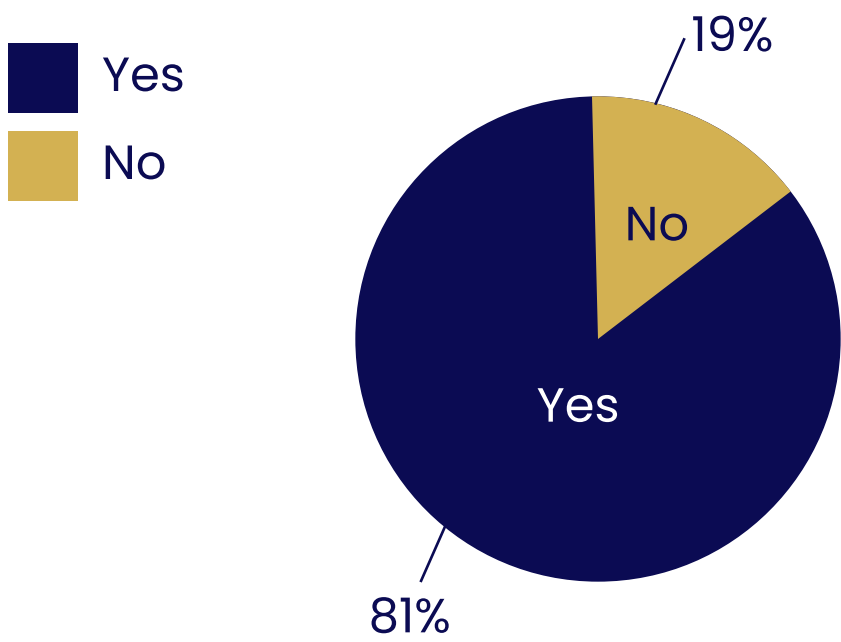
Are you happy with your organization and Work life balance?



When asked about the work life balance at the organization 50% of the respondents were satisfied with the work life balance while 30% were not satisfied at the moment.

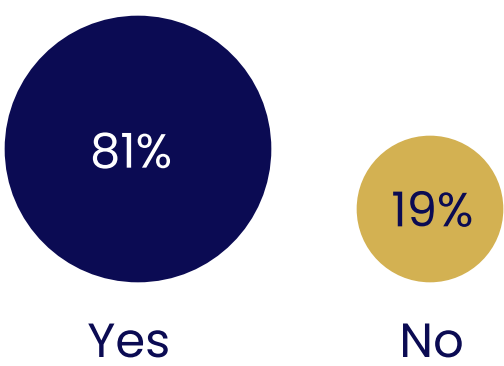
When asked about the satisfaction of the employers with their business growth and development, 81% were happy and satisfied while only a few were concerned and plan to enhance their business next year.

Are you satisfied with your business growth this year?

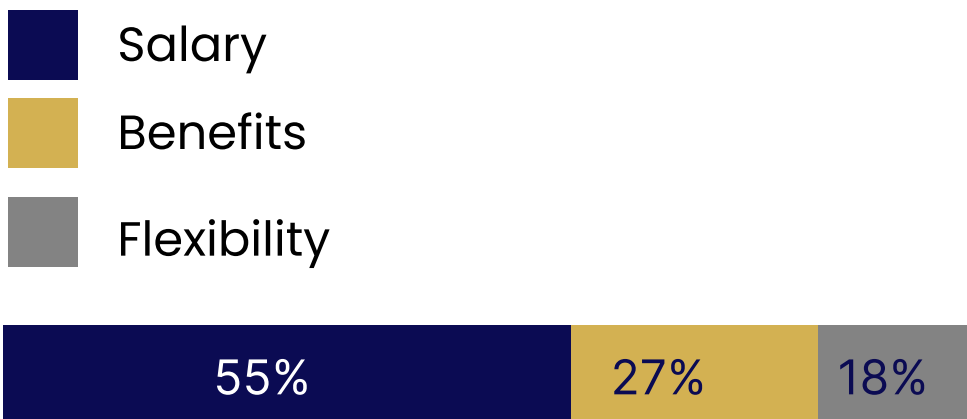


Do you plan to add new skills to your skill set?

Responding to the question of new skills development, 81% of the employers had taken initiatives to develop new demanding skills at their organizations. While 19% planned to take steps this year for skills enhancement.



What major factor convinces you to shift an organisation?



When asked about one of the most inspiring factors to attract top new talent, 55% of the employers said that salary was the one. While 27% of the respondents preferred benefits. Only a few went with the flexibility.

SALARY BENCHMARKING

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PROCUREMENT AND SUPPLY CHAIN

ROLES	MIN	MID	MAX
PROCUREMENT DIRECTOR	40,000 AED	50,000 AED	55,000 AED
HEAD OF PROCUREMENT	40,000 AED	45,000 AED	50,000 AED
PROCUREMENT MANAGER	25,000 AED	30,000 AED	35,000 AED
CONTRACTS & PROCUREMENT MANAGER	25,000 AED	33,000 AED	40,000 AED
SUPPLY CHAIN DIRECTOR	45,000 AED	55,000 AED	65,000 AED
HEAD OF SUPPLY CHAIN	40,000 AED	45,000 AED	50,000 AED
SUPPLY CHAIN MANAGER	20,000 AED	30,000 AED	40,000 AED
LOGISTICS DIRECTOR	40,000 AED	48,000 AED	55,000 AED
HEAD OF LOGISTICS	35,000 AED	40,000 AED	45,000 AED
LOGISTICS MANAGER	20,000 AED	27,500 AED	35,000 AED
STRATEGIC SOURCING MANAGER	25,000 AED	30,000 AED	35,000 AED
CATEGORY MANAGER	22,000 AED	25,000 AED	28,000 AED
WAREHOUSE MANAGER	20,000 AED	27,000 AED	30,000 AED

SALES AND MARKETING

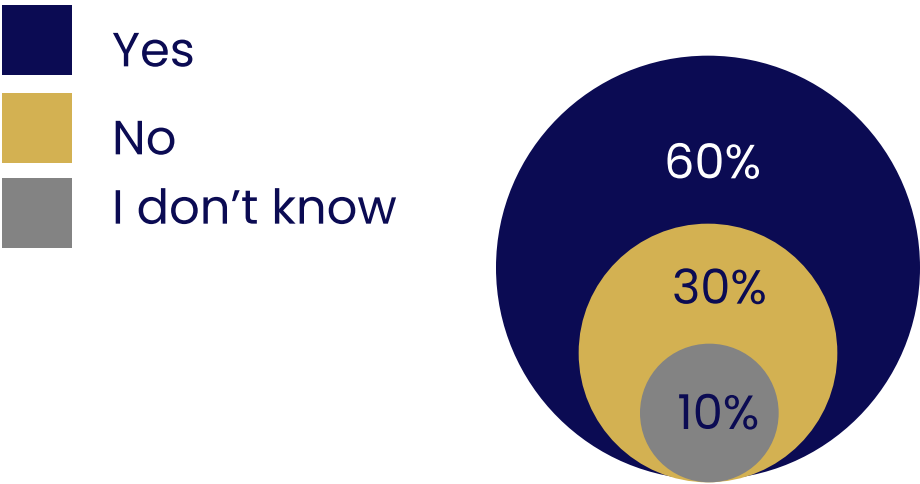
MARKET OVERVIEW

The United Arab Emirates (UAE) retail sector is expected to experience growth and increased spending, driven by favourable demographics, improving macroeconomic factors, and tourism revival. The UAE's sales sector is leading compared to the rest of the GCC. The UAE's push for economic diversification contributes to this positive outlook.

In the UAE, businesses increasingly invest in marketing to reach their target audiences. Social media platforms are being used to connect with customers, while influencer marketing helps build trust. Marketing is significant for attracting potential customers, while digital marketing is gaining popularity. Businesses also need to track campaign performance and make necessary adjustments. By focusing on these trends, companies can stay ahead in the marketing landscape in the UAE.

SURVEY RESULTS

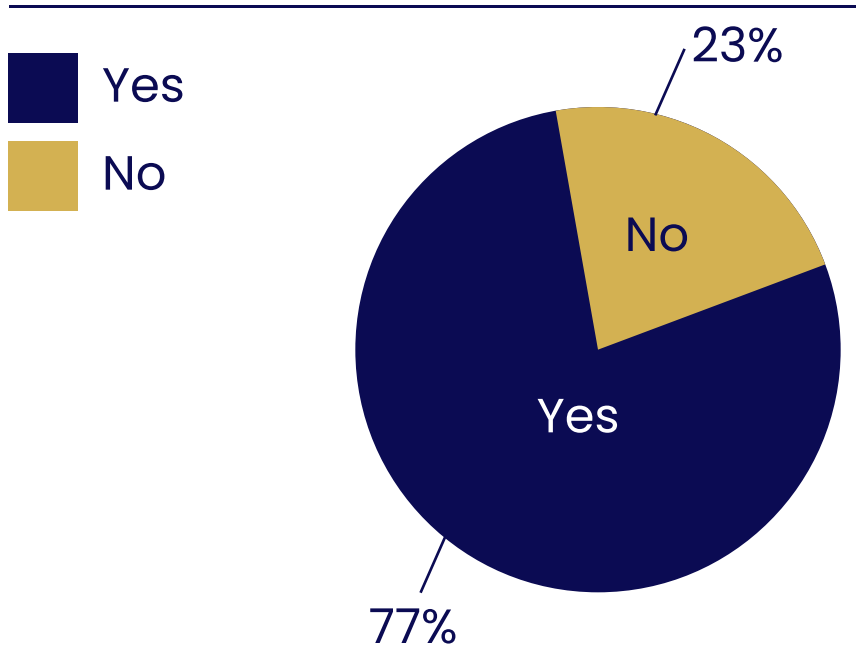
Are you happy with your organization and Work life balance?



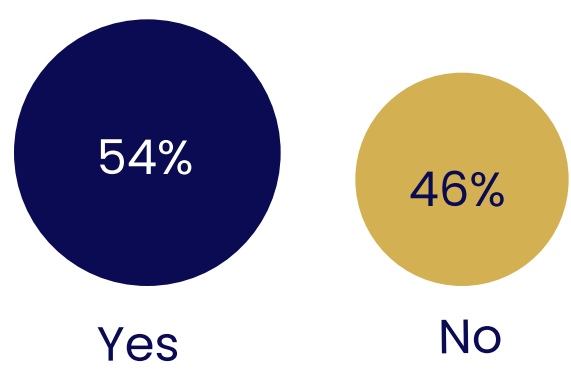
When asked about the work life balance at the organization 60% of the respondents were satisfied with the work life balance while 30% were not satisfied at the moment.

When asked about the satisfaction of the employers with their business growth and development, 77% were happy and satisfied while only a few were concerned and plan to enhance their business next year.

Are you satisfied with your business growth this year?



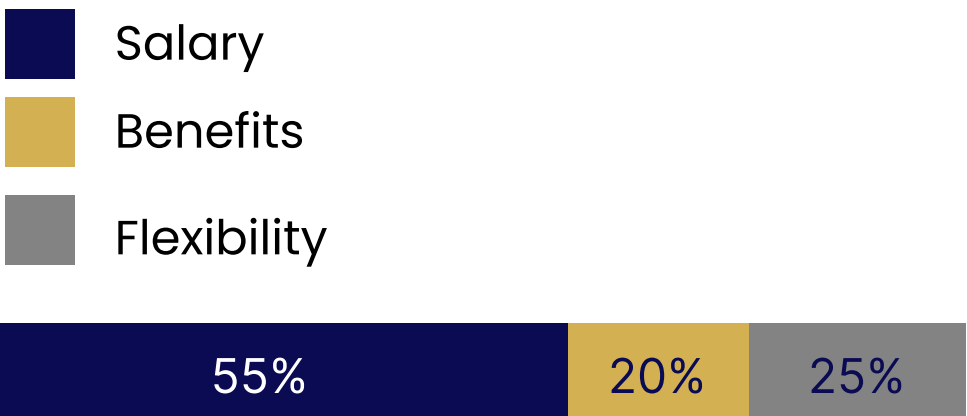
Do you plan to add new skills to your skill set?



Responding to the question of new skills development, 54% of the employers had taken initiatives to develop new demanding skills at their organizations. While 46% planned to take steps this year for skills enhancement.

When asked about one of the most inspiring factors to attract top new talent, 55% of the employers said that salary was the one. While 25% of the respondents preferred flexibility. Only a few went with the perks.

What major factor convinces you to shift an organisation?



SALARY BENCHMARKING

The salaries displayed are the fixed monthly wage package in Arab Emirates Dirhams (AED) for all the positions. The salaries range from the lowest to the highest, with an average mid-range. The data is derived from responses to salary surveys and all of our placements in the UAE over the previous year, along with projections for the upcoming year. The candidate's experience, industry, firm size, and location influence the salary. The market exchange rate has converted salaries into currencies other than AED.

SALES AND MARKETING

SALES

ROLES	MIN	MID	MAX
SALES VICE PRESIDENT	50,000 AED	65,000 AED	70,000 AED
SALES DIRECTOR	30,000 AED	45,000 AED	50,000 AED
SALES MANAGER	15,000 AED	25,000 AED	30,000 AED
SALES EXECUTIVE	8,000 AED	11,000 AED	14,000 AED
BUSINESS DEVELOPMENT DIRECTOR	30,000 AED	44,000 AED	50,000 AED
BUSINESS DEVELOPMENT MANAGER	15,000 AED	22,500 AED	28,000 AED
BUSINESS DEVELOPMENT EXECUTIVE	12,000 AED	14,000 AED	16,000 AED
ACCOUNTS MANAGER	15,000 AED	23,000 AED	28,000 AED

MARKETING

CMO	80,000 AED	1,20,000 AED	1,30,000 AED
MARKETING DIRECTOR	50,000 AED	75,000 AED	1,00,000 AED
MARKETING HEAD	50,000 AED	55,000 AED	60,000 AED
SENIOR MARKETING MANAGER	45,000 AED	48,000 AED	50,000 AED
MARKETING MANAGER	35,000 AED	40,000 AED	45,000 AED
SENIOR MARKETING EXECUTIVE	25,000 AED	28,000 AED	30,000 AED
MARKETING EXECUTIVE	15,000 AED	18,000 AED	20,000 AED
TRADE MARKETING MANAGER	18,000 AED	22,000 AED	25,000 AED
BRAND MANAGER	18,000 AED	24,000 AED	30,000 AED
MARKETING ASSISTANT	13,000 AED	14,000 AED	15,000 AED
CATEGORY MANAGER	28,000 AED	32,000 AED	36,000 AED

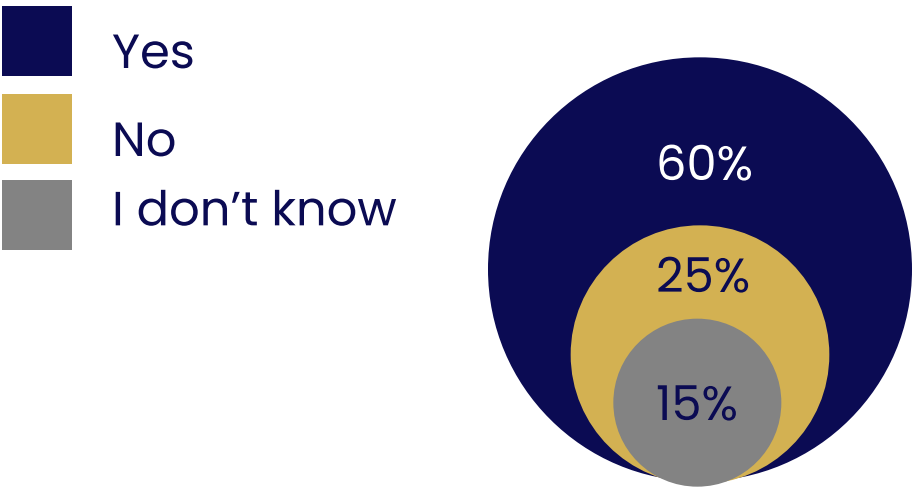
FACILITY MANAGEMENT

MARKET OVERVIEW

The Facility Management Market is expected to emerge during period of 2024-28 in UAE. The market expansion is driven by the booming tourism and building & construction industries. The UAE's popular tourist destinations, such as modern skyscrapers and rich culture, drive the demand for outsourced FM services. The rising number of smart city and green building projects and the flourishing ecommerce sector also contribute to the demand for facility management services. FM service providers are expanding their reach and integrating advanced technologies like artificial intelligence, robotics, and infrared/thermal scanning into their service offerings, creating new directions for the UAE Outsourced Facility Management Market.

SURVEY RESULTS

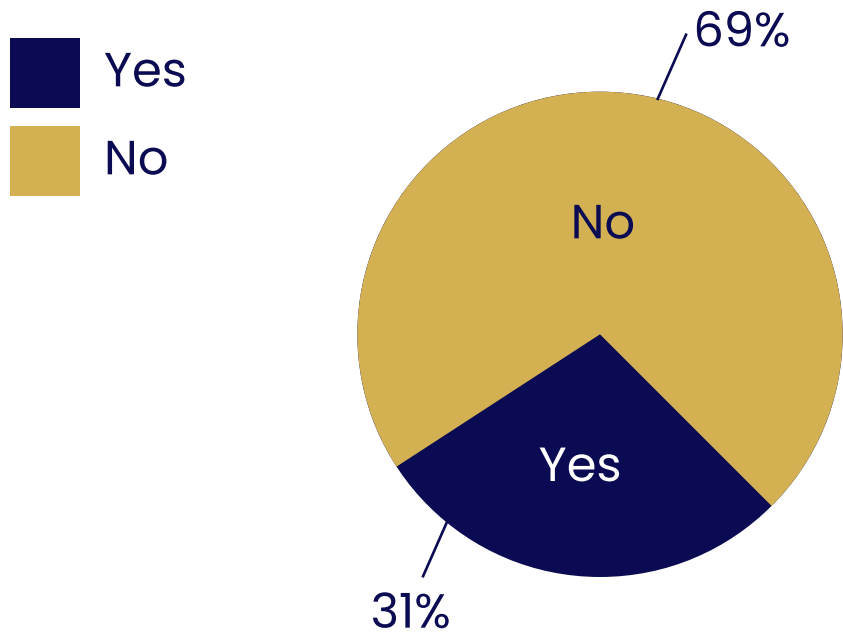
Are you happy with your organization and Work life balance?



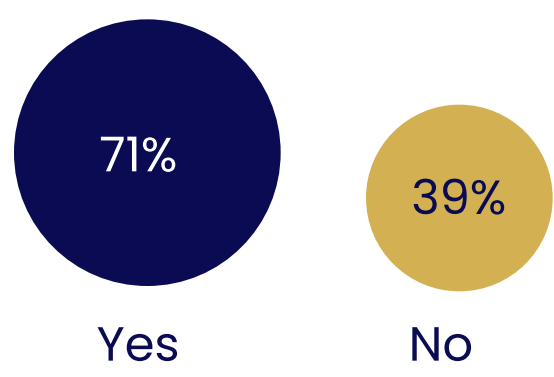
When asked about the work life balance at the organization 60% of the respondents were satisfied with the work life balance while 25% were not satisfied at the moment.

When asked about the satisfaction of the employers with their business growth and development, 31% were happy and satisfied while only a few were concerned and plan to enhance their business next year.

Are you satisfied with your business growth this year?



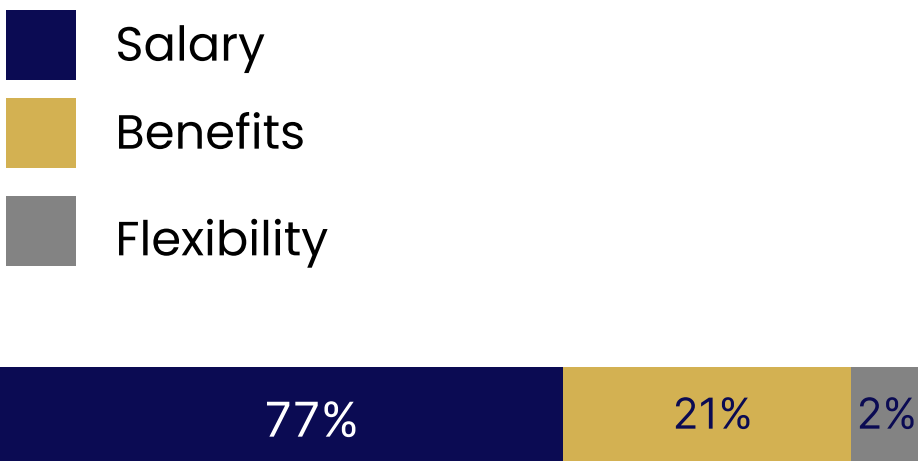
Do you plan to add new skills to your skill set?



Responding to the question of new skills development, 71% of the employers had taken initiatives to develop new demanding skills at their organizations. While 39% planned to take steps this year for skills enhancement.

When asked about one of the most inspiring factors to attract top new talent, 77% of the employers said that salary was the one. While 21% of the respondents preferred benefits. Only a few went with the flexibility.

What major factor convinces you to shift an organisation?



SALARY BENCHMARKING

The salaries displayed are the fixed monthly wage package in Arab Emirates Dirhams (AED) for all the positions. The salaries range from the lowest to the highest, with an average mid-range. The data is derived from responses to salary surveys and all of our placements in the UAE over the previous year, along with projections for the upcoming year. The candidate's experience, industry, firm size, and location influence the salary. The market exchange rate has converted salaries into currencies other than AED.

FACILITY MANAGEMENT

ROLES	MIN	MID	MAX
ELECTRICAL ENGINEER	4,000 AED	7,500 AED	11,000 AED
MECHANICAL ENGINEER	5,000 AED	10,000 AED	15,000 AED
MEP SUPERVISOR	3,000 AED	5,500 AED	8,000 AED
MEP ENGINEER	5,000 AED	10,000 AED	15,000 AED
MANAGER MEP	10,000 AED	16,500 AED	23,000 AED
SENIOR MANAGER MEP	15,000 AED	35,000 AED	45,000 AED
EXECUTIVE DIRECTOR MEP	20,000 AED	55,000 AED	60,000 AED
SUPERVISOR SOFT SERVICES	7,000 AED	12,000 AED	18,000 AED
MANAGER SOFT SKILLS	3,500 AED	5,500 AED	8,000 AED
SENIOR MANAGER SKILLS	4,500 AED	6,500 AED	9,000 AED
EXECUTIVE DIRECTOR SOFT SERVICES	35,000 AED	85,000 AED	90,000 AED
MANAGER WELFARE	20,000 AED	35,000 AED	45,000 AED
MANAGER ACCOMODATION AND STAFFING	4,000 AED	7,000 AED	10,000 AED
MANAGER HV/AC	2,500 AED	2,700 AED	3,000 AED

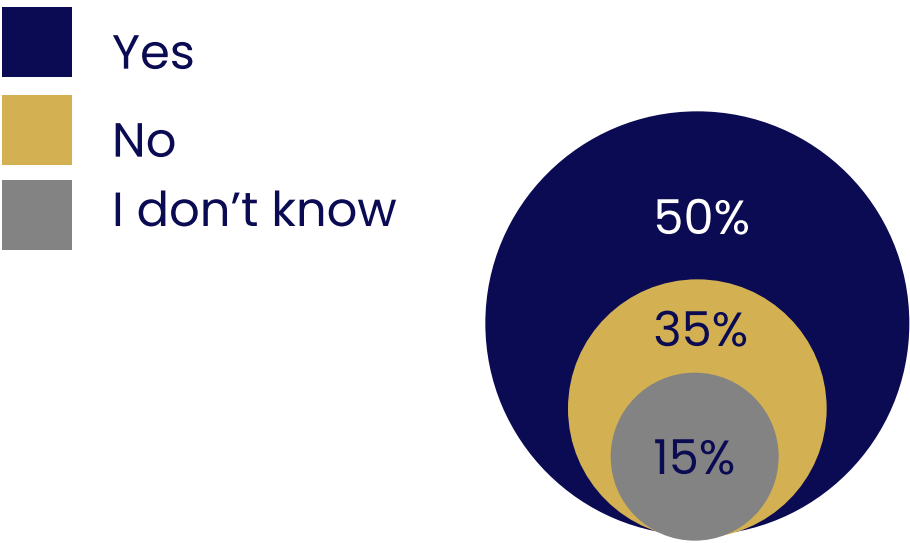
CREATIVE AND DIGITAL

MARKET OVERVIEW

The UAE has seen a significant shift in its digital marketing landscape over the past decade, providing businesses with a solid platform to interact with their target market. This has led to increased client involvement and brand awareness. The UAE's high internet penetration rate and familiarity with technology have increased the demand of creative and digital industry. The expansion of e-commerce has also generated new opportunities for businesses to connect with customers conveniently utilizing the services of the creative and digital marketing experts. Businesses in the UAE have embraced this trend by creating user-friendly websites, optimizing their online storefronts, and deploying various digital marketing methods to increase overall traffic and conversions.

SURVEY RESULTS

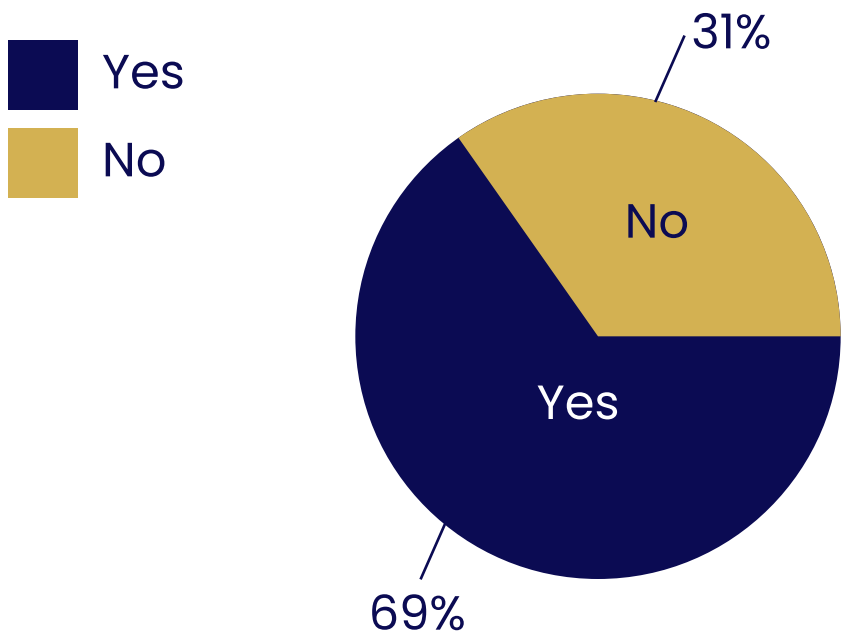
Are you happy with your organization and Work life balance?



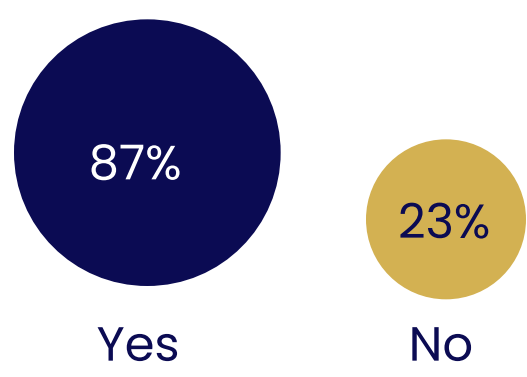
When asked about the satisfaction of the employers with their business growth and development, 69% were happy and satisfied while only a few were concerned and plan to enhance their business next year.

When asked about the work life balance at the organization 50% of the respondents were satisfied with the work life balance while 35% were not satisfied at the moment.

Are you satisfied with your business growth this year?



Do you plan to add new skills to your skill set?



Responding to the question of new skills development, 87% of the employers had taken initiatives to develop new demanding skills at their organizations. While 23% planned to take steps this year for skills enhancement.

When asked about one of the most inspiring factors to attract top new talent, 60% of the employers said that salary was the one. While 22% of the respondents preferred benefits. Only a few went with the flexibility.

What major factor convinces you to shift an organisation?

- Salary
- Benefits
- Flexibility



SALARY BENCHMARKING

The salaries displayed are the fixed monthly wage package in Arab Emirates Dirhams (AED) for all the positions. The salaries range from the lowest to the highest, with an average mid-range. The data is derived from responses to salary surveys and all of our placements in the UAE over the previous year, along with projections for the upcoming year. The candidate's experience, industry, firm size, and location influence the salary. The market exchange rate has converted salaries into currencies other than AED.

CREATIVE AND DIGITAL

ROLES	MIN	MID	MAX
CREATIVE HEAD	30,000 AED	35,000 AED	40,000 AED
CREATIVE ART DIRECTOR	25,000 AED	28,000 AED	32,000 AED
GRAPHIC DESIGNER	10,000 AED	15,000 AED	20,000 AED
JUNIOR GRAPHIC DESIGNER	7,000 AED	8,500 AED	10,000 AED
3D DESIGNER	15,000 AED	13,000 AED	18,000 AED
DIGITAL MARKETING DIRECTOR	58,000 AED	63,000 AED	65,000 AED
DIGITAL MARKETING HEAD	45,000 AED	50,000 AED	55,000 AED
SENIOR DIGITAL MARKETING MANAGER	38,000 AED	41,000 AED	43,000 AED
DIGITAL MAREKTING MANAGER	32,000 AED	34,000 AED	36,000 AED
DIGITAL STRATEGIST	32,000 AED	35,000 AED	38,000 AED
DIGITAL PROJECT MANAGER	30,000 AED	32,000 AED	35,000 AED
SOCIAL MEDIA MANAGER	29,000 AED	31,000 AED	33,000 AED
CUSTOMER SERVICES SPECIALIST	20,000 AED	22,000 AED	25,000 AED

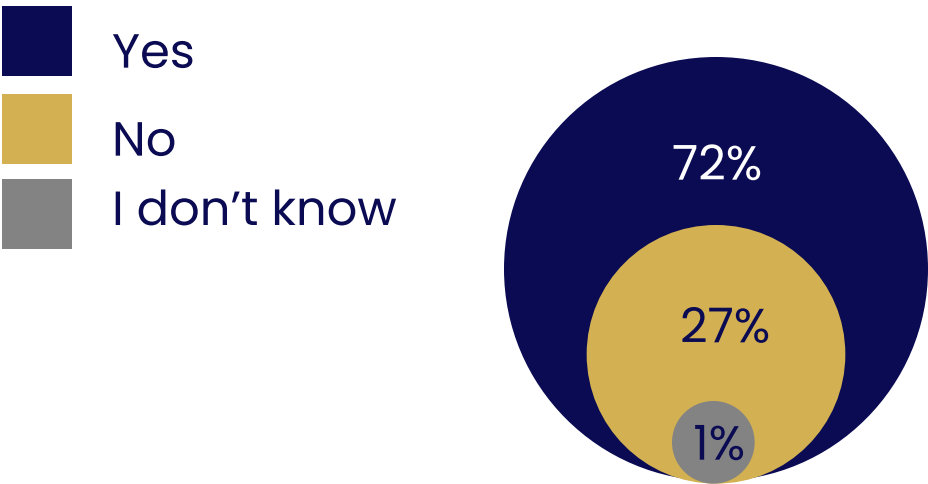
ADMIN AND OFFICE SUPPORT

MARKET OVERVIEW

As the building blocks of any organization, the administration and office support sector hold vital significance and need to be empowered to keep the functions of any business running smoothly. The UAE being a business hub in the Middle East, recognizes the importance of a well-functioning administration and office support sector. And businesses are investing heavily in the industry to ensure they have competent professionals. This is why the best resources in the sector are always in high demand, and the salary trends are also increasing notably.

SURVEY RESULTS

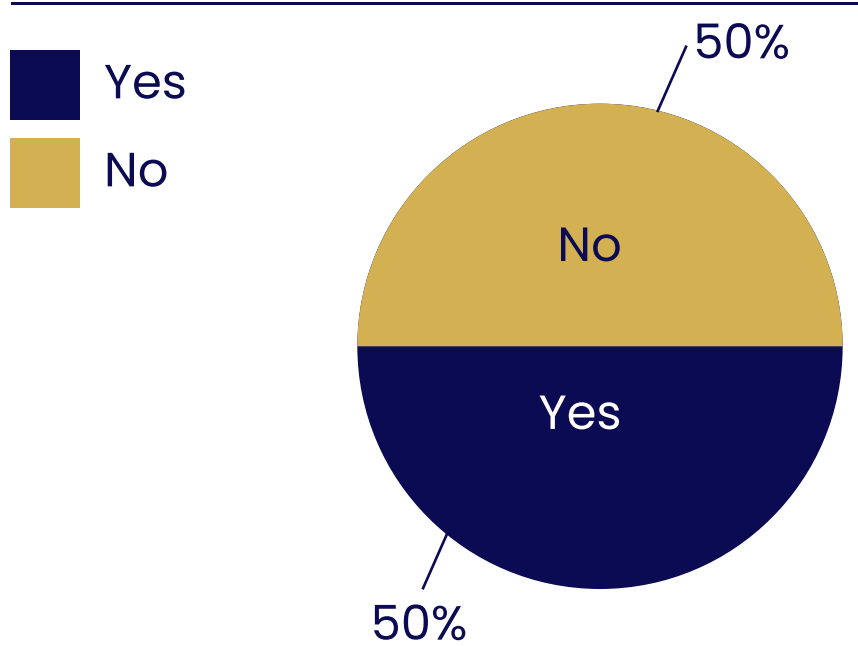
Are you happy with your organization and Work life balance?



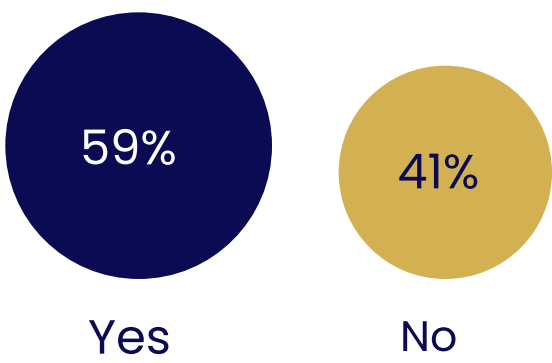
When asked about the work life balance at the organization 72% of the respondents were satisfied with the work life balance while 27% were not satisfied at the moment.

When asked about the satisfaction of the employers with their business growth and development, 50% were happy and satisfied while only a few were concerned and plan to enhance their business next year.

Are you satisfied with your business growth this year?



Do you plan to add new skills to your skill set?



Responding to the question of new skills development, 59% of the employers had taken initiatives to develop new demanding skills at their organizations. While 41% planned to take steps this year for skills enhancement.

What major factor convinces you to shift an organisation?

- Salary
- Benefits
- Flexibility



When asked about one of the most inspiring factors to attract top new talent, 83% of the employers said that salary was the one. While 16% of the respondents preferred benefits. Only a few went with the flexibility.

SALARY BENCHMARKING

The salaries displayed are the fixed monthly wage package in Arab Emirates Dirhams (AED) for all the positions. The salaries range from the lowest to the highest, with an average mid-range. The data is derived from responses to salary surveys and all of our placements in the UAE over the previous year, along with projections for the upcoming year. The candidate's experience, industry, firm size, and location influence the salary. The market exchange rate has converted salaries into currencies other than AED.

ADMIN AND OFFICE SUPPORT

ROLES	MIN	MID	MAX
EXECUTIVE ASSISTANT (5+ EXP.)	25,000 AED	32,000 AED	38,000 AED
EXECUTIVE ASSISTANT (1-5 EXP.)	15,000 AED	17,000 AED	18,000 AED
OFFICE MANAGER (5+ EXP.)	24,000 AED	27,000 AED	30,000 AED
OFFICE MANAGER (1-5 EXP.)	19,000 AED	21,000 AED	22,000 AED
PERSONAL ASSISTANT (5+ EXP.)	20,000 AED	22,000 AED	25,000 AED
PERSONAL ASSISTANT (1-5 EXP.)	16,000 AED	17,500 AED	19,000 AED
PRIVATE PERSONAL ASSISTANT	20,000 AED	23,000 AED	25,000 AED
LEGAL SECRATERY	18,000 AED	20,000 AED	22,000 AED
TEAM ASSISTANT	11,000 AED	13,000 AED	15,000 AED
RECEPTIONIST	9,000 AED	10,500 AED	12,000 AED
ADMINISTRATOR	8,000 AED	9,000 AED	10,000 AED

HOSPITALITY AND TOURISM

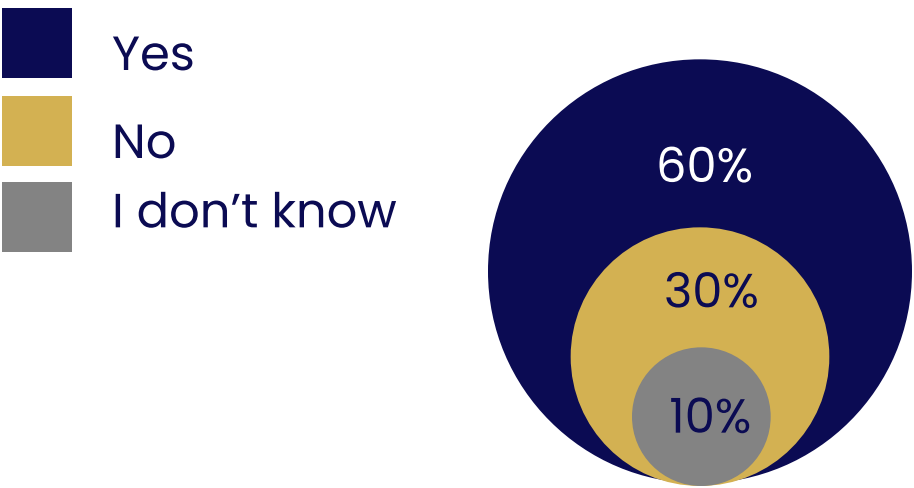
MARKET OVERVIEW

The UAE, because of its strategic location and favourable policies, has become the connectivity hub for the world, due to which the hospitality and tourism industry is considered the second-highest source of income for the UAE after oil, making it a significant contributor to its economy. It is also regarded as the richest in the world, highlighting how big this industry is, which makes it lucrative for professionals in the sector from around the globe.

Analyzing the booming economy despite all the challenges, it is clear that the hospitality and tourism industry is also set to increase its global share this year, showing continuous demand for talent.

SURVEY RESULTS

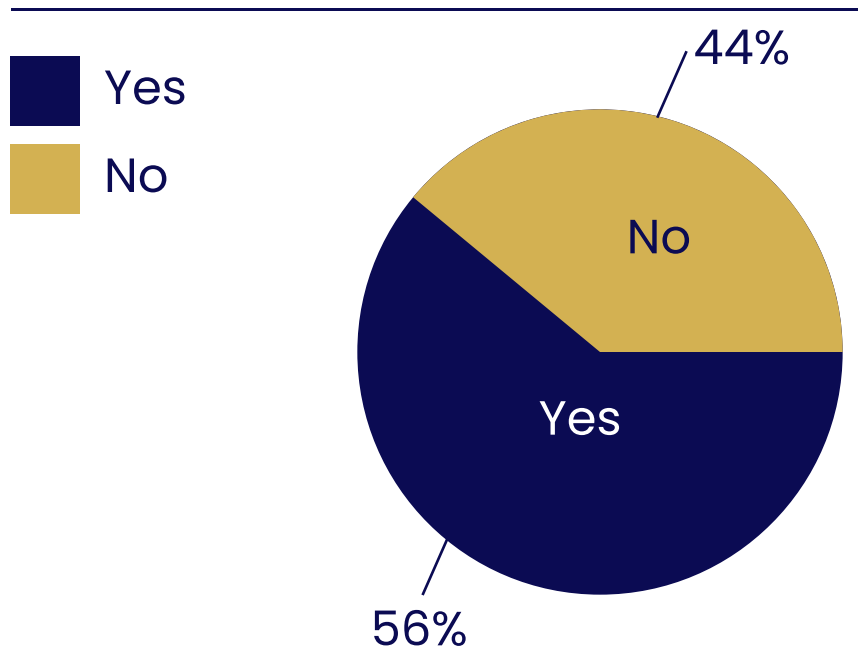
Are you happy with your organization and Work life balance?



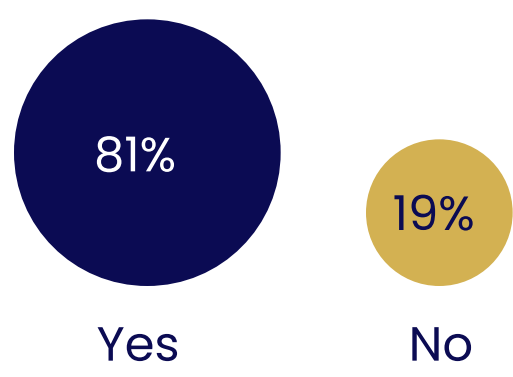
When asked about the work life balance at the organization 60% of the respondents were satisfied with the work life balance while 30% were not satisfied at the moment.

When asked about the satisfaction of the employers with their business growth and development, 56% were happy and satisfied while only a few were concerned and plan to enhance their business next year.

Are you satisfied with your business growth this year?



Do you plan to add new skills to your skill set?



Responding to the question of new skills development, 81% of the employers had taken initiatives to develop new demanding skills at their organizations. While 19% planned to take steps this year for skills enhancement.

When asked about one of the most inspiring factors to attract top new talent, 73% of the employers said that salary was the one. While 25% of the respondents preferred benefits. Only a few went with the flexibility.

What major factor convinces you to shift an organisation?

- Salary
- Benefits
- Flexibility



SALARY BENCHMARKING

The salaries displayed are the fixed monthly wage package in Arab Emirates Dirhams (AED) for all the positions. The salaries range from the lowest to the highest, with an average mid-range. The data is derived from responses to salary surveys and all of our placements in the UAE over the previous year, along with projections for the upcoming year. The candidate's experience, industry, firm size, and location influence the salary. The market exchange rate has converted salaries into currencies other than AED.

HOSPITALITY AND TOURISM

ROLES	MIN	MID	MAX
GENEREL MANAGER (HOTEL)	30,000 AED	45,000 AED	60,000 AED
HOTEL MANAGER	22,000 AED	31,000 AED	40,000 AED
EXECUTIVE ASSISTANT MANAGER	16,000 AED	24,000 AED	32,000 AED
DIRECTOR OF SALES AND MARKETING	25,000 AED	30,000 AED	35,000 AED
DIRECTOR OF ROOMS	15,000 AED	23,000 AED	30,000 AED
FOOD & BEVERAGE MANAGER	10,000 AED	15,000 AED	20,000 AED
OUTLET MANAGER	9,000 AED	12,000 AED	14,000 AED
EXECUTIVE CHEF	25,000 AED	31,000 AED	37,000 AED
HEAD CHEF	13,000 AED	20,000 AED	26,000 AED
CHEF DE CUSINE	10,000 AED	18,000 AED	25,000 AED
GENERAL MANAGER (RESTRAUNT)	25,000 AED	35,000 AED	45,000 AED
COUNTRY MANAGER	25,000 AED	33,000 AED	40,000 AED
OPERATIONS MANAGER (MULTI-SITE)	20,000 AED	24,000 AED	28,000 AED
OPERATIONS MANAGER (MULTI-BRAND)	25,000 AED	32,000 AED	38,000 AED
MULTI-SITE MANAGER	18,000 AED	23,000 AED	28,000 AED
RESTRAUNT MANAGER (CASUAL)	10,000 AED	15,000 AED	20,000 AED

ROLES	MIN	MID	MAX
RESTRAUNT MANAGER (PREMIUM)	15,000 AED	23,000 AED	30,000 AED
GROUP CHEF (MULTI-SITE)	22,000 AED	26,000 AED	30,000 AED
GROUP CHEF (MULTI-BRAND)	25,000 AED	30,000 AED	35,000 AED
HEAD CHEF (CASUAL)	15,000 AED	18,000 AED	20,000 AED
HEAD CHEF (PREMIUM)	20,000 AED	25,000 AED	30,000 AED
GENEREL MANAGER (CATERING)	30,000 AED	45,000 AED	60,000 AED
OPERATIONS MANAGER	20,000 AED	30,000 AED	40,000 AED
CATERING MANAGER	15,000 AED	23,000 AED	30,000 AED

FMCG

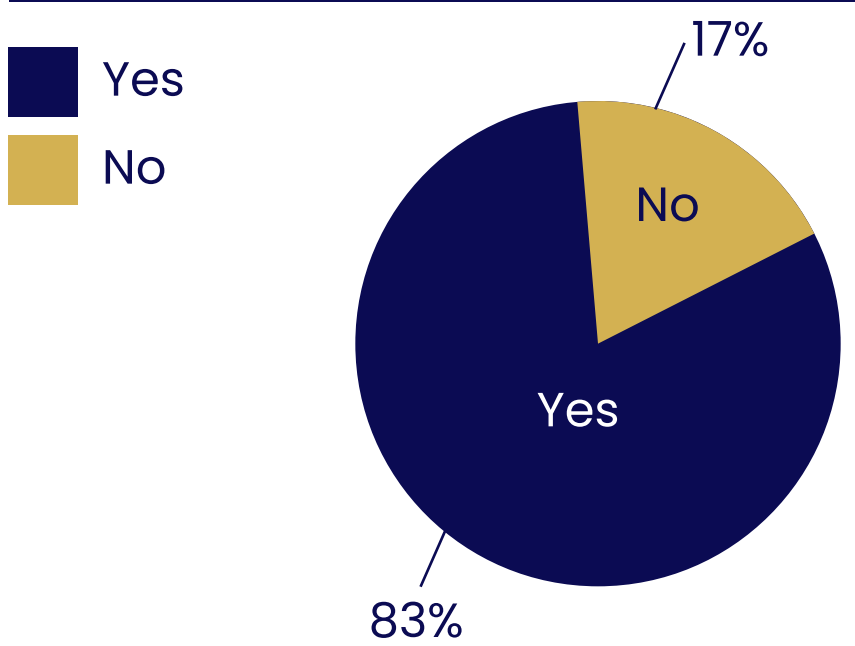
MARKET OVERVIEW

The FMCG industry in the UAE has shown stable growth in the past five years, with a massive compound growth rate of five percent, which will undoubtedly expand in the year 2024 due to the increasing population and constant technological evolution. This situation shows that businesses operating in the FMCG sector will be demanding talent to drive their ambitions and gain a competitive edge.

The UAE FMCG market, worth \$38 billion, is experiencing significant growth due to an increasing population, high disposable income, and changing consumer preferences. The trend is towards healthier, more sustainable products, driven by growing health awareness and demand for organic, natural, and eco-friendly alternatives. The market is also experiencing growth driven by convenience and on-the-go consumption. FMCG companies are introducing innovative formats to cater to these trends.

SURVEY RESULTS

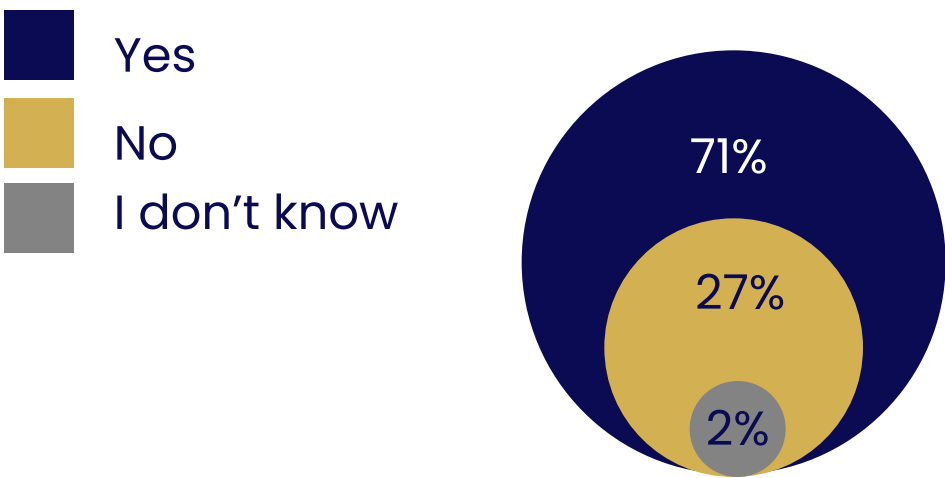
Are you satisfied with your business growth this year?



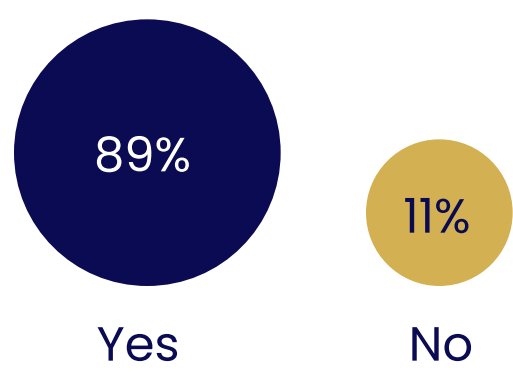
When asked about the satisfaction of the employers with their business growth and development, 83% were happy and satisfied while only a few were concerned and plan to enhance their business next year.

When asked about the work life balance at the organization 71% of the respondents were satisfied with the work life balance while 27% were not satisfied at the moment.

Are you happy with your organization and Work life balance?



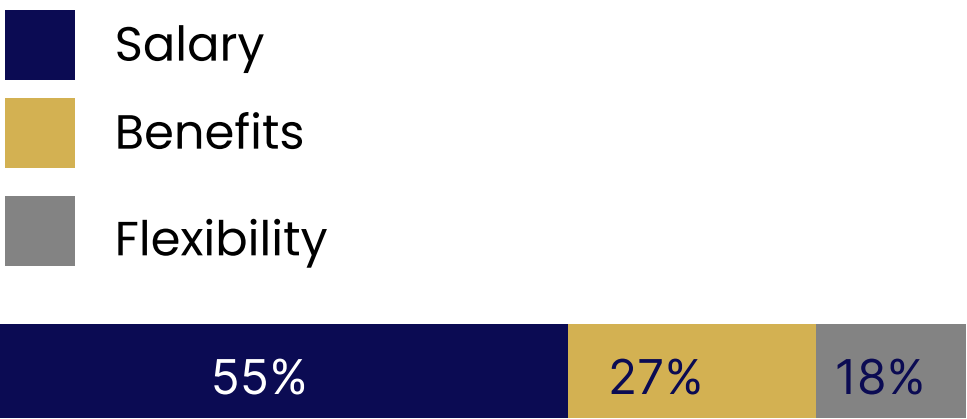
Do you plan to add new skills to your skill set?



Responding to the question of new skills development, 89% of the employers had taken initiatives to develop new demanding skills at their organizations. While 11% planned to take steps this year for skills enhancement.

When asked about one of the most inspiring factors to attract top new talent, 55% of the employers said that salary was the one. While 27% of the respondents preferred benefits. Only a few went with the flexibility.

What major factor convinces you to shift an organisation?



SALARY BENCHMARKING

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FMCG

ROLES	MIN	MID	MAX
CHIEF MARKETING AND SALES	50,000 AED	62,000 AED	75,000 AED
COMMERCIAL DIRECTOR	40,000 AED	50,000 AED	60,000 AED
SALES DIRECTOR	40,000 AED	45,000 AED	50,000 AED
HEAD OF SALES	35,000 AED	43,000 AED	50,000 AED
COUNTRY MANAGER	30,000 AED	38,000 AED	45,000 AED
REGIONAL SALES MANAGER	30,000 AED	35,000 AED	40,000 AED
OPERATIONS MANAGER	25,000 AED	30,000 AED	35,000 AED
COMMERCIAL MANAGER	30,000 AED	32,000 AED	35,000 AED
SALES MANAGER	22,000 AED	26,000 AED	30,000 AED
SALES EXECUTIVE	12,000 AED	14,000 AED	15,000 AED

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