

An aerial photograph of Dubai, United Arab Emirates, featuring the Burj Khalifa as the central focus. The image shows a dense urban landscape with various skyscrapers, a complex multi-level highway interchange with many cars, and landscaped green areas. The sky is a clear, pale blue with some light clouds. A solid blue horizontal line is positioned across the middle of the image, just above the text area.

Cooper Fitch

SALARY GUIDE
United Arab
Emirates 2024

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INTRODUCTION

Welcome to the 2024 edition of the Cooper Fitch Salary Guide for the United Arab Emirates.

The United Arab Emirates (UAE) has witnessed several positive shifts in its recruitment market over the past 12 months, reflecting the nation’s ongoing commitment to economic diversification and technological innovation. Driven primarily by non-oil sectors, the Emirates’ economy is expected to witness a 3% expansion in 2023 according to analysis from the Swiss Re Institute.

Various sectors are contributing to this growth. CBRE data reveals that approximately \$293 billion worth of real estate developments are either planned or underway in the Emirates, accounting for more than one-fifth (21.6%) of all projects in the GCC. The country’s technology sector has also enjoyed a strong year, with ICT spending expected to reach \$23 billion in 2024 according to figures released by the UAE Ministry of Economy. With artificial intelligence (AI) on course to contribute approximately \$96 billion to the nation’s economy by the end of the decade, qualified and experienced technology candidates are likely to remain in high demand among large tech firms and government entities alike.

Consequently, the UAE’s jobs market remains strong as we head into the new year. While the decision of OPEC+ members to limit production until at least 2024 has served to soften oil-related recruitment activities somewhat, non-oil segments continue to make significant contributions to the nation’s economy. Unemployment fell from 4.3% in 2020 to 3.3% in 2022, and the country’s introduction of unemployment insurance in January 2023 appears to be one of several factors that have had a positive impact on labour participation across the Emirates.

OIL REVENUES

This year, the UAE has had to contend with weaker oil prices and the decision of OPEC+ members to cut production. However, the strength of non-oil industries coupled with a 200,000 barrel-per-day rise in the Emirates’ production quota may well spell good news for the nation’s coffers – not to mention its recruitment market – as we head into 2024.

REAL ESTATE

The UAE’s real estate market has performed impressively this year, with Dubai registering a 43.3% year-on-year uptick in transactions during H1 2023. High demand and limited supply are likely to continue to drive revenues into 2024, but this situation will need to be managed carefully to ensure sustainable growth.

GLOBAL BUSINESS

The UAE has now firmly established itself as a global hub for technology, finance and trade. However, with increased competition for top talent from neighbouring Saudi Arabia, the Emirates must continue to invest in its non-oil industries in order to attract the expertise necessary to maintain its market-leading position.

INTRODUCTION

In light of oil-related challenges, the UAE’s economy is expected to grow by 3% in 2023 – significantly lower than the 7.9% increase achieved in 2022. Nevertheless, the International Monetary Fund (IMF) expects the country to see non-oil GDP growth of 4%-plus in 2024.

Indeed, the UAE’s non-oil sectors – especially that of real estate – have performed well throughout the past 12 months. Abu Dhabi property deals more than doubled in the first six months of 2023, with 10,557 transactions totalling \$12.61 billion. Dubai, meanwhile, topped global luxury rankings selling 176 \$10 million-plus homes in H1. Even so, UAE real estate prices remain competitive. In Dubai, the UAE’s priciest market, \$1 million will secure 105 sqm, according to data from Knight Frank – over five times more space than in the world’s two most expensive locations, Monaco (17 sqm) and Hong Kong (21 sqm).

In line with these figures, trends witnessed in the recruitment market and the responses used to compile this guide, Cooper Fitch expects salaries in the UAE to increase by 4.5% in 2024.

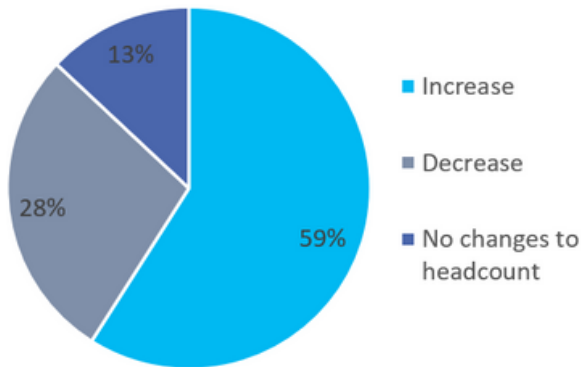


“ A larger proportion of UAE-based organisations grew their headcount in 2023 than in 2022, and more than half of this year’s respondents intend to increase remuneration in 2024. This is positive news for job seekers in the Emirates as greater demand for talent typically results in higher salaries. **Trefor Murphy, Founder and CEO of Cooper Fitch** ”

HEADCOUNT IN THE UAE

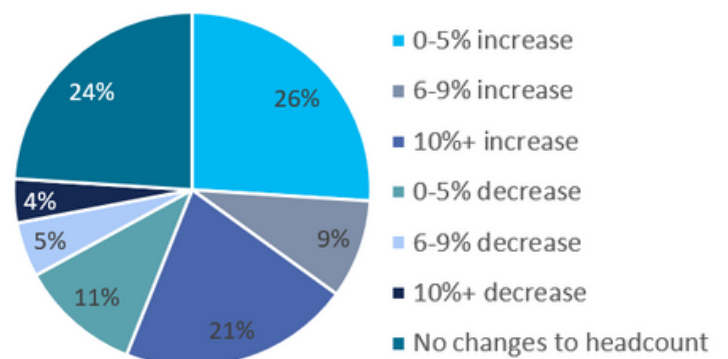
HEADCOUNT 2023

Did your organisation make changes to headcount in 2023?



HEADCOUNT 2024

Does your organisation plan to make changes to headcount in 2024?



Of the UAE-based organisations surveyed, 28% made headcount reductions in 2023, while an impressive 59% expanded their teams. This compares favourably with last year, when 30% of respondents reduced the size of their workforce and only 55% grew their operations. Looking ahead, 56% of this year’s respondents expect to hire more people in 2024, whereas 20% are planning to reduce their headcount next year.

OVERVIEW

4.5%

Cooper Fitch estimates that UAE salaries will grow by 4.5% in 2024, owing to the strong performance of non-oil sectors and an increase in the nation's OPEC+ oil production quota. This uptick is likely to prove necessary in order to attract and retain top talent.

81%

More than four-fifths of this year's respondents (81%) either increased or made no changes to employees' salaries in 2023.

54%

More than half of this year's respondents (54%) raised salaries in 2023, reflecting sustained demand for talent in the UAE. Approximately 8% of organisations increased wages by more than 10%, suggesting that talent retention has been a priority within certain sectors.

53%

The majority of organisations questioned this year expect to increase their employees' salaries in 2023. More than one-third of respondents (39%) plan to raise wages by up to 5%, almost one in ten (9%) by 6% to 9%, and one in 20 (5%) is preparing for an increase of 10% or more.

21%

More than one-fifth of respondents (21%) expect to lower salaries in 2024, which is surprising given increased demand for the best talent.

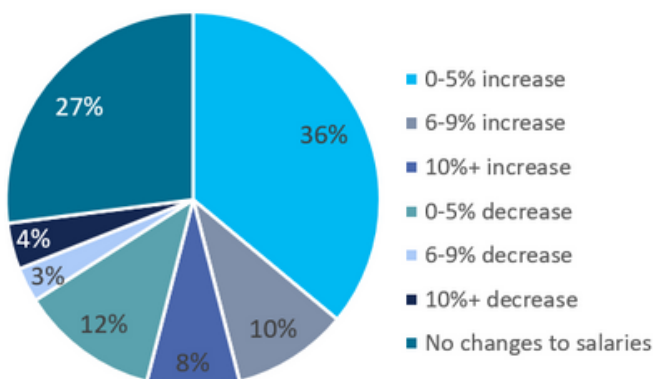
26%

More than a quarter of those questioned as part of Cooper Fitch's Salary Guide UAE 2024 had no plans to revise their employees' wages during the coming year.



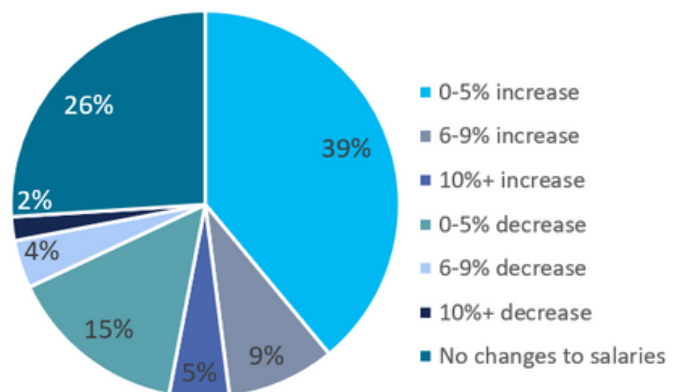
SALARIES 2023

Did your organisation revise salaries in 2023?



SALARIES 2024

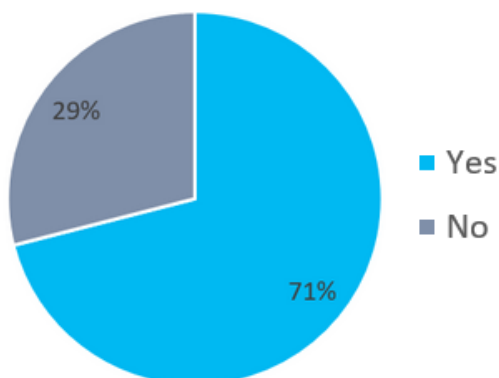
Does your organisation plan to revise salaries in 2024?



BONUS OUTLOOK

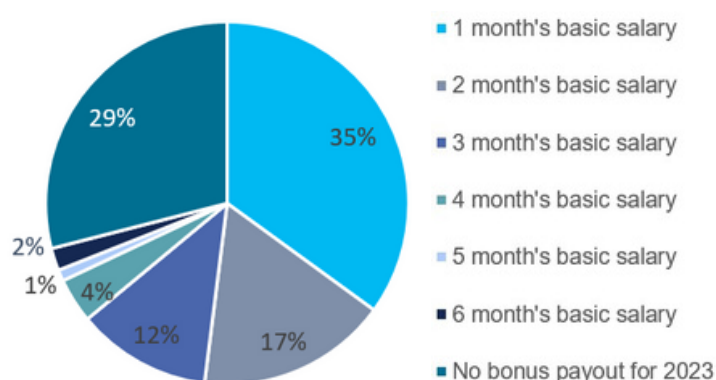
PROJECTED BONUSES 2023

Does your organisation plan to pay annual bonuses based on this year's financial performance for 2023?



ANTICIPATED PAYOUTS 2023

Does your organisation plan to pay annual bonuses based on this year's financial performance for 2023 and by what amount?



Almost three-quarters of this year's respondents (71%) reported their intention to issue annual bonuses based on their organisation's financial performance in 2023, compared to 29% that had no such plans. In 2022, a slightly higher proportion of respondents (74%) planned to pay annual bonuses to their employees.

The largest proportion of this year's respondents that intend to issue bonuses (35%) expect to pay one month's basic salary. Almost a fifth (17%) will pay two months' salary, 12% said three months, 4% said four months, and 1% said five months. Employees working for 2% of this year's respondents – spanning the fields of accounting, chemicals, consumer goods, and hospital and healthcare – can look forward to bonuses amounting to a generous six months' basic salary.

Of the 29% of companies that do not intend to pay bonuses, the highest proportion operate in the field of financial services. This is perhaps unsurprising given the economic headwinds that the international banks have faced in 2023.

The second-highest proportion of organisations that do not intend to pay bonuses this year hail from the consulting industry, followed by information technology. In such a competitive job market, firms that do not offer bonuses or increased salaries may need to identify other non-financial benefits – such as remote working, training and development, or additional annual leave – to attract and retain top talent.

To ensure the highest possible accuracy of this year's bonus-related information, Cooper Fitch surveyed senior-level representatives from businesses across multiple sectors. The largest proportion of respondents (34%) work in HR, meaning they are ideally placed to comment on expected payouts. Directors (22%) and managers (18%) represented the second- and third-highest proportions of those questioned.

“While salaries continue to play a crucial role in talent retention, factors beyond fixed remuneration – such as annual bonuses and the ability to work remotely – are playing an increasingly important role in the UAE's job market. **Jack Khabbaz, Managing Partner - CEO & Public Sector Advisory Cooper Fitch**”

TALENT OUTLOOK

Talent acquisition represents one of the most significant trends uncovered by Cooper Fitch's Salary Guide UAE 2024. When asked whether or not they believe there is available talent in the Emirates to meet their hiring requirements during the next year, more than a quarter of respondents (27%) said there was not. 'Management' and 'leadership' were the most significant talent gaps identified by those questioned this year, accounting for 16% and 14% of responses respectively. 'Sales' represented the third-highest deficit at 10%.

Fortunately, UAE leaders have adopted a range of measures that should help to minimise the impact of this perceived shortfall. Last year, the country announced a series of reforms as part of its Advanced Visa System, several of which were designed to simplify the relocation process for entrepreneurs, skilled workers and investors. While there is no guarantee these steps will have the desired impact in the short term, 'job exploration' and 'study and training' visas are likely to positively impact the talent acquisition efforts of Emirates-based employers over the coming years.

The fact that more than a quarter of respondents (27%) anticipate a shortfall in available talent in 2024 is a concern for employers, as it suggests that demand is likely to significantly outstrip supply in the UAE. That 'management', 'leadership' and 'sales' occupy the top three spots on this list is equally worrying, as it suggests a dearth of qualified individuals with senior and revenue-generating experience. We expect to see significant investment, as well as a range of innovative approaches, as UAE-based organisations compete to attract the best candidates next year.



TALENT REQUIREMENTS

SECTORAL GAPS 2024

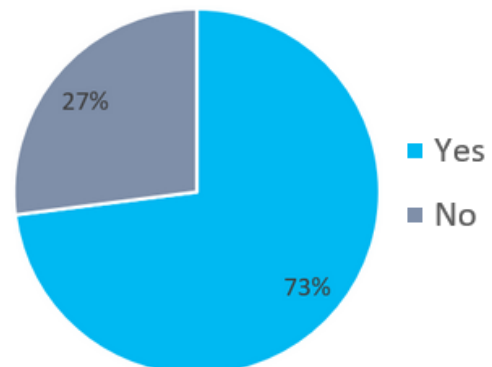
What do you see as the biggest skill shortage needed by your organisation for 2024?

TOP 10 SKILL SHORTAGES

1. Management
2. Leadership
3. Analytical Skills
4. Project Management
5. Artificial Intelligence
6. Engineering
7. Software Development
8. Sales
9. Finance
10. Data Science

2024 SKILLSETS

Do you believe there is available talent in the country to meet your hiring requirements for next year?



UAE SALARY GUIDE 2024

ADVISORY

ROLES	TITLE	MIN	MAX
AUDIT	Partner (5+ years)	94,000	132,000
	Partner (1-4 years)	66,000	88,000
	Director	44,000	55,000
	Senior Manager	36,000	41,000
	Manager	24,000	33,000
	Assistant Manager	20,000	24,000
	Senior Associate	14,000	19,000
	Associate	8,000	13,000
RISK CONSULTING	Partner (5+ years)	110,000	165,000
	Partner (1-4 years)	82,000	110,000
	Director	55,000	71,000
	Senior Manager	40,000	49,000
	Manager	31,000	39,000
	Assistant Manager	25,000	30,000
	Senior Associate	17,000	24,000
	Associate	13,000	16,000
DEAL ADVISORY & TRANSACTION SERVICES	Partner (5+ years)	120,000	181,000
	Partner (1-4 years)	88,000	110,000
	Director	57,000	76,000
	Senior Manager	40,000	49,000
	Manager	31,000	39,000
	Assistant Manager	26,000	31,000
	Senior Associate	18,000	24,000
	Associate	14,000	17,000

UAE SALARY GUIDE 2024

BANKING

ROLES	TITLE	MIN	MAX
PRIVATE	Head of Private Banking / Wealth Management (16+ years)	149,000	186,000
BANKING AND	Market Head / Managing Director (15 years)	132,000	154,000
WEALTH	Executive Director / Unit Head (10 - 12 years)	85,000	110,000
MANAGEMENT	Associate Director (5 - 8 years)	71,000	88,000
	Senior Wealth Manager	71,000	88,000
	Wealth Manager	51,000	69,000
	Relationship Manager - Key Clients (5 - 7 years)	49,000	66,000
	Wealth Management Specialist	38,000	50,000
	Assistant Relationship Manager - Support (5 - 7 years)	27,000	44,000
CORPORATE	Head of Corporate Banking	96,000	146,000
BANKING	Head of SME Banking	74,000	112,000
	Team Leader - Corporate Banking	88,000	99,000
	Senior Director - Relationship Management	71,000	82,000
	Director - Relationship Management	53,000	69,000
	Relationship Manager	38,000	49,000

UAE SALARY GUIDE 2024

BANKING

ROLES	TITLE	MIN	MAX
COMPLIANCE & REGULATION	Chief Compliance Officer (CCO)	102,000	125,000
	Head of Enforcement	78,000	97,000
	Head of Compliance	70,000	88,000
	Head of Financial Crime	61,000	73,000
	Head of Fraud	56,000	69,000
	Compliance Licensed MLRO (DIFC)	45,000	59,000
	Senior Manager, Banking Supervisor	50,000	57,000
	Manager, Banking Supervision	45,000	49,000
	Financial Crime Manager	42,000	48,000
	Fraud Manager	39,000	45,000
	Compliance (FATCA specialists)	32,000	40,000
	Compliance Manager	33,000	40,000
	Sanctions and AML Manager	33,000	39,000
	Compliance Consultant	28,000	39,000
	Compliance Officer-Private Banking, Wealth, Invest. products	23,000	29,000
Compliance Officer (KYC, On boarding, CDD)	16,000	23,000	
RISK	Chief Risk Officer	82,000	105,000
	Head of Credit Risk	60,000	75,000
	Head of Collections and Recovery	60,000	70,000
	Market Risk Head	59,000	65,000
	Head of Risk Analytics	56,000	65,000
	Credit Risk Policies Head	57,000	64,000
	Operational Risk Head	59,000	64,000
	Credit Risk Policies VP	53,000	58,000
	Credit Risk Manager	34,000	53,000
	Operational Risk Manager	38,000	46,000
	Market Risk Manager	34,000	45,000
	Risk Analytics Manager	28,000	41,000
	Enterprise Risk Manager	30,000	38,000
	Credit Risk Analyst	19,000	25,000
	Risk Analytics Officer	17,000	25,000
	Market Risk Analyst	20,000	24,000
	Credit Risk Portfolio Analyst	17,000	23,000
Operational Risk Analyst	17,000	21,000	

UAE SALARY GUIDE 2024

HUMAN RESOURCES

ROLES	MIN	MAX
Chief Shared Services Officer (CSSO)	109,600	154,000
Chief Human Resources Officer (CHRO)	95,000	142,000
Vice President Human Resources	87,300	120,000
Executive Director Support Services	81,900	105,000
Executive Director Human Resources	78,400	102,000
Director Support Services	65,900	94,000
HR Director	58,000	88,000
Director / Head of Talent Mgt	43,700	61,000
Head of / Director Organisational Development	43,700	59,000
Director / Head of Talent Acquisition	43,700	55,000
Director / Head of Learning & Development	43,700	55,000
Human Resources Business Partner	33,000	54,000
Organisational Development Manager	32,000	48,000
HR Manager	33,000	44,000
Compensation and Benefits / Total Rewards Manager	27,700	39,000
Learning & Development Manager	27,700	39,000
Talent Acquisition Manager	22,400	37,000
Training Manager	22,400	36,000
Recruitment Manager	20,300	29,000
Employee Relations Manager	20,300	29,000
Organisational Development Specialist	19,100	26,000
Learning & Development Specialist	16,000	23,000
Talent Acquisition Specialist	16,000	21,000
HR Generalist	16,000	20,000

UAE SALARY GUIDE 2024

INVESTMENT MANAGEMENT

ROLES	TITLE	MIN	MAX
PRIVATE SECTOR	Chief Investment Officer	88,000	165,000+
	Head of Investments / Investment Director	82,000	120,000+
	Vice President	66,000	88,000
	Investment Manager	47,000	71,000
	Investment Senior Associate	42,000	59,000
	Investment Associate	25,000	39,000
	Investment Analyst	13,000	25,000
PUBLIC SECTOR	Chief Investment Officer	137,000	208,000+
	Head of Investments / Investment Director	88,000	155,000+
	Vice President	82,000	115,000
	Investment Manager	66,000	94,000
	Investment Senior Associate	55,000	76,000
	Investment Associate	44,000	61,000
	Investment Analyst	33,000	44,000
ASSET MANAGEMENT	Head of Equities	82,000	120,000
	Head of Fixed Income	73,000	120,000
	Head of Business Development	76,000	105,000
	Head of Real Estate	66,000	99,000
	Senior Fund/Portfolio Manager	53,000	74,000
	Business Development Senior Manager	49,000	71,000
	Business Development Manager	37,000	51,000
	Fund/Portfolio Manager	36,000	55,000
	Investment Associate	27,000	37,000
	Investment Analyst	13,000	22,000
INVESTMENT BANKING	Managing Director	99,000	157,000+
	Senior Director	82,000	131,000+
	Director	68,000	89,000
	Vice President	44,000	73,000
	Associate	25,000	43,000
	Analyst	16,000	27,000

UAE SALARY GUIDE 2024

LEGAL

ROLES	TITLE	MIN	MAX
PRIVATE PRACTICE	Partner 5+	110,000	241,000
REGIONAL FIRMS	Partner 1-4	82,000	110,000
	Counsel	66,000	94,000
	Senior Associate	49,000	76,000
	Associate	33,000	55,000
	Newly Qualified	22,000	39,000
	Paralegal	16,000	27,000
	Legal Secretary	14,000	22,000
PRIVATE PRACTICE	Partner 5+	132,000	275,000
US & UK FIRMS	Partner 1-4	88,000	132,000
	Counsel	82,000	110,000
	Senior Associate	55,000	82,000
	Associate	44,000	66,000
	Newly Qualified	27,000	44,000
	Paralegal	19,000	33,000
	Legal Secretary	16,000	27,000
IN HOUSE	Chief Legal Officer	88,000	132,000
	Director/Head	66,000	99,000
	General Counsel	66,000	99,000
	Senior Legal Counsel	44,000	66,000
	Legal Counsel	39,000	49,000
	Junior Legal Counsel	27,000	39,000

UAE SALARY GUIDE 2024

MANUFACTURING

ROLES	MIN	MAX
Managing Director	103,000	142,000
Operations Director	84,000	120,000
Chief Production Officer	71,000	88,000
General Manager	59,000	82,000
Head of R&D	37,000	49,000
Operations Manager	30,000	46,000
Plant / Factory / Manufacturing Manager	30,000	44,000
Production Manager	30,000	39,000
Process Development Manager	25,000	38,000
HSE Manager	24,000	36,000
Quality Manager Assurance and Control	26,000	33,000
Maintenance Manager	22,000	33,000
Process Innovation Manager	21,000	32,000
Master Black Belt	19,000	31,000
Continuous Improvement Manager	20,000	31,000
Lean Six Sigma Black Belt	16,000	23,000
HSE Engineer	14,000	20,000
Production Supervisor	10,000	19,000
Quality Engineer Assurance and Control	13,000	16,000
Civil Engineer	8,000	16,000
Design Engineer	8,000	16,000
Process Engineer	11,000	15,000
Manufacturing Engineer	11,000	15,000
Maintenance Engineer	9,000	14,000
Electrical Engineer	9,000	14,000
Mechanical Engineer	9,000	13,000

UAE SALARY GUIDE 2024
PUBLIC SECTOR

ROLES	MIN	MAX
Undersecretary	137,100	191,000
Executive Director	98,600	154,000
Chief Economist	98,600	142,000
Assistant Undersecretary	109,600	137,000
Chief Human Resources Officer	87,700	132,000
Chief Shared Services Officer	87,700	132,000
International Subject Matter Expert/Advisor	87,700	132,000
Chief Communications Officer	71,300	105,000
Public Policy Director	65,700	88,000
Director of Shared Services	65,700	88,000
Director of Human Resources	65,700	88,000
Senior Economist	54,900	76,000
Policy Specialist	43,900	66,000
Economist	27,500	44,000
Policy Analyst	21,900	33,000

UAE SALARY GUIDE 2024

REAL ESTATE

ROLES	TITLE	MIN	MAX
DEVELOPMENT & DESIGN	Chief Development Officer	132,000	263,000
	Executive Director of Development	88,000	165,000
	Executive Director of Design	79,000	127,000
	Director of Development	55,000	94,000
	Director of Design	55,000	94,000
	Director of Urban Planning	55,000	94,000
	Senior Development Manager	43,000	72,000
	Senior Design Manager	40,000	67,000
	Senior Urban Planning Manager	39,000	64,000
	Design Manager	27,000	57,000
	Development Manager	27,000	57,000
	Urban Planning Manager	27,000	48,000
	GIS Manager	27,000	45,000
ENVIRONMENTAL SOCIAL CORPORATE GOVERNANCE	Head of Sustainability	73,000	110,000
	Senior Environmental Manager	49,000	68,000
	Sustainability Manager	33,000	49,000
	Environmental Manager	33,000	47,000
SALES & POST CONSTRUCTION	Chief Commercial Officer	99,000	152,000
	Executive Director of Sales	82,000	120,000
	Executive Director of Asset Management	82,000	110,000
	Executive Director Facilities Management	64,000	101,000
	Director of Asset Management	66,000	88,000
	Director of Sales	61,000	82,000
	Director of Leasing	49,000	76,000
	Senior Asset Manager	55,000	71,000
	Director of Facilities	39,000	61,000
	Asset Manager	27,000	44,000
	Property Manager	22,000	44,000
	Facilities Manager	22,000	44,000
	Leasing Manager	22,000	39,000
Sales Manager	22,000	39,000	

UAE SALARY GUIDE 2024

REAL ESTATE

ROLES	TITLE	MIN	MAX
CONSTRUCTION & PROJECT MANAGEMENT	Chief Projects Officer	107,000	224,000
	Executive Director of Project Delivery	76,000	131,000
	Programme Director	78,000	133,000
	Director of Infrastructure	64,000	92,000
	Commercial Director	64,000	91,000
	Procurement Director	55,000	89,000
	Director of Project Controls	63,000	83,000
	Project Director	55,000	78,000
	Director of Construction	55,000	76,000
	Bid Director	55,000	68,000
	MEP Director	47,000	68,000
	Senior Project Manager	39,000	55,000
	Senior Commercial Manager	38,000	55,000
	Senior Procurement Manager	39,000	55,000
	Senior Bid Manager	31,000	55,000
	Senior Manager of Project Controls	38,000	54,000
	Senior Claims Manager	37,000	54,000
	Senior Contracts Manager	37,000	52,000
	Senior MEP Manager	31,000	47,000
	Project Manager	22,000	39,000
	Construction Manager	22,000	39,000
	Procurement Manager	25,000	39,000
	Commercial Manager	21,000	38,000
	Project Controls Manager	21,000	37,000
	Contracts Manager	19,000	37,000
	Claims Manager	21,000	37,000
Bid Manager	19,000	31,000	
MEP Manager	17,000	30,000	

UAE SALARY GUIDE 2024

SALES & MARKETING

ROLES	TITLE	MIN	MAX
CONSUMER (B2C) SALES	Chief Sales Officer / Chief Revenue Officer	78,000	99,000
	General Manager	62,000	79,000
	Commercial Director	59,000	72,000
	VP of Sales	55,000	69,000
	Sales Director	47,000	62,000
	Country Sales Manager	41,000	51,000
	E-commerce Manager	26,000	38,000
	Sales Manager	23,000	34,000
	BD Manager	26,000	34,000
	Key Account Manager	17,000	25,000
	Key Account Executive	8,000	16,000
CONSUMER (B2C) MARKETING	Chief Marketing Officer	69,000	98,000
	Marketing Director	59,000	72,000
	Marketing Manager	38,000	48,000
	Digital Marketing Manager	30,000	43,000
	Communications Manager	30,000	41,000
	Consumer Insight Manager	23,000	34,000
	CRM / Marketing Automation Manager	28,000	32,000
	Trade Marketing Manager	21,000	30,000
	PR Manager	19,000	27,000
	Brand Manager / Regional	19,000	26,000

UAE SALARY GUIDE 2024

SALES & MARKETING

ROLES	TITLE	MIN	MAX
INDUSTRIAL (B2B) SALES	Chief Sales Officer	78,000	99,000
	General Manager	53,000	76,000
	Regional Sales Director	51,000	66,000
	Chief Sales Officer	39,000	49,000
	Country Sales Manager	38,000	48,000
	Project Sales Manager	26,000	38,000
	Business Development Manager	26,000	34,000
	Key Account Manager / Area Sales Manager	19,000	26,000
	Pre Sales Manager	17,000	24,000
	Sales Engineer / Specification Specialist	13,000	23,000
	Account Manager	16,000	22,000
	Business Development Executive	10,000	16,000
INDUSTRIAL (B2B) MARKETING	Chief Marketing Officer	69,000	98,000
	Regional Head of Product	43,000	53,000
	Marketing Manager / Group Product Manager	38,000	47,000
	Regional Communications Manager	30,000	41,000
	CRM/ Marketing Automation Manager	29,000	37,000
	Marketing Research Manager	26,000	33,000
	Manager - Sales Analytics	26,000	32,000
	Category Manager	23,000	31,000
	Regional PR	19,000	27,000

UAE SALARY GUIDE 2024

SENIOR FINANCE

ROLES		MIN	MAX
Group Chief Financial Officer	<i>Large Local groups & MNCs</i>	107,000	160,000
Chief Financial Officer	<i>Large Local groups & MNCs</i>	85,000	127,000
Chief Financial Officer	<i>Small to Medium Enterprises SMEs</i>	64,000	96,000
Financial Director	<i>Large Local groups & MNCs</i>	66,000	85,000
Financial Director	<i>Small to Medium Enterprises SMEs</i>	55,000	72,000
Treasury Director	<i>Large Local groups & MNCs</i>	69,000	85,000
Treasury Director	<i>Small to Medium Enterprises SMEs</i>	59,000	74,000
Financial Controller	<i>Large Local groups & MNCs</i>	45,000	59,000
Financial Controller	<i>Small to Medium Enterprises SMEs</i>	38,000	53,000
Financial Planning Analysis Director	<i>Large Local groups & MNCs</i>	59,000	76,000
Financial Planning Analysis Director	<i>Small to Medium Enterprises SMEs</i>	48,000	66,000
Financial Planning Analysis Manager	<i>Large Local groups & MNCs</i>	34,000	48,000
Financial Planning Analysis Manager	<i>Small to Medium Enterprises SMEs</i>	26,000	38,000
Treasury Manager	<i>Large Local groups & MNCs</i>	33,000	48,000
Treasury Manager	<i>Small to Medium Enterprises SMEs</i>	26,000	39,000
Finance Manager	<i>Large Local groups & MNCs</i>	38,000	48,000
Finance Manager	<i>Small to Medium Enterprises SMEs</i>	30,000	39,000
Chief Internal Auditor	<i>Large Local groups & MNCs</i>	91,000	138,000
Director - Internal Audit	<i>Large Local groups & MNCs</i>	64,000	85,000
Director - Internal Audit	<i>Small to Medium Enterprises SMEs</i>	53,000	69,000
Manager - Internal Audit	<i>Large Local groups & MNCs</i>	32,000	43,000
Manager - Internal Audit	<i>Small to Medium Enterprises SMEs</i>	26,000	38,000
Reporting Manager	<i>Large Local groups & MNCs</i>	32,000	43,000
Reporting Manager	<i>Small to Medium Enterprises SMEs</i>	21,000	32,000
Budgeting Manager	<i>Large Local groups & MNCs</i>	25,000	38,000
Budgeting Manager	<i>Small to Medium Enterprises SMEs</i>	19,000	28,000
Chief Accountant	<i>Large Local groups & MNCs</i>	16,000	24,000
Chief Accountant	<i>Small to Medium Enterprises SMEs</i>	11,000	17,000
Finance / Business Analyst	<i>Large Local groups & MNCs</i>	10,000	19,000
Finance / Business Analyst	<i>Small to Medium Enterprises SMEs</i>	9,000	16,000
Credit Manager	<i>Large Local groups & MNCs</i>	16,000	24,000
Credit Manager	<i>Small to Medium Enterprises SMEs</i>	13,000	19,000

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SENIOR FINANCE

ROLES		MIN	MAX
Financial Accountant	<i>Large Local groups & MNCs</i>	11,000	17,000
Financial Accountant	<i>Small to Medium Enterprises SMEs</i>	8,000	14,000
Management Accountant	<i>Large Local groups & MNCs</i>	10,000	19,000
Management Accountant	<i>Small to Medium Enterprises SMEs</i>	6,000	13,000
AP/AR Accountant	<i>Large Local groups & MNCs</i>	4,000	10,000
AP/AR Accountant	<i>Small to Medium Enterprises SMEs</i>	4,000	10,000
Internal Auditor	<i>Large Local groups & MNCs</i>	13,000	19,000
Internal Auditor	<i>Small to Medium Enterprises SMEs</i>	8,000	14,000

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STRATEGY

ROLES	TITLE	MIN	MAX
INDUSTRY	Chief Strategy Officer	96,000	137,000
	Strategy Director	66,000	91,000
	Senior Strategy Manager	51,000	64,000
	Strategy Manager	33,000	48,000
	Strategy Analyst	19,000	24,000
TIER 1 & 2 FIRMS	Partner	132,000+	-
	Principal	84,000	103,000
	Engagement Manager	56,000	75,000
	Associate	38,000	55,000
	Senior Analyst	30,000	38,000
	Business Analyst	23,000	29,000
MANAGEMENT CONSULTING	Partner (5+ years)	164,000+	-
	Partner (1-5 years)	90,000	120,000
	Director	59,000	75,000
	Senior Manager	42,000	53,000
	Manager	29,000	40,000
	Senior Consultant	22,000	26,000
	Consultant	14,000	20,000

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SUPPLY CHAIN

ROLES	MIN	MAX
General Manager	64,000	99,000
Procurement Director	51,000	74,000
Supply Chain Director	49,000	71,000
Project Procurement Manager	32,000	43,000
Corporate Procurement Manager	32,000	43,000
Supply Chain Manager	25,000	41,000
Trade Compliance Manager	20,000	40,000
Operations Manager	21,000	39,000
Contracts Manager	26,000	32,000
Category Manager	24,000	28,000
Demand/Supply Planning Manager	22,000	27,000
Logistics Manager	16,000	27,000
Bid Manager	19,000	27,000
Materials Manager	16,000	26,000
Senior Contracts Engineer	15,000	24,000
Warehouse Manager	15,000	21,000
Demand/Supply Planner	10,000	16,000
Materials Engineer	9,000	14,000
Buyer	10,000	14,000
Warehouse Supervisor	8,000	13,000

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TAX

ROLES	TITLE	MIN	MAX
BIG4	Partner (5+ years)	85,000	122,000
	Partner (1-4 years)	57,000	79,000
	Director	48,000	61,000
	Senior Manager	31,000	47,000
	Manager	25,000	40,000
	Assistant Manager	16,000	23,000
	Associate / Senior Associate	15,000	20,000
INDUSTRY & PUBLIC SECTOR	Head of Tax (5+ years)	71,000	105,000
	Director (1-4 years)	49,000	73,000
	Senior Manager	38,000	49,000
	Manager	25,000	39,000
	Supervisor	20,000	27,000
	Analyst/Senior Analyst	16,000	22,000

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TECHNOLOGY

ROLES	TITLE	MIN	MAX
CONSULTING	Partner	91,000	117,000+
CLOUD	Director	46,000	61,000
ENGINEERING & ADVISORY	Senior Manager	34,000	44,000
	Manager	28,000	33,000
	Senior Consultant	22,000	27,000
	Consultant	17,000	21,000
	Business Analyst	11,000	16,000
DIGITAL DATA ANALYTICS	Partner	91,000	117,000+
	Director	61,000	71,000
	Senior Manager	40,000	49,000
	Manager	31,000	37,000
	Senior Consultant	21,000	26,000
	Consultant	16,000	20,000
	Business Analyst	11,000	15,000
CYBER SECURITY IT AUDIT & RISK ADVISORY	Partner	91,000	117,000+
	Director	57,000	64,000
	Senior Manager	44,000	51,000
	Manager	33,000	39,000
	Senior Consultant	19,000	26,000
	Consultant	15,000	19,000
	Business Analyst	11,000	15,000

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TECHNOLOGY

ROLES	TITLE	MIN	MAX
INDUSTRY	UX / UI Designer	22,000	34,000
	DevOps Engineer	23,000	30,000
	Cloud Engineer	24,000	30,000
	Business Continuity & DR Engineer	20,000	24,000
	Network Manager	20,000	24,000
	Network Engineer	14,000	20,000
VENDORS	VP of Sales	82,000	110,000
	Country Manager / Regional Sales Director	66,000	76,000
	Pre-Sales Director	48,000	55,000
	Professional Services Director	46,000	52,000
	Sales Manager / RSM	39,000	52,000
	Pre-Sales Manager	33,000	42,000
	Territory / Regional Sales Manager (Individual Contributor)	31,000	42,000
	Customer Success Manager / TAM	27,000	39,000
	Pre-Sales Engineer	26,000	31,000
	Inside Sales Manager	25,000	30,000
	Inside Sales Representative	16,000	23,000

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TECHNOLOGY

ROLES	TITLE	MIN	MAX
INDUSTRY	Chief Digital Officer	99,000	132,000
	Chief Information & Technology Officer	99,000	120,000
	Chief Information Security Officer (CISO)	88,000	99,000
	Chief Product Officer	76,000	99,000
	VP of Digital Transformation	79,000	91,000
	Head of Digital Factory	79,000	91,000
	Product Director	79,000	91,000
	Data Governance Director	74,000	85,000
	Head of Data Science	66,000	82,000
	IT Director	66,000	76,000
	Director of Analytics	61,000	76,000
	Lead Enterprise Architect	59,000	76,000
	Program Director	64,000	74,000
	Head of Digital	56,000	72,000
	Head of Cloud Business Unit	55,000	71,000
	Digital Transformation Manager	59,000	69,000
	Cyber Security Manager	53,000	64,000
	Enterprise Architect	38,000	59,000
	Data Architect	48,000	59,000
	Data Scientist	44,000	55,000
	Cloud Security Architect	42,000	55,000
	Cyber Security Architect	44,000	55,000
	IT Project Manager	39,000	55,000
	Program Manager	43,000	53,000
	SOC Manager	39,000	50,000
	Head of IT / IT Manager	39,000	49,000
	AI/ ML Engineer	33,000	49,000
	IT Infrastructure Manager	39,000	49,000
	DevOps Manager	39,000	48,000
	Product Manager	36,000	45,000
	Data Engineer	27,000	44,000
	Data Analyst	27,000	44,000
	Cloud Product Manager	34,000	44,000
Service Delivery Manager	32,000	43,000	
Cloud Architect	31,000	39,000	

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TELECOMMUNICATIONS

ROLES	MIN	MAX
Chief Commercial Officer / VP of Sales	99,000	120,000
CTO / CIO	76,000	99,000
Country Head / General Manager / Sales Director	66,000	88,000
VP of Customer Experience	66,000	76,000
Head of Digital Development	44,000	66,000
Regional Sales Manager / Account Director	42,000	55,000
Solutions Architect	36,000	49,000
Enterprise Sales / Territory Sales Manager / Account Manager	31,000	42,000
Pre-Sales Manager	28,000	39,000
Customer Project Manager	31,000	38,000
Pre-Sales Engineer	28,000	36,000
RF/IBS Engineer	21,000	30,000

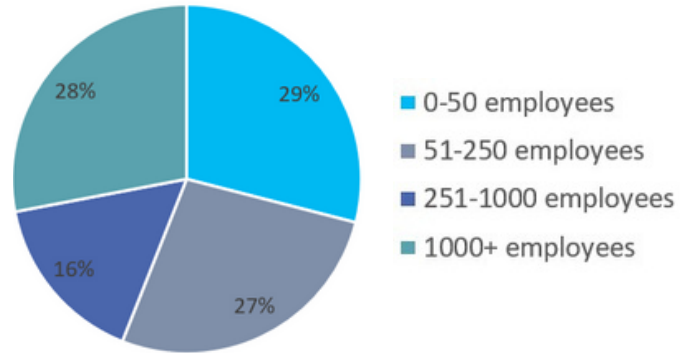
RESEARCH METHODOLOGY

This year, Cooper Fitch surveyed business leaders responsible for key decision-making at more than 1,000 organisations across the Gulf region. Our survey posed a selection of 11 confidential questions, which were focused on recruitment activity, organisational headcounts and salary trends across 2023 and into 2024.

The data included in our salary guide is based on the answers we received from our respondents and professional network, and are representative of these responses exclusively.

ORGANISATION SIZE

Breakdown of the organisation size by number of employees.



ABOUT COOPER FITCH

Established in 1997, Cooper Fitch provides recruitment, executive search, HR advisory and RPO services across the GCC. Our team supports clients in the Gulf with all talent-related matters. We are also a proud member of the Talent Club group of companies with 37 offices across three continents.

Cooper Fitch also offers comprehensive compensation and benefits analysis, which is designed to enhance your organisation's competitive edge. Please contact me directly if you would like to learn more.

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