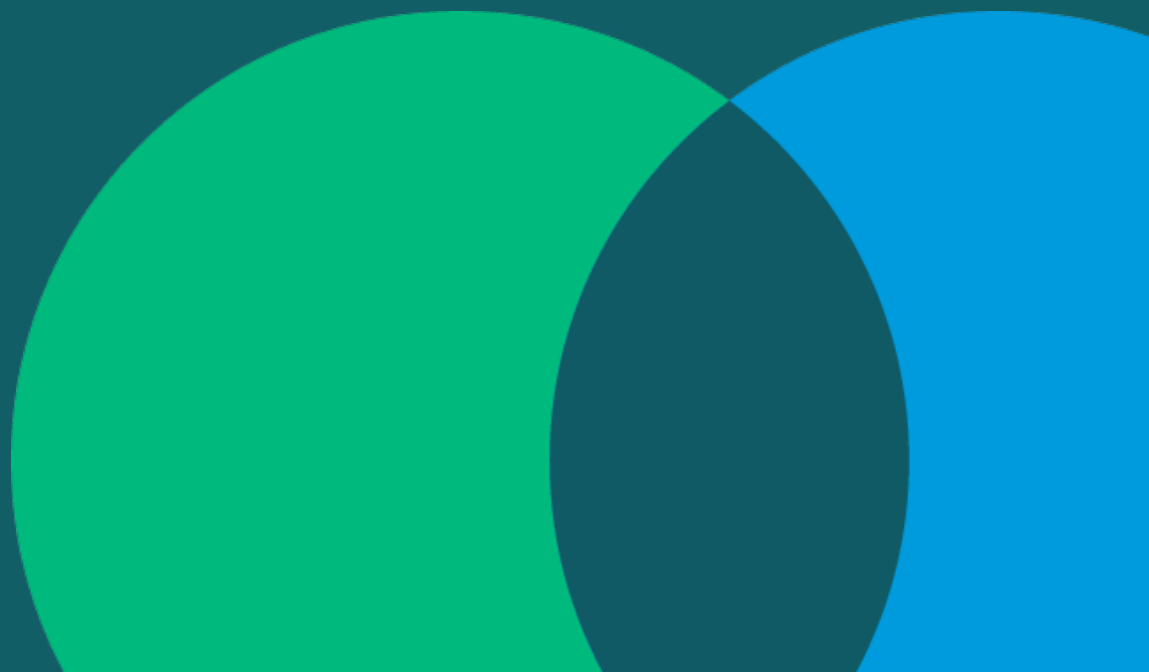


Salary Guide

United Arab Emirates 2025



Making connections

Securing the right talent is paramount to the success of any organisation, and in today's competitive landscape, the race to attract the top talent has never been fiercer.

To successfully navigate this world, you need a partner who understands the unique challenges your business faces, has an enviable track record and is adept at making the right connections with the right people.

At Cooper Fitch, we are experts in finding future leaders and building talented teams that drive change.



23 offices across four continents

Established
in the GCC since

1997

Trusted by

8 of the top 10

GCC sovereign wealth funds.

Over 92%

client retention

Over 10,000 executives placed in

leadership roles

Access to 15M+ leaders
via 23 offices across 4 continents.

85% of placements
exceed two years

Trusted by

90%

of Forbes GCC Top
100 companies.

Partnered with 9 out of 10
of the world's top banks

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Welcome to the Salary Guide United Arab Emirates 2025

The United Arab Emirates' recruitment market has exceeded expectations over the past 12 months, reflecting the nation's continued success in diversifying its economy away from oil. The Emirates led the Gulf in terms of job creation in Q3 2024 with an 8% increase in new jobs.

The UAE's real estate sector has gone from strength to strength over the past year, driving talent demand. According to data published by LinkedIn, the number of property professionals working in the country grew by 42% in Q1 2024 compared to Q4 2023, and the volume of jobs posted in the sector increased by 94% in the same period. Analysts at Bloomberg note that major developers maintain supply-demand imbalances, and do not expect unit handover to peak until 2026-27.

The technology industry remains a catalyst for job creation in the Emirates, which ranked first in the Middle East and 16th globally in Huawei's Global Digitalization Index (GDI) 2024. Recruitment related to artificial intelligence (AI) may not have reached the heights that some predicted, but 43% of Emirates-based respondents to a recent SAP YouGov Survey view a lack of talent in this field as a key challenge.

The Emirates has also been a magnet for hedge funds over the past 12 months, attracting names such as Brevan Howard, Millennium and TCI Fund Management, with several other high-profile investment firms currently awaiting approval.

Regional security

As the economic and political climate continues to shift in the Middle East, regional security issues will play a key role in the country's ability to generate jobs and attract talent over the coming year. Emirati leaders are likely to leverage their influence on the international stage to help achieve peace and maintain economic stability in the region.

Foreign direct investment

The UAE is among the world's leading foreign direct investment (FDI) performers, attracting inflows of more than \$30 billion in 2023, according to Emirates News Agency (WAM). Policymakers will no doubt look to attract new family and private offices, as well as further FDI from London, New York and other global hubs, over the next 12 months.

Aviation expansion

Airline-related recruitment has surged in the country recently. According to Emirates' 2023-24 Annual Report, the company's total workforce grew by 10% to 112,406, its largest size ever. Etihad, meanwhile, hired more than 2,300 new employees in 2023. The nation's air passenger traffic rose by 13% to nearly 98 million in the first eight months of 2024.

Introduction



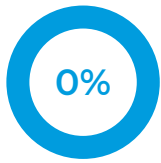
Salaries in the UAE
to increase by

0%

on average
in 2025

The Emirates' economy is on course to expand by 4% in 2024, and the nation's gross domestic product (GDP) is likely to grow by a further 6% in 2025, according to the Arab Monetary Fund and the United Arab Emirates Central Bank. Policymakers have continued to take significant steps to bolster the domestic job market this year, approving a \$1.7 billion budget to support Emiratisation and encourage more nationals to join the private sector. According to the Emirati Talent Competitiveness Council, approximately 42,000 Emiratis had joined private businesses in 2023, bringing the total number to 92,000. The nation had aimed to add a further 36,000 nationals to its workforce by the end of 2024. While some market commentators have raised concerns that the country's growing population is likely to cause average salaries to fall over the longer term, its economic outlook remains robust. Reflecting current trends in the Emirates' recruitment market, Cooper Fitch's analysis of the survey on 2025 salary changes for new hires reveals a weighted average that predicts no salary increase in the UAE for the upcoming year. This is influenced by significant population growth balancing the economic gains.

Overview



Average salary increase: Despite a thriving economy and high levels of FDI, salary stability is anticipated in the UAE, with no average increase expected, influenced by significant population growth.



Cutting back: Top talent may be in high demand in the Emirates, but 29% of respondents to our latest survey saw fit to reduce salaries offered to new recruits in 2024.



Cautious optimism: Over the past 12 months, 71% of employers have either increased or maintained salaries for new hires, a 10% year-on-year decline compared to last year's survey.



An eye on acquisition: Almost half of respondents (44%) intend to increase salaries in 2025, which – while positive – represents a 9% year-on-year decline compared to last year's results.



Salary increases in 2024: More than two-fifths (41%) of respondents raised salaries for new hires in 2024, with 7% increasing wages by over 10%, reflecting stiff competition for talent in the UAE.



No change in 2025: Over a quarter (26%) of organisations have no plans to adjust salaries in 2025. This suggests that while the market remains stable, salary levels are expected to remain constant.

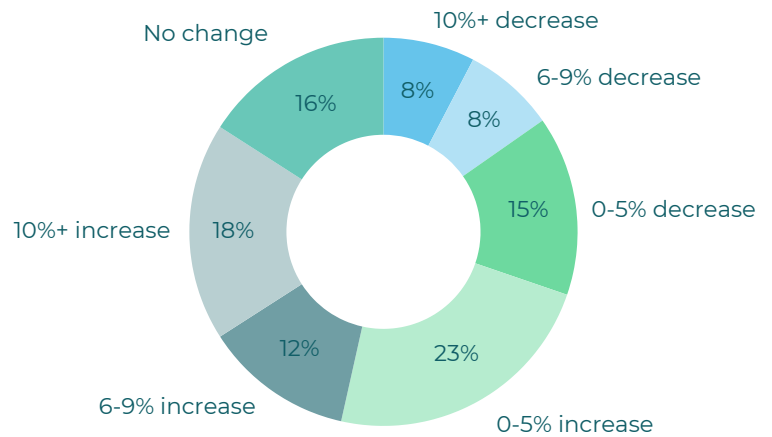


Headcount

More than half (54%) of the organisations surveyed expect to grow their workforces over the next 12 months, a small year-on-year decline of 2%. Conversely, nearly a third (31%) of those surveyed anticipate a reduction in headcount in 2025. It is interesting to note that the proportion of organisations anticipating expansion, contraction and stability in their workforces over the coming year is almost identical among respondents from the UAE and Saudi Arabia, suggesting parity between both markets.

Planned changes to headcount in 2025

Organisations were asked about their plans for headcount changes in 2025. Responses indicate anticipated shifts ranging from a 0-5% decrease to a 0-5% increase.



Salary outlook

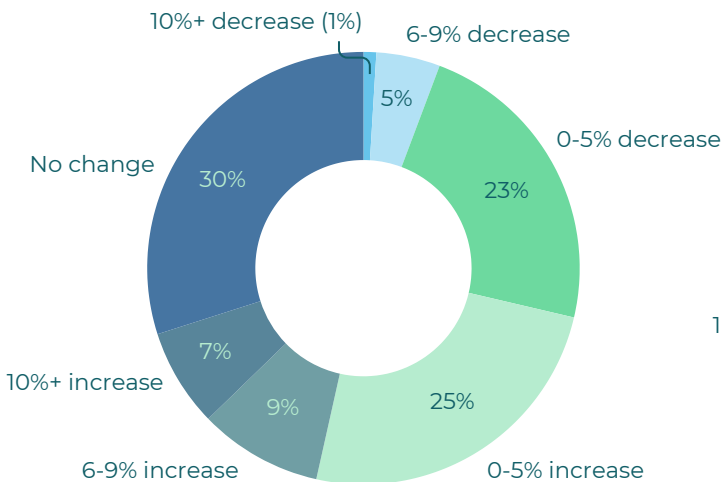
“The past 12 months have been immensely positive for the United Arab Emirates in terms of job creation, which rose by 8% in Q4 2024. The country’s leaders have exceeded all expectations related to FDI, and key sectors such as real estate, banking and finance, and technology are continuing to attract fresh talent from around the world.”

Dr Trefor Murphy
Founder and CEO, Cooper Fitch

The UAE economic performance has been extremely positive over the past 12 months, a trend that is reflected by the resilience of wages in the local job market. Although the technology sector failed to live up to expectations in the first six months of 2024, activity in this space increased dramatically in H2. The country’s startup ecosystem also attracted significant investment, with new ventures securing more than \$680 million of funding in the first three quarters of 2024, according to Wamda data. The nation’s real estate sector continues to drive significant demand for talent, with markets like Dubai, Abu Dhabi and Ras Al-Khaimah drawing property professionals from across the globe. More than two-fifths (41%) of organisations surveyed by Cooper Fitch approved pay increases for new hires in 2024, and a similar proportion (44%) expect to raise salaries in 2025. Nevertheless, large bonus payouts coupled with population growth could serve to soften pay offers in 2025.

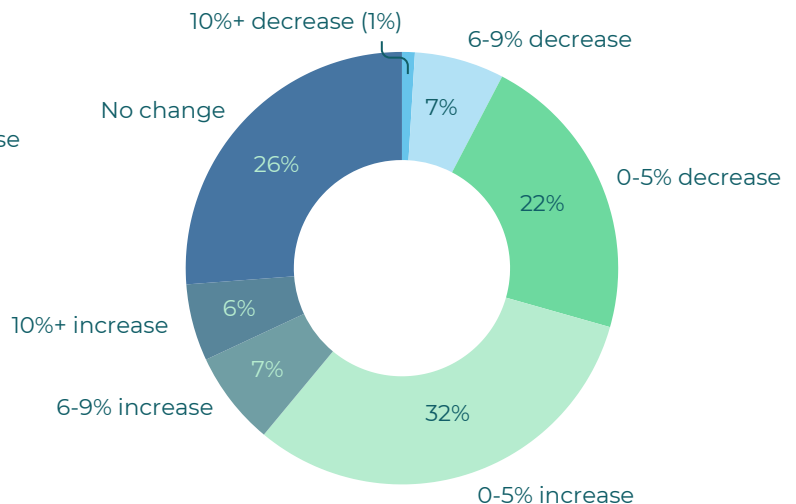
Salary revisions in 2024

Survey responses reflect whether organisations revised their salary ranges offered to new hires in 2024. Changes reported include adjustments from a 0-5% decrease to a 0-5% increase.



Planned salary revisions in 2025

The survey explored organisations’ plans to revise salary ranges for new hires in 2025, with responses spanning from a 0-5% decrease to a 0-5% increase.



Talent outlook

The results of Cooper Fitch's latest survey reveal that the percentage of organisations with confidence in the nation's domestic talent pool has fallen slightly over the past 12 months. When asked whether they believe there is available talent in the country to meet their hiring needs for 2025, two-thirds (66%) of this year's respondents answered 'Yes', 22% answered 'No' and 11% said they didn't know. Last year, 73% of those surveyed were confident that the pool of prospective candidates in the Emirates was sufficient to meet their recruitment requirements for the following 12 months.

The results of this year's survey reveal that the 'mining, metals and natural resources', 'consulting and professional services' and 'hospitality, travel and tourism' sectors represent the most significant talent gaps in the UAE at present.

Fortunately, policymakers are investing significant resources into skills and training, especially in the nation's thriving technology sector. In May 2024, the government unveiled its One Million Prompters initiative, which aims to upskill a new generation of AI prompt engineers over the next three years. The Emirates has also succeeded in securing support from the private sector. Microsoft, for instance, selected the latest edition of GITEX Global as a launchpad for its AI National Skills Initiative, a programme designed to empower 100,000 government employees to drive AI innovation across the country.

Against this backdrop, it seems likely that policymakers will look to replicate success in the tech space across other industries over the coming years. The key challenge will be to ensure that skills and training initiatives are aligned with the sectors that need them most.

Skill shortages

- 1 Mining, metals and natural resources
- 2 Consulting and professional services
- 3 Hospitality, travel and tourism
- 4 Government and public sector
- 5 Information technology and telecommunications
- 6 Logistics, transportation and supply chain
- 7 Aviation, defence and aerospace
- 8 Banking, financial services and insurance
- 9 Real estate, construction and architecture
- 10 Marketing, advertising and public relations

ROLES	TITLE	MIN	MAX
AUDIT	Partner <i>(5+ years)</i>	94,000	132,000
	Partner <i>(1-4 years)</i>	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 <i>(5+ years)</i>	110,000	165,000
	Partner <i>(1-4 years)</i>	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 <i>(5+ years)</i>	120,000	181,000
	Partner <i>(1-4 years)</i>	88,000	110,000
	Director	57,000	76,000
	Senior Manager	40,000	55,000
	Manager	31,000	39,000
	Assistant Manager	26,000	31,000
	Senior Associate	18,000	24,000
	Associate	14,000	17,000

Banking & FS

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

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	

ROLES	TITLE	MIN	MAX
RISK	Chief Risk Officer	82,000	131,000
	Head of Credit Risk	60,000	78,000
	Head of Collections and Recovery	60,000	73,000
	Market Risk Head	59,000	68,000
	Head of Risk Analytics	56,000	68,000
	Credit Risk Policies Head	57,000	67,000
	Operational Risk Head	59,000	67,000
	Credit Risk Policies VP	53,000	61,000
	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	

Senior Finance

ROLES	TITLE	MIN	MAX
Group Chief Financial Officer		102,000	153,000
Chief Internal Auditor	<i>Large Local groups/ MNCs</i>	87,000	132,000
Chief Financial Officer	<i>Large Local groups/ MNCs</i>	81,000	122,000
	<i>Small to Medium Enterprises</i>	61,000	92,000
Internal Audit Director	<i>Large Local groups/ MNCs</i>	61,000	81,000
	<i>Small to Medium Enterprises</i>	63,000	81,000
Financial Director	<i>Small to Medium Enterprises</i>	66,000	81,000
	<i>Large Local groups/ MNCs</i>	56,000	73,000
Treasury Director	<i>Small to Medium Enterprises</i>	56,000	71,000
	<i>Large Local groups/ MNCs</i>	53,000	69,000
Financial Controller	<i>Small to Medium Enterprises</i>	51,000	66,000
	<i>Large Local groups/ MNCs</i>	46,000	63,000
Financial Planning Analysis Director	<i>Large Local groups/ MNCs</i>	43,000	56,000
	<i>Small to Medium Enterprises</i>	36,000	51,000
Financial Planning Analysis Manager	<i>Large Local groups/ MNCs</i>	33,000	46,000
	<i>Small to Medium Enterprises</i>	32,000	46,000
Treasury Manager	<i>Large Local groups/ MNCs</i>	36,000	46,000
	<i>Small to Medium Enterprises</i>	31,000	41,000
Internal Audit Manager	<i>Large Local groups/ MNCs</i>	31,000	41,000
	<i>Small to Medium Enterprises</i>	25,000	37,000
Finance Manager	<i>Large Local groups/ MNCs</i>	29,000	37,000
	<i>Small to Medium Enterprises</i>	25,000	36,000
Reporting Manager	<i>Large Local groups/ MNCs</i>	25,000	36,000
	<i>Small to Medium Enterprises</i>	24,000	36,000
Budgeting Manager	<i>Large Local groups/ MNCs</i>	20,000	31,000
	<i>Small to Medium Enterprises</i>	18,000	27,000

Senior Finance

ROLES	TITLE	MIN	MAX
Chief Accountant	<i>Large Local groups/ MNCs</i>	15,000	23,000
	<i>Small to Medium Enterprises</i>	15,000	23,000
Finance / Business Analyst	<i>Large Local groups/ MNCs</i>	10,000	18,000
	<i>Small to Medium Enterprises</i>	12,000	18,000
Credit Manager	<i>Large Local groups/ MNCs</i>	12,000	18,000
	<i>Small to Medium Enterprises</i>	10,000	18,000
Internal Auditor	<i>Large Local groups/ MNCs</i>	11,000	16,000
	<i>Small to Medium Enterprises</i>	11,000	16,000
Management Accountant	<i>Large Local groups/ MNCs</i>	9,000	15,000
	<i>Small to Medium Enterprises</i>	8,000	13,000
Financial Accountant	<i>Large Local groups/ MNCs</i>	8,000	13,000
	<i>Small to Medium Enterprises</i>	6,000	12,000
AP/AR Accountant	<i>Large Local groups/ MNCs</i>	4,000	10,000
	<i>Small to Medium Enterprises</i>	4,000	10,000

Human Resources

ROLES	MIN	MAX
Chief Shared Services Officer (CSSO)	109,600	177,000
Chief Human Resources Officer (CHRO)	109,600	165,000
Vice President Human Resources	87,300	139,000
Executive Director Support Services	81,900	125,000
Executive Director Human Resources	78,400	113,000
Director Support Services	65,900	94,000
HR Director	58,000	92,000
Culture and Change Director	45,000	78,000
Director / Head of Organisational Development	43,700	76,000
Director / Head of Talent Acquisition	43,700	75,000
Director / Head of Talent Mgt	43,700	73,000
Director / Head of Learning & Development	43,700	69,000
Human Resources Business Partner	33,000	59,000
Organisational Development Manager	32,000	48,000
HR Manager	33,000	45,000
Compensation and Benefits / Total Rewards Mgr	27,700	42,000
Learning & Development Manager	27,700	39,000
Talent Acquisition Manager	22,400	38,000
Training Manager	22,400	36,000
Recruitment Manager	20,300	31,000
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	21,000

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	36,000	55,000
	Fund/Portfolio Manager	37,000	51,000
	Investment Associate	27,000	37,000
	Investment Analyst	13,000	22,000

Investment management

ROLES	TITLE	MIN	MAX
INVESTMENT	Managing Director	99,000	157,000
BANKING	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
TAX	Partner <i>(5+ years)</i>	85,000	122,000
BIG4	Partner <i>(1-4 years)</i>	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 &	Head of Tax <i>(5+ years)</i>	71,000	105,000
PUBLIC SECTOR	Director <i>(1-4 years)</i>	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

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	92,000
	General Counsel/Head	75,000	105,000
	Director	65,000	80,000
	Senior Legal Counsel/Legal Manager	51,000	67,000
	Legal Counsel	39,000	49,000
	Legal Specialist	25,000	35,000

Manufacturing

ROLES	TITLE	MIN	MAX
MANUFACTURING	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	

Manufacturing

ROLES	TITLE	MIN	MAX
SUPPLY CHAIN	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	

Public sector

ROLES	MIN	MAX
Undersecretary	137,000	191,000
Assistant Undersecretary	99,000	142,000
Chief Economist	88,000	132,000
Chief Programs Officer	88,000	132,000
Chief Innovation Officer	88,000	132,000
International Subject Matter Expert/Advisor	66,000	88,000
Public Policy Director	66,000	88,000
Director of Shared Services	66,000	88,000
Principal/Senior Economist	44,000	66,000
Policy Specialist	28,000	44,000
Economist	22,000	33,000
Policy Analyst	137,000	191,000

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	37,000
Senior Environmental Manager		37,000	52,000
Environmental Manager		31,000	47,000
Sustainability Manager		22,000	39,000

ROLES	TITLE	MIN	MAX
CONSTRUCTION & PROJECT MANAGEMENT	Chief Projects Officer	107,000	224,000
	Programme Director	78,000	133,000
	Executive Director of Project Delivery	76,000	131,000
	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	

ROLES	TITLE	MIN	MAX
SALES & POST	Chief Commercial Officer	99,000	152,000
CONSTRUCTION	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

Sales & marketing

ROLES	TITLE	MIN	MAX
CONSUMER (B2C)	Chief Sales Officer / Chief Revenue Officer	78,000	110,000
SALES	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)	Chief Marketing Officer (CMO)	85,000
MARKETING	Marketing Director	59,000	72,000
	Communications Director	60,000	74,000
	VP of Marketing Strategy	60,000	72,000
	Head of Advertising	48,000	58,000
	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

Sales & marketing

ROLES	TITLE	MIN	MAX
INDUSTRIAL (B2B)	Chief Sales Officer (CSO)	85,000	120,000
	SALES		
	General Manager	55,000	79,000
	Regional Sales Director	51,000	66,000
	Country Sales Manager	41,000	51,000
	Regional 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)	Chief Marketing Officer (CMO)	75,000	120,000
MARKETING	Vice President of Marketing Strategy	60,000	72,000
	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

ROLES	TITLE	MIN	MAX
INDUSTRY	Chief Strategy Officer	110,000	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	Partner	132,000 +	
FIRMS	Principal	78,000	95,000
	Engagement Manager	61,000	75,000
	Associate	44,000	59,000
	Business Analyst	23,000	29,000
MANAGEMENT	Partner (<i>5+ years</i>)	164,000 +	
CONSULTING	Partner (<i>1-5 years</i>)	99,000	120,000
	Director	59,000	79,000
	Senior Manager	42,000	53,000
	Manager	29,000	40,000
	Senior Consultant	22,000	26,000
	Consultant	14,000	20,000

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
	Head of Digital Factory	79,000	91,000
	Product Director	79,000	91,000
	VP of Digital Transformation	71,000	88,000
	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	

Technology

ROLES	TITLE	MIN	MAX
INDUSTRY	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
	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
START-UP	Chief Product & Technology Officer	80,000	110,000
	Head of Product	45,000	70,000
	Head of Engineering	45,000	70,000
	Technical Lead	35,000	50,000
	Product Manager	35,000	45,000
	Product Owner	35,000	45,000
	Security Architect	35,000	45,000
	Data Scientist	30,000	40,000
	Security Engineer	30,000	40,000
	Software Engineer - FullStack	25,000	35,000
	Frontend Developer	25,000	35,000
	Backend Developer	25,000	35,000
	Software QA Engineer	25,000	35,000

Technology

ROLES	TITLE	MIN	MAX
START-UP	Data Engineer	25,000	35,000
	DevOps Engineer	25,000	35,000
	Business Analyst	25,000	33,000
	Cloud Engineer	25,000	33,000
	Security Analyst	20,000	30,000
CONSULTING CLOUD	Partner	91,000	117,000
ENGINEERING & ADVISORY	Director	52,000	75,000
	Senior Manager	36,000	48,000
	Manager	29,000	35,000
	Senior Consultant	22,000	28,000
	Consultant	17,000	21,000
	Business Analyst	11,000	16,000
DIGITAL STRATEGY & 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

Technology

ROLES	TITLE	MIN	MAX
VENDORS	Vice President 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 (<i>Individual Contributor</i>)	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
TELECOMMUNICATIONS	Chief Commercial Officer / VP of Sales	99,000	120,000
	Chief Technology Officer / Chief Information Officer	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

For this year's report, Cooper Fitch conducted a survey targeting business leaders responsible for key decisions across more than 1,000 organisations in the Gulf region. The survey comprised ten confidential questions focusing on recruitment activity, workforce headcounts, and salary trends for 2024 and projections for 2025.

The data presented in our salary guide is derived exclusively from survey responses and insights from our professional network, offering a representative snapshot of the current market landscape.

Breakdown of respondent organisations by size:

- 0-50 employees: 30%
- 51-250 employees: 26%
- 251-1,000 employees: 16%
- 1,000+ employees: 27%

About Cooper Fitch

Since 1997, Cooper Fitch has been committed to attracting, developing and retaining the best talent. Specialising in recruitment and executive search, human resources advisory services (HRAS), and tailored recruitment solutions such as recruitment process outsourcing (RPO). We find, build and retain outstanding leaders and teams who drive transformational change and exceptional growth.

Please contact me directly if you would like to learn more.



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