

Charterhouse Salary Guide 2010 – U.A.E.

Audit

AED (Gross monthly salaries excluding bonus)

Role	Years of Experience	Low	High
FINANCIAL SERVICES			
Audit Manager	7 – 10 Years	30,000	50,000
Auditor	2 – 5 Years	14,000	25,000
Country Auditor	2 – 5 Years	15,000	22,000
Head of Audit	6 – 10 Years +	50,000	75,000
Junior Auditor	0 – 2 Years	10,000	14,000
Senior Auditor	5 – 8 Years	20,000	30,000
Vice President of Audit	15 Years +	65,000	80,000
COMMERCE & INDUSTRY			
Audit Manager	7 – 10 Years	35,000	40,000
Audit Supervisor	4 – 6 Years	25,000	35,000
Auditor	1 – 3 Years	15,000	25,000
Head of Audit & Internal Controls	6 – 10 Years	40,000	60,000
Junior Auditor	0 – 2 Years	8,000	14,000
Senior Auditor	3 – 5 Years	20,000	30,000
Vice President of Audit	15 Years +	60,000	80,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Banking – Asset Management & Investment

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Analyst	20,000	15,000	25,000
Associate	33,000	25,000	45,000
Back Office Operations	16,000	10,000	18,000
Director	70,000	65,000	85,000
Institutional Sales - Director	75,000	65,000	85,000
Institutional Sales - Managing Director	95,000	75,000	110,000
Institutional Sales - Vice President	55,000	45,000	65,000
Portfolio Director	60,000	50,000	70,000
Portfolio Manager	45,000	40,000	50,000
Portfolio MD / Head of Asset Management	95,000	65,000	110,000
Managing Director	95,000	75,000	120,000
Middle Office Operations - Asset Management	22,000	18,000	25,000
Middle Office Operations - Investment	18,000	14,000	20,000
Vice President	53,000	40,000	70,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Banking – Consumer

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Assistant Branch Manager	18,000	13,000	23,000
Assistant Product Manager: Cards	18,000	15,000	23,000
Branch Manager	32,000	25,000	36,000
Business Development Manager: Cards	30,000	20,000	35,000
Business Intelligence Analyst: Cards	22,000	15,000	26,000
Cards Project Analyst	20,000	15,000	25,000
Cards Project Manager: Implementation & Delivery	30,000	25,000	35,000
CEO	130,000	100,000	150,000
Chief Risk Officer	80,000	60,000	100,000
Collections Manager	25,000	18,000	32,000
Compliance Manager	30,000	25,000	35,000
Compliance Officer	20,000	15,000	23,000
COO	72,500	55,000	90,000
Country Head	150,000	130,000	170,000
Credit Balance Scorecard Manager	35,000	30,000	40,000
EFT Specialist	29,000	24,000	30,000
Head of Acquiring	40,000	30,000	55,000
Head of Card Centre	40,000	30,000	50,000
Head of Cards	57,500	45,000	70,000
Head of Cards Operations	45,000	30,000	55,000
Head of Cards Portfolio Management	40,000	30,000	55,000
Head of Cards Technology	57,500	45,000	70,000
Head of Collections	45,000	35,000	55,000
Head of Compliance	47,500	35,000	60,000
Head of Credit Analytics	37,500	20,000	45,000
Head of Credit Policy	42,500	35,000	50,000
Head of Issuing	40,000	30,000	55,000
Head of Loyalty	40,000	30,000	56,000
Head of Merchant Services	40,000	30,000	55,000
Head of Partnerships	40,000	30,000	56,000
Head of Product Development: Cards	40,000	30,000	55,000
Head of Retail	70,000	50,000	90,000
Head of Retail Credit	50,000	40,000	60,000
Head of Risk	57,500	40,000	75,000
Key Account Manager: Cards	30,000	20,000	40,000

Role	Average	Low	High
Loyalty Officer	15,000	10,000	19,000
National Sales Manager: Cards	30,000	25,000	35,000
Operational Risk Manager	50,000	30,000	70,000
Partnership Manager	27,000	22,000	32,000
Partnership Officer	15,000	10,000	19,000
Portfolio Manager: Cards	26,000	20,000	35,000
POS Specialist	29,000	24,000	30,000
Product Development Manager	30,000	25,000	35,000
Product Manager: Cards	30,000	20,000	35,000
Product Officer	15,000	10,000	20,000
Relationship Manager: Merchant Services	23,000	18,000	26,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Banking – Corporate

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Assistant Relationship Manager	14000	12,000	18,000
Credit Analyst	12000	8,000	16,000
Head of Corporate Banking	75,000	65,000	85,000
Head of Corporate Banking / Wholesale Bank / Region	107,500	90,000	100,000
Head of Corporate Credit	60,000	50,000	70,000
Head of Financial Institutions	55,000	50,000	65,000
Head of Trade Finance	38,000	34,000	48,000
Islamic Relationship Manager	25,000	16,000	28,000
Islamic Senior Relationship Manager	33,000	28,000	35,000
Relationship Manager	20,000	15,000	25,000
Relationship Manager: Financial Institutions	24,000	21,000	27,000
Senior Analyst	22,000	16,000	28,000
Senior Relationship Manager	30,000	28,000	33,000
Senior Relationship Manager: Financial Institutions	30,000	28,000	33,000
Team Leader	35,000	32,000	42,000
Team Leader - Credit Analysts	38000	32,000	45,000
Trade Documents Processor	10,000	7,000	13,000
Trade Manager	26,000	22,000	30,000
Trade Officer	18,000	16,000	20,000
Unit Head	44,000	40,000	48,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Banking – Private

AED (Gross monthly base salaries excluding bonus)

Role	Average	Low	High
HO Private Banking (Managing Director)	60,000	50,000	75,000
Private Banker (Associate Director)	40,000	35,000	50,000
Private Banker (Director)	45,000	40,000	55,000
Private Banker (Relationship Manager)	30,000	25,000	35,000
Product & Investment Specialists (Associate)	30,000	25,000	35,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Banking – Treasury

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Head of Treasury	60,000	45,000	75,000
Head of Treasury Operations	40,000	35,000	55,000
Manager of Treasury Operations	30,000	25,000	45,000
Treasury Operations	22,000	15,000	30,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Banking - Wealth Management

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Area Sales Manager / Unit Head	35,000	30,000	40,000
Assistant Private Banker / Relationship Manager	18,000	14,000	24,000
Head of Wealth	60,000	50,000	70,000
Junior Private Banker / Relationship Manager	28,000	22,000	35,000
Product Manager	28,000	16,000	34,000
Qualified Financial Analyst (CFA / CFP or equivalent)	30,000	25,000	35,000
Relationship Manager	21,000	18,000	25,000
Relationship Officer	12,000	9,000	15,000
Senior Private Banker	42,000	35,000	55,000
Senior Relationship Manager	25,000	20,000	30,000
Training Manager	19,500	14,000	25,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.
 Premiums are paid for Arabic speakers.

Compliance

AED (Gross monthly salaries excluding bonus)

Role	Years of Experience	Low	High
INVESTMENT BANKING			
Compliance Manager	3 – 6 Years	25,000	35,000
Compliance Officer	1 – 3 Years	15,000	23,000
Divisional Compliance Manager	7 – 10 Years	35,000	45,000
Divisional Head Compliance	10 Years +	45,000	65,000
Global Head of Compliance	15 Years +	60,000	80,000
Junior Compliance Officer	0 – 2 Years	10,000	16,000
ASSET & WEALTH MANAGEMENT			
Compliance Manager	5 – 8 Years	23,000	37,000
Head of Compliance Management	15 Years +	60,000	85,000
Junior Compliance Officer	0 – 2 Years	10,000	14,000
Senior Compliance Manager	7 – 10 Years +	35,000	50,000
Senior Compliance Officer	2 – 4 Years	15,000	25,000
RETAIL BANKING			
Compliance Manager	3 – 6 Years	25,000	35,000
Compliance Officer	1 – 3 Years	15,000	25,000
Divisional Compliance Manager	7 – 10 Years	35,000	45,000
Global Head of Compliance	10 Years +	50,000	75,000
Head of Compliance	6 – 10 Years	40,000	55,000
Junior Compliance Officer	1 – 2 Years	8,000	15,000
RETAIL FINANCIAL SERVICE			
Compliance Director	6 – 10 Years	50,000	75,000
Compliance Manager	4 – 8 Years	35,000	45,000
Compliance Officer	0 – 2 Years	10,000	14,000
Head of Financial Crime & MLRO	10 Years +	50,000	75,000
Senior Compliance Officer	2 – 4 Years	14,000	22,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Construction

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Acquisitions Manager / Land Surveyor	32,000	25,000	40,000
Assistant Development Manager	25,000	20,000	30,000
Assistant Project Manager	20,000	15,000	25,000
Associate	45,000	30,000	65,000
Associate Director (PQS)	58,000	50,000	64,000
CEO	100,000	60,000	150,000
Civil/Structural Engineer	25,000	15,000	35,000
Commercial Director	60,000	45,000	75,000
Commercial Manager	55,000	40,000	65,000
Construction Manager	30,000	20,000	35,000
Construction/Site Engineer	20,000	15,000	25,000
Contracts Manager	40,000	30,000	55,000
Cost Manager (PQS)	30,000	25,000	45,000
Design Manager	35,000	20,000	40,000
Development Director	60,000	50,000	90,000
Development Manager	50,000	35,000	60,000
Director (PQS)	60,000	50,000	80,000
Facilities Coordinator	20,000	15,000	25,000
Facilities Manager	40,000	30,000	50,000
General Manager / VP	62,500	45,000	80,000
Head of Planning Department	50,000	45,000	60,000
Head of Real Estate	60,000	45,000	70,000
HSE Director	55,000	45,000	70,000
HSE Manager	40,000	35,000	50,000
HSE Officer	15,000	10,000	20,000
Interior Designer	20,000	10,000	30,000
Junior Architect	16,000	10,000	20,000
Junior Quantity Surveyor	12,000	10,000	14,000
Landscape Architect	25,000	15,000	35,000
Leasing Executive	18,000	12,000	28,000
Leasing Manager	38,000	30,000	45,000
MEP Construction Manager	35,000	30,000	45,000
MEP Coordinator	20,000	13,000	25,000
MEP Design Manager	35,000	25,000	40,000
MEP Project Manager	40,000	28,000	50,000

Role	Average	Low	High
Operations Manager	45,000	35,000	55,000
Planner	16,000	13,000	20,000
Principal	60,000	40,000	80,000
Procurement Manager	27,500	20,000	35,000
Project Director	62,500	55,000	75,000
Project Manager	45,000	30,000	55,000
Property Manager	40,000	35,000	50,000
Purchaser	14,000	10,000	18,000
QA/QC Engineer	14,000	10,000	18,000
Quantity Surveyor	25,000	20,000	30,000
Resident Engineer: Entry Level	18,000	12,000	30,000
Senior Architect	30,000	20,000	40,000
Senior Civil/Structural Engineer	35,000	20,000	40,000
Senior Development Manager	60,000	50,000	75,000
Senior Interior Designer	30,000	20,000	40,000
Senior Planner	35,000	25,000	45,000
Senior Project Manager	55,000	42,000	65,000
Senior Quantity Surveyor	40,000	30,000	45,000
Senior Resident Engineer	30,000	20,000	45,000
Town Planner	25,000	20,000	30,000
Urban Designer	27,000	18,000	35,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings. These figures are based on AED monthly gross packages inclusive of accommodation and transportation allowances.

Finance & Accounting

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Business / Financial Controller	38,000	32,000	42,000
Business Analyst	26,000	22,000	29,000
Chief Financial Officer (CFO)	75,000	60,000	100,000
Finance Director	48,000	43,000	63,000
Finance Manager	28,000	23,000	33,000
Financial Accountant	20,000	18,000	25,000
Financial Analyst	25,000	20,000	30,000
Financial Planning & Analysis Manager	30,000	27,000	34,000
Internal Auditor	21,000	18,000	25,000
Management Accountant	20,000	18,000	24,000
Newly Qualified (1- 2 years PQE)	17,000	14,000	19,000
Newly Qualified (2-4 years PQE)	20,000	17,000	24,000
Regional Finance Director	60,000	52,000	70,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Human Resources

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Career Development Specialist	30,000	25,000	35,000
Compensation & Benefits Manager	30,000	20,000	40,000
Compensation & Benefits Specialist	20,000	15,000	25,000
Emiratisation Manager	40,000	20,000	60,000
Employee Relations Manager	28,000	20,000	35,000
HR Director	50,500	35,000	80,000
HR Executive / Administrator / Coordinator	13,500	10,000	17,000
HR Manager	35,000	20,000	45,000
HR Officer	18,000	12,000	25,000
Recruitment Manager	25,000	18,000	35,000
Recruitment Specialist	18,000	13,500	25,000
Trainer	19,000	15,000	25,000
Training & Development Manager	27,500	20,000	35,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Hospitality – Hotels & Resorts

AED (basic monthly salaries excluding additional benefits i.e. housing & transportation)

Role	Average	Low	High
Chef de Cuisine	10,000	5,000	18,000
Chief Engineer	18,000	15,000	25,000
Director of Finance	20,000	16,000	30,000
Director of Human Resources	22,000	18,000	30,000
Director of IT	20,000	16,000	25,000
Director of Marketing / Communications	18,000	14,000	25,000
Director of Revenue	15,000	12,000	20,000
Director of Rooms / Rooms Division Manager	24,000	18,000	27,000
Director of Sales & Marketing	25,000	18,000	30,000
EAM / Hotel Manager/ Resident Manager	25,000	20,000	35,000
Executive Chef	22,000	15,000	35,000
Executive Housekeeper	20,000	15,000	25,000
Executive Pastry Chef	15,000	10,000	25,000
Executive Sous Chef	15,000	10,000	25,000
Financial Controller	16,000	12,000	20,000
Food & Beverage Director	20,000	16,000	25,000
Food & Beverage Manager	14,000	10,000	20,000
Front Office Manager	10,000	5,000	15,000
General Manager	30,000	25,000	45,000
Human Resources Manager	14,000	10,000	20,000
IT Manager	14,000	10,000	20,000
Marketing Communications / PR Manager	12,000	8,000	15,000
Recruitment / Training Manager	14,000	10,000	20,000
Reservations Manager	10,000	5,000	15,000
Restaurant / Bar Manager	8,000	5,000	15,000
Sales Manager	10,000	6,000	15,000
Senior Sales / Business Development Director	15,000	12,000	20,000
Spa / Fitness Manager	12,000	8,000	18,000
Spa / Recreation Director	20,000	14,000	25,000

Salary levels will deviate as all hotels have different package structures, internal grading and salary bandings. They also deviate depending upon the star rating of the property and size of the operation.

Information Technology

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Application Manager	30,000	25,000	40,000
Business Analyst	22,000	18,000	27,000
CIO/IT Director	50,000	40,000	60,000
Data Centre Manager	32,000	22,000	40,000
DBA	16,000	13,000	22,000
Developer	14,000	9,000	20,000
Enterprise Architect	45,000	40,000	55,000
Head of IT	50,000	40,000	60,000
Helpdesk	10,000	6,000	13,000
IT Manager	30,000	20,000	40,000
IT Security Analyst	20,000	16,000	25,000
Programme Manager	45,000	40,000	55,000
Project Manager	35,000	20,000	40,000
Quality Analyst	18,000	15,000	25,000
Solutions Architect	45,000	35,000	55,000
Support Engineer	15,000	10,000	25,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Insurance

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Business Development Manager	30,000	22,000	35,000
Director / General Manger	70,000	55,000	90,000
Director of Underwriting	60,000	50,000	65,000
Head of Sales / Marketing	55,000	48,000	65,000
Junior Underwriter	10,000	8,000	15,000
Manager of Underwriting Dept	40,000	35,000	45,000
Senior Underwriter	30,000	20,000	35,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Legal

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Head of Legal	70,000	50,000	90,000
Lawyer In-House	56,000	42,000	70,000
Legal Assistant	16,000	13,000	20,000
Legal PA	20,000	16,000	25,000
Legal Secretary	18,000	15,000	23,000
Paralegal	20,000	16,000	25,000
Private Practice-3-5 years Post Qualified	44,000	40,000	55,000
Private Practice-Newly Qualified	30,000	28,000	38,500
Senior Lawyer In-House	67,500	45,000	90,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Professional Support

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Administration Assistant	12,000	10,000	14,000
Administration Manager	23,000	15,000	32,000
Executive Assistant	19,000	15,000	30,000
Office Administrator	12,000	10,000	15,000
Office Manager	22,000	15,000	30,000
Personal Assistant	18,000	15,000	30,000
Project Administrator	13,000	10,000	18,000
Reception	10,000	8,000	13,000
Secretary	14,000	12,000	18,000
Team Assistant	16,000	12,000	18,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Sales & Marketing

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Account Management	15,500	11,000	20,000
Art Director	22,000	16,000	27,000
Brand Manager	18,000	12,000	22,000
Business Development - Executive	12,500	10,000	15,000
Business Development – Manager	22,000	15,000	25,000
Business Development Director	30,000	25,000	35,000
Graphic Designer	14,000	10,000	18,000
Marketing Director	37,500	25,000	50,000
Marketing Executive	13,000	10,000	17,000
Marketing Manager	20,000	18,000	25,000
Media Planner	25,000	18,000	30,000
PR/Events/Communications - Director	40,000	30,000	45,000
PR/Events/Communications - Executive	14,000	10,000	16,000
PR/Events/Communications - Manager	20,000	15,000	30,000
Sales Director	35,000	25,000	45,000
Sales Executive	13,000	10,000	15,000
Sales Manager	20,000	15,000	30,000
Sales Vice President	50,000	40,000	60,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Technical - Logistics / Warehouse

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Air Freight Manager	25,000	20,000	30,000
COO Logistics	50,000	40,000	60,000
Customs Manager	30,000	25,000	40,000
Distribution manager	23,000	18,000	28,000
Factory Manager	25,000	20,000	35,000
General Manager – Logistics	38,000	30,000	45,000
General Manager Manufacturing	40,000	30,000	45,000
Logistics Administrator	10,000	8,000	15,000
Logistics Coordinator	12,000	8,000	15,000
Logistics Demand Planner	18,000	16,000	20,000
Logistics Manager	25,000	19,000	28,000
Logistics Operations Executive	10,000	6,000	12,000
Operations Manager Logistics	30,000	25,000	37,000
Third Party Logistics Coordinator	11,000	9,000	15,000
Third Party Logistics Manager	25,000	20,000	30,000
Transport Manager	30,000	25,000	35,000
Warehouse Manager	20,000	15,000	25,000
Warehouse Operations Manager	27,000	23,000	30,000
Warehouse Operative	8,000	6,000	10,000
Warehouse Supervisor	10,000	8,000	12,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.

Technical – Supply Chain

AED (Gross monthly salaries excluding bonus)

Role	Average	Low	High
Buyer	12,000	10,000	15,000
Contracts Manager	27,000	22,000	32,000
Demand Planner	17,000	13,000	22,000
Inventory Controller	10,000	8,000	12,000
Inventory Manager	16,000	12,000	18,000
Order Desk Supply Planner	12,000	9,000	15,000
Process Engineer Manufacturing	15,000	12,000	17,000
Procurement Director	45,000	35,000	55,000
Procurement Manager	25,000	18,000	30,000
Purchasing Assistant	12,000	10,000	15,000
Purchasing Manager	22,000	16,000	25,000
Quality Assurance Manager	15,000	27,000	22,000
Senior Buyer	15,000	12,000	17,000
Senior Procurement Officer	15,000	12,000	17,000
Senior Supply Planner (SAP)	18,000	15,000	22,000
Servicing Engineer	15,000	12,000	20,000
Strategic Buyer	13,000	11,000	15,000
Strategic Sourcing Manager	30,000	25,000	40,000
Supply Chain Coordinator	12,000	10,000	15,000
Supply Chain Manager	35,000	25,000	45,000
Supply Planner	12,000	10,000	15,000
Supply Chain Director	45,000	35,000	55,000
Technical Advisor Automotive	12,000	10,000	15,000
Technical Engineer Manufacturing	15,000	12,000	20,000
Vendor Management – Quality Assurance	20,000	18,000	25,000
Vice President Procurement	55,000	50,000	65,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings.