



Salary Guide: Into 2024

Foreword

Moving into 2024, it does appear that areas of global and regional instabilities continue to be a theme, impacting various market conditions. Until quite recently, it looked like inflationary pressures were under control however, the recent Red Sea crisis shall place a renewed focus on price rises once more. The events, that have played-out in Gaza since October, have proven both shocking and destabilising for the Middle East and with so many “moving parts” it’s unclear where the conflict is headed and what the broader and entire ramifications are likely to be. The UAE has continued a leading role in calling for peaceful outcomes and latterly, via the country’s presence on the UN Council, has facilitated ongoing efforts to deliver a cessation in Gaza whilst also offering continued mediation within the Ukraine crisis.

Over the last couple of years, the UAE has demonstrated a skilful, diplomatic and sensible approach to regional and global trends and/or conflicts. The country is linked at all levels to act as a leading regional player, whom is able to navigate and both economic and political situations at a global level, adding a view that genuinely reflects its cosmopolitan and open philosophy. The recent membership to the BRICS and attendance at the G20 hosted in India, is further testament to how the UAE is respectfully viewed at a global level as a valued and trusted partner member. During this G20 summit, the UAE President, Sheikh Mohammed bin Zayed Al Nayhan, was seen at the forefront of “The India-Middle East-Europe Economic Corridor” announcement, representing both an infrastructure marvel and a geo-political accolade.

These considerations and factors, are in many ways, what continues to keep the UAE as the leading market for regional business activity, tourism and trade. There is no doubt that any “safe haven” status continues to benefit the UAE and 2024 is likely to see the continued inflow of foreign direct investment and business setups with access to deep and broad talent pools, reliable commercial infrastructure and tax competitiveness that the country has to offer.

Strong population growth has been another indicator in the UAE market during 2023. The influx of commercially-minded people and qualified professionals has continued at a flurry, as people look to reap the work-life balance and opportunity that the Emirates is recognised for and is now the envy of many. The natural correlation on the back of this trend, would be to cite a booming and inflationary job market. However, the trend across 2023 and into 2024 has shown that the supply and demand dynamic continues to play a decisive part. Linked to population growth, the new supply of talent is ever apparent in the UAE recruitment and this latterly has probably kept a lid on excessive and ubiquitous salary rises. As apparent throughout our survey, only small increases (3% to 4%) are seen across the board.



As global markets appear to “free up” after the shocks and pressures seen during most of 2023 (monetary and fiscal related) combined with the realisation that post-Covid structures and policies are set, we believe that 2024 will see a strong continuation of recruitment activity, whilst certain sectors will see a healthy rebound on the back of a lower baseline in 2023.

As always, the UAE will continue to thrive, evolve and attract the need for jobs and talent. At Charterhouse, entering our 20th year in UAE, we look forward to contributing further across our recruitment specialisations.

Where Charterhouse Sits

May 2024 will see the 20th anniversary of the Charterhouse brand and business in the UAE. During this time, yes we “have seen it all” but we have also learnt and evolved immeasurably. The comparative markets and challenges, between then and now, are vastly different and like any organisation, you move with the times, trends and technology.

Whilst the industry we work within and the sectors we have operated across have continually changed, our core principles and beliefs as a Recruiter, have remained largely unchanged. At Charterhouse, we still adhere to the core mission statement and service levels that the business was built upon. Our people are key and the irony is; that recruitment remains and always will be about people. Maybe one day, AI and robots may threaten our roles. However, as we enter 2024, we are only as good as our team of individuals.

Adding a knowledge-based approach and a drive for an insightful consultation will always be our aim at Charterhouse. Only through these traits and characteristics can a Recruiter differentiate themselves within increasingly competitive markets where networks and technology are integrating all the time. Despite this challenge, Charterhouse believes in the “contact points” of people. Moving towards our anniversary, this remains central to any success and reputation.

Our expertise and coverage within this salary guide for 2024, focuses across the following core areas of market disciplines:

- Banking & Financial Services
- Construction & Property/Technical
- Emiratisation
- Finance & Accountancy
- Hospitality
- Human Resources
- Legal
- Professional Support
- Retail
- Sales, Marketing & Events
- IT & Technology



Salary Guide Notes

Our survey collates figures across a range of sources and brings together salary information from our candidate database, client input on budgets and grading systems and our market intelligence via research, benchmarking and information gathering. The survey, in turn, reports figures (Low & High) which is an accurate and impartial reflection of the market ranges within job offers.

The figure ranges cited include our categorisation of gross monthly fixed compensation and would exclude any monetary benefit or allowance linking to education, leave travel, insurances and any other perks (financial or non-financial). This standardisation is there to allow for any anomalies whilst also accommodating for the varied nature of package structures across the client/company base within the UAE market.

The Charterhouse Commitment

We commit to a high level of professional service and integrity with an approach of engagement across our candidate and client network. Our team consists of specialised consultants, whom within their sectors, are positioned to provide the strongest talent and recruitment solutions on the agenda of delivery to succeed. We ensure accuracy and integrity of any information and/or consultancy input and this holds true within the survey presented.

We hope this information provides a useful and informative summary across its area of attention.



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BANKING & FINANCIAL SERVICES	LOW	HIGH
	<i>United Arab Emirates Dirham (AED)</i>	
<u>Corporate Banking</u>		
Managing Director	80,000	120,000
Executive Director	70,000	90,000
Vice President	45,000	60,000
Relationship Manager	30,000	50,000
Associate	22,000	30,000
Analyst	15,000	25,000
<u>Investment Banking/Private Equity</u>		
Managing Director	90,000	140,000
Executive Director	65,000	95,000
Vice President	45,000	65,000
Associate	25,000	35,000
Analyst	20,000	30,000
<u>Risk (Enterprise, Operational, Credit Markets)</u>		
Chief Risk Officer	70,000	100,000
Executive Director	50,000	75,000
Vice President	40,000	55,000
Associate	20,000	25,000
Analyst	15,000	20,000
<u>Compliance</u>		
Chief Compliance Officer/MLRO	60,000	80,000
Executive Director	45,000	70,000
Vice President	35,000	50,000
Associate	20,000	25,000
Analyst	12,000	20,000
<u>Operations</u>		
Chief Operations Officer	60,000	75,000
Director/Vice President	40,000	55,000
Associate	18,000	22,000
Analyst	12,000	15,000



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BANKING & FINANCIAL SERVICES	LOW	HIGH
<i>United Arab Emirates Dirham (AED)</i>		
<u>Alternative Investments (PE/VC, Real Estate, Credit)</u>		
Chief Investment Officer	100,000	200,000
Managing Director/Principal	90,000	120,000
Executive Director	70,000	100,000
Vice President	50,000	80,000
Associate	35,000	60,000
Analyst	20,000	35,000
Sales/Fundraising	40,000	100,000
<u>Hedge Fund/Investment Platform</u>		
CEO/SEO	120,000	200,000
Portfolio Manager	80,000	120,000
Analyst	40,000	60,000
Head Trader	50,000	80,000
Trade Support	25,000	40,000
Investment Operations	20,000	35,000
Sales/Fundraising	40,000	100,000
<u>Wealth Management</u>		
Director of Wealth Management	50,000	70,000
Relationship Manager	30,000	50,000
Client Relations	15,000	25,000
<u>Commodity Trading</u>		
Trade Control	25,000	40,000
Credit Risk	25,000	40,000
Treasury	35,000	50,000
<u>Brokerage</u>		
Head of Sales	40,000	55,000
CEO	90,000	120,000
Commercial Director	70,000	90,000



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CONSTRUCTION & PROPERTY	LOW	HIGH
<i>United Arab Emirates Dirham (AED)</i>		
<u>Construction</u>		
Commercial Director	50,000	70,000
Construction Director	60,000	70,000
Development Director	55,000	80,000
HSE Director	45,000	70,000
Project Director	55,000	80,000
Project Manager	25,000	45,000
Facilities Manager	25,000	45,000
Landscape Architect	18,000	50,000
Leasing Manager	20,000	40,000
Operations Manager	40,000	55,000
Property Manager	25,000	50,000
Quantity Surveyor	20,000	40,000
Senior Architect	28,000	48,000
TECHNICAL	LOW	HIGH
<i>United Arab Emirates Dirham (AED)</i>		
<u>Manufacturing</u>		
General Manager- Manufacturing	45,000	60,000
Quality Manager (QA/QC)	20,000	40,000
Maintenance Manager	20,000	40,000
HSE Manager	18,000	40,000
<u>Supply Chain</u>		
General Manager-Logistics & SC	35,000	55,000
Operations Manager	25,000	45,000
Supply Chain Manager	20,000	40,000
Logistics Manager	20,000	35,000
Warehouse Manager	20,000	30,000
<u>Procurement</u>		
Procurement Director	40,000	60,000
Procurement Manager	25,000	50,000
Commercial & Contracts Manager	25,000	55,000



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EMIRATISATION	LOW	HIGH
	<i>United Arab Emirates Dirham (AED)</i>	
Personal Assistant/Executive Assistant	18,000	32,000
Senior Receptionist	16,000	22,000
Junior Receptionist	8,000	15,000
Team Assistant	12,000	18,000
PRO	16,000	26,000
HR Director	60,000	90,000
HR Manager	40,000	65,000
Assistant HR Manager	22,000	35,000
HR Executive/Administrator/Coordinator	18,000	24,000
Emiratisation Manager	32,000	45,000
Recruitment Manager	30,000	40,000
Recruitment Specialist	20,000	30,000
Compensation & Benefits Manager	28,000	45,000
Training & Development Manager	30,000	40,000
Trainer	22,000	30,000
Head of Compliance	40,000	60,000
Compliance Manager	25,000	40,000
Relationship Manager	40,000	50,000
Marketing Director	45,000	80,000
Marketing Manager	25,000	45,000
PR/Communications Manager	28,000	40,000
Digital Marketing Manager	25,000	42,000
Social Media Manager	25,000	40,000
Brand Manager	28,000	42,000
Sales Director	35,000	65,000
Sales Manager	18,000	35,000
Sales Executive	8,000	14,000
IT Executive	18,000	30,000



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FINANCE & ACCOUNTANCY	LOW	HIGH
	<i>United Arab Emirates Dirham (AED)</i>	
Chief Financial Officer	65,000	110,000
Finance Director	50,000	85,000
Financial Controller	25,000	45,000
Finance Manager	25,000	40,000
Financial Analyst	18,000	25,000
Management Accountant	15,000	22,000
Credit Controller	15,000	25,000
Finance Business Partner	25,000	35,000
General Accountant (Financial)	12,000	18,000
Transactional Accountant (AP/AR)	10,000	15,000
Chief Internal Auditor	50,000	70,000
Internal Audit Manager	35,000	50,000
Internal Auditor	18,000	20,000
Treasury Manager	35,000	50,000
Tax Manager	25,000	40,000



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HOSPITALITY	LOW	HIGH
	<i>United Arab Emirates Dirham (AED)</i>	
	<i>(Basic salary only)</i>	
<u>Hotels (4 - 5 Star)</u>		
General Manager	30,000	60,000
Hotel Manager	20,000	40,000
Executive Assistant Manager	15,000	30,000
Director of Sales and Marketing	24,000	35,000
Director of F&B	15,000	25,000
Director of Rooms	15,000	28,000
Food & Beverage Manager	10,000	18,000
Outlet Manager	8,000	13,000
<u>Chefs (Hotels)</u>	<i>(Basic salary only)</i>	
Executive Chef-Property	25,000	35,000
Executive/Head Chef-Outlet	12,000	23,000
Chef de Cuisine	8,000	25,000
<u>Restaurants</u>		
Group Chef – Multi-Site, One Brand	25,000	30,000
Group Chef – Multi Brand	25,000	35,000
Head Chef – Café/Casual Dining	16,000	20,000
Head Chef – Premium/Fine Dining	20,000	30,000
Pastry Chef	10,000	20,000
Country Manager	25,000	38,000
General Manager	25,000	40,000
Operations Manager - Multi-Site, One Brand	20,000	27,000
Operations Manager – Multi Brand	25,000	38,000
Multi-site Manager	18,000	28,000
Restaurant Manager - Café/Casual Dining	10,000	18,000
Restaurant Manager - Premium/Fine Dining	15,000	28,000
<u>Catering</u>		
General Manager	28,000	55,000
Operations Manager	18,000	40,000
Catering Manager	14,000	28,000



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HUMAN RESOURCES	LOW	HIGH
	<i>United Arab Emirates Dirham (AED)</i>	
HR Director	45,000	75,000
HR Manager	28,000	40,000
Assistant HR Manager	20,000	30,000
HR Generalist	16,000	22,000
HR Executive/Administrator/Coordinator	12,000	16,000
Emiratisation Manager	35,000	55,000
Recruitment Manager	28,000	40,000
Recruitment Specialist	18,000	28,000
Compensation & Benefits Manager	35,000	45,000
Compensation & Benefits Specialist	22,000	28,000
Training & Development Manager	30,000	45,000
Trainer	18,000	26,000
HRBP	32,000	45,000



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LEGAL	LOW	HIGH
	<i>United Arab Emirates Dirham (AED)</i>	
<u>UK Firm</u>		
NQ	28,000	40,000
Associate	35,000	60,000
Senior Associate	50,000	85,000
Of Counsel	75,000	100,000
Partner	100,000	150,000
Legal Secretary	16,000	28,000
Paralegal	18,000	30,000
<u>US Firm</u>		
NQ	35,000	65,000
Associate	40,000	90,000
Senior Associate	65,000	140,000
Of Counsel	80,000	150,000
Partner	120,000	200,000
Legal Secretary	18,000	30,000
Paralegal	20,000	40,000
<u>Regional Firm</u>		
NQ	20,000	40,000
Associate	25,000	50,000
Senior Associate	40,000	70,000
Of Counsel	55,000	80,000
Partner	60,000	120,000
Legal Secretary	14,000	22,000
Paralegal	15,000	26,000
<u>In House</u>		
Junior Counsel	25,000	40,000
Legal Counsel	30,000	65,000
Senior Legal Counsel	55,000	100,000
General Counsel	80,000	140,000
Paralegal	15,000	28,000
Compliance Manager	35,000	70,000
Head of Compliance	50,000	100,000



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PROFESSIONAL SUPPORT

LOW

HIGH

United Arab Emirates Dirham
(AED)

Administration Support	8,000	12,000
Junior Executive Assistant	15,000	18,000
Senior Executive Assistant/Personal Assistant	18,000	30,000
Office Manager	20,000	30,000
Project Administrator	10,000	15,000
Receptionist/Administrator	10,000	15,000
Team Assistant	12,000	18,000



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RETAIL	LOW	HIGH
	<i>United Arab Emirates Dirham (AED)</i>	
<u>Luxury</u>		
Head of Retail Operations	37,000	65,000
Retail Manager/Area Manager	30,000	48,000
Store Manager	25,000	38,000
Assistant Store Manager	20,000	30,000
Department Manager/ Team Manager	15,000	25,000
Sales Executive	8,000	15,000
Visual Merchandiser Manager	20,000	35,000
Merchandiser	16,000	30,000
Buyer/Senior Buyer	18,000	40,000
<u>Premium/High Street</u>		
Head of Retail Operations	35,000	42,000
Retail Manager/Area Manager	25,000	40,000
Store Manager	12,000	22,000
Visual Merchandiser Manager	15,000	25,000
Merchandiser	13,000	18,000
Buyer	12,000	20,000



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SALES, MARKETING & EVENTS

LOW

HIGH

United Arab Emirates Dirham
(AED)

Sales

Key Account Manager	15,000	30,000
Business Development Director	30,000	55,000
Business Development Manager	15,000	30,000
Business Development Executive	12,000	16,000
Sales Vice President	50,000	80,000
Sales Director	30,000	60,000
Sales Manager	16,000	35,000
Sales Executive	8,000	14,000

Marketing

Marketing Director	35,000	65,000
Marketing Manager	20,000	40,000
Marketing Executive	12,000	20,000
Media Planner	18,000	35,000
PR/ Communications Director	40,000	75,000
PR/ Communications Manager	22,000	45,000
Digital Marketing Manager	18,000	38,000
Content Manager	18,000	30,000
Social Media Manager	15,000	30,000
Social Media Executive	12,000	20,000
Chief Marketing Officer	75,000	110,000
Trade Marketing Manager	20,000	30,000
Brand Manager	20,000	30,000

Events

Event Manager	20,000	30,000
Conference Producer	15,000	22,000
Sponsorship Sales Manager	16,000	28,000
Project Manager	25,000	40,000
Project Director	30,000	50,000



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IT & TECHNOLOGY

LOW

HIGH

United Arab Emirates Dirham
(AED)

Software Engineering

Chief Information Officer	65,000	75,000
VP/Director of Engineering	55,000	70,000
CTO	60,000	150,000
Engineering Manager	40,000	50,000
Technical Lead	40,000	47,000
Principal Software Engineer	35,000	45,000
Senior Software Engineer	25,000	37,000
Software Engineer	20,000	28,000
Software Architect	40,000	55,000
Solution Architect	40,000	45,000
Frontend Developer	20,000	30,000
Backend Developer	20,000	30,000
Head of Mobile	40,000	65,000
Mobile Developer	20,000	45,000
Fullstack Developer	25,000	35,000
Game Developer	25,000	35,000

Infrastructure

Enterprise Engineer	50,000	100,000
Director of Infrastructure	50,000	80,000
Head of DevOps	40,000	80,000
Lead DevOps Engineer	30,000	40,000
DevOps Engineer	15,000	30,000
DevOps Architect	35,000	60,000
QA Engineer	22,000	28,000
Lead Cloud Engineer	25,000	50,000
Cloud Engineer	15,000	30,000
Infrastructure Engineer	20,000	60,000
Head of SRE	40,000	80,000
SRE	20,000	30,000
Systems Engineer	15,000	30,000
Network Engineer	20,000	55,000
Technical Support Manager	20,000	40,000
IT Support Engineer	12,000	20,000



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IT & TECHNOLOGY

LOW

HIGH

United Arab Emirates Dirham
(AED)

Service Delivery Manager	20,000	40,000
T24 Developer	25,000	35,000
ERP Consultant	25,000	35,000
Desktop Support	10,000	15,000
Database Administrator	10,000	20,000

Cyber Security

Head of Information Security	25,000	45,000
Information Security Consultant	15,000	25,000
Cyber Security Consultant	25,000	40,000
CISO	50,000	100,000
Application Security	15,000	35,000
Network Security Engineer	18,000	30,000
DevSecOps Engineer	20,000	45,000
Cloud Security Architect	25,000	45,000
Security Architect	25,000	40,000

Data & AI

Chief Data Officer	80,000	120,000
VP of Data & AI	55,000	70,000
Head of Data	60,000	70,000
Data Analytics Manager	32,000	45,000
Data Governance	25,000	35,000
Data Engineer	25,000	35,000
Data Quality	20,000	28,000
Data Analyst	12,000	18,000
ML/AI Data Engineer	25,000	40,000



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IT & TECHNOLOGY

LOW

HIGH

United Arab Emirates Dirham
(AED)

Agile & Product & Design

Delivery Manager	30,000	45,000
Scrum Master	20,000	40,000
Business Analyst	20,000	25,000
Project Administrator	10,000	15,000
Project Co-Ordinator	10,000	15,000
Project Manager	25,000	55,000
PMO Analyst	15,000	25,000
Head of Design	30,000	50,000
Graphic Designer (2D/3D)	12,000	25,000
UX/UI Designer	15,000	30,000
Videographer	12,000	20,000