



Salary Guide: UAE in 2023

Foreword

As we move in to 2023, the UAE and the region looks very well-positioned within the context of the global economy. The UAE has done exceptionally well in navigating the “Covid era” which included a rapid and smooth exit from any restrictive practices both socially and economically. Once more, the UAE and Dubai in particular, continues to prove and promote itself as a place “ready for business”. This combines with the unique lifestyle benefits offered within the Emirate, along with the competitive and supportive commercial systems, which facilitates ongoing company growth and an environment and magnet for new start-ups.

The post-Covid world has allowed Dubai to re-establish itself being able to demonstrate and fine tune its fundamental strengths. As the world has re-opened; the travel, trade and tourism model has boomed again becoming a further catalyst for the recovery and growth indicators. Growth within these core markets for Dubai creates strong ripple effects across a whole host of other sectors, in turn allowing for the evolution of the UAE job market, to deliver excellent and diversifying job opportunity.

Whilst the global economy has encountered many “shocks and headwinds” throughout 2022 and in to 2023, this recessionary pressure seems relatively mild (and potentially non-existent) in the Dubai and UAE economy. Inflation across energy (fossil fuel) prices clearly benefits the UAE, however, Dubai continues to thrive and evolve under its “safe haven” status. This is credit to strong government, dynamic leadership and in particular the ongoing rollout of long-term visa options, to encourage further stability and a longer-term view on the UAE as a “home away from home”.

The expansion of political ties has been another core strength of the UAE; leveraging-off its regional and global prominence and diplomacy. The Abraham Accords of 2021, set a new precedence at a political level, which has allowed for a ground-breaking level of understanding and co-operation whilst also creating new and innovate trade links and opportunity.

The combination of these dynamics and the opening of further policy shall allow the UAE to be firmly cemented, as both the destination of choice, and the long-term option for many businesses and individuals. This coincides nicely and complements too, the recent announcement by HH Sheikh Mohammed Bin Rashid Al Maktoum, Ruler of Dubai and Vice President of the UAE, of the plan to double the GDP of the Dubai economy within a decade. The relaunch of megaprojects under this initiative, shall further enhance the prospects and opportunities, across certain sectors and areas of specialisation.

These are exciting times, we all need to stay tuned.



Where Charterhouse Sits

This will be our 19th year in the UAE market and testament to the theory that “we’ve seen it all”. Of course, our expertise helps but the pandemic has taught us a lot too. At Charterhouse we move in to 2023; with a view of pragmatism, flexibility and certain realignments to ensure that our service and brand continues to deliver. During these times, market trends and client criterion are ever-changing and sometimes fluid, the ability to tailor our business intelligence is a critical component in achieving the required goal.

In a climate of new, virtual and technology-led industries, there is no doubt that these growth sectors present challenges within the process of recruitment through knowledge-base and talent acquisition. Charterhouse are committed to ensuring that our coverage can complement these trends whilst ensuring that any “personal touch” isn’t lost within the world of remote access and working-from-home.

The core of recruitment will always be relationship based and at Charterhouse the continuation and development of such aspects are constantly reviewed for maximum impact across our client and candidate network.

Our expertise and coverage within this salary guide for 2023, focuses across the following core areas of market disciplines:

- Banking & Financial Services
- Construction & Property/Technical
- Emiratization
- Finance & Accountancy
- Hospitality & Events
- Human Resources
- Legal
- Professional Support
- Retail
- Sales & Marketing
- 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.



BANKING & FINANCE SERVICES	LOW	HIGH
	<i>United Arab Emirates Dirham (AED)</i>	
<u>Corporate Banking</u>		
Executive Director	70,000	90,000
Director/Vice President	45,000	60,000
Relationship Manager	25,000	35,000
Associate	18,000	25,000
Analyst	15,000	20,000
<u>Investment Banking/Private Equity</u>		
Executive Director	65,000	95,000
Director/Vice President	45,000	65,000
Associate	25,000	35,000
Analyst	18,000	25,000
<u>Market/Credit Risk</u>		
Chief Risk Officer	60,000	90,000
Director/Vice President	40,000	55,000
Associate	20,000	25,000
Analyst	15,000	20,000
<u>Compliance</u>		
Chief Compliance Officer/MLRO	55,000	75,000
Chief Regulatory Officer	55,000	70,000
Director/Vice President	35,000	50,000
Associate	20,000	25,000
Analyst	12,000	18,000
<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

Figures shown are monthly gross salaries (basic, housing & transport) refer to Salary Guide Notes section



CONSTRUCTION & PROPERTY

LOW

HIGH

United Arab Emirates Dirham
(AED)

Construction

Commercial Director	50,000	65,000
Construction Director	55,000	65,000
Development Director	55,000	80,000
HSE Director	45,000	70,000
Project Director	50,000	90,000
Project Manager	25,000	45,000
Facilities Manager	25,000	50,000
Landscape Architect	18,000	50,000
Leasing Manager	20,000	40,000
Operations Manager	40,000	54,000
Property Manager	25,000	50,000
Quantity Surveyor	20,000	40,000
Senior Architect	25,000	43,000

TECHNICAL

LOW

HIGH

United Arab Emirates Dirham
(AED)

Manufacturing

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

Supply Chain

General Manager-Logistics & SC	35,000	60,000
Operations Manager	25,000	45,000
Supply Chain Manager	20,000	40,000
Logistics Manager	20,000	35,000
Warehouse Manager	20,000	35,000

Procurement

Procurement Director	40,000	60,000
Procurement Manager	25,000	50,000
Commercial & Contracts Manager	20,000	50,000

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EMIRATISATION	LOW	HIGH
	<i>United Arab Emirates Dirham (AED)</i>	
<u>Marketing</u>		
Marketing Director	45,000	80,000
Marketing Manager	25,000	40,000
PR/Events/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
HR Director	55,000	85,000
HR Manager	35,000	50,000
Assistant HR Manager	22,000	32,000
HR Executive/Administrator/Coordinator	16,000	20,000
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

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FINANCE & ACCOUNTANCY

LOW

HIGH

*United Arab Emirates Dirham
(AED)*

Chief Financial Officer	75,000	120,000
Finance Director	50,000	85,000
Financial Controller	30,000	45,000
Finance Manager	25,000	40,000
Financial Analyst	18,000	25,000
Management Accountant	15,000	22,000
Credit Controller	18,000	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	80,000
Internal Audit Manager	35,000	50,000
Internal Auditor	15,000	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>	
<u>Hotels (4 - 5 Star)</u>	<i>(Basic salary only)</i>	
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	23,000	27,000
Group Chef – Multi Brand	25,000	35,000
Head Chef – Café/Casual Dining	15,000	19,000
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

*United Arab Emirates Dirham
(AED)*

HR Director	45,000	75,000
HR Manager	32,000	45,000
Assistant HR Manager	20,000	30,000
HR Officer	16,000	22,000
HR Executive/Administrator/Coordinator	12,000	16,000
Emiratization 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

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LEGAL

LOW

HIGH

United Arab Emirates Dirham
(AED)

UK Firm

NQ	28,000	40,000
Associate	35,000	60,000
Senior Associate	50,000	85,000
Of Counsel	60,000	90,000
Partner	80,000	140,000
Legal Secretary	15,000	28,000
	18,000	30,000

US Firm

NQ	35,000	69,000
Associate	40,000	90,000
Senior Associate	65,000	150,000
Of Counsel	70,000	150,000
Partner	120,000	200,000
Legal Secretary	22,000	30,000
Paralegal	20,000	40,000

Regional Firm

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

In House

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	60,000	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	18,000	30,000
Office Manager	18,000	30,000
Personal Assistant	16,000	22,000
Project Administrator	10,000	15,000
Junior Receptionist	6,000	10,000
Senior Receptionist/Administrator	10,000	13,000
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	40,000	70,000
Marketing Manager	18,000	35,000
Marketing Executive	12,000	20,000
Media Planner	18,000	35,000
PR/Events/Communications Director	40,000	75,000
PR/Events/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	18,000	25,000
Brand Manager	20,000	30,000

Events

Event Manager	20,000	30,000
Conference Producer	14,000	20,000
Sponsorship Sales Manager	16,000	28,000

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TECHNOLOGY

LOW

HIGH

United Arab Emirates Dirham
(AED)

Technical

ERP Consultant (SAP/Oracle)	15,000	30,000
Business Analyst	18,000	30,000
Business Intelligence Consultant	20,000	30,000
DBA	10,000	20,000
Developer	12,000	24,000
System Administrator	10,000	20,000
Head of IT	30,000	60,000
IT Manager	20,000	35,000
IT Security Analyst	15,000	30,000
Program Manager	38,000	60,000
Project Manager	25,000	40,000
Network/Infrastructure Engineer	15,000	25,000
Solutions Architect	24,000	40,000
Support Engineer	10,000	20,000
Service Desk Manager	18,000	35,000

Sales

Regional Sales Manager	30,000	40,000
Senior Sales Manager	20,000	35,000
Account Executive	15,000	20,000
Business Development Manager	20,000	35,000

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