



Our 2024 Salary Guide is based on an analysis of all our placements in the UAE over the past year with forecasts for the year to come. Figures shown are monthly gross salaries (basic, housing & transport) refer to Salary Guide Notes section

| <b>BANKING &amp; FINANCIAL SERVICES</b>               | <b>LOW</b>                               | <b>HIGH</b> |
|---|--|-------------|
|   | <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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| <b>BANKING &amp; FINANCIAL SERVICES</b>                     | <b>LOW</b> | <b>HIGH</b> |
|---|------------|-------------|
| <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      |