



Foreword, Moving in to 2026

We started our Foreword last year stating a ceasefire in Gaza and Trump's election as the US President, so some of the headlines don't change then! A Gaza ceasefire was finally reached in October, although it remains very fragile and continues to question the longer-term outlook in that region of the Middle East.

Trump's presidency (#47) thus far, has created plenty of economic ripples, primarily based around tariffs and trade. The neutral rhetoric seemed to be "tariffs help nobody and nothing" however, here we are in a global trade war or trade-off. Unfortunately, the war in Ukraine has still not been resolved (it was meant to happen within 48 hours of #47) and it only appears to be an ever-deepening regional and international crisis.

Despite the historic resilient nature of the UAE, and yes it has continued during 2025, nowhere is immune to these factors across the world economy, politic systems and warring conflicts. The UAE, as a trading hub, is not necessarily directly impacted by Trump tariffs, the global system (with the UAE as a hub) will feel inevitably the pinch. However, as always, the UAE's diversification continues at a pace and whilst oil & gas keep the "coffers" refreshed, the reliance is definitely less and less apparent.

Linking to the recruitment market; technology, AI and FinTech have seen very strong growth during 2025 and it appears that Data Centers, could be the hot topic during 2026. A lot of the activity and development within this industry space has been driven via government-link operators and Sovereign Wealth Funds out of Abu Dhabi. During late December, Elon Musk had an audience with the UAE President, confirming their ongoing commitment and innovation within these cutting edge and emerging industries.

2025 saw a continued influx of people and businesses in to the UAE and the Dubai population surpassed the four million-mark. The level of traffic on the roads has been a longstanding litmus test of market activity; this theory now has limitations, as the roads are always busy! The allure of Dubai for high-net-worth-individuals (and above) continues to be apparent and with other global markets in stagnation or taxation mode, this trend will continue. The Family Office sector has seen strong growth; as the UAE remains extremely competitive and geographically well-suited for those whom can afford to choose.

On the recruitment and salary-front, there is an apparent trend attached to the influx of people in to the UAE. Supply-wise, the market is increasingly competitive and employers know this. The company's ability to 'tap' talent pools is ever-expanding and this creates both competition-for-places and a market where the employers, can and will, be more selective and cost-conscious. This trend is unlikely to remain unabated during 2026. In turn, our survey for next year is only showing very slight increase and, in many cases, a flatline of salary levels and packages on offer.



The value-add of an external Recruiter is still apparent however, the client will quite often look to us to find the candidate with 'a lot of bang for the buck'. Increasingly, our mandates are more technical in nature, niche in their coverage and requiring candidates motivated for drivers away from purely financial offers.

Charterhouse will continue to serve the market with a candidate and client 'eye for detail' and increasingly (especially for new entrants), it's our ability to offer an advisory piece and a partnership approach, that allows us ongoing recognition and opportunity.

Where Charterhouse Sits

At Charterhouse we recognise the need for agility and staying well-informed of the latest market trends in order to offer the best service levels to all of our clients and candidates who we represent. The longstanding reputation of the Charterhouse brand and our team of experts is what sets us apart in a heavily competitive market, which is leaning closer towards a dependence on automated technology and AI.

Charterhouse will continue to prioritise people whether it be our own team, driving a strong working culture which has seen us recognised consecutively as a Great Place to Work, or supporting our clients and candidates as a strategic business partner centred around trust, transparency and reliability. Our expertise and coverage within this salary guide for 2026, focuses across the following core areas of market disciplines:

- Banking & Financial Services
- Construction & Property/Technical
- Emiratisation
- Finance & Accountancy
- 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</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, Market)</u>		
Chief Risk Officer	70,000	100,000
Executive Director	50,000	75,000
Vice President / Manager	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 / Manager	35,000	50,000
Associate	20,000	25,000
Analyst	12,000	20,000
<u>Operations</u>		
Chief Operations Officer	80,000	100,000
Director	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>		
Private Markets (PE/VC, Real Estate, Credit)		
Chief Investment Officer	100,000	200,000
Partner / Managing Director	90,000	120,000
Principal	55,000	90,000
Associate	35,000	60,000
Analyst	20,000	40,000
Sales/Fundraising	40,000	100,000
Public Markets (Hedge Fund, Asset Management, Market Marking)		
CEO/SEO	100,000	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
Wealth Management		
Director of Wealth Management	50,000	70,000
Relationship Manager	30,000	50,000
Assistant Relationship Manager	20,000	35,000
Commodity Trading		
Trade Control	25,000	40,000
Credit Risk	25,000	40,000
Treasury	35,000	50,000
Brokerage		
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
<u>TECHNICAL</u>	<u>LOW</u>	<u>HIGH</u>
<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	20,000	34,000
Senior Receptionist	17,500	23,000
Junior Receptionist	13,000	16,000
Team Assistant	14,000	20,000
PRO	16,000	26,000
HR Director	60,000	90,000
HR Manager	40,000	65,000
Assistant HR Manager	24,000	35,000
HR Executive/Administrator/Coordinator	18,000	24,000
Emiratisation Manager	34,000	45,000
Recruitment Manager	31,000	42,000
Recruitment Specialist	22,000	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	28,000	40,000
Relationship Manager	40,000	50,000
Marketing Director	50,000	80,000
Marketing Manager	32,000	45,000
PR/Communications Manager	28,000	40,000
Digital Marketing Manager	26,000	42,000
Social Media Manager	26,000	40,000
Brand Manager	28,000	42,000
Sales Director	38,000	65,000
Sales Manager	25,000	40,000
Sales Executive	10,000	14,000
IT Executive	21,000	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	35,000
Senior Finance Manager	35,000	45,000
Financial Analyst	18,000	25,000
Management Accountant	18,000	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	45,000
Internal Auditor	18,000	20,000
Treasury Manager	35,000	50,000
Tax Manager	25,000	40,000
Tax Accountant	15,000	18,000



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HUMAN RESOURCES	LOW	HIGH
<i>United Arab Emirates Dirham (AED)</i>		
HR Director	50,000	80,000
HR Manager	35,000	45,000
Senior HR Advisor	26,000	30,000
HR Generalist / HR Advisor	18,000	25,000
HR Administrator	15,000	18,000
Talent Acquisition Manager	30,000	40,000
Senior Talent Acquisition Officer	20,000	25,000
Talent Acquisition Specialist	15,000	20,000
Performance Manager	35,000	45,000
Compensation & Benefits Manager	35,000	45,000
Learning & Development Manager	35,000	45,000
Learning & Development Specialist	18,000	25,000
HRBP	30,000	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	80,000
Of Counsel	65,000	100,000
Partner	80,000	150,000
Legal Secretary	17,000	28,000
Paralegal	18,000	30,000
<u>US Firm</u>		
NQ	45,000	65,000
Associate	50,000	90,000
Senior Associate	65,000	140,000
Of Counsel	80,000	150,000
Partner	120,000	200,000
Legal Secretary	20,000	30,000
Paralegal	23,000	35,000
<u>Regional Firm</u>		
NQ	15,000	35,000
Associate	20,000	45,000
Senior Associate	35,000	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
<i>United Arab Emirates Dirham (AED)</i>		
Administration Support	8,000	12,000
Junior Executive Assistant	15,000	18,000
Senior Executive Assistant/Personal Assistant	20,000	30,000
Office Manager	22,000	35,000
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	40,000	65,000
Retail Manager/Area Manager	35,000	50,000
Store Manager	25,000	40,000
Assistant Store Manager	18,000	28,000
Department Manager/ Team Manager	15,000	25,000
Sales Executive	9,000	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
<i>United Arab Emirates Dirham (AED)</i>		
Sales		
Key Account Manager	15,000	30,000
Business Development Director	30,000	50,000
Business Development Manager	18,000	30,000
Business Development Executive	12,000	18,000
Sales Vice President	50,000	75,000
Sales Director	30,000	60,000
Sales Manager	18,000	35,000
Sales Executive	8,000	14,000
Partnerships Executive	16,000	20,000
Partnerships Manager	22,000	30,000
Sponsorships Director	30,000	45,000
Marketing		
Marketing Director	40,000	60,000
Marketing Manager	25,000	40,000
Marketing Executive	12,000	18,000
Media Planner	20,000	35,000
PR/ Communications Director	40,000	65,000
PR/ Communications Manager	25,000	40,000
PR Account Executive	15,000	20,000
Digital Marketing Manager	25,000	40,000
Content Manager	20,000	30,000
Social Media Manager	18,000	30,000
Social Media Executive	12,000	18,000
Chief Marketing Officer	70,000	100,000
Trade Marketing Manager	20,000	35,000
Brand Manager	22,000	40,000
Copywriter	15,000	18,000
Events		
Event Manager	20,000	35,000
Conference Producer	18,000	24,000
Sponsorship Sales Manager	20,000	30,000
Project Manager	25,000	40,000
Project Director	40,000	55,000



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IT & TECHNOLOGY	LOW	HIGH
<i>United Arab Emirates Dirham (AED)</i>		
<u>Software Engineering</u>		
Chief Information Officer	65,000	80,000
VP/Director of Engineering	55,000	75,000
CTO	60,000	150,000
Engineering Manager	50,000	60,000
Technical Lead	40,000	50,000
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
<u>Infrastructure</u>		
Enterprise Engineer	50,000	100,000
Director of Infrastructure	50,000	80,000
Head of DevOps	50,000	80,000
Lead DevOps Engineer	40,000	50,000
DevOps Engineer	30,000	45,000
DevOps Architect	35,000	60,000
QA Engineer	30,000	40,000
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	35,000
Systems Engineer	15,000	30,000
Network Engineer	20,000	55,000
Technical Support Manager	30,000	40,000
IT Support Engineer	12,000	30,000



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IT & TECHNOLOGY	LOW	HIGH
<i>United Arab Emirates Dirham (AED)</i>		
Service Delivery Manager	30,000	45,000
T24 Developer	25,000	35,000
ERP Consultant	25,000	35,000
Desktop Support	12,000	22,000
Database Administrator	10,000	20,000
<u>Cyber Security</u>		
Head of Information Security	35,000	60,000
Information Security Consultant	25,000	35,000
Cyber Security Consultant	25,000	40,000
CISO	50,000	100,000
Application Security	15,000	35,000
Network Security Engineer	20,000	30,000
DevSecOps Engineer	30,000	45,000
Cloud Security Architect	25,000	45,000
Security Architect	25,000	40,000
<u>Data & AI</u>		
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	15,000	25,000
AI Engineer	25,000	35,000
Senior AI Engineer	35,000	45,000



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IT & TECHNOLOGY	LOW	HIGH
<i>United Arab Emirates Dirham (AED)</i>		
<u>Agile & Product & Design</u>		
Delivery Manager	30,000	45,000
Scrum Master	30,000	50,000
Business Analyst	20,000	25,000
Project Administrator	10,000	20,000
Project Co-Ordinator	10,000	20,000
Project Manager	25,000	55,000
PMO Analyst	15,000	25,000
Head of Design	30,000	50,000
Graphic Designer (2D/3D)	13,000	25,000
UX/UI Designer	15,000	30,000
Videographer	12,000	20,000