



Our 2026 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

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