



## Salary Guide: Into 2025

### Foreword

As we write our Foreword, a ceasefire has been agreed and rolled out in the Gaza conflict, Trump is now the 47<sup>th</sup> President of the United States and the UAE continues to set the standard once more for the “place of choice” across numerous global indices.

Regional salary levels in 2024 were largely stagnate with limited increments apparent across certain specialised areas; where regional supply of talent is either under-developed and/or evolving in nature. The tilted supply and demand equation continues to be a consideration across most areas of the UAE job and recruitment market; with an ongoing influx of talent (via population growth) has in many areas outstripped the pace of job creation. This is also now apparent away from some of the traditional areas and sources of job migration and subsequently, employers have been able to take advantage of both deeper talent pools and an increasingly competitive job market, where salaries and overall packages tend to be “open to negotiation”.

In general, the job search within the UAE is becoming more sophisticated, specific and selective in nature. Whilst salary can often be a negotiation point, the cost of recruitment and employment means that companies are increasingly aware of hiring strategy and plans. This has a definite ripple effect in the market and whilst the UAE is largely business friendly, it does also rank high on the global cost index.

One sentiment that our survey demonstrates is that the “one glove fits all” analogy doesn’t necessarily apply. Recruiters are often either cited or asked to present a “salary hike figure” however, our in-house view is to steer away from that. Each regional (and even Emirate) market has its different dynamic before even factoring-in the numerous nuances of each industry and sector. Whilst the supply & demand relationship can be viewed and commented-on at a macro level, it will likely have a different drip-down effect across the various sectors and/or the nature of the job in question (reflected also in the survey).

The view at Charterhouse, is that following on from some flatlines in 2024, 2025 should see small to moderate increases in wage bands across the mid-to-senior professional lines of our market focus. This will be mirrored however, with the ongoing high supply of talent pools either already in the market, on the ground & looking or open to relocation for a UAE job opportunity.

The lifestyle versus “salary-style” consideration is now a definite and apparent equation within the UAE and regional market. The destination of choice versus any perceived or previous hardship-posting is a thing of the past. Whilst the upside to this is a larger and more varied career opportunity (as the market grows and diversifies), the competition for jobs remains unabated.

As always and in to our 21<sup>st</sup> year, Charterhouse Middle East will always update and adapt with the trends, within these very excitement and dynamic times for the UAE and the region.



## Where Charterhouse Sits

In May 2024, Charterhouse celebrated 20 years of operations in the GCC, a significant milestone for the company, presenting an ideal time to reflect upon and recognize past achievements, whilst also looking ahead to reaffirm corporate goals for the future.

As we enter a fresh new year, the market looks set to face further challenges due to uncertainty surrounding the global economic landscape. One thing which is evident despite this is the increased appetite from international talent looking to secure a relocation to the region, specifically the UAE due to the prospect of long term career progression and improved standards of living. Whilst the preference for most employers will remain focused on securing locally available talent, this may prove difficult in an increasingly saturated market, pushing employers to consider relocating individuals from further afield who possess the desired technical skillset and capabilities.

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 2025, focuses across the following core areas of market disciplines:

- Banking & Financial Services
- Construction & Property/Technical
- Emiratization
- 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.



Our 2025 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



Our 2025 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>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
Assistant Relationship Manager	20,000	35,000
<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



Our 2025 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>CONSTRUCTION &amp; PROPERTY</b>	<b>LOW</b>	<b>HIGH</b>
	<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
<b>TECHNICAL</b>	<b>LOW</b>	<b>HIGH</b>
	<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



Our 2025 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

EMIRATISATION	LOW	HIGH
	United Arab Emirates Dirham (AED)	
Personal Assistant/Executive Assistant	18,000	32,000
Senior Receptionist	16,000	22,000
Junior Receptionist	12,000	15,000
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	22,000	35,000
HR Executive/Administrator/Coordinator	18,000	24,000
Emiratization Manager	32,000	45,000
Recruitment Manager	30,000	40,000
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	25,000	40,000
Relationship Manager	40,000	50,000
Marketing Director	50,000	80,000
Marketing Manager	28,000	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	35,000	65,000
Sales Manager	22,000	35,000
Sales Executive	10,000	14,000
IT Executive	21,000	30,000



Our 2025 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>FINANCE &amp; ACCOUNTANCY</b>	<b>LOW</b>	<b>HIGH</b>
	<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



Our 2025 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

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



Our 2025 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

LEGAL	LOW	HIGH
	United Arab Emirates Dirham (AED)	
<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	16,000	28,000
Paralegal	15,000	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	18,000	30,000
Paralegal	20,000	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	12,000	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



Our 2025 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

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



Our 2025 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

RETAIL	LOW	HIGH
	United Arab Emirates Dirham (AED)	
<u>Luxury</u>		
Head of Retail Operations	37,000	65,000
Retail Manager/Area Manager	30,000	50,000
Store Manager	18,000	28,000
Assistant Store Manager	20,000	30,000
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



Our 2025 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

## SALES, MARKETING & EVENTS

### LOW

### HIGH

United Arab Emirates Dirham  
(AED)

#### 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	16,000
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	15,000	23,000
Sponsorship Sales Manager	20,000	30,000
Project Manager	25,000	40,000
Project Director	40,000	55,000



Our 2025 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

IT & TECHNOLOGY	LOW	HIGH
	United Arab Emirates Dirham (AED)	
<u>Software Engineering</u>		
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
<u>Infrastructure</u>		
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



Our 2025 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

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	12,000	18,000
Database Administrator	10,000	20,000
<u>Cyber Security</u>		
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
<u>Data &amp; 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	12,000	18,000
ML/AI Data Engineer	25,000	40,000



Our 2025 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

IT & TECHNOLOGY	LOW	HIGH
	United Arab Emirates Dirham (AED)	
<u>Agile &amp; Product &amp; Design</u>		
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)	13,000	25,000
UX/UI Designer	15,000	30,000
Videographer	12,000	20,000