

	Average	Low	High
	AED (Gross monthly salaries excluding bonuses and education allowance, if applicable)		
Chief Financial Officer	55,000	45,000	70,000
Chief Accountant	18,000	14,000	20,000
Commercial Finance Manager	25,000	20,000	30,000
Credit Controller	15,000	10,000	20,000
Financial Controller, Domestic	30,000	25,000	35,000
Financial Controller, Regional	30,000	25,000	35,000
Financial Accountant	12,000	10,000	18,000
Finance Director, Domestic	40,000	35,000	50,000
Finance Director, Regional	50,000	40,000	60,000
Finance Manager	25,000	18,000	28,000
Senior Finance Manager	25,000	20,000	35,000
Financial Planning & Analysis Manager	28,000	25,000	35,000
Head of Accounting	20,000	18,000	30,000
Internal Auditor	16,000	12,000	22,000
Internal Audit Manager	25,000	20,000	35,000
Management Accountant / Financial Analyst	18,000	12,000	22,000
Newly Qualified Accountant (1-2 Years PQE)	12,000	10,000	18,000
Newly Qualified Accountant (3-4 Years PQE)	15,000	12,000	20,000
Project Accountant	18,000	15,000	20,000
Project Finance Manager	25,000	20,000	30,000
Senior Accountant	14,000	10,000	18,000
Tax Accountant	18,000	16,000	24,000
Tax Manager	22,000	18,000	30,000
Accountant, Transactional - AP & AR	8,000	6,000	12,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings

Investment Banking & Private Equity	Average	Low	High
	AED (Gross monthly salaries including allowances and excluding bonus)		
Analyst	22,000	16,000	25,000
Senior Analyst	25,000	20,000	28,000
Associate	28,000	20,000	32,000
Senior Associate	32,000	25,000	35,000
Manager, Corporate Finance / M & A	40,000	35,000	45,000
Director / Vice President, Corporate Finance	60,000	55,000	65,000
Manager, Debt & Equity Capital Markets	45,000	40,000	55,000
Director / Vice President, DECM	55,000	50,000	75,000
Manager, Private Equity	45,000	40,000	60,000
Director / Vice President, Private Equity	60,000	50,000	75,000
Managing Director	70,000	65,000	90,000

Asset Management	Average	Low	High
	AED (Gross monthly salaries including allowances and excluding bonus)		
Analyst (Performance & Product)	20,000	16,000	25,000
Associate	25,000	20,000	30,000
Operations Analyst	18,000	15,000	20,000
Assistant Asset Manager	25,000	20,000	35,000
Sales & Placements	35,000	30,000	55,000
Asset / Fund Manager	35,000	25,000	45,000
Director, Asset Management	55,000	40,000	65,000
Vice President / HO Asset Management	60,000	55,000	75,000

Global Markets & Treasury	Average	Low	High
	AED (Gross monthly salaries including allowances and excluding bonus)		
Research Analyst	18,000	15,000	20,000
Research Manager	25,000	20,000	30,000
Trader / Dealer	25,000	20,000	40,000
Chief Trader / Dealer	40,000	30,000	50,000
Sales Associate, FX & Equity	20,000	18,000	25,000
Sales Associate, Fixed Income & Derivatives	22,000	20,000	25,000
Treasury Manager	25,000	20,000	35,000
Product Manager	25,000	20,000	35,000
Vice President / HO Treasury	45,000	35,000	55,000
Vice President / HO Structured Product	50,000	40,000	60,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings

Compliance & Risk	Average	Low	High
	AED (Gross monthly salaries including allowances and excluding bonus)		
Compliance Analyst / Officer	12,000	10,000	15,000
Compliance Associate / AVP	20,000	18,000	25,000
Compliance Manager	22,000	20,000	30,000
Vice President / HO Compliance	40,000	30,000	45,000
Credit Risk Analyst / Officer	15,000	12,000	18,000
Credit Risk Associate / AVP	18,000	15,000	22,000
Credit Risk Manager	25,000	22,000	30,000
Vice President / HO Credit Risk	35,000	30,000	45,000
Market Risk Analyst / Officer	18,000	15,000	22,000
Market Risk Associate / AVP	20,000	18,000	25,000
Market Risk Manager	25,000	20,000	35,000
Vice President / HO Market Risk	35,000	30,000	45,000
Operational Risk Manager	25,000	20,000	35,000
Risk Analytics Manager	25,000	20,000	35,000
Enterprise Risk Management Manager	30,000	25,000	35,000

Corporate & Retail Banking	Average	Low	High
	AED (Gross monthly salaries including allowances and excluding bonus)		
Relationship Manager	18,000	12,000	25,000
Senior Relationship Manager	22,000	15,000	30,000
Product & Operations Analyst	15,000	12,000	18,000
Head of Unit	28,000	25,000	32,000
Product Manager	25,000	20,000	30,000
Distribution & Channel Manager	25,000	20,000	30,000
Branch Manager	25,000	20,000	30,000
Collections & Recovery Manager	20,000	18,000	25,000
Director, Corporate Banking	40,000	35,000	50,000
Director, Retail Banking	40,000	35,000	50,000
Vice President / HO Corporate Banking	50,000	45,000	55,000
Vice President / HO Retail Banking	50,000	45,000	55,000
Vice President / HO Branch Network	45,000	35,000	50,000
Vice President / HO Alternate Channels	45,000	35,000	50,000
Vice President / HO Asset & Liabilities	45,000	35,000	50,000
Chief Executive Officer	90,000	70,000	110,000

Finance & Operations (please refer also to Accounting & Finance Section)	Average	Low	High
	AED (Gross monthly salaries including allowances and excluding bonus)		
Trade Support, Associate / AVP	20,000	18,000	25,000
Statutory Accountant, Associate / AVP	18,000	15,000	25,000
Fund Accountant, Associate / AVP	20,000	18,000	25,000
Regulatory Accountant, Associate / AVP	18,000	15,000	25,000
Product Controller, Associate / AVP	20,000	18,000	25,000
Vice President / HO Product Control	30,000	25,000	40,000
Finance Manager	22,000	20,000	35,000
Custody, Associate / AVP	25,000	20,000	35,000
Fund Administration, Associate / AVP	25,000	20,000	30,000
MIS Manager	22,000	20,000	30,000
Internal Auditor	20,000	18,000	30,000
Internal Audit Manager	30,000	25,000	40,000
Chief Financial Officer	50,000	45,000	65,000
Chief Operations Officer	50,000	45,000	65,000

	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
Acquisitions Manager	28,500	25,000	31,500
Assistant Development Manager	33,000	30,000	36,000
Assistant Project Manager	21,000	15,000	27,000
Associate	49,000	40,000	58,500
Associate Director (PQS)	53,500	50,000	57,000
CEO	107,500	80,000	135,000
Civil / Structural Engineer	25,500	15,000	36,000
Commercial Director	63,500	55,000	72,000
Commercial Manager	47,000	40,000	54,000
Construction Manager	44,000	30,000	58,000
Contracts Manager	46,500	30,000	63,000
Cost Manager (PQS)	37,000	25,000	49,000
Design Manager	37,500	30,000	45,000
Development Director	66,500	60,000	72,500
Development Manager	44,500	35,000	54,000
Director (PQS)	61,000	45,000	77,000
Facilities Coordinator	9,500	8,000	10,500
Facilities Manager	31,000	25,000	37,000
General Manager / VP	72,500	55,000	90,000
Head of Planning Department	49,500	45,000	54,000
Head of Corporate Real Estate	49,000	40,000	58,000
HSE Director	58,500	45,000	72,000
HSE Manager	40,000	35,000	45,000
HSE Officer	14,000	10,000	18,000
Interior Designer	25,500	15,000	36,000
Infrastructure Manager	51,500	45,000	58,000
Junior Architect	14,000	10,000	18,000
Junior Quantity Surveyor	16,000	10,000	22,000
Landscape Architect	23,500	15,000	31,500
Leasing Executive	17,000	12,000	22,000
Leasing Manager	28,500	20,000	37,000
MEP Manager	40,000	35,000	45,000
MEP Coordinator	17,500	13,000	22,000
MEP Design Manager	30,500	25,000	36,000
MEP Project Manager	31,000	22,000	40,000
Operations Manager	47,000	40,000	54,000
Partner	73,000	65,000	81,000
Planning Engineer	23,000	15,000	31,000
Planning Manager	35,000	25,000	45,000
Principal	56,000	40,000	72,000
Project Director	70,000	50,000	90,000
Project Manager	35,000	25,000	45,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings

Property Manager	37,500	25,000	50,000
QA / QC Engineer	15,000	10,000	20,000
Quantity Surveyor	29,000	20,000	38,000
Resident Engineer: Entry Level	21,000	12,000	30,000
Senior Architect	30,000	20,000	40,000
Senior Civil / Structural Engineer	32,500	20,000	45,000
Senior Development Manager	62,500	50,000	75,000
Senior Interior Designer	32,500	25,000	40,000
Senior Project Manager	47,500	35,000	60,000
Senior Resident Engineer	35,000	25,000	45,000
Site Manager	32,500	20,000	45,000
Town Planner	20,000	15,000	25,000
Transport Manager	25,000	20,000	30,000
Urban Designer	42,500	35,000	50,000

	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
Graphic Designer – Creative / Digital	23,000	15,000	35,000
Creative Director	55,000	40,000	80,000
Copywriter	20,000	15,000	30,000
Marketing Director	75,000	45,000	100,00
Marketing Executive	22,000	15,000	30,000
Marketing Manager	35,000	25,000	42,000
Media Planner	22,000	15,000	30,000
PR / Events / Communications Executive	22,000	15,000	30,000
PR / Events / Communications Manager	38,000	28,000	50,000
PR / Events / Communications Director	75,000	45,000	100,000
Digital Marketing Executive	22,000	15,000	30,000
Digital Marketing Manager	35,000	25,000	42,000
Content Manager	35,000	25,000	42,000
Social Media Executive	22,000	15,000	30,000
Social Media Manager	35,000	25,000	42,000
Head of Digital	40,000	30,000	50,000
Head of Marketing	50,000	40,000	65,000
VP of Marketing	80,000	70,000	100,000
Chief Marketing Officer	100,000	80,000	130,000
Creative Lead	24,000	18,000	30,000
Trade Marketing Executive	16,000	12,000	20,000
Trade Marketing Manager	30,000	25,000	35,000
Brand Manager	35,000	25,000	40,000
Senior Digital Account Manager	35,000	25,000	40,000
Digital Account Director	50,000	40,000	60,000
UX/UI Designer	23,000	22,000	35,000
Senior UX/UI Designer	35,000	30,000	40,000
Digital Designer	26,000	18,000	34,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings

Human Resources

	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
HR Director	72,000	55,000	100,000
HR Manager	38,000	28,000	45,000
Assistant HR Manager	25,000	18,000	32,000
HR Officer	20,000	15,000	25,000
HR Executive / Administrator / Coordinator	18,000	14,000	24,000
Emiratization Manager	38,000	30,000	55,000
Recruitment Manager	32,000	26,000	40,000
Recruitment Specialist	23,000	18,000	28,000
Compensation & Benefits Manager	35,000	28,000	45,000
Compensation & Benefits Specialist	25,000	20,000	30,000
Training & Development Manager	35,000	28,000	42,000
Trainer	23,000	18,000	28,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings

	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
Administrator / Coordinator	8,000	6,000	10,000
Engineer	13,000	10,000	16,000
Supervisor	12,000	8,000	14,000
Assistant Manager	15,000	12,000	22,000
FM Manager	30,000	22,000	40,000
Area Manager / Senior FM	30,000	20,000	38,000
Operations / Mobilisation Manager	40,000	35,000	60,000
FM Director / Head of FM	40,000	30,000	60,000
Corporate Real Estate Manager	40,000	30,000	50,000
Chief Engineer / Director of Engineering	45,000	35,000	55,000
Technical Services Director	45,000	35,000	55,000
FM – Infrastructure	30,000	25,000	40,000

Hotels 4* - 5*	Average	Low	High
	AED (Basic salaries only)		
General Manager	45,000	25,000	65,000
Hotel Manager	28,000	20,000	40,000
Executive Assistant Manager	22,000	15,000	30,000
Director of F&B	19,000	15,000	25,000
Director of Rooms	19,000	15,000	28,000
Executive Housekeeper	15,000	13,000	20,000
Food & Beverage Manager	15,000	10,000	18,000
Outlet Manager	9,000	8,000	13,000

Chefs (Hotels)	Average	Low	High
	AED (Basic salaries only)		
Executive Chef	20,000	12,000	35,000
Chef de Cuisine	15,000	8,000	25,000

Restaurants	Average	Low	High
	AED (All inclusive package)		
General Manager	35,000	25,000	40,000
Country Manager	30,000	25,000	38,000
Operations Manager	30,000	20,000	38,000
Multi-site Manager	23,000	18,000	28,000
Restaurant Manager	18,000	10,000	28,000

Catering	Average	Low	High
	AED (All inclusive package)		
General Manager	35,000	25,000	65,000
Operations Manager	25,000	18,000	40,000
Catering Manager	20,000	12,000	30,000

	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
HR Director	60,000	40,000	75,000
HR Manager	37,000	30,000	45,000
Assistant HR Manager	24,000	18,000	30,000
HR Officer	18,500	15,000	22,000
HR Executive / Administrator / Coordinator	13,000	11,000	16,000
Emiratisation Manager	41,500	28,000	55,000
Recruitment Manager	34,000	28,000	40,000
Recruitment Specialist	23,000	18,000	28,000
Compensation & Benefits Manager	40,000	35,000	45,000
Compensation & Benefits Specialist	26,000	20,000	28,000
Training & Development Manager	37,000	30,000	45,000
Trainer	20,000	17,000	25,000

Technical	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
ERP Consultant (SAP / Oracle)	20,000	15,000	30,000
Business Analyst	22,000	15,000	27,000
Business Intelligence Consultant	25,000	20,000	30,000
Data Centre Manager	32,000	22,000	40,000
DBA	15,000	10,000	20,000
Developer	18,000	12,000	24,000
System Administrator	14,000	10,000	18,000
Head of IT	30,000	25,000	50,000
Helpdesk	10,000	6,000	15,000
IT Manager	19,000	10,000	28,000
IT Security Analyst	20,000	15,000	25,000
Programme Manager	44,000	38,000	60,000
Project Manager	30,000	25,000	35,000
Network / Infrastructure Engineer	15,000	12,000	20,000
Solutions Architect	31,000	24,000	38,000
Support Engineer	12,000	10,000	15,000
Service Desk Manager	25,000	18,000	35,000

Sales	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
Regional Sales Manager	35,000	30,000	40,000
Senior Sales Manager	25,000	20,000	35,000
Account Executive	18,000	15,000	20,000
Business Development Manager	28,000	20,000	35,000

Salary levels will deviate as all companies have different package structures, internal grading and salary bandings

UK Firm	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
NQ	35,000	28,000	40,000
Associate	50,000	35,000	60,000
Senior Associate	65,000	50,000	85,000
Of Counsel	75,000	60,000	90,000
Partner	100,000	80,000	140,000
Legal Secretary	22,000	15,000	28,000
Paralegal	23,000	18,000	28,000

US Firm	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
NQ	40,000	35,000	69,000
Associate	65,000	40,000	90,000
Senior Associate	85,000	65,000	150,000
Of Counsel	85,000	70,000	150,000
Partner	140,000	100,000	200,000
Legal Secretary	25,000	22,000	30,000
Paralegal	25,000	20,000	30,000

Regional Firm	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
NQ	25,000	20,000	35,000
Associate	40,000	25,000	50,000
Senior Associate	55,000	40,000	70,000
Of Counsel	65,000	55,000	80,000
Partner	90,000	60,000	120,000
Legal Secretary	17,000	14,000	22,000
Paralegal	19,000	15,000	24,000

In House	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
Junior Counsel	28,000	22,000	40,000
Legal Counsel	40,000	30,000	65,000
Senior Legal Counsel	60,000	55,000	100,000
General Counsel	90,000	80,000	140,000
Legal Secretary	18,000	12,000	22,000
Paralegal	20,000	15,000	28,000
Company Secretary	55,000	40,000	80,000
Compliance Manager	45,000	35,000	70,000
Head of Compliance	70,000	60,000	100,000

	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
Graphic Designer – Creative / Digital	16,000	10,000	22,000
Creative Director	45,000	30,000	60,000
Copywriter	20,000	15,000	30,000
Marketing Director	45,000	35,000	60,000
Marketing Executive	15,000	12,000	20,000
Marketing Manager	23,000	18,000	35,000
Media Planner	25,000	18,000	30,000
PR / Events / Communications Executive	15,000	12,000	20,000
PR / Events / Communications Manager	30,000	22,000	45,000
PR / Events / Communications Director	50,000	40,000	75,000
Digital Marketing Executive	16,000	12,000	20,000
Digital Marketing Manager	25,000	18,000	38,000
Content Manager	25,000	18,000	30,000
Social Media Executive	15,000	12,000	20,000
Social Media Manager	20,000	15,000	25,000
Head of Digital	35,000	25,000	50,000
Head of Marketing	45,000	35,000	60,000
VP of Marketing	70,000	60,000	80,000
Chief Marketing Officer	90,000	75,000	110,000
Creative Lead	16,000	12,000	20,000
Trade Marketing Executive	15,000	12,000	20,000
Trade Marketing Manager	22,000	18,000	25,000
Brand Manager	24,000	20,000	30,000
Senior Digital Account Manager	25,000	18,000	35,000
Digital Account Director	30,000	25,000	40,000
UX/UI Designer	13,000	10,000	20,000
Senior UX/UI Designer	20,000	15,000	30,000
Digital Designer	12,000	8,000	16,000

	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
Administration Support	9,000	6,000	12,000
Junior Executive Assistant	16,000	15,000	18,000
Senior Executive Assistant	20,000	18,000	30,000
Office Manager	25,000	20,000	30,000
Personal Assistant (Jr. + Sr.)	16,000	12,000	22,000
Project Administrator	12,000	10,000	15,000
Junior Receptionist	8,000	5,000	10,000
Senior Receptionist / Administrator	12,000	9,000	13,000
Secretary	16,000	12,000	18,000
Team Assistant	16,000	12,000	18,000

Professional Support	Average	Low	High
	QAR (Gross monthly salaries excluding bonuses)		
Administration Support	13,000	10,000	15,000
Administration Manager	28,000	18,000	32,000
Junior Executive Assistant	15,000	12,000	18,000
Senior Executive Assistant	20,000	18,000	25,000
Office Administrator	14,000	12,000	16,000
Office Manager	20,000	16,000	30,000
Personal Assistant	18,000	16,000	25,000
Project Administrator	14,000	12,000	16,000
Junior Receptionist	8,000	6,000	13,000
Senior Receptionist / Administrator	12,000	8,000	12,000
Secretary	12,000	10,000	14,000
Team Assistant	15,000	10,000	18,000

Human Resources	Average	Low	High
	QAR (Gross monthly salaries excluding bonuses)		
HR Director	60,000	40,000	80,000
HR Manager	30,000	20,000	40,000
Assistant HR Manager	22,000	15,000	30,000
HR Officer	14,000	12,000	18,000
HR Executive / Administrator / Coordinator	12,000	10,000	14,000
Qatarization Manager (Qatari National)	75,000	50,000	110,000
Recruitment Manager	25,000	15,000	35,000
Recruitment Specialist	16,000	13,000	20,000
Compensation & Benefits Manager	30,000	22,000	40,000
Compensation & Benefits Specialist	25,000	18,000	35,000
Training & Development Manager	30,000	22,000	35,000
Trainer	18,000	15,000	25,000

Legal / UK Firm	Average	Low	High
	QAR (Gross monthly salaries excluding bonuses)		
Legal Secretary	18,000	14,000	25,000
Paralegal	25,000	15,000	28,000

US Firm	Average	Low	High
	QAR (Gross monthly salaries excluding bonuses)		
Legal Secretary	18,000	14,000	25,000
Paralegal	25,000	15,000	28,000

Regional Firm	Average	Low	High
	QAR (Gross monthly salaries excluding bonuses)		
Legal Secretary	14,000	10,000	18,000
Paralegal	16,000	13,000	22,000

In House	Average	Low	High
	QAR (Gross monthly salaries excluding bonuses)		
Junior Counsel	20,000	15,000	35,000
Legal Counsel	35,000	25,000	50,000
Senior Legal Counsel	50,000	35,000	80,000
General Counsel	75,000	50,000	100,000
Legal Secretary	15,000	12,000	18,000
Paralegal	18,000	15,000	25,000

IT & Telecommunications Technical	Average	Low	High
	QAR (Gross monthly salaries excluding bonuses)		
ERP Consultant (SAP / Oracle)	18,000	13,000	28,000
Business Analyst	20,000	13,000	25,000
Business Intelligence Consultant	23,000	18,000	28,000
Data Centre Manager	30,000	20,000	38,000
DBA	17,000	13,000	22,000
Developer	12,000	9,000	18,000
System Administrator	12,000	10,000	15,000
Head of IT	42,000	35,000	50,000
Helpdesk	10,000	6,000	15,000
IT Manager	33,000	25,000	40,000
IT Security Analyst	20,000	15,000	25,000
Programme Manager	50,000	45,000	55,000
Project Manager	30,000	25,000	40,000
Network / Infrastructure Engineer	15,000	12,000	20,000
Solutions Architect	30,000	25,000	35,000
Support Engineer	15,000	10,000	20,000
Service Desk Manager	20,000	15,000	30,000

Sales	Average	Low	High
	QAR (Gross monthly salaries excluding bonuses)		
Regional Sales Manager	35,000	30,000	40,000
Senior Sales Manager	25,000	20,000	30,000
Account Executive	20,000	18,000	25,000
Business Development Manager	22,000	20,000	26,000

	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
Design Manager – Rolling Stock	26,000	19,000	38,000
Maintenance Engineer	26,000	18,000	34,000
Signalling Design Engineer	33,000	19,000	57,000
Construction & Installation Manager	48,000	36,000	57,000
Signalling Test & Commissioning	30,000	23,000	38,000
Structural Designer – Transport Infrastructure	23,000	17,000	42,000
Project Engineer – Transport Infrastructure	28,000	19,000	44,000
Bid / Proposals Manager	41,000	27,000	52,000
Project Planner	40,000	23,000	52,000
Project Controls Manager	63,000	38,000	76,000
Systems Safety & Assurance Engineer	48,000	36,000	62,000
Consultant – Rail Operations	48,000	40,000	62,000
Asset Manager	36,000	26,000	52,000
Business Development Manager	53,000	36,000	62,000

Development - Luxury	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
Head of Buying	52,500	45,000	60,000
Senior Buyer	32,500	25,000	40,000
Buyer	23,000	18,000	28,000
Assistant Buyer	17,500	15,000	20,000
Head of Planning / Merchandising	57,500	40,000	75,000
Planning Manager	32,500	30,000	35,000
Assistant Planning Manager / Senior Merchandiser	27,500	23,000	32,000
Merchandiser	20,000	15,000	25,000

Development – Premium / High Street	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
Head of Buying	41,500	35,000	48,000
Senior Buyer	24,000	18,000	30,000
Buyer	16,000	12,000	20,000
Assistant Buyer	10,500	8,000	13,000
Head of Planning / Merchandising	36,500	28,000	45,000
Planning Manager	24,000	20,000	28,000
Assistant Planning Manager / Senior Merchandiser	21,500	18,000	25,000
Merchandiser	15,000	12,000	18,000
Assistant Merchandiser	10,000	8,000	12,000

Sales - Luxury	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
Head of Retail Operations	51,000	37,000	65,000
Retail Operations Manager	30,000	25,000	35,000
Brand Manager	28,000	24,000	38,000
Area / District Manager	28,500	20,000	37,000
Store Manager	28,000	22,000	38,000
Assistant Store Manager	22,000	17,000	26,000
Department Manager	16,000	14,000	20,000
Sales Associate	12,000	8,000	14,000
Head of Visual Merchandising	33,000	26,000	40,000
Visual Merchandiser Manager	27,500	20,000	35,000
Visual Merchandiser	16,500	11,000	22,000

Sales – Premium / High Street	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
Head of Retail Operations	38,500	35,000	42,000
Retail Operations Manager	25,000	20,000	30,000
Brand Manager	26,500	18,000	35,000
Area / District Manager	22,500	15,000	30,000
Store Manager	15,000	10,000	20,000
Assistant Store Manager	12,500	10,000	15,000
Sales Associate	7,000	5,000	9,000
Head of Visual Merchandising	23,000	18,000	28,000
Visual Merchandiser Manager	20,000	15,000	25,000
Visual Merchandiser	11,500	8,000	15,000

	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
Key Account Manager	20,000	17,000	25,000
Business Development Executive	13,000	12,000	16,000
Business Development Manager	20,000	15,000	30,000
Business Development Director	40,000	30,000	55,000
Sales Executive	10,000	8,000	14,000
Sales Manager	25,000	16,000	30,000
Sales Director	50,000	30,000	60,000
Sales Vice President	75,000	50,000	80,000

Supply Chain	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
VP of Supply Chain	85,000	65,000	105,000
General Manager – Logistics & SC	50,000	35,000	60,000
Operations Manager	30,000	25,000	40,000
Supply Chain Manager	30,000	20,000	40,000
Supply Chain Coordinator	13,000	10,000	16,000
Logistics Manager	30,000	20,000	35,000
Logistics Coordinator	15,000	10,000	18,000
Logistics Officer	10,000	8,000	12,000
Transport Manager	30,000	22,000	35,000
Warehouse Manager	30,000	20,000	35,000
Warehouse Supervisor	15,000	10,000	20,000
Warehouse Operative	8,000	6,000	10,000
Inventory Manager	20,000	12,000	24,000
Demand Planning Manager	26,000	25,000	40,000
Supply Planning Manager	27,000	22,000	38,000
Distribution Manager	25,000	20,000	30,000
Customer Service Manager	28,000	22,000	35,000
Buyer / Strategic Buyer	20,000	12,000	25,000
Contracts Manager	45,000	30,000	55,000
Inventory Controller	15,000	8,000	20,000

Manufacturing	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
COO	80,000	60,000	120,000
General Manager –Manufacturing	65,000	47,000	85,000
Manufacturing Director	50,000	35,000	70,000
Factory Manager	38,000	30,000	55,000
Production Manager	30,000	20,000	40,000
Production Supervisor	14,000	12,000	16,000
Production Engineer	11,000	8,000	14,000
Quality Director (QA/QC)	48,000	40,000	60,000
Quality Manager (QA/QC)	30,000	20,000	38,000
Quality Engineer (QA/QC)	12,000	8,000	14,000
Maintenance Manager	30,000	20,000	40,000
Maintenance Supervisor	13,000	12,000	17,000
Maintenance Engineer	10,000	8,000	14,000
HSE Manager	25,000	18,000	38,000
HSE Supervisor/Coordinator	13,000	10,000	16,000
HSE Engineer/Officer	10,000	8,000	14,000
R&D/NPD Director	50,000	40,000	60,000
R&D/NPD Manager	32,000	25,000	38,000
R&D/NPD Technologist	13,000	8,000	15,000
Lab Manager	28,000	22,000	32,000
Continuous Improvement Manager	32,000	25,000	40,000
Continuous Improvement Engineer	16,000	12,000	20,000
Project Director	55,000	45,000	90,000
Project Manager	42,000	35,000	60,000
Project Engineer	13,000	10,000	18,000
Service Director	55,000	45,000	75,000
Service Manager	38,000	27,000	45,000
Service Engineer	14,000	12,000	16,000

Procurement	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
VP of Procurement	70,000	50,000	100,000
Procurement Director	50,000	40,000	60,000
Procurement Manager	30,000	25,000	40,000
Senior Procurement Officer	22,000	16,000	24,000
Procurement Officer	15,000	11,000	18,000
Purchasing Manager	25,000	18,000	30,000
Purchasing Assistant	12,000	8,000	15,000
Commercial & Contracts Manager	32,000	20,000	45,000
Commercial & Contracts Officer	20,000	16,000	26,000
Strategic Sourcing Manager	40,000	25,000	45,000
Category Manger	22,000	20,000	30,000
Senior Buyer	25,000	18,000	30,000
Buyer	16,000	13,000	20,000

	Average	Low	High
	AED (Gross monthly salaries excluding bonuses)		
Key Account Manager	20,000	15,000	25,000
Business Development Executive	13,000	10,000	16,000
Business Development Manager	20,000	15,000	30,000
Business Development Director	40,000	30,000	45,000
Sales Executive	10,000	8,000	14,000
Sales Manager	20,000	15,000	30,000
Sales Director	37,500	30,000	45,000
Sales Vice President	75,000	50,000	80,000