



BANKING & FINANCE SERVICES

LOW

HIGH

United Arab Emirates Dirham
(AED)

Corporate Banking

Executive Director	70,000	90,000
Director/Vice President	45,000	60,000
Relationship Manager	25,000	35,000
Associate	18,000	25,000
Analyst	15,000	20,000

Investment Banking/Private Equity

Executive Director	65,000	95,000
Director/Vice President	45,000	65,000
Associate	25,000	35,000
Analyst	18,000	25,000

Market/Credit Risk

Chief Risk Officer	60,000	90,000
Director/Vice President	40,000	55,000
Associate	20,000	25,000
Analyst	15,000	20,000

Compliance

Chief Compliance Officer/MLRO	55,000	75,000
Chief Regulatory Officer	55,000	70,000
Director/Vice President	35,000	50,000
Associate	20,000	25,000
Analyst	12,000	18,000

Operations

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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CONSTRUCTION & PROPERTY

LOW

HIGH

United Arab Emirates Dirham
(AED)

Construction

Commercial Director	50,000	65,000
Construction Director	55,000	65,000
Development Director	55,000	80,000
HSE Director	45,000	70,000
Project Director	50,000	90,000
Project Manager	25,000	45,000
Facilities Manager	25,000	40,000
Landscape Architect	15,000	31,000
Leasing Manager	20,000	38,000
Operations Manager	40,000	54,000
Property Manager	25,000	50,000
Quantity Surveyor	20,000	38,000
Senior Architect	20,000	40,000

TECHNICAL

LOW

HIGH

United Arab Emirates Dirham
(AED)

Manufacturing

General Manager	45,000	60,000
Quality Manager (QA/QC)	20,000	40,000
Maintenance Manager	20,000	40,000
HSE Manager	18,000	40,000

Supply Chain

General Manager	35,000	60,000
Operations Manager	25,000	45,000
Supply Chain Manager	20,000	40,000
Logistics Manager	20,000	35,000
Warehouse Manager	20,000	35,000

Procurement

Procurement Director	40,000	60,000
Procurement Manager	25,000	40,000
Commercial & Contracts Manager	20,000	45,000

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EMIRATISATION	LOW	HIGH
	<i>United Arab Emirates Dirham (AED)</i>	
Marketing Director	45,000	80,000
Marketing Manager	25,000	40,000
PR/Events/Communications Manager	28,000	40,000
Digital Marketing Manager	25,000	42,000
Social Media Manager	25,000	40,000
Brand Manager	28,000	42,000
HR Director	55,000	80,000
HR Manager	28,000	42,000
Assistant HR Manager	18,000	28,000
HR Executive/Administrator/Coordinator	14,000	20,000
Emiratisation Manager	30,000	40,000
Recruitment Manager	26,000	35,000
Recruitment Specialist	18,000	28,000
Compensation & Benefits Manager	28,000	45,000
Training & Development Manager	28,000	38,000
Trainer	18,000	28,000

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FINANCE & ACCOUNTANCY

LOW

HIGH

United Arab Emirates Dirham
(AED)

Chief Financial Officer	75,000	120,000
Finance Director	50,000	85,000
Financial Controller	30,000	45,000
Finance Manager	25,000	40,000
Financial Analyst	18,000	25,000
Management Accountant	15,000	22,000
Credit Controller	18,000	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	80,000
Internal Audit Manager	35,000	50,000
Internal Auditor	15,000	20,000
Treasury Manager	35,000	50,000
Tax Manager	25,000	40,000

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HOSPITALITY & EVENTS

LOW

HIGH

United Arab Emirates Dirham
(AED)

Hotels (4 - 5 Star)

(Basic salary only)

General Manager	30,000	60,000
Hotel Manager	20,000	40,000
Executive Assistant Manager	15,000	30,000
Director of Sales and Marketing	24,000	35,000
Director of F&B	15,000	25,000
Director of Rooms	15,000	28,000
Food & Beverage Manager	10,000	18,000
Outlet Manager	8,000	13,000

Chefs (Hotels)

(Basic salary only)

Executive/Head Chef- Property	25,000	35,000
Executive/Head Chef- Outlet	12,000	23,000
Chef de Cuisine	8,000	25,000

Restaurants

Group Chef	20,000	35,000
Head Chef	15,000	30,000
Pastry Chef	10,000	20,000
Country Manager	25,000	38,000
General Manager	25,000	40,000
Operations Manager	20,000	38,000
Multi-site Manager	18,000	28,000
Restaurant Manager	10,000	28,000

Catering

General Manager	28,000	55,000
Operations Manager	18,000	40,000
Catering Manager	14,000	28,000

Events

Event Manager	16,000	24,000
Conference Producer	14,000	18,000
Sponsorship Sales Manager	15,000	20,000
Operations Manager	18,000	25,000
Project Manager	22,000	30,000

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HUMAN RESOURCES

LOW

HIGH

*United Arab Emirates Dirham
(AED)*

HR Director	40,000	75,000
HR Manager	30,000	45,000
Assistant HR Manager	18,000	30,000
HR Officer	15,000	22,000
HR Executive/Administrator/Coordinator	11,000	16,000
Emiratisation Manager	28,000	55,000
Recruitment Manager	28,000	40,000
Recruitment Specialist	18,000	28,000
Compensation & Benefits Manager	35,000	45,000
Compensation & Benefits Specialist	20,000	28,000
Training & Development Manager	30,000	45,000
Trainer	17,000	25,000

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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	85,000
Of Counsel	60,000	90,000
Partner	80,000	140,000
Legal Secretary	15,000	28,000
	18,000	30,000
<u>US Firm</u>		
NQ	35,000	69,000
Associate	40,000	90,000
Senior Associate	65,000	150,000
Of Counsel	70,000	150,000
Partner	120,000	200,000
Legal Secretary	22,000	30,000
Paralegal	20,000	40,000
<u>Regional Firm</u>		
NQ	20,000	40,000
Associate	25,000	50,000
Senior Associate	40,000	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	60,000	100,000

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PROFESSIONAL SUPPORT

LOW

HIGH

*United Arab Emirates Dirham
(AED)*

Administration Support	6,000	12,000
Junior Executive Assistant	15,000	18,000
Senior Executive Assistant	18,000	30,000
Office Manager	20,000	30,000
Personal Assistant	16,000	22,000
Project Administrator	10,000	15,000
Junior Receptionist	5,000	10,000
Senior Receptionist/Administrator	9,000	13,000
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	37,000	65,000
Retail Manager/Area Manager	30,000	45,000
Store Manager	22,000	38,000
Assistant Store Manager	17,000	26,000
Department Manager	14,000	20,000
Sales Executive	8,000	14,000
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	10,000	20,000
Assistance Store Manager	17,000	26,000
Visual Merchandiser Manager	15,000	25,000
Merchandiser	13,000	18,000
Buyer	12,000	20,000

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SALES & MARKETING

LOW

HIGH

United Arab Emirates Dirham
(AED)

Sales

Key Account Manager	18,000	30,000
Business Development Director	30,000	55,000
Business Development Manager	15,000	30,000
Business Development Executive	12,000	16,000
Sales Vice President	50,000	80,000
Sales Director	30,000	60,000
Sales Manager	16,000	35,000
Sales Executive	8,000	14,000

Marketing

Marketing Director	35,000	60,000
Marketing Manager	18,000	35,000
Marketing Executive	12,000	20,000
Media Planner	18,000	35,000
PR/Events/Communications Director	40,000	75,000
PR/Events/Communications Manager	22,000	45,000
Digital Marketing Manager	18,000	38,000
Content Manager	18,000	30,000
Social Media Manager	15,000	25,000
Social Media Executive	12,000	20,000
Chief Marketing Officer	75,000	110,000
Trade Marketing Manager	18,000	25,000
Brand Manager	20,000	30,000

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TECHNOLOGY	LOW	HIGH
	<i>United Arab Emirates Dirham (AED)</i>	
<u>Technical</u>		
ERP Consultant (SAP/Oracle)	15,000	30,000
Business Analyst	15,000	27,000
Business Intelligence Consultant	20,000	30,000
DBA	10,000	20,000
Developer	12,000	24,000
System Administrator	10,000	18,000
Head of IT	25,000	50,000
IT Manager	10,000	28,000
IT Security Analyst	15,000	25,000
Program Manager	38,000	60,000
Project Manager	20,000	35,000
Network/Infrastructure Engineer	12,000	20,000
Solutions Architect	24,000	38,000
Support Engineer	10,000	15,000
Service Desk Manager	18,000	35,000
<u>Sales</u>		
Regional Sales Manager	30,000	40,000
Senior Sales Manager	20,000	35,000
Account Executive	15,000	20,000
Business Development Manager	20,000	35,000

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