

**BANKING -
ASSET MANAGEMENT AND INVESTMENT**

	Average	Low	High
AED (Gross monthly salaries excluding bonus)			
INVESTMENT BANKING / PRIVATE EQUITY - ORINATION ROLES			
Analyst	20,000	15,000	35,000
Associate	35,000	25,000	65,000
Vice President	55,000	35,000	90,000
Director	70,000	65,000	120,000
Managing Director	95,000	75,000	135,000
Head	110,000	85,000	150,000
INVESTMENT BANKING / PRIVATE EQUITY - SALES ROLES			
Analyst	20,000	15,000	35,000
Associate	35,000	25,000	60,000
Vice President	45,000	35,000	85,000
Director	65,000	55,000	110,000
Managing Director	90,000	75,000	120,000
Head	100,000	80,000	140,000
ASSET MANAGEMENT ROLES			
Analyst	20,000	15,000	25,000
Associate	33,000	25,000	45,000
Vice President	45,000	35,000	55,000
Director	65,000	55,000	75,000
Managing Director	90,000	75,000	110,000
Head	100,000	80,000	120,000
MIDDLE / BACK OFFICE OPERATION ROLES			
Analyst	15,000	12,000	18,000
Associate	24,000	18,000	30,000
Vice President	30,000	25,000	40,000
Director	40,000	35,000	45,000
Managing Director	50,000	45,000	55,000
Head	55,000	50,000	65,000

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

BANKING - CONSUMER

	Average	Low	High
	AED (Gross monthly salaries excluding bonus)		
Assistant Branch Manager	18,000	13,000	23,000
Branch Manager	32,000	25,000	36,000
Business Development Manager	30,000	20,000	35,000
Business Intelligence Analyst	22,000	15,000	26,000
Chief Risk Officer	80,000	60,000	100,000
Collections Manager	25,000	18,000	32,000
COO	72,500	55,000	90,000
Country Head	150,000	130,000	170,000
Head of Acquiring	40,000	30,000	55,000
Head of Call Centre	40,000	30,000	50,000
Head of Premier Banking	52,500	35,000	70,000
Head of Retail Operations	45,000	30,000	55,000
Head of Collections	45,000	35,000	55,000
Head of Credit Analytics	37,500	20,000	45,000
Head of Credit Policy	42,500	35,000	50,000
Head of Issuing	40,000	30,000	55,000
Head of Loyalty	40,000	30,000	56,000
Head of Merchant Services	40,000	30,000	55,000
Head of Partnerships	40,000	30,000	56,000
Head of Product Development - Retail Products	40,000	30,000	55,000
Head of Retail	70,000	50,000	90,000
Head of Retail Credit	50,000	40,000	60,000
Head of Risk	57,500	40,000	75,000
National Sales Manager - Mortgages	30,000	25,000	35,000
Portfolio Manager - Cards	26,000	20,000	35,000
POS Specialist	29,000	24,000	30,000
Product Manager - Retail Products	30,000	20,000	35,000
Product Officer	15,000	10,000	20,000
Relationship Manager	21,000	13,000	26,000

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**BANKING - CORPORATE, PRIVATE,
WEALTH MANAGEMENT AND**

	Average	Low	High
AED (Gross monthly salaries excluding bonus)			
CORPORATE BANKING			
Head of Corporate Banking	60,000	50,000	70,000
Head of Corporate Credit	45,000	40,000	50,000
Head of Financial Institution	50,000	45,000	70,000
Head of Trade Finance	50,000	40,000	70,000
Unit Head	40,000	32,000	48,000
Senior Relationship Manager	30,000	25,000	35,000
Relationship Manager	24,000	18,000	27,000
Credit Analyst	14,000	10,000	20,000
Credit Admin Clerk	12,000	8,000	14,000
Trade Finance Clerk	14,000	10,000	18,000
PRIVATE BANKING			
HO Private Banking	70,000	60,000	90,000
Private Banker (Associate Director)	40,000	35,000	50,000
Private Banker (Director)	45,000	40,000	50,000
Private Banker (Relationship Manager)	35,000	30,000	40,000
Product and Investment Specialist (Associate)	30,000	25,000	35,000
WEALTH MANAGEMENT			
Head of Wealth	55,000	45,000	65,000
Unit Head	35,000	30,000	40,000
Senior Relationship Manager	28,000	25,000	32,000
Relationship Manager	21,000	18,000	25,000
Product Manager	25,000	20,000	30,000
INSURANCE			
Director of Underwriting	60,000	50,000	65,000
Manager of Underwriting Department	40,000	35,000	45,000
Senior Underwriter	30,000	20,000	35,000
Director	65,000	50,000	80,000
Business Development Manager	30,000	22,000	35,000
Junior Underwriter	10,000	8,000	15,000

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CONSTRUCTION

	Average	Low	High
	AED (Gross monthly salaries excluding bonus)		
Acquisitions Manager / Land Surveyor	30,000	25,000	35,000
Assistant Development Manager	22,000	17,000	30,000
Assistant Project Manager	20,000	15,000	28,000
Associate	45,000	30,000	65,000
Associate Director (PQS)	58,000	50,000	64,000
CEO	100,000	60,000	150,000
Civil / Structural Engineer	25,000	15,000	35,000
Commercial Director	55,000	50,000	65,000
Commercial Manager	45,000	35,000	58,000
Construction Manager	30,000	20,000	36,000
Contracts Manager	42,000	30,000	60,000
Cost Manager (PQS)	30,000	25,000	45,000
Design Manager	35,000	20,000	40,000
Development Director	60,000	50,000	80,000
Development Manager	45,000	35,000	55,000
Director (PQS)	60,000	50,000	80,000
Facilities Coordinator	20,000	15,000	25,000
Facilities Manager	40,000	30,000	50,000
General Manager / VP	75,000	55,000	100,000
Head of Planning Department	50,000	45,000	60,000
Head of Corporate Real Estate	60,000	45,000	70,000
HSE Director	55,000	45,000	70,000
HSE Manager	40,000	35,000	50,000
HSE Officer	15,000	10,000	20,000
Interior Designer	20,000	10,000	30,000
Infrastructure Manager	55,000	45,000	65,000
Junior Architect	15,000	10,000	20,000

Junior Quantity Surveyor	14,000	10,000	15,000
Landscape Architect	25,000	15,000	35,000
Leasing Executive	20,000	15,000	35,000
Leasing Manager	38,000	30,000	45,000
MEP Manager	35,000	30,000	45,000
MEP Coordinator	20,000	13,000	25,000
MEP Design Manager	35,000	25,000	40,000
MEP Project Manager	40,000	28,000	50,000
Operations Manager	45,000	35,000	55,000
Partner	73,000	65,000	90,000
Planning Engineer	26,000	18,000	35,000
Planning Manager	38,000	25,000	50,000
Principal	60,000	40,000	80,000
Project Director	65,000	55,000	85,000
Project Manager	45,000	30,000	58,000
Property Manager	40,000	35,000	50,000
QA / QC Engineer	14,000	10,000	18,000
Quantity Surveyor	25,000	20,000	32,000
Resident Engineer: Entry Level	18,000	12,000	30,000
Senior Architect	30,000	25,000	40,000
Senior Civil / Structural Engineer	35,000	20,000	40,000
Senior Development Manager	60,000	50,000	75,000
Senior Interior Designer	30,000	20,000	40,000
Senior Project Manager	55,000	42,000	65,000
Senior Quantity Surveyor	42,000	30,000	48,000
Senior Resident Engineer	30,000	20,000	45,000
Site Manager	20,000	15,000	25,000
Town Planner	25,000	20,000	30,000
Transport Manager	55,000	45,000	65,000
Urban Designer	27,000	18,000	35,000

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FACILITIES MANAGEMENT

	Average	Low	High
	AED (Gross monthly salaries excluding bonus)		
Administrator / Coordinator	10,000	8,000	12,000
Engineer	14,000	10,000	18,000
Supervisor	18,000	14,000	24,000
Assistant Manager	24,000	18,000	30,000
FM Manager	29,000	22,000	40,000
Area Manager / Senior FM	37,000	30,000	45,000
Operations / Mobilisation Manager	45,000	35,000	55,000
FM Director / Head of FM	60,000	45,000	75,000
Corporate Real Estate Manager	45,000	35,000	55,000
Chief Engineer	40,000	30,000	50,000
Technical Services Director	55,000	45,000	65,000
FM - Infrastructure	35,000	30,000	40,000

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FINANCE AND ACCOUNTING

	Average	Low	High
AED (Gross monthly salaries excluding bonus)			
Business / Financial Controller	25,000	30,000	35,000
Business Analyst	20,000	15,000	25,000
Chief Financial Officer	60,000	50,000	90,000
Regional Finance Director	55,000	45,000	65,000
Finance Director	50,000	40,000	60,000
Finance Manager	25,000	20,000	30,000
Financial Accountant	18,000	15,000	20,000
Financial Analyst	18,000	16,000	22,000
Financial Planning and Analysis Manager	30,000	25,000	35,000
Internal Auditor (3 - 4 years post qualified experience)	25,000	20,000	30,000
Management Accountant	20,000	18,000	24,000
Newly Qualified (1 - 2 years post qualified experience)	15,000	12,000	18,000
Newly Qualified (2 - 4 years post qualified experience)	20,000	18,000	25,000

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FINANCIAL SERVICES - AUDIT AND COMPLIANCE

	Average	Low	High
AED (Gross monthly salaries excluding bonus)			
AUDIT			
VP Audit (Regional based role)	60,000	70,000	80,000
Head of Audit	50,000	40,000	60,000
Audit Manager	35,000	30,000	40,000
Senior Auditor (4 - 5 years post qualified)	25,000	20,000	30,000
Auditor (Newly qualified)	20,000	15,000	25,000
Junior Auditor (Pre-qualified)	12,000	10,000	15,000
COMPLIANCE			
Global Head of Compliance	70,000	60,000	80,000
Divisional Head of Compliance	55,000	50,000	65,000
Senior Compliance Manager	40,000	35,000	45,000
Compliance Manager	30,000	25,000	35,000
Senior Compliance Officer	25,000	20,000	30,000
Compliance Officer	20,000	13,000	27,000

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HEALTHCARE

	Average Salary	Benefits
	AED (Gross monthly salaries excluding bonus)	
Starting GP: Physicians who hold the basic medicine Degree from a recognised university or college and who have fulfilled the internship year with experience for less than (5) years. (National physician is exempted from the condition of experience).	17,000 - 30,000	Housing & Transport Allowance
General Practitioner: Physicians who hold the basic medicine Degree from a recognised university or college and who have completed (5) years experience after the internship year.	22,000 - 35,000	Housing & Transport Allowance
Specialist (B) Doctor: Physicians who hold the basic medicine Degree from a recognised university or college together with a Diploma or equivalent, the study of which is no less than (12) months and who has experience no less than (3) years after the Diploma.	35,000 - 50,000	Housing & Transport Allowance
Specialist (A) Doctor: Physicians who hold the basic medicine Degree from a recognised university or college together with a master Degree or equivalent, the study of which is no less than (24) months and who has experience no less than (3) years after the master.	40,000 - 60,000	Housing & Transport Allowance
Consultant (B) Doctor: Physicians who hold the basic medicine Degree from a recognised university or college together with a Ph.D., fellowship or membership of one or more world recognised medical college or its equivalent and who has experience no less than (5) years after obtaining the highest qualification.	50,000 - 70,000	Housing & Transport Allowance
Consultant (A) Doctor: Physicians who hold the basic medicine Degree from a recognised university or college together with a Ph.D., fellowship or membership of one or more world recognised medical colleges or an equivalent or those who have a professor rank in the specialty field and experience no less than (10) years after obtaining the highest qualification.	60,000 - 90,000	Housing & Transport Allowance
Director of Nursing	20,000 - 35,000	Housing & Transport Allowance
Head Nurse - ICU	15,000 - 21,000	Housing & Transport Allowance
CEO of Large Hospital or Medical Facility	70,000 - 80,000	Housing & Transport Allowance
CEO with 15-20+ Years Experience	100,000 - 150,000	Housing & Transport Allowance

Physicians should hold a basic medical Degree from a recognised University or College. Positions and salary are dependent on level of 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 bonus)		
HR Director	52,000	38,000	75,000
HR Manager	28,000	22,000	35,000
Assistant HR Manager	22,000	18,000	25,000
HR Officer	15,500	12,000	18,500
HR Executive / Administrator / Coordinator	14,000	12,000	16,000
Emiratisation Manager	38,000	28,000	55,000
Recruitment Manager	28,000	20,000	35,000
Recruitment Specialist	17,000	13,000	20,000
Compensation and Benefits Manager	32,000	24,000	40,000
Compensation and Benefits Specialist	18,000	16,000	22,000
Training and Development Manager	28,000	22,000	36,000
Trainer	18,000	16,000	22,000

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INFORMATION TECHNOLOGY

	Average	Low	High
AED (Gross monthly salaries excluding bonus)			
TECHNICAL			
Application Manager	30,000	25,000	40,000
Business Analyst	22,000	15,000	27,000
CIO / IT Director	50,000	40,000	60,000
Data Centre Manager	32,000	22,000	40,000
DBA	16,000	13,000	22,000
Developer	14,000	9,000	20,000
Enterprise Architect	45,000	40,000	55,000
Head of IT	50,000	40,000	60,000
Helpdesk	10,000	6,000	15,000
IT Manager	30,000	20,000	40,000
IT Security Analyst	20,000	15,000	25,000
Programme Manager	45,000	40,000	55,000
Project Manager	35,000	20,000	45,000
Quality Analyst	18,000	15,000	25,000
Solutions Architect	45,000	35,000	55,000
Support Engineer	15,000	10,000	25,000
Service Desk Manager	25,000	18,000	35,000
SALES			
Regional Sales Manager	35,000	30,000	45,000
Senior Sales Manager	28,000	22,000	35,000
Account Executive	24,000	18,000	27,000
Business Development Manager	22,000	19,000	26,000

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LEGAL

	Average	Low	High
AED (Gross monthly salaries excluding bonus)			
MAGIC CIRCLE PP			
Legal Secretary	20,500	17,000	24,000
Legal Marketer (Executive)	20,500	16,500	25,000
Legal Marketer (Manager)	31,500	30,000	33,000
Paralegal	22,000	19,000	25,000
1 -2 post qualified experience	34,000	31,000	37,000
3 - 4 post qualified experience	42,000	40,000	46,000
5 - 6 post qualified experience	53,000	49,000	57,500
7 - 8 post qualified experience	68,000	60,000	76,500
Partner	**	**	**
INTERNATIONAL PP			
Legal Secretary / PA	18,500	17,000	20,000
Legal Marketer (Executive)	23,000	22,000	24,000
Legal Marketer (Manager)	31,000	30,000	32,000
Paralegal	19,000	16,000	22,000
1 - 2 post qualified experience	32,000	29,000	35,000
3 - 4 post qualified experience	42,000	40,000	46,000
5 - 6 post qualified experience	51,000	47,000	55,000
7 - 8 post qualified experience	60,000+	-	-
Partner	**	**	**
REGIONAL PP			
Legal Secretary	14,000	12,000	17,000
Legal Marketer (Executive)	17,500	15,000	20,000
Legal Marketer (Manager)	31,500	30,000	33,000
Paralegal	17,000	15,000	20,000
1 - 2 post qualified experience	25,000	20,000	30,000
3 - 4 post qualified experience	33,000	30,000	36,000

5 - 6 post qualified experience	43,000	38,000	50,000
7 - 8 post qualified experience	51,000+	-	-
Partner	***	***	***
IN-HOUSE			
Paralegal	25,000	20,000	30,000
(Junior) Legal Counsel 1 - 2 years experience	22,500	20,000	28,000
(Mid Level) Legal Counsel 3 - 5 years experience	35,000	30,000	45,000
(Mid Level) Legal Counsel 6 + years experience	53,000	45,000	55,000
Head of Legal / General Counsel	60,000	50,000	70,000

NB Bilingual candidates (Arabic and English) with a common law qualification are highly sought after and this is reflected in remuneration

*With qualifications in England and Wales gained in March and September, candidates qualifying earlier in the year will see this reflected in their salaries

**Equity Partners salaries vary

***Partners are seldom hired externally

****A higher salary would be applicable for an Arabic speaker and / or a candidate with 8+ years experience

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TECHNICAL - LOGISTICS AND WAREHOUSE

	Average	Low	High
	AED (Gross monthly salaries excluding bonus)		
Air Freight Manager	25,000	20,000	28,000
COO Logistics	60,000	45,000	70,000
Customs Manager	30,000	20,000	42,000
Distribution Manager	27,000	20,000	35,000
Factory Manager	40,000	30,000	50,000
General Manager - Logistics	45,000	35,000	60,000
General Manager - Manufacturing	45,000	35,000	60,000
Logistics Administrator	10,000	8,000	12,000
Logistics Coordinator	12,000	8,000	16,000
Logistics Demand Planner	16,000	12,000	22,000
Logistics Manager	20,000	16,000	35,000
Logistics Operations Executive	12,000	10,000	15,000
Operations Manager - Logistics	30,000	25,000	40,000
Third Party Logistics Coordinator	11,000	9,000	15,000
Third Part Logistics Manager	25,000	20,000	30,000
Transport Manager	27,000	22,000	35,000
Warehouse Manager	20,000	15,000	30,000
Warehouse Operations Manager	28,000	22,000	35,000
Warehouse Operative	8,000	6,000	10,000
Warehouse Supervisor	16,000	10,000	20,000

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PROFESSIONAL SUPPORT

	Average	Low	High
	AED (Gross monthly salaries excluding bonus)		
Administration Support	12,000	10,000	14,000
Administration Manager	23,000	15,000	32,000
Junior Executive Assistant	10,000	8,000	15,000
Senior Executive Assistant	19,000	15,000	20,000
Office Administration	12,000	10,000	15,000
Office Manager	18,000	15,000	25,000
Personal Assistant	18,000	16,000	25,000
Project Administrator	13,000	10,000	18,000
Junior Receptionist	8,000	7,000	12,000
Senior Receptionist / Administrator	10,000	8,000	15,000
Secretary	14,000	12,000	18,000
Team Assistant	16,000	12,000	18,000

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RAIL INFRASTRUCTURE

	Average	Low	High
AED (Gross monthly salaries excluding bonus)			
Design Manager - Rolling Stock	28,000	20,000	40,000
Maintenance Engineer	28,000	19,000	36,000
Signalling Design Engineer	35,000	20,000	60,000
Construction and Installation Manager	50,000	38,000	60,000
Signalling Test and Commissioning	32,000	25,000	40,000
Structural Designer - Transport Infrastructure	28,000	18,000	38,000
Project Engineer - Transport Infrastructure	30,000	21,000	47,000
Bid / Proposals Manager	43,000	29,000	55,000
Project Planner	40,000	25,000	52,000
Project Controls Manager	60,000	40,000	70,000
Systems Safety and Assurance Engineer	50,000	38,000	66,000
Consultant - Rail Operations	50,000	42,000	65,000
Asset Manager	34,000	28,000	48,000
Business Development Manager	55,000	38,000	65,000

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SALES AND MARKETING

	Average	Low	High
	AED (Gross monthly salaries excluding bonus)		
Account Management	15,000	12,000	20,000
Key Account Manager	20,000	15,000	25,000
Brand Manager	18,000	12,000	22,000
Business Development Executive	12,500	10,000	15,000
Business Development Manager	20,000	15,000	30,000
Business Development Director	35,000	25,000	45,000
Graphic Designer	14,000	10,000	18,000
Marketing Director	45,000	35,000	55,000
Marketing Executive	13,000	10,000	17,000
Marketing Manager	25,000	18,000	35,000
Media Planner	25,000	18,000	30,000
PR / Events / Communications Executive	13,000	10,000	17,000
PR / Events / Communications Manager	22,000	15,000	30,000
PR / Events / Communications Director	42,500	35,000	50,000
Sales Executive	13,000	10,000	15,000
Sales Manager	20,000	15,000	30,000
Sales Director	35,000	25,000	45,000
Sales Vice President	50,000	40,000	60,000

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RETAIL

	Average	Low	High
	AED (Gross monthly salaries excluding bonus)		
Retail Operations Manager	32,000	22,000	40,000
Area / District Manager	25,000	15,000	24,000
Head of Retail Operations	45,000	35,000	60,000
General Manager	55,000	40,000	75,000
Store Manager	16,000	10,000	35,000
Assistant Store Manager	12,000	8,000	22,000
Brand Manager	28,000	22,000	36,000
Head of Buying	45,000	35,000	60,000
Senior Buyer	24,000	15,000	40,000
Buyer	18,000	13,000	32,000
Assistant Buyer	13,000	8,000	23,000
Head of Planning / Merchandise	45,000	28,000	75,000
Planning Manager	35,000	24,000	48,000
Assistant Planning Manager / Senior Merchandiser	25,000	18,000	32,000
Merchandiser	18,000	8,000	25,000
Visual Merchandise Manager	26,000	14,000	35,000
Head of Visual Merchandising	32,000	20,000	40,000
Visual Merchandiser	12,000	6,000	15,000

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TECHNICAL - SUPPLY CHAIN

	Average	Low	High
	AED (Gross monthly salaries excluding bonus)		
Buyer	15,000	10,000	20,000
Contracts Manager	30,000	22,000	40,000
Inventory Controller	10,000	8,000	12,000
Inventory Manager	16,000	12,000	18,000
Order Desk Supply Manager	14,000	9,000	18,000
Process Engineer - Manufacturing	15,000	12,000	18,000
Procurement Director	50,000	40,000	60,000
Procurement Manager	25,000	15,000	35,000
Purchasing Assistant	12,000	8,000	15,000
Purchasing Manager	25,000	15,000	30,000
Quality Assurance Manager	18,000	15,000	24,000
Senior Buyer	15,000	12,000	20,000
Senior Procurement Officer	15,000	12,000	20,000
Senior Supply Planner (SAP)	18,000	15,000	25,000
Service Engineer	13,000	10,000	18,000
Strategic Buyer	14,000	11,000	16,000
Strategic Sourcing Manager	30,000	25,000	45,000
Supply Chain Coordinator	12,000	10,000	15,000
Supply Chain Manager	30,000	20,000	40,000
Supply Planner	12,000	10,000	15,000
Supply Chain Director	55,000	45,000	70,000
Technical Advisor Automotive	12,000	8,000	15,000
Technical Engineer - Manufacturing	12,000	10,000	20,000
Vendor Management - Quality Assurance	20,000	18,000	25,000
Vice President - Procurement	65,000	50,000	85,000

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