

Robert—
—Walters

Salary Survey 2027

Middle East



Global Talent Solutions

robertwalters.ae

Powering people and organisations to fulfil their unique potential

Robert Walters is the world's most trusted talent solutions business. Across the globe, we deliver recruitment, recruitment outsourcing and talent advisory services for businesses of all shapes and sizes, opening doors for people with diverse skills, ambitions, and backgrounds.

We help organisations find the skills and solutions to reach their goals and assist talented professionals to power their unique potential.

29 we recruit across 29 markets globally.



Robert—
—Walters

Who is Robert Walters?

We take the time to listen to, and fully connect with, the people and organisations we partner with. Our ability to truly understand them and create and share their compelling stories is what sets us apart.

By engaging with people's stories, we're able to help organisations find the people, skills and talent solutions to help them succeed, now and in the future. And we're able to help people map out career-defining, life-changing pathways to power their unique potential.

The biggest opportunities start with a story, tell us yours today.

We recruit across:

- Accounting & Finance
- Banking & Financial Services
- Technology & Digital
- Legal
- Procurement, Supply Chain & Logistics
- Marketing
- Sales
- Retail
- HR & Business Support
- Real Estate, Property & Construction
- Engineering





“We are powering people and organisations to fulfil their unique potential”

Find out more about our recruitment solutions

About the Salary Survey

Welcome to the 27th edition of the annual Robert Walters Salary Survey.

As the first recruitment company to produce a comprehensive overview of global salaries and recruitment trends across the world, we are pleased to share the latest edition with you.

Our Salary Survey is based on the analysis of placements made across each of our geographies and recruitment disciplines during 2026, and our predictions for the year ahead.

Methodology

Robert Walters analysed over 100,000 roles advertised in the Middle East over a 12-month period to calculate the upper and lower limits of the salary range, as well as the mean salary and pay rate of each advertised role. The figures are basic salaries and rates, exclusive of benefits/ bonuses unless otherwise specified.

Get in touch

If you would like to find out more about salaries and recruitment trends in your industry, or are interested in bespoke benchmarking across other regions within the Middle East (including Bahrain, Kuwait, Oman, Qatar), get in touch with one of our specialist consultants today. Contact details can be found at the back of this book.

Global Digital Salary Calculator

Our digital salary calculator provides quick access to the latest hiring trends, salary ranges and averages, and employee insights across our international markets for the year ahead. In addition to a comprehensive guide to salaries for hundreds of roles in 29 markets, our global digital salary calculator is packed with helpful tools and resources for hiring managers and job seekers alike, including the latest trends and analysis for your industry and video updates on market conditions from our experts.

Access the global digital salary calculator here.



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Our services

Bespoke salary & benefits benchmarking

Contact us



56%

of professionals are confident in their company's growth in 2027

Employee benefits & perks

Building a competitive recruitment strategy

The Middle East's talent landscape is constantly evolving, and staying ahead of the competition requires insider knowledge. Our Employee Benefits Guide is your definitive resource for understanding what matters most to professionals in terms of job benefits.

The guide is free and based on a comprehensive analysis of a survey completed by over 650 professionals across the Middle East. It includes:

1. Types of employee benefits professionals are receiving from employers, and the benefits they value most
2. Key insights into the current state of workplace benefits
3. Expert recommendations from HR leaders

Learn more here.

Why employee benefits matter in 2027



Improves your talent attraction and retention strategy



Fosters a positive environment where employees feel valued



Boosts employee productivity and business performance



33%

of employers believe that budget constraints will be the main hiring challenge in 2027

Middle East trends

2026-2027

"In 2026, the Middle East employment landscape demonstrated both resilience and adaptability against a backdrop of geopolitical uncertainty, evolving investment priorities, and increased focus on operational efficiency. While some organisations adopted a more cautious approach to hiring and workforce expansion, the region's underlying economic ambitions remained strong. Across the UAE, Saudi Arabia and wider GCC, businesses increasingly shifted their focus from rapid headcount growth towards securing the specialist skills, leadership capability and commercial expertise required to deliver sustainable, long-term growth.

As we look ahead to 2027, we anticipate a more selective and strategically driven hiring environment, with demand remaining strong across financial services, technology, digital infrastructure, energy, healthcare and specialist professional services. Artificial intelligence and automation will continue to reshape workforce requirements, with organisations increasingly prioritising professionals who can combine technical expertise with commercial awareness, adaptability and strong interpersonal skills. We also expect continued investment in national talent development and localisation initiatives, alongside growing demand for experienced leaders capable of navigating transformation, managing complexity and delivering measurable business outcomes.

Workforce flexibility will become an increasingly important consideration for employers. As organisations balance growth ambitions with cost management and changing business priorities, we anticipate greater adoption of contract recruitment, project-based hiring and outsourced workforce solutions. This shift will enable businesses to access critical expertise while maintaining the agility required to respond to evolving market conditions.

From a talent perspective, professionals are becoming increasingly considered in their career decisions, placing greater emphasis on job security, meaningful progression, leadership quality and organisational stability. While salary remains an important factor, employers will need to offer a compelling overall employee value proposition, underpinned by professional development, transparent career pathways and a culture that genuinely invests in its people.

Looking ahead, we expect salary growth to remain measured across much of the market, with more significant premiums reserved for scarce technical capabilities, proven commercial performers and experienced leadership talent. Ultimately, the organisations that succeed in 2027 will be those that move beyond reactive recruitment, invest in future-ready skills and align their talent strategies with long-term business objectives. In an increasingly sophisticated and competitive regional market, the ability to attract, develop and retain the right people will remain a defining factor in sustainable success."

Oli Sanford-Scutt
Managing Director - Middle East Robert Walters

Top 3 employment trends expected in 2027:

1. Retention through employee experience
2. Skills-based hiring
3. Strategic use of AI tools

Key findings

Employee expectations for 2027

68%
of professionals looking for a new job in 2027

41%
are confident about job opportunities in their sector

55%
of professionals are expecting a pay rise in 2027

19%
of professionals are concerned about their company's ability to attract employees in 2027

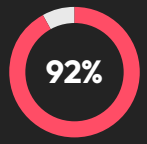
57%
of professionals are concerned about their company's ability to retain employees in 2027

56%
of professioanls are confident in their company's growth in 2027

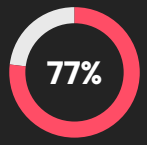
What professionals value most in an employer in 2027

- Flexible work arrangements
- Excellent compensation and benefits
- Opportunities for career growth within the company

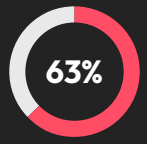
Top 3 company benefits received



Annual bonus



Hybrid working options



Comprehensive health insurance

Most sought after professionals

- Software Engineer
- Project Manager
- Sales Executive
- Business Development Manager
- Accountant/Senior Accountant
- Marketing Executive
- Finance Manager
- Managing Director

Top industries hiring

- IT Sevices & IT Consulting
- Software Development
- Marketing & Advertising
- Human Resources Services
- Construction & Infrastructure
- Banking & Financial Services

91%
of professionals find company values important when looking for a new role

Accounting & Finance

The Accounting & Finance salary report covers the salary and employment trends observed in the UAE & Saudi Arabia across the following areas:

- Head of Department
- Management
- Mid-management
- Part-qualified / Newly-qualified

Salary ranges in Qatar, Oman, Bahrain, and Kuwait are closely comparable to those in the UAE. For detailed salary benchmarking across these regions, submit a bespoke request here.



Key findings

Sector trends

Average tenure
1.4 years

Female
24%

Male
76%

Talent pool growth
-0.1%

Hiring demand
Low

Top industries hiring this talent in 2027

1. Business Consulting & Services
2. Financial Services
3. IT Services & Consulting

Top 3 professionals in demand

1. Tax roles (Manager, Director, Transfer Pricing, Corporate Tax)
2. Finance Manager
3. Internal Audit

Top 3 employee benefits received

Hybrid working options	89%
Annual bonus	79%
School fee contributions	73%

Top 3 employee benefits in demand

Hybrid working options	86%
Annual bonus	83%
School fee contributions	61%

*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more here.

Employee expectations



62%
of professionals looking for a new job in 2027



57%
are confident about job opportunities in this sector



38%
of professionals expecting a pay rise in 2027

VS



43%
of businesses giving pay rises in 2027

Top 3 soft skills in demand

1. Business Partnering
2. Communication
3. Assertiveness

Top 3 skills in demand for management roles



Emotional intelligence



Influencing and stakeholder management



Strategic leadership and vision

Accounting & Finance

UAE

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Head of Deparment		
Group CFO	100 - 140k +	**140k +**
Head of Investor Relations	80 - 105k	**105k**
Regional CFO	70 - 100k	**100k**
Treasury Director/Head of Treasury	65 - 85k	**85k**
VP FP&A	65 - 80k	**80k**
Head of Internal Audit	60 - 85k	**85k**
Finance Director/Head of Finance	60 - 80k	**80k**
Tax Director	60 - 80k	**80k**
FP&A Director	45 - 65k	**65k**
Group Financial Controller	45 - 65k	**65k**
Management		
Financial Controller	35 - 55k	**55k**
Investor Relations Manager	35 - 50k	**50k**
FP&A Manager/Senior	35 - 45k	**45k**
Treasury Manager	35 - 45k	**45k**
Internal Audit Manager	30 - 45k	**45k**
Finance Transformation Manager	30 - 45k	**45k**
Regional Finance Manager	25 - 45k	**45k**
Tax Manager	25 - 40k	**40k**

Accounting & Finance

UAE

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Mid-management		
Credit Control Manager	30 - 40k	**40k**
Chief Accountant	20 - 25k	**25k**
Management Accountant	21 - 25k	**25k**
Senior FP&A/Financial Analyst	18 - 25k	**25k**
Part-qualified/Newly-qualified		
IR Associate	20k - 25k	**25k**
Internal Auditor	18k - 25k	**25k**
Credit Controller	15k - 25k	**25k**
Treasury Analyst	15k - 25k	**25k**
FP&A/Finance Analyst	15k - 20k	**20k**
GL/AP-AR Accountant	15k - 20k	**20k**

Accounting & Finance

Saudi Arabia

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Head of Department		
Group CFO	130 - 150k	**200k**
CFO	80 - 150k	**150k**
Regional CFO/Regional Financial Director	80 - 150k	**150k**
Head of Internal Audit	80 - 140k	**120k**
Treasury Director/Head of Treasury	70 - 100k	**120k**
Tax Director	70 - 100k	**100k**
Finance Director/Head of Finance	60 - 90k	**90k**
Group Financial Controller	60 - 90k	**80k**
FP&A Director/Head of FP&A	60 - 90k	**80k**
Management		
Treasury Manager	35 - 55k	**50k**
Financial Controller	35 - 55k	**60k**
FP&A Manager	36 - 55k	**50k**
Tax Manager	37 - 55k	**50k**
Internal Audit Manager	38 - 55k	**50k**
VAT Manager	39 - 55k	**50k**
Finance Manager	40 - 55k	**45k**

Accounting & Finance

Saudi Arabia

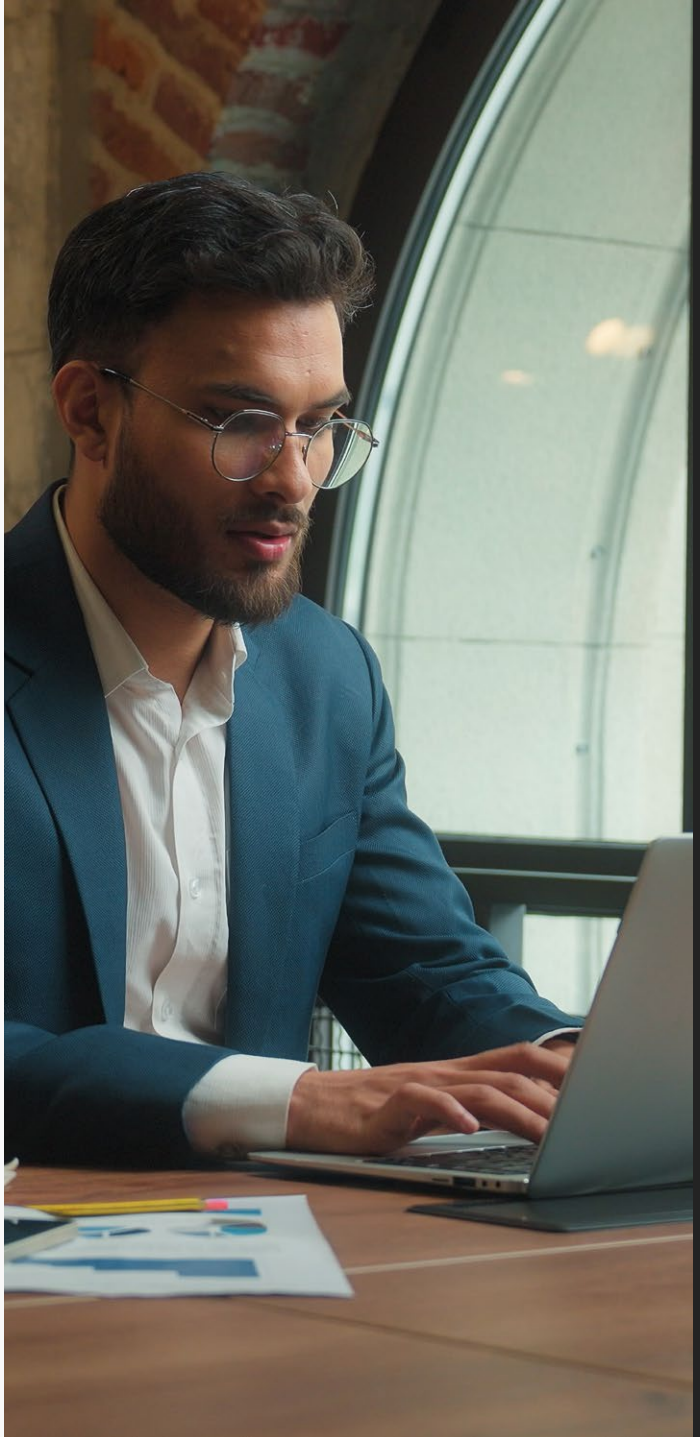
	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Mid-management		
Credit Control Manager	35 - 45k	**45k**
Management Accountant	20 - 30k	**30k**
Senior FP&A/Financial Analyst	20 - 30k	**30k**
Chief Accountant	20 - 30k	**30k**
Part-qualified / Newly-qualified		
Credit Controller	20 - 30k	**25k**
FP&A/Finance Analyst	21 - 30k	**25k**
Internal Auditor	22 - 30k	**25k**
Treasury Analyst	23 - 30k	**25k**
GL/AP-AR Accountant	24 - 30k	**25k**

Banking & Financial Services

The Banking & Financial Services salary report covers the salary and employment trends observed in the UAE & Saudi Arabia across the following areas:

- Compliance
- Corporate Banking
- General Accounting
- Private Banking
- Retail Banking
- Risk
- Treasury

Salary ranges in Qatar, Oman, Bahrain, and Kuwait are closely comparable to those in the UAE. For detailed salary benchmarking across these regions, submit a bespoke request here.



Key findings

Sector trends

Average tenure
1.9 years

Female
31%

Male
69%

Talent pool growth
0.20%

Hiring demand
High

Top industries hiring this talent in 2027

1. Financial Services
2. Government Administration
3. Investment Management

Top 3 professionals in demand

1. Risk Manager
2. Compliance Officer
3. Finance Manager

Top 3 employee benefits received

Hybrid working options	93%
Annual bonus	87%
School fee contributions	80%

Top 3 employee benefits in demand

Annual bonus	91%
Hybrid working options	84%
Comprehensive health insurance	45%

*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more here.

Employee expectations



81%
of professionals looking for a new job in 2027



48%
are confident about job opportunities in this sector



36%
of professionals expecting a pay rise in 2027

VS



64%
of businesses giving pay rises in 2027

Top 3 soft skills in demand

1. Middle East experience
2. AI & Automation
3. Communication skills

Top 3 skills in demand for management roles

- Commercial Strategy
- Team development
- Cross-functional leadership

Banking & Financial Services

UAE

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Client Coverage		
Head of Coverage	70 - 120k	**120k**
Senior Relationship Manager	40 - 65k	**65k**
Relationship Manager	30 - 55k	**55k**
Corporate Coverage Banker	25 - 70k	**70k**
Assistant Relationship Manager	25 - 40k	**40k**
Client Services Manager	20 - 30k	**30k**
Retail Banker	10 - 20k	**20k**
Compliance		
Chief Compliance Officer (CCO)	80k-150k	**150k**
Head of Compliance	70k-110k	**110k**
Senior Compliance Officer	35k-55k	**55k**
Compliance Officer (Authorised)	35k-70k	**70k**
MLRO (Cat 3 - 4 firm)	35k-50k	**50k**
MLRO (Cat 1 - 2 firm)	55k-75k	**75k**
Compliance Manager	25k-45k	**45k**
Trade Surveillance Manager	25k-40k	**40k**
Compliance Officer / Senior Associate	20k-30k	**30k**
AML / KYC Analyst	20k-25	**25k**

Banking & Financial Services

UAE

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Risk		
Chief Risk Officer	80 - 120K	**100k**
Head of Risk	50 - 80K	**65k**
Head of Credit / Chief Credit Officer	80k-100k	**100k**
Head of Operational Risk	50 - 70K	**60k**
Quantitative Analyst (Quant)	60k-70k	**70k**
Credit Risk Manager	35 - 50K	**50k**
Operational Risk Manager	25k -40k	**40k**
Credit Risk Analyst	18k-25k	**25k**
Enterprise Risk Analyst	18k-25k	**25k**
Distribution, IR & Fundraising		
Managing Director / Partner - Capital Formation & IR	100k-140k	**140k**
Head of Fundraising / Head of Distribution	70k-110k	**110k**
Head of Investor Relations - Corporate / Listed	55k-90k	**90k**
Investor Relations Manager - Corporate / LP servicing only	35k-60k	**60k**
Investor Relations Manager - Fundraising	40k-70k	**70k**
Investor Relations Specialist	25k-45k	**45k**
Finance & Accounting		
Chief Financial Officer (CFO)	80k-150k	**150k**
Finance Director	55k-80k	**80k**
Head of Finance	45k-60k	**60k**

Banking & Financial Services

UAE

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Finance & Accounting		
FP&A Director	55k-80k	**80k**
Head of FP&A	45k-65k	**65k**
Group Financial Controller	45k-65k	**65k**
Financial Controller	35k-55k	**55k**
Finance Officer (Authorised - DFSA/FSRA)	35k-55k	**55k**
Senior Finance Manager	30k-50k	**50k**
Financial Reporting Manager	30k-50k	**50k**
FP&A Manager	35k-45k	**45k**
Tax Manager / Director	35k-45k	**45k**
Finance Manager	35k-45k	**45k**
Product Control / Middle Office Analyst	20k-40k	**40k**
Financial Reporting Associate	20k-35k	**35k**
Finance Officer	20k-35k	**35k**
Fund Accountant	20k-35k	**35k**
Accountant	20k-30k	**30k**
Financial Analyst	20k-25k	**25k**
Senior Internal Auditor	30k-50k	**50k**
Internal Auditor	18k-30k	**30k**

Banking & Financial Services

UAE

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Investments		
Head of Investment Operations	55k-85k	**85k**
Investment Operations Manager	35k-55k	**55k**
Investment Operations Specialist	25k-40k	**40k**
Custody / Securities Operations Specialist	25k-40k	**40k**
Operations		
Chief Operating Officer (COO) - Bank /Large Institution	80k-130k	**130k**
Chief Operating Officer (COO) - Boutique / Small firm	50k-80k	**80k**
Head of Operations	45k-70k	**70k**
Operations Manager	25k-40k	**40k**
Client Services / Onboarding Manager	25k-40k	**40k**
Trading Operations Analyst	20k-30k	**30k**
Middle Office Analyst	18k-30k	**30k**
Operations Analyst	18k-30k	**25k**
Client Onboarding Analyst	18k-25k	**25k**
Funds & Investments		
Chief Investment Officer - Sovereign / Large institution	135k-250k	**205k**
Chief Investment Officer - Boutique / Family Office	70k-150k	**150k**
Head of Investments / Investment Director - Sovereign	80k-135k	**135k**
Head of Investments / Investment Director - Boutique	50k-120k	**120k**

Banking & Financial Services

UAE

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Funds & Investments		
Investment Manager - Sovereign / Large institution	60k-80k	**80k**
Investment Manager - Boutique / Family Office	40k-60k	**60k**
Investment Associate - Sovereign / Large institution	35k-45k	**45k**
Investment Analyst - Sovereign / Large institution	25k-40k	**40k**
Investment Associate - Boutique / Family Office	25k-40k	**40k**
Investment Analyst - Boutique / Office	14k-30k	**30k**
Investment Banking & Corporate Finance		
Managing Director	80k-150k	**150k**
Director	60k-100k	**100k**
VP - International brand	60k-90k	**90k**
VP - Regional / Boutique	45k-75k	**75k**
Associate - International brand	45k-65k	**65k**
Associate - Regional / Boutique	25k-40k	**40k**
Analyst - International brand	32k-40k	**40k**
Analyst - Regional / Boutique	32k-40k	**40k**
Markets & Treasury		
Head of Treasury	55k-95k	**95k**
Treasury Manager	35k-55k	**55k**
FX / Rates Derivatives Sales (AD)	40k-70k	**70k**
Treasury Sales / Structuring (AVP)	30k-45k	**45k**
Fixed Income Sales (AVP)	18k-30k	**30k**

Banking & Financial Services

UAE

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Private Equity		
Partner	80k-100k	**100k**
Principal	50k-80k	**80k**
Senior Associate	35k-60k	**60k**
Associate	30k-50k	**50k**
Analyst	25k-40k	**40k**
Private Wealth		
Managing Director	125k-150k	**155k**
Senior Relationship Manager (with established book)	55k-120k	**120k**
Relationship Manager (with established book)	30k-45k	**45k**
Senior Private Banker (with established book)	55k-120k	**120k**
Relationship Manager / Private Banker (with established book)	30k-45k	**45k**
Junior Relationship Manager / Private Banker	15k-30k	**30k**
IFA (Independent Financial Advisor)	12k-25k	**25k**
Venture Capital		
Partner	75k-130k	**130k**
Principal	65k-80k	**80k**
Senior Associate	40k-65k	**65k**
Associate	20k-40k	**40k**
Analyst	19k-30k	**30k**

Banking & Financial Services

Saudi Arabia

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Compliance		
Head of Compliance Officer	80 - 120k	**120k**
Compliance Manager	40 - 60k	**60k**
AML/MLRO Manager	40 - 60k	**60k**
Senior Compliance Officer	25 - 35k	**35k**
Compliance Officer	20 - 35k	**35k**
KYC/Onboarding Officer	20 - 30k	**30k**
Corporate Banking		
Head of Wholesale Banking	80 - 140k	**140k**
Head of Trade Finance	80 - 100k	**100k**
Head of Recovery & Collections	70 - 100k	**100k**
General Accounting		
Chief Finance Officer	100 - 150k	**150k**
Finance Director	60 - 90k	**90k**
Financial Controller	50 - 70k	**70k**
Senior Financial Accountant	30 - 40k	**40k**
Internal Auditor	30 - 40k	**40k**
Financial Accountant	20 - 30k	**30k**
Fund Accountant	20 - 35k	**35k**

Banking & Financial Services

Saudi Arabia

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Private Banking		
Head of Private Banking	70 - 140k	**140k**
Director	65 - 90k	**90k**
Vice President	65 - 90k	**90k**
Investment Advisor	40 - 60k	**60k**
Retail Banking		
Head of Retail Banking	80 - 140	**140k**
Head of Products	70 - 90k	**90k**
Head of Sales	60 - 80k	**80k**
Head of Marketing	55 - 90k	**90k**
Risk		
Chief Risk Officer	90 - 130k	**130k**
Head of Risk	60 - 90k	**90k**
Head of Operational Risk	50 - 80k	**80k**
Credit Risk Manager	40 - 60k	**60k**
Market Risk Manager	40 - 60k	**60k**
Risk Analytics Manager	40 - 60k	**60k**
Risk Analyst (ERM)	20 - 30k	**30k**

Banking & Financial Services

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Treasury		
Head of Treasury	70 - 140k	**140k**
Head of Treasury Sales	60 - 90k	**90k**
Head of ALM	50 - 80k	**80k**
Treasury Manager	40 - 60k	**60k**

Technology & Digital

The Technology & Digital salary report covers the salary and employment trends observed in the UAE & Saudi Arabia.

Salary ranges in Qatar, Oman, Bahrain, and Kuwait are closely comparable to those in the UAE. For detailed salary benchmarking across these regions, submit a bespoke request here.



Key findings

Sector trends

Average tenure
1.3 years

Female
26%

Male
74%

Talent pool growth
0.10%

Hiring demand
Moderate

Top industries hiring this talent in 2027

1. Software Development
2. Telecommunications
3. Data Infrastructure & Analytics

Top 3 professionals in demand

1. Software Engineers / Engineering Managers
2. IT Programme Managers & Solution Architects
3. AI Experts

Top 3 employee benefits received

Hybrid working options	81%
Employee wellbeing programmes	76%
Comprehensive health insurance	76%

Top 3 employee benefits in demand

Annual bonus	85%
Hybrid working options	62%
Comprehensive health insurance	51%

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Employee expectations



87%
of professionals looking for a new job in 2027



44%
are confident about job opportunities in this sector



41%
of professionals expecting a pay rise in 2027

vs



72%
of businesses giving pay rises in 2027

Top 3 soft skills in demand

1. Communication Skills/Stake holder management skills
2. Problem-Solving & Critical Thinking
3. Adaptability & Continuous Learning

Top 3 skills in demand for management roles



Leadership & People Management



Strategic Thinking & Business Acumen



Change Management & Agility

Technology & Digital

UAE

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Technology & Digital		
Group Chief Information Officer (Group CIO)	155-250k	**205k**
Chief Strategy officer (Dig Transformation)	125-155k	**155k**
Chief Technology Officer - CTO	115-155k	**155k**
Chief Information Officer (CIO)	115-155k	**155k**
Cheif AI Officer	115-155k	**155k**
Chief Digital Officer (CDO)	115-155k	**155k**
Chief Data Scientist	95-135k	**135k**
Chief Information Security Officer	85-120k	**120k**
Chief Product Officer	75-105k	**105k**
Head of Digital Transformation/Digital Director	75-95k	**95k**
Chief Analytics Officer	75-95k	**95k**
Chief Data Officer	65-85k	**85k**
Chief IT Architect	65-85k	**85k**
Head of Ai	65-85k	**85k**
Head of Product	60-80k	**80k**
Head of Machine Learning	50-70k	**70k**
Head of Transformation	50-70k	**70k**
Head of IT	50-70k	**70k**
Enterprise Architect	50-70k	**70k**

Technology & Digital

UAE

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Technology & Digital		
Program Director	50-65k	**65k**
IT Director	50-65k	**65k**
Head of Product Design	50-65k	**65k**
Head of Development	45-60k	**60k**
Head of Engineering	45-65k	**65k**
Head of Cloud	45-55k	**55k**
Head of Software Engineering	40-60k	**60k**
Head of Data Analytics	40-60k	**60k**
Head of Infrastructure	40-60k	**60k**
Programme Manager	40-50k	**50k**
Project Manager	40-50k	**50k**
Data Scientist	40-50k	**50k**
Product Lead	35-45k	**45k**
IT Manager	35-45k	**45k**
Information Security Manager	35-45k	**45k**
Product Manager	35-45k	**45k**
Product Design Lead	35-45k	**45k**
Business Analyst	30-40k	**40k**
Senior Software Engineer	30-35k	**35k**

Technology & Digital

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Technology & Digital		
Software Engineer	25-40k	**40k**
Data Analyst	25-40k	**40k**
Product Owner	25-35k	**35k**
Product Analyst	25-35k	**35k**
Product Designer	25-35k	**35k**
Information Security Analyst	25-35k	**35k**
UI/UX Designer	20-40k	**40k**

Technology & Digital

Role	Contract Salary Per Month AED
Group CIO	165k
Chief Strategy Officer (Digital Transformation)	130k
CTO	120k
CIO	115K
Chief AI Officer	120K
Chief Digital Officer	120k
Chief Data Scientist	95k
CISO	90k
Chief Product Officer	80k
Head of Digital Transformation	70k
Chief Analytics Officer	70k
Chief Data Officer	70k
Chief IT Architect	65k
Head of AI	65k
Head of Product	60k
Head of Machine Learning	60K
Head of Transformation	55K
Head of IT	50K
Enterprise Architect	55K
Programme Director	55K
IT Director	55K
Head of Product Design	50K

Technology & Digital

UAE

Role	Contract Salary Per Month AED
Head of Development	50K
Head of Engineering	55K
Head of Cloud	55K
Head of Software Engineering	50K
Head of Data Analytics	45K
Head of Infrastructure	45K
Programme Manager	40K
Project Manager	35K
Data Scientist	30K
Product Lead	35K
IT Manager	35K
Information Security Manager	35K
Product Manager	30K
Product Design Lead	30K
Business Analyst	25K
Senior Software Engineer	28K
Software Engineer	20k
Data Analyst	22k
Product Owner	28k
Product Analyst	20K
Product Designer	20K
Information Security Analyst	20K
UI/UX Designer	20K

Technology & Digital

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Technology & Digital		
Group Chief Information Officer (Group CIO)	150 - 200k	**200k**
Chief Strategy officer (Dig Transformation)	120 - 150k	**150k**
Chief Technology Officer - CTO	110 - 150k	**150k**
Chief Information Officer (CIO)	110 - 150k	**150k**
Cheif AI Officer	110 - 150k	**150k**
Chief Digital Officer (CDO)	110 - 150k	**150k**
Chief Data Scientist	90 - 130k	**130k**
Chief Information Security Officer	85 - 120k	**120k**
Chief Product Officer	70 - 100k	**100k**
Head of Digital Transformation/Digital Director	70 - 90k	**90k**
Chief Analytics Officer	60 - 90k	**90k**
Chief Data Officer	60 - 80k	**80k**
Chief IT Architect	60 - 80k	**80k**
Head of Ai	60 - 80k	**80k**
Head of Product	50 - 70k	**70k**
Head of Machine Learning	50 - 70k	**70k**
Head of Transformation	50 - 70k	**70k**
Head of IT	50 - 70k	**70k**
Enterprise Architect	50 - 70k	**70k**

Technology & Digital

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Technology & Digital		
Program Director	50 - 65k	**65k**
IT Director	45 - 65k	**65k**
Head of Product Design	45 - 60k	**60k**
Head of Development	40 - 60k	**60k**
Head of Engineering	40 - 60k	**60k**
Head of Cloud	40 - 60k	**60k**
Head of Software Engineering	40 - 60k	**60k**
Head of Data Analytics	40 - 60k	**60k**
Head of Infrastructure	40 - 50k	**50k**
Programme Manager	40 - 50k	**50k**
Project Manager	40 - 50k	**50k**
Data Scientist	35 - 50k	**50k**
Product Lead	35 - 45k	**45k**
IT Manager	35 - 45k	**45k**
Information Security Manager	30 - 45k	**45k**
Product Manager	30 - 45k	**45k**
Product Design Lead	30 - 40k	**40k**
Business Analyst	30 - 40k	**40k**
Senior Software Engineer	30 - 35k	**35k**

Technology & Digital

Saudi Arabia

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Technology & Digital		
Software Engineer	25 - 40k	**40k**
Data Analyst	25 - 40k	**40k**
Product Owner	25 - 35k	**35k**
Product Analyst	25 - 35k	**35k**
Product Designer	25 - 35k	**35k**
UI/UX Designer	20 - 40k	**40k**
Information Security Analyst	20 - 30k	**30k**

Technology & Digital

Role	Contract Salary Per Month SAR
Group CIO	170k
Chief Strategy Officer (Digital Transformation)	120k
CTO	105k
CIO	100k
Chief AI Officer	105k
Chief Digital Officer	100k
Chief Data Scientist	95K
CISO	80K
Chief Product Officer	75K
Head of Digital Transformation	65K
Chief Analytics Officer	75k
Chief Data Officer	80K
Chief IT Architect	60K
Head of AI	70K
Head of Product	60k
Head of Machine Learning	60K
Head of Transformation	60k
Head of IT	55k
Enterprise Architect	55k
Programme Director	60k
IT Director	55k
Head of Product Design	50k

Technology & Digital

Role	Contract Salary Per Month SAR
Head of Development	50k
Head of Engineering	55k
Head of Cloud	55K
Head of Software Engineering	55k
Head of Data Analytics	50k
Head of Infrastructure	45k
Programme Manager	40k
Project Manager	30k
Data Scientist	30k
Product Lead	40k
IT Manager	35k
Information Security Manager	40k
Product Manager	35k
Product Design Lead	35k
Business Analyst	25k
Senior Software Engineer	28k
Software Engineer	22k
Data Analyst	20k
Product Owner	30k
Product Analyst	20k
Product Designer	20k
UI/UX Designer	20k
Information Security Analyst	20k

Legal

The Legal salary report covers the salary and employment trends observed across the UAE & Saudi Arabia across the following areas:

- In-House
- Private Practice Regional Firm
- Private Practice UK Firm
- Private Practice US Firm

Salary ranges in Qatar, Oman, Bahrain, and Kuwait are closely comparable to those in the UAE. For detailed salary benchmarking across these regions, submit a bespoke request here.



Key findings

Sector trends

Average tenure
1 year

Female
32%

Male
68%

Talent pool growth
0.20%

Hiring demand
Moderate

Top industries hiring this talent in 2027

1. Law Practice
2. Government Administration
3. Business Consulting & Services

Top 3 professionals in demand

In-House

1. Legal Counsel
2. Senior Legal Counsel
3. Head of Legal

PP

1. Associate
2. Senior Associate
3. Partner/Counsel

Top 3 employee benefits received

Annual bonus	92%
School fee contributions	86%
Enhanced maternity / paternity leave	69%

Top 3 employee benefits in demand

Annual bonus	86%
School fee contributions	62%
Comprehensive health insurance	51%

*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more here.

Employee expectations



71%
of professionals looking for a new job in 2027



46%
are confident about job opportunities in this sector



77%
of professionals expecting a pay rise in 2027

VS



72%
of businesses giving pay rises in 2027

Top 3 soft skills in demand

In-House

1. Communication (including cross-cultural & stakeholder communications)
2. Commercial Acumen & Strategic Thinking
3. Emotional Intelligence / Relationship Building & Influence

PP

1. Commercial Awareness
2. Client Relationship Management
3. Resilience & Adaptability

Top 3 skills in demand for management roles

In-House

1. Stakeholder Management
2. Strategic Thinking & Business-Alignment
3. Emotional Intelligence & People Management

PP

1. Leadership & Team Management
2. Strategic Thinking & Commercial Acumen
3. Stakeholder Communication & Influence

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Private Practice Regional Firm		
Partner	94 - 154k	**160k**
Counsel/Legal Director	69- 86k	**90k**
Experienced Senior Associate	52.5 - 62.5k	**65k**
Entry Level Senior Associate	44 - 56k	**60k**
Mid-Level Associate	39 - 47k	**50k**
Associate	32 - 44k	**46k**
NQ Associate (Newly-Qualified)	27 - 34k	**36k**
Paralegal	19 - 26.5k	**28k**
Legal Secretary	15 - 25k	**27k**
Private Practice UK Firm		
Partner	104 - 169k	**180k**
Counsel/Legal Director	69 - 94k	**95k**
Experienced Senior Associate	61.5 - 72.5k	**75k**
Entry Level Senior Associate	58 - 66k	**68k**
Mid-Level Associate	47 - 56k	**58k**
Associate	39 - 46k	**48k**
NQ Associate (Newly-Qualified)	36 - 40k	**42k**
Paralegal	24 - 29k	**35k**
Legal Secretary	20.5 - 26.5k	**28k**

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Private Practice US Firm		
Partner	149 - 204k	**220k**
Counsel	94 - 116.5k	**120k**
Experienced Senior Associate	82 - 99k	**100k**
Entry Level Senior Associate	74 - 81.5	**85k**
Mid-Level Associate	62 - 76k	**80k**
Associate	54 - 71.5k	**74k**
NQ Associate (Newly-Qualified)	52 - 60k	**62k**
Paralegal	29 - 34k	**35k**
Legal Secretary	24 - 29k	**30k**
In-House		
General Counsel	80 - 140k	**150k**
Associate General Counsel	80 - 120k	**110k**
Legal Director	70 - 90k	**90k**
Head of Governance	60 - 80k	**80k**
Head of Compliance	60 - 70k	**70k**
Senior Legal Counsel	50 - 90k	**90k**
Compliance Manager	40 - 60k	**60k**
Governance Manager	40 - 60k	**60k**

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
In-House		
Legal Counsel	35 - 70k	**70k**
Governance Advisor	30 - 40k	**40k**
Compliance Advisor	25 - 40k	**40k**
Paralegal	15 - 30k	**40k**

Legal

Saudi Arabia

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
In-House		
General Counsel	90 - 180k	**180k**
Senior Legal Counsel	70 - 95k	**95k**
Legal Counsel	40 - 60k	**60k**
Junior Legal Counsel	35 - 45k	**45k**
Paralegal	18 - 22k	**22k**
Private Practice Regional Firm		
Partner	100 - 160k	**160k**
Counsel/Legal Director	75 - 100k	**100k**
Experienced Senior Associate	55 - 75k	**75k**
Entry Level Senior Associate	50 - 70k	**70k**
Mid-Level Associate	40 - 55k	**55k**
Associate	35 - 45k	**45k**
NQ Associate (Newly-Qualified)	25 - 40k	**40k**
Paralegal	18 - 22k	**22k**
Legal Secretary	16 - 20k	**20k**

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Private Practice UK Firm		
Partner	140 - 180k	**180k**
Counsel/Legal Director	70 - 105k	**105k**
Experienced Senior Associate	60 - 85k	**85k**
Entry Level Senior Associate	55 - 75k	**75k**
Mid-Level Associate	45 - 60k	**60k**
Associate	35 - 50k	**50k**
NQ Associate (Newly-Qualified)	25 - 35k	**35k**
Paralegal	20 - 28k	**28k**
Legal Secretary	20 - 28k	**28k**
Private Practice US Firm		
Partner	170 - 250k	**250k**
Counsel	110 - 150k	**150k**
Experienced Senior Associate	85 - 105k	**105k**
Entry Level Senior Associate	65 - 90k	**90k**
Mid-Level Associate	60 - 80k	**80k**
Associate	50 - 65k	**65k**
NQ Associate (Newly-Qualified)	45 - 60k	**60k**
Paralegal	25 - 35k	**35k**
Legal Secretary	20 - 30k	**30k**

Procurement, Supply Chain & Logistics

The Procurement, Supply Chain & Logistics salary report covers the salary and employment trends observed across the UAE & Saudi Arabia.

Salary ranges in Qatar, Oman, Bahrain, and Kuwait are closely comparable to those in the UAE. For detailed salary benchmarking across these regions, submit a bespoke request here.



Key findings

Sector trends

Average tenure
1.9 years

Female
21%

Male
79%

Talent pool growth
0.10%

Hiring demand
Moderate

Top industries hiring this talent in 2027

1. Airlines & Aviation
2. Maritime Transportation
3. Freight & Package Transportation

Top 3 professionals in demand

1. Category Manager / Specialist / Director (mid-level & senior Category Management roles)
2. Inventory/Warehouse Manager
3. Head of Capex

Top 3 employee benefits received

Annual bonus	77%
Comprehensive health insurance	68%
Enhanced maternity / paternity leave	46%

Top 3 employee benefits in demand

Annual bonus	74%
School fee contributions	73%
Personal development funding	49%

*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more here.

Employee expectations



72%
of professionals looking for a new job in 2027



47%
are confident about job opportunities in this sector



61%
of professionals expecting a pay rise in 2027

vs



72%
of businesses giving pay rises in 2027

Top 3 soft skills in demand

1. Decisive
2. Negotiation
3. Technically sound/knowledgeable

Top 3 skills in demand for management roles



Decisive negotiator



Confident



Strategic

Procurement, Supply Chain & Logistics

UAE

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Procurement, Supply Chain & Logistics		
Cheif Procurement Officer	115 - 165k	**150k**
Cheif Commercial Officer	115 - 160k	**150k**
SVP Procurement	105 - 140k	**130k**
SVP Maintenance	100 - 140k	**130k**
SVP Operations	100 - 140k	**120k**
VP Procurement	95 - 130k	**100k**
Head of Airfreight	80 - 100k	**90k**
Head of Operations	70 - 95k	**90k**
Procurement Director	65 - 90k	**90k**
Supply Chain Director	50 - 80k	**80k**
Head of Category Management	45 - 75k	**75k**
Procurement Manager	40 - 55k	**55k**
Contracts Manager	40 - 50k	**50k**
Head of Logistics	38 - 65k	**60k**
Supply Chain Manager	38 - 50k	**45k**
Property and Facilities Mnanager	35 - 42k	**42k**
Vendor and Evaluations Manager	32 - 40k	**40k**
Demand & Supply Manager	32 - 40k	**40k**
Logistics Manager	30 - 45k	**42k**

Procurement, Supply Chain & Logistics

UAE

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Procurement, Supply Chain & Logistics		
Contracts Analyst	30 - 42k	**40k**
Procurement Anlyst	25 - 38k	**35k**
Operations Manager	25 - 38k	**35k**
Senior Buyer	20 - 35k	**28k**
Shipment and Cargo Manager	20 - 30k	**30k**
Vendor Specialist	20 - 30k	**25k**
Demand & Supply Planner	20 - 30k	**25k**
IT Procurement Specialist	20 - 30k	**25k**
Procurement Specialist	20 - 28k	**25k**
Operations Specialist	20 - 25k	**25k**
Procurement Officer	15 - 20k	**20k**
Logistics Specialist	12 - 18k	**18k**

Procurement, Supply Chain & Logistics

Saudi Arabia

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Procurement, Supply Chain & Logistics		
Procurement Director	52 - 95k	**95k**
Category Director	52 - 85k	**85k**
Supply Chain Director	45 - 85k	**85k**
Sourcing Director	45 - 65k	**65k**
Contract Manager	35 - 50k	**50k**
Category Manager	32 - 45k	**45k**
Sourcing Manager	32 - 40k	**40k**
Vendor Manager	32 - 38k	**38k**
Senior Buyer	30 - 40k	**40k**
Procurement Manager	25 - 40k	**40k**
Logistics Manager	25 - 35k	**35k**
Vendor Specialist	22 - 35k	**35k**
Contract Specialist	20 - 32k	**32k**
Procurement Specialist	18 - 25k	**25k**
Supply Chain Manager	17 - 40k	**40k**
Demand & Supply Planner	15 - 22k	**22k**

Marketing

The Marketing salary report covers the salary and employment trends observed across the UAE & Saudi Arabia.

Salary ranges in Qatar, Oman, Bahrain, and Kuwait are closely comparable to those in the UAE. For detailed salary benchmarking across these regions, submit a bespoke request here.



Key findings

Sector trends

Average tenure
1.2 years

Female
36%

Male
64%

Talent pool growth
-0.20%

Hiring demand
Moderate

Top industries hiring this talent in 2027

1. Software Development
2. Business Consulting & Services
3. Hospitality

Top 3 professionals in demand

1. Marketing & Brand Manager
2. Digital & Social Media Managers
3. Graphic/Art & Creative Managers

Top 3 employee benefits received

Hybrid working options	78%
Company contributory pensions	71%
Annual bonus	52%

Top 3 employee benefits in demand

Annual bonus	89%
Hybrid working options	81%
Company contributory pensions	61%

*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more here.

Employee expectations



89%
of professionals looking for a new job in 2027



41%
are confident about job opportunities in this sector



68%
of professionals expecting a pay rise in 2027

VS



71%
of businesses giving pay rises in 2027

Top 3 soft skills in demand

1. Communication
2. Creativity
3. Confidence

Top 3 skills in demand for management roles

- Strategic Thinking
- Collaborative
- Proactive, budget sensitivity

Marketing

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Marketing		
Head of Marketing / Marketing Director	55 - 65k	**60k**
Head of Digital / Ecommerce Director	55 - 65k	**60k**
Head of Communications / Communications Director	55 - 65k	**60k**
Brand Manager	33 - 38k	**38k**
PR/Events/Communication Manager	30 - 35k	**35k**
Category Manager	28 - 35k	**33k**
Marketing Manager	25 - 35k	**35k**
CRM / Loyalty Manager	25 - 35k	**30k**
Content Manager	25 - 35k	**30k**
Digital Marketing Manager	25 - 35k	**35k**
Junior Brand Manager	25 - 30k	**28k**
Trade Marketing Manager	25 - 30k	**30k**
Product Manager	25 - 30k	**30k**
Creative Project Manager	25 - 30k	**30k**
Social Media Manager	22 - 30k	**30k**
Marketing / Digital Executive	18 - 25k	**25k**
Communications Specialist	17 - 25k	**25k**

Marketing

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Marketing		
Head of Marketing/Marketing Director	60 - 120k	**120k**
Head of Digital Marketing	45 - 75k	**75k**
PR/Events/Communication Manager	40 - 50k	**50k**
Marketing Manager	30 - 45k	**45k**
Digital Marketing Manager	30 - 45k	**40k**
CRM Manager	30 - 40k	**45k**
Brand Manager	28 - 40k	**40k**
Trade Marketing Manager	25 - 37k	**37k**
Product Manager	20 - 30k	**30k**
Social Media Manager	20 - 30k	**30k**
Category Manager	20 - 30k	**30k**
Digital Marketing Executive	18 - 25k	**25k**
CRM Business Analyst	18 - 24k	**24k**

Sales

The Sales salary report covers the salary and employment trends observed across the UAE & Saudi Arabia across the following areas:

- Sales Management
- Sales

Salary ranges in Qatar, Oman, Bahrain, and Kuwait are closely comparable to those in the UAE. For detailed salary benchmarking across these regions, submit a bespoke request here.



Key findings

Sector trends

Average tenure
1.4 years

Female
27%

Male
73%

Talent pool growth
-0.40%

Hiring demand
Low

Top industries hiring this talent in 2027

1. Staffing & Recruiting
2. Software Development
3. Technology, Information & Media

Top 3 professionals in demand

1. Sales & Account Managers
2. Business Development Managers
3. Project Manager

Top 3 employee benefits received

Comprehensive health insurance	75%
Hybrid working options	62%
Company contributory pensions	41%

Top 3 employee benefits in demand

Annual bonus	88%
Company contributory pensions	66%
Employee wellbeing programmes	53%

*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more here.

Employee expectations



88%
of professionals looking for a new job in 2027



42%
are confident about job opportunities in this sector



58%
of professionals expecting a pay rise in 2027

VS



65%
of businesses giving pay rises in 2027

Top 3 soft skills in demand

1. Communication
2. Relationship building & collaboration
3. Negotiation

Top 3 skills in demand for management roles

- Communication
- Relationship building & collaboration
- Negotiation

Sales

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Sales Management		
Managing Director	80 - 110k	**110k**
General Manager	70 - 90k	**90k**
Country Manager	60 - 75k	**70k**
Sales		
Head of Sales	50 - 75k	**70k**
Account / Sales Director	40 - 60k	**60k**
Key Account / Sales Manager	30 - 40k	**40k**
Partnerships / Sponsorships Manager	30 - 40k	**40k**
Business Development Manager	25 - 40k	**40k**
Media Sales Manager	20 - 30k	**30k**
Sales / BD Executive	15 - 25k	**28k**

61%

of marketing professionals do not think their pay accurately reflects the work they do

Sales

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Sales Management		
Regional General Manager	90 - 125k	**125k**
Managing Director	90 - 130k	**130k**
General Manager	70 - 100k	**100k**
Country Manager	65 - 95k	**95k**
Sales		
Head of Sales	55 - 95k	**95k**
Corporate Account/Sales Director	45 - 60k	**60k**
Key Account/Sales Manager	25 - 38k	**38k**
Business Development Manager	25 - 38k	**38k**
Sales Executive	20 - 30k	**30k**

Retail

The Retail salary report covers the salary and employment trends observed across the UAE & Saudi Arabia.

Salary ranges in Qatar, Oman, Bahrain, and Kuwait are closely comparable to those in the UAE. For detailed salary benchmarking across these regions, submit a bespoke request here.



Key findings

Sector trends

Average tenure
1.6 years

Female
30%

Male
70%

Talent pool growth
0.90%

Hiring demand
Low

Top industries hiring this talent in 2027

1. Apparel & Fashion
2. Luxury Goods & Jewellery
3. Food & Beverage Commerce

Top 3 professionals in demand

1. Store Manager
2. Retail Sales Associate
3. Customer Experience & Customer Support (UAE Nationals)

Top 3 employee benefits received

Comprehensive health insurance	81%
Company contributory pensions	71%
Annual bonus	65%

Top 3 employee benefits in demand

Annual bonus	85%
Employee wellbeing programmes	55%
Company contributory pensions	54%

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Employee expectations



76%
of professionals looking for a new job in 2027



48%
are confident about job opportunities in this sector



44%
of professionals expecting a pay rise in 2027

VS



52%
of businesses giving pay rises in 2027

Top 3 soft skills in demand

1. Problem Solving
2. Adaptability
3. Collaborative

Top 3 skills in demand for management roles



Motivational Skills



Attention to detail



Enthusiastic

Retail

UAE

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Retail		
General Manager/Managing Director	65 - 100k	**100k**
Head of Retail Operations	45 - 65k	**65k**
Retail Operations Manager	40 - 50k	**50k**
Area Manager	35 - 40k	**40k**
Visual Merchandising / Retail projects Manager	30 - 38k	**30k**
Boutique Director	30 - 38k	**35k**
Retail Education Manager	30 - 35k	**35k**
Store Manager	28 - 35k	**30k**
Buyer	22 - 28k	**28k**
Assistant Store Manager	22 - 26k	**25k**
Retail Architect	20 - 28k	**25k**
Trainer	20 - 25k	**25k**
Department Manager	20 - 25k	**25k**
Visual Merchandising Executive	15 - 22k	**22k**
Graphic Designer	15 - 22k	**22k**
Senior / Sales Specialist	12 - 18k	**18k**

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Retail		
General Manager/Managing Director	75 - 85k	**85k**
Head of Retail Operations	50 - 60k	**60k**
Retail Operations Manager	30 - 40k	**40k**
Area Manager	20 - 30k	**30k**
Visual Merchandiser	15 - 20k	**20k**
Store Manager	15 - 20k	**20k**
Buyer	15 - 20k	**20k**
Assistant Store Manager	15 - 20k	**20k**
Sales Specialist	10 - 18k	**18k**

HR & Business Support

The HR & Business Support salary report covers the salary and employment trends observed across the UAE & Saudi Arabia.

Salary ranges in Qatar, Oman, Bahrain, and Kuwait are closely comparable to those in the UAE. For detailed salary benchmarking across these regions, submit a bespoke request here.



Key findings

Sector trends

HR

Average tenure
1.2 years

Female **49%** Male **51%**

Talent pool growth
0.10%

Hiring demand
Moderate

Business Support

Average tenure
1.3 years

Female **42%** Male **58%**

Talent pool growth
-0.60%

Hiring demand
Low

Top industries hiring this talent in 2027

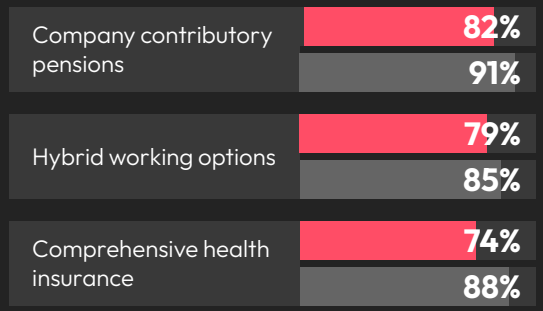
HR

1. Hospitality
2. Software Development
3. Business Consulting & Services

Business Support

1. Hospitality
2. Education
3. Business Consulting & Services

Top 3 employee benefits received



Top 3 employee benefits in demand



*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more here.

Top 3 professionals in demand

HR

1. HR Generalist
2. Employee Relations
3. Experienced Emirati HR Professionals

Business Support

1. Executive Assistant
2. Office Manager
3. Personal assistant / team assistant

Employee expectations



Top 3 soft skills in demand

HR

1. Stakeholder Management
2. Adaptability & Agility
3. Emotional Intelligence

Business Support

1. Communication & interpersonal skills
2. Proactive problem solving
3. Discretion

Top 3 skills in demand for management roles

HR

1. Strategic Thinking & Workforce Planning
2. Change Management & Influencing skills
3. Strong Business Acumen

Business Support

1. Leadership & Team Management
2. Operational Efficiency & Initiative
3. Stakeholder engagement

HR & Business Support

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Human Resources		
Head of HR/HR Director	60 - 90k	**90k**
Talent Acquisition Director	50 - 60k	**60k**
Head Of HR Operations	60 - 90k	**60k**
Compensation & Benefits Manager	50 - 60k	**50k**
HR Business Partner	45 - 60k	**50k**
Mobility Manager	35 - 50k	**50k**
Workforce Planning Manager	35 - 45k	**50k**
Learning & Development Manager	30 - 50k	**45k**
Talent Acquisition Manger	25 - 40k	**40k**
Employee Relations Manager	25 - 35k	**35k**
HR Manager	20 - 35k	**35k**
HR operations manager	20 - 35k	**35k**
HR Data Analyst	20 - 32k	**32k**
HR Assistant	18 - 25k	**25k**
Business Support		
Office Manager	30 - 50k	**45k**
Executive/Personal Assistant	20 - 35k	**35k**
Legal Secretary	20- 30k	**35k**
Admin assistant	15 - 20k	**20k**

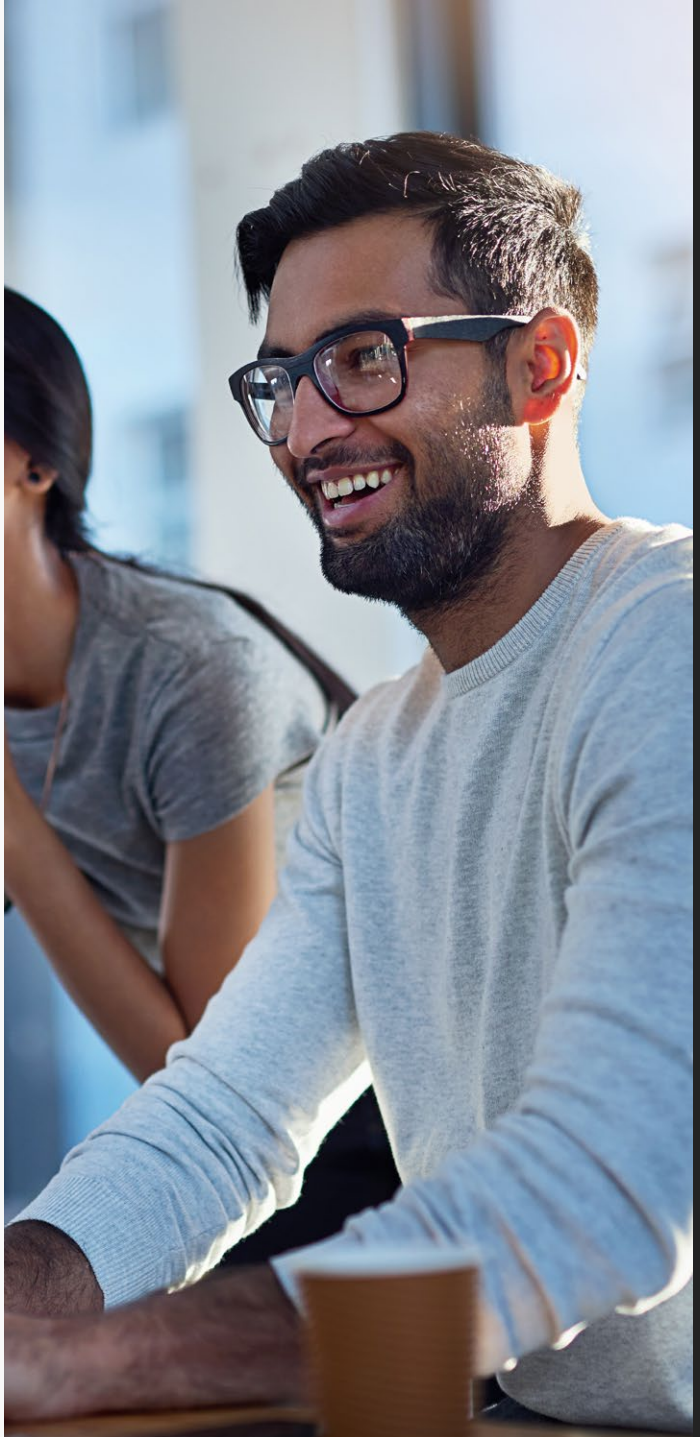
HR & Business Support

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Human Resources		
Head of HR/HR Director	65 - 100k	**100k**
Compensation & Benefits Manager	40 - 55k	**55k**
Organisational Design Specialist	40 - 55k	**55k**
Learning & Development Manager	40 - 55k	**55k**
Talent Development Manager	40 - 55k	**55k**
HR Business Partner	30 - 45k	**45k**
Recruitment Manager	27 - 50k	**50k**
HR Manager	25 - 40k	**40k**
Executive/Personal Assistant	18 - 35k	**35k**
Recruitment Specialist	18 - 30k	**30k**
Learning & Development Coordinator	18 - 25k	**25k**

Real Estate, Property & Construction

The Real Estate, Property & Construction salary report covers the salary and employment trends observed across the UAE & Saudi Arabia.

Salary ranges in Qatar, Oman, Bahrain, and Kuwait are closely comparable to those in the UAE. For detailed salary benchmarking across these regions, submit a bespoke request here.



Key findings

Sector trends

Average tenure
1.3 years

Female
18%

Male
82%

Talent pool growth
0.30%

Hiring demand
Moderate

Top industries hiring this talent in 2027

1. Construction
2. Real Estate
3. Civil Engineering

Top 3 professionals in demand

1. Executive Assistant
2. Office Manager
3. Personal assistant / team assistant

Top 3 employee benefits received

Annual bonus	85%
Comprehensive health insurance	73%
Employee wellbeing programmes	42%

Top 3 employee benefits in demand

Annual bonus	92%
Comprehensive health insurance	76%
Personal development funding	63%

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Employee expectations



51%
of professionals looking for a new job in 2027



49%
are confident about job opportunities in this sector



88%
of professionals expecting a pay rise in 2027

VS



83%
of businesses giving pay rises in 2027

Top 3 soft skills in demand

1. Communication & interpersonal skills
2. Proactive problem solving
3. Discretion

Top 3 skills in demand for management roles



Leadership & Team Management



Operational Efficiency & Initiative



Stakeholder engagement

Real Estate, Property & Construction

UAE

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Construction		
Operations Director	60-80K	**80k**
Estimation Director	55-70K	**70k**
Technical Director	50-65K	**65k**
Operations Manager	40-55K	**55k**
Senior Project Manager	37-50K	**50k**
Technical Manager	30-45K	**45k**
Project Manager	30-40K	**40k**
Project Manager - Mid Level	25-35K	**35k**
Senior Quanity Surveyor	25-35K	**35k**
Construction Site Manager	20-25K	**25k**
Quanity Surveyor	18-23K	**23k**
Real Estate		
Chief Delivery Officer	92-115K	**115k**
Chief Development Officer	95-110K	**110k**
Sr. Development Director	80-90K	**90k**
Development Direcror	63-75K	**75k**
Senior Development Manager	42-57K	**57k**
Development Manager	35-45K	**45k**

Real Estate, Property & Construction

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Real Estate, Property & Construction		
Chief Operations Officer	95-115k	115k
Project Director	92-115k	115k
Chief Projects Officer	85-100k	100k
Chief Commercial Officer	75-90k	90k
Programme Director	72-80k	80k
Senior Commercial Director	70-85k	85k
Senior Procurement Director	67-82k	82k
Commercial Director	62-75k	75k
Executive Senior Health & Safety Director	62-75k	75k
Procurement Director	60-70k	70k
Planning Director	58-72k	72k
Senior Project Director	55-75k	75k
MEP Director	50-65k	65k
Health & Safety Director	50-70k	70k
Senior Commercial Manager	45-58k	58k
Design Director	45-65k	65k
Head of PMO	45-65k	65k
Commercial Manager	35-45k	45k
Head of QHSE	35-45k	45k

Real Estate, Property & Construction

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Real Estate, Property & Construction		
Pre-Contracts Manager	35-45k	45k
Senior Procurement Manager	30-50k	50k
Senior Design Manager	30-40k	40k
PMO Manager	30-40k	40k
Planning Manager	30-45k	45k
Senior Architect	27-42k	42k
Senior Designer	23-30k	30k
Architect	22-32k	32k
QHSE Manager	20-30k	30k
Interior Designer	17-25k	25k

Real Estate, Property & Construction

Saudi Arabia

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Construction		
Operations Director	65k-82k	**82k**
Estimation Director	55k -70k	**70k**
Technical Director	50k-65k	**65k**
Operations Manager	40k-60k	**60k**
Senior Project Manager	37k-50	**50k**
Technical Manager	30k-45k	**45k**
Project Manager	30k-40k	**40k**
Project Manager - Mid Level	28k-37k	**37k**
Senior Quanity Surveyor	25k-33k	**33k**
Construction Site Manager	21k-26k	**26k**
Quanity Surveyor	20k-24k	**24k**
Chief Data Officer	100k-130k	**130k**
Real Estate		
Chief Delivery Officer	100k-130k	**130k**
Chief Development Officer	100k-140k	**140k**
Sr. Development Director	80k-100k	**100k**
Development Direcror	65k-80k	**80k**
Senior Development Manager	50k-65k	**65k**
Development Manager	35k-47k	**47k**

Real Estate, Property & Construction

Saudi Arabia

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Real Estate, Property & Construction		
Chief Operations Officer	105k-145k	145k
Project Director	100k-130k	130k
Chief Projects Officer	95k-115k	115k
Chief Commercial Officer	85k-100k	100k
Programme Director	80k-110k	110k
Senior Commercial Director	77k-90k	90k
Senior Procurement Director	73k-87k	87k
Commercial Director	67k-85k	85k
Executive Senior Health & Safety Director	65k-90k	90k
Procurement Director	62k-75k	75k
Planning Director	60k-70k	70k
Senior Project Director	58k-72k	72k
MEP Director	55k-75k	75k
Health & Safety Director	50k-65k	65k
Senior Commercial Manager	45k-65k	65k
Design Director	45k-65k	65k
Head of PMO	45k-65k	65k
Commercial Manager	35k-47k	47k
Head of QHSE	35k-45k	45k

Real Estate, Property & Construction

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Real Estate, Property & Construction		
Pre-Contracts Manager	35k-45k	45k
Senior Procurement Manager	30k-50k	50k
Senior Design Manager	30k-40k	40k
PMO Manager	30k-40k	40k
Planning Manager	30k-45k	45k
Senior Architect	27k-42k	42k
Senior Designer	23k-30k	30k
Architect	22k-32k	32k
QHSE Manager	20k-30k	30k
Interior Designer	17k-25k	25k

Engineering

The Engineering salary report covers the salary and employment trends observed across the UAE & Saudi Arabia.

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Key findings

Sector trends

Average tenure
1.1 years

Female
15%

Male
85%

Talent pool growth
0.10%

Hiring demand
Moderate

Top industries hiring this talent in 2027

1. Defense & Space Manufacturing
2. Civil Engineering
3. Oil & Gas

Top 3 professionals in demand

1. Executive Assistant
2. Office Manager
3. Personal assistant / team assistant

Top 3 employee benefits received

Annual bonus	78%
Comprehensive health insurance	71%
School fee contributions	62%

Top 3 employee benefits in demand

Annual bonus	84%
Comprehensive health insurance	83%
Hybrid working options	75%

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Employee expectations



51%
of professionals looking for a new job in 2027



38%
are confident about job opportunities in this sector



76%
of professionals expecting a pay rise in 2027

vs



79%
of businesses giving pay rises in 2027

Top 3 soft skills in demand

1. Communication & interpersonal skills
2. Proactive problem solving
3. Discretion

Top 3 skills in demand for management roles



Leadership & Team Management



Operational Efficiency & Initiative



Stakeholder engagement

Engineering

	Permanent Salary Per Month AED	
Job Title	**Range**	**Average**
Engineering		
Chief of Enineering	70K-100K	**100K**
Engineering Director	60K-80K	**80K**
Head of engineering	40K-57K	**57K**
Engineering Manager	30K-44K	**44K**
CSA Engineer	25K-35K	**35K**
Senior Mechnanical Engineer	18K-28K	**28K**
CSA Engineer	15K-25K	**25K**
Transmissions Engineer	15K-28K	**28K**
Inspection Engineer	15K-23K	**23K**
Power Systems Engineer	14K-28K	**28K**
HVAC Engineer	13K-23K	**23K**
Network Planning Engineer	13K-24K	**24K**
Planning Engineer	13K-23K	**23K**
Design Engineer	13K-23K	**23K**
Mechanical Engineer	12K-22K	**22K**

Engineering

	Permanent Salary Per Month SAR	
Job Title	**Range**	**Average**
Engineering		
Chief of Enineering	70K-100K	**100K**
Engineering Director	60K-80K	**80K**
Head of engineering	40K-57K	**57K**
Engineering Manager	30K-44K	**44K**
Senior CSA Engineer	25K-35K	**35K**
Senior Mechnanical Engineer	18K-28K	**28K**
CSA Engineer	15K-25K	**25K**
Transmissions Engineer	15K-28K	**28K**
Inspection Engineer	15K-23K	**23K**
Power Systems Engineer	14K-28K	**28K**
HVAC Engineer	13K-23K	**23K**
Network Planning Engineer	13K-24K	**24K**
Planning Engineer	13K-23K	**23K**
Design Engineer	13K-23K	**23K**
Mechanical Engineer	12K-22K	**22K**

Bespoke salary & benefits reporting

Robert Walters Market Intelligence

While our salary survey offers the latest regional market salaries and contract rates, our dedicated market intelligence team provides a bespoke service for businesses looking for tailored data comparisons based on specific industry, sub-sector and/or job role.

Whether you're looking to overhaul your employment package, accurately forecast headcount spend, or improve your talent attraction and retention strategies, our salary and benefits benchmarking services use a combination of our own recruitment data, publicly available insights and the knowledge of our recruitment experts to provide you with a bespoke report.

Learn more here.

Robert Walters market intelligence objectives:



Increase retention rates



Attract a wider talent pool



Make reliable decisions

About Robert Walters

Robert Walters is the world's most trusted talent solutions partner. Across the globe, we deliver recruitment, recruitment outsourcing and talent advisory services for businesses of all shapes and sizes, opening doors for people with diverse skills, ambitions and backgrounds.

We help organisations find the skills and solutions to reach their goals and assist talented professionals to power their unique potential.



Recruitment

Leverage our specialised industry expertise, extensive local insights and global reach to champion your story and connect with the best professionals for your organisation.

- Permanent recruitment
- Temporary & contract recruitment
- Interim management
- Executive search



Outsourcing

Experience agile recruitment solutions tailored to your unique requirements, seamlessly scalable to match your evolving needs and objectives.

- Recruitment process outsourcing
- Managed service provider
- Offshoring talent solutions



Consultancy

Go beyond traditional talent solutions to solve your biggest challenges. Whether it's skilled consultants, project delivery, or services procurement, we provide the capability you need.

- Emerging talent
- Experienced talent
- Project solutions
- Services procurement



Talent advisory

Elevate your hiring strategy with our data-driven market intelligence and ESG solutions, empowering your business to cultivate talent, foster growth and future-proof your success.

- Market intelligence

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