



Robert—
—Walters

Salary Survey 2025

Middle East



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.

31 we recruit across 31 countries 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



A close-up, shallow depth-of-field photograph of a person's hands and torso. The person is wearing a white dress shirt and a patterned tie. Their left hand is holding a dark smartphone, while their right hand is positioned over a laptop keyboard. The background is blurred, showing what appears to be a desk or office environment.

“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 25th 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 2024, 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 31 countries, 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](#).



Contents

Employee Benefits

Middle East trends

Accounting & Finance

Key findings

UAE

Saudi Arabia

Banking & Financial Services

Key findings

UAE

Saudi Arabia

Technology & Digital

Key findings

UAE

Saudi Arabia

Legal

Key findings

UAE

Saudi Arabia

Procurement, Supply Chain & Logistics

Key findings

UAE

Saudi Arabia

Marketing

Key findings

UAE

Saudi Arabia

Sales

Key findings

UAE

Saudi Arabia

Retail

Key findings

UAE

Saudi Arabia

HR & Business Support

Key findings

UAE

Saudi Arabia

Bespoke salary & benefits benchmarking

Contact us



36%

of professionals are
confident in their
company's growth in
2025

Employee benefits & perks

Building a competitive recruitment strategy

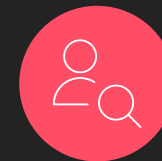
The Middle East's talent landscape is constantly evolving, and staying ahead of the competition requires insider knowledge. Our Employee Benefits Guide is your definitive resource for understanding what matters most to professionals in terms of job benefits.

The guide is free and based on a comprehensive analysis of a survey completed by over 1,100 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 2025



Improves your talent attraction and retention strategy



Fosters a positive environment where employees feel valued



Boosts employee productivity and business performance



37%

of employers believe
that budget constraints
will be the main hiring
challenge in 2025

Middle East trends

2024-2025

“In 2024, we saw the Middle East’s recruitment landscape being marked by adaptation, resilience and evolution. The region navigated a year characterised by reassessment of ambitious national economic visions, such as Saudi Arabia’s giga projects and UAE government spend. This has led to the employment market diversifying into a range of new & dynamic markets, opening the door to expansion for companies of all sizes.

As we transition into 2025, efforts to diversify away from oil dependency will persist, with sectors such as hospitality, logistics, and manufacturing receiving more attention and investment. The demand for top-tier talent remains robust, with companies increasingly willing to invest in professionals equipped with critical digital and technological skills to align with ongoing digital transformation initiatives, specifically within fintech, and e-commerce. As AI and emerging technologies continue to reshape industries, forward-thinking organisations that integrate these tools will likely gain a competitive edge. Company culture and purpose-driven business models should be of priority as professionals seek more from their employers. This shift will compel companies to enhance their Employee Value Proposition (EVP), prioritising aspects such as workplace wellness initiatives, flexible working arrangements, and a strong employer brand.

Early 2025 might see restrained bonus growth, but employers will need to refine their recruitment strategies, possibly adjusting compensation packages and emphasising social values to attract and retain talent amid tighter budgets. Embracing these changes will be crucial for companies aiming to secure sustained loyalty and drive growth in an evolving & competitive market landscape.”

Jason Grundy

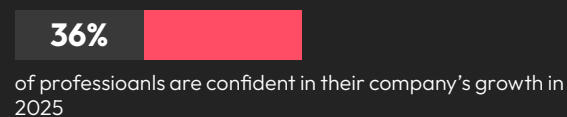
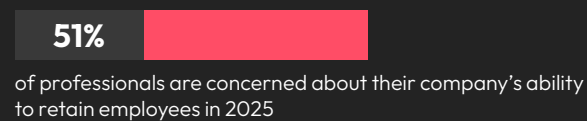
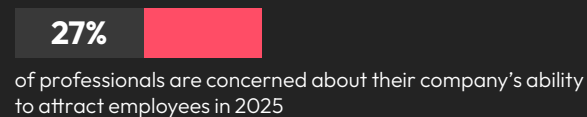
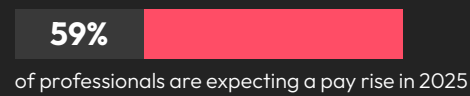
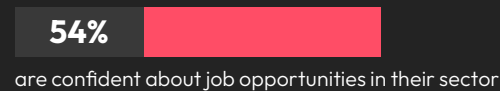
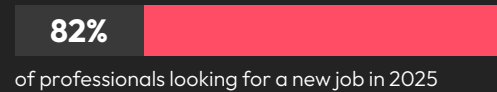
Managing Director - Middle East & Africa, Robert Walters

Top 3 employment trends expected in 2025:

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

Key findings

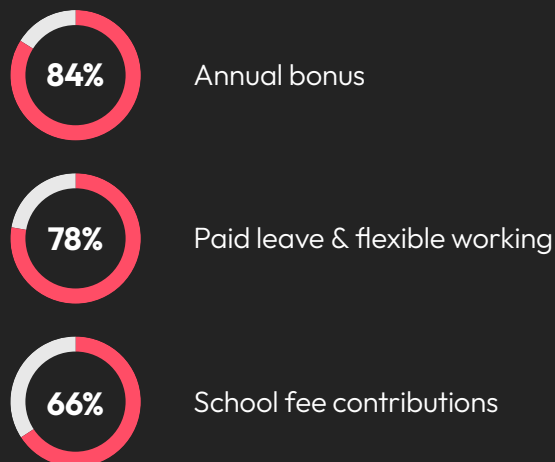
Employee expectations for 2025



What professionals value most in an employer in 2025



Top 3 company benefits received



Most sought after professionals

- (Senior) Accountant
- Chief Executive Officer
- Managing Partner
- Managing Director
- Human Resources Manager
- Finance Manager
- Business Development Manager
- Sales & Marketing Specialist

Top industries hiring

- Banking & Financial Services
- Information Technology
- Legal
- Human Resources
- Sales & Marketing
- Finance

78%
of professionals find company values important when looking for a new role

Accounting & Finance

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

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



Key findings

Sector trends

Average tenure	Female	Male
1.7 years	21%	79%
Talent pool growth	Hiring demand	
0.90%	High	

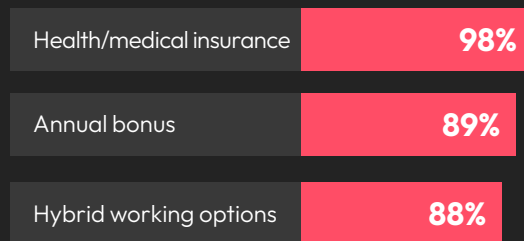
Top industries hiring this talent in 2025

- 1 Accounting
- 2 Financial Services
- 3 Oil & Gas

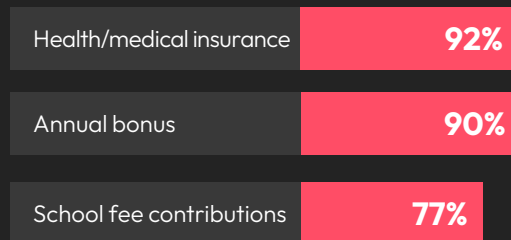
Top 3 professionals in demand

- 1 Tax
- 2 FP&A & commercial Finance
- 3 Internal Audit & Compliance

Top 3 employee benefits received

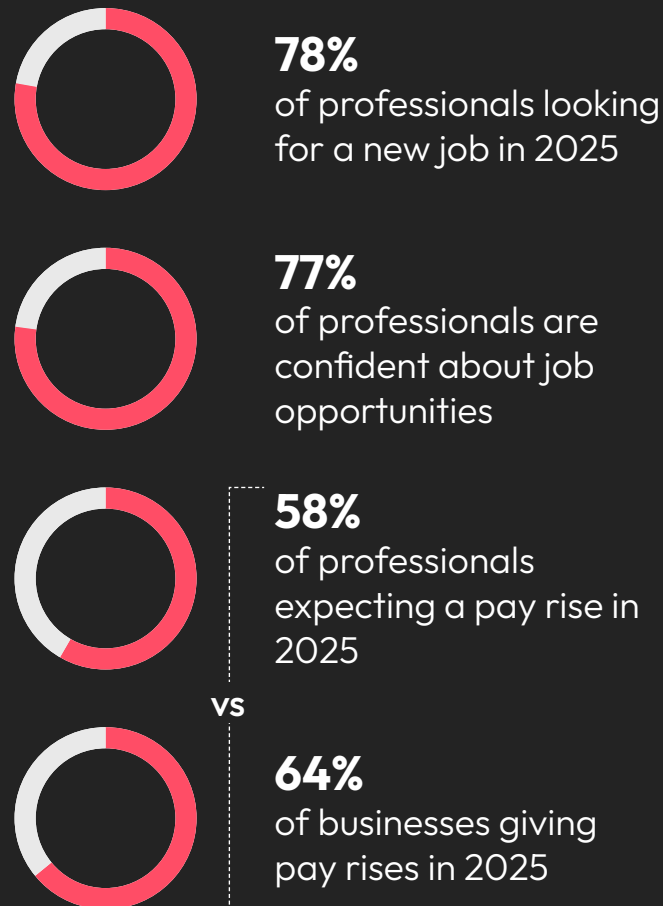


Top 3 employee benefits in demand



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

Employee expectations



Top 3 soft skills in demand

- 1 Excellent communication, interpersonal skills with a collaborative mindset
- 2 Analytical with the right technical mindset
- 3 Business partnering skills

Top 3 skills in demand for management roles

-  Leadership & strategic decision making
-  Strong business & commercial acumen
-  Adaptability

Job Title	Permanent Salary Per Month AED	
	Range	Average
Head of Department		
Group CFO	120k+	120,000 +
Head of Investor Relations	80 - 100k	90,000
Regional CFO	70 - 120k	95,000
VP FP&A	70 - 85k	77,500
Treasury Director/Head of Treasury	65 - 85k	75,000
Tax Director	60 - 80k	70,000
Finance Director/Head of Finance	60 - 80k	70,000
Head of Internal Audit	50 - 80k	65,000
Group Financial Controller	45 - 65k	55,000
FP&A Director	45 - 65k	55 000
Management		
Investor Relations Manager	35 - 60k	47,500
Financial Controller	35 - 55k	45,000
FP&A Manager/Senior	35 - 50k	42,500
Internal Audit Manager	30 - 45k	37,500
Finance Transformation Manager	35 - 55k	45,000
Treasury Manager	35 - 45k	40,000
Regional Finance Manager	25 - 40k	32,500
Tax Manager	25 - 40k	32,500

Job Title	Permanent Salary Per Month AED	
	Range	Average
Mid Management		
Credit Control Manager	30 - 40k	35,000
Chief Accountant	18 - 30k	24,000
Management Accountant	18 - 30k	24,000
Senior FP&A/Financial Analyst	18 - 28k	23,000
Part-qualified/Newly-qualified		
IR Associate	25 - 35k	30,000
Credit Controller	15 - 25k	20,000
FP&A/Finance Analyst	15 - 25k	20,000
Internal Auditor	15 - 25k	20,000
Treasury Analyst	15 - 25k	20,000
GL/AP-AR Accountant	10 - 25k	17,500

61%

of accounting & finance professionals do not think their pay accurately reflects the work they do

Job Title	Permanent Salary Per Month SAR	
	Range	Average
Head of Department		
Group Chief Financial Officer (CFO)	120 - 140k	130,000
Chief Financial Officer (CFO)	80 - 120k	100,000
Regional CFO/Regional Financial Director	75 - 120k	97,500
Head of Internal Audit	70 - 90k	80,000
Treasury Director/Head of Treasury	60 - 90k	75,000
Tax Director	60 - 80k	70,000
Finance Director/Head of Finance	60 - 75k	67,500
Group Financial Controller	55 - 75k	65,000
FP&A Director/Head of FP&A	50 - 60k	55,000
Management		
Treasury Manager	40 - 50k	45,000
Financial Controller	35 - 55k	45,000
FP&A Manager	35 - 50k	42,500
Tax Manager	30 - 50k	40,000
Internal Audit Manager	30 - 45k	37,500
VAT Manager	30 - 35k	32,500
Finance Manager	25 - 40k	32,500

	Permanent Salary Per Month SAR	
Job Title	Range	Average
Mid Management		
Credit Control Manager	25 - 35k	30,000
Management Accountant	20 - 30k	25,000
Senior FP&A/Financial Analyst	20 - 30k	25,000
Chief Accountant	20 - 27k	23,500
Part-qualified/Newly-qualified		
Credit Controller	20 - 25k	22,500
FP&A/Finance Analyst	20 - 25k	22,500
Internal Auditor	18 - 25k	21,500
Treasury Analyst	15 - 25k	20,000
GL/AP-AR Accountant	14 - 22k	18,000

42%

of accounting & finance professionals are planning to negotiate their salary in 2025

Banking & Financial Services

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

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



Key findings

Sector trends

Average tenure	Female	Male
1.8 years	26%	74%
Talent pool growth	Hiring demand	
3%	High	

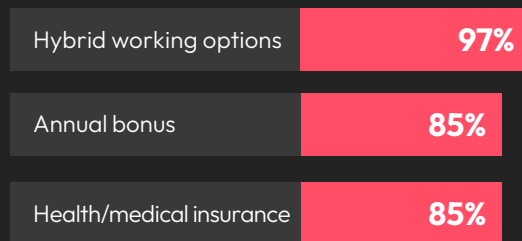
Top industries hiring this talent in 2025

- 1 Investment Banking
- 2 Venture Capital/Private Equity
- 3 Insurance

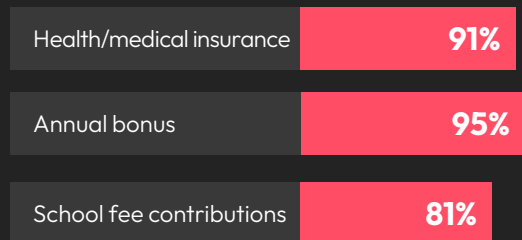
Top 3 professionals in demand

- 1 Compliance
- 2 Business Development/Relationship Manager
- 3 Risk Manager

Top 3 employee benefits received

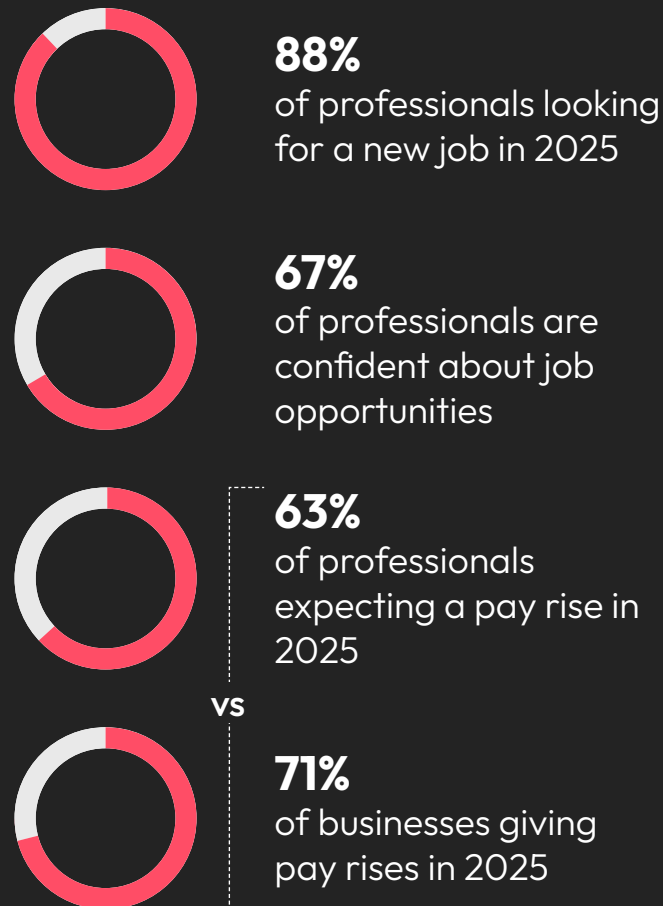


Top 3 employee benefits in demand



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

Employee expectations



Top 3 soft skills in demand

- 1 Stakeholder management
- 2 Team leadership
- 3 Communication

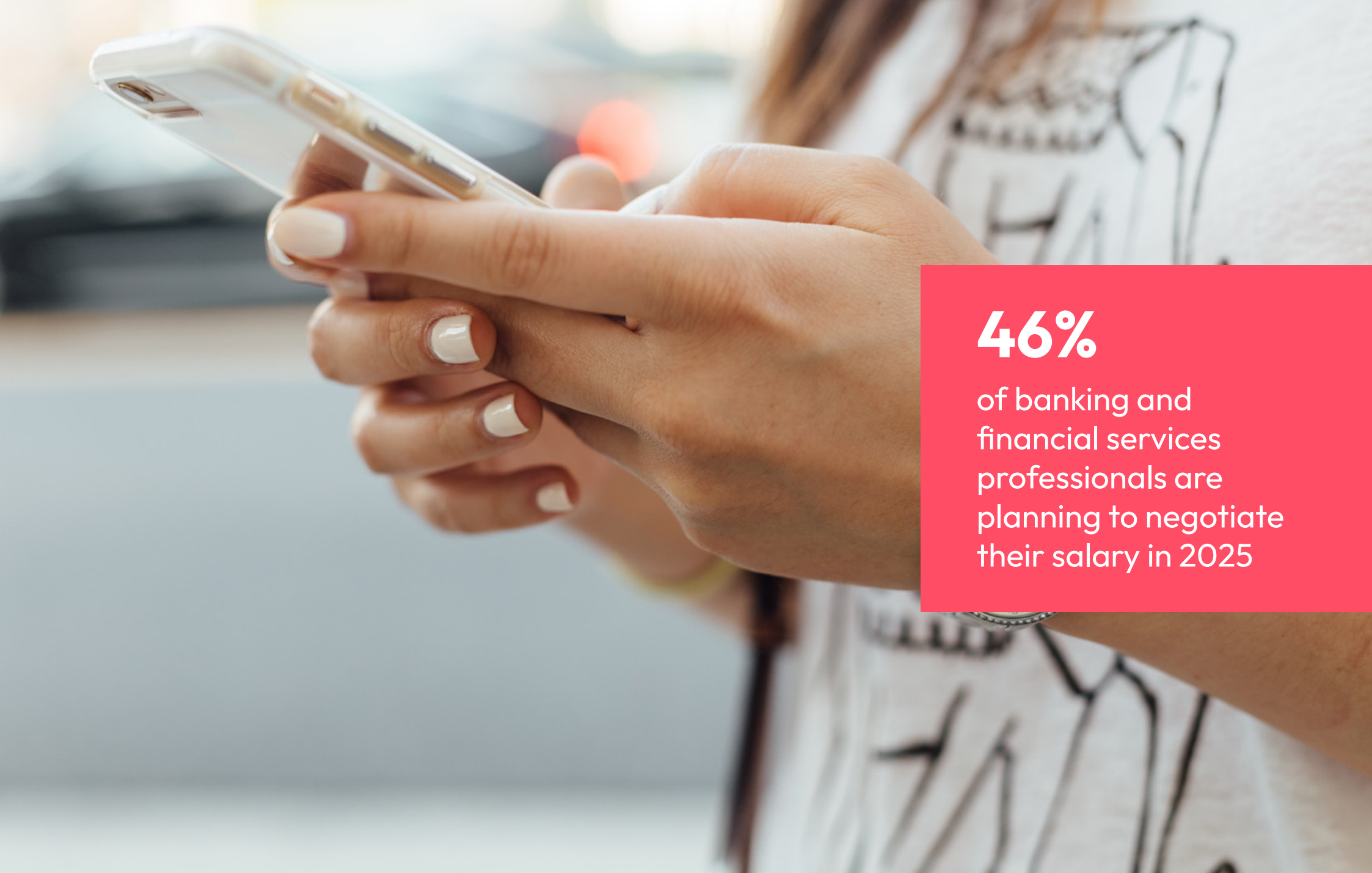
Top 3 skills in demand for management roles

-  Adaptable to change
-  Decision making
-  Negotiation

	Permanent Salary Per Month AED	
Job Title	Range	Average
Asset Management		
Institutional Sales Director	70 - 100k	85,000
Intermediaries Sales Director	60 - 90k	75,000
Institutional Sales VP	50 - 80k	65,000
Client Relationship Manager	30 - 50k	40,000
Institutional Sales Associate	20 - 40k	30,000
Intermediaries Sales Associate	15 - 25k	20,000
Compliance		
Head of Compliance Officer	70 - 110k	85,000
Compliance Manager	40 - 60k	50,000
Senior Compliance Officer	35 - 55k	45,000
AML/MLRO Manager	28 - 75k	51,500
Compliance Officer	15 - 35k	25,000
KYC/Onboarding Officer	18 - 25k	21,500

	Permanent Salary Per Month AED	
Job Title	Range	Average
Risk		
Chief Risk Officer	80 - 120k	100,000
Head of Risk	50 - 80k	65,000
Head of Operational Risk	50 - 70k	60,000
Credit Risk Manager	35 - 60k	47,500
Risk Analytics Manager	30 - 55k	42,500
Market Risk Manager	30 - 45k	37,500
Risk Analyst	18 - 25k	21,500
Corporate Banking		
Head of Wholesale Banking	80 - 130k	105,000
Head of Trade Finance	70 - 120k	95,000
Senior Relationship Manager	40 - 60k	50,000
Relationship Manager	20 - 40k	30,000
Assistant Relationship Manager	18 - 25k	21,500

	Permanent Salary Per Month AED	
Job Title	Range	Average
General Accounting Roles		
Chief Finance Officer	90 - 130k	110,000
Finance Director	50 - 75k	62,500
Financial Controller	35 - 55k	45,000
Internal Auditor	30 - 50k	40,000
Financial Accountant	15 - 30k	22,500
Fund Accountant	15 - 30k	22,500
Investments		
Chief Investment Officer	100 - 140k	120,000
Head of Investments	80 - 100k	90,000
Investment Director	65 - 80k	72,500
Investment VP	45 - 60k	52,500
Investment Associate	25 - 40k	32,500
Investment Analyst	20 - 35k	27,500
Operations		
Chief Operating Officer	80 - 130k	105,000



46%

of banking and
financial services
professionals are
planning to negotiate
their salary in 2025

Job Title	Permanent Salary Per Month SAR	
	Range	Average
Compliance		
Head of Compliance Officer	70 - 120k	95,000
AML/MLRO Manager	45 - 65k	55,000
Compliance Manager	40 - 60k	50,000
Senior Compliance Officer	35 - 50k	42,500
Compliance Officer	20 - 35k	27,500
KYC/Onboarding Officer	20 - 35k	27,500
Corporate Banking		
Head of Wholesale Banking	90 - 140k	115,000
Head of Trade Finance	70 - 95k	82,500
Head of Recovery & Collections	65 - 110k	87,500
General Accounting		
Chief Finance Officer	100 - 150k	125,000
Finance Director	65 - 90k	77,500
Financial Controller	40 - 60k	50,000
Senior Financial Accountant	35 - 45k	40,000
Financial Accountant	20 - 40k	30,000
Internal Auditor	20 - 35k	27,500
Fund Accountant	20 - 35k	27,500

	Permanent Salary Per Month SAR	
Job Title	Range	Average
Private Banking		
Head of Private Banking	80 - 120k	100,000
Director	70 - 95k	82,500
Vice President	40 - 70k	55,000
Investment Advisor	40 - 60k	50,000
Retail Banking		
Head of Retail Banking	80 - 130k	105,000
Head of Marketing	55 - 80k	67,500
Head of Sales	50 - 75k	62,500
Head of Products	50 - 75k	62,500
Risk		
Chief Risk Officer	90 - 130k	110,000
Head of Risk	60 - 90k	75,000
Head of Operational Risk	50 - 75k	62,500
Risk Analytics Manager	40 - 60k	50,000
Credit Risk Manager	35 - 55k	45,000
Market Risk Manager	35 - 55k	45,000
Risk Analyst (ERM)	20 - 35k	27,500

	Permanent Salary Per Month SAR	
Job Title	Range	Average
Treasury		
Head of Treasury	80 - 140k	110,000
Head of Treasury Sales	65 - 80k	72,500
Head of ALM	55 - 70k	62,500
Treasury Manager	30 - 50k	40,000

98%

of banking and financial services professionals value having flexible work arrangements



56%

of banking and financial services professionals do not think their pay accurately reflects the work they do

Technology & Digital

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



Key findings

Sector trends

Average tenure	Female	Male
1.8 years	18%	82%
Talent pool growth	Hiring demand	
-0.60%	High	

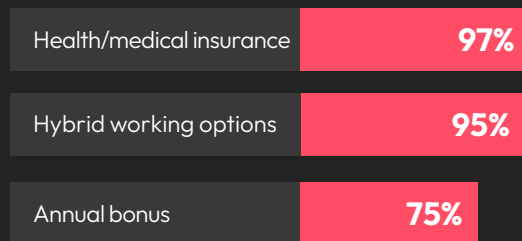
Top industries hiring this talent in 2025

- 1 IT System Design Services
- 2 Government Administration
- 3 Financial Services

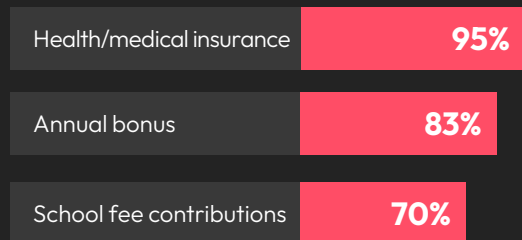
Top 3 professionals in demand

- 1 Data & AI Specialists
- 2 Cyber Security Professionals
- 3 Product Professionals

Top 3 employee benefits received

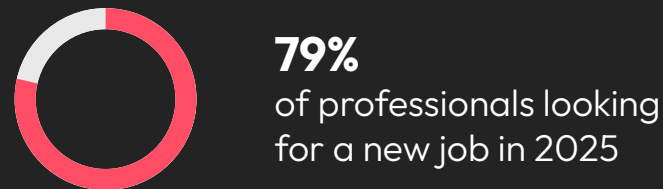


Top 3 employee benefits in demand



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Employee expectations



vs



Top 3 soft skills in demand

- 1 Problem solving & critical thinking
- 2 Communication & collaboration
- 3 Time management & prioritisation

Top 3 skills in demand for management roles

-  Strategic thinking & business alignment
-  Leadership & time management
-  Project management & execution

	Permanent Salary Per Month AED	
Job Title	Range	Average
Technology		
Chief Information Officer	120 - 150k	135,000
Group Chief Information Officer (Group CIO)	100 - 150k	125,000
Chief Strategy Officer (Dig Transformation)	100 - 130k	115,000
Chief Technology Officer	90 - 130k	110,000
Chief Data Scientist	90 - 130k	110,000
Chief Information Officer (CIO)	90 - 130k	110,000
Chief Digital Officer (CDO)	90 - 130k	110,000
Chief Information Security Officer (CISO)	85 - 120k	102,500
Chief Product Officer	85 - 120k	102,500
Chief Analytics Officer	85 - 120k	102,500
Chief Privacy Officer	85 - 120k	102,500
Head of Digital Transformation/Digital Director	85 - 110k	97,500
Chief Data Officer	80 - 120k	100,000
Chief IT Architect	80 - 100k	90,000
Head of Projects	75 - 100k	87,500

	Permanent Salary Per Month AED	
Job Title	Range	Average
Head of Transformation	75 - 100k	87,500
IT Director	75 - 100k	87,500
Head of Product	75 - 95k	85,000
Head of Product Design	75 - 95k	85,500
Head of Ai	75 - 95k	85,500
Head of Machine Learning	75 - 95k	85,500
Head of Development	75 - 90k	82,500
Head of Engineering	75 - 90k	82,500
Head of IT	70 - 90k	80,000
Head of Cloud	65 - 95k	80,000
Head of Infrastructure	65 - 90k	77,500
Program Director	65 - 85k	75,000
Head of Software Engineering	60 - 80k	70,000
Head of Data Analytics	55 - 70k	62,500
Programme Manager	50 - 70k	60,000
Enterprise Architect	45 - 65k	55,000

Job Title	Permanent Salary Per Month AED	
	Range	Average
Product Lead	45 - 55k	50,000
Product Design Lead	40 - 50k	45,000
Data Scientist	35 - 50k	42,500
Project Manager	35 - 50k	42,500
IT Manager	35 - 45k	40,000
Information Security Manager	30 - 45k	37,500
Business Analyst	30 - 40k	35,000
Senior Software Engineer	30 - 35k	32,500
Product Manager	25 - 50k	37,500
Product Owner	25 - 40k	32,500
UI/UX Designer	25 - 40k	32,500
Software Engineer	25 - 35k	30,000
Data Analyst	25 - 35k	30,000
Product Analyst	25 - 35k	30,000
Product Designer	25 - 35k	30,000
Information Security Analyst	20 - 30k	25,000



52%

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

	Permanent Salary Per Month SAR	
Job Title	Range	Average
Technology		
Chief Strategy Officer (Dig Transformation)	110 - 130k	120,000
Chief Digital Officer (CDO)	100 - 140k	120,000
Chief Technology Officer (CTO)	90 - 130k	110,000
Head of AI	80 - 120k	100,000
Head of Machine Learning	80 - 110k	95,000
Group Chief Information Officer (Group CIO)	70 - 110k	90,000
Head of Digital Transformation/Digital Director	70 - 100k	85,000
Chief Information Security Officer (CISO)	70 - 90k	80,000
Head of Projects	70 - 90k	80,000
Chief Data Officer	65 - 105k	85,000
Chief Data Scientist	65 - 105k	85,000
Chief Privacy Officer	65 - 105k	85,000
Chief Information Officer (CIO)	60 - 80k	70,000
Chief IT Architect	60 - 80k	70,000
Program Director	60 - 80k	70,000
Head of Data Analytics	60 - 80k	70,000
Head of Transformation	60 - 80k	70,000
Programme Manager	55 - 75k	65,000

	Permanent Salary Per Month SAR	
Job Title	Range	Average
Chief Analytics Officer	50 - 95k	72,500
Head of Software Engineering	50 - 80k	65,000
IT Director	50 - 70k	60,000
Head of IT	50 - 70k	60,000
Head of Cloud	50 - 70k	60,000
Enterprise Architect	50 - 70k	60,000
Head of Infrastructure	50 - 65k	57,500
Head of Development	40 - 70k	55,000
Head of Engineering	40 - 70k	55,000
Project Manager	35 - 50k	42,500
IT Manager	35 - 45k	40,000
Information Security Manager	30 - 45k	37,500
Senior Software Engineer	30 - 40k	35,000
Data Scientist	30 - 40k	35,000
Business Analyst	25 - 40k	32,500
Software Engineer	25 - 35k	30,000
Information Security Analyst	25 - 35k	30,000
Data Analyst	20 - 40k	30,000

Legal

The Legal salary report covers the salary & 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



Key findings

Sector trends

Average tenure	Female	Male
1.3 years	29%	71%
Talent pool growth	Hiring demand	
0.10%	High	

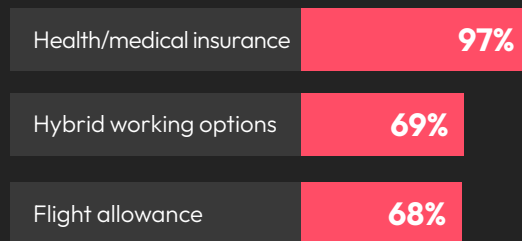
Top industries hiring this talent in 2025

- 1 Energy
- 2 Financial Services
- 3 Technology/Fintech

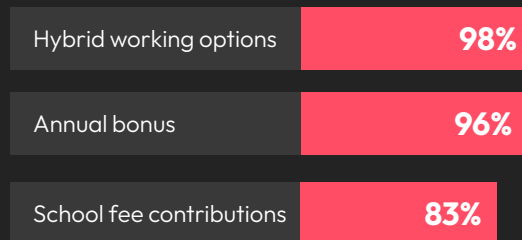
Top 3 professionals in demand

- 1 Legal Counsel/Senior Legal Counsel (In-House)
- 2 M&A Analyst (In-House)
- 3 General Counsel (In-House)

Top 3 employee benefits received

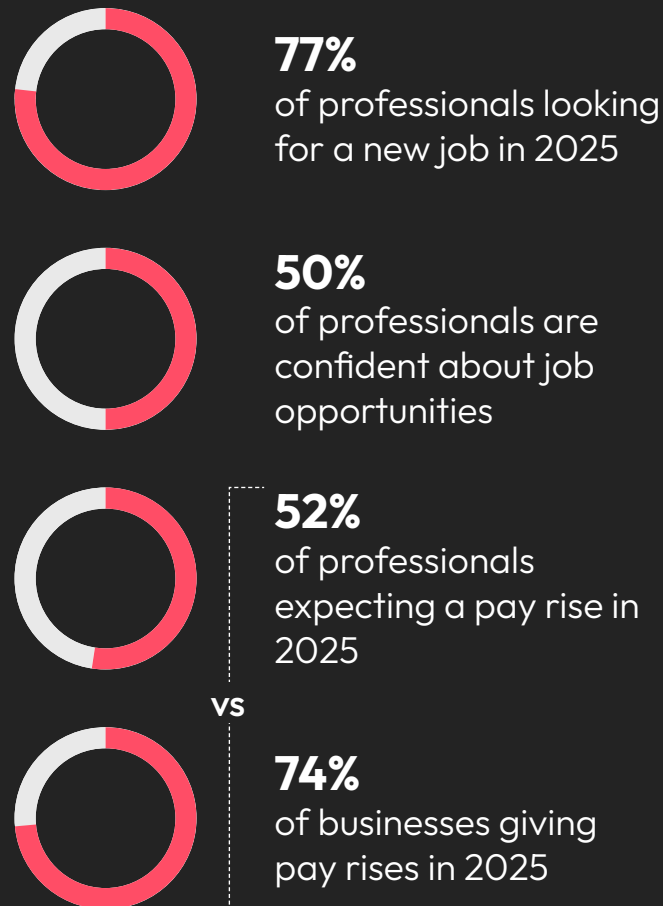


Top 3 employee benefits in demand



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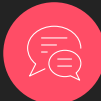


Employee expectations



Top 3 soft skills in demand

- 1 Adaptability
- 2 Team player attitude
- 3 Confidence & communication

Top 3 skills in demand for management roles

-  Open to communication
-  Understanding
-  Fairness

	Permanent Salary Per Month AED	
Job Title	Range	Average
Private Practice Regional Firm		
Partner	90 - 150k	120,000
Counsel/Legal Director	65 - 82k	73,500
Experienced Senior Associate	48.5 - 58.5k	53,500
Entry Level Senior Associate	40 - 52k	46,000
Mid-Level Associate	35 - 43k	39,000
Associate	28 - 40k	34,000
NQ Associate (Newly-Qualified)	23 - 30k	26,500
Paralegal	15 - 22.5k	18,750
Legal Secretary	12 - 18k	15,000
Private Practice UK Firm		
Partner	100 - 165k	132,500
Counsel/Legal Director	65 - 90k	77,500
Experienced Senior Associate	57.5 - 68.5k	63,000

	Permanent Salary Per Month AED	
Job Title	Range	Average
Entry Level Senior Associate	54 - 62k	58,000
Mid-Level Associate	43 - 52k	47,500
Associate	35 - 42k	38,500
NQ Associate (Newly-Qualified)	32 - 36k	34,000
Paralegal	18 - 25k	21,500
Legal Secretary	16.5 - 21.5k	19,000
Private Practice US Firm		
Partner	145 - 200k	172,500
Counsel	90 - 112.5k	101,250
Experienced Senior Associate	78 - 95k	86,500
Entry Level Senior Associate	70 - 77.5k	73,750
Mid-Level Associate	58 - 72k	65,000
Associate	50 - 67.5k	58,750
NQ Associate (Newly-Qualified)	48 - 56k	52,000

	Permanent Salary Per Month AED	
Job Title	Range	Average
Paralegal	25 - 30k	27,500
Legal Secretary	20 - 25k	22,500
In-House		
General Counsel	80 - 140k	110,000
Associate General Counsel	80 - 120k	100,000
Legal Director	80 - 90k	85,000
Head of Governance	60 - 80k	70,000
Head of Compliance	60 - 70k	65,000
Senior Legal Counsel	50 - 90k	70,000
Legal Counsel	40 - 70k	55,000
Compliance Manager	40 - 60k	50,000
Governance Manager	40 - 60k	50,000
Governance Advisor	30 - 40k	35,000
Compliance Advisor	25 - 40k	32,500
Paralegal	15 - 30k	22,500



87%

of legal professionals
are planning to
negotiate their salary
in 2025

	Permanent Salary Per Month SAR	
Job Title	Range	Average
In-House		
General Counsel	90 - 180k	135,000
Senior Legal Counsel	60 - 90k	75,000
Legal Counsel	40 - 60k	50,000
Junior Legal Counsel	35 - 45k	40,000
Paralegal	18 - 22k	20,000
Private Practice Regional Firm		
Partner	100 - 160k	130,000
Counsel/Legal Director	75 - 100k	87,500
Experienced Senior Associate	55 - 72k	63,500
Entry Level Senior Associate	50 - 70k	60,000
Mid-Level Associate	40 - 50k	45,000
Associate	35 - 45k	40,000
NQ Associate (Newly-Qualified)	30 - 40k	35,000
Paralegal	18 - 25k	21,500
Legal Secretary	12 - 18k	15,000

	Permanent Salary Per Month SAR	
Job Title	Range	Average
Private Practice UK Firm		
Partner	120 - 180k	150,000
Counsel/Legal Director	70 - 105k	87,500
Experienced Senior Associate	60 - 80k	70,000
Entry Level Senior Associate	55 - 75k	65,000
Mid-Level Associate	45 - 55k	50,000
Associate	35 - 45k	40,000
NQ Associate (Newly-Qualified)	30 - 40k	35,000
Paralegal	20 - 28k	24,000
Legal Secretary	18 - 22k	20,000
Private Practice US Firm		
Partner	150 - 250k	200,000
Counsel	105 - 140k	122,500
Experienced Senior Associate	85 - 105k	95,000
Entry Level Senior Associate	65 - 90k	77,500
Mid-Level Associate	55 - 80k	67,500
Associate	45 - 65k	55,000
NQ Associate (Newly-Qualified)	45 - 60k	52,500
Paralegal	20 - 30k	25,000
Legal Secretary	16.5 - 23k	19,750

Procurement, Supply Chain & Logistics

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



Key findings

Sector trends

Average tenure	Female	Male
1.9 years	21%	79%
Talent pool growth	Hiring demand	
-1.20%	Moderate	

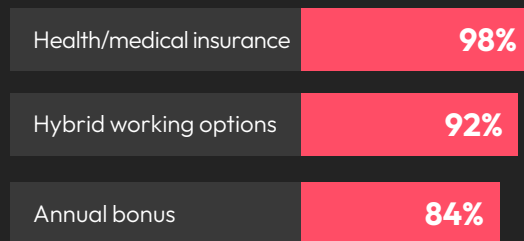
Top industries hiring this talent in 2025

- 1 Maritime Transportation
- 2 Rail Transportation
- 3 Air Freight

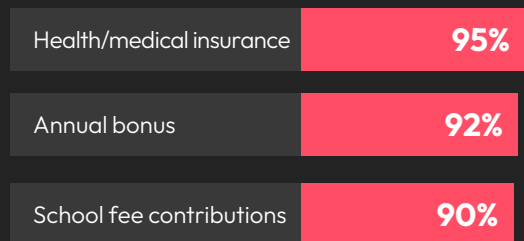
Top 3 professionals in demand

- 1 Category Managers/Head of Category
- 2 Logistics & Freight Forwarding (with GCC experience)
- 3 Procurement/Supply Chain Analyst

Top 3 employee benefits received

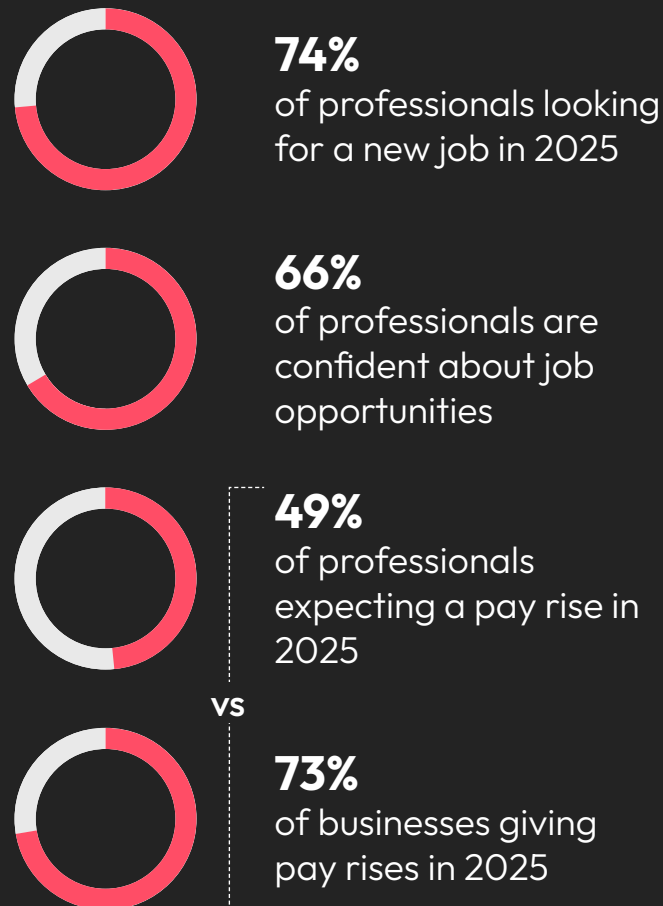


Top 3 employee benefits in demand



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Employee expectations



Top 3 soft skills in demand

- 1 Stakeholder engagement
- 2 Ability to negotiate
- 3 Understanding of multiple areas & categories

Top 3 skills in demand for management roles

-  UAE/GCC Experience
-  Business Transformation
-  Ability to set up and grow teams across multiple geographies

	Permanent Salary Per Month AED	
Job Title	Range	Average
Procurement, Supply Chain & Logistics		
Cheif Procurement Officer	110 - 160k	135,000
Cheif Commercial Officer	110 - 156k	133,000
SVP Maintenance	100 - 140k	120,000
SVP Operations	100 - 140k	120,000
SVP Procurement	100 - 135k	117,500
VP Procurement	95 - 130k	112,500
Head of Airfreight	80 - 100k	90,000
Head of Operations	65 - 95k	80,000
Procurement Director	60 - 90k	75,000
Supply Chain Director	48 - 80k	64,000
Head of Category Management	45 - 75k	60,000
Contracts Manager	40 - 50k	45,000
Procurement Manager	38 - 55k	46,500
Head of Logistics	35 - 60k	47,500
Supply Chain Manager	35 - 48k	41,500
Vendor and Evaluations Manager	32 - 40k	36,000
Demand & Supply Manager	32 - 40k	36,000
Contracts Analyst	30 - 42k	36,000
Property and Facilities Mnanager	30 - 40k	35,000

Job Title	Permanent Salary Per Month AED	
	Range	Average
Logistics Manager	25 - 40k	32,500
Procurement Anlyst	25 - 38k	31,500
Operations Manager	25 - 38k	31,500
Senior Buyer	20 - 35k	27,500
Vendor Specialist	20 - 30k	25,000
Demand & Supply Planner	20 - 30k	25,000
IT Procurement Specialist	20 - 30k	25,000
Shipment and Cargo Manager	20 - 28k	24,000
Operations Specialsit	18 - 25k	21,500
Procurement Specialist	18 - 25k	21,500
Procurement Officer	12 - 18k	15,000
Logistics Specialsit	12 - 18k	15,000

88%

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

	Permanent Salary Per Month SAR	
Job Title	Range	Average
Procurement, Supply Chain & Logistics		
Procurement Director	52 - 90k	71,000
Category Director	52 - 85k	68,500
Supply Chain Director	45 - 87k	66,000
Sourcing Director	45 - 62k	53,500
Contract Manager	35 - 50k	42,500
Category Manager	32 - 45k	38,500
Sourcing Manager	32 - 40k	36,000
Vendor Manager	32 - 38k	35,000
Senior Buyer	30 - 40k	35,000
Procurement Manager	25 - 38k	31,500
Logistics Manager	25 - 35k	30,000
Vendor Specialist	22 - 35k	28,500
Contract Specialist	20 - 32k	26,000
Procurement Specialist	18 - 25k	21,500
Supply Chain Manager	17 - 40k	28,500
Demand & Supply Planner	15 - 22k	18,500

A close-up photograph of a person's hands holding a dark-colored smartphone. The person is wearing a black leather jacket with visible zippers. The background is blurred, showing indistinct shapes and colors.

62%

of professionals are
planning to negotiate
their salary in 2025

Marketing

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



Key findings

Sector trends

Average tenure	Female	Male
1.3 years	34%	66%
Talent pool growth	Hiring demand	
-1.00%	Moderate	

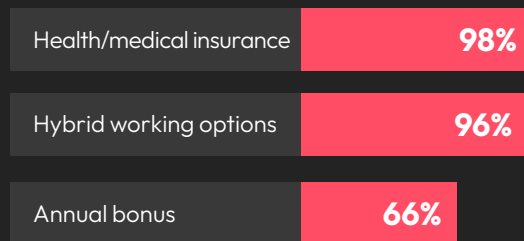
Top industries hiring this talent in 2025

- 1 Technology, Information & Media
- 2 Entertainment/Events Providers
- 3 Computer & Network Security

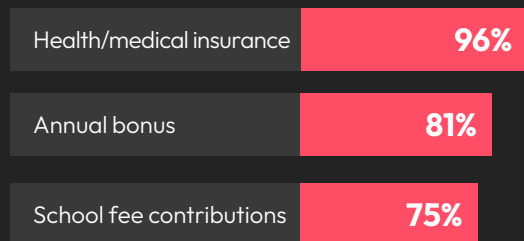
Top 3 professionals in demand

- 1 Communications Manager
- 2 Digital Marketing Manager
- 3 Events Manager

Top 3 employee benefits received

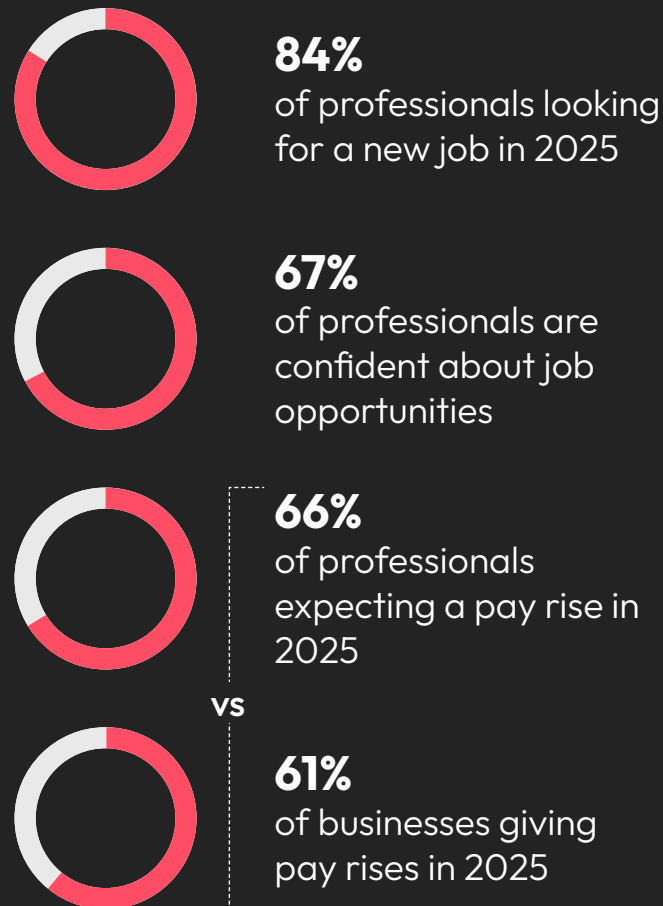


Top 3 employee benefits in demand



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Employee expectations



Top 3 soft skills in demand

- 1 Adaptability
- 2 Creativity
- 3 Excellent presentation / communication

Top 3 skills in demand for management roles

-  Analytical thinking
-  Leadership
-  International experience

Job Title	Permanent Salary Per Month AED	
	Range	Average
Marketing		
Head of Marketing / Marketing Director	55 - 65k	60,000
Head of Digital / Ecommerce Director	55 - 65k	60,000
Head of Communications / Communications Director	55 - 65k	60,000
Brand Manager	30 - 35k	32,500
Category Manager	28 - 35k	31,500
Marketing Manager	25 - 35k	30,000
Digital Marketing Manager	25 - 35k	30,000
CRM / Loyalty Manager	25 - 35k	30,000
PR/Events/Communication Manager	25 - 35k	30,000
Junior Brand Manager	25 - 30k	27,500
Trade Marketing Manager	25 - 30k	27,500
Creative Project Manager	25 - 30k	27,500
Social Media Manager	22 - 30k	26,000
Product Manager	20 - 28k	24,000
Content Manager	17 - 25k	21,000
Communications Specialist	17 - 25k	21,000
Marketing / Digital Executive	15 - 22k	18,500

Job Title	Permanent Salary Per Month SAR	
	Range	Average
Marketing		
Head of Marketing/Marketing Director	60 - 120k	90,000
Head of Digital Marketing	44 - 75k	59,500
PR/Events/Communication Manager	40 - 50k	45,000
Marketing Manager	30 - 45k	37,500
Digital Marketing Manager	30 - 42k	36,000
CRM Manager	30 - 37k	33,500
Brand Manager	26 - 40k	33,000
Trade Marketing Manager	25 - 35k	30,000
Product Manager	20 - 30k	25,000
Social Media Manager	20 - 28k	24,000
Category Manager	20 - 27k	23,500
Digital Marketing Executive	18 - 24k	21,000
CRM Business Analyst	18 - 22k	20,000

Sales

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

- Sales Management
- Sales



Key findings

Sector trends

Average tenure	Female	Male
1.8 years	22%	78%
Talent pool growth	Hiring demand	
-0.7%	Moderate	

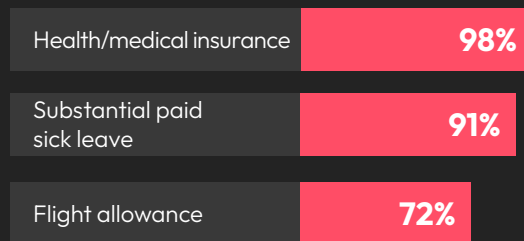
Top industries hiring this talent in 2025

- 1 Automation Machinery Manufacturing
- 2 Retail
- 3 Technology, Information & Media

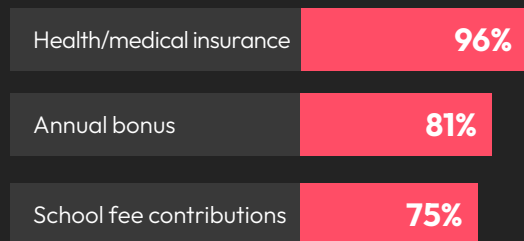
Top 3 professionals in demand

- 1 Business Development Manager
- 2 Partnerships & Sponsorships Manager
- 3 Multilingual Sales Manager

Top 3 employee benefits received

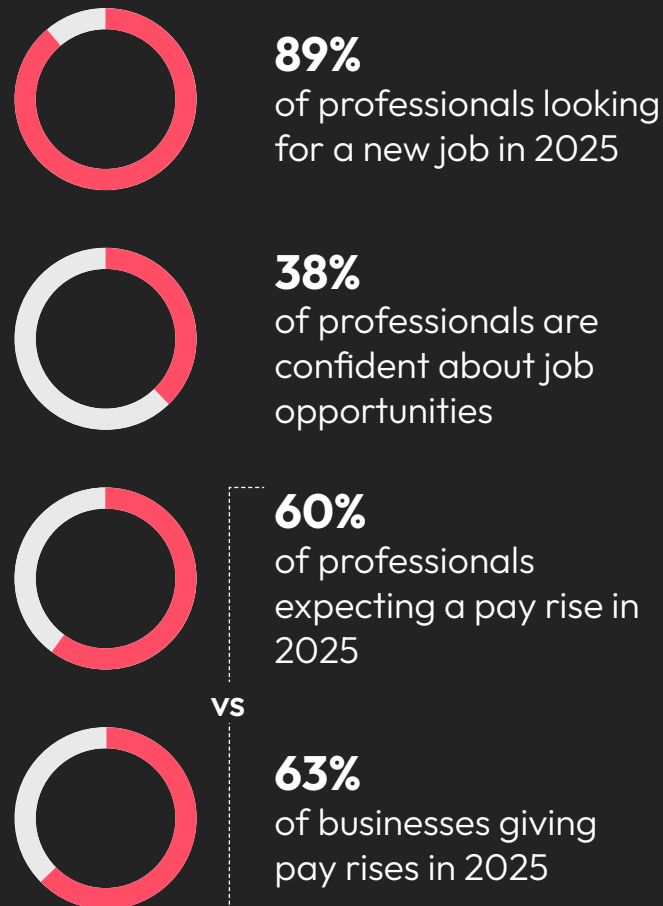


Top 3 employee benefits in demand



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Employee expectations



Top 3 soft skills in demand

- 1 Communication & relationship building
- 2 Confidence in decision making
- 3 Negotiation

Top 3 skills in demand for management roles

-  Decision making
-  Interpersonal networking
-  Stakeholder management & leadership

	Permanent Salary Per Month AED	
Job Title	Range	Average
Sales Management		
Managing Director	80 - 110k	90,000
General Manager	70 - 90k	80,000
Country Manager	60 - 75k	67,500
Sales		
Head of Sales	50 - 75k	62,500
Account / Sales Director	40 - 60k	50,000
Key Account / Sales Manager	30 - 40k	35,000
Partnerships / Sponsorships Manager	30 - 40k	35,000
Business Development Manager	25 - 40k	32,500
Media Sales Manager	20 - 30k	27,500
Sales / BD Executive	15 - 25k	20,000

57%

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

	Permanent Salary Per Month SAR	
Job Title	Range	Average
Senior Management		
Regional General Manager	95 - 135k	115,000
Managing Director	90 - 130k	110,000
General Manager	70 - 100k	85,000
Country Manager	65 - 90k	77,500
Sales		
Head of Sales	60 - 95k	77,500
Corporate Account/Sales Director	45 - 55k	50,000
Key Account/Sales Manager	25 - 35k	30,000
Business Development Manager	25 - 35k	30,000
Sales Executive	20 - 25k	22,500

66%

of marketing professionals are planning to negotiate their salary in 2025

Retail

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



Key findings

Sector trends

Average tenure	Female	Male
1.9 years	36%	64%
Talent pool growth	Hiring demand	
-0.60%	Very high	

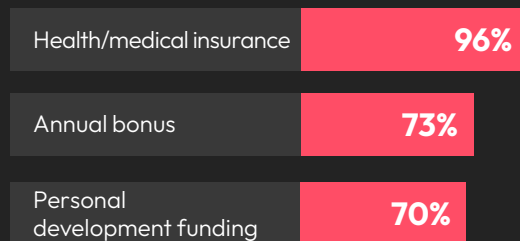
Top industries hiring this talent in 2025

- 1 Software Development
- 2 IT Services & IT Consulting
- 3 Banking

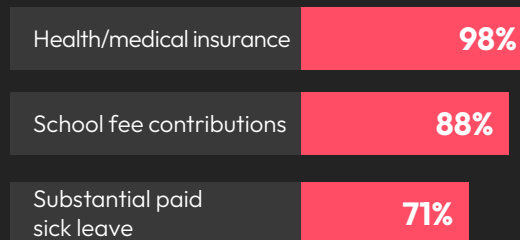
Top 3 professionals in demand

- 1 Private Market Business Analyst
- 2 Finance Business Analyst
- 3 Workstream Lead

Top 3 employee benefits received

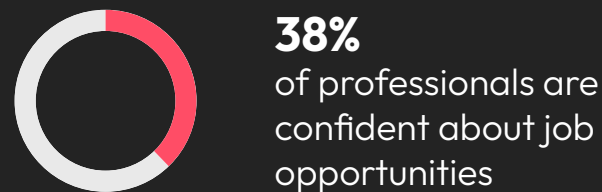
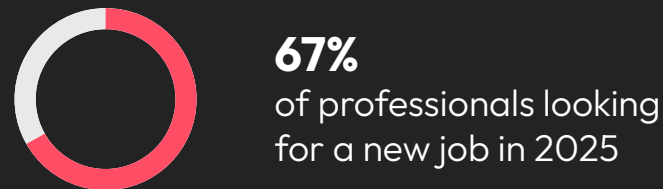


Top 3 employee benefits in demand



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Employee expectations



vs



Top 3 soft skills in demand

- 1 Resilience
- 2 Communication
- 3 Leadership/mentor qualities

Top 3 skills in demand for management roles

-  People-driven
-  Strategic
-  Training skills

	Permanent Salary Per Month AED	
Job Title	Range	Average
Retail		
General Manager/Managing Director	65 - 100k	82,500
Head of Retail Operations	45 - 65k	55,000
Retail Operations Manager	40 - 50k	45,000
Area Manager	35 - 40k	37,500
Retail Education Manager	28 - 35k	31,500
Visual Merchandising / Retail projects Manager	28 - 35k	31,500
Boutique Director	28 - 35k	31,500
Store Manager	25 - 30k	27,500
Buyer	22 - 28k	25,000
Assistant Store Manager	22 - 26k	24,000
Trainer	18 - 25k	21,500
Retail Architect	18 - 25k	21,500
Department Manager	18 - 22k	20,000
Visual Merchandising Executive	15 - 22k	18,500
Graphic Designer	15 - 22k	18,500
Senior / Sales Specialist	12 - 18k	15,000

Job Title	Permanent Salary Per Month SAR	
	Range	Average
Retail		
General Manager/Managing Director	75 - 85k	160,000
Head of Retail Operations	50 - 60k	110,000
Retail Operations Manager	30 - 40k	70,000
Area Manager	20 - 25k	45,000
Visual Merchandiser	15 - 20k	35,000
Store Manager	15 - 20k	35,000
Buyer	15 - 20k	35,000
Assistant Store Manager	15 - 18k	33,000
Sales Specialist	10 - 15k	25,000

54%

of sales & commercial professionals do not think their pay accurately reflects the work they do

HR & Business Support

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



Key findings

Sector trends

HR

Average tenure

1.3 years

Female

42%

Male

58%

Talent pool growth

-0.40%

Hiring demand

High

Business Support

Average tenure

1.4 years

Female

40%

Male

60%

Talent pool growth

-0.10%

Hiring demand

Medium

Top industries hiring this talent in 2025

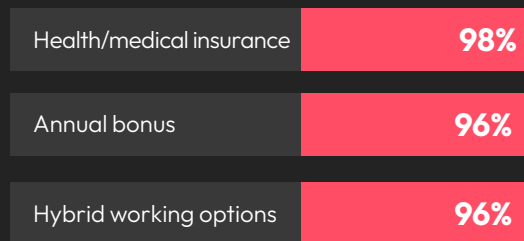
HR

- 1 IT Services & IT Consulting
- 2 Accounting
- 3 Government Administration

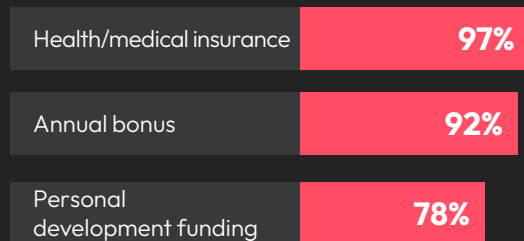
Business Support

- 1 Information, Technology & Media
- 2 Law Practice
- 3 Business Consulting & Services

Top 3 employee benefits received



Top 3 employee benefits in demand

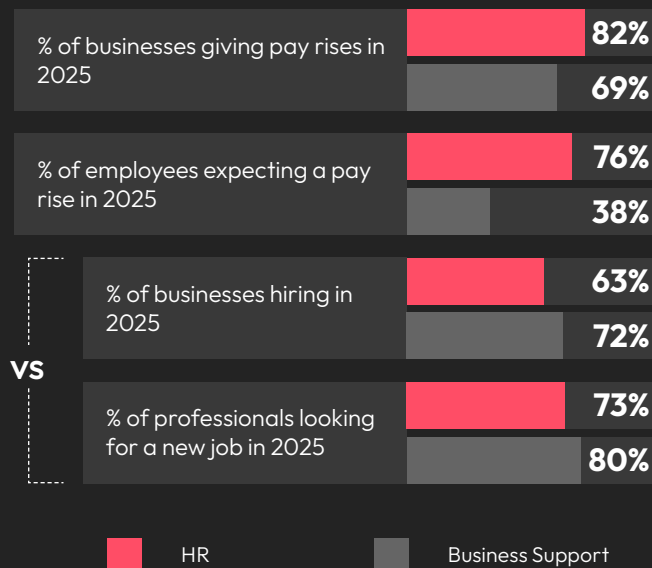


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Top 3 professionals in demand

- 1 HR Generalist
- 2 HR Data Analyst
- 3 Executive Assistant

Employee expectations



Top 3 soft skills in demand

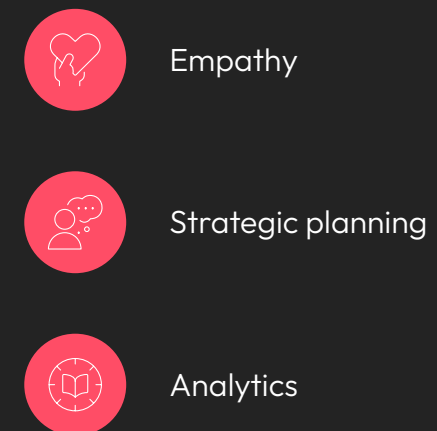
HR

- 1 Adaptability
- 2 Professionalism
- 3 Problem Solving

Business Support

- 1 Delegation
- 2 Organisation
- 3 Adaptability

Top 3 skills in demand for management roles



	Permanent Salary Per Month AED	
Job Title	Range	Average
Human Resources		
Head of HR/HR Director	60 - 90k	75,000
Talent Acquisition Director	50 - 60k	55,000
Head of HR Operations	45 - 60k	52,500
D&I Manager	35 - 50k	42,500
Compensation & Benefits Manager	35 - 45k	40,000
HR Business Partner	30 - 50k	40,000
Learning & Development Manager	30 - 40k	35,000
Talent Acquisition Manager	25 - 40k	32,500
Employee Relations Manager	25 - 35k	30,000
HR Manager	20 - 35k	27,500
HR Operations Manager	20 - 35k	27,500
HR Data Analyst	20 - 30k	25,000
HR Assistant	18 - 25k	21,500
Business Support		
Office Manager	25 - 35k	30,000
Executive/Personal Assistant	15 - 28k	21,500
Admin assistant	12 - 20k	16,000

Job Title	Permanent Salary Per Month SAR	
	Range	Average
Human Resources		
Head of HR/HR Director	60 - 100k	80,000
Compensation & Benefits Manager	35 - 45k	40,000
Organisational Design Specialist	35 - 45k	40,000
Learning & Development Manager	30 - 50k	40,000
Talent Development Manager	30 - 45k	37,500
HR Business Partner	27 - 45k	36,000
Recruitment Manager	25 - 45k	35,000
HR Manager	20 - 40k	30,000
Executive/Personal Assistant	18 - 35k	26,500
Recruitment Specialist	18 - 27k	22,500
Learning & Development Coordinator	18 - 25k	21,500

59%

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

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

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