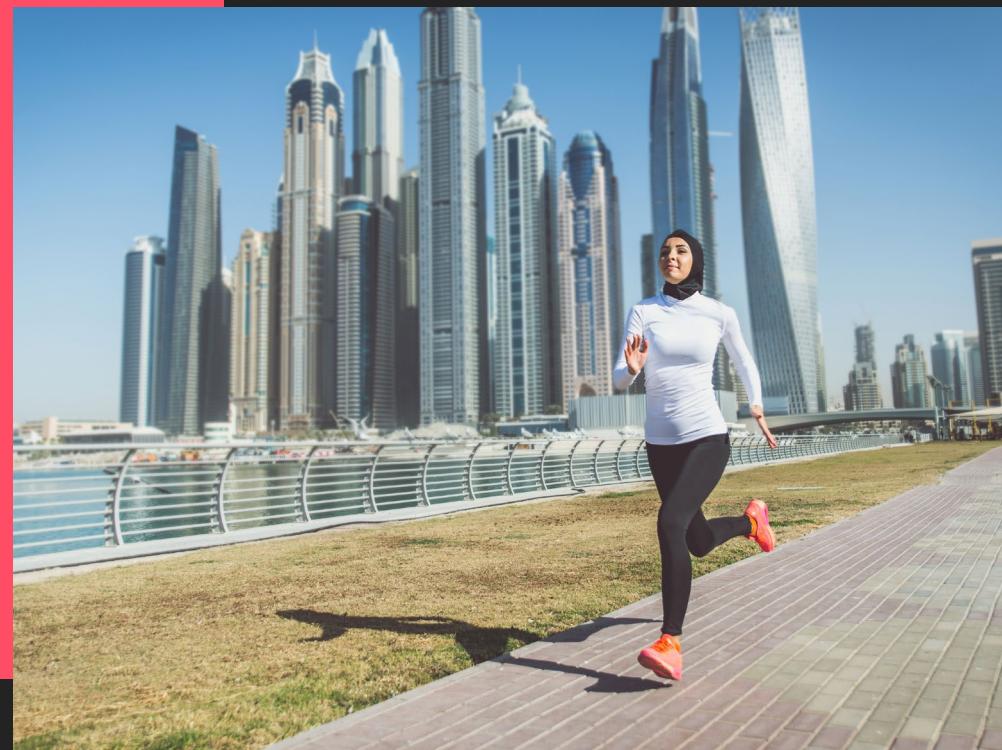




Salary Survey 2026

Middle East

Robert—
—Walters



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.

30

we recruit across 30 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



“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 26th 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 2025, 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.

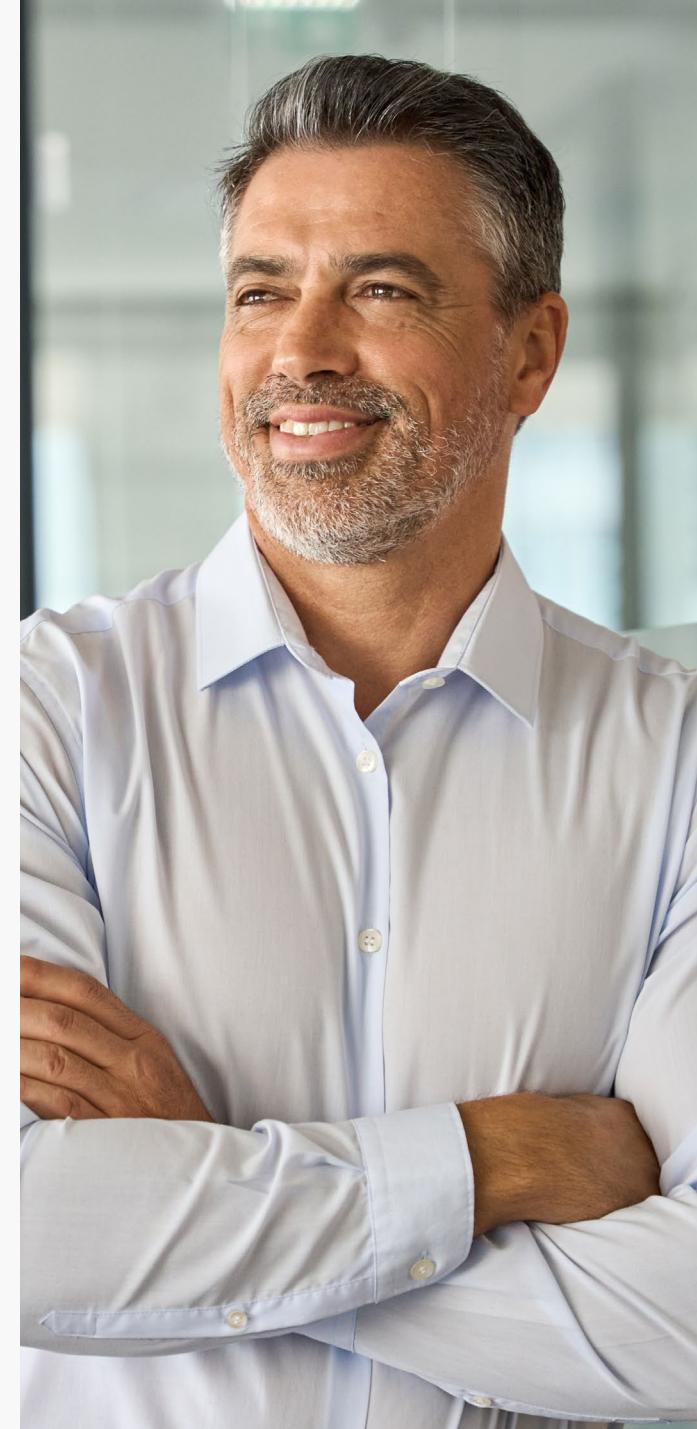
Get in touch

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 30 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](#).





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 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 2026



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 2026

Middle East trends

2025-2026

“In 2025, the Middle East’s employment landscape was defined by consolidation, strategic recalibration, and continued innovation. Organisations across the region navigated a year of moderated growth, driven by shifting timelines across national transformation programmes and evolving investment priorities in markets such as Saudi Arabia and the UAE. Despite these adjustments, we saw sustained momentum across emerging sectors, reinforcing the region’s long-term commitment to diversification and economic resilience.

As we look ahead to 2026, we anticipate a renewed acceleration in hiring activity as organisations refocus on delivery, capability building, and operational excellence. Investment across technology-enabled industries, including fintech, cybersecurity, AI-driven services, and digital infrastructure, will continue to shape demand for highly specialised talent. Meanwhile, traditional industries such as energy, construction, and manufacturing will deepen their integration of digital tools, creating new types of hybrid roles and driving higher demand for a niche, highly skilled workforce.

Professionals are increasingly prioritising meaningful work, clear development pathways, and stability, leading employers to sharpen their Employee Value Proposition. We expect to see a stronger emphasis on skills development, leadership investment, and structured flexibility, factors that will be key in attracting and retaining high-calibre talent in a competitive landscape.

While compensation growth may remain measured in early 2026, companies that adapt their talent strategies, embrace agile workforce planning, and foster values-driven cultures will be best positioned to secure loyalty and drive sustained, long-term growth. The organisations that navigate this next phase with clarity and confidence will be the ones that truly define the region's next chapter.”

Jason Grundy

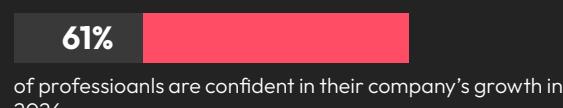
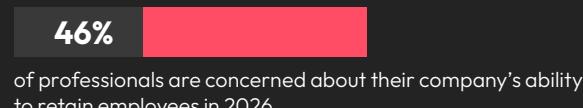
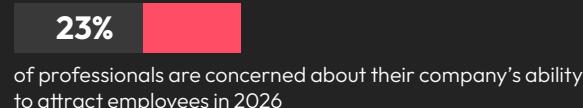
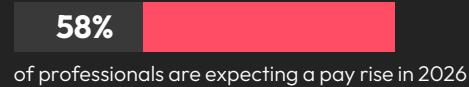
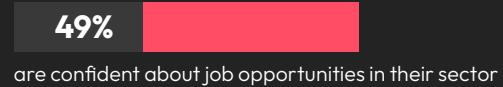
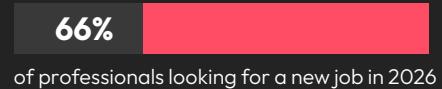
Managing Director - Middle East & Africa, Robert Walters

Top 3 employment trends expected in 2026:

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

Key findings

Employee expectations for 2026



What professionals value most in an employer in 2026



Flexible work arrangements



Excellent compensation and benefits

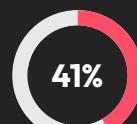


Opportunities for career growth within the company

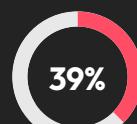
Top 3 company benefits received



Bonus scheme



Hybrid & flexible working



Comprehensive health insurance cover

Most sought after professionals

- Owner
- Director
- Chief Executive Officer/Chief Operations Officer
- Business Development Manager
- Project Manager
- Account Manager
- Manager
- Managing Director

Top industries hiring

- Banking & Financial Services
- Engineering
- Sales & Marketing
- Information Technology
- Legal
- Finance

82%

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

	Female	Male
Average tenure	31%	69%
1.4 years	0.30%	Moderate

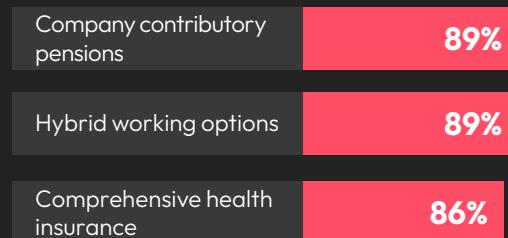
Top industries hiring this talent in 2026

- 1 Financial Services
- 2 Accounting
- 3 Securities & Commodity Exchanges

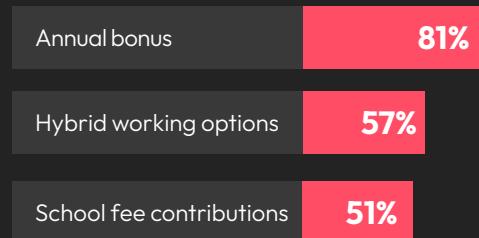
Top 3 professionals in demand

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

Top 3 employee benefits received

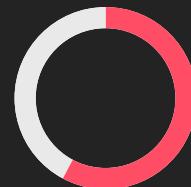


Top 3 employee benefits in demand

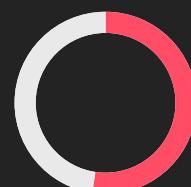


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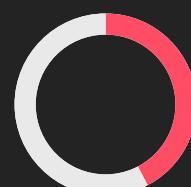
Employee expectations



59%
of professionals looking
for a new job in 2026

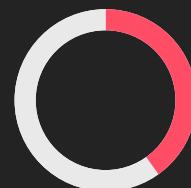


53%
are confident about
job opportunities in this
sector



44%
of professionals
expecting a pay rise in
2026

VS



42%
of businesses giving
pay rises in 2026

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

Job Title	Permanent Salary Per Month AED	
	Range	Average
Head of Department		
Group CFO	100 - 140k +	120k +
Head of Investor Relations	80 - 105k	92.5k
Regional CFO	70 - 100k	85k
Treasury Director/Head of Treasury	65 - 85k	75k
VP FP&A	65 - 80k	72.5k
Head of Internal Audit	60 - 85k	72.5k
Finance Director/Head of Finance	60 - 80k	70k
Tax Director	60 - 80k	70k
FP&A Director	45 - 65k	55k
Group Financial Controller	45 - 65k	55k
Management		
Financial Controller	35 - 55k	45k
Investor Relations Manager	35 - 50k	42.5k
FP&A Manager/Senior	35 - 45k	40k
Treasury Manager	35 - 45k	40k
Internal Audit Manager	30 - 45k	37.5k
Finance Transformation Manager	30 - 45k	37.5k
Regional Finance Manager	25 - 45k	35k
Tax Manager	25 - 40k	32.5k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Mid-management		
Credit Control Manager	30 - 40k	35k
Chief Accountant	18 - 30k	24k
Management Accountant	18 - 30k	24k
Senior FP&A/Financial Analyst	18 - 28k	23k
Part-qualified/Newly-qualified		
IR Associate	25 - 35k	30k
Internal Auditor	18 - 25k	21.5k
Credit Controller	15 - 25k	20k
Treasury Analyst	15 - 25k	20k
FP&A/Finance Analyst	15 - 20K	17.5k
GL/AP-AR Accountant	15 - 20k	17.5k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Head of Department		
Group CFO	130 - 150k	140k
Chief Financial Officer (CFO)	80 - 150k	115k
Regional CFO/Regional Financial Director	80 - 150k	115k
Head of Internal Audit	80 - 140k	110k
Treasury Director/Head of Treasury	70 - 100k	85k
Tax Director	70 - 100k	85k
Finance Director/Head of Finance	60 - 90k	75k
Group Financial Controller	60 - 90k	75k
FP&A Director/Head of FP&A	60 - 90k	75k
Management		
Treasury Manager	35 - 55k	45k
Financial Controller	35 - 55k	45k
FP&A Manager	35 - 55k	45k
Tax Manager	35 - 55k	45k
Internal Audit Manager	35 - 55k	45k
VAT Manager	35 - 55k	45k
Finance Manager	35 - 55k	45k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Mid-management		
Credit Control Manager	35 - 45k	40k
Management Accountant	20 - 30k	25k
Senior FP&A/Financial Analyst	20 - 30k	25k
Chief Accountant	20 - 30k	25k
Part-qualified / Newly-qualified		
Credit Controller	20 - 30k	25k
FP&A/Finance Analyst	20 - 30k	25k
Internal Auditor	20 - 30k	25k
Treasury Analyst	20 - 30k	25k
GL/AP-AR Accountant	20 - 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	Female	Male
1.4 years	32%	68%
Talent pool growth	Hiring demand	
1%	Moderate	

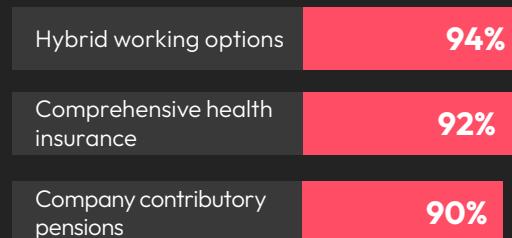
Top industries hiring this talent in 2026

- 1 Investment Banking
- 2 Insurance
- 3 Venture Capital & Private Equity Principals

Top 3 professionals in demand

- 1 UAE National (all role-types)
- 2 Investment Associate
- 3 Risk Manager

Top 3 employee benefits received

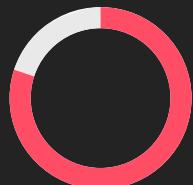


Top 3 employee benefits in demand

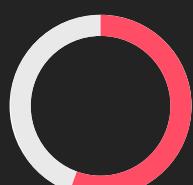


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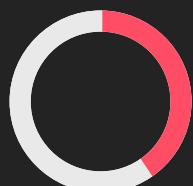
Employee expectations



85%
of professionals looking
for a new job in 2026

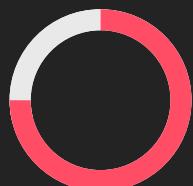


57%
are confident about
job opportunities in this
sector



42%
of professionals
expecting a pay rise in
2026

VS



75%
of businesses giving
pay rises in 2026

Top 3 soft skills in demand

- 1 Arabic, Mandarin or Russian language skills
- 2 Local experience
- 3 Good under pressure

Top 3 skills in demand for management roles



Grasp of Technology & Technology future implications; experience of IT Transformation



Ability to still learn new subject matter (even at a senior level)



Ability to persuade top talent to join their team

Job Title	Permanent Salary Per Month AED	
	Range	Average
Asset Management		
Institutional Sales Director	70 - 110k	90k
Intermediaries Sales Director	60 - 100k	80k
Institutional Sales VP	50 - 90k	70k
Client Relationship Manager	30 - 50k	40k
Institutional Sales Associate	20 - 40k	30k
Intermediaries Sales Associate	15 - 25k	20k
Compliance		
Chief Compliance Officer	80 - 150k	115k
Head of Compliance	70 - 110k	90k
Senior Compliance Officer	35 - 55k	45k
Compliance Officer (Authorised)	30 - 75k	52.5k
MLRO	28 - 75k	51.5k
AML Analyst	18 - 25k	21.5k
KYC/Onboarding Analyst	18 - 25k	21.5k
Compliance Subject Matter Expert	15 - 35k	25k
Risk		
Chief Risk Officer	80 - 120K	100k
Head of Risk	50 - 80K	65k
Head of Operational Risk	50 - 70K	60k
Credit Risk Manager	35 - 60K	47.5k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Risk		
Risk Analytics Manager	30 - 55K	42.5k
Market Risk Manager	30 - 45K	37.5k
Risk Analyst	18 - 25K	21.5k
Corporate Banking		
Head of Wholesale Banking	80 - 130k	105k
Head of Trade Finance	70 - 120k	95k
Senior Relationship Manager	40 - 60k	50k
Relationship Manager	20 - 40k	30k
Assistant Relationship Manager	18 - 25k	21.5k
General Accounting Roles		
Chief Finance Officer	90 - 130k	110k
Finance Director	50 - 75k	62.5k
Financial Controller	35 - 55k	45k
Internal Auditor	30 - 50k	40k
Financial Accountant	15 - 30k	22.5k
Fund Accountant	15 - 30k	22.5k
Investments		
Chief Investment Officer	100 - 140k	120k
Head of Investments	80 - 100k	90k
Investment Director	65 - 80k	72.5k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Investments		
Investment VP	45 - 60k	52.5k
Investment Associate	25 - 40k	32.5k
Investment Analyst	20 - 35k	27.5k
Operations		
Chief Operating Officer	80 - 130k	105k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Compliance		
Head of Compliance Officer	80 - 120k	100k
AML/MLRO Manager	40 - 60k	50k
Compliance Manager	40 - 60k	50k
Senior Compliance Officer	25 - 35k	30k
Compliance Officer	20 - 35k	27.5k
KYC/Onboarding Officer	20 - 30k	25k
Corporate Banking		
Head of Wholesale Banking	80 - 140k	110k
Head of Trade Finance	80 - 100k	90k
Head of Recovery & Collections	70 - 100k	85k
General Accounting		
Chief Finance Officer	100 - 150k	125k
Finance Director	60 - 90k	75k
Financial Controller	50 - 70k	60k
Senior Financial Accountant	30 - 40k	35k
Internal Auditor	30 - 40k	35k
Financial Accountant	20 - 30k	25k
Fund Accountant	20 - 35k	27.5k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Private Banking		
Head of Private Banking	70 - 140k	110k
Director	65 - 90k	105k
Vice President	65 - 90k	80k
Investment Advisor	40 - 60k	77.5k
Retail Banking		
Head of Retail Banking	80 - 140	77.5k
Head of Products	70 - 90k	70k
Head of Sales	60 - 80k	72.5k
Head of Marketing	55 - 90k	50k
Risk		
Chief Risk Officer	90 - 130k	110k
Head of Risk	60 - 90k	75k
Head of Operational Risk	50 - 80k	65k
Credit Risk Manager	40 - 60k	50k
Market Risk Manager	40 - 60k	50k
Risk Analytics Manager	40 - 60k	50k
Risk Analyst (ERM)	20 - 30k	25k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Treasury		
Head of Treasury	70 - 140k	105k
Head of Treasury Sales	60 - 90k	75k
Head of ALM	50 - 80k	65k
Treasury Manager	40 - 60k	50k

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	Female	Male
1.3 years	28%	72%
Talent pool growth	Hiring demand	
-0.20%	Moderate	

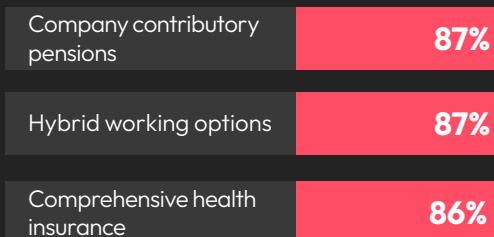
Top industries hiring this talent in 2026

- 1 Software Development
- 2 Government Entities
- 3 Telecommunications

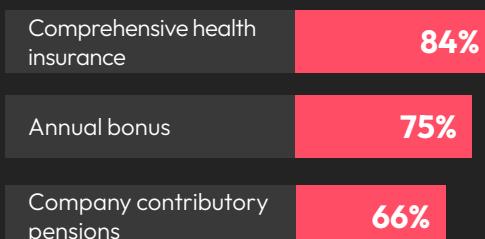
Top 3 professionals in demand

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

Top 3 employee benefits received

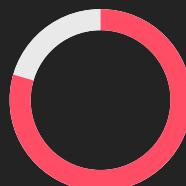


Top 3 employee benefits in demand



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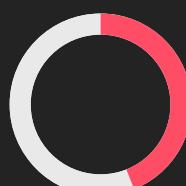
Employee expectations



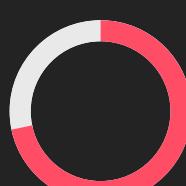
85%
of professionals looking
for a new job in 2026



40%
are confident about
job opportunities in this
sector



46%
of professionals
expecting a pay rise in
2026



71%
of businesses giving
pay rises in 2026

Top 3 soft skills in demand

- ① Communication Skills/Stakeholder 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

Job Title	Permanent Salary Per Month AED	
	Range	Average
Technology & Digital		
Group Chief Information Officer (Group CIO)	150 - 200k	175k
Chief Strategy officer (Dig Transformation)	120 - 150k	135k
Chief Technology Officer - CTO	110 - 150k	130k
Chief Information Officer (CIO)	110 - 150k	130k
Cheif AI Officer	110 - 150k	130k
Chief Digital Officer (CDO)	110 - 150k	130k
Chief Data Scientist	90 - 130k	110k
Chief Information Security Officer	85 - 120k	102.5k
Chief Product Officer	70 - 100k	85k
Head of Digital Transformation/Digital Director	70 - 90k	80k
Chief Analytics Officer	60 - 90k	75k
Chief Data Officer	60 - 80k	70k
Chief IT Architect	60 - 80k	70k
Head of Ai	60 - 80k	70k
Head of Product	50 - 70k	60k
Head of Machine Learning	50 - 70k	60k
Head of Transformation	50 - 70k	60k
Head of IT	50 - 70k	60k
Enterprise Architect	50 - 70k	60k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Technology & Digital		
Program Director	50 - 65k	57.5k
IT Director	45 - 65k	55k
Head of Product Design	45 - 60k	52.5k
Head of Development	40 - 60k	50k
Head of Engineering	40 - 60k	50k
Head of Cloud	40 - 60k	50k
Head of Software Engineering	40 - 60k	50k
Head of Data Analytics	40 - 60k	50k
Head of Infrastructure	40 - 50k	45k
Programme Manager	40 - 50k	45k
Project Manager	40 - 50k	45k
Data Scientist	35 - 50k	42.5k
Product Lead	35 - 45k	40k
IT Manager	35 - 45k	40k
Information Security Manager	30 - 45k	37.5k
Product Manager	30 - 45k	37.5k
Product Design Lead	30 - 40k	35k
Business Analyst	30 - 40k	35k
Senior Software Engineer	30 - 35k	32.5k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Technology & Digital		
Software Engineer	25 - 40k	32.5k
Data Analyst	25 - 40k	32.5k
Product Owner	25 - 35k	30k
Product Analyst	25 - 35k	30k
Product Designer	25 - 35k	30k
UI/UX Designer	20 - 40k	30k
Information Security Analyst	20 - 30k	25k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Technology & Digital		
Group Chief Information Officer (Group CIO)	150 - 200k	175k
Chief Strategy officer (Dig Transformation)	120 - 150k	135k
Chief Technology Officer - CTO	110 - 150k	130k
Chief Information Officer (CIO)	110 - 150k	130k
Cheif AI Officer	110 - 150k	130k
Chief Digital Officer (CDO)	110 - 150k	130k
Chief Data Scientist	90 - 130k	110k
Chief Information Security Officer	85 - 120k	102.5k
Chief Product Officer	70 - 100k	85k
Head of Digital Transformation/Digital Director	70 - 90k	80k
Chief Analytics Officer	60 - 90k	75k
Chief Data Officer	60 - 80k	70k
Chief IT Architect	60 - 80k	70k
Head of Ai	60 - 80k	70k
Head of Product	50 - 70k	60k
Head of Machine Learning	50 - 70k	60k
Head of Transformation	50 - 70k	60k
Head of IT	50 - 70k	60k
Enterprise Architect	50 - 70k	60k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Technology & Digital		
Program Director	50 - 65k	57.5k
IT Director	45 - 65k	55k
Head of Product Design	45 - 60k	52.5k
Head of Development	40 - 60k	50k
Head of Engineering	40 - 60k	50k
Head of Cloud	40 - 60k	50k
Head of Software Engineering	40 - 60k	50k
Head of Data Analytics	40 - 60k	50k
Head of Infrastructure	40 - 50k	45k
Programme Manager	40 - 50k	45k
Project Manager	40 - 50k	45k
Data Scientist	35 - 50k	42.5k
Product Lead	35 - 45k	40k
IT Manager	35 - 45k	40k
Information Security Manager	30 - 45k	37.5k
Product Manager	30 - 45k	37.5k
Product Design Lead	30 - 40k	35k
Business Analyst	30 - 40k	35k
Senior Software Engineer	30 - 35k	32.5k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Technology & Digital		
Software Engineer	25 - 40k	32.5k
Data Analyst	25 - 40k	32.5k
Product Owner	25 - 35k	30k
Product Analyst	25 - 35k	30k
Product Designer	25 - 35k	30k
UI/UX Designer	20 - 40k	30k
Information Security Analyst	20 - 30k	25k

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	Female	Male
1.2 years	34%	66%
Talent pool growth	Hiring demand	
0.10%	High	

Top industries hiring this talent in 2026

- 1 Government Administration
- 2 Banking
- 3 Oil & Gas

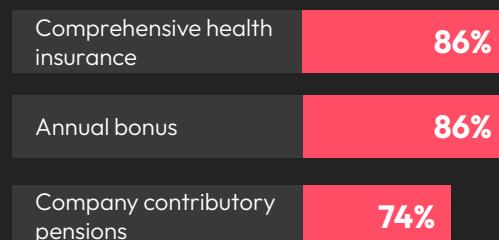
Top 3 professionals in demand

In-House	PP
1 Legal Counsel	1 Associate
2 Senior Legal Counsel	2 Senior Associate
3 Head of Legal	3 Partner/Counsel

Top 3 employee benefits received

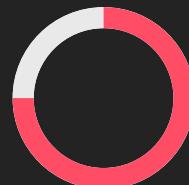


Top 3 employee benefits in demand



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

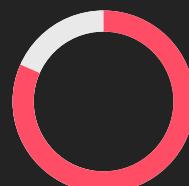
Employee expectations



75%
of professionals looking
for a new job in 2026

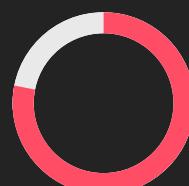


50%
are confident about
job opportunities in this
sector



85%
of professionals
expecting a pay rise in
2026

VS



80%
of businesses giving
pay rises in 2026

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

Job Title	Permanent Salary Per Month AED	
	Range	Average
Private Practice Regional Firm		
Partner	93 - 154k	124k
Counsel/Legal Director	96 - 86k	91k
Experienced Senior Associate	52.5 - 62.5k	57.5k
Entry Level Senior Associate	44 - 56k	50k
Mid-Level Associate	39 - 47k	43k
Associate	32 - 44k	38k
NQ Associate (Newly-Qualified)	27 - 34k	30.5k
Paralegal	19 - 26.5k	22.75k
Legal Secretary	15 - 25k	20k
Private Practice UK Firm		
Partner	104 - 169k	136.5k
Counsel/Legal Director	69 - 94k	81.5k
Experienced Senior Associate	61.5 - 72.5k	67k
Entry Level Senior Associate	58 - 66k	62k
Mid-Level Associate	47 - 56k	51.5k
Associate	39 - 46k	42.5k
NQ Associate (Newly-Qualified)	36 - 40k	38k
Paralegal	24 - 29k	26.5k
Legal Secretary	20.5 - 26.5k	23.5k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Private Practice US Firm		
Partner	149 - 204k	176.5k
Counsel	94 - 116.5k	105.25k
Experienced Senior Associate	82 - 99k	90.5k
Entry Level Senior Associate	74 - 81.5	77.75k
Mid-Level Associate	62 - 76k	69k
Associate	54 - 71.5k	62.75k
NQ Associate (Newly-Qualified)	52 - 60k	56k
Paralegal	29 - 34k	31.5k
Legal Secretary	24 - 29k	26.5k
In-House		
General Counsel	80 - 140k	110k
Associate General Counsel	80 - 120k	100k
Legal Director	70 - 90k	80k
Head of Governance	60 - 80k	70k
Head of Compliance	60 - 70k	65k
Senior Legal Counsel	50 - 90k	70k
Compliance Manager	40 - 60k	50k
Governance Manager	40 - 60k	50k

Job Title	Permanent Salary Per Month AED	
	Range	Average
In-House		
Legal Counsel	35 - 70k	52.5k
Governance Advisor	30 - 40k	35k
Compliance Advisor	25 - 40k	32.5k
Paralegal	15 - 30k	22.5k

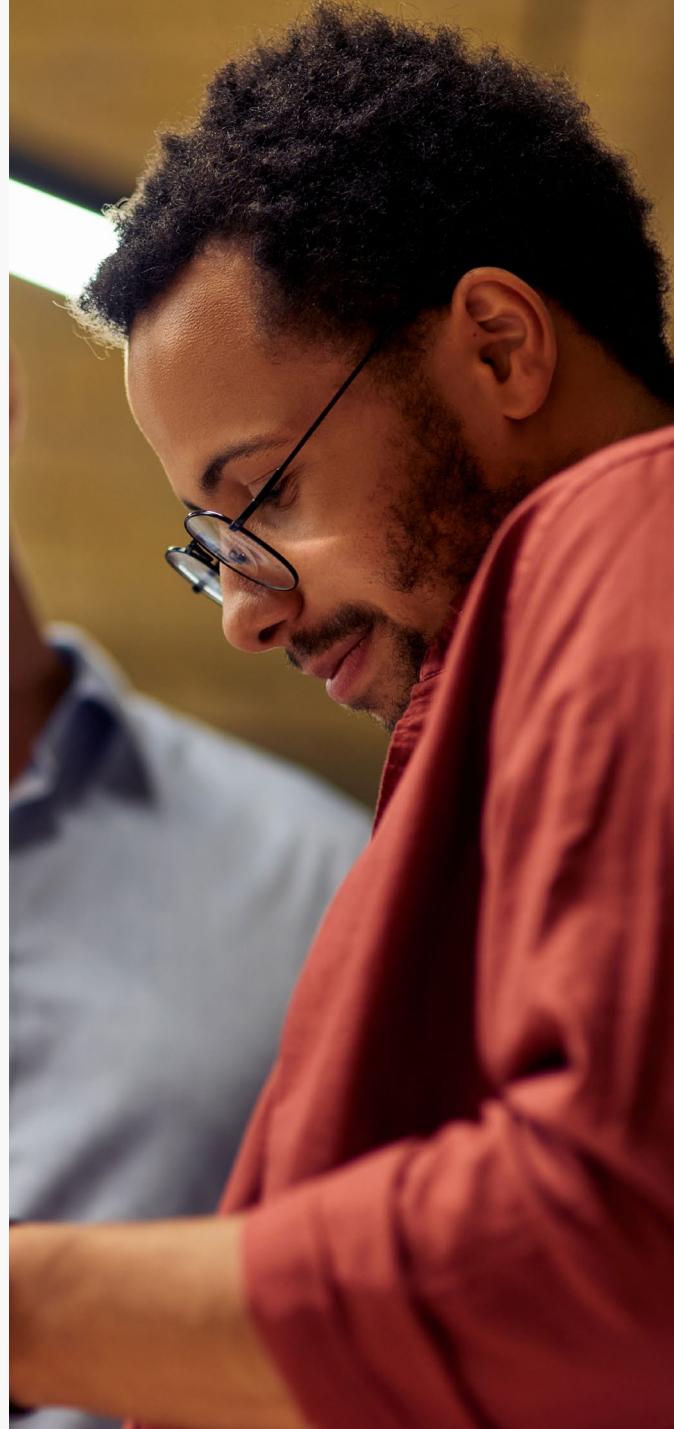
Job Title	Permanent Salary Per Month AED	
	Range	Average
In-House		
General Counsel	90 - 180k	135k
Senior Legal Counsel	70 - 95k	82.5k
Legal Counsel	40 - 60k	50k
Junior Legal Counsel	35 - 45k	40k
Paralegal	18 - 22k	20k
Private Practice/Regional Firm		
Partner	100 - 160k	130k
Counsel/Legal Director	75 - 100k	87.5k
Experienced Senior Associate	55 - 75k	65k
Entry Level Senior Associate	50 - 70k	60k
Mid-Level Associate	40 - 55k	47.5k
Associate	35 - 45k	40k
NQ Associate (Newly-Qualified)	25 - 40k	32.5k
Paralegal	18 - 22k	20k
Legal Secretary	16 - 20k	18k
Senior Legal Counsel	50 - 90k	70k
Compliance Manager	40 - 60k	50k
Governance Manager	40 - 60k	50k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Private Practice UK Firm		
Partner	140 - 180k	160k
Counsel/Legal Director	70 - 105k	87.5k
Experienced Senior Associate	60 - 85k	72.5k
Entry Level Senior Associate	55 - 75k	65k
Mid-Level Associate	45 - 60k	52.5k
Associate	35 - 50k	42.5k
NQ Associate (Newly-Qualified)	25 - 35k	30k
Paralegal	20 - 28k	24k
Legal Secretary	20 - 28k	24k
Private Practice US Firm		
Partner	170 - 250k	210k
Counsel	110 - 150k	130k
Experienced Senior Associate	85 - 105k	95k
Entry Level Senior Associate	65 - 90k	77.5k
Mid-Level Associate	60 - 80k	70k
Associate	50 - 65k	57.5k
NQ Associate (Newly-Qualified)	45 - 60k	52.5k
Paralegal	25 - 35k	30k
Legal Secretary	20 - 30k	25k

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

	Female	Male
Average tenure	22%	78%
1.5 years	0.10%	High

Top industries hiring this talent in 2026

- 1 Airlines & Aviation
- 2 Transport & Logistics
- 3 Maritime Transportation

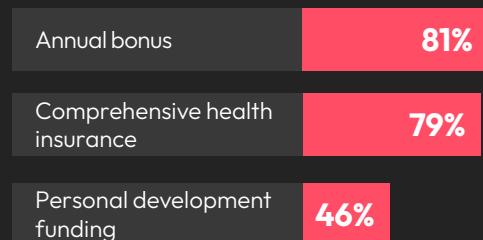
Top 3 professionals in demand

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

Top 3 employee benefits received

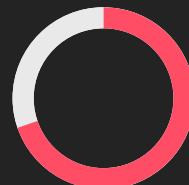


Top 3 employee benefits in demand



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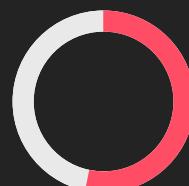
Employee expectations



71%
of professionals looking
for a new job in 2026

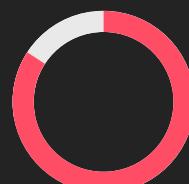


50%
are confident about
job opportunities in this
sector



54%
of professionals
expecting a pay rise in
2026

VS



82%
of businesses giving
pay rises in 2026

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

Job Title	Permanent Salary Per Month AED	
	Range	Average
Procurement, Supply Chain & Logistics		
Cheif Procurement Officer	115 - 165k	140k
Cheif Commercial Officer	115 - 160k	137.5k
SVP Procurement	105 - 140k	122.5k
SVP Maintenance	100 - 140k	120k
SVP Operations	100 - 140k	120k
VP Procurement	95 - 130k	112.5k
Head of Airfreight	80 - 100k	90k
Head of Operations	70 - 95k	82.5k
Procurement Director	65 - 90k	77.5k
Supply Chain Director	50 - 80k	65k
Head of Category Management	45 - 75k	60k
Procurement Manager	40 - 55k	47.5k
Contracts Manager	40 - 50k	45k
Head of Logistics	38 - 65k	51.5k
Supply Chain Manager	38 - 50k	44k
Property and Facilities Mnanager	35 - 42k	38.5k
Vendor and Evaluations Manager	32 - 40k	36k
Demand & Supply Manager	32 - 40k	36k
Logistics Manager	30 - 45k	37.5k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Procurement, Supply Chain & Logistics		
Contracts Analyst	30 - 42k	36k
Procurement Analyst	25 - 38k	31.5k
Operations Manager	25 - 38k	31.5k
Senior Buyer	20 - 35k	27.5k
Shipment and Cargo Manager	20 - 30k	25k
Vendor Specialist	20 - 30k	25k
Demand & Supply Planner	20 - 30k	25k
IT Procurement Specialist	20 - 30k	25k
"Procurement Specialist	20 - 28k	24k
Operations Specialist	20 - 25k	22.5k
Procurement Officer	15 - 20k	17.5k
Logistics Specialist	12 - 18k	15k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Procurement, Supply Chain & Logistics		
Procurement Director	52 - 95k	73.5k
Category Director	52 - 85k	68.5k
Supply Chain Director	45 - 85k	65k
Sourcing Director	45 - 65k	55k
Contract Manager	35 - 50k	42.5k
Category Manager	32 - 45k	38.5k
Sourcing Manager	32 - 40k	36k
Vendor Manager	32 - 38k	35k
Senior Buyer	30 - 40k	35k
Procurement Manager	25 - 40k	32.5k
Logistics Manager	25 - 35k	30k
Vendor Specialist	22 - 35k	28.5k
Contract Specialist	20 - 32k	26k
Procurement Specialist	18 - 25k	21.5k
Supply Chain Manager	17 - 40k	28.5k
Demand & Supply Planner	15 - 22k	18.5k

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	Female	Male
1.2 years	38%	62%
Talent pool growth	Hiring demand	
0.80%	Moderate	

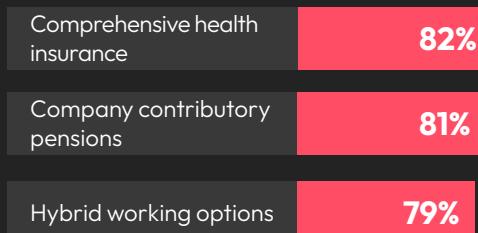
Top industries hiring this talent in 2026

- 1 Hospitality
- 2 Technology, Information & Media
- 3 Financial Services

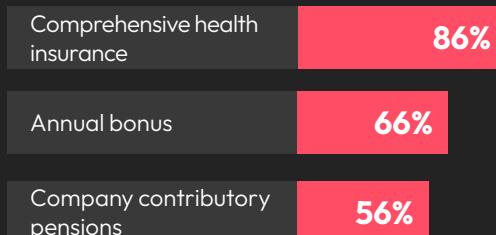
Top 3 professionals in demand

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

Top 3 employee benefits received

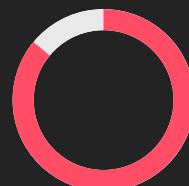


Top 3 employee benefits in demand

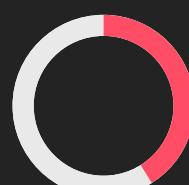


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Employee expectations



89%
of professionals looking
for a new job in 2026



38%
are confident about
job opportunities in this
sector



60%
of professionals
expecting a pay rise in
2026



63%
of businesses giving
pay rises in 2026

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

Job Title	Permanent Salary Per Month AED	
	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	35.5k
PR/Events/Communication Manager	30 - 35k	32.5k
Category Manager	28 - 35k	31.5k
Marketing Manager	25 - 35k	30k
CRM / Loyalty Manager	25 - 35k	30k
Content Manager	25 - 35k	30k
Digital Marketing Manager	25 - 35k	30k
Junior Brand Manager	25 - 30k	27.5k
Trade Marketing Manager	25 - 30k	27.5k
Product Manager	25 - 30k	27.5k
Creative Project Manager	25 - 30k	27.5k
Social Media Manager	22 - 30k	26k
Marketing / Digital Executive	18 - 25k	21.5k
Communications Specialist	17 - 25k	21k

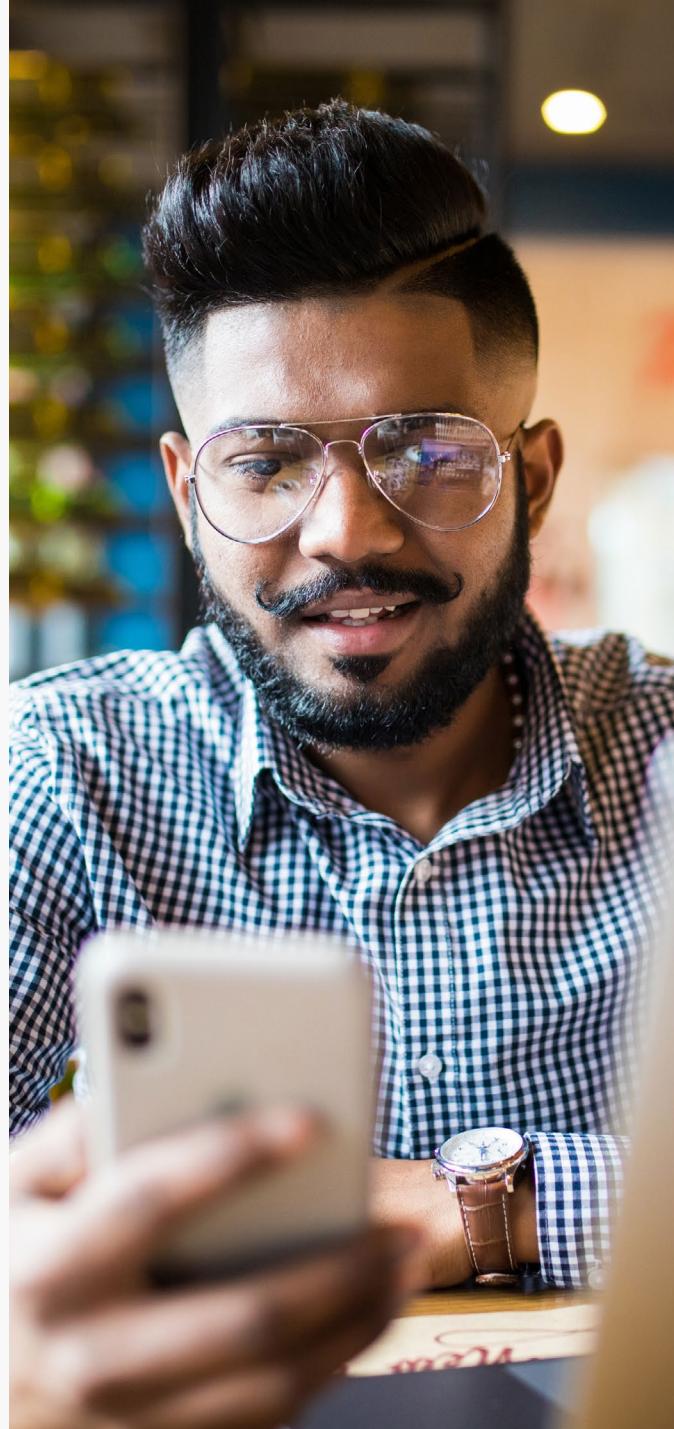
Job Title	Permanent Salary Per Month AED	
	Range	Average
Marketing		
Head of Marketing/Marketing Director	60 - 120k	90k
Head of Digital Marketing	45 - 75k	60k
PR/Events/Communication Manager	40 - 50k	45k
Marketing Manager	30 - 45k	37.5k
Digital Marketing Manager	30 - 45k	37.5k
CRM Manager	30 - 40k	35k
Brand Manager	28 - 40k	34k
Trade Marketing Manager	25 - 37k	31k
Product Manager	20 - 30k	25k
Social Media Manager	20 - 30k	25k
Category Manager	20 - 30k	25k
Digital Marketing Executive	18 - 25k	21.5k
CRM Business Analyst	18 - 24k	21k

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	Female	Male
1.5 years	27%	73%
Talent pool growth	Hiring demand	
-0.8%	Moderate	

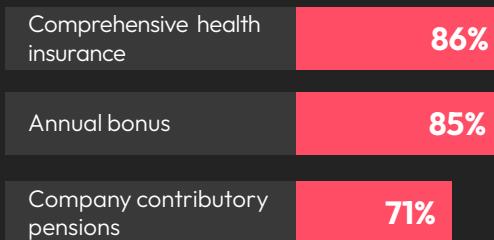
Top industries hiring this talent in 2026

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

Top 3 professionals in demand

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

Top 3 employee benefits received

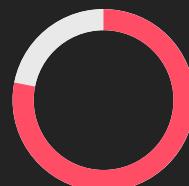


Top 3 employee benefits in demand



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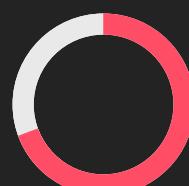
Employee expectations



78%
of professionals looking
for a new job in 2026



42%
are confident about
job opportunities in this
sector



67%
of professionals
expecting a pay rise in
2026



61%
of businesses giving
pay rises in 2026

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

Job Title	Permanent Salary Per Month AED	
	Range	Average
Sales Management		
Managing Director	80 - 115k	97.5k
General Manager	75 - 90k	82.5k
Country Manager	60 - 75k	67.5k
Sales		
Head of Sales	50 - 75k	62.5k
Account / Sales Director	40 - 60k	50k
Key Account / Sales Manager	30 - 40k	35k
Partnerships / Sponsorships Manager	30 - 40k	35k
Business Development Manager	25 - 40k	32.5k
Media Sales Manager	20 - 30k	25k
Sales / BD Executive	15 - 25k	20k

57%

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

Job Title	Permanent Salary Per Month AED	
	Range	Average
Sales Management		
Regional General Manager	90 - 125k	107.5k
Managing Director	90 - 130k	110k
General Manager	70 - 100k	85k
Country Manager	65 - 95k	80k
Sales		
Head of Sales	55 - 95k	75k
Corporate Account/Sales Director	45 - 60k	52.5k
Key Account/Sales Manager	25 - 38k	31.5k
Business Development Manager	25 - 38k	31.5k
Sales Executive	20 - 30k	25k
Media Sales Manager	20 - 30k	25k
Sales / BD Executive	15 - 25k	20k

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	Female	Male
1.6 years	30%	70%
Talent pool growth	Hiring demand	
0.40%	Low	

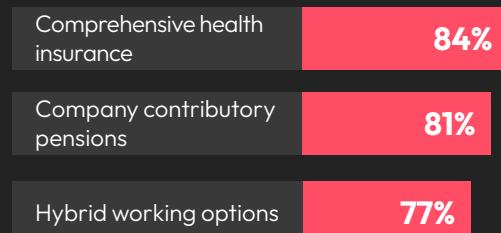
Top industries hiring this talent in 2026

- 1 Online Mail Order/Ecommerce
- 2 Luxury Goods & Jewellery
- 3 Food & Beverage Commerce

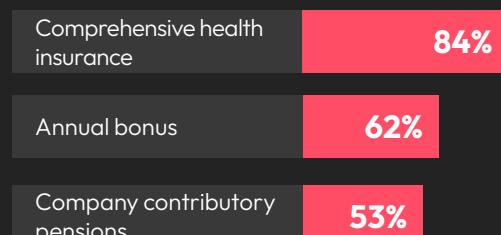
Top 3 professionals in demand

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

Top 3 employee benefits received



Top 3 employee benefits in demand

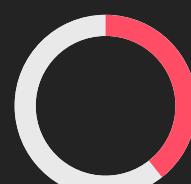


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Employee expectations



72%
of professionals looking
for a new job in 2026



41%
are confident about
job opportunities in this
sector



52%
of professionals
expecting a pay rise in
2026

VS



48%
of businesses giving
pay rises in 2026

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

Job Title	Permanent Salary Per Month AED	
	Range	Average
Retail		
General Manager/Managing Director	65 - 100k	82.5k
Head of Retail Operations	45 - 65k	55k
Retail Operations Manager	40 - 50k	45k
Area Manager	35 - 40k	37.5k
Visual Merchandising / Retail projects Manager	30 - 38k	34k
Boutique Director	30 - 38k	34k
Retail Education Manager	30 - 35k	32.5k
Store Manager	28 - 35k	31.5k
Buyer	22 - 28k	25k
Assistant Store Manager	22 - 26k	24k
Retail Architect	20 - 28k	24k
Trainer	20 - 25k	22.5k
Department Manager	20 - 25k	22.5k
Visual Merchandising Executive	15 - 22k	18.5k
Graphic Designer	15 - 22k	18.5k
Senior / Sales Specialist	12 - 18k	15k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Retail		
General Manager/Managing Director	75 - 85k	80k
Head of Retail Operations	50 - 60k	55k
Retail Operations Manager	30 - 40k	35k
Area Manager	20 - 30k	25k
Visual Merchandiser	15 - 20k	17.5k
Store Manager	15 - 20k	17.5k
Buyer	15 - 20k	17.5k
Assistant Store Manager	15 - 20k	17.5k
Sales Specialist	10 - 18k	14k

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

48%

Male

52%

Talent pool growth

-0.20%

Hiring demand

High

Business Support

Average tenure

1.2 years

Female

41%

Male

59%

Talent pool growth

-0.10%

Hiring demand

Low

Top industries hiring this talent in 2026

HR

① IT Services &
IT Consulting

② Technology,
Information & Media

③ Real Estate

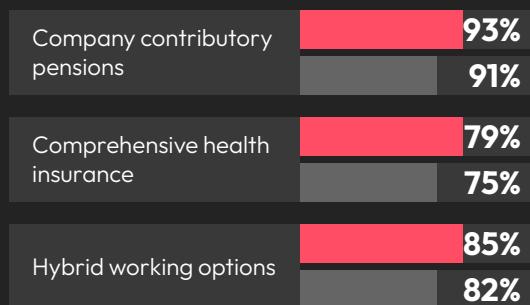
Business Support

① IT Services &
IT Consulting

② Technology,
Information & Media

③ Financial Services

Top 3 employee benefits received



Top 3 employee benefits in demand



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Top 3 professionals in demand

HR	Business Support
1 HR Generalist	1 Executive Assistant
2 Employee Relations	2 Office Manager
3 Experienced Emirati HR Professionals	3 Personal assistant / team assistant

Employee expectations



HR Business Support

Top 3 soft skills in demand

HR	Business Support
1 Stakeholder Management	1 Communication & interpersonal skills
2 Adaptability & Agility	2 Proactive problem solving
3 Emotional Intelligence	3 Discretion

Top 3 skills in demand for management roles

HR	Business Support
1 Strategic Thinking & Workforce Planning	1 Leadership & Team Management
2 Change Management & Influencing skills	2 Operational Efficiency & Initiative
3 Strong Business Acumen	3 Stakeholder engagement

Job Title	Permanent Salary Per Month AED	
	Range	Average
Human Resources		
Head of HR/HR Director	60 - 90k	75k
Talent Acquisition Director	50 - 60k	55k
Head Of HR Operations	45 - 60k	52.5k
Compensation & Benefits Manager	35 - 50k	42.5k
Learning & Development Manager	35 - 45k	40k
HR Business Partner	30 - 50k	40k
Talent Acquisition Manger	25 - 40k	32.5k
Employee Relations Manager	25 - 35k	30k
HR Manager	20 - 35k	27.5k
HR Operations Manager	20 - 35k	27.5k
HR Data Analyst	20 - 32k	26k
HR Assistant	18 - 25k	21.5k
Business Support		
Office Manager	30 - 50k	40k
Executive/Personal Assistant	20 - 35k	27.5k
Admin assistant	15 - 20k	17.5k

Job Title	Permanent Salary Per Month AED	
	Range	Average
Human Resources		
Head of HR/HR Director	65 - 100k	82.5k
Compensation & Benefits Manager	40 - 55k	47.5k
Organisational Design Specialist	40 - 55k	47.5k
Learning & Development Manager	40 - 55k	47.5k
Talent Development Manager	40 - 55k	47.5k
HR Business Partner	30 - 45k	37.5k
Recruitment Manager	27 - 50k	38.5k
HR Manager	25 - 40k	32.5k
Executive/Personal Assistant	18 - 35k	26.5k
Recruitment Specialist	18 - 30k	24k
Learning & Development Coordinator	18 - 25k	21.5k

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.



Outsourcing

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



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.



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.

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

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

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

- Market intelligence
- Future of work
- Talent development

Contact us

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