



ROBERT WALTERS  
MIDDLE EAST JOB INDEX AND  
HALF YEAR MARKET UPDATE

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JULY 2018

Dear Customers and Clients,

What a difference a year makes. The first half of 2018 has seen significant increases in placements for Robert Walters compared to the same period last year. This is my seventh summer in the UAE - in the two previous years we had reasonable numbers in Q1 and quiet summers that reflected the low oil price and lack of liquidity in the market at the time. The summer so far in 2018 has been the busiest I have ever experienced, with job numbers increasing after the Eid break and client forecasted needs suggest this will continue right the way through to September.

Unfortunately I can't simply announce a sustained period of continuous growth for the region, but things are certainly more positive in a world of contradictions. Sailors call it confused seas - on the one hand Robert Walters has enjoyed a record half year in 2018 with areas of legal, finance and banking posting record numbers. Equally, I'm aware there is a significant exodus of expats from all areas of the GCC and the Qatar situation does not seem to be getting any closer to a resolution.

Oil prices of \$80 are very welcome and are driving the upturn but how long will they last with big oil predicting a retreating price in the second half of the year? Saudi seems to have great momentum at the moment but regional stability according to my newspaper is in the balance.

The optimist in me believes that the positives have real economic foundations now and solutions will be found for the problems in the near future. The second half of 2018 feels important and I expect to report a continued growth trajectory at the end of the year.

I hope this document is a helpful tool for you and if you have any question about the content please do not hesitate to contact me or one of my specialist colleagues.



Kind regards

**Jason Grundy**  
Managing Director  
Robert Walters Middle East

# ROBERT WALTERS MIDDLE EAST JOB INDEX AND HALF YEAR MARKET UPDATE

UAE	Q4 2017	Q1 2018	Q2 2018
Total Jobs Advertised	3160	3743	4245
Percentage Change Quarter On Quarter	→ +18%	→ +13%	→

	Q2 2017	Q2 2018
Total Jobs Advertised	3306	4245
Percentage Change Year On Year	→ 28%	→

KSA	Q4 2017	Q1 2018	Q2 2018
Total Jobs Advertised	1901	2355	3334
Percentage Change Quarter On Quarter	→ +23%	→ +41%	→

	Q2 2017	Q2 2018
Total Jobs Advertised	1575	3334
Percentage Change Year On Year	→ +111%	→

The latest Robert Walters Middle East Jobs Index has revealed that vacancies for professionals across the Middle East increased by 27% between Q1 2018 and Q2 2018.

- The number of advertised job vacancies for professionals, across accountancy and finance, banking and financial services, legal and sales and marketing, in the UAE rose by 13% in the second quarter of 2018 compared to the first quarter of 2018.
- Job growth quarter-on-quarter in the UAE was strongest in legal (72%), with banking and financial services (46%) also seeing healthy growth.
- The accounting and finance (5%) sector saw the lowest percentage change in advertised jobs in the UAE.
- Year-on-year the UAE has seen an increase of 38% of advertised jobs across accounting and finance, banking and financial services, legal and sales and marketing.
- The number of advertised job vacancies for professionals, across accountancy and finance, banking and financial services, legal, sales and marketing, in Saudi rose by 41% in the second quarter of 2018 compared to the first quarter of 2018.
- Sales and marketing saw the highest increase in advertised jobs in Saudi (143%), while accounting and finance saw the lowest percentage change at 38%.
- Year-on-year Saudi has seen an increase in advertised jobs of 111% when comparing to second quarter of 2017.

The Robert Walters Job Index tracks advertising volumes across leading job boards, across accountancy and finance, banking and financial services, legal, sales & marketing and IT across the Middle East. The Job Index was launched in Q1 2015.





**5%**

**INCREASE IN ADVERTISED ACCOUNTING  
AND FINANCE JOBS ACROSS THE UAE  
QUARTER ON QUARTER**

## ACCOUNTING AND FINANCE UPDATE

Countries within the Gulf have undergone extensive changes since the introduction of value added tax, creating expectations for an increased demand for tax specialists in the UAE. However, this did not pan out as we expected with a relatively small number of requests from the private sector (especially retail and food). But the Big 4 and other consultancy firms have had an insatiable appetite for junior and mid-level tax advisory candidates for this country-wide outsourcing exercise.

There were a number of key roles in finance and accounting (FP&A, VAT specialist & tax managers for the consultancy firms, internal audit and controllers) over the course of H1 2018, mainly senior and mid-management level. The demand for accountants and analysts continues to dominate the market.

Another area where the application of VAT on everyday goods does not appear to be having an impact is on salaries-firms have generally not included the tax into pay rises and overall average monthly salaries remain the same as last year. This does not however change the fact that the UAE remains one of the top paying countries for senior finance & accounting professionals globally.

There was also a growing demand for UAE Nationals in H1 with many of our clients aiming to comply with “Emiratization” legislation as we have worked on multiple Emiratization project roles in internal audit and traditional finance. This trend is set to continue in H2.

Dubai’s attractiveness among the finance and accounting workforce is growing and the Emirate has now been ranked among the world’s top 10 most attractive cities. Dubai’s growing attractiveness is attributed to law and order, falling cost of living, multicultural environment, low taxation and income tax-free salaries.

While the mid-market roles at manager and controller level have been buoyant the senior 80K AED+ market for FD’s and CFO’s has been slow for the last 12 months. Treasury has also been a flat market within the broader non-banking finance space.

Multinational companies continue to open their corporate offices in Dubai, which brings opportunities for finance professionals to support the new offices. Outlook for H2 2018 is positive.

## BANKING AND FINANCIAL SERVICES UPDATE

There has been strong positivity in H1 across the GCC from our financial services & banking clients, this has been prevalent in local and international firms with a number of departments expanding their teams. In particular, we have seen growth in risk, compliance, treasury and private banking with Kuwait City, Riyadh and Dubai being the busiest cities for the team so far in 2018.

In 2017, hiring processes were slow and at times stalled whilst in H1 2018 headcount approvals have been granted far quicker and we have seen a lot less cancellations. Overall it has been noticeable that hiring managers are more engaged with a sense of urgency with recruitment processes again.

Clients are confident that this will continue into H2 as markets like KSA continue to open up. In fact we have had four Heads of Treasury roles in the region in H1 which is unprecedented.

In Abu Dhabi we are seeing organisations opening new branches in ADGM while maintaining existing offices in the region and the banks, fund managers and sovereign's continue to gradually add to their number.

Nationalization will remain a key aspect to hiring within all the GCC countries in H2 in Kuwait, UAE (especially Abu Dhabi) and Saudi. The quota increases have been most noticeable in Kuwait and Saudi. This has led to an increase in junior national hiring across the region this year.

Transformation and change has also been active in H1 especially in retail banking where new heads of retail have been ringing in the changes and this will continue into H2 at pace.

Salaries have continued to remain broadly flat, but there have been increases in salaries for individuals that move from the international banks into more local organisations.

So far the team has successfully closed numerous junior to mid-level roles across the region. Senior mandates closed in 2018 include Head of Compliance, Head of Corporate Banking, Chief Data Officer, Head of Compliance (KSA National), Deputy CFO, Head of Risk and two Head's of Treasury.



# 46%

**INCREASE IN ADVERTISED BANKING  
AND FINANCIAL SERVICES JOBS ACROSS  
THE UAE QUARTER ON QUARTER**





## PRIVATE PRACTICE

The first quarter of 2018 was particularly active in the disputes field - both international and regional law firms were actively recruiting across all levels of seniority. Particularly in Dubai and Saudi where construction dispute lawyers were heavily in demand.

The Private Practice market continues to be client driven, with the economy dictating the areas of growth in certain departments. For example, Q2 saw a rise in transactional roles, specifically within Corporate, Banking & Finance and Projects (Energy & Infrastructure), which reflects the growing confidence in the market.

To be more cost effective, firms have announced the closure of several of their regional offices, consolidating their Middle East presence into Dubai and Riyadh.

In response to global working trends, a number of law firms have brought in agile working policies to attract exceptional talent. Furthermore, the Dubai government has recently announced new regulations that include wider employee benefits such as increase in annual leave, remote working and easier track to promotion.

## IN-HOUSE

The in-house legal market has gone from strength-to-strength in the first half of 2018. There is an air of confidence about the market due to large business mergers and a stronger oil price.

As mentioned, the oil price has seen a resurgence creating new opportunities for Energy lawyers. Increased volume of Energy contracts has resulted in an upturn of recruitment with both international and national oil companies. Demand for experienced overseas energy lawyers is high, particularly from the likes of Houston, Aberdeen and Perth.

International companies' perception of legal recruitment is also changing here in the Middle East.

As the market matures, companies are seeing the importance and cost-saving benefits of having an in-house legal team. Western qualified lawyers with regional experience and Arabic speaking skills are in high demand.

The sheer number of sectors in which the In-House team have made placements this year is testament to the general recovery. These include Oil & Gas, Technology, Healthcare, Investments, Royal Family private offices, Retail, Investment Banking, Aviation, Professional Services and Government.

The Middle East continues to be an exciting proposition for lawyers for both the lifestyle and tax-free salaries.





**72%**

**INCREASE IN ADVERTISED LEGAL  
JOBS ACROSS THE UAE QUARTER  
ON QUARTER**

## RETAIL, MARKETING & SALES UPDATE

Fast-moving consumer goods & retail in general were having a tough time in the market even before the new VAT regulations took effect. The cost on products and the increase passed onto the consumer has not helped the sector along with the pressure that online shopping is having on stores. This has certainly had a negative effect on the number of HQ marketing roles seen in 2017 and the first half of 2018.

It's not all doom and gloom, in the luxury & premium retail space companies are looking for highly qualified candidates with international experience and good knowledge of local markets to represent their precious brands. A shortage of good people has seen a modest increase in salaries offered.

Retail, Area & Store Managers, Marketing and Brand Directors are the top required roles in luxury retail so far in 2018. More companies are now actively using online channels of distribution and offering the items that are no longer available in stores, hence digital marketing roles are booming as well in 2018.

There was also a growing demand for KSA Nationals in H1, especially women for Management roles, due to "Nationalisation" programmes. On the whole the demand for Saudi nationals with sales experience working for global technology firms remains high as more companies are looking to hire in the Kingdom as Vision 2030 takes shape.

Tourism is creating regional hot spots, and a broader approach to luxury, beyond shopping, to luxury experiences in branded stores, malls and hotels. Therefore we have also been involved with large mass recruitment projects with luxury companies, for experienced sales advisor roles and customer relations oriented roles due to increase in popularity for these "brand experiences".

New roles are coming up include visual merchandising managers, category managers, as well as requests for specialist retail supply chain roles.

The technology space and especially within the software market continues to perform well across the region with the largest growth coming from Saudi Arabia.

Candidates with experience of selling cloud solutions continue to be in high demand. Other hot spots are ERP, ECM and Business Intelligence across the region. Successfully closed sales mandates include Sales Director (UAE & KSA), Head of Sales (KSA), Business Development Managers (KSA, UAE, Bahrain), Account Managers (Oman, Kuwait, KSA, UAE).

Successfully filled retail positions - Store Managers in Qatar, KSA and UAE, Client Advisors (x 11), Category Merchandiser, Area Manager, Social Media Manager, CRM Manager, CRM Analyst, HR Retail Manager, Supply Planner, Regional Trainer, Internal Retail Controller.

# 143%

**INCREASE IN ADVERTISED RETAIL,  
SALES AND MARKETING JOBS IN  
SAUDI QUARTER ON QUARTER**



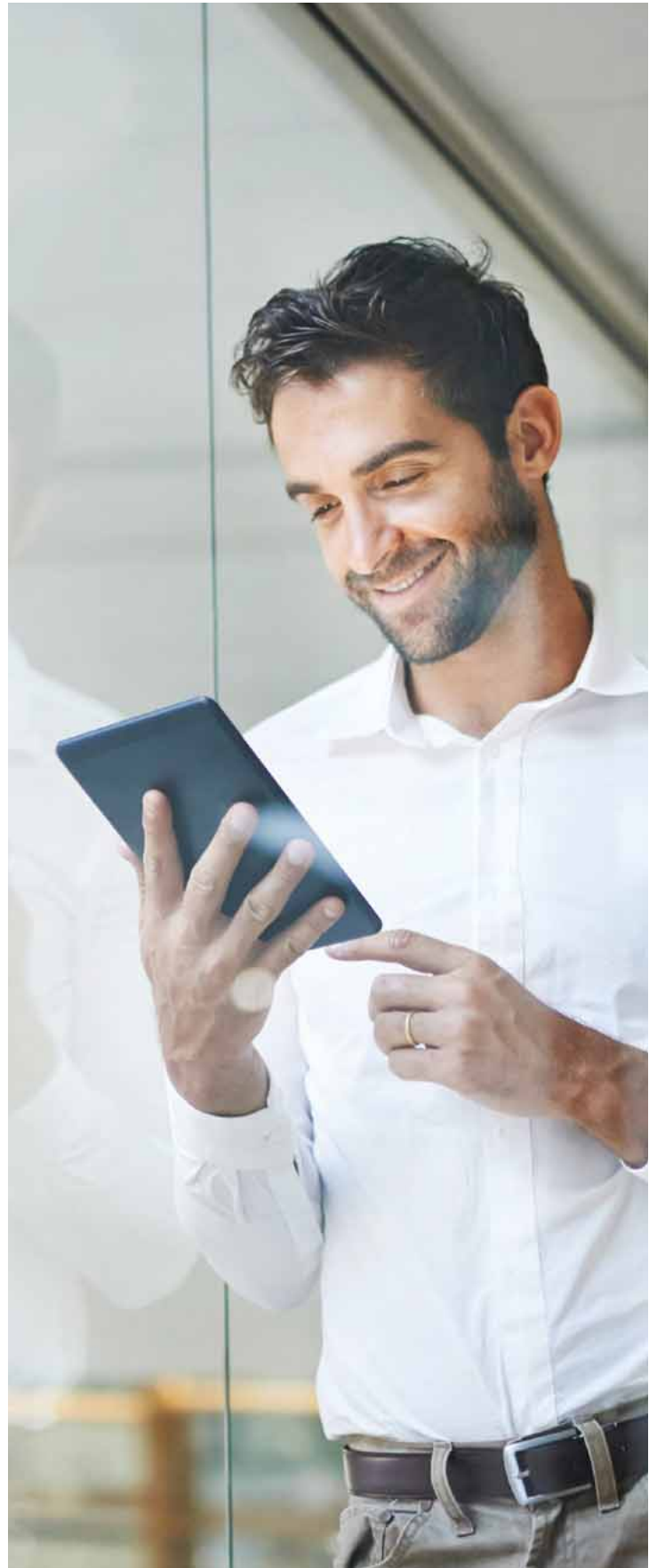
## TECHNOLOGY UPDATE

Recruitment in the data science area has surged throughout H1 2018. While we continued to observe that companies in the banking and insurance industries were actively hiring data science and data analytics specialists, these specialists were also in demand across other industries. Interestingly, several of the global consultancy firms have been hiring aggressively in this space too. Demand for these professionals will be from mature markets (India, UK, US) as a shortage of highly skilled professionals in the Middle East exists.

Digitalisation and automation projects have continued to grow in H1 and we foresee this to continue for the rest of the year and beyond. This is putting increased pressure on technology departments across all organisations and the most common projects are those that digitally enhance selling, improve customer service and improving data analytics for performance management. There is still high demand for project managers in the banking sector with experience in implementing change programmes.

The growth of tech projects across all sectors are driving demand for skilled technology professionals, and resourcing for these employees is becoming a critical element in business planning. This is allowing IT professionals to be more critical of their next position and to take control over their working environment through contract and interim positions.

Successful roles filled in 2018 includes Chief Information Security Officer, Chief Information Officer, Chief Digital Officer, Cyber Security Manager, Enterprise Architect, IT Project Manager, Applications Manager, Senior Infrastructure Manager, Head of Digital Transformation and Digital Banking Manager.



## SAUDI UPDATE

The demand for good quality Saudi nationals in the first half of 2018 has been phenomenal. Both the private and public sector are recruiting actively and this is mainly driven by Vision 2030.

The main disciplines in demand for Saudi nationals were HR, finance and accounting, IT and legal roles. The main challenge for employers from local firms, government and international companies was to hire good quality Saudi talent and hang onto them. We have witnessed in some government sectors a bit of a revolving door where candidates are constantly on the move for more money. We expect this will settle down over the next 12 months.

Salary levels across the board have risen between 3%-5% in the first half of the year and we believe this is a combination of an increase in roles and competition in the labour market and the implementation of VAT.

The Saudi government has set a target of generating 65% of GDP from the private sector and the key to this is to have more women working in the local workforce and more comparable benefits across the public and private sectors.



# 111%

INCREASE IN ADVERTISED JOBS IN  
SAUDI YOY

As a consequence of this, after a slow 2017 from the main family groups in the Kingdom recruitment levels have picked up in core HQ roles in H1 and we expect to see this trend continue in H2 2018

Currently only 22% of women are active in the workforce and Vision 2030 aims to lift this to 30%+. The first step in this direction was to lift the ban on women driving which was lifted in June 2018. This move has encouraged more women to go out and work in the Kingdom and this will add to the growth of the economy and specially the private sector. Off the back of this, Robert Walters has seen more Saudi females applying for roles.

Another major step taken by the Saudi government to boost the economy is to enhance the tourism industry. Tourists will be able to visit Saudi Arabia for the first time in 2018 and getting visas to visit the kingdom will be far easier. Previously, visas were restricted to people traveling to the country for work or holy visits.

The kingdom has ambitious plans to grow its tourism industry. It has already announced several projects led by the public investment fund, including the Red Sea Project (multiple resorts along the Red Sea coast line), The Qiddiya project & Neom to name a few.

These mega projects are creating thousand of jobs across the Kingdom and we expect the trend of hiring a small number of skilled expats to compliment Saudi professionals in government covering the vast majority of operations, finance, legal, IT, and business development roles to continue.





27%

INCREASE IN ADVERTISED  
JOBS ACROSS THE  
MIDDLE EAST QUARTER  
ON QUARTER

# MIDDLE EAST SALARIES

## ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER MONTH			
	UAE (AED)		SAUDI & NORTHERN GULF (USD)	
	2017	2018	2017	2018
<b>Head of Department</b>				
Group CFO	120k+	110k+	25k+	27k+
Regional CFO/Regional Financial Director	80 - 120k	70 - 110k	18 - 24k	18 - 25k
CFO	70 - 100k	70 - 100k	16 - 24k	16 - 25k
Finance Director/Head of Finance	55 - 75k	50 - 80k	14 - 20k	14 - 22k
Group Financial Controller	50 - 65k	55 - 70k	13 - 17k	14 - 20k
FP&A Director/Head of FP&A	50 - 65k	45 - 65k	13 - 17k	12 - 17k
Tax Director	50 - 70k	55 - 70k	12 - 17k	12 - 19k
Treasury Director/Head of Treasury	70 - 100k	65 - 85k	16 - 21k	16 - 25k
Head of Internal Audit	60 - 80k	60 - 80k	16 - 21k	16 - 24k
<b>Management</b>				
Financial Controller	35 - 50k	40 - 50k	9 - 14k	10 - 14k
FP&A Manager	35 - 45k	40 - 50k	9 - 12k	10 - 14k
Tax Manager	35 - 50k	40 - 50k	9 - 14k	10 - 14k
Treasury Manager	35 - 45k	35 - 45k	9 - 12k	10 - 12k
Internal Audit Manager	30 - 40k	32 - 42k	8 - 10k	8 - 10k
Finance Manager	30 - 35k	30 - 40k	8 - 9k	8 - 10k
VAT Manager		40 - 50k	8 - 9k	8 - 12k
<b>Mid-Management</b>				
Senior FP&A/Financial Analyst	15 - 30k	18 - 28k	4 - 7k	4 - 8k
Chief Accountant	25 - 30k	20 - 25k	4 - 7k	5 - 7k
Credit Control Manager	20 - 30k	20 - 25k	5 - 7k	6 - 8k
Management Accountant	20 - 30k	18 - 25k	4 - 7k	5 - 7k
<b>Part-qualified/Newly-qualified</b>				
FP&A/Finance Analyst	15 - 25k	15 - 20k	4 - 6k	4 - 6k
Treasury Analyst	15 - 25k	15 - 22k	4 - 7k	4 - 7k
Internal Auditor	15 - 25k	15 - 25k	4 - 6k	4 - 7k
GL/AP-AR Accountant	10 - 20k	10 - 18k	3 - 4k	3 - 5k
Credit Controller	15 - 20k	15 - 20k	3 - 4k	3 - 5k

NB: All salary packages are inclusive of basic salary, housing and transport and should be considered the monthly cash pay. This does not include medical insurance, flights home or bonus.



## BANKING AND FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER MONTH			
	UAE (AED)		SAUDI & NORTHERN GULF (USD)	
	2017	2018	2017	2018
<b>General Accounting Roles</b>				
Chief Finance Officer	70 - 130k	<b>70 - 130k</b>	21 - 35k	<b>21 - 35k</b>
Finance Director	45 - 65k	<b>45 - 65k</b>	16 - 21k	<b>16 - 21k</b>
Financial Controller	35 - 60k	<b>35 - 60k</b>	13 - 18k	<b>13 - 18k</b>
Financial Accountant (3-6 yrs' exp)	25 - 40k	<b>25 - 40k</b>	8 - 9k	<b>8 - 9k</b>
Financial Accountant (0-3 yrs' exp)	15 - 30k	<b>15 - 30k</b>	5 - 6k	<b>5 - 6k</b>
Internal Auditor	12 - 28k	<b>12 - 28k</b>	5 - 6k	<b>5 - 6k</b>
Fund Accountant	18 - 30k	<b>18 - 30k</b>	5 - 8k	<b>5 - 8k</b>
Treasury Manager	25 - 35k	<b>25 - 35k</b>	5 - 9k	<b>5 - 9k</b>
<b>Compliance</b>				
Chief Compliance Officer	60 - 110k	<b>70 - 120k</b>	18 - 35k	<b>18 - 35k</b>
Compliance Manager	30 - 60k	<b>30 - 60k</b>	5 - 17k	<b>5 - 17k</b>
Compliance Officer (3-6 yrs' exp)	35 - 50k	<b>35 - 55k</b>	9 - 14k	<b>9 - 14k</b>
Compliance Officer (0-3 yrs' exp)	20 - 30k	<b>20 - 30k</b>	5 - 8k	<b>5 - 8k</b>
AML/MLRO Manager	35 - 50k	<b>35 - 60k</b>	9 - 16k	<b>9 - 16k</b>
KYC/On Boarding Officer	12 - 20k	<b>12 - 18k</b>	5 - 6k	<b>5 - 6k</b>
<b>Risk</b>				
Chief Risk Officer	60 - 120k	<b>60 - 120k</b>	21 - 35k	<b>21 - 35k</b>
Head of Risk	42 - 62k	<b>42 - 62k</b>	16 - 24k	<b>16 - 24k</b>
Credit Risk Manager	32 - 52k	<b>32 - 52k</b>	9 - 14k	<b>9 - 14k</b>
Market Risk Manager	32 - 52k	<b>32 - 52k</b>	9 - 14k	<b>9 - 14k</b>
Operational Risk Manager	32 - 52k	<b>32 - 52k</b>	9 - 14k	<b>9 - 14k</b>
Risk Analyst (ERM)	20 - 30k	<b>20 - 30k</b>	5 - 9k	<b>5 - 9k</b>
Risk Analytics Manager	28 - 35k	<b>28 - 35k</b>	9 - 14k	<b>9 - 14k</b>
<b>Corporate Banking</b>				
Head of Wholesale Banking	55 - 85k	<b>55 - 85k</b>	21 - 35k	<b>21 - 35k</b>
Head of Trade Finance	55 - 85k	<b>55 - 85k</b>	18 - 35k	<b>18 - 35k</b>
Head of Recovery & Collections	50 - 70k	<b>50 - 70k</b>	18 - 32k	<b>18 - 32k</b>
<b>Private Banking</b>				
Head of PB	80 - 130k	<b>80 - 130k</b>	21 - 35k	<b>21 - 35k</b>
Director	65 - 100k	<b>65 - 100k</b>	17 - 26k	<b>17 - 26k</b>
Vice President	35 - 50k	<b>35 - 50k</b>	10 - 18k	<b>10 - 18k</b>
Investment Advisor	32 - 40k	<b>32 - 40k</b>	10 - 18k	<b>10 - 18k</b>

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# LEGAL

ROLE	PERMANENT SALARY PER MONTH			
	UAE (AED)		SAUDI & NORTHERN GULF (USD)	
	2017	2018	2017	2018
<b>In-House</b>				
<b>Qualified/PQE level</b>				
General Counsel 10+ years	65 - 90k	<b>70 - 95k</b>	21 - 27k	<b>22 - 32k</b>
Senior Legal Counsel 7 - 10 years	55 - 65k	<b>55 - 70k</b>	18 - 20k	<b>22k</b>
Legal Counsel 3 - 6 years	40 - 55k	<b>42 - 55k</b>	14 - 18k	<b>15 - 18k</b>
Junior Legal Counsel 1 - 3 years	32 - 40k	<b>30 - 42k</b>	11 - 14k	<b>11 - 15k</b>
<b>Paralegal</b>				
Senior Paralegal 5+ years	28 - 32k	<b>28 - 32k</b>	9 - 10k	<b>9 - 10k</b>
Mid-level Paralegal 3 - 5 years	22 - 28k	<b>22 - 28k</b>	7 - 9k	<b>7 - 9k</b>
Junior Paralegal 1 - 3 years	15 - 22k	<b>15 - 22k</b>	5 - 7k	<b>4 - 7k</b>
Legal Secretary	15 - 25k	<b>15 - 25k</b>	4 - 7k	<b>4 - 7k</b>
<b>Private Practice UK</b>				
<b>Qualified/PQE level</b>				
10+ years	71 - 73k	<b>75 - 80k</b>	24 - 27k	<b>27 - 32k</b>
7 - 9 years	63 - 70k	<b>70 - 75k</b>	21 - 23k	<b>24 - 27k</b>
5 - 7 years	55 - 63k	<b>58 - 68k</b>	19 - 21k	<b>20 - 24k</b>
3 - 5 years	43 - 55k	<b>44 - 56k</b>	15 - 19k	<b>16 - 20k</b>
1 - 3 years	34 - 43k	<b>35 - 44k</b>	11 - 15k	<b>13 - 16k</b>
NQ	30 - 33k	<b>30 - 35k</b>	10 - 11k	<b>11 - 13k</b>
<b>Paralegal</b>				
5+ years	32 - 38k	<b>30 - 35k</b>	9 - 11k	<b>9 - 11k</b>
3 - 5 years	24 - 32k	<b>25 - 30k</b>	7 - 9k	<b>7 - 9k</b>
1 - 3 years	17 - 24k	<b>15 - 24k</b>	5 - 7k	<b>4 - 7k</b>
Legal Secretary	15 - 25k	<b>15 - 25k</b>	5 - 7k	<b>4 - 7k</b>
<b>Private Practice US</b>				
<b>Qualified/PQE level</b>				
10+ years	80 - 96k	<b>85 - 100k</b>	27 - 32k	<b>27 - 34k</b>
7 - 9 years	70 - 80k	<b>70 - 85k</b>	23 - 27k	<b>24 - 27k</b>
5 - 7 years	55 - 70k	<b>62 - 70k</b>	18 - 23k	<b>20 - 24k</b>
3 - 5 years	43 - 55k	<b>45 - 60k</b>	14 - 18k	<b>17 - 20k</b>
1 - 3 years	35 - 43k	<b>38 - 45k</b>	11 - 14k	<b>13 - 17k</b>
NQ	31 - 35k	<b>35 - 38k</b>	10 - 11k	<b>11 - 13k</b>
<b>Paralegal</b>				
5+ years	32 - 38k	<b>30 - 35k</b>	8 - 10k	<b>9 - 11k</b>
3 - 5 years	28 - 32k	<b>25 - 30k</b>	7 - 8k	<b>7 - 9k</b>
0 - 3 years	17 - 28k	<b>15 - 24k</b>	5 - 7k	<b>4 - 7k</b>
Legal Secretary	15 - 25k	<b>15 - 25k</b>	4 - 7k	<b>4 - 7k</b>

NB: All salary packages are inclusive of basic salary, housing and transport and should be considered the monthly cash pay. This does not include medical insurance, flights home or bonus.



## SALES

ROLE	PERMANENT SALARY PER MONTH			
	UAE (AED)		SAUDI & NORTHERN GULF (USD)	
	2017	2018	2017	2018
<b>Sales</b>				
Head of Sales	50 - 85k	<b>50 - 85k</b>	13 - 23k	<b>13 - 23k</b>
Corporate Account/Sales Director	35 - 45k	<b>35 - 45k</b>	9 - 12k	<b>9 - 12k</b>
Business Development Manager	20 - 35k	<b>25 - 35k</b>	7 - 9k	<b>7 - 9k</b>
Key Account/Sales Manager	20 - 35k	<b>20 - 35k</b>	5 - 9k	<b>5 - 9k</b>
Sales Executive	15 - 22k	<b>15 - 22k</b>	4 - 6k	<b>4 - 6k</b>
<b>Senior Management</b>				
Regional General Manger	80 - 120k	<b>80 - 120k</b>	21 - 32k	<b>21 - 32k</b>
Managing Director	80 - 110k	<b>80 - 110k</b>	21 - 29k	<b>21 - 29k</b>
General Manager	65 - 90k	<b>65 - 90k</b>	17 - 24k	<b>17 - 24k</b>
Country Manager	55 - 75k	<b>55 - 75k</b>	15 - 20k	<b>15 - 20k</b>

NB: All salary packages are inclusive of basic salary, housing and transport and should be considered the monthly cash pay. This does not include medical insurance, flights home or bonus.

## RETAIL & MARKETING

ROLE	PERMANENT SALARY PER MONTH			
	UAE (AED)		SAUDI & NORTHERN GULF (USD)	
	2017	2018	2017	2018
<b>Marketing</b>				
Head of Marketing/Marketing Director	60 - 85k	<b>60 - 85k</b>	16 - 23k	<b>16 - 23k</b>
Head of Digital Marketing	45 - 75k	<b>45 - 80k</b>	11 - 19k	<b>11 - 19k</b>
Social Media Manager	20 - 35k	<b>20 - 35k</b>	7 - 11k	<b>7 - 11k</b>
Marketing Manager	30 - 45k	<b>30 - 45k</b>	8 - 12k	<b>8 - 12k</b>
Marketing Executive	18 - 28k	<b>15 - 25k</b>	4 - 7k	<b>4 - 7k</b>
Trade Marketing Manager	30 - 45k	<b>30 - 45k</b>	8 - 12k	<b>8 - 12k</b>
Trade Marketing Analyst	18 - 28k	<b>15 - 25k</b>	4 - 7k	<b>4 - 7k</b>
Regional Brand Manager	30 - 40k	<b>30 - 45k</b>	8 - 12k	<b>8 - 12k</b>
Brand Manager	22 - 28k	<b>20 - 30k</b>	6 - 9k	<b>6 - 9k</b>
Junior Brand Manager	15 - 22k	<b>12 - 20k</b>	3 - 6k	<b>3 - 6k</b>
<b>Retail</b>				
General Manager/Managing Director	70 - 100k	<b>70 - 100k</b>	20 - 28k	<b>20 - 28k</b>
Head of Retail Operations	65 - 80k	<b>65 - 80k</b>	17 - 21k	<b>17 - 21k</b>
Area Sales Manager	30 - 45k	<b>30 - 45k</b>	8 - 12k	<b>8 - 12k</b>
Visual Merchandiser Manager	15 - 25k	<b>15 - 25k</b>	4 - 7k	<b>4 - 7k</b>
Store Manager	10 - 25k	<b>10 - 25k</b>	3 - 7k	<b>3 - 7k</b>
Assistant Store Manager	7 - 12k	<b>7 - 12k</b>	2 - 3k	<b>2 - 3k</b>

NB: All salary packages are inclusive of basic salary, housing and transport and should be considered the monthly cash pay. This does not include medical insurance, flights home or bonus.

## TECHNOLOGY

ROLE	PERMANENT SALARY PER MONTH			
	UAE (AED)		SAUDI & NORTHERN GULF (USD)	
	2017	2018	2017	2018
Programme Manager	40 - 65k	40 - 65k	9 - 15k	9 - 15k
Project Manager	27 - 45k	25 - 45k	6 - 11k	6 - 11k
Business Analyst	22 - 32k	20 - 35k	5 - 8k	5 - 8k
Test/QA Manager	20 - 28k	18 - 28k	5 - 7k	4 - 7k
Test Analyst	17 - 24k	17 - 25k	4 - 6k	4 - 6k
Group CIO	80 - 110k	75 - 105k	18 - 26k	18 - 24k
Regional CIO	70 - 90k	65 - 85k	16 - 22k	15 - 20k
CIO	60 - 80k	60 - 80k	15 - 19k	14 - 18k
IT Director/Head of IT	50 - 75k	50 - 75k	12 - 18k	11 - 16k
Information Security Manager	28 - 45k	30 - 45k	7 - 11k	7 - 11k
Information Security Analyst	20 - 32k	22 - 35k	5 - 7k	5 - 8k
IT Manager	25 - 40k	25 - 45k	7 - 9k	5 - 9k
Head of Data Analytics	35 - 63k	40 - 65k	9 - 16k	9 - 16k
Data Scientist	22 - 45k	22 - 45k	5 - 10k	5 - 10k
Data Analyst	15 - 25k	17 - 25k	4 - 6k	4 - 6k
Big Data Engineer	18 - 35k	20 - 35k	4 - 8k	5 - 8k

NB: All salary packages are inclusive of basic salary, housing and transport and should be considered the monthly cash pay. This does not include medical insurance, flights home or bonus.



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FRANCE  
GERMANY  
HONG KONG  
INDIA  
INDONESIA  
IRELAND  
JAPAN  
LUXEMBOURG  
MALAYSIA  
NETHERLANDS  
NEW ZEALAND  
PHILIPPINES  
PORTUGAL  
SINGAPORE  
SOUTH AFRICA  
SOUTH KOREA  
SPAIN  
SWITZERLAND  
TAIWAN  
THAILAND  
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