



2022 - 2023 Review

Salary Report

The No.1 Recruitment Consultants in the GCC since 1983.

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EXECUTIVE BRIEFING

INTRODUCTION

The NADIA GLOBAL annual salary report is recognized as one of the most accurate reflections of the employment market in the GCC due to the large amount of input available to us from employers and employees.

Our report factors a wide scale coverage of our client base from SME's to multinational companies, as well as our experience in handling job vacancies ranging from junior administrative staff through to C-suite level executives.



Ajay Malhotra
Chief Executive Officer

In the 52 years since its formation, the United Arab Emirates has long been recognized as a place where long-term vision and proactive actions are the norm. This especially came to the fore with the availability of finance and the capacity to implement effective Covid-19 mitigation strategies that provided support to the domestic economy during the pandemic, which positioned the country to lead the race with governments from around the world to recover from the economic impact felt.

Despite the problems caused by inflation, the Russian invasion of Ukraine, rising oil prices, and the ongoing slowdown of the Chinese economy, 2022 was a significant milestone in the GCC and UAE's return to normalcy post-pandemic.

Looking to the future beyond 2023, the strategy of ongoing structural reform, including support of private sector employment, increased female labor force participation, increased trade and foreign investment, and most importantly, the priority given to harnessing the benefits of technology and education, will see a steady and continued growth of GDP matching the 6.5% actual growth in 2022 and the estimated 7% growth predicted for 2023.

EXECUTIVE BRIEFING

THE EMPLOYMENT MARKET

In 2022, we saw an increase of over 200% year on year in vacancies. The pool of unemployed candidates shrunk rapidly in number while salary offers for new hires started rising from 20% below the market rate to matching the current market rate.

In the immediate aftermath, passive candidates (employed) who at the start of the year had been looking for a 10-15% salary hike when changing jobs gradually started demanding 25-30% while most employers considered 15-20% a norm to attract working professionals.

The UAE became the number one destination for job searches by overseas candidates. While locally, the continued effects of the rising cost of living began to see increasing job applications from junior-level staff struggling to meet living expenses.

As a result, the daily registrations on our website, www.nadiaglobal.com has seen an average number of 1,000 candidates registering daily, with 20% of these represented by overseas residents.



Raghiv Salim
General Manager

EXECUTIVE BRIEFING

EXPECTATIONS FOR 2023

Most employers recognized the effects of the current inflationary pressure on employees by awarding an average 5% pay rise in 2022.

This pay raise was the highest percent increase in salary witnessed since 2008. However, employers might need to put more effort to retain key employees in the coming years.

We now face a situation where the increasing number of vacancies and shortage of suitable candidates, coupled with the changes in employee expectations for work/life balance and salary increases, may see us facing double-digit salary increases for the first time since 2008.

The much-predicted “great resignation and war for talent” have become today's reality. Both employers and employees must now meet balancing job security against rising costs, and a suitable medium will have to be found between businesses achieving profitable growth and paying employees a fair market rate to avoid them seeking alternative employment.

If the “double-digit pay rise era” takes hold, employers must embrace alternative methods of rewarding and recognizing employees.

In the long term, this will result in a greater emphasis on job grading, which focuses on responsibilities and loyalty, and performance bonus awards for individuals, which are current practice.

Rents and petrol prices are becoming the primary drivers of inflation in the UAE. Employers will need to review housing and transport allowances regularly and reasonably.



Ian Giulianotti
Executive Director

EXECUTIVE BRIEFING

SUMMARY

After revising the salary indicators, we had forecasted a 10% increase in salaries in 2023, when in 2022, there was a 5% increase only.

Despite these headwinds, we predict rapid growth in the UAE's employment market over the next five years and confidently foresee that the UAE will continue to become a worldwide focal point for growth and opportunity despite the increasing cost and challenges of finding and retaining talent.

Finally, the year 2023 will see a further step by the UAE towards aligning itself with creating non-oil revenue by introducing corporate taxation following the successful introduction of VAT in 2021. Undoubtedly, this will significantly increase the requirement for tax specialists and accounting professionals.

The introduction of the new unemployment insurance will again take us a step closer to developing a self-financing welfare state for expatriate residents.

We also predict that within the next five years, the UAE will modify the terminal gratuity scheme to a retirement investment fund financed by contributions from employees and employers following the model currently in practice in the DIFC.

The two factors above will enhance expatriate residents' long-term protection and assurance, making the UAE an even more attractive place for residency.

KEY FACTORS IN THE EMPLOYMENT MARKET



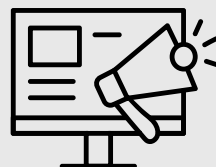
REMOTE WORKING VISA & GOLDEN VISA INCREASES BY 100% IN 2022



UAE BANKS AWARD ONE-TIME COST OF LIVING BONUS



POST COVID NEW HIRES ARE NOW PAID AS PER THE CURRENT MARKET RATE



EMPLOYERS EMPHASIS ON DIGITAL MARKETING/IT HIRING RISE BY 120% YOY 2021-2022



EMIRATES AIRLINES RECRUITED 6,000 CABIN CREW AND 2,000 PILOTS IN 2022



HORECA RECRUITMENT INCREASED UP TO 250% YOY 2021-2022



JUNIOR ACCOUNTS, SALES & MARKETING POSITIONS INCREASED BY 65% YOY 2021-2022



SENIOR HR VACANCIES INCREASED BY 40% YOY 2021-2022

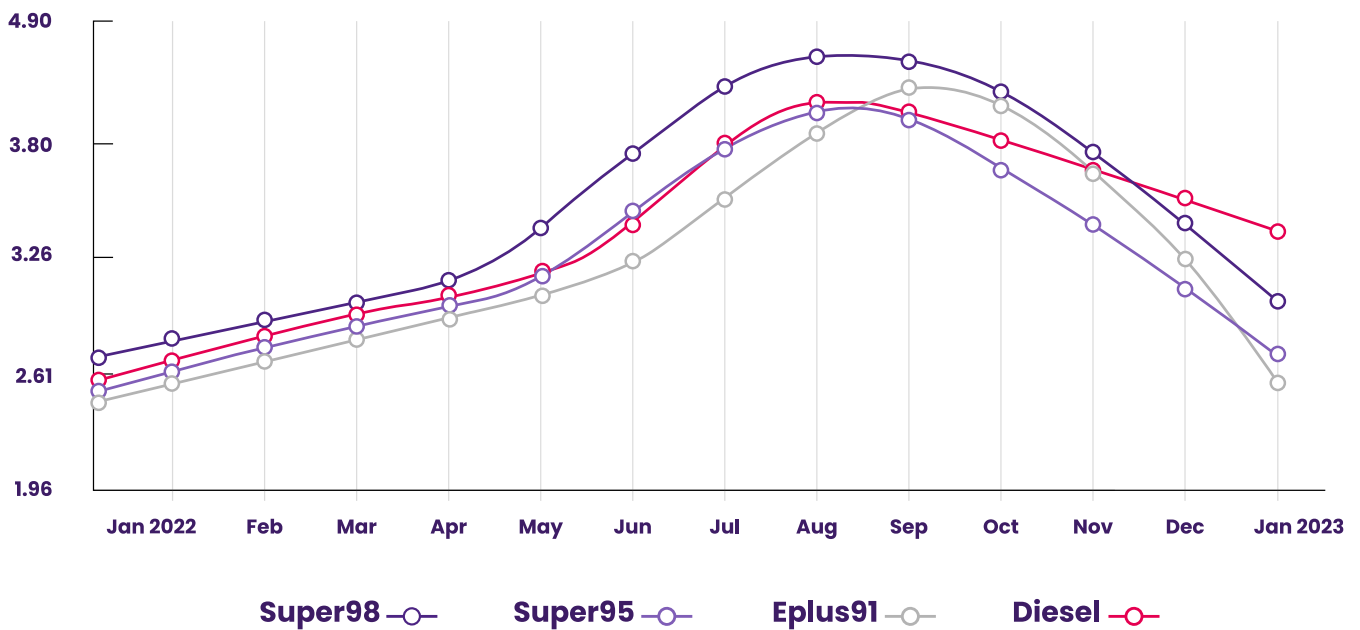
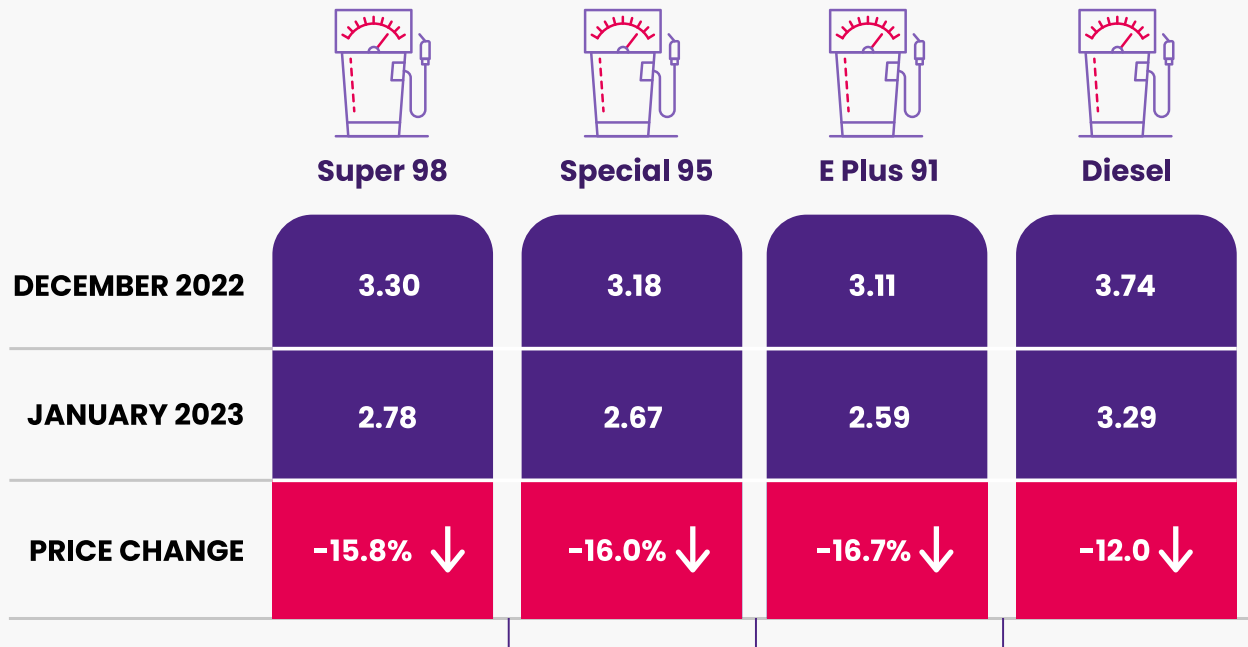
EMPLOYEES PRIORITIES BY AGE GROUP

Priority	Under 30 yrs	30 - 39 yrs	40 - 49 yrs
#1	Remote Working Hours	Remote Working Hours	Base Pay/ Salary
#2	Flexible Working Hours	Flexible Working Hours	Job Security
#3	Career Advancement Opportunities	Learning & Development Opportunities	Paid Leave/ Vacation
#4	Learning & Development Opportunities	Base Pay/ Salary	Career Advancement Opportunities
#5	Challenging Work	Career Development Opportunities	Learning & Development Opportunities
#6	Base Pay/ Salary	Challenging Work	Good Employer Reputation
#7	Good Employer Reputation	Good Employer Reputation	Challenging Work
#8	Paid Leave/ Vacation	Paid Leave/ Vacation	Organization Mission/Vision Values

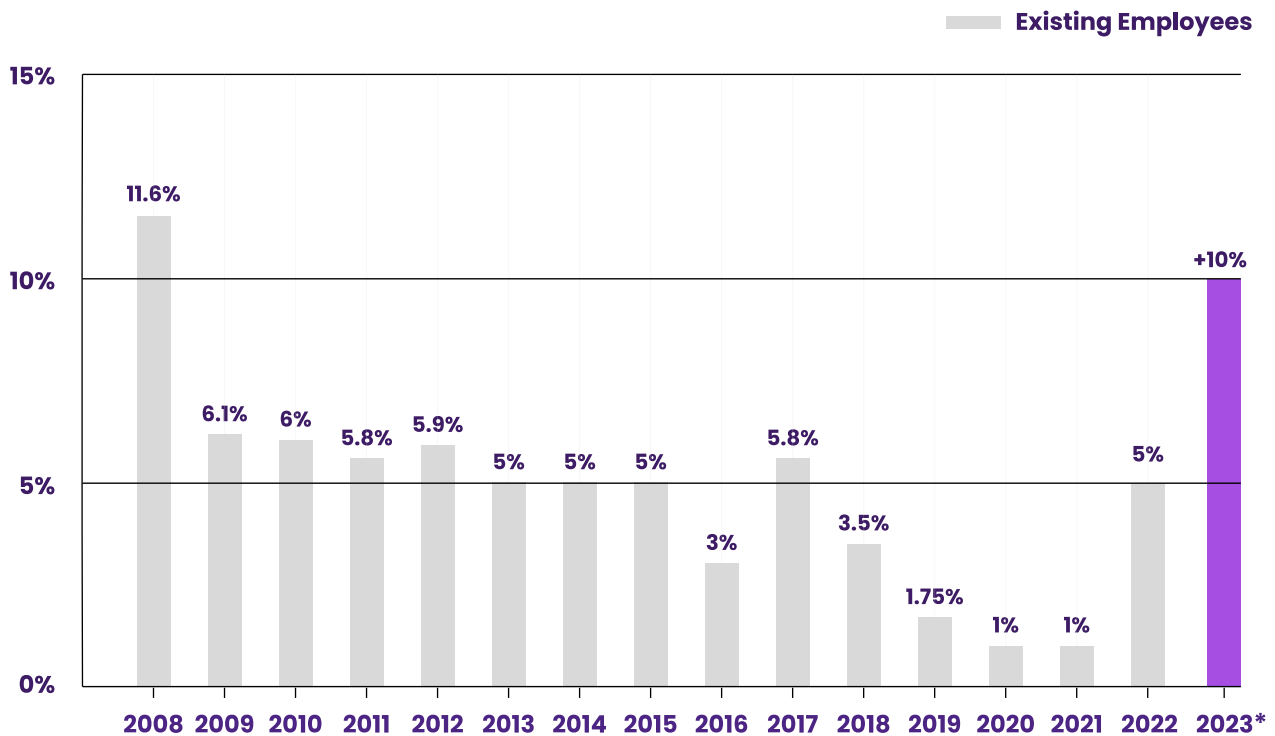
Average age of UAE residents is below 30 years old for the fourth successive year.

FUEL PRICES

JANUARY, 2023 (AED PER LITRE)



GCC SALARY INCREASE FROM 2008–2023



- After 14 years of single-digit pay increase, we expect to see a double-digit pay rise in 2023.
- Existing employees salaries increased by 1% in 2021 and 5% in 2022.
- Salaries for new hires now match current market rates.

*Estimated GCC Salary increase for existing employees in 2023

SALARIES BY POSITION

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SALARIES BY POSITION

ACCOUNTING & FINANCE

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
ACCOUNTS ASSISTANT	4,800 – 6,000	6,600–10,000	8,500–10,500	10,000–11,000	14,500–18,500
ACCOUNTS PAYABLE	N/A	7,250–10,500	9,250–13,750	11,500–15,250	14,250–21,000
ACCOUNTS RECEIVABLE	N/A	N/A	10,000–15,000	11,750–16,000	17,500–22,000
CREDIT CONTROLLER	N/A	14,250–18,750	16,500–21,000	17,500–21,500	19,750–26,750
ACCOUNTANT (BCOM)	8,500–12,500	11,500–15,000	13,750–18,750	16,500–23,000	23,000–32,000
SENIOR ACCOUNTANT	11,500–16,500	12,650–17,250	15,000–20,000	17,250–21,000	22,000–30,250
CHIEF ACCOUNTANT	N/A	N/A	20,000–25,300	21,000–25,850	27,500–35,250
FINANCE MANAGER	11,500–16,250	14,250–21,000	23,000–30,250	25,850–32,500	33,000–39,600
FINANCE DIRECTOR	N/A	N/A	27,500–33,000	29,150–35,200	36,300–46,200
CFO	12,000–16,500	15,400–22,000	26,950–30,800	30,250–33,000	39,600–48,400

ADMINISTRATION & SECRETARIAL

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
RECEPTIONIST	3,850–5,000	5,000–7,150	4,400–6,600	5,500–7,700	9,900
ADMIN ASSISTANT	3,850–5,000	4,500–7,150	4,400–6,600	5,500–7,701	9,900
SECRETARY	5,000	6,050–7,150	6,600–7,700	8,800–11,000	14,300
EXECUTIVE PA	6,050	6,050–7,150	6,600–7,700	9,650–13,500	14,300–17,600
OFFICE MANAGER	8,250	9,350–11,850	11,000–12,000	14,300–17,600	17,600–29,700
PRO	6,600–7,700	8,250–9,350	9,900–11,000	11,850–14,300	17,600
DRIVER	4,500	5,000	5,500	6,000–8,250	9,350

HUMAN RESOURCES

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
HR ASSISTANT	5,000	6,000	5,850–7,700	6,600–8,800	9,900–11,000
PAYROLL ASSISTANT	6,000–7,150	5,500–7,150	8,250–9,650	8,800–11,000	12,100–14,300
TRAINING COORDINATOR	N/A	N/A	6,050–8,500	7,700–9,900	11,000–14,300
HR EXECUTIVE (GENERALIST)	5,000–7,150	6,050–7,150	8,500–11,000	11,000	14,300
RECRUITER	NADIA GLOBAL	NADIA GLOBAL	NADIA GLOBAL	NADIA GLOBAL	NADIA GLOBAL
COMPENSATION & BENEFITS SPECIALIST	N/A	N/A	N/A	14,300–17,600	17,600–23,000
ASSISTANT HR MANAGER	N/A	N/A	16,500–18,700	17,600–23,000	23,000–29,150
TRAINING & DEVELOPMENT MANAGER	N/A	N/A	22,000–27,500	28,600–35,200	35,200–46,200
HR MANAGER	N/A	N/A	22,000–33,000	28,600–40,700	37,000–48,000
REGIONAL HR MANAGER	N/A	N/A	30,300–49,500	35,200–51,700	52,800–71,500
HR DIRECTOR	N/A	N/A	60,500–66,000	58,300–88,000	93,500–115,500

*Salaries are depicted in AED currency per month, inclusive of housing and transport allowances.

SALARIES BY POSITION

INFORMATION TECHNOLOGY & CYBER SECURITY

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
REGIONAL SALES MANAGER(GCC/MENA/LEVANT)			23,500–32,000	23,000–32,000	26,000–37,000
CLOUD SALES SPECIALISTS			19,000–27,000	19,000–27,000	21,000–37,000
ACCOUNT/SALES /RSM MANAGERS (HARDWARE/ SOFTWARE)			13,000–18,000	13,000–18,000	18,000–24,000
BUSINESS DEVELOPMENT MANAGER(ERP/SAP/ORACLE)			13,000–19,000	16,000–19,000	18,000–27,000
PRE-SALES CONSULTANT/SOLUTION ARCHITECT			15,000–27,000	15,000–27,000	26,000–37,000
DIGITAL MARKETING SPECIALISTS/MANAGERS	8,750–16,000	9,000–16,500	13,000–22,000	16,000–27,000	26,000–48,000
PROGRAM/PROJECT MANAGER			17,000–23,000	23,000–32,000	42,000–46,000
IT DIRECTOR			27,000–37,000	27,000–48,000	32,000–63,000
IT/TECHNOLOGY/NETWORK HEAD			27,000–32,000	26,000–32,000	26,000–37,000
IT MANAGER		16,500–26,500	19,000–27,000	19,000–27,000	27,000–53,000
SYSTEM ADMINISTRATORS	11,000–21,000	10,000–20,000	16,000–21,000	16,000–21,000	16,000–27,000
NETWORK ADMINISTRATORS	12,750–16,000	12,750–16,000	13,000–16,000	16,000–24,000	19,000–27,000
IT/TECHNICAL SUPPORT/ CUSTOMER SUPPORT ENGINEERS L1	3,500–5,500	3,500–6,500	3,500–6,500	4,000–11,000	3,500 –11,000
IT/TECHNICAL SUPPORT ENGINEERS L2	4,500–6,500		4,500–7,500	4,500–12,300	4,500–13,000
NETWORK ENGINEERS L3			16,000–26,000	16,000–26,000	16,000–32,000
IT IMPLEMENTATION ENGINEERS			13,000–21,000	13,000–21,000	21,000–27,000
IT/NETWORK SECURITY ENGINEERS			10,500–13,000	11,000–16,000	11,000–18,000
SOC ANALYSTS			7,500–11,000	8,500–13,000	8,500–16,000
CYBER SECURITY (SIEM/SOC) ENGINEERS			10,500–16,000	15,000–16,000	21,000–27,000
INFORMATION SECURITY CONSULTANTS			16,000–21,000	17,000–21,000	27,000–30,000
CRM CONSULTANTS			10,500–16,000	13,000–18,000	16,000–22,000

*Salaries are depicted in AED currency per month, inclusive of housing and transport allowances.

SALARIES BY POSITION

SALES & MARKETING

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
SALES ADMINISTRATOR	5,000–6,000	6,000–7,150	7,150–9,350	8,250–12,000	12,000–14,300
SALES COORDINATOR	5,000–6,050	6,050–7,150	7,150–9,350	8,250–12,000	12,000–14,300
SALES EXECUTIVE	8,250	9,350–11,500	14,300	16,500	17,600
SALES MANAGER	13,750	13,750	18,700	19,800vv	23,000
REGIONAL SALES MANAGER	N/A	N/A	23,000–29,700	23,000–29,700	28,600
SALES DIRECTOR	N/A	N/A	35,200	35,200–40,700	46,200
MARKETING ASSISTANT	N/A	7,150–9,350	9,350–13,200	9,350–14,300	14,300–17,600
MARKETING COORDINATOR	N/A	N/A	10,450–12,000	12,000–14,300	14,300–16,500
MARKETING EXECUTIVE	N/A	6,050–8,250	9,350–12,000	12,000–14,300	14,300–23,000
DIGITAL MARKETING SPECIALIST	N/A	N/A	15,250–19,360	18,150–21,750	19,300–22,600
MARKETING BRAND MANAGER	N/A	N/A	21,750–25,300	31,500–38,750	43,600
REGIONAL MARKETING MANAGER	N/A	N/A	31,500–38,750	38,750–50,850	65,400
MARKETING DIRECTOR	N/A	N/A	38,750–44,750	44,750–64,250	64,250–109,000

SUPPLY CHAIN, LOGISTICS & PROCUREMENT

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
LOGISTICS COORDINATOR/ ASSISTANT	6,750–10,250	7,950–12,650	9,900–13,200	10,750–12,650	17,250–22,500
LOGISTICS EXECUTIVE/ CONTROLLER	8,650–11,250	7,850–11,450	11,500–16,750	11,500–15,750	15,750–23,000
PLANNING COORDINATOR/ EXECUTIVE	N/A	N/A	11,000–17,700	12,750–17,850	19,300–24,200
DEMAND SUPPLY/INVENTORY PLANNER	N/A	15,400–20,500	18,250–23,000	19,000–25,500	22,250–29,650
WAREHOUSE SUPERVISOR	9,350–14,300	11,500–15,000	14,300–18,700	15,000–21,000	21,000–29,000
PROCUREMENT SPECIALIST/ OFFICER	10,500–15,400	12,650–17,600	15,400–19,800	15,700–21,000	22,000–30,250
TRANSPORTATION MANAGER	N/A	N/A	19,800–25,300	21,000–25,300	28,000–35,200
WAREHOUSE MANAGER	11,500–16,250	14,000–21,000	23,000–29,700	25,250–32,000	29,750–35,000
DISTRIBUTION MANAGER	N/A	N/A	27,500–33,000	28,600–35,200	32,500–40,700
PROCUREMENT MANAGER	11,500–16,250	14,000–21,000	26,400–30,800	29,700–35,200	35,200–41,800
DEMAND PLANNING MANAGER	N/A	N/A	28,600–33,000	31,250–37,400	38,500–46,200
SUPPLY CHAIN/LOGISTICS MANAGER	N/A	N/A	33,000–39,600	35,200–40,700	44,000–51,700
PROCUREMENT DIRECTOR	N/A	N/A	38,500–44,000	40,700–46,200	48,400–58,300
SUPPLY CHAIN/LOGISTICS DIRECTOR	N/A	N/A	40,700–46,200	44,000–51,700	58,300–74,800

*Salaries are depicted in AED currency per month, inclusive of housing and transport allowances.



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