



2021-2022

Annual 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 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

Since the second quarter of 2021, we began to witness recovery from the pandemic as companies return to work from the office, and hiring recommenced to replace those made unemployed or redundant due to COVID-19.

By July 2021, headcount started to grow with new hire salaries experiencing an initial reduction to pre-COVID remuneration.

A nationwide vaccination program, easing of travel restrictions, and the launch of EXPO 2020, have driven an influx of visitors to the UAE which has benefited the economy and enhanced business confidence.

In addition, the overhaul of the residency visa system by introducing a variety of visas to attract talent and investment, such as freelance visas, investor visas, retirement visas, and golden visa, as well as major changes to employment laws and the alignment of the working week to global norms, is expected to further elevate the UAE's position globally and sustain a healthy economic expansion.

EXECUTIVE BRIEFING

Remote Working

Almost 75% of our clients have now returned to full-time work from the office. While some clients still provide the flexibility to Work From Home (WFH), overall most of the workforce have now returned to working in the office at least 80% of the work week.

The new working week announcement (4.5 days) from Monday to Friday, will have a substantial impact on the employment market with employees favoring those companies who adopt a WFH policy on Friday mornings (half day) and work four days from the office (Monday to Thursday).

Due to the pandemic, the medical profession has garnered more attention in the UAE, and for the first time we have included in our report, the salary details for the Medical & Healthcare sector as we believe this sector as well as the IT sector will dominate the employment market over the next 3 to 5 years.



Raghieb Salim
General Manager

EXECUTIVE BRIEFING

Amendments to the Labour Law

The recently announced changes to the UAE Labor Law which are effective from February 2nd, 2022 are expected to have a significant impact on both employers and employees.

To remain an Employer of Choice, employers will need to consider working on the basis of 4.5 days per week to stay competitive within the UAE employment market.



Ian Giulianotti
Executive Director

Although it is currently not mandatory for private sector employers to follow the new working week, which has already been adopted by Government organizations, we believe over the next three years it will be applied by all companies in the UAE.

Over the next 3-5 years as the war for talent intensifies, new working conditions such as Work From Home (WFH), flexible working hours, and a shorter working week, will be important considerations for employers to attract and retain their employees. In doing so, employers may face challenges to balance work productivity with the benefits of following new working norms.

AMENDMENTS TO THE LABOUR LAW "FEBRUARY 2022"

WORK WEEK 2022

- 4.5 Day per week (Friday – WFH) or (Flexible Hours) to be followed by the Public sector
- New Working Week (Monday-Thursday) with Saturday and Sunday off
- Non-Discrimination in terms of Gender, Race, Religion and Nationality
- Equal Pay (for same job position)

PART TIME/FLEXI-WORK

- New Working Model
- Fixed Term Contracts
- Non-Competition Clause
- No more Limited/Unlimited

CONTRACTS TO CHANGE WITHIN 1 YEAR

- Deadline Feb 1, 2023
- Minimum Wage
- Probationary – 14 Days Notice

CHANGES TO APPLY ON LEAVE POLICIES

- Maternity
- Bereavement
- Education
- Public – Private sector holidays aligned

IT & DIGITAL POST COVID-19

Digital Transformation Solutions like Blockchain/AI/RPA/IOT became an inseparable part of our lives, leading us to future development.

Digital Transformation Solutions such as Blockchain/AI/RPA/IOT became inseparable from our lives, leading us to accelerate digital transformation and adoption.

Due to the pandemic, many individuals were made redundant as organizations faced significant difficulties to navigate their business operations through the turmoil. We observed average salaries decline by 50% across departments, notably in IT sales, causing a ripple effect of shrinking demand for vendors/service providers. We are now seeing a return to normality, and expect an upward trend in salaries even in the new technology domains with a 20-25% increase in hiring.

IT sales and Technical recruitment is diverting away from the traditional method of resourcing from the sub-continent, towards finding the right match globally. As a result, local players are now hiring directly within the Gulf region depending on the job role. Hiring of Digital Marketing professionals has witnessed a robust increase while jobs for SEO (Search Engine Optimization) professionals experienced a decline as demand for mobile applications has grown in popularity.

In 2021, demand for VM (Video Marketing) and IT & Digital Marketing roles have trended upwards resulting in higher remuneration expectations.

With dependency on digital platforms climbing, Cyber Security, Cloud Computing and Online Gaming companies have benefited from improved revenue generation through the pandemic.

The UAE witnessed 61% growth in technology hires in 2021

1. Cyber Security (70%) while Non-IT Organizations increased their teams by 25%
 2. IT Support (monitoring, administering jobs) increased by +65% in 2020
 3. Cloud Computing (+70% increase)
 4. Digital Marketing Specialists (65% increase)
 5. Artificial Intelligence (30%)
-

Skills in demand in 2021

1. Cyber Security professionals
 2. Cloud Computing
 3. Digital Marketing Specialists
 4. IT Support
 5. IT Sales & Business Development Managers
-

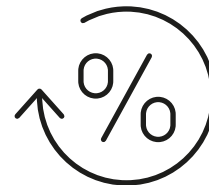
Scarcity of skills in 2021-2022

1. Artificial Intelligence/Blockchain/IOT professionals
2. Cyber Security
3. Cloud Computing/DevOps
4. IT Technical professionals
5. Solution Architects (Software/Hardware)

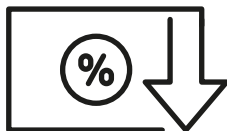
KEY FACTORS IN THE EMPLOYMENT MARKET



Employers are more receptive to Freelancers



Significant rise in commission only depending on position



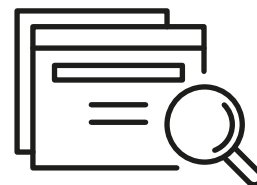
Post-Covid New Hires paid 10% less



EXPO 2020 boosted HORECA & Event Employment



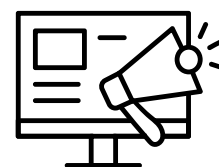
Emirates Airlines restarts recruitment



Senior HR Vacancies increased by 35% in 3rd Quarter 2021



Junior Accounts, Sales & Marketing positions increased by 45% in the 3rd & 4th Quarter 2021



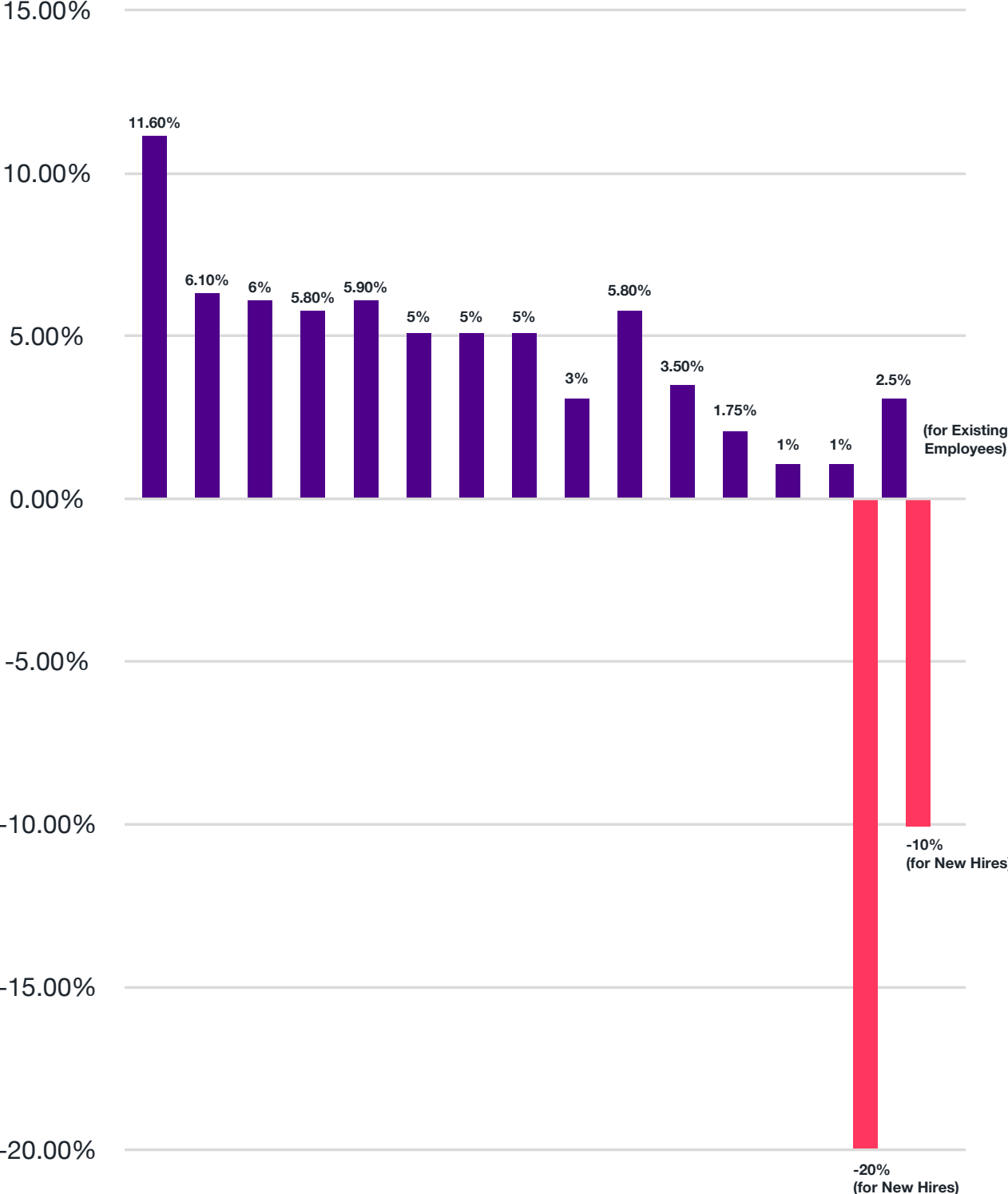
Employers' emphasis on Digital Marketing/IT hiring rise by 65%

EMPLOYEE PRIORITIES BY AGE GROUP* POST COVID-19

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.

GCC SALARY INCREASE FOR 2008-2022



SALARIES BY POSITION

ACCOUNTING & FINANCE	13
ADMINISTRATION & SECRETARIAL	13
HUMAN RESOURCES	13
IT & CYBER SECURITY	14
SALES & MARKETING	15
SUPPLY CHAIN, LOGISTICS & PROCUREMENT	15
MEDICAL & HEALTHCARE	16

SALARIES BY POSITION

ACCOUNTING & FINANCE

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
ACCOUNTS ASSISTANT	4,000 - 5,000	5,500 - 8,500	7,000 - 9,000	7,500 - 9,000	12,000 - 16,000
ACCOUNTS PAYABLE	N/A	6,000 - 9,000	8,000 - 12,000	9,000 - 13,000	12,000 - 18,000
ACCOUNTS RECEIVABLE	N/A	N/A	8,500 - 13,000	10,000 - 14,000	15,000 - 19,000
CREDIT CONTROLLER	N/A	12,000 - 16,000	14,000 - 18,000	15,000 - 20,000	17,000 - 23,000
ACCOUNTANT (BCOM)	8,000 - 12,000	10,000 - 13,000	12,000 - 16,000	13,000 - 18,000	18,000 - 25,000
SENIOR ACCOUNTANT	9,000 - 13,000	11,000 - 15,000	13,000 - 17,000	15,000 - 18,000	19,000 - 26,000
CHIEF ACCOUNTANT	N/A	N/A	17,000 - 22,000	18,000 - 22,000	24,000 - 30,000
FINANCE MANAGER	10,000 - 14,000	12,000 - 18,000	20,000 - 26,000	22,000 - 28,000	25,000 - 30,000
FINANCE DIRECTOR	N/A	N/A	24,000 - 28,000	25,000 - 30,000	28,000 - 35,000
CFO	10,000 - 14,000	12,000 - 18,000	23,000 - 26,000	26,000 - 28,000	30,000 - 36,000

ADMINISTRATION & SECRETARIAL

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
RECEPTIONIST	3,000 - 4,000	4,000 - 6,000	4,000 - 6,000	5,000 - 7,000	8,000+
ADMIN ASSISTANT	3,000 - 4,000	4,000 - 6,000	4,000 - 6,000	5,000 - 7,000	8,000+
SECRETARY	4,000	5,000 - 6,000	6,000 - 7,000	8,000 - 10,000	12,000+
EXECUTIVE PA	5,000	5,000 - 6,000	6,000 - 7,000	8,000 - 10,000	12,000 - 15,000+
OFFICE MANAGER	7,000	8,000 - 10,000	10,000 - 12,000	12,000 - 15,000	15,000 - 25,000
PRO	5,000 - 6,000	7,000 - 8,000	9,000 - 10,000	10,000 - 12,000	15,000
DRIVER	3,000	4,000	5,000	5,000 - 7,000	8,000+

HUMAN RESOURCES

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
HR ASSISTANT	4,000	5,000	5,000 - 6,000	6,000 - 8,000	8,000 - 9,000
PAYROLL ASSISTANT	5,000 - 6,000	5,000 - 6,000	7,000 - 8,000	8,000 - 10,000	10,000 - 12,000
TRAINING COORDINATOR	N/A	N/A	5,000 - 7,000	7,000 - 9,000	9,000 - 12,000
HR EXECUTIVE (GENERALIST)	4,000 - 6,000	5,000 - 6,000	7,000 - 9,000	10,000	12,000
RECRUITER	NADIA	NADIA	NADIA	NADIA	NADIA
COMPENSATION & BENEFITS SPECIALIST	N/A	N/A	N/A	12,000 - 15,000	15,000 - 20,000
ASSISTANT HR MANAGER	N/A	N/A	15,000 - 17,000	15,000 - 20,000	20,000 - 25,000
TRAINING & DEVELOPMENT MANAGER	N/A	N/A	20,000 - 25,000	25,000 - 30,000	30,000 - 40,000
HR MANAGER	N/A	N/A	20,000 - 30,000	25,000 - 35,000	35,000 - 45,000
REGIONAL HR MANAGER	N/A	N/A	30,000 - 45,000	30,000 - 45,000	45,000 - 60,000
HR DIRECTOR	N/A	N/A	55,000 - 60,000	50,000 - 75,000	80,000 - 100,000

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/RELEVANT)			22,000 - 30,000	22,000 - 30,000	25,000 - 35,000
CLOUD SALES SPECIALISTS			18,000 - 25,000	18,000 - 25,000	20,000 - 35,000
ACCOUNT/SALES/ RSM MANAGERS (HARDWARE/ SOFTWARE)			12,000 - 17,000	12,000 - 17,000	17,000 - 23,000
BUSINESS DEVELOPMENT MANAGER (ERP/SAP/ORACLE)			12,000 - 18,000	15,000 - 18,000	17,000 - 25,000
PRE-SALES CONSULTANT/ SOLUTION ARCHITECT			14,000 - 25,000	14,000 - 25,000	25,000 - 35,000
DIGITAL MARKETING SPECIALISTS/MANAGERS	8,000 - 15,000	8,000 - 15,000	12,000 - 20,000	15,000 - 25,000	25,000 - 45,000
PROGRAM/PROJECT MANAGER			16,000 - 21,000	22,000 - 30,000	40,000 - 44,000
IT DIRECTOR			25,000 - 35,000	25,000 - 45,000	30,000 - 60,000
IT/ TECHNOLOGY/ NETWORK HEAD			25,000 - 30,000	25,000 - 30,000	25,000 - 30,000
IT MANAGER		15,000 - 25,000	18,000 - 25,000	18,000 - 25,000	25,000 - 50,000
SYSTEM ADMINISTRATORS	10,000 - 20,000	10,000 - 20,000	15,000 - 20,000	15,000 - 20,000	15,000 - 25,000
NETWORK ADMINISTRATORS	12,000 - 15,000	12,000 - 15,000	12,000 - 15,000	15,000 - 22,000	18,000 - 25,000
IT/TECHNICAL SUPPORT / CUSTOMER SUPPORT ENGINEERS L1	3,000 - 5,000	3,000 - 6,000	3,000 - 6,000	3,500 - 10,000	3,000 - 10,000
IT/TECHNICAL SUPPORT ENGINEERS L2	4,000 - 6,000		4,000 - 7,000	4,000 - 12,000	4,000 - 12,000
NETWORK ENGINEERS L3			15,000 - 25,000	15,000 - 25,000	15,000 - 30,000
IT IMPLEMENTATION ENGINEERS			12,000 - 20,000	12,000 - 20,000	20,000 - 25,000
IT/NETWORK SECURITY ENGINEERS			10,000 - 12,000	10,000 - 15,000	10,000 - 16,000
SOC ANALYSTS			7,000 - 10,000	8,000 - 12,000	8,000 - 15,000
CYBER SECURITY (SIEM/SOC) ENGINEERS			10,000 - 15,000	10,000 - 15,000	20,000 - 25,000
INFORMATION SECURITY CONSULTANTS			15,000 - 20,000	16,000 - 20,000	25,000 - 28,000
CRM CONSULTANTS			10,000 - 15,000	12,000 - 17,000	15,000 - 20,000

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SALARIES BY POSITION

SALES & MARKETING

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
SALES ADMINISTRATOR	4,000 - 5,000	5,000 - 6,000	6,000 - 8,000	7,000 - 10,000	10,000 - 12,000
SALES COORDINATOR	4,000 - 5,000	5,000 - 6,000	6,000 - 8,000	7,000 - 10,000	10,000 - 12,000
SALES EXECUTIVE	7,000	8,000 - 10,000	12,000	14,000	15,000+
SALES MANAGER	12,000	12,000	15,000	17,000+	20,000+
REGIONAL SALES MANAGER	N/A	N/A	20,000 - 25,000	20,000 - 25,000	25,000+
SALES DIRECTOR	N/A	N/A	30,000	30,000 - 35,000	35,000+
MARKETING ASSISTANT	N/A	6,000 - 8,000	8,000 - 10,000	8,000 - 12,000	12,000 - 15,000
MARKETING COORDINATOR	N/A	N/A	9,000 - 10,000	10,000 - 12,000	12,000 - 14,000
MARKETING EXECUTIVE	N/A	5,000 - 7,000	8,000 - 10,000	10,000 - 12,000	12,000 - 20,000
DIGITAL MARKETING SPECIALIST	N/A	N/A	12,000 - 15,000	14,000 - 17,000	15,000 - 25,000
MARKETING BRAND MANAGER	N/A	N/A	17,000 - 20,000	25,000 - 30,000	30,000+
REGIONAL MARKETING MANAGER	N/A	N/A	25,000 - 30,000	30,000 - 40,000	45,000+
MARKETING DIRECTOR	N/A	N/A	30,000 - 35,000	35,000 - 50,000	50,000 - 85,000

SUPPLY CHAIN, LOGISTICS AND PROCUREMENT

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
LOGISTICS COORDINATOR/ ASSISTANT	5,000 - 8,000	5,500 - 8,500	7,000 - 9,000	7,500 - 9,000	12,000 - 16,000
LOGISTICS EXECUTIVE/ CONTROLLER	6,000 - 8,000	6,000 - 9,000	8,000 - 12,000	9,000 - 13,000	12,000 - 18,000
PLANNING COORDINATOR/ EXECUTIVE	N/A	N/A	8,500 - 13,000	10,000 - 14,000	15,000 - 19,000
DEMAND SUPPLY/ INVENTORY PLANNER	N/A	12,000 - 16,000	14,000 - 18,000	15,000 - 20,000	17,000 - 23,000
WAREHOUSE SUPERVISOR	8,000 - 12,000	10,000 - 13,000	12,000 - 16,000	13,000 - 18,000	18,000 - 25,000
PROCUREMENT SPECIALIST/ OFFICER	9,000 - 13,000	11,000 - 15,000	13,000 - 17,000	15,000 - 18,000	19,000 - 26,000
TRANSPORTATION MANAGER	N/A	N/A	17,000 - 22,000	18,000 - 22,000	24,000 - 30,000
WAREHOUSE MANAGER	10,000 - 14,000	12,000 - 18,000	20,000 - 26,000	22,000 - 28,000	25,000 - 30,000
DISTRIBUTION MANAGER	N/A	N/A	24,000 - 28,000	25,000 - 30,000	28,000 - 35,000
PROCUREMENT MANAGER	10,000 - 14,000	12,000 - 18,000	23,000 - 26,000	26,000 - 28,000	30,000 - 36,000
DEMAND PLANNING MANAGER	N/A	N/A	25,000 - 28,000	27,000 - 32,000	33,000 - 40,000
SUPPLY CHAIN/ LOGISTICS MANAGER	N/A	N/A	28,000 - 34,000	30,000 - 35,000	38,000 - 45,000
PROCUREMENT DIRECTOR	N/A	N/A	33,000 - 38,000	35,000 - 40,000	42,000 - 50,000
SUPPLY CHAIN / LOGISTICS DIRECTOR	N/A	N/A	35,000 - 40,000	38,000 - 45,000	50,000 - 65,000

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SALARIES BY POSITION

MEDICAL & HEALTHCARE

POSITION	GOVERNMENT HOSPITALS	LOCAL HOSPITALS	INTERNATIONAL HOSPITALS	LOCAL PRIVATE CLINICS	INTERNATIONAL PRIVATE CLINICS
MEDICAL POSITIONS					
PLASTIC SURGEON	80,000 - 100,000	70,000 - 80,000	100,000 - 120,000	50,000 - 60,000	60,000 - 70,000
CARDIOLOGIST	40,000 - 50,000	50,000 - 60,000	70,000 - 80,000	45,000 - 60,000	60,000 - 70,000
ANESTHESIOLOGIST	50,000 - 60,000	40,000 - 50,000	60,000 - 70,000	30,000 - 40,000	40,000 - 50,000
DERMATOLOGIST	60,000 - 70,000	40,000 - 50,000	50,000 - 60,000	45,000 - 55,000	55,000 - 65,000
PEDIATRIC CONSULTANT	35,000 - 45,000	45,000 - 55,000	55,000 - 65,000	30,000 - 40,000	40,000 - 50,000
RADIOLOGIST	30,000 - 40,000	25,000 - 30,000	40,000 - 50,000	20,000 - 25,000	30,000 - 35,000
GENERAL PHYSICIAN	12,000 - 15,000	10,000 - 12,000	15,000 - 20,000	10,000 - 12,000	12,000 - 15,000
REGISTERED NURSE	7,000 - 8,000	8,000 - 9,000	10,000 - 12,000	8,000 - 9,000	9,000 - 10,000

POSITION	GOVERNMENT HOSPITALS	LOCAL HOSPITALS	INTERNATIONAL HOSPITALS	LOCAL PRIVATE CLINICS	INTERNATIONAL PRIVATE CLINICS
DENTAL POSITIONS					
OMFS SURGEON	35,000 - 40,000	30,000 - 35,000	40,000 - 45,000	20,000 - 25,000	25,000 - 35,000
PEDIATRIC DENTIST	15,000 - 18,000	12,000 - 15,000	18,000 - 20,000	10,000 - 12,000	12,000 - 15,000
ENDODONTIST	12,000 - 15,000	10,000 - 12,000	15,000 - 18,000	10,000 - 12,000	12,000 - 15,000
GENERAL DENTIST	7,000 - 8,000	5,000 - 8,000	8,000 - 10,000	4,000 - 5,000	6,000 - 8,000
LASER THERAPIST	12,000 - 15,000	15,000 - 18,000	20,000 - 22,000	10,000 - 12,000	12,000 - 15,000
PHYSIOTHERAPIST	8,000 - 12,000	10,000 - 12,000	15,000 - 18,000	8,000 - 10,000	12,000 - 15,000
LAB TECHNICIAN	6,000 - 8,000	8,000 - 10,000	10,000 - 12,000	5,000 - 6,000	6,000 - 8,000

ALTERNATE MEDICINE POSITION	WELLNESS CLINICS
CHINESE MEDICAL DOCTOR (TCM-TRADITIONAL CHINESE MEDICINE)	30,000 - 50,000
HJAMA THERAPIST	20,000 - 40,000
ACUPUNCTURIST	15,000 - 30,000

HOME CARE FACILITY	
OCCUPATIONAL THERAPIST	15,000 - 30,000
SPEECH THERAPIST	15,000 - 25,000
GP DOCTOR	12,000 - 15,000
HOME CARE NURSE	8,000 - 10,000
ASSISTANT NURSE	4,000 - 6,000

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GET IN TOUCH WITH US!



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