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2023 Mid-Year Update

Salary Report

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



TABLE OF CONTENTS

EXECUTIVE BRIEFING 3-4

GCC SALARY INCREASE FROM 2008-2023 5

SALARIES BY POSITION 6-8

● Accounting & Finance	6
● Administration & Secretarial	6
● Human Resources	6
● Information Technology & Cyber Security	7
● Sales & Marketing	8
● Supply Chain, Logistics & Procurement	8

With the annual salary increases for 2023 having now been announced, we feel it would be appropriate to give a midyear overview of our annual salary survey.



Ian Giulianotti
Executive Director

As predicted, most employers have recognised the current inflationary pressure on employees by awarding an average of 7 per cent increase in their remuneration following an average rise of 5 per cent in the previous year. It appears that we are experiencing a return to an era of double-digit pay raises, which hasn't occurred since 2008. As this trend gains momentum, employers are adopting alternative approaches to reward and recognize their employees in the UAE and Middle East region. One of the currently popular alternatives is placing greater emphasis on job grading, which revolves around assessing responsibilities and performance to ensure that individual contributions receive appropriate rewards and recognition.

Our predictions regarding the UAE's employment market's rapid growth have indeed materialized. The burgeoning economy continues to attract new companies daily, leading to a surge in the number of registered vacancies with NADIA Global in the first six months of this year, reaching levels last seen before 2014. We continue to receive an average of 1000 registration per day from candidates seeking employment. However, a new phenomenon has emerged wherein we are witnessing a significant percentage of tourists who arrive in Dubai for vacation but later decide to relocate to the UAE. Considering Dubai's projected 16 million tourists for the year 2023, we anticipate that this trend will persist as a long-term situation.

Demand for accommodation in Dubai is at an all-time high, and naturally this has led to a rapid rise of rents by an average of 30 per cent for apartments, and 50 per cent for villas in 2022-23. Rent accounts for 40 per cent of the average employees' expenditure, it is only natural that this will result in increased expectancy by employees of the rental or housing

allowance to follow suit.

With the increasing number of vacancies, we find ourselves in a situation where candidates expect a 25 to 30 per cent increase over their current remuneration and also anticipate family benefits as a norm when negotiating an offer of employment, especially for candidates who are being enticed to leave their current employment.

Getting Creative with the Rewards

Instead relying solely on annual increases, companies are now moving towards using targeted rewards to retain key talent such as high performers and staff with critical skills.

This has necessitated a move in performance measurement from KPIs, which are currently being seen as more appropriate for C suite executives to a far more relevant method of MSC (must, should, & could) in an effort to be able to measure the performance of individuals in a consistent, accurate, timely manner, i.e., on a monthly rather than yearly bases.

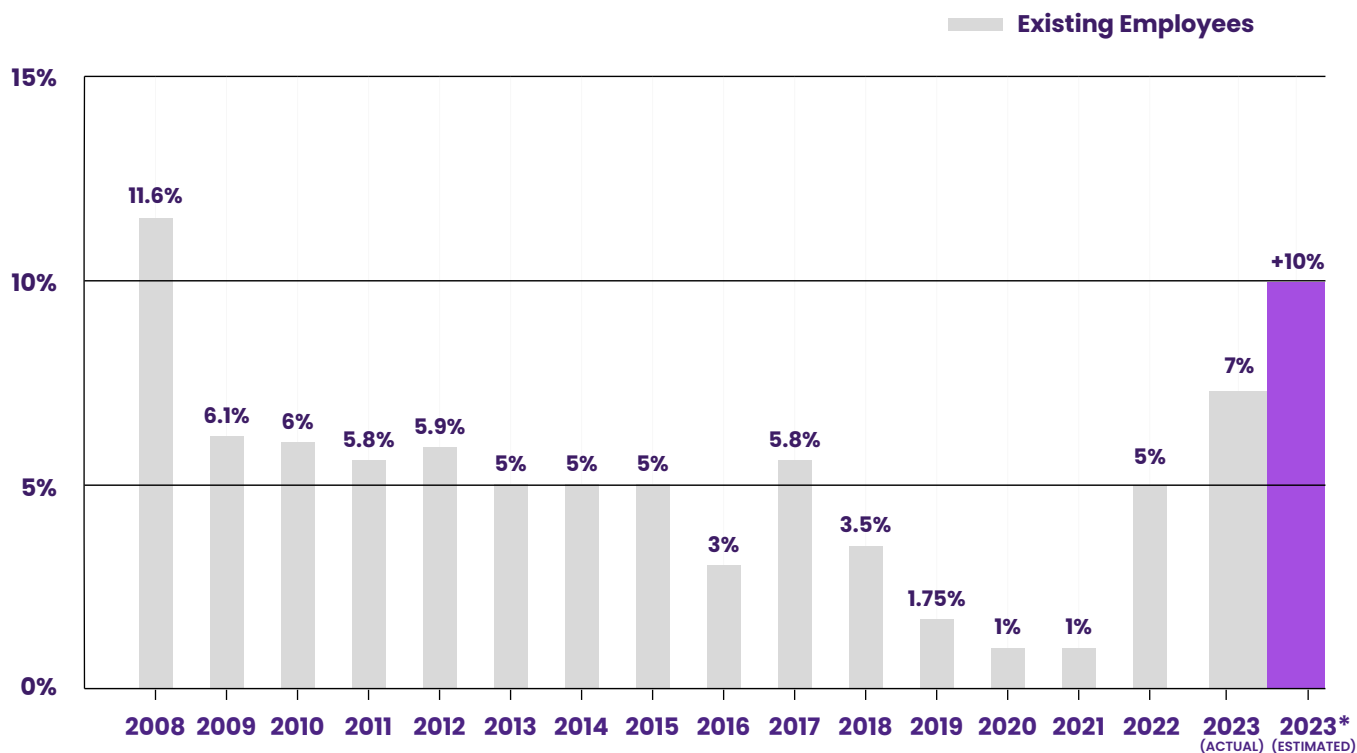
Focus on non-financial elements of compensation.

The prevailing inflationary trends are affecting employees in various ways, prompting companies to adapt their benefits programs in order to alleviate the mounting pressures on employees' financial wellness and overall well-being.

Reviewing and refreshing, total rewards philosophy.

Employers are now striving for greater clarity regarding the outcomes they wish to incentivize in the contemporary business landscape. Consequently, they exhibit a heightened emphasis on prioritizing specific elements within their total rewards package to effectively achieve these desired outcomes.

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

ACCOUNTING & FINANCE

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
ACCOUNTS ASSISTANT	5000 – 6500	7,000–10,500	9,000–11,000	10,500–11,500	15,250–19,500
ACCOUNTS PAYABLE	N/A	7,750–11,000	10,000–14,500	12,000–16,000	15,000–22,000
ACCOUNTS RECEIVABLE	N/A	N/A	10,500–16,000	12,500–17,000	18,500–23,000
CREDIT CONTROLLER	N/A	15,000–19,750	17,500–22,000	18,500–22,500	20,750–27,000
ACCOUNTANT (BCOM)	9000–13000	12,000–16,000	14,500–19,500	15,750–22,000	22,000–30,500
SENIOR ACCOUNTANT	11,000–16,500	13,500–18,250	16,500–21,000	18,000–22,000	23,000–31,500
CHIEF ACCOUNTANT	N/A	N/A	21,000–27,00	22,000–27,000	29,000–37,500
FINANCE MANAGER	12,250–17,000	15,000–22,000	24,500–32,000	27,000–34,000	35,000–41,000
FINANCE DIRECTOR	N/A	N/A	29,000–35,000	32,000–38,500	38,000–48,000
CFO	12,750–17,500	16,750–23,500	29,000–32,500	32,000–33,000	42,000–51,000

ADMIN & SECRETARIAL

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
RECEPTIONIST	3,750–5,000	5,000–7,000	4,500–6,750	5,500–7,500	9,500
ADMIN ASSISTANT	4,000–5,000	5,000–7,000	4,500–6,750	5,500–7,750	9,500
SECRETARY	5,000	6,000–7,250	6,750–8,000	9,250–11,000	14,000
EXECUTIVE PA	6,000	560000–7,250	6,250–8,000	9,000–12,250	14,000–17,000
OFFICE MANAGER	8,250	9,250–11,500	10,500–12,750	13,750–16,000	17,000–28,500
PRO	6,750–7,750	8,250–9,000	9,750–10,500	11,500–13,750	16,000
DRIVER	4,500	5,000	5500	6,000–8,250	9,000

HUMAN RESOURCES

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
HR ASSISTANT	4,750	6,000	6,250–7,750	6,500–8,500	10,000–11,000
PAYROLL ASSISTANT	6,000–7,000	6,000–7,000	8,000–9,500	8,500–11,000	12,000–14,000
TRAINING COORDINATOR	N/A	N/A	6,000–8,500	7,750–10,000	11,000–14,000
HR EXECUTIVE (GENERALIST)	5,000–7,500	6,000–7,750	8,500–11,000	11000	14,000
RECRUITER	NADIA	NADIA	NADIA	NADIA	NADIA
COMPENSATION & BENEFITS SPECIALIST	N/A	N/A	N/A	14,000–17,000	17,000–22,500
ASSISTANT HR MANAGER	N/A	N/A	16,000–18,000	17,000–22,500	22,500–28,000
TRAINING & DEVELOPMENT MANAGER	N/A	N/A	21,000–26,500	28,000–34,000	35,000–44,000
HR MANAGER	N/A	N/A	21,000–32,000	28,000–39,000	39,000–52,000
REGIONAL HR MANAGER	N/A	N/A	32,000–47,000	34,000–49,000	48,000–65,000
HR DIRECTOR	N/A	N/A	58,000–63,000	55,000–85,000	90,000–110,000

*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/ LEVANT)			25,000-34,000	25000-34000	27500-39000
CLOUD SALES SPECIALISTS			20500-29000	20500-29000	22000-39000
ACCOUNT/ SALES /RSM MANAGERS (HARDWARE/ SOFTWARE)			14000-19000	14000-19000	19000-25500
BUSINESS DEVELOPMENT MANAGER(ERP/SAP/ ORACLE)			14000-20000	17000-20000	19000-29000
PRE-SALES CONSULTANT/ SOLUTION ARCHITECT			16000-29000	16000-29000	27500-39000
DIGITAL MARKETING SPECIALISTS/MANAGERS	9,250-17000	9,750-17,250	14000-23000	17000-29000	28000-51000
PROGRAM/ PROJECT MANAGER			18000-24000	24000-34000	44000-48000
IT DIRECTOR			29000-39000	29000-50000	34000-66000
IT/ TECHNOLOGY/ NETWORK HEAD			29000-34000	27000-34000	27500-39000
IT MANAGER		18,250-29,500	20000-29000	21000-31000	29000-56000
SYSTEM ADMINISTRATORS	12,500-23,500	10500-21000	17000-22000	17000-22000	17000-29000
NETWORK ADMINISTRATORS	13,550-17,000	13,550-17,000	13750-17000	17000-25500	20000-29000
IT/TECHNICAL SUPPORT / CUSTOMER SUPPORT ENGINEERS L1	4,000-6,000	4,000-7,000	3400-7000	4500-12000	4000 -12000
IT/ TECHNICAL SUPPORT ENGINEERS L2	5,000-7,000		5000-8000	5000-13000	5000-14000
NETWORK ENGINEERS L3			17500-28000	17500-28000	17000-34000
IT IMPLEMENATATION ENGINEERS			14000-22000	13000-21500	22500-29000
IT/NETWORK SECURITY ENGINEERS			11250-14000	11750-17000	11750-19000
SOC ANALYSTS			8000-11750	9000-13750	9000-16750
CYBER SECURITY (SIEM/ SOC) ENGINEERS			11000-17000	15750-17000	22000-29000
INFORMATION SECURITY CONSULTANTS			17000-22000	18000-22000	29000-32000
CRM CONSULTANTS			11000-17000	13750-19000	167000-24000

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SALARIES BY POSITION

SALES & MARKETING

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
SALES ADMINISTRATOR	5000-6000	6000-7000	7,00-9,250	8,250-12000	12,000-14,000
SALES COORDINATOR	5000-6000	6000-7000	7000-9000	8,500-12,000	12,000-14,000
SALES EXECUTIVE	8,250	9,000-11,250	14,000	16,000	17,000
SALES MANAGER	13,250	13,250	18,000	19,000	22,000
REGIONAL SALES MANAGER	N/A	N/A	22,000-29,000	22,000-29,000	28,000
SALES DIRECTOR	N/A	N/A	34,000	34,000-39,000	45,000
MARKETING ASSISTANT	N/A	7000-9,250	9,250-12,000	9,250-14,000	14,000-17,000
MARKETING COORDINATOR	N/A	N/A	9,500-12,000	12,000-14,000	14,000-16,500
MARKETING EXECUTIVE	N/A	6,000-8,000	9000-12,000	12,000-14,000	14,000-22,500
DIGITAL MARKETING SPECIALIST	N/A	N/A	13,250-17,000	16,000-19,000	17,000-29,000
MARKETING BRAND MANAGER	N/A	N/A	19,000-22,500	28,000-34,000	38,000
REGIONAL MARKETING MANAGER	N/A	N/A	28,000-34,000	34,000-45,000	57,000
MARKETING DIRECTOR	N/A	N/A	34,000-39,000	39,000-56,000	56,000-95,000

SUPPLY CHAIN, LOGISTICS & PROCUREMENT

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
LOGISTICS COORDINATOR / ASSISTANT	6000-9,250	6,500-10,250	8,500-11,000	8,750-10,500	14,000-18,000
LOGISTICS EXECUTIVE / CONTROLLER	7,250-9000	7,250-9000	9,250-13,250	10,250-14,500	14,000-20,000
PLANNING COORDINATOR / EXECUTIVE	N/A	N/A	9,500-14,750	11,250-15,500	17,000-21,000
DEMAND SUPPLY / INVENTORY PLANNER	N/A	12,750-17,000	16,000-20,000	17,000-22,000	19,500-26,000
WAREHOUSE SUPERVISOR	9,250-13,000	11,250-14,500	14,000-87,000	15,000-20,000	20,000-28,000
PROCUREMENT SPECIALIST / OFFICER	10,250-15,000	12,250-16,000	15,000-19,000	15000-21,000	21,000-29,000
TRANSPORTATION MANAGER	N/A	N/A	19,000-24,500	20,000-24500	27000-34,000
WAREHOUSE MANAGER	11,750-15,500	13,500-21,000	22,000-29,000	25,000-31,000	29,000-3,000
DISTRIBUTION MANAGER	N/A	N/A	25,000-30,000	26,000-32,000	29,500-34,000
PROCUREMENT MANAGER	11,250-15,700	13,500-21,000	25,500-29,500	29,000-32,000	34,000-40,000
DEMAND PLANNING MANAGER	N/A	N/A	27,500-32,000	28,500-36,000	37,000-44,000
SUPPLY CHAIN / LOGISTICS MANAGER	N/A	N/A	32,000-38,000	34,000-39,000	42,000-50,000
PROCUREMENT DIRECTOR	N/A	N/A	37,000-42,000	39,000-45,000	47,000-56,000
SUPPLY CHAIN / LOGISTICS DIRECTOR	N/A	N/A	39,000-42,500	40,000-50,000	56,000-72,000

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