



# 2022 Review Mid-Year Salary Report

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

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## MID-YEAR REVIEW



Since we issued our annual salary review last December 2021, we witnessed a dramatic change as the world and in particular the UAE, began its recovery from COVID-19.

However, the Russian invasion of Ukraine followed by sanctions that were imposed by the European Union (EU) and the United States (US) has resulted in a surge of inflation coupled with a dramatic rise in oil prices within a short time frame of 6 months.

As these events continue to change shape and impact world economies, we have increasingly been requested by our clients to share our assessment of the current employment market situation, which is presented in this mid-year salary review for 2022.

It is worthwhile noting that in our 40 years of operating in the UAE, we have witnessed two oil price crashes, three regional wars and two financial crises.

With our vast experience in recruiting top talent, and our ability to provide clarity during periods of complexity, we are generally regarded as the most prominent recruitment agency in forecasting the future of salary change in the UAE.

## The Employment Market

In the first half of 2022, following the recovery from COVID-19, we saw an increase of 200% year on year in vacancies. The unemployed pool of candidates shrunk in number while the salary offers started rising from 20% below market rate matching the current market rate by June 2022. In the immediate aftermath, passive candidates (currently employed individuals in the UAE) began requesting for a 10-15% salary increase and by June 2022, their expectation rose to 30% above current salary.

The UAE became the no.1 destination for job search, with candidates applying more frequently. As a result, the daily registration on our recruitment website ([nadiglobal.com](http://nadiglobal.com)) has seen an average number of 1,000 candidates registering per day with 20% not being residents of the GCC.

## Expectations

Recent surveys have stated that employees will be expecting a salary increase in the next 12 months as the majority relate their salary expectations to the current rapid inflation and are quoting for a double-digit pay rise. Although there was no double-digit pay rise in the region since 2007, prior to the financial crash of 2008, the average pay increased between 1% and 3%.

Employers are now facing a perfect storm with inflation pressure, the predicted 'great resignation' and the 'war for talent' merging together within a short period of time, and the world economies facing the challenge of recovering from COVID-19 in the midst of an ongoing Ukrainian crisis.

## Resolution

A recent poll by a job board stated that 50% of employees would not change their employer even if offered a substantial pay raise by a prospective new employer. Turning this around the other 50% would leave!

Both employers and employees are now faced with balancing job security against rising costs. A satisfying medium will have to be found between businesses achieving profitable growth and employees paid a fair market rate to avoid them seeking alternative employment.

If a 'double-digit pay rise era' takes hold then employers must embrace alternative methods of recognizing and rewarding employees. In the long term, this will result in a greater emphasis on job grading focusing on responsibilities and loyalty, in addition to performance bonus for those employees who have become more sophisticated with targets and feedback.

With petrol prices becoming one of the major drivers of inflation especially in the GCC, employers will need to review transport allowances and remuneration for business use of personal transport on a regular basis.

## Summary

We have revised our salary indicators to reflect the 5% increase that has been prevalent in the job market over the past six months. We expect rapid changes to occur in the next six months and we will be looking into reviewing our figures on a quarterly basis from now on.

We hope you find this update informative for your business needs and we look forward to sharing any opinion or advise on an individual basis should you wish to get in touch with us directly.

# KEY FACTORS IN THE EMPLOYMENT MARKET



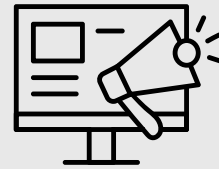
Employers are more receptive to freelancers.



Significant rise in commissions-only sales vacancies (No salary).



Post-Covid new hires paid 5% less than existing employees in 2022.



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



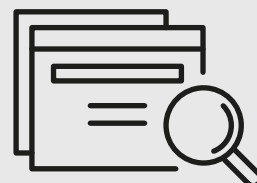
Emirates airlines increased recruitment in 2022 by hiring 6,000 cabin crew and 2,000 pilots.



EXPO 2020 boosted HORECA and event employment leading to an increased candidates base for job opportunities in the booming tourist industry in 2022.



Junior Accounts, Sales & Marketing positions increased by 45% in the 3rd & 4th Quarter of 2021 and continues at the same growth rate in 2022.

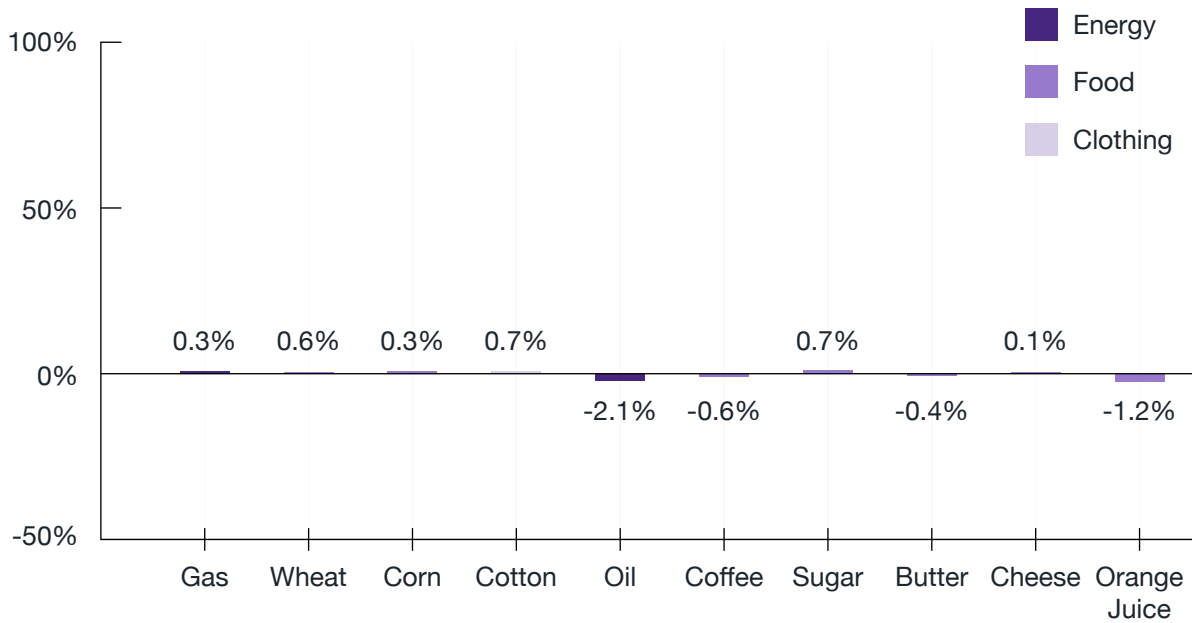


Senior HR Vacancies increased by 35% in 3rd Quarter of 2021 and continues at the same growth rate in 2022.

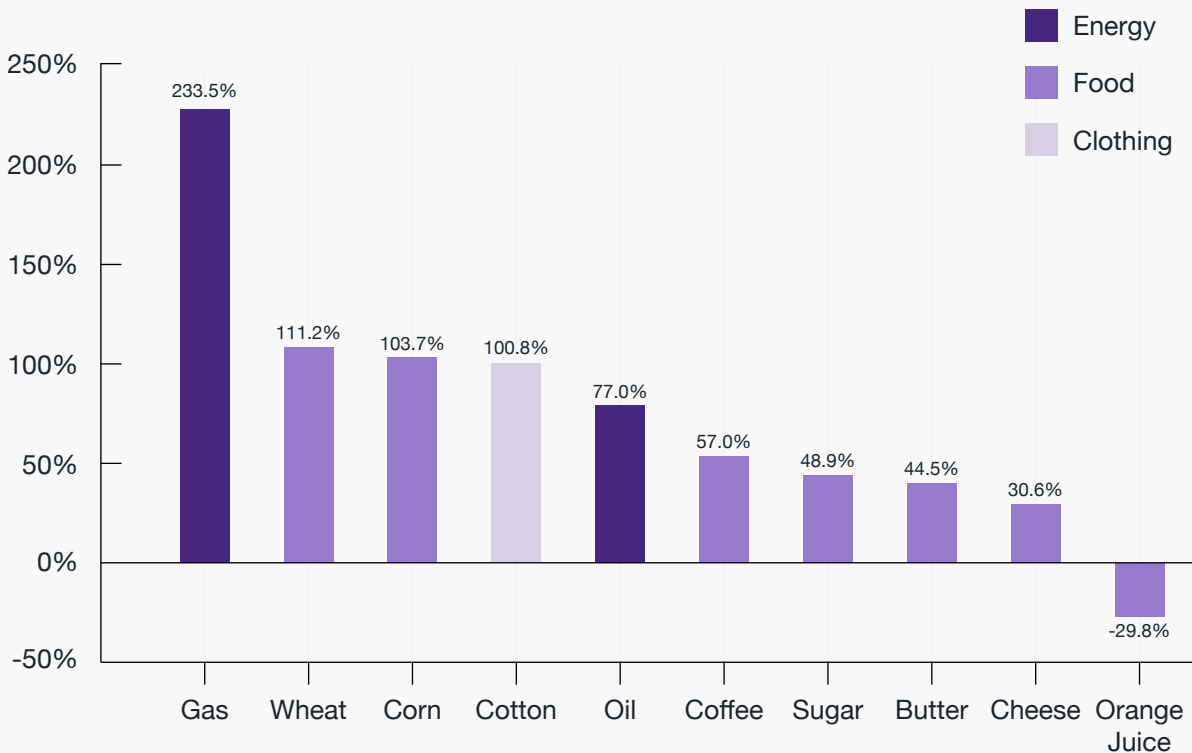


# WHAT INFLATION REALLY LOOKS LIKE?

## Products Price Change (January 2020)

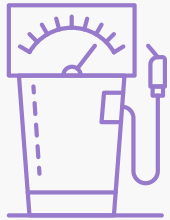


## Products Price Change (June 2022)



# FUEL PRICES

## July 2022



**SUPER 98**

**4.63**



**SPECIAL 95**

**4.52**



**E-PLUS 91**

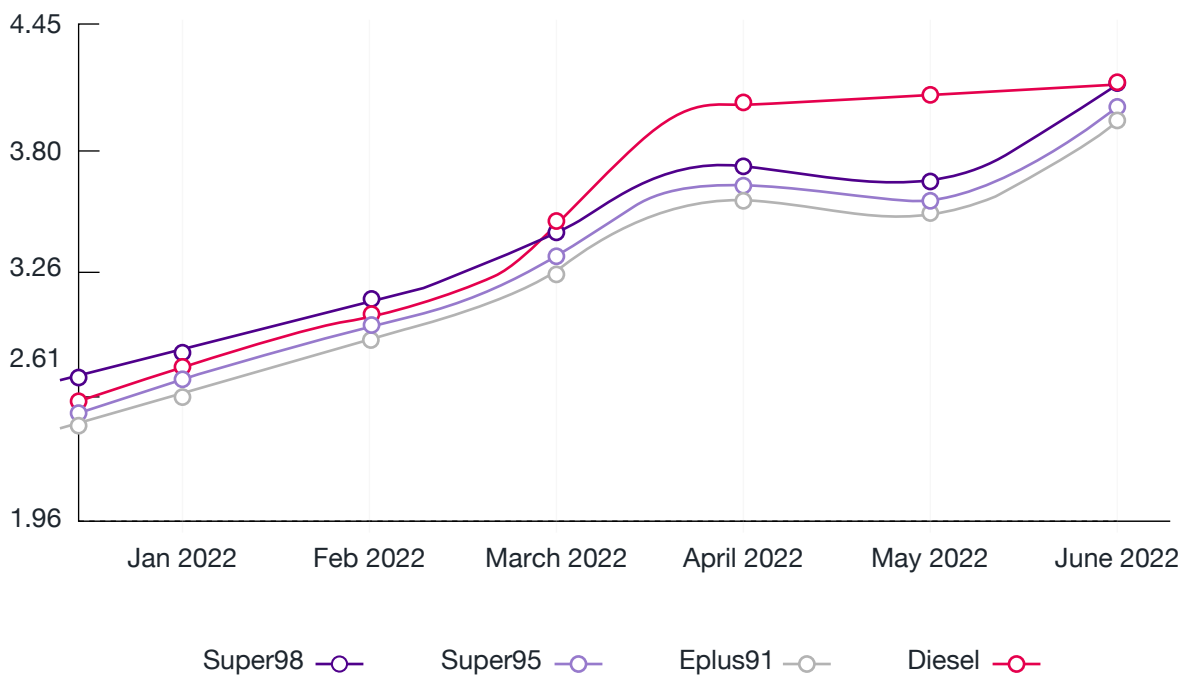
**4.44**



**DIESEL D**

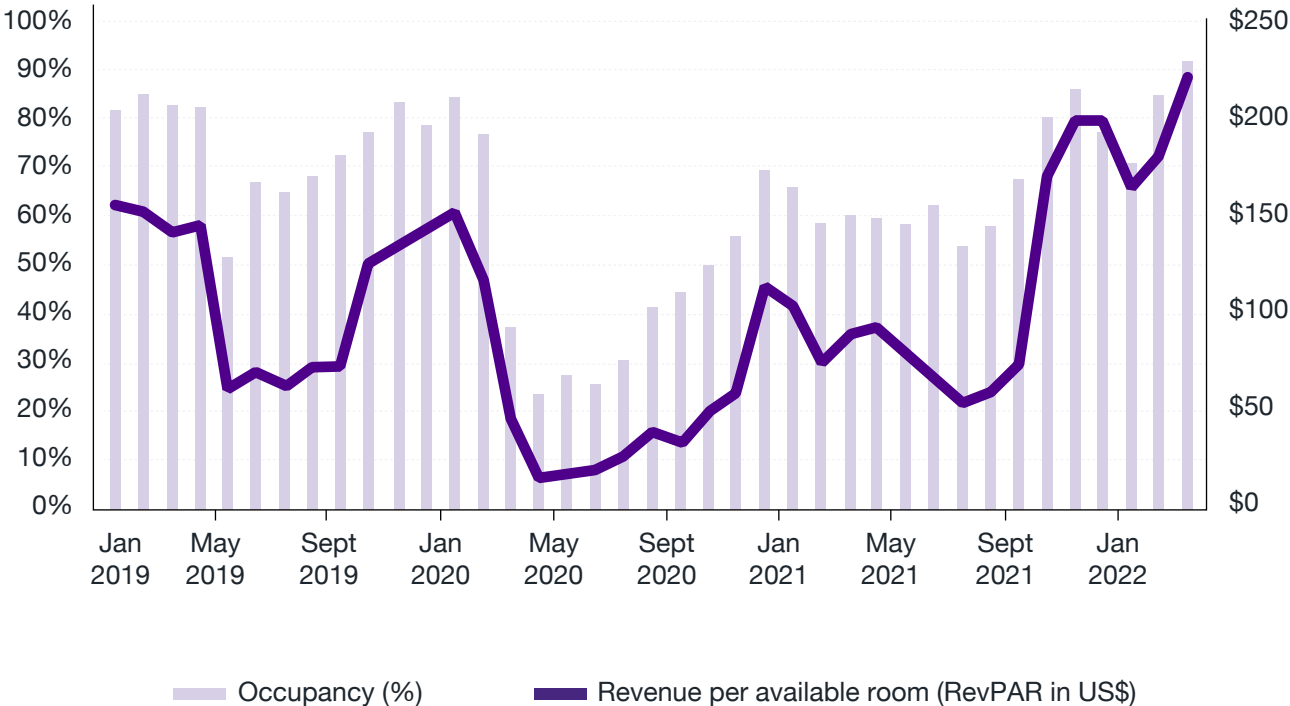
**4.76**

## Historic Fuel Rates (AED per litre) Jan-June 2022

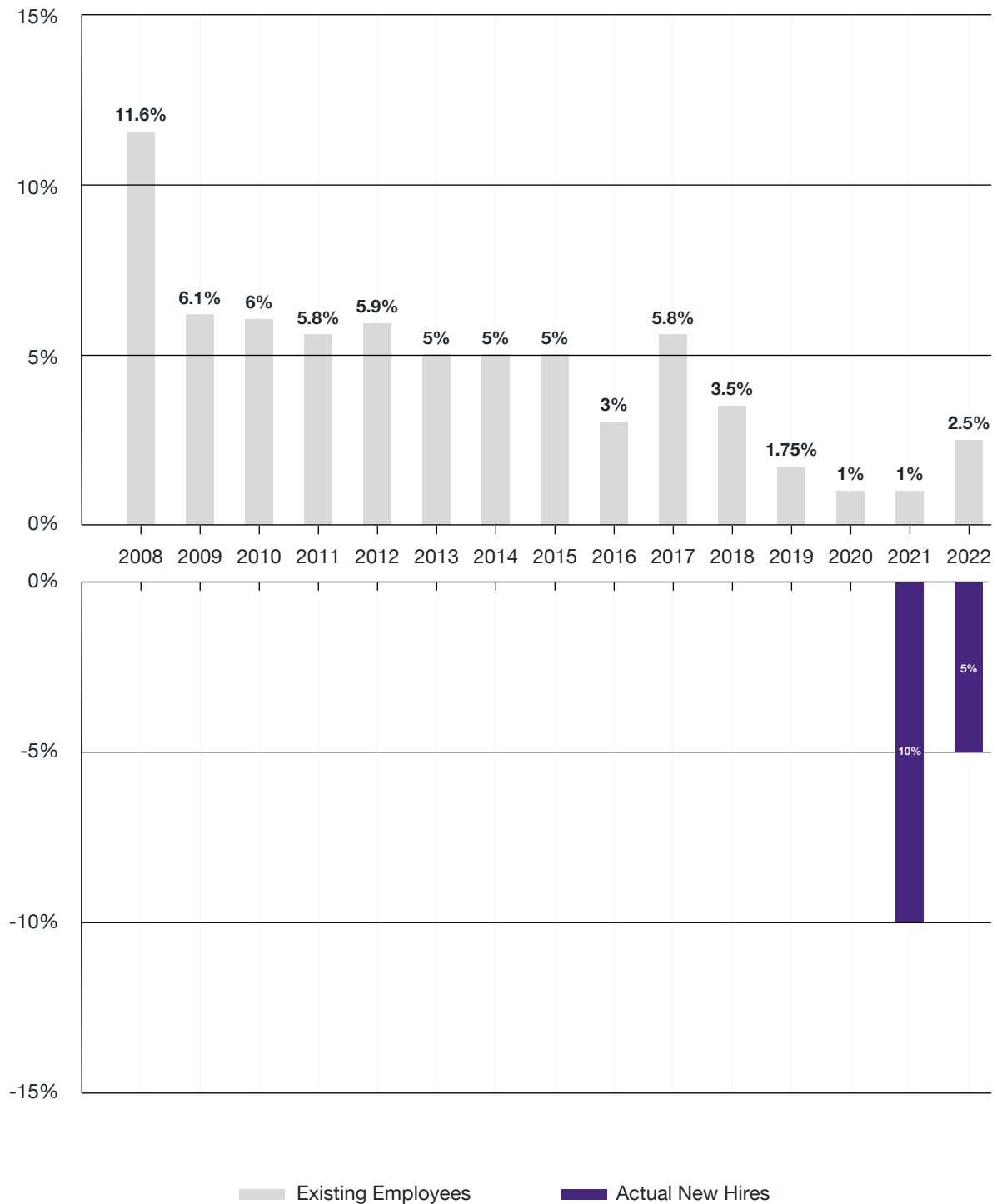




# HOTEL OCCUPANCY



## GCC SALARY INCREASE FOR 2008-2022



- After 12 years of single-digit pay increase, we expect to see a double-digit pay rise in 2022-2023.
- Existing employees' salaries increased by 1% in 2021, and 2.5% in 2022.
- Salaries for new hires was 10% lower than the existing employees in 2021 and dropped to 5% in 2022.

# SALARIES BY POSITION

Accounting & Finance	12
Administration & Secretarial	12
Human Resources	12
Information Technology & Cyber Security	13
Sales & Marketing	14
Supply Chain, Logistics & Procurement	14

# SALARIES BY POSITION

## Accounting & Finance

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
ACCOUNTS ASSISTANT	4,300 - 5,500	6,000 - 9,000	7,500 - 9,500	8,250 - 9,500	13,000 - 17,000
ACCOUNTS PAYABLE	N/A	6,500 - 9,500	8,500 - 12,500	9,500 - 13,750	13,000 - 19,000
ACCOUNTS RECEIVABLE	N/A	N/A	9,000 - 13,750	10,500 - 14,750	16,000 - 20,000
CREDIT CONTROLLER	N/A	13,000 - 17,000	15,000 - 19,000	16,000 - 21,500	18,000 - 24,000
ACCOUNTANT (B.COM)	8,500 - 12,500	10,500 - 13,750	12,500 - 17,000	13,750 - 19,000	19,000 - 26,500
SENIOR ACCOUNTANT	9,500 - 13,750	11,500 - 15,750	13,750 - 18,000	15,750 - 19,000	20,000 - 27,500
CHIEF ACCOUNTANT	N/A	N/A	18,000 - 23,000	19,000 - 23,500	25,000 - 32,000
FINANCE MANAGER	10,500 - 14,800	13,000 - 19,000	21,000 - 27,500	23,500 - 29,500	30,000 - 36,000
FINANCE DIRECTOR	N/A	N/A	25,000 - 30,000	26,500 - 32,000	33,000 - 42,000
CFO	11,000 - 15,000	14,000 - 20,000	24,500 - 28,000	27,500 - 30,000	36,000 - 44,000

## Administration & Secretarial

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
RECEPTIONIST	3,500 - 4,500	4,500 - 6,500	4,000 - 6,000	5,000 - 7,000	9,000+
ADMIN ASSISTANT	3,500 - 4,500	4,500 - 6,500	4,000 - 6,000	5,000 - 7,000	9,000+
SECRETARY	4,500	5,500 - 6,500	6,000 - 7,000	8,000 - 10,000	13,000+
EXECUTIVE PA	5,500	5,500 - 6,500	6,000 - 7,000	8,750 - 11,000	13,000 - 16,000+
OFFICE MANAGER	7,500	8,500 - 10,750	10,000 - 12,000	13,000 - 16,000	16,000 - 27,000
PRO	6,000 - 7,000	7,500 - 8,500	9,000 - 10,000	10,750 - 13,000	16,000
DRIVER	4,000	4,500	5,000	5,500 - 7,500	8,500+

## Human Resources

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
HR ASSISTANT	4,500	5,500	5,750 - 7,000	6,000 - 8,000	9,000 - 10,000
PAYROLL ASSISTANT	5,500 - 6,500	5,500 - 6,500	7,500 - 8,750	8,000 - 10,000	11,000 - 13,000
TRAINING COORDINATOR	N/A	N/A	5,500 - 7,750	7,000 - 9,000	10,000 - 13,000
HR EXECUTIVE (GENERALIST)	4,500 - 6,500	5,500 - 6,500	7,750 - 10,000	10,000	13,000
RECRUITER	NADIA	NADIA	NADIA	NADIA	NADIA
COMPENSATION & BENEFITS SPECIALIST	N/A	N/A	N/A	13,000 - 16,000	16,000 - 21,000
ASSISTANT HR MANAGER	N/A	N/A	15,000 - 17,000	16,000 - 21,000	21,000 - 26,500
TRAINING & DEVELOPMENT MANAGER	N/A	N/A	20,000 - 25,000	26,000 - 32,000	32,000 - 42,000
HR MANAGER	N/A	N/A	20,000 - 30,000	26,000 - 37,000	37,000 - 48,000
REGIONAL HR MANAGER	N/A	N/A	30,000 - 45,000	32,000 - 47,000	48,000 - 65,000
HR DIRECTOR	N/A	N/A	55,000 - 60,000	53,000 - 80,000	85,000 - 105,000+

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)			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 - 3,7000
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 - 11000	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	4,500 - 5,500	5,500 - 6,500	6,500 - 8,500	7,500 - 11,000	11,000 - 13,000
SALES COORDINATOR	4,500 - 5,500	5,500 - 6,500	6,500 - 8,500	7,500 - 11,000	11,000 - 13,000
SALES EXECUTIVE	7,500	8,500 - 10,500	13,000	15,000	16,000+
SALES MANAGER	12,500	12,500	17,000	18,000+	21,000+
REGIONAL SALES MANAGER	N/A	N/A	21,000 - 27,000	21,000 - 27,000	26,000+
SALES DIRECTOR	N/A	N/A	32,000	32,000 - 37,000	42,000+
MARKETING ASSISTANT	N/A	6,500 - 8,500	8,500 - 11,000	8,500 - 13,000	13,000 - 16,000
MARKETING COORDINATOR	N/A	N/A	9,500 - 11,000	11,000 - 13,000	13,000 - 15,000
MARKETING EXECUTIVE	N/A	5,500 - 7,500	8,500 - 11,000	11,000 - 13,000	13,000 - 21,000
DIGITAL MARKETING SPECIALIST	N/A	N/A	12,500 - 16,000	15,000 - 18,000	16,000 - 27,000
MARKETING BRAND MANAGER	N/A	N/A	18,000 - 21,000	26,000 - 32,000	36,000+
REGIONAL MARKETING MANAGER	N/A	N/A	26,000 - 32,000	32,000 - 42,000	54,000+
MARKETING DIRECTOR	N/A	N/A	32,000 - 37,000	37,000 - 53,000	53,000 - 90,000

## Supply Chain, Logistics and Procurement

POSITION	SME	TRADING	FZCO	LARGE GROUP	MULTINATIONAL
LOGISTICS COORDINATOR/ ASSISTANT	5,500 - 8,500	6,000 - 9,500	7,500 - 10,000	8,000 - 9,500	13,000 - 17,000
LOGISTICS EXECUTIVE/ CONTROLLER	6,500 - 8,500	6,500 - 9,500	8,500 - 12,500	9,500 - 13,750	13,000 - 19,000
PLANNING COORDINATOR/ EXECUTIVE	N/A	N/A	9,000 - 14,000	10,500 - 14,750	16,000 - 20,000
DEMAND SUPPLY/ INVENTORY PLANNER	N/A	12,750 - 17,000	15,000 - 19,000	15,750 - 21,000	18,500 - 24,500
WAREHOUSE SUPERVISOR	8,500 - 13,000	10,500 - 13,750	13,000 - 17,000	13,750 - 19,000	19,000 - 26,500
PROCUREMENT SPECIALIST/ OFFICER	9,500 - 14,000	11,500 - 16,000	14,000 - 18,000	13,750 - 19,000	20,000 - 27,500
TRANSPORTATION MANAGER	N/A	N/A	18,000 - 23,000	19,000 - 23,000	25,500 - 32,000
WAREHOUSE MANAGER	10,500 - 14,750	12,750 - 19,000	21,000 - 27,000	23,000 - 29,000	27,000 - 32,000
DISTRIBUTION MANAGER	N/A	N/A	25,000 - 30,000	26,000 - 32,000	29,500 - 37,000
PROCUREMENT MANAGER	10,500 - 14,750	12,750 - 19,000	24,000 - 28,000	27,000 - 30,000	32,000 - 38,000
DEMAND PLANNING MANAGER	N/A	N/A	26,000 - 30,000	28,500 - 34,000	35,000 - 42,000
SUPPLY CHAIN/ LOGISTICS MANAGER	N/A	N/A	30,000 - 36,000	32,000 - 37,000	40,000 - 47,000
PROCUREMENT DIRECTOR	N/A	N/A	35,000 - 40,000	37,000 - 42,000	44,000 - 53,000
SUPPLY CHAIN / LOGISTICS DIRECTOR	N/A	N/A	37,000 - 42,000	40,000 - 47,000	53,000 - 68,000

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