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Introduction

Middle East continues to attract talent from world over and 2014 would inherit the same trend. Increasing demand and high standards of living is attracting skilled and unskilled talent to Middle East. To attract superior talent, retain the best ones and cope up with higher cost of living, Middle East salaries has been projected to be up to 8% higher than 2013. Jobs in Dubai , Jobs in Middle East , Middle East Jobs, Gulf Jobs & Jobs in Gulf continues to be among top 100 searched phrases in the internet.

Construction, Engineering, Architecture & Design, Banking and Financial jobs are the highest gainers with pay hike or a new job promising up to 8% increase. Tourism, Leisure, Hospitality, Accounting, Sales, Human Resources and Legal roles show signs of up to 5% increase. Niche roles like Aviation, specific IT skills and high profile Sales roles would continue to be dominated by the demand-and-supply model.

Arab World Careers 2014 Middle East salary guide is the most respectable, authoritative, comprehensive and in-depth salary guide in the Middle East Region. Being a premium job portal, we have access to employers and jobs seekers alike. We study their behavioral pattern and projects salary level in conjunction with market conditions.

Top reasons why 2014 would see flocking employees, in the order of highest to lowest.



Methodology

In order to provide the most accurate salary guide as possible, Arab world careers took a dive into 360 degree approach in formulating the 2014 Middle East salary guide. We just did not go by few indicative factors but consulted employers, search firms, their 2014 recruitment targets, regional stability, world markets' impact on middle east economies, candidate appetite to still look for a job in Middle East, the region's potential to create real jobs and the actual capacity to pay them based on real returns.

We used world renowned algorithms to mine data from last five years, trends that defined pay hike and the real value forecast for the next two years. We did our primary and secondary research with current employers and potential job seekers from 12 key nations who contribute to the manpower needs of Middle East economies predominantly GCC nations.

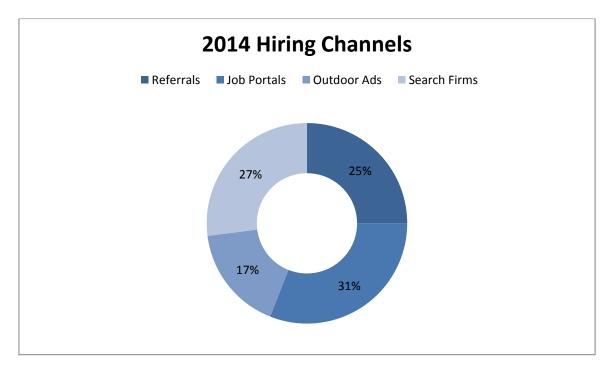
Over 800 employers and 2200 current employees participated in our salary survey. Our analysts performed a thorough, rigorous and analytically complex numbers exercise to bring you the most accurate salary guide in the Middle East. Our salary guide is used by approximately 40,000 plus known companies in revising their compensation bands. Our salary guide for each position is not determined by job titles but by responsibilities and required at least 80% match.

The information you are about to access is interpretive and indicative, it's not conclusive. Kindly use this information only as a guide.

Middle East Economic & Hiring Outlook 2014

Middle East economies, predominantly GCC grew at an average 4% in 2013. The worldwide turn around in the last quarter of 2014, signs of revival, rising industrial outputs, record number of jobs created in the United States, cooled down Eurozone crisis, averted Syrian conflict, peace talks with Iran, Dubai winning Expo2020, stable oil price forecast are all signaling better than expected economic growth in the Middle East region. All these factors have boosted investor confidence all around the world and Middle East would witness much larger pie of Foreign Investments. As per revised economic outlook report from IMF, Middle East would grow at a rate of 5.5% - 6% in 2014. This means more number of jobs would be created.

Arab World Careers predicts that Construction & Engineering, Oil & Energy, Tourism and Aviation sectors would drive growth in the GCC markets. 2014 would continue to see nationalization efforts by these economies. We suspect Kuwait to implement a similar law in 2014 as Saudi Arabia's Nitaqat Law. The number of new jobs created in GCC economies would be between 470,000 – 500,000 and the number of positions to be filled would be upwards 4,000,000. The hiring sources percentage is as below:





Middle East Salary Ranges 2014 in USD

`	Low	Medium	High
	Monthly sala bonus. All figi	ry excluding annual ures in USD.	/performance
Investment banking / private equ	JITY ROLES		
Anal yst	4,590	5,940	9,990
Associate	7,290	9,990	17,550
Vice President	9,990	15,390	24,840
Director	18,090	19,440	32,940
Managing Director	20,790	26,190	36,990
Head	23,490	30,240	41,040
Investment banking / private equ	JITY - SALES ROLES		
Anal yst	4,590	5,940	9,990
Associate	7,290	9,990	16,740
Vice President	9,990	12,690	23,490
Director	15,390	18,090	30,240
Managing Director	20,790	24,840	32,940
Head	22,140	27,540	38,340
ASSET MANAGEMENT ROLES			'
Anal yst	4,590	5,940	7,290
Associate	7,290	9,450	12,690
Vice President	9,990	12,690	15,390
Director	15,390	18,090	20,790
Managing Director	20,790	24,840	30,240
Head	22,140	27,540	32,940
MIDDLE / BACK OFFICE OPERATION R	OLES		
Anal yst	4,050	4,590	5,400
Associate	5,400	7,020	8,640
Vice President	7,290	8,640	11,340
Director	9,990	11,340	12,690
Managing Director	12,690	14,040	15,390
Head	14,040	15,390	18,090

	Low	Medium	High
	Monthly salar bonus. All figu	y excluding annual res in USD.	/performance
Assistant Branch Manager	4,050	5,400	6,750
Branch Manager	7,290	9,180	10,260
Business Development Manager	5,940	8,640	9,990
Business Intelligence Analyst	4,590	6,480	7,560
Chief Risk Officer	16,740	22,140	27,540
Collections Manager	5,400	7,290	9,180
COO	15,390	20,115	24,840
Country Head	35,640	41,040	46,440
Head of Acquiring	8,640	11,340	15,390
Head of Call Centre	8,640	11,340	14,040
Head of Premier Banking	9,990	14,715	19,440
Head of Retail Operations	8,640	12,690	15,390
Head of Collections	9,990	12,690	15,390
Head of Credit Analytics	5,940	10,665	12,690
Head of Credit Policy	9,990	12,015	14,580
Head of Issuing	8,640	11,340	15,390
Head of Loyal ty	8,640	11,340	15,660
Head of Merchant Services	8,640	11,340	15,390
Head of Partnerships	8,640	11,340	15,660
Head of Product Development - Retail Products	8,640	11,340	15,390
Head of Retail	14,040	19,440	24,840
Head of Retail Credit	11,340	14,040	16,740
Head of Risk	11,340	16,065	20,790
National Sales Manager - Mortgages	7,290	8,640	9,990
Portfolio Manager - Cards	5,940	7,560	9,990
POS Specialist	7,020	8,370	10,260
Product Manager - Retail Products	5,940	8,640	9,990
Product Officer	3,240	4,590	5,940
Relationship Manager	4,050	5,940	7,290

	Low	Medium	High	
	Monthly salary excluding annual/performance bonus. All figures in USD.			
CORPORATE BANKING				
Head of Corporate Banking	14,040	16,740	19,440	
Head of Corporate Credit	11,340	12,690	14,040	
Head of Financial Institution	12,690	14,040	19,440	
Head of Trade Finance	11,340	14,040	19,440	
Unit Head	9,180	11,340	13,500	
Senior Relationship Manager	7,290	8,640	9,990	
Relationship Manager	5,400	7,020	7,830	

Credit Analyst	3,240	4,320	5,940
Credit Admin Clerk	2,700	3,780	4,320
Trade Finance Clerk	3,240	4,320	5,400
PRIVATE BANKING		·	'
HO Private Banking	16,740	19,440	24,840
Private Banker (Associate Director)	9,990	11,340	14,040
Private Banker (Director)	11,340	12,690	14,040
Private Banker (Relationship Manager)	8,640	9,990	11,340
Product and Investment Specialist (Associate)	7,290	8,640	9,990
WEALTH MANAGEMENT			
Head of Weal th	12,690	15,390	18,090
Unit Head	8,640	9,990	11,340
Senior Relationship Manager	7,290	7,830	9,180
Relationship Manager	5,400	6,210	7,290
Product Manager	5,940	7,290	8,640
INSURANCE			
Director of Underwriting	14,040	16,740	18,090
Manager of Underwriting Department	9,990	11,340	12,690
Senior Underwriter	5,940	8,640	9,990
Director	14,040	18,090	22,140
Business Development Manager	6,480	8,640	9,990
Junior Underwriter	2,700	3,240	4,590

www.aranwn	Low	Medium	High		
VV VV VV ICILORO VV		Monthly salary excluding annual/performance bonus. All figures in USD.			
Acquisitions Manager / Land Surveyor	7,290	8,640	9,990		
Assistant Development Manager	5,130	6,480	8,640		
Assistant Project Manager	4,590	5,940	8,100		
Associate	8,640	12,690	18,090		
Associate Director (PQS)	14,040	16,200	17,820		
CEO	16,740	27,540	41,040		
Civil / Structural Engineer	4,590	7,290	9,990		
Commercial Director	14,040	15,390	18,090		
Commercial Manager	9,990	12,690	16,200		
Construction Manager	5,940	8,640	10,260		
Contracts Manager	8,640	11,880	16,740		
Cost Manager (PQS)	7,290	8,640	12,690		
Design Manager	5,940	9,990	11,340		
Development Director	14,040	16,740	22,140		
Devel opment Manager	9,990	12,690	15,390		
Director (PQS)	14,040	16,740	22,140		
Facilities Coordinator	4,590	5,940	7,290		
Facilities Manager	8,640	11,340	14,040		
General Manager / VP	15,390	20,790	27,540		
Head of Planning Department	12,690	14,040	16,740		
Head of Corporate Real Estate	12,690	16,740	19,440		

HSE Director	12,690	15,390	19,440
HSE Manager	9,990	11,340	14,040
HSE Officer	3,240	4,590	5,940
Interior Designer	3,240	5,940	8,640
Infrastructure Manager	12,690	15,390	18,090
Junior Architect	3,240	4,590	5,940
	<u> </u>		
Junior Quantity Surveyor	3,240	4,320	4,590
Landscape Architect	4,590	7,290	9,990
Leasing Executive	4,590	5,940	9,990
Leasing Manager	8,640	10,800	12,690
MEP Manager	8,640	9,990	12,690
MEP Coordinator	4,050	5,940	7,290
MEP Design Manager	7,290	9,990	11,340
MEP Project Manager	8,100	11,340	14,040
Operations Manager	9,990	12,690	15,390
Partner	18,090	20,250	24,840
Planning Engineer	5,400	7,560	9,990
Planning Manager	7,290	10,800	14,040
Principal	11,340	16,740	22,140
Project Director	15,390	18,090	23,490
Property Manager	9,990	11,340	14,040
QA / QC Engineer	3,240	4,320	5,400
Quantity Surveyor	5,940	7,290	9,180
Resident Engineer: Entry Level	3,780	5,400	8,640
Senior Architect	7,290	8,640	11,340
Senior Civil / Structural Engineer	5,940	9,990	12,690
Senior Development Manager	14,040	16,740	20,790
Senior Interior Designer	5,940	8,640	11,340
Senior Project Manager	11,880	15,390	18,090
Senior Quantity Surveyor	8,640	11,880	13,500
Senior Resident Engineer	5,940	8,640	12,690
Site Manager	4,590	5,940	7,290
Town Planner	5,940	7,290	8,640
Transport Manager	12,690	15,390	18,090
Urban Designer	5,400	7,830	9,990

	Low	Medium	High
	Monthly salary excluding annual/performance bonus. All figures in USD.		
Administrator / Coordinator	2,700	3,240	3,780
Engineer	3,240	4,320	5,400
Supervisor	4,320	5,400	7,020
Assistant Manager	5,400	7,020	8,640
FM Manager	6,480	8,370	11,340
Area Manager / Senior FM	8,640	10,530	12,690

Operations / Mobilization Manager	9,990	12,690	15,390
FM Director / Head of FM	12,690	16,740	20,790
Corporate Real Estate Manager	9,990	12,690	15,390
Chief Engineer	8,640	11,340	14,040
Technical Services Director	12,690	15,390	18,090
FM - Infrastructure	8,640	9,990	11,340

	Low	Medium	High
	Monthly salary excluding annual/performance bonus. All figures in USD.		
Business / Financial Controller	8,640	7,290	9,990
Business Analyst	4,590	5,940	7,290
Chief Financial Officer	14,040	16,740	24,840
Regional Finance Director	12,690	15,390	18,090
Finance Director	11,340	14,040	16,740
Finance Manager	5,940	7,290	8,640
Financial Accountant	4,590	5,400	5,940
Financial Analyst	4,860	5,400	6,480
Financial Planning and Analysis Manager	7,290	8,640	9,990
Internal Auditor (3 - 4 years post qualified experience)	5,940	7,290	8,640
Management Accountant	5,400	5,940	7,020
Newly Qualified (1 - 2 years post qualified experience)	3,780	4,590	5,400
Newly Qualified (2 - 4 years post qualified experience)	5,400	5,940	7,290

	Low	Medium	High
	Monthly salary excluding annual/performance bonus. All figures in USD.		
AUDIT			
VP Audit (Regional based role)	19,440	16,740	22,140
Head of Audit	11,340	14,040	16,740
Audit Manager	8,640	9,990	11,340
Senior Auditor (4 - 5 years post qualified)	5,940	7,290	8,640
Auditor (Newly qualified)	4,590	5,940	7,290
Junior Auditor (Pre-qualified)	3,240	3,780	4,590
COMPLIANCE			
Global Head of Compliance	16,740	19,440	22,140
Divisional Head of Compliance	14,040	15,390	18,090
Senior Compliance Manager	9,990	11,340	12,690
Compliance Manager	7,290	8,640	9,990
Senior Compliance Officer	5,940	7,290	8,640
Compliance Officer	4,050	5,940	7,830

	Low	Medium	High
	Monthly salary excluding annual/performance bonus. All figures in USD.		
HR Director	10,800	14,580	20,790
HR Manager	6,480	8,100	9,990

Assistant HR Manager	5,400	6,480	7,290
HR Officer	3,780	4,725	5,535
HR Executive / Administrator / Coordinator	3,780	4,320	4,860
Emiratisation Manager	8,100	10,800	15,390
Recruitment Manager	5,940	8,100	9,990
Recruitment Specialist	4,050	5,130	5,940
Compensation and Benefits Manager	7,020	9,180	11,340
Compensation and Benefits Specialist	4,860	5,400	6,480
Training and Development Manager	6,480	8,100	10,260
Trainer	4,860	5,400	6,480

	Low	Medium	High
	Monthly salar bonus. All figu	performance	
TECHNICAL			
Application Manager	7,290	8,640	11,340
Business Analyst	4,590	6,480	7,830
CIO / IT Director	11,340	14,040	16,740
Data Centre Manager	6,480	9,180	11,340
DBA	4,050	4,860	6,480
Devel oper	2,970	4,320	5,940
Enterprise Architect	11,340	12,690	15,390
Head of IT	11,340	14,040	16,740
Hel pdesk	2,160	3,240	4,590
IT Manager	5,940	8,640	11,340
IT Security Analyst	4,590	5,940	7,290
Project Manager	5,940	9,990	12,690
Quality Analyst	4,590	5,400	7,290
Solutions Architect	9,990	12,690	15,390
Support Engineer	3,240	4,590	7,290
Service Desk Manager	5,400	7,290	9,990
SALES			
Regional Sales Manager	8,640	9,990	12,690
Senior Sal es Manager	6,480	8,100	9,990
Account Executive	5,400	7,020	7,830
Business Development Manager	5,670	6,480	7,560

	Low	Medium	High
	Monthly salary excluding annual/performance bonus. All figures in USD.		
Air Freight Manager	0	0	0
COO Logistics	12,690	16,740	19,440
Customs Manager	5,940	8,640	11,880
Distribution Manager	5,940	7,830	9,990
Factory Manager	8,640	11,340	14,040
General Manager - Logistics	9,990	12,690	16,740
General Manager - Manufacturing	9,990	12,690	16,740

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Logistics Administrator	2,700	3,240	3,780
Logistics Coordinator	2,700	3,780	4,860
Logistics Demand Planner	3,780	4,860	6,480
Logistics Manager	4,860	5,940	9,990
Logistics Operations Executive	3,240	3,780	4,590
Operations Manager - Logistics	7,290	8,640	11,340
Third Party Logistics Coordinator	2,970	3,510	4,590
Third Part Logistics Manager	5,940	7,290	8,640
Transport Manager	6,480	7,830	9,990
Warehouse Manager	4,590	5,940	8,640
Warehouse Operations Manager	6,480	8,100	9,990
Warehouse Operative	2,160	2,700	3,240
Warehouse Supervisor	3,240	4,860	5,940
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Administration Support	3,240	3,780	4,320
Administration Manager	4,590	6,750	9,180

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	0		
Administration Support	3,240	3,780	4,320
Administration Manager	4,590	6,750	9,180
Junior Executive Assistant	3,240	3,780	5,130
Senior Executive Assistant	5,130	6,210	7,020
Office Administration	3,240	3,780	4,590
Office Manager	4,590	5,400	7,290
Personal Assistant	4,860	5,400	7,290
Project Administrator	3,240	4,050	5,400
Junior Receptionist	2,430	2,700	3,780
Senior Receptionist / Administrator	2,700	3,240	4,590
Team Assistant	3,780	4,860	5,400

	Low	Medium	High
	Monthly salary excluding annual/performance bonus. All figures in USD.		
Design Manager - Rolling Stock	5,940	8,100	11,340
Maintenance Engineer	5,670	8,100	10,260
Signalling Design Engineer	5,940	9,990	16,740
Construction and Installation Manager	10,800	14,040	16,740
Signalling Test and Commissioning	7,290	9,180	11,340
Structural Designer - Transport Infrastructure	5,400	8,100	10,800
Project Engineer - Transport Infrastructure	6,210	8,640	13,230
Bid / Proposal s Manager	8,370	12,150	15,390
Project Planner	7,290	11,340	14,580
Project Controls Manager	11,340	16,740	19,440
Systems Safety and Assurance Engineer	10,800	14,040	18,360
Consultant - Rail Operations	11,880	14,040	18,090
Asset Manager	8,100	9,720	13,500
Business Development Manager	10,800	15,390	18,090

	Low	Medium	High
	Monthly salary excluding annual/performance bonus. All figures in USD.		
Account Management	3,780	4,590	5,940
Key Account Manager	4,590	5,940	7,290
Brand Manager	3,780	5,400	6,480
Business Development Executive	3,240	3,915	4,590
Business Development Manager	4,590	5,940	8,640
Business Development Director	7,290	9,990	12,690
Graphic Designer	3,240	4,320	5,400
Marketing Director	9,990	12,690	15,390
Marketing Executive	3,240	4,050	5,130
Marketing Manager	5,400	7,290	9,990
Media Planner	5,400	7,290	8,640
PR / Events / Communications Executive	3,240	4,050	5,130
PR / Events / Communications Manager	4,590	6,480	8,640
PR / Events / Communications Director	9,990	12,015	14,040
Sales Executive	3,240	4,050	4,590
Sal es Manager	4,590	5,940	8,640
Sales Director	7,290	9,990	12,690
Sales Vice President	11,340	14,040	16,740

1	Low	Medium	High	
		Monthly salary excluding annual/performa bonus. All figures in USD.		
Retail Operations Manager	6,480	9,180	11,340	
Area / District Manager	4,590	7,290	7,020	
Head of Retail Operations	9,990	12,690	16,740	
General Manager	11,340	15,390	20,790	
Store Manager	3,240	4,860	9,990	
Assistant Store Manager	2,700	3,780	6,480	
Brand Manager	6,480	8,100	10,260	
Head of Buying	9,990	12,690	16,740	
Senior Buyer	4,590	7,020	11,340	
Buyer	4,050	5,400	9,180	
Assistant Buyer	2,700	4,050	6,750	
Head of Planning / Merchandise	8,100	12,690	20,790	
Planning Manager	7,020	9,990	13,500	
Assistant Planning Manager / Senior Merchandiser	5,400	7,290	9,180	
Merchandiser	2,700	5,400	7,290	
Visual Merchandise Manager	4,320	7,560	9,990	
Head of Visual Merchandising	5,940	9,180	11,340	
Visual Merchandiser	2,160	3,780	4,590	

	Low	Medium	High
	Monthly salar bonus. All figu	/performance	
Buyer	3,240	4,590	5,940
Contracts Manager	6,480	8,640	11,340
Inventory Controller	2,700	3,240	3,780
Inventory Manager	3,780	4,860	5,400
Order Desk Supply Manager	2,700	4,320	5,400
Process Engineer - Manufacturing	3,780	4,590	5,400
Procurement Director	11,340	14,040	16,740
Procurement Manager	4,590	7,290	9,990
Purchasing Assistant	2,700	3,780	4,590
Purchasing Manager	4,590	7,290	8,640
Quality Assurance Manager	4,590	5,400	7,020
Senior Buyer	3,780	4,590	5,940
Senior Procurement Officer	3,780	4,590	5,940
Senior Supply Planner (SAP)	4,590	5,400	7,290
Service Engineer	3,240	4,050	5,400
Strategic Buyer	3,510	4,320	4,860
Strategic Sourcing Manager	7,290	8,640	12,690
Supply Chain Coordinator	3,240	3,780	4,590
Supply Chain Manager	5,940	8,640	11,340
Suppl y Pl anner	3,240	3,780	4,590
Supply Chain Director	12,690	15,390	19,440
Technical Advisor Automotive	2,700	3,780	4,590
Technical Engineer - Manufacturing	3,240	3,780	5,940
Vendor Management - Quality Assurance	5,940	6,210	7,020
Vice President - Procurement	14,040	18,090	23,490

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