

# UAE Salary Guide 2016



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**Get an insight into the top industries of UAE and the salary range before you make the decisive move.**



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## **UAE Salary Guide**

UAE is one of the most popular job destinations and every year thousands of professionals come to UAE for exploring their professional career. Besides job opportunities, excellent career potential, luxury lifestyle and high income are the prime attractions of working in UAE. If you have planned to work in UAE, This unique UAE salary guide will help you to have a clear idea about earning potential in UAE.



The guide offers detail insight into latest salary trend in key service segments within Gulf Cooperation Council (GCC) region. The guide is based on close observation over the recent past salary trend along with accurate compilation of real facts and authentic figures related to job market and gross salaries.

One of the deciding factors of salary and job market potential is the economy of UAE and due to sudden reduction of crude oil price in global market. According to the prediction on Job market by renowned recruitment professionals, salary trend in UAE is going little down, although GDP growth in this region is showing optimum stability.

According to current salary trend in UAE, we can observe 10-12% upsurge in the general number of new jobs, with salaries growing in line with increase at around 5-6%. For many, the real price of living is outshining with salary increases. Accommodation is a major module in the cost of living and according to 2014 rents raised to a yearly rate of increase of 15-20% while accommodation prices up surged by 12-15%. Let's see how different professional fields are offering salary potential for professionals.

**\$** salary

## 1. Accounting and Finance

In 2015 oil price has fluctuated a lot and as a result, companies operating in UAE have acted conservatively in expanding their employee team. The effect of this oil price fluctuation has remained prevalent for the whole year and as a result accounting and finance employment market has got a jerk during this year. In USE the trend has affected new recruitment and new recruits are taken from professionals having knowledge about UAE and its related market.

Some multinational companies have adopted retrenchment policy as a result of this sudden change of economy stature. Surprisingly, medium sized companies immediately had hired these ex-multinational service holders in their team and they capitalized their talent and experience so far for their business development. As a general trend, companies across USE have preferred to hire candidates with regional experience.

In UAE, most people with this finance and accounting job have taken attempt to move on to other positions if they have crossed 10 years of their service in an organization of repute. Skills that are related with high pay for this professional niche Fixed Asset Accounting and are Cost Accounting. Experience has a restrained effect on salary for these jobs.

POSITION NAME	SALARY RANGE (in AED)*
<b>Group CFO</b>	80,000 to 150,000
<b>CFO (Mid-size firm)</b>	65,000 to 80,000
<b>Finance Director /Head</b>	45,000 to 65,000
<b>Finance Controller</b>	35,000 to 55,000
<b>Audit Head (Internal)</b>	25,000 to 50,000
<b>Finance Head (Chief accountant)</b>	20,000 to 35,000
<b>Financial Analysis (Regional/group)</b>	20,000 to 35,000
<b>Revenue Controller</b>	15,000 to 25,000
<b>Finance Account (Senior)</b>	14,000 to 20,000
<b>Accountant</b>	10,000 to 15,000
<b>Accounts Executive</b>	5,000 to 10,000

**Consultant: Resume.ae**

\*Salary indicated is as per latest industry news

## 2. Banking and Financial services

The year 2015 is a booming year for the employees working in Banking and financial service sectors. Since 2007, there was an upsurge in salary hike in this region due to high demand of oil price in Gulf area. Both international and local banks have spread their wings more and more and they have acted as a benevolent employer of UAE region.

The growth in global Islamic finance also looks set to continue with both Dubai and Abu Dhabi leading the way in organic growth in this market. All of the major banking heavyweights have their eyes firmly cast on Abu Dhabi Global Market, which will be fully operational in 2015.

Job market in USE related to banking and financial service is quite hot now especially in retail, wholesale and corporate banking segments. Most of the local and international banks in UAE are operating on full profitability and the prevalent trend is about hiring local talents. This is not about adhering to UAE internal law of filling quota, it is for managing fund by recruiting locales and putting an attempt to retain local workforce so that the team lasts long. The affinity of the bank for recruiting local talents is mostly found in appointing senior level professionals. In UAE, Banks are hiring fast in sanctions to safeguard against any possible future drawbacks and losses. Another growth area is internal audit. Recently, it has been observed that sanction specialists are enjoying huge demand in this region and existing ones are drawing fat pay package for their overwhelming demand in market.



### SALARY & COMPENSATION TRENDS

According to marketing analytics, Noel John, expected hike in salary range for banking and financial segment is 7-10%. HR department has recognized the trend that they have to promote salary scale in order to retain the best talents in this segment to keep their employee pool completely active, happy and productive and compatible to maintain a quality lifestyle in GCC.

However local banks and international banks have reacted differently against this salary hike trend. While both of them are paying high for their experts, FATCA specialists and sanction compliance experts can expect 12-15% hike in comparison to their colleagues in know-your-customer (KYC), customer due diligence (CDD) and client on-boarding departments.

Other than these senior management staff in USE working in banking and financial segment can expect stabilized income but there is hardly any job vacancy in UAE job market for senior level recruitment, abrupt salary hike may not be obvious for them.

Regional Banks in UAE are now putting their maximum effort in paying high scale salary for their risk management professionals in order to retain the best talents who can help the organization to survive the tension of volatile market due to fluctuating oil price. This year, it is expected that professionals working in support and operations functions will get some salary /remuneration hike

POSITION NAME	SALARY RANGE (in AED)*
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<b>PRIVATE EQUITY &amp; INVESTMENT BANKING</b>	
<b>Principle Equity (Private sector)</b>	130,000 to 150,000
<b>Head – Equity</b>	120,000 to 150,000
<b>Equity – Director</b>	110,000 to 120,000
<b>Debt Capital – Head</b>	95,000 to 110,000
<b>Corporate Finance – Head</b>	85,000 to 120,000
<b>Corporate Finance – Director</b>	80,000 to 110,000
<b>Corporate Finance – Manager</b>	70,000 to 80,000
<b>ASSET MANAGEMENT</b>	
<b>Asset Manager</b>	60,000 to 70,000
<b>Fund Manager</b>	60,000 to 70,000
<b>Assistant Fund Manager</b>	30,000 to 40,000
<b>Analyst</b>	30,000 to 40,000
<b>Trade Analyst /Support</b>	25,000 to 30,000
<b>Middle Management</b>	20,000 to 25,000
<b>Back office</b>	10,000 to 20,000
<b>CORPORATE &amp; RETAIL BANKING</b>	
<b>Head – Corporate Banking</b>	100,000 to 110,000
<b>Head – Restructuring</b>	80,000 to 90,000
<b>Head – Wholesale Banking</b>	80,000 to 90,000
<b>Head – Collections</b>	65,000 to 70,000
<b>Head – Retail Banking</b>	90,000 to 100,000
<b>Head – Liabilities and assets</b>	60,000 to 70,000
<b>Relationship Director</b>	50,000 to 60,000
<b>Performance Manager</b>	60,000 to 70,000
<b>RISK &amp; COMPLIANCE</b>	
<b>Compliance Head</b>	70,000 to 90,000
<b>Compliance Manager</b>	30,000 to 40,000
<b>Head - Risk Management</b>	70,000 to 80,000
<b>Market Risk Manager</b>	30,000 to 50,000
<b>Risk Analyst</b>	20,000 to 25,000
<b>Compliance Executive</b>	20,000 to 25,000

**Consultant: Nixton Prisley**

\*Salary indicated is as per latest industry news

### 3. Construction

Construction is a major industry in UAE that absorbs a great pool of workforce both on skilled and unskilled category. Right now some mega construction projects are running in UAE like

- Dubai Canal project.
- Blue Lagoon project at the Jumeirah Beach Residence.
- Mall of Emirates and IBN Battuta Mall expansion.
- Riyadh Metro.
- Dubai Opera House.
- Dubai World Central airport at Jebel Ali airport.
- IBN Battuta House
- The Palm Tower.



Recruitment in construction sector in UAE was not a regularized and potential segment of recruitment and salary structure was not a very structured one because of involvement of unskilled labors in this segment. However, for professionally qualified, UAE civil industry aware, and experienced person, USE construction industry can be a potential territory to work and grow.

However, growth in construction industry segment of UAE was quite unpredictable in 2014, which has suddenly changed its facet. However, this growth potential is not an overall phenomenon. For example, construction industry in Dubai is not that booming one whereas in Abu Dhabi launching new hotels and expansion of hospitality industry has created a new vibe in the whole segment. The trend was initiated in 2014 end and it is expected that it will run till 2017-2019 till EXPO 2020 IN Dubai, Qatar gearing up for the 2022 World Cup and the Kingdom of Saudi Arabia continuing to invest heavily in new projects...so construction industry will go the peak for next 4-5 years.

## **SALARY & COMPENSATION TRENDS**

Although construction industry is booming in USE since 2014 hardly any salary hike has been noticed in this niche. Rather construction companies have acted extremely conservative this time because they have to complete their projects under tough competition from similar other brands/ industries at similar or neighboring location.

Each of these industries had to run on little profit margin in order to stay in market. In 2015, the trend is still on: construction giants in UAE even are not hiking their salary structure. These companies are interested to upgrade their existing staffs and utilize local talents but as a whole they are not planning for hiring talented candidate in their team through head hunters or by advertisement for walking on the tight rope of budget.

POSITION NAME	SALARY RANGE (in AED)*
<b>CONSTRUCTION</b>	
<b>Director Level</b>	60,000 to 130,000
<b>Estimation Manager</b>	40,000 to 50,000
<b>Senior Project Manager</b>	30,000 to 50,000
<b>Commercial Manager</b>	40,000 to 60,000
<b>Safety Manager</b>	30,000 to 50,000
<b>Project Manager</b>	15,000 to 20,000
<b>Construction Manager</b>	20,000 to 40,000
<b>Quantity Surveyor</b>	15,000 to 35,000
<b>Contracts Manager</b>	20,000 to 30,000
<b>Cost Manager</b>	15,000 to 20,000
<b>FACILITIES</b>	
<b>Senior Facilities Manager</b>	25,000 to 40,000
<b>Facilities Manager</b>	15,000 to 25,000
<b>ENGINEERING</b>	
<b>MEP Manager</b>	25,000 to 50,000
<b>Senior Engineer (Electrical)</b>	30,000 to 40,000
<b>Project Engineer</b>	15,000 to 25,000
<b>Electrical Engineer</b>	10,000 to 25,000
<b>Quality Engineer</b>	15,000 to 25,000
<b>Civil Engineer</b>	15,000 to 25,000

**Consultant: Mansoor Zeeshan**

\*Salary indicated is as per latest industry news

#### 4. Manufacturing

Manufacturing industry segment in the UAE offers a cosmopolitan niche where local and global brands are operating simultaneously. However, global brands get advantages over local brands in USE market as global brands are cash rich brands and they have global reputation as well, which works as a drive behind attracting key players of manufacturing industry. In the UAE and Saudi Arabia professionals with strong GCC experience and knowledge of Arabic will enjoy great demand and lucrative pay package.

Quality and environmental health and safety (EHS) professionals are being hired all over the UAE, but Lean or Six Sigma candidates demand are not that wide here. Recently lots of Chemical and pharma companies are being opened here factory and plant managers are in great demand. However, R&D professionals, HR Generalists are great demand in UAE manufacturing sector with great career potential.



In manufacturing industry niche of the UAE presently, local talents are getting preference because of low salary expectations over expat professionals. Moreover local experienced professionals have extensive work experience in UAE environment, which is not exactly available in expatriates. Knowledge of Arabic is one of the prime demands because of better interactive quality of these people with their vendors and associates, who may not have professional fluency over English. The trend is prevalent in GCC region including Kuwait, KSA, and Egypt in neighboring community.

Around 5-7% salary hike is predictable in the UAE area as house rent and property price has abruptly increased since last 2-3 years.



<b>POSITION NAME</b>	<b>SALARY RANGE (in AED)*</b>
<b>Technical Manager</b>	AED 35,000 to 45,000
<b>Operations Manager</b>	AED 30,000 to 40,000
<b>Production Manager</b>	AED 25,000 to 35,000
<b>Project Manager</b>	AED 30,000 to 40,000
<b>Production Supervisor</b>	AED 10,000 to 15,000
<b>Lean Six Sigma Black Belt</b>	AED 25,000 to 35,000
<b>Lean Six Sigma Manager</b>	AED 35,000 to 45,000
<b>Factory Manager</b>	AED 30,000 to 35,000
<b>Quality Engineer</b>	AED 17,000 to 25,000
<b>Process Engineering Manager</b>	AED 25,000 to 35,000
<b>HSE Manager</b>	AED 27,000 to 35,000
<b>Process Engineer</b>	AED 17,000 to 25,000
<b>Maintenance Manager</b>	AED 12,000 to 17,000

**Consultant: Robert Andrews**



## 5. Office Support

Office support is a mixed type of activity that includes coordination, back office support, front office operation, secretarial support etc., which often requires young talents and brief or no experience. As the recent trend in UAE job market, it has been observed that different companies are hiring office support staffs and they are placing their preference for emigrants who have come to UAE on family or spouse visa.

Female candidates are mostly preferred here; however, the demand is quite unstable in this niche. Talent supply requirement is huge in this segment with clear cut emphasis of fresh recruits and with quality education and smartness. However salary structure for this role may largely vary from one company to other. Mostly these are temporary contracts but the demand remains fairly consistent throughout the year.

Supplying qualified and smart staff for office support is a consistent job for recruitment agencies, and here recruiters often prefer expats and there are instances that candidates on family or spouse visa take these jobs also. However, as most of these jobs are not on attractive salaries, candidates often change these jobs quickly for better salary.

### SALARY & COMPENSATION TRENDS

According to present market trend there is almost 3% increase in salary for office support in the year 2015. In 2015, companies in the UAE are offering higher salaries in order to attract and retain quality candidates however; none of the companies is offering salary for office support post adequate for combating the rising cost of living in UAE.

According to general trend, permanent positions in office support is entitled for salary and attractive perks like medical and air fare, but people working temporary post are not entitled to get these facilities of compensations. However, some of the UAE companies offer a fairly decent relocation package for candidates from their native place to UAE for joining at work.

However, for applying in these jobs it is always wise to consult a recruitment specialist to understand the actual condition of job market, the nitty-gritty of applying for good jobs, making resume, getting idea about CV distribution service etc.

POSITION NAME	SALARY RANGE (in AED)*
<b>General Manager</b>	25,000 to 50,000
<b>Office Manager</b>	10,000 to 20,000
<b>Executive Secretary</b>	10,000 to 25,000
<b>Admin</b>	10,000 to 15,000
<b>Assistant</b>	8,000 to 14,000
<b>Receptionist /Front desk</b>	5,000 to 7,000

**Consultant: Clara Gunvalson**

\*Salary indicated is as per latest industry news

## 6. Supply Chain

A supply chain is truly a multifaceted and dynamic supply & demand network. A supply chain is a scheme of organizations, activities, people, information, and assets involved in moving a product or service from a supplier to designated customer. UAE has robust industrial niche in supply and chain domain and for obvious reason, there is consistent man power requirement.

### Hiring Trends

Supply and chain companies work extensively maintaining their wide area network. For example there are many supply and chain companies in UAE headquartered in Dubai, but these companies have their extended network in east and sub-Saharan Africa, the Commonwealth of Independent States, Pakistan and Iran, etc. These multinational companies prefer professionals with supply chain and/or procurement certification or post-graduate academic qualifications in supply chain and procurement functions.

Since a long time UAE hires high volume of manpower in oil and gas industry as well as in construction in both skilled and unskilled categories. However, recently, UAE has started investing in their supply chain points and establishment in order to strengthen its export and import volume.

### Top Talent

Top talent in Europe and North America, with experience in best practices in supply management and procurement, is increasingly attracted to GCC countries. The gap in supply chain ERP expertise is narrowing, with organizations reducing delivery costs and shipping times.

Procurement has moved to a more strategic function although at a slower pace in comparison to the rest of the world. 2015 should see further development in the strategic recognition of both supply management and procurement functions.

### Salary & Compensation Trends

Market analysts have forecasted a 5-6% increase in salaries in 2015 in this supply and chain industrial segment. However, here mostly experienced executives and manager cadre professionals are hired with good salary.

POSITION NAME	SALARY RANGE (in AED)*
Chief Operating Office	30,000 to 60,000
Supply Chain Manager / Director	50,000 to 70,000
Planning Manager	20,000 to 35,000
Logistics Manager	15,000 to 25,000
Operations Manager	20,000 to 30,000
Supply Chain Coordinator /Assistant	10,000 to 20,000
Logistics Coordinator	10,000 to 15,000
Customer Service Rep	5,000 to 12,000

Consultant: Louis Duggar

\*Salary indicated is as per latest industry news

## 7. Sales and Marketing

It is rightly said that sales and marketing is the backbone of a business as it brings revenue for further sustenance. UAE economy stands on excellent sales and marketing back up of their products also. For natural reason, there is a consistent demand of experienced sales and marketing professionals in UAE market. In 2014 also the trend was prevalent and in 2015 no exception has been observed.

### Hiring Trends

In the UAE sales and marketing niche professionals with marketing experience and command over Arabic, local language, and English will get maximum opportunity and exposure to grow. Experienced sales professionals in handling distributor sales channels is one of the hot-in-demand qualifications but people with aggressive and hardcore experience in direct sales model are also getting good exposure these days in the UAE job market. Presently, recruitment market is booming in service offers from established companies in categories of like food and beverages, consumer goods, pharmaceuticals and medical devices sectors.

### Top Talent

Recently, UAE companies has hired a huge number of sales and marketing professional in different consumer and retail background and these people have found the market perfect for their professional growth too. According to market survey, sales and marketing professionals show here the tendency to stay in a company at least for 5-10 years so that they can enjoy the loyalty bonus and cope to grow professionally and financially.

However, digital and social media talent is still in great demand in UAE job market. While local candidates are taken for intermediate levels, only expert expats with international profile are preferred for hiring for senior SMO, SMM or other senior management positions.

### Salary & Compensation Trends

In sales and marketing niche of the UAE job market, according to market analysts it is expected to see a salary growth in 2015 at around 6-8%, with better bonus payments and incentives on performances. Many companies are raising their hiring budgets along with targets as they are keen to grab market share in a floating economy. As a result professionals are enjoying great advantage.



<b>POSITION NAME</b>	<b>SALARY RANGE (in AED)*</b>
<b>SALES &amp; MARKETING</b>	
<b>Sales Director</b>	55,000 to 64,000
<b>Regional Sales Manager</b>	33,000 to 40,000
<b>National Sales Manager</b>	31,000 to 35,000
<b>Sales Manager</b>	27,000 to 30,000
<b>Retail Sales Manager</b>	20,000 to 28,000
<b>Business Development Manager</b>	33,000 to 39,000
<b>Sales &amp; Marketing Manager</b>	30,000 to 34,500
<b>Account Manager</b>	20,000 to 24,000
<b>Marketing Manager</b>	24,000 to 27,000
<b>Marketing Executive</b>	9,000 to 14,000
<b>PR Account Executive</b>	11,000 to 14,000

**Consultant: Arthur Hirschlag.**

## 8. Energy

### Power generation

Energy generation is one of the biggest industries in the UAE, which includes power generation, transmission and distribution. The designated territory is extensive: it includes Middle East and North Africa (MENA), presently the total value of the master plan and renewable project stands at (completed and under process) is US\$4.5 billion. Out of this massive investment figure \$1 billion is designated for hydro projects and these projects are centered at KSA, and \$3 billion in solar energy development.

This energy production capacity is not any out of the way magic, rather these are planned and it is expected to take its complete maturity by 2040 with an expected growth rate of 73-76%. It is already planned that by this time 41% oil lead power generation will be reduced and natural gas based power generation will be emphasized. Currently, UAE is the biggest renewables market in the GCC with \$1 billion worth of projects in progress or working. Looking ahead, the total value of projects and master plans due for award between now and 2025 is \$162 billion, with the biggest long-term market being Saudi Arabia.

It is broadly anticipated that the use and application of renewables will have multifaceted benefits to country, one of which is reducing dependency of hydrocarbons. Not only go green resolution will be established here but also there is high chance that a local industry will get developed in UAE, involving freeing up hydrocarbons for use in industry or other applications such as refining, all of which will bring massive employment benefits. Abu Dhabi and Dubai are all set for these new energy and industry setting including waste-to-energy project, which will attract further scope of employment. As a whole by next 10-15 years energy sector in the UAE will attract massive recruitment pool from UAE locales as well as from all over the world in leading developers, operators, EPC, contractors and national utilities...

### Top Talent

In recent past there was a general trend to hire expat professionals for higher positions in energy sector; however, recently, locally grown talents are mostly in demand in this segment. This localization trend is prevalent in mid-management position also. However, if there is shortage of local talents, still the HR policy of energy firms in the UAE is to hire foreign professional with adequate qualification and some similar experience to fill the vacancies.



Not only hiring new workforce, companies working in this niche are known for undertaking strong employee orientation program and initiatives to retain skilled and productive workforce: the measure

commonly undertaken are reasonable pay hike, offering incentives, etc. But as employees are also aware of their market credential and growing demand, being sure about their job prospects they often consider changing of job for higher pay increase and sometimes for additional joining bonus.

## SALARY & COMPENSATION TRENDS

With availability of a standard talent pool in job market energy market in UAE results in a professional diversified talent market. As a result of this dynamic ambience, many employers have consolidated their salary range for paying a lump sum amount in the concerned employee's bank account, which includes HRA, transportation allowance, and the basic salary.

In some instances compensation includes origin plus medical insurance continue to be treated separately, with single or family cover depending on the level of the employee. Additional benefits may include special allowance for exceptional experience, location of employment, partial educational allowance, etc. Bonus provision is also there however, it depends on individual company's compensation and remuneration policy.

However, this energy sector offers steady rise of salary as now it is a booming sector and new projects are coming at regular basis. However, the increasing living cost in the UAE is one of the reasons this salary hike is not being considered as a grand advantage. Cost of living is getting increased abruptly in Dubai and Abu Dhabi. During 2015, this trend will sustain and employees of energy sector will be enjoying this advantage: it is being estimated at overall 4.8% hike in salary has been witnessed.

POSITION NAME	SALARY RANGE (in AED)*
<b>Managing Director</b>	65,000 to 75,000
<b>General Manager</b>	55,000 to 65,000
<b>Plant Manager</b>	32,000 to 40,000
<b>Production Manager</b>	22,000 to 25,000
<b>Operations Manager</b>	22,000 to 30,000
<b>Technical Sales Manager</b>	27,000 to 30,000
<b>HSQE Manager</b>	20,000 to 30,000
<b>Production Team Leader</b>	10,000 to 15,000
<b>Estimation Engineer</b>	8,000 to 10,000
<b>Process Engineer</b>	10,000 to 15,000
<b>Sales Engineer</b>	10,000 to 12,000

Consultant: Timothy Boone.

## **Energy: Oil and Gas**

### **Marketing Insight**

Energy industry is a sensitive industry and there are lots of factors that may affect this industry in different ways. While future global economy is unpredictable, increasing demand of energy is an obvious factor: the gap will remain prevalent always, which is a critical factor for this industrial niche.

As most of the energy projects come out as extensive and long lasting, before execution and using the project for production and streamlining of the produce, optimum analysis is required in terms man power, resources, and operation cost and process. Moreover these companies need to focus on the perils and prizes of new projects and a sharp forecast on how much capital to invest, regulatory, safety and environmental concerns along with other factors like investments in alternative and substitute sources, together with bio fuels and renewable energy sources, as well as approaches to surge in energy competence.

UAE is the 4<sup>th</sup> largest oil exporter and the country exports 81% of its total oil production with a capacity of 2.32 million barrels of crude oil/per day. The country possesses 6<sup>th</sup> largest oil reserve of the globe comprising of 98 billion barrels and 7<sup>th</sup> largest reserves of gas reserve of 213 trillion cubic feet. Consequently, the oil and gas industry lasts to make an enormous influence on general employment trends in the UAE.

### **Hiring trends in Energy sector: Oil and Gas Domain**

Kingdom of Saudi Arabia is one of the leading destinations of emigrants relocated for the jobs. Once upon a time Iraq was also in the same group however, due to political disturbance, now the number of emigrants has been abruptly decreases in recent years, 2015 is no exception to this trend.

Analyzing the recent trend it has been observed that oil and Gas companies in UAE are hiring senior levels of professionals in executive and managerial ranks who are capable to contribute sharp and analytical insight to business development and strategic management with outstanding experience in higher management level and with excellent communication power. However professional fluency on Arabic language is one of the prerequisites.





## Top Talent

As the general trend, the market of UAE is still lacking adequate supply of top professional and that is the reason, this niche of job market is categorically getting tagged as candidates' market. Professionals, who are emigrants and have relocated to UAE for service, completely keen to keep their focus on getting maximum salary and allied benefits for making their lifestyle luxurious at the cost of company while staying in the UAE. That is why talents are being retained by high paying companies only. However, career advancement and growth opportunity is also playing to some extent important role here.

There are some instances where lack of proper HR coordination has acted against talent retention in an organization. However, these problems mostly occur in mid-level segments and with local companies only. This is again another prime reason talented and experienced professionals prefer to join in international companies only.

One key step is to implant and incorporate workforce planning into broader strategic planning from the starting point. This needs sturdy board support on head hunting and management, and close on-going partnership between HR and the business administration. Managing and making the most of the available talent should not be left to the HR function unaided. Talent strategy and business strategy should be integrated. Otherwise, there can be a big gap between a company's vision and its capability to execute.

## Salary & Compensation Trends

Companies are keen to pay a premium for top players but finding knowledgeable and skilled talent is a challenge in Oil and gas segment. Strong candidates are getting multiple employment offers, whereas demand is more than availability. However, companies in this segment are still aware of the bottommost line and are offering hiring decisions carefully. Employers carry on to use bonus programs related to corporate productivity, and more incentives are being offered for long-term association of the employees and stability of the business.

A deficiency of expert and prudent hiring policies are also generating demand for longer term contract and interim-to-full-time roles. Across the UAE, companies are foretelling an average salary increase of 5.1% for 2015, a figure slightly down from general expectation in parameter of 2014 performance (5.5%). This reveals the impact of down prices of oil and gas on global markets. Now according to market analysis, foretold average salary upsurges for GCC countries in the oil and gas industry niche in 2015 are: Bahrain 4.5%; Qatar 5.2%; Kuwait 5.3%; Oman 5.4%; UAE 4.8%; Saudi Arabia 5.4%.

POSITION NAME	SALARY RANGE (in AED)*
Director – Exploration	60,000 to 70,000
Manager – Exploration	50,000 to 60,000
Petroleum Engineering Manager	50,000 to 60,000
Geologist	23,000 to 44,000
Reservoir Engineer	25,000 to 40,000
Drilling Engineer	25,000 to 52,000

Consultant: Ellen Dalton

## **Energy: Mining and metals**

### **Hiring trend**

The Middle East and North Africa (MENA) region is investing since a long time in key projects in mining and metals survey, production and structure niche. Over the past 5 years it has been observed sturdy growth chiefly in steel, aluminum and cement, driving demand for new skilled headcount.

According to the latest report published by Global Industry Analysts, Inc. the worth of the global metals market is supposed to reach US\$872 billion by 2015, and new projects will ensure continued growth all through 2015. Oman has two major projects that will need enormous investment in manpower in 2015 and 2016; these two are aluminum development plant and establishment of a new cement company. Recently happened economic crisis had a strong influence on the aluminum sector but demand for the metal has picked up in developing Asian economies.

Aluminum is being counted as an increasingly important commodity in the recuperating construction and transportation niches. Presently, there are 67 steel plants in the UAE and the demand for steel is rising at 6-7% every year. It is well anticipated that half of the world's steel could be produced in UAE. However, this may depend on how UAE can keep pace with global developments in the industry as well as on alliances and mergers. As a result, recruitment in the cement industry will remain ongoing for next 5 years.

For natural reason skilled and semi-skilled professionals in the mining and metals sector in UAE will continue to grow and it will remain booming for next 4-5 years.



### **Top Talent**

There is usually a lack of skilled professionals in the mining and metals industry in the Gulf region and there are plenty of struggles for hiring top talent from all over the globe. Consequently, candidates can get the facility for head on negotiations and employers are left no choice other than competitive salary packages. Technological changes and upgrades gets regularly incorporated and for operating these ultra-modern system organizations need trained talents for enhancing productivity. As a result, companies have to focus their searches for experts from where compensation and facilities play a major role.

## Salary & Compensation Trends

The disparity between supply and demand of suitable human resources in the mining and metals niche is the impetus for high salary. Companies cannot spare the scope to get talented experts in their employee team for enhanced productivity and apart from fat pay package lucrative bonuses and other incentives get normally incorporated. Keeping a balance will upscale lifestyle of GCC countries this enhanced salary and compensation scale helps professionals to stick to their job.

According to a research done in Dubai 2015, overall salaries in the MENA region are predicted to enhance as follows: 6.9% in Algeria, 10.0% in Egypt, 4.6% in Bahrain, 6.0% in Iraq, 6.0% in Jordan, 5.0% in Kuwait, 5.8% in Lebanon, 8.0% in Yemen, 5.0% in UAE, 7.3% in Libya, 5.0% in Morocco, 5.0% in Oman, 5.0% in Qatar, 5.3% in Saudi Arabia and 6.0% in Tunisia.

POSITION NAME	SALARY RANGE (in AED)*
<b>CEO</b>	60,000 to 80,000
<b>Head – Production / Technical / Maintenance</b>	50,000 to 60,000
<b>Production Manager</b>	35,000 to 45,000
<b>Operations Manager</b>	35,000 to 50,000
<b>HSE Manager</b>	30,000 to 35,000
<b>Superintendent</b>	20,000 to 25,000
<b>Supervisor</b>	25,000 to 30,000
<b>Engineer</b>	15,000 to 20,000
<b>Technician</b>	10,000 to 15,000
<b>Shift Manager</b>	10,000 to 15,000

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