



Cooper Fitch  
**SALARY  
GUIDE  
2019**

---

**MANUFACTURING  
& SUPPLY CHAIN  
UAE**





## UAE SALARY GUIDE

Welcome to the Cooper Fitch Salary Guide for United Arab Emirates in 2019. Our guide provides salary expectation ranges for mid-level to senior professionals and hiring across the Emirates and insights on the employment market, key drivers for change and expected patterns in 2019. This is based on observations made in 2018 with both job seekers and clients in the region by our subject matter experts. Cooper Fitch is based in the United Arab Emirates since 1997 specialising in recruitment, executive search and HR advisory services.

Cooper Fitch estimates the GDP growth for the Emirates will be approximately 4 per cent in 2019. However, there is a consensus that it could be as high as 5-6%. With oil prices at an average of \$71 per barrel in 2018, we are optimistic that oil prices will remain steady in 2019. However, we are not expecting any significant increase in salary ranges in 2019.

We predict an improvement in the employment market in 2019. In the previous years, the market saw a significant restructuring in organisations, particularly in the banking sector which affected employment rates and adversely influenced salary levels. We see more job stability in 2019 albeit there are more planned mergers, particularly with some Abu Dhabi based banks.

With the continual drive to the Emirates' Vision 2021, we see the need for improvements in economic reforms. At the moment, oil contributes to around 35% of the UAE government revenues. As 2021 approaches, we see the Emirates focusing on human capital to support its diversification and generate better revenue. Also, as part of its vision, the introduction of VAT in 2018 has brought diversity to the country's economic revenue streams and also encouraged transparency for businesses.

The biggest challenge faced by organisations in 2018 is the retention of their top performing teams and individuals. Jobs seekers have faced bigger challenges in the past as salaries have decreased; there has been a significant increase in the number of candidates available in the market. In the unfortunate event where someone loses their job, the period required to find a new vocation has become longer.

The previous years' reduction in oil prices has caused companies to lose confidence in the market which in some cases has made them hesitant about making key hires. We have also noticed a reduction in the retail and luxury retail sectors in 2018. There is a lack of consumer confidence, but we expect improvements in both markets in 2019.

We hope you find the insights presented interesting and useful and we welcome any feedback. If you would like specific data on your market, please feel to contact me directly.



**Trefor Murphy**  
CEO & Founder  
[tmurphy@cooperfitch.ae](mailto:tmurphy@cooperfitch.ae)

## UAE SALARY GUIDE 2019

# MANUFACTURING & SUPPLY CHAIN

### The UAE is continually seeking technical talent with international and GCC experience.

It is a strenuous task for employers to access national talent and bilingual professionals who are the right fit culturally and technically in the manufacturing and supply chain field. As techniques such as Lean, Six Sigma, TPM, WCM, Kaizen, VSM and OEE are more advanced in the Western manufacturing environments, the Emirates is on the lookout for talent with a continuous improvement mindset, international exposure, and a proven record of accomplishments in cost savings, lean implementation, waste reduction, process efficiency, and machinery effectiveness. However, the noticeable trend is the value and benefit that Employers observe in hiring professionals with at least 3 to 5 years of experience working in the GCC. Retaining employees in this skill set has also been a challenge for organisations. Due to major organisational restructuring, some positions have been relocated to other countries outside of the GCC. However, with the oil prices regaining their strength, government and foreign investment in manufacturing and supply chain, and organisational stability we expect that employment rate will increase in the Emirates.

### Accessing national talent has been a recurring challenge.

It is challenging to find national talent and bilingual speakers who are the right fit culturally and technically. Organisations are interested in international talent. However, the main criteria for most roles is a professional that has some experience working in the GCC. Retaining employees have been a big challenge as well since the oil and gas downturn that took place at the beginning of 2018. With the oil prices regaining their strength, we expect that the employment rate will increase in the Emirates.

### There are winners in the manufacturing & supply chain field as oil prices rise.

The market was volatile in 2018, but with the oil prices going up, the investment opportunities in the UAE are also increasing. The public sector is now increasing its spending as it is becoming more stable. Organisations in the private sector are optimistic about the future and are developing plans for expansion. We also predict that businesses will continue to capitalise on new and emerging regional markets by exploring growth opportunities via mergers and acquisitions.

### Procurement and supply chain jobs are on the rise.

Open positions for procurement and supply chain are constantly increasing. As the Emirates is the regional hub for logistics and distribution, organisations are looking for managers who can increase efficiency, reduce costs and maintain competitiveness. We observe that Employers prefer to focus on professionals who have expertise in the local market or the GCC. The extensive knowledge in procurement, contracts and sourcing in this region is deemed far more valuable to Employers than the experience from international markets.

### Learning & development are the key elements that help to recruit and retain employees.

We see more organisations investing in their employees, and we expect this to be on the rise in 2019. Candidates are looking for incentives beyond financial gratification. More organisations are now presenting sophisticated and advanced training programs to ensure that there is constant advancement and progression for their employees.

***“Organisations in the private sector are optimistic about the future and are developing plans for expansion in 2019.”***

UAE SALARY GUIDE 2019

**MANUFACTURING**

TITLE	MIN	MAX
Lean Six Sigma Black Belt	15,000	21,000
Master Black Belt	17,000	28,000
Operations Manager	25,000	40,000
Production Manager	25,000	32,000
Production Supervisor	8,000	15,000
Continuous Improvement Manager	15,000	20,000
Plant / Factory Manager	26,000	38,000
Quality Engineer Assurance and Control	12,000	15,000
Quality Manager Assurance and Control	22,000	27,000
HSE Engineer	12,000	16,000
HSE Manager	18,000	28,000
Process Development Manager	23,000	34,000
Process Innovation Manager	17,000	22,000
Process Engineer	11,000	14,000
Manufacturing Engineer	11,000	14,000
Head of R&D	33,000	45,000
Civil Engineer	8,000	15,000
Design Engineer	8,000	15,000
Maintenance Engineer	9,000	13,000
Maintenance Manager	18,000	27,000
Mechanical Engineer	9,000	12,000
Electrical Engineer	9,000	13,000
General Manager	53,000	75,000
Chief Production Officer	65,000	80,000
Operations Director	77,000	110,000
Managing Director	94,000	130,000

*The salary ranges provided are in AED and represent a monthly salary inclusive of basic and any allowances. Salaries provided are exclusive of any bonus, guaranteed or otherwise.*

**UAE SALARY GUIDE 2019**

**SUPPLY CHAIN**

TITLE	MIN	MAX
Supply Chain Director	45,000	65,000
Supply Chain Manager	23,000	37,000
Demand/Supply Planner	10,000	15,000
Demand/Supply Planning Manager	20,000	25,000
Materials Engineer	9,000	13,000
Materials Manager	15,000	24,000
Procurement Director	47,000	68,000
Procurement Manager	22,000	35,000
Category Manager	19,000	24,000
Buyer	9,000	12,000
General Manager	58,000	90,000
Operations Manager	19,000	35,000
Logistics Manager	15,000	25,000
Warehouse Supervisor	8,000	12,000
Warehouse Manager	14,000	19,000
Senior Contracts Engineer	14,000	22,000
Contracts Manager	24,000	29,000
Bid Manager	17,000	25,000
Trade Compliance Manager	18,000	36,000

*The salary ranges provided are in AED and represent a monthly salary inclusive of basic and any allowances. Salaries provided are exclusive of any bonus, guaranteed or otherwise.*

## UAE SALARY GUIDE 2019

# UNDERSTANDING THIS GUIDE

### **METHODOLOGY**

The salary information provided in this guide has been compiled by dedicated researchers across Cooper Fitch's subject matter experts, from our Research team to our Managing Partner group. Our experts are in regular contact with both employers and job seekers across our specialist sectors in the Emirates.

### **SALARY DATA**

The salary ranges in this guide are indications of the market rate for mid-level to senior positions for hiring and new career opportunities in 2019. This salary data is based on placements made in 2018 and our teams' specialist knowledge. The information presented in this document should be used as a general guide only with intent to provide an approximate framework to gauge what a typical professional is likely to earn in the region. All salary data provided is exclusive of any bonus payments, guaranteed or otherwise.

### **FURTHER INFORMATION**

Cooper Fitch provide in-depth compensation and benefits analysis, for more information please contact [tmurphy@cooperfitch.ae](mailto:tmurphy@cooperfitch.ae).