

A grayscale photograph of a business meeting. In the foreground, a person's hands are visible, one holding a pen over a document with various charts and graphs. Another person's hands are seen in the background, gesturing. A smartphone is placed on the table. The overall scene is professional and focused on data analysis.

Cooper Fitch
**SALARY
GUIDE
2019**

**PUBLIC SECTOR
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.



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PUBLIC SECTOR

Expo 2020 and Vision 2021 are catalyst for job creation within the public sector.

Salaries in the Emirates are more competitive amongst both the public and private sector for nationals; there is a higher number of nationals working in the private sector in comparison to the previous year which is in line with Vision 2021 with the government aiming to increase the Emiratisation rate in the private sector. Moreover, hiring now is on the rise as the UAE is driven to complete projects and initiatives before Expo 2020. Dubai government entities have also awarded contracts and completed works related to roads, metro and infrastructure since the start of 2018. We expect to see a great need for highly educated and capable nationals to fill in various positions in the public sector.

There is a greater need for nationals with international experience.

The Emirates GDP growth is expected to bounce back from 2.9 per cent to 3.2 per cent with less focus on oil. This requires local talent with a strong background in finance, international affairs, healthcare, technology and social development. A big part of Vision 2021, is competitive knowledge and this is why having experience in utilising new technologies and a mindset that allows them to adapt to digital innovation is extremely important.

The Emiratisation move and the economic diversification of the country will cause an increase in the number of nationals in the private sector.

Employees working in the public sector will be placed in positions in private companies as part of plans to boost Emiratisation. The so-called Citizen Redistribution Policy between public and private sectors will delegate experienced staff working for the state to work in “leading positions” in the private sector on a rotation basis.

There has been a prevalent rise in assessments and more extensive recruitment process.

We are starting to see a growing trend where the public sector entities are depending on psychometric tests to gauge the suitability and capability of candidates. It helps them to select the most suitable candidates during the recruitment process and gain additional objective information about potential employees. There is also a growing need for individuals with strong leadership skills such as a collaborative mindset, a proven track record, transparent, a team builder and an individual who works effectively with board members and chairmen.

Embracing technological advancements are at the forefront of the country’s national development plans.

The Public sector is going through transformation and technology is on the top of their agenda. After being the first country with a minister of Artificial Intelligence, the public sector in the UAE are integrating technology and robotics to increase efficiency and reduce time spent on tedious tasks. His Excellency Omar Bin Sultan Al Olama, Minister of State for Artificial Intelligence, stressed that the UAE government has been a pioneer in recognising the importance of advanced technologies in shaping the future, in addition to its role in achieving leadership and development. Moreover, the ministries are looking for techniques via which they can integrate all governmental services for a more efficient and collaborative workflow across the country.

“We expect to see a great need for highly educated and capable Nationals to fill in various positions in the public sector.”

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TITLE	MIN	MAX
Undersecretary	125,000	200,000
Assistant Undersecretary	100,000	120,000
Executive Director	90,000	145,000
Public Policy Director	65,000	95,000
International Subject Matter Expert/Advisor	70,000	100,000
Chief of Staff and Human Capital	70,000	110,000
Chief of Administration & Shared Services	70,000	110,000
Chief of Communications	65,000	95,000
Director of Administration & Shared Services	50,000	80,000
Director of Human Resources	50,000	75,000
Chief Economist	80,000	130,000
Senior Economist	45,000	65,000
Economist	22,000	35,000
Policy Specialist	35,000	50,000
Policy Analyst	18,000	28,000
Deputy CEO	65,000	85,000
Deputy Director	50,000	75,000
Head of Strategy	80,000	125,000
Head of PMO	80,000	100,000
Strategy Director	60,000	80,000
Strategy Manager	35,000	50,000
PMO Manager	45,000	55,000
Strategy Analyst	18,000	25,000
PMO Coordinator	15,000	22,000

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.

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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.