



Cooper Fitch  
**SALARY  
GUIDE  
2019**

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**TECHNOLOGY  
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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## UAE SALARY GUIDE 2019

### TECHNOLOGY

UAE should provide training programs that are aligned with the technological advancements Globally.

Emerging technologies are coming into the region with little exposure to it from a local perspective which drives many businesses to relocate to more mature markets. Universities should align with these technologies to proactively encourage training students about the emerging technologies. Technology is not driven by the local economies but rather by the international shift towards digital transformation.

**Cloud services to create 55,000 UAE jobs by end-2022.**

There is a huge demand for good salespeople and experienced consultants. On-premise models are no longer preferred which has reflected in international firms such as IBM and Cisco being forced to lay-off some of their workforces that were skilled towards on-premise staff and replacing all their work mechanisms towards Cloud Computing. It is rare to find talent locally that can help function and manage emerging technologies practically.

**Jobs related to robotics and artificial intelligence from the IT sector will be in high demand.**

In comparison to last year, we predict more hires around technical roles and rising demand in the Cyber sector. We see less hiring regarding quantity and believe that the teams will be smaller but with stronger employees.

**The future of work in the UAE is undergoing major shifts, driven by technological developments**

We see a significant rise in the number of remote workers, and we expect this to continue. Amidst the booming technological infrastructure, we see the growing need for AI professionals, Cybersecurity and robotics specialists.

By acknowledging dynamics impacting the future of work, the UAE can fully embrace these change drivers, advancing its national vision of becoming a knowledge-based economy.

Growth is vital for a candidate; however, it should not be restricted to a salary raise. Growth revolves around the opportunities that a new job might present them with regarding learning skills and taking up more challenges. We see candidates shifting away from looking for instant gratification techniques like financial incentives and rather look at their job from a long-term perspective. The employees are also looking for the size of the company they will be working for. Every company has its advantages and disadvantages. Joining an early-stage startup can lead to life-changing financial gains. On the other hand, larger companies may have better mentors from who can guide them through their career. In the technology sector, the demand for talent outweighs the limited supply especially with the emerging technologies coming to the market every day. Technology businesses must have the agility and speed that allows them to recruit talent as soon as they find them to avoid the candidate from losing interest.

***“On-premise models are no longer preferred which has reflected in international firms such as IBM and Cisco being forced to lay-off some of their workforce that were skilled towards on-premise staff and replacing all their work mechanisms towards Cloud Computing.”***

*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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ROLES	TITLE	MIN	MAX
LEADERSHIP END USERS	Chief Information Officer (CIO)	85,800	95,800
	Chief Technology Officer (CTO)	79,560	89,760
	Chief Information Security Officer (CISO)	48,960	56,100
	Lead Architect	47,940	55,080
	Head of I.T	42,840	47,940
	I.T Manager	32,640	36,720
	Service Delivery Manager	26,520	29,580
	Service Desk Team Leader	17,340	22,440
	Network Engineer	13,260	16,320
	VENDOR	VP of Sales	74,460
Country Manager		59,160	62,220
Sales Director		42,840	45,900
Sales Manager		29,580	32,640
Pre-Sales Director		42,840	45,900
Pre-Sales Manager		29,580	32,640
Pre-Sales Engineer		20,400	25,500
Professional Services Director		40,800	43,860
Professional Services Manager		25,500	28,560
Inside Sales Manager		18,360	23,460
Inside Sales		11,220	13,260
VP of Sales		74,460	85,680
Country Manager		59,160	62,220
Sales Director		42,840	45,900

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ROLES	TITLE	MIN	MAX
LEADERSHIP	Partner (1-5 years)	81,000	107,000
	Partner (5+ years)	110,000	162,000
END USERS	Director	45,900	62,000+
	Snr Manager	30,600	35,700
	Manager	21,420	30,600
	Snr Consultant	17,340	21,420
	Consultant	14,280	18,360

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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](mailto:tmurphy@cooperfitch.ae).