

# Aventus 2025 Salary Guide

Trends in the UAE and KSA



#### **Welcome to Aventus!**

The Middle East continues to develop into a global hub for innovation and economic growth, and we are proud to offer valuable insights into the salary trends, hiring patterns, and compensation strategies that are shaping our key sectors, financial services (FS), technology, legal and human resources, across the United Arab Emirates and Saudi Arabia.

With ambitious development initiatives and an ongoing commitment to diversification, the demand for top-tier talent in the region has never been higher. Understanding the market dynamics is crucial for companies looking to attract and retain the best professionals, as well as for individuals aiming to stay competitive in these thriving job markets.

Supported by in-depth internal analysis, extensive placement data, and detailed market analysis by our experts, this guide is designed to provide the insights you need to make informed decisions for the year ahead. We hope you find it both insightful and valuable as you plan for a successful 2025.

### Mark Hughes, Bobby Hussain, Keon George & Richard White

The Aventus Directors





### Key Market Insights and Trends

Ambitious initiatives like the UAE's Vision 2031 and Saudi Arabia's Vision 2030 are helping to position the region as a global hub for economic growth, fuelling job creation and talent competition across financial services, technology, legal, and human resources sectors.

### **UAE Market Insights**

The UAE market will see moderate salary growth in 2025, driven by ongoing digital transformation and regulatory developments. Strategic investment in infrastructure, renewable energy, and technology continues to create opportunities, particularly for high-demand roles in AI, cybersecurity, and legal compliance.

Fintech and investment management roles are expected to see salary rises, thanks to increased competition and market expansion. Meanwhile, HR professionals with talent acquisition and change management skills are essential as companies scale their operations.

#### **Expected Salary Increases**

- Technology & Digital Roles: Projected 4-6% growth, driven by sustained demand for AI, cybersecurity, and data science professionals.
- » Legal & Compliance: Anticipated 3-4% increase due to regulatory developments and increased M&A activities.
- Banking & Finance: Estimated 2-4% rise, with fintech and investment management seeing the highest gains.
- Human Resources: Moderate 3% growth, emphasising talent acquisition and retention expertise.

However, inflationary pressures and rising living costs pose challenges to retaining top expatriate talent. Organisations must carefully balance competitive salaries with attractive benefits to maintain their talent edge.



### **KSA Market Insights**

Saudi Arabia's job market is set for substantial salary growth in 2025, driven by Vision 2030 projects such as NEOM and The Red Sea Project. The financial services and technology sectors are at the forefront, with anticipated salary hikes fuelled by increasing demand for fintech and digital transformation specialists.

#### **Expected Salary Increases**

- Technology & Digital Innovation: Projected 6-8% increase, driven by smart city and IoT initiatives.
- Financial Services: Expected 5-7% rise, fuelled by fintech and Islamic finance growth.
- » Construction & Infrastructure: Moderate 4–5% increase, reflecting giga-project investments.

Localisation efforts continue to play a critical role, with Saudi nationals commanding competitive wages in midto-senior roles. In contrast, expatriate salaries are expected to stabilise, supported by long-term incentives and performance-based pay.

Despite potential fiscal constraints from projected budget deficits, Saudi Arabia's economic diversification strategy ensures sustained hiring in high-growth industries like technology, entertainment, and sustainable development.

#### **Key Takeaways**

- Organisations must collaborate with educational institutions and work to strengthen local talent pipelines and workforce strategies.
- To keep compensation competitive employers must balance performance-based incentives with clear career progression.
- Strategic recruitment aligned with Vision 2030 will help secure long-term business growth.



# What's Driving Recruitment Across the GCC?

Across the GCC, governments are investing heavily in emerging sectors like digital transformation, renewable energy, and infrastructure and major projects and reforms are attracting foreign businesses, boosting the need for local and international talent. This is positioning the GCC as a global hub for innovation and business, heightening the competition for expertise across these key industries.

In the UAE, the Projects of the 50 initiative continues to drive investment in emerging sectors like technology, digital transformation, and renewable energy. Meanwhile, Saudi Arabia's Vision 2030 aims to reduce the country's dependency on oil, fostering growth in industries like tourism, finance, and healthcare.

This has led to heightened demand for skilled professionals across various sectors. However, the talent market remains competitive, with an emphasis on recruiting local talent, particularly where localisation efforts are driving changes in the workforce. Companies are facing increased challenges in balancing salary expectations, retention, and meeting regulatory demands for hiring national candidates. These dynamics are influencing salary trends and compensation packages offered in both markets.

#### In-Demand Skills for 2025

### Financial Services

- » Investor Relations & Fundraising
- » Financial Modelling
- Corporate Finance

### HR

- » Digital Transformation (including Oracle & SAP systems)
- Workforce Planning
- » Change Management

#### Tech

- Al and Machine Learning
- » Cyber Security
- » Cloud Computing and DEVOPS

### legal

- » Mergers & Acquisitions
- Arbitration Skills
- » Corporate Governance & Compliance

# Salary Trends in Financial Services

Institutions in the region continue their digitalisation initiatives meaning strong demand for specialists in private and corporate banking and risk management with the skills to manage and implement these projects. Hiring in investment management, wealth advisory, and mergers & acquisitions (M&A) remains strong as the region attracts more high-net-worth individuals and continues expanding its corporate landscape.

The UAE's status as a regional hub for international finance and investments means that salaries are highly competitive, particularly in private banking, corporate finance, and digital banking. Demand for risk management professionals is also rising, driven by an increasingly complex regulatory environment. Overall compensation in the UAE remains competitive but relatively stable, reflecting the mature financial market.

Saudi Arabia's FS market is experiencing significant growth in sectors like investment management, M&A, and project finance, with roles in risk management, wealth management, and corporate banking in high demand. Salaries for key roles in Saudi Arabia continue to be higher than in the UAE, driven by the limited talent pool and the market's aggressive growth trajectory.





### **Banking**

Risk	United Arab Emirates	Saudi Arabia
Chief Risk Officer	90,000 - 140,000	90,000 - 140,000
Head of Credit Risk	60,000 - 80,000	60,000 - 80,000
Head of Operational Risk	60,000 - 75,000	60,000 - 75,000
Head of Market Risk	60,000 - 75,000	60,000 - 75,000
Head of Investment Risk	65,000 - 85,000	65,000 - 85,000
Head of ERM	65,000 - 85,000	65,000 - 85,000
Risk Manager	35,000 - 50,000	35,000 - 50,000
Risk Analyst	25,000 - 35,000	25,000 - 35,000

Compliance	United Arab Emirates	Saudi Arabia
Chief Compliance Officer	90,000 - 120,000	90,000 - 140,000
Head of Compliance	70,000 - 85,000	65,000 - 75,000
Head of FCC	60,000 - 75,000	65,000 - 75,000
Head of Fraud	60,000 - 75,000	50,000 - 65,000
Head of AML	50,000 - 65,000	55,000 - 65,000
Compliance Manager	35,000 - 50,000	35,000 - 50,000
Compliance Officer	28,000 - 35,000	25,000 - 35,000

Finance, Audit, and Advisory	United Arab Emirates	Saudi Arabia
Chief Internal Officer	75,000 - 120,000	80,000 - 150,000
Chief Financial Officer	80,000 - 150,000	90,000 - 180,000
Finance Director	50,000 - 75,000	60,000 - 85,000
Head of Financial Reporting, FP&A Director	50,000 - 75,000	60,000 - 85,000
Financial Contoller	35,000 - 50,000	45,000 - 65,000
Credit Controller	25,000 - 35,000	30,000 - 40,000
VAT Manager	30,000 - 45,000	35,000 - 45,000
Finance Manager	30,000 - 45,000	35,000 - 45,000
Internal Audit Director	52,000 - 72,000	65,000 - 85,000
Internal Audit Manager	30,000 - 45,000	35,000 - 50,000
Finance Analyst	18,000 - 30,000	18,000 - 30,000
Internal Auditor	18,000 - 25,000	18,000 - 25,000

Advisory Role Partners	United Arab Emirates	Saudi Arabia
Audit Partner 1-4	65,000 - 85,000	65,000 - 85,000
Audit Partner 5+	90,000 - 130,000	95,000 - 140,000
Tax Partner 1-5	65,000 - 85,000	65,000 - 85,000
Tax Partner 5+	90,000 - 130,000	95,000 - 150,000
Audit Director	50,000 - 70,000	55,000 - 75,000

### **Banking**

Corporate Banking	United Arab Emirates	Saudi Arabia
Chief Wholesale Banking Officer	120,000 +	120,000 +
Head of Corporate Banking	100,000 - 130,000	100,000 - 130,000
Head of Financial Institutions	80,000 - 110,000	80,000 - 110000
Head of SME Banking	75,000 - 100,000	75,000 - 100,000
Unit Head	80,000 - 100,000	80,000 - 100,000
Senior Relationship Manager	45,000 - 65,000	45,000 - 65,000
Relationship Manager	30,000 - 45,000	30,000 - 45,000
Assistant Relationship Manager	25,000 - 30,000	25,000 - 30,000

Treasury	United Arab Emirates	Saudi Arabia
Chief Treasury Officer	120,000 +	120,000 +
Head of Treasury	80,000 - 110,000	80,000 - 110,000
Head of ALM	70,000 - 90,000	70,000 - 90,000
Head of Sales - Global Markets	70,000 - 90,000	70,000 - 90,000
Head of Treasury Operations	50,000 - 70,000	50,000 - 70,000
Senior Manager - Treasury Operations	70,000 - 90,000	70,000 - 90,000
Treasurer	90,000 - 120,000	90,000 - 120,000

Consumer Banking	United Arab Emirates	Saudi Arabia
Chief Retail Banking Officer	120,000 +	120,000 +
Head of Retail Banking	90,000 - 120,000	90,000 - 120,000
Head of Wealth Management	90,000 -120,000	90,000 -120,000
Head of Retail Products	80,000 - 100,000	80,000 - 100,000
Head of Digital Banking	90,000 - 120,000	90,000 - 120,000
Head of Customer Experience	80,000 - 100,000	80,000 - 100,000

### **Investment Management**

Investment Banking	United Arab Emirates	Saudi Arabia
MD Investment Banking	115,000 - 140,000	125,000 - 170,000
Senior Director	90,000 - 115,000	90,000 - 125,000
Director	80,000 - 100,000	80,000 - 120,000
VP	50,000 - 80,000	50,000 - 90,000
Senior Associate	35,000 - 50,000	35,000 - 55,000
Associate	30,000 - 45,000	30,000 - 50,000
Senior Analyst	20,000 - 30,000	20,000 - 30,000
Analyst	18,000 - 25,000	18,000 - 25,000

Chief Investment Officer	100,000 - 170,000	120,000 - 195,000
Senior VP	85,000 - 115,000	90,000 - 130,000
VP	60,000 - 85,000	80,000 - 120,000
AVP	50,000 - 60,000	50,000 - 65,000
Manager	35,000 - 50,000	35,000 - 55,000
Senior Associate	30,000 - 45,000	30,000 - 50,000
Associate	20,000 - 30,000	20,000 - 30,000
Senior Analyst	18,000 - 25,000	18,000 - 25,000

**United Arab Emirates** 

Saudi Arabia

Venture Capital	United Arab Emirates	Saudi Arabia
Partner	90,000 - 150,000	100,000 - 150,000
Principal	45,000 - 65,000	45,000 - 65,000
Senior Associate	34,000 - 42,000	35,000 - 42,000
Associate	29,000 - 32,000	31,000 - 35,000
Senior Analyst	25,000 - 28,000	26,000 - 30,000
Analyst	18,000 - 24,000	18,000 - 25,000

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**Private Equity** 

## Salary Trends in HR

An emphasis on nationalisation quotas, digital transformation, and organisational development is leading to an increased demand for skilled HR professionals across the GCC, with companies prioritising talent and change management skills.

With companies in the UAE aiming to stay competitive on a global scale there is a growing need for HR professionals with experience managing talent acquisition and compensation and benefits. Organisational development skills are also in high demand to support digital transformation projects. To attract these skills companies, especially in emerging sectors like fintech, are offering attractive compensation packages, often exceeding global benchmarks. Succession planning and workforce development roles are also essential, with salaries expected to rise as businesses diversify.

In Saudi Arabia, positions in organisational development, particularly in change management, are sought after but challenging as the discipline is relatively new. Salaries for HR professionals, especially Saudi nationals, are generally higher than elsewhere in the region. Companies are focused on leadership development and workforce planning to meet new labour laws, with growing opportunities in learning & development as training programs become mandatory.





### **Human Resources**

C-Level and Strategy	United Arab Emirates	Saudi Arabia
Chief Shared Services Officer	100,000 - 160,000	100,000 -170,000
Chief Human Resources Officer	100,000 - 140,000	120,000 - 170,000
HR Director	65,000 - 85,000	75,000 - 100,000
HR Advisor	40,000 - 70,000	50,000 - 80,000
Director of Talent Acquisition	35,000 - 70,000	45,000 - 75,000
Director of Talent Management	50,000 - 70,000	50,000 - 80,000
Director of Learning & Development	40,000 - 60,000	45,000 - 65,000
Director of Organizational Development	50,000 - 70,000	60,000 - 80,000

Operational	United Arab Emirates	Saudi Arabia
HR Assistant/Specialist	15,000 - 25,000	20,000 - 35,000
ER Specialist	15,000 - 20,000	20,000 - 30,000
TA Specialist	15,000 - 20,000	20,000 - 30,000
L&D Specialist	15,000 - 25,000	20,000 - 30,000
OD Specialist	18,000 - 25,000	25,000 - 35,000

Mid Level/Managerial	United Arab Emirates	Saudi Arabia
HR Manager	30,000 - 45,000	40,000 - 55,000
ER Manager	20,000 - 30,000	30,000 - 45,000
L&D Manager	25,000 - 45,000	35,000 - 60,000
OD Manager	30,000 - 45,000	40,000 - 60,000
TA Manager	18,000 - 30,000	25,000 - 45,000
Comp & Ben Manager	20,000 - 35,000	30,000 - 45,000

## Salary Trends in Tech

The GCC's tech market is seeing robust growth, driven by digital transformation projects and government investment. There is an increasing focus on Al, automation, and cybersecurity roles. Companies are prioritising cloud computing and data analytics skills, and the region is emerging as a key player in global tech innovation, with demand for skilled professionals rising significantly.

In the UAE, there is high demand for fullstack engineers as well as data science and cybersecurity roles. Salaries for these skillsets are becoming more competitive, particularly if candidates can demonstrate AI and automation expertise. A focus on performance-based incentives is also becoming common, especially in highly sought-after sectors like digital transformation.

Saudi Arabia's tech sector expansion is driven by large-scale digital projects with demand for cloud computing, cybersecurity, and AI specialists. Salaries in KSA tend to exceed those in other GCC nations thanks to significant investment in tech infrastructure and the limited availability of local talent. Organisations continue to compete for professionals with advanced skills and abovemarket compensation packages are becoming more common.





### Technology & Digital

Cyber Security	United Arab Emirates	Saudi Arabia
Chief Information Security Officer	60,000 - 120,000	60,000 - 100,000 +
Head of Information Security	50,000 - 65,000	50,000 - 75,000
Head of Data Protection	45,000 - 60,000	45,000 - 70,000
Data Governance Manager	40,000 - 65,000	40,000 - 60,000
Information Security Manager	35,000 - 55,000	35,000 - 55,000
Information Security Analyst	25,000 - 45,000	20,000 - 35,000

Senior Executive Technology Roles	United Arab Emirates	Saudi Arabia
Chief Information Officer	60,000 - 100,000	65,000 - 120,000+
Chief Digital Officer	60,000 - 100,000+	60,000 - 100,000 +
Chief Technology Officer	65,000 - 100,000	60,000 - 100,000+
Chief Product Officer	60,000 - 90,000	55,000 - 100,000+
Chief Information Security Officer	60,000 - 100,000+	60,000 - 100,000+
IT Director	40,000 - 75,000	45,000 - 75,000
Head of IT	35,000 - 55,000	40,000 - 65,000
IT Manager	30,000 - 50,000	30,000 - 50,000

Software Engineering	United Arab Emirates	Saudi Arabia
Head of Engineering	55,000 - 80,000	55,000 - 80,000
Head of Quality Assurance	35,000 - 65,000	45,000 - 65,000
Engineering Manager	35,000 - 55,000	40,000 - 65,000
DevOps Manager	35,000 - 45,000	40,000 - 60,000
Front End Developer	15,000 - 30,000	20,000 - 35,000
Full Stack Developer	18,000 - 30,000	25,000 - 40,000
Mobile App Developer	18,000 - 30,000	25,000 - 40,000
Back End Developer	12,000 - 30,000	25,000 - 40,000
UX Developer	15,000 - 30,000	20,000 - 35,000

Development and Digital Transformation	United Arab Emirates	Saudi Arabia
Chief Digital and Data Officer	60,000 - 100,000+	60,000 - 100,000+
Digital Transformation Officer	60,000 - 80,000	60,000 - 80,000
Digital Transformation Manager	35,000 - 55,000	35,000 - 55,000
Business Partner / Relationship Manager	30,000 - 55,000	35,000 - 55,000

### Technology & Digital

Project Delivery and Business Analyst	United Arab Emirates	Saudi Arabia
Programme Director	40,000 - 75,000	55,000 - 90,000
Head of PMO	45,000 - 65,000	50,000 - 80,000
Programme Manager	35,000 - 65,000	45,000 - 75,000
Senior Proejct Manager	30,000 - 50,000	40,000 - 65,000
Scrum Master	30,000 - 45,000	30,000 - 50,000
Senior Business Analyst	25,000 - 45,000	35,000 - 55,000
Project Manager	25,000 - 35,000	25,000 - 35,000

IT Architecture	United Arab Emirates	Saudi Arabia
Enterprise Architect	40,000 - 75,000	55,000 - 85,000
Integration Architect	35,000 - 60,000	45,000 - 70,000
Big Data Architect	40,000 - 70,000	50,000 - 80,000
Cloud Architect	40,000 - 70,000	50,000 - 80,000
Software Architect	25,000 - 60,000	45,000 - 70,000
IOT Architect	35,000 - 55,000	45,000 - 70,000

Infratructure, Networking & Tech Support	United Arab Emirates	Saudi Arabia
Head of Infrastructure	40,000 - 60,000	50,000 - 75,000
Infrastructure Architect	30,000 - 45,000	45,000 - 65,000
Infrastructure Manager	30,000 - 45,000	40,000 - 60,000
Network Architect	30,000 - 45 000	40,000 - 60,000
Linux Adminstrator	15,000 - 30,000	25,000 - 40,000
Network & Systems Engineer	15,000 - 30,000	25,000 - 40,000
IT Support Analyst	10,000 - 20,000	15,000 - 30,000

Data, Emerging Tech, and Al	United Arab Emirates	Saudi Arabia
VP of AI & Data	50,000 - 90,000	70,000 - 100,000+
Head of Data Science	60,000 - 80,000	60,000 - 90,000
Head of Big Data	50,000 - 70,000	55,000 - 85,000
Data Engineering Manager	45,000 - 55,000	45,000 - 70,000
Business Intelligence Manager	30,000 - 55,000	40,000 - 65,000
Data Architect	35,000 - 45,000	45,000 - 70,000
Data Scientist	30,000 - 45,000	35,000 - 55,000
Data Engineer	22,000 - 35,000	30,000 - 55,000
Data Analyst	20,000 - 30,000	20,000 - 35,000
Business Intelligence Developer	18,000 - 23,000	25,000 - 40,000

# Salary Trends in Legal

Across the GCC there is an increasing need for in-house counsel, particularly at senior levels, as companies expand and face more complex regulatory landscapes. GIGA projects in Saudi Arabia and large-scale developments in the UAE are also pushing demand for project finance, real estate and infrastructure expertise. However, talent shortages and localisation policies are creating competition for skilled professionals.

In the UAE, salaries continue to be competitive, especially for senior roles in corporate law, M&A, and real estate. Infrastructure development and foreign investment has led to a high demand for mid-to-senior level lawyers. Multinational companies are also seeking bilingual lawyers with international experience to navigate both local regulations and global markets. Salaries are stable and the focus remains on attracting legal talent with diverse skills.

In Saudi Arabia legal professionals with expertise in complex, large-scale projects, M&A and corporate law are in high demand. Salaries tend to be slightly higher due to the limited availability of local talent. As a result, companies are offering above-market compensation to secure global talent with the skills to navigate both local regulations and international frameworks.





### Legal

Private Practice	United Arab Emirates	Saudi Arabia
Partner	90,000+	95,000+
Senior Associate (7 years + International Firm)	65,000+	80,000+
Senior Associate (7 years + US Firm)	90,000+	90,000+
Mid Level Associate (4-6 Years International Firm)	45,000 - 65,000	45,000 - 68,000
Mid Level Associate (4-6 Years US Firm)	50,000 - 80,000	50,000 - 80,000
Associate (1-3 Years International Firm)	35,000 - 65,000	35,000 - 65,000
Associate (1-3 Years US Firm)	32,000 - 48,000	32,000 - 50,000
Paralegal	20,000 - 30,000	18,000 - 28,000

In House	United Arab Emirates	Saudi Arabia
General Counsel	90,000 - 150,000	110,000 - 180,000
Legal Director	70,000 - 100,000	80,000 - 110,000
Senior Legal Counsel	60,000 - 90,000	65,000 - 95,000
Legal Counsel	45,000 - 70,000	60,000 - 75,000
Junior Legal Counsel	35,000 - 50,000	40,000 - 50,000
Paralegal	20,000 - 40,000	25,000 - 35,000

Private Practice - UK	Salary Range (AED/month)	Salary Range (SAR/month)
Partner	95,000 - 165,000	100,000 - 180,000
Counsel/Legal Director	65,000 - 100,000	70,000 - 110,000
Experienced Senior Associate	55,000 - 80,000	60,000 - 85,000
Entry-Level Senior Associate	45,000 - 60,000	50,000 - 65,000
Mid-Level Associate	40,000 - 50,000	45,000 - 55,000
Associate	35,000 - 43,000	38,000 - 48,000
NQ Associate (Newly-Qualified)	30,000 - 35,000	30,000 - 38,000
Paralegal	25,000 - 30,000	25,000 - 30,000
Legal Secretary	23,000 - 27,000	23,000 - 27,000

Private Practice - Regional	Salary Range (AED/month)	Salary Range (SAR/month)
Partner	100,000 - 180,000	110,000 - 190,000
Counsel/Legal Director	60,000 - 100,000	70,000 - 110,000
Experienced Senior Associate	45,000 - 80,000	45,000 - 85,000
Entry-Level Senior Associate	35,000 - 55,000	35,000 - 60,000
Mid-Level Associate	28,000 - 40,000	28,000 - 40,000
Associate	22,000 - 32,000	22,000 - 32,000
NQ Associate (Newly-Qualified)	18,000 - 25,000	18,000 - 25,000
Paralegal	22,000 - 27,000	22,000 - 27,000
Legal Secretary	23,000 - 26,000	23,000 - 26,000

### **Compensation Trends**

Many employers have shifted their focus from salary increases to offering allowances and alternative benefits to attract and retain talent. Organisations are adopting strategies that blend salary increases with benefits and annual bonuses. There is a growing emphasis on flexible compensation packages that cater to both financial and lifestyle needs. While base salaries have remained largely unchanged, companies are offering attractive perks like housing and education allowances to appeal to international candidates and keep employees satisfied.

### What Candidates Want From Employers



#### **Flexible Working:**

Options to work remotely or have flexible hours.



#### **Family Support:**

Comprehensive packages that allow them to relocate with their families.



#### **Career Development:**

Opportunities for professional growth, clear career paths and continuous learning.



#### **Competitive Compensation:**

Pay supported by attractive annual bonuses, equity or profit-sharing.



#### **Meaningful Impact:**

Candidates want to make a tangible impact on company growth and success.

### Most Common Benefits Offered By Employers



#### **Relocation Support:**

Including allowances for housing and flights.



#### **Family Benefits:**

Schooling, housing allowances, childcare are healthcare packages.



#### **Bonuses:**

Calculated on the full gross salary, enhancing overall compensation packages.



#### Long-term incentive plans (LTIs):

Offering employees equity or profit-sharing opportunities.



#### **Accelerated Progression:**

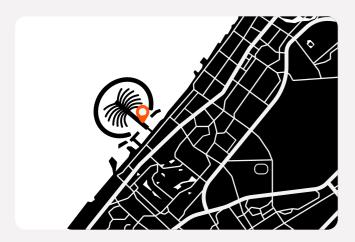
Advancement opportunities and exposure to high-level projects.



# **Recruiter of Choice for Businesses Across the GCC**

At Aventus, our deep industry expertise and vast network of high-quality, mid-to-senior-level professionals make us uniquely positioned to help you meet your talent needs or make the right choice for your career.

With a reputation for discretion, quality service, and a personalised approach to talent acquisition we connect top candidates with leading firms across the GCC. Contact us today to discuss how we can support you.



#### Visit us at

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