

About This Salary Guide

This guide is intended to serve as a GCC market benchmarking reference for job seekers from India, Pakistan, Bangladesh and Sri Lanka. Compensation figures reflect typical annual base salary ranges across the six GCC markets and should be considered indicative benchmarks rather than guaranteed market rates.

- Salary detail provided in US\$ - Annual Salary.
- Benchmark salaries provided are aligned to individuals moving to the GCC region to advance their career.
- A salary increase of circa 20% on completion of a successful first year in the GCC can be expected to bring your salary in line with individuals already in the region.

Function	Role	UAE - Saudi - Qatar				Bahrain - Oman - Kuwait			
		1-3 Years	Mid-level	Manager	Director	1-3 Years	Mid-level	Manager	Director
Sales & Marketing	Sales (+commission)	\$20 - 40K	\$45 - 80K	\$85 - 120K	\$125 - 160K	\$15 - 25K	\$30 - 75K	\$80 - 110K	\$115 - 150K
	Marketing	\$25 - 40K	\$45 - 80K	\$85 - 120K	\$110 - 170K	\$20 - 35K	\$40 - 70K	\$75 - 100K	\$100 - 160K
	Customer Service	\$20 - 30K	\$35 - 60K	\$65 - 100K	\$105 - 160K	\$15 - 25K	\$30 - 50K	\$55 - 95K	\$100 - 150K
Finance	Bookkeeper	\$20 - 30K	\$35 - 60K	\$65 - 105K	N/A	\$18 - 25K	\$30 - 55K	\$60 - 95K	N/A
	Finance Controller	\$20 - 30K	\$35 - 60K	\$65 - 105K	N/A	\$18 - 25K	\$30 - 55K	\$60 - 95K	N/A
	Accountant	\$30 - 40K	\$45 - 75K	\$80 - 110K	\$115 - 180K	\$25 - 35K	\$40 - 70K	\$75 - 100K	\$100 - 170K
	Finance	\$35 - 45K	\$50 - 90K	\$95 - 150K	\$165 - 240K	\$30 - 40K	\$45 - 85K	\$100 - 145K	\$150 - 220K
HR	Human Resources	\$35 - 40K	\$45 - 80K	\$85 - 120K	\$125 - 180K	\$30 - 35K	\$40 - 70K	\$75 - 110K	\$115 - 160K
	Learning & Development	\$30 - 35K	\$40 - 70K	\$75 - 110K	\$115 - 160K	\$25 - 30K	\$35 - 60K	\$65 - 95K	\$100 - 140K
	Talent Acquisition	\$30 - 35K	\$40 - 70K	\$75 - 110K	\$115 - 160K	\$25 - 30K	\$35 - 60K	\$65 - 95K	\$100 - 140K
Procurement	Procurement	\$35 - 40K	\$45 - 65K	\$70 - 115K	\$120 - 200K	\$30 - 35K	\$40 - 70K	\$75 - 110K	\$115 - 160K
	Supply Chain	\$30 - 35K	\$40 - 60K	\$65 - 110K	N/A	\$25 - 30K	\$35 - 60K	\$65 - 100K	N/A
	Logistics	\$30 - 35K	\$40 - 60K	\$65 - 110K	N/A	\$25 - 30K	\$35 - 60K	\$65 - 100K	N/A
IT	IT Specialist	\$35 - 40K	\$45 - 65K	\$70 - 110K	\$120 - 200K	\$30 - 35K	\$40 - 60K	\$65 - 90K	\$95 - 180K
	Systems Administrator	\$20 - 30K	\$35 - 60K	\$65 - 100K	N/A	\$15 - 25K	\$30 - 55K	\$60 - 90K	N/A
	Cyber Security	\$40 - 50K	\$55 - 75K	\$80 - 110K	\$115 - 180K	\$35 - 45K	\$50 - 70K	\$75 - 100K	\$110 - 160K
	AI / Digital Transformation	\$40 - 50K	\$55 - 75K	\$80 - 120K	\$125 - 200K	\$40 - 50K	\$55 - 70K	\$75 - 110K	\$115 - 180K
Industry & Manufacturing	Production Operations	\$35 - 40K	\$45 - 65K	\$70 - 115K	\$120 - 200K	\$30 - 35K	\$40 - 70K	\$75 - 110K	\$115 - 160K
	Maintenance / QA	\$30 - 35K	\$40 - 60K	\$65 - 110K	N/A	\$25 - 30K	\$35 - 60K	\$65 - 100K	N/A
	Technicians	\$20 - 30K	\$35 - 60K	\$65 - 100K	N/A	\$15 - 25K	\$30 - 55K	\$60 - 90K	N/A
	Engineering	\$30 - 35K	\$40 - 60K	\$65 - 110K	\$115 - 180K	\$25 - 30K	\$35 - 60K	\$65 - 100K	\$105 - 160K
Legal	Legal	\$40 - 70K	\$75 - 100K	\$115 - 140K	\$145 - 200K	\$35 - 65K	\$70 - 90K	\$95 - 130K	\$135 - 180K
	General Counsel	N/A	N/A	\$115 - 140K	\$145 - 200K	N/A	N/A	\$95 - 130K	\$135 - 180K
	Compliance	\$40 - 70K	\$75 - 100K	\$115 - 140K	\$145 - 200K	\$35 - 65K	\$70 - 90K	\$95 - 130K	\$135 - 180K
	Risk	\$35 - 65K	\$70 - 90K	\$95 - 130K	\$135 - 180K	\$35 - 65K	\$70 - 90K	\$95 - 130K	\$135 - 180K
Administration	Office Manager	\$30 - 40K	\$45 - 75K	\$80 - 110K	N/A	\$25 - 35K	\$40 - 70K	\$75 - 100K	N/A
	Personal Assistant	\$20 - 55K	\$60 - 120K	N/A	N/A	\$20 - 40K	\$45 - 110K	N/A	N/A
	Operations	\$30 - 40K	\$45 - 75K	\$80 - 110K	\$115 - 130K	\$25 - 35K	\$40 - 70K	\$75 - 100K	\$105 - 120K
Construction & Development	Project Management	\$40 - 70K	\$75 - 100K	\$115 - 140K	\$145 - 200K	\$35 - 65K	\$70 - 90K	\$95 - 130K	\$135 - 180K
	Engineering	\$40 - 70K	\$75 - 100K	\$115 - 140K	\$145 - 200K	\$35 - 65K	\$70 - 90K	\$95 - 130K	\$135 - 180K
	Quantity Surveyor	\$40 - 70K	\$75 - 100K	\$115 - 140K	N/A	\$35 - 65K	\$70 - 90K	\$95 - 130K	N/A
	Site Operations	\$45 - 80K	\$85 - 110K	\$125 - 150K	\$155 - 210K	\$35 - 70K	\$75 - 90K	\$95 - 125K	\$130 - 190K
Retail	Store Manager	\$35 - 40K	\$45 - 80K	\$85 - 120K	\$125 - 180K	\$30 - 35K	\$40 - 70K	\$75 - 115K	\$120 - 170K
	Sales	\$25 - 40K	\$45 - 80K	\$85 - 115K	\$120 - 170K	\$20 - 35K	\$40 - 77K	\$80 - 110K	\$115 - 160K
	Merchandiser	\$20 - 40K	\$45 - 75K	\$80 - 115K	\$120 - 160K	\$15 - 30K	\$35 - 70K	\$75 - 110K	\$115 - 150K