

Aventus 2026 Salary Guide

Market Insights and Compensation Trends
Across Financial Services, Corporate Functions
and Digital, Transformation & Technology



Welcome

As the Gulf continues to position itself as a global leader in innovation, investment, and transformation, we are pleased to present our 2026 guide to salary and hiring trends across the United Arab Emirates (UAE) and Saudi Arabia (KSA). With diversification strategies accelerating and public-private investment fuelling growth, the region's financial services, corporate, and digital and technology sectors are evolving at pace.

This guide offers a clear, practical view of compensation patterns, recruitment challenges, and the workforce trends shaping the year ahead. Whether you're hiring for critical roles or planning your next career move, understanding where the market is heading, and why, is incredibly important.

We hope these insights help you navigate today's hiring market with confidence. For tailored advice, or to discuss your specific needs, our specialist consultants are here to support you.



Mark Hughes, Bobby Hussain, Keon George,
Richard White, Karl Ryan and Nino Calvino
The Aventus Directors

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The information in this guide has been compiled using a combination of independent research, third-party insights, and market knowledge from our specialist consultant team. It is further supported by survey input from a broad cross-section of professionals across the region.

Variable bonuses and commission are excluded from the salary ranges in this guide but can materially change total compensation in market roles. For tailored advice on compensation benchmarking, role scoping, or building your team, contact one of Aventus' expert consultants.

Market Trends in the UAE and KSA

Economic Momentum and Investment

The long-term trajectory in the Gulf continues to be underpinned by diversification, sovereign investment, and a sustained focus on banking, technology, and digital infrastructure. Data centre capacity is expected to triple by 2030, supporting the region's expanding digital economy. Investment in AI is also accelerating, with four of the six GCC countries committing between \$10 billion and \$100 billion to building AI capabilities.

This growth is unfolding alongside a more complex regional landscape. While geopolitical dynamics have introduced a degree of caution into the market, they have not slowed overall activity. Instead, they are influencing how organisations approach hiring and decision-making.

We are seeing:

- A continued focus on business-critical and revenue-generating hires.
- Greater emphasis on business continuity, governance, risk, and security.
- Increased demand for flexible interim, contract, and project-based talent.
- More considered and risk-aware decision-making at the leadership level.

Organisations remain active but are taking a more measured and selective approach, prioritising resilience and adaptability while ensuring key functions remain well-supported. Candidates have remained relatively resilient, although hiring timelines have lengthened in some areas.

From a compensation perspective, niche and high-impact roles continue to command strong packages. In certain areas, we are beginning to see selective premiums emerge, particularly for candidates who are reassessing relocation to the GCC and require additional incentives to make a move. At the same time, broader salary inflation has stabilised as organisations maintain a disciplined focus on cost control and efficiency.

Nationalisation Priorities and Impact

National hiring continues to be a strategic cornerstone of workforce policy. However, execution on the ground is more complex. Many organisations are finding that while entry-level national hiring targets are achievable, building sustainable pathways into mid and senior-level roles remains more difficult. This is echoed by professionals. 27.3% said implementation of nationalisation policies have only been somewhat effective, and 36.4% say leadership teams remain expat heavy.

Successful nationalisation has become less about compliance and more about impact. The next phase of nationalisation will depend on workforce localisation. Progressive organisations are already focusing on building inclusive cultures and long-term leadership development for local professionals to support succession planning.

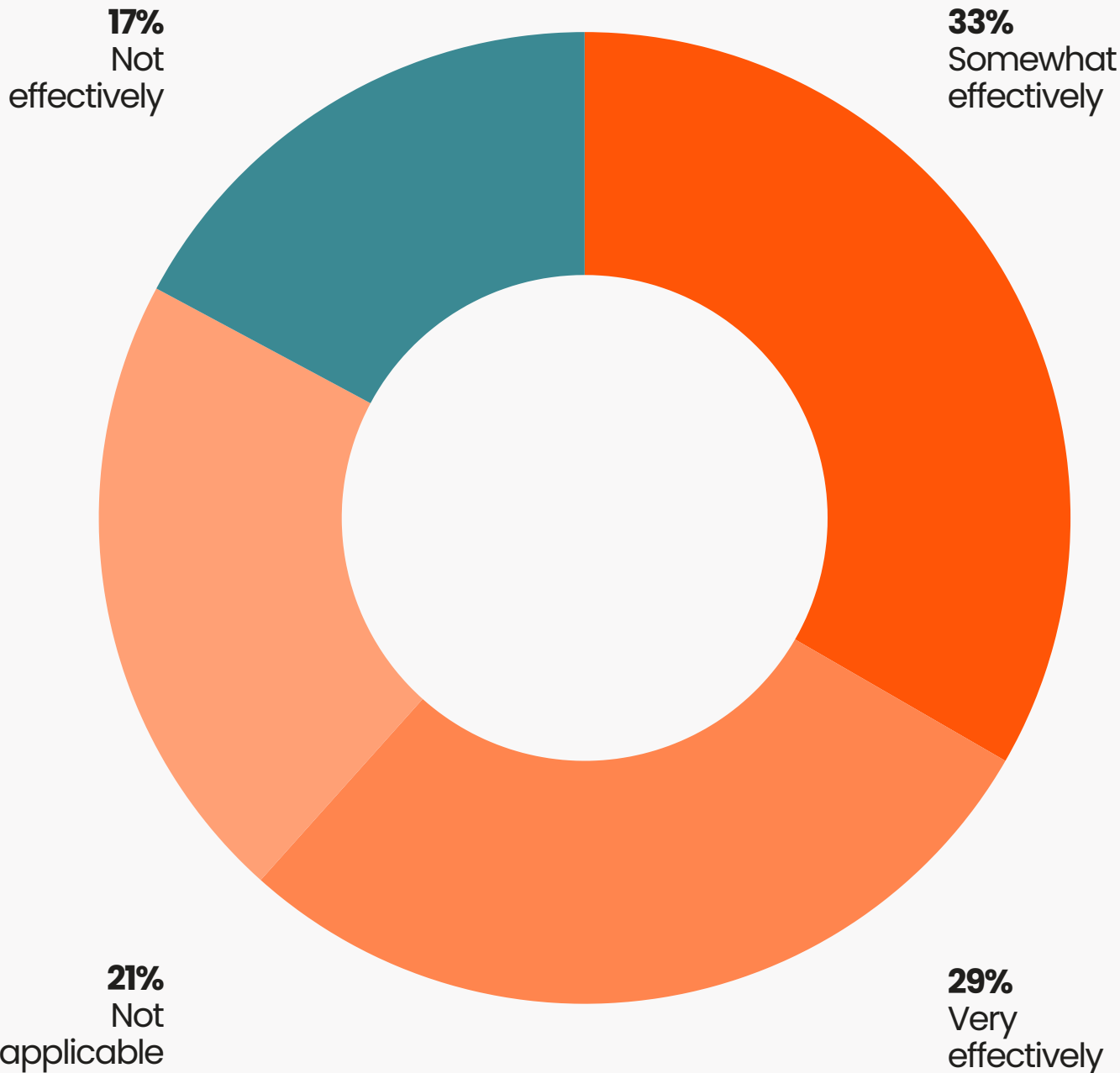
Talent Availability

Sourcing specialist national talent remains the most pressing challenge for organisations. This is particularly acute in technical fields central to the region’s growth. Even where organisations can make strong hires, retention is becoming more difficult.

Many nationals with niche capabilities are fielding multiple offers or being targeted by government and semi-government entities offering stronger total packages. Employers must focus on value propositions that support national talent as they progress into strategic roles.

Leadership teams also face challenges in internal perception. Some still see national hiring as a constraint, rather than an opportunity. Driving better awareness and accountability around national development will be crucial.

How Effectively is Your Organisation Balancing the Demand for National Talent with International Expertise?



Regional Compensation and Skill Trends

Salary Trends Across the Region

Salary growth has been a defining feature of the past 12 months, with the majority of our employers reporting increases. In the UAE, Abu Dhabi and Ras Al Khaimah have seen the sharpest uplifts, driven by public sector-linked investment and diversification agendas. Dubai remains robust, with high demand across financial services, digital, and corporate functions.

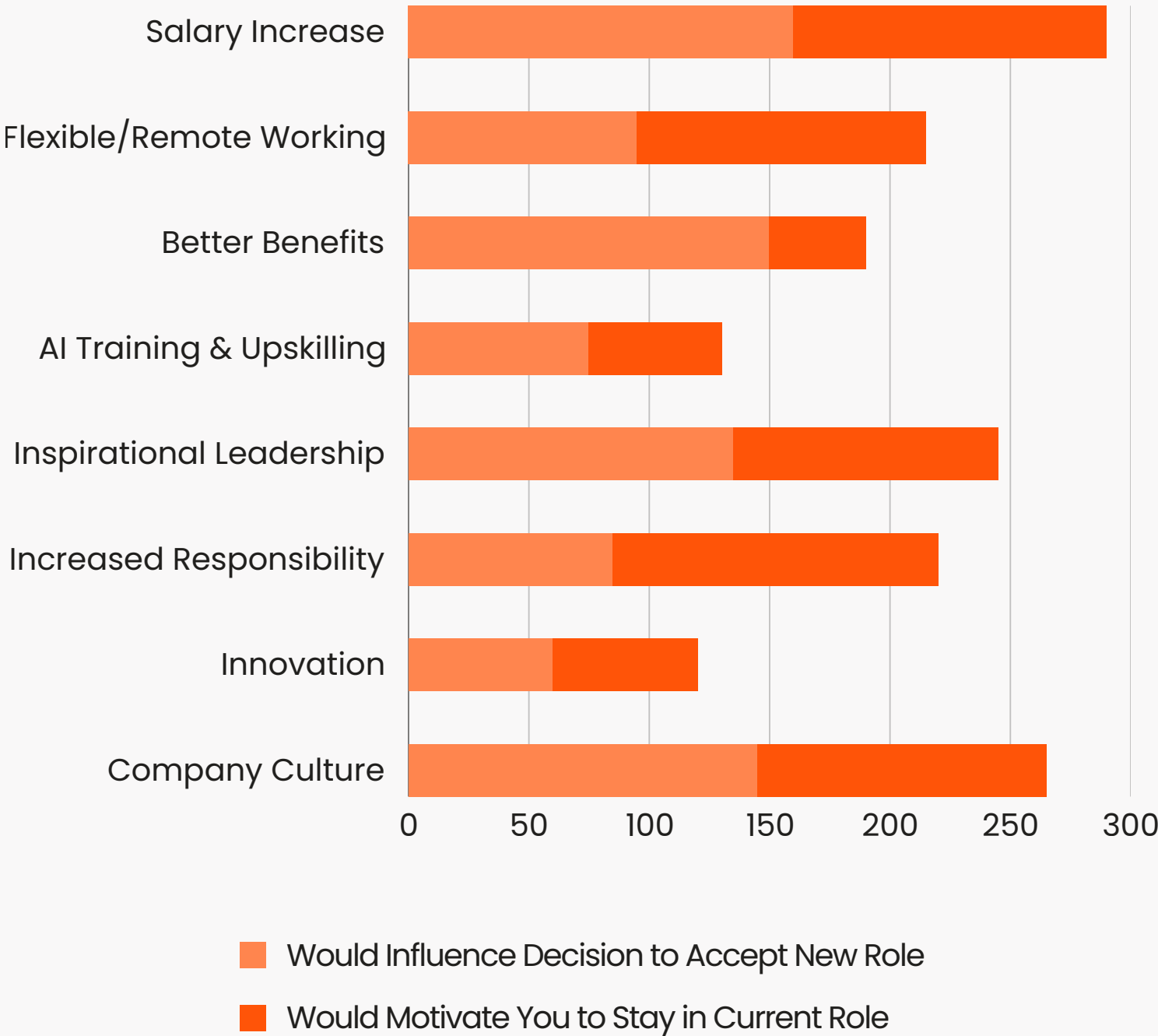
KSA hiring has been more selective, particularly across government-related platforms and strategic initiatives. That said, compensation levels in Saudi Arabia often exceed UAE benchmarks, especially for regulator-facing or highly specialised roles, and in leadership positions tied to national programmes.

Going Beyond Base Compensation

While base salary remains a major driver of talent attraction, it's no longer enough to compete in a tight market. Organisations cite acquisition and retention as their most pressing challenge and are increasingly using non-salary levers to stay competitive.

Bonuses remain the most common, particularly formula-based schemes in investment platforms, but candidates are placing greater value on long-term incentives. Our survey shows clear push-pull motivators. Salary increases, benefits, and company culture most often pull candidates toward new roles; whereas flexibility, inspirational leadership, and increased responsibility are what encourage professionals to stay. Employers agree. The most effective retention levers, according to our client base, are increased pay, flexible working, and visible leadership.

What's Motivating Professionals to Move or Stay?



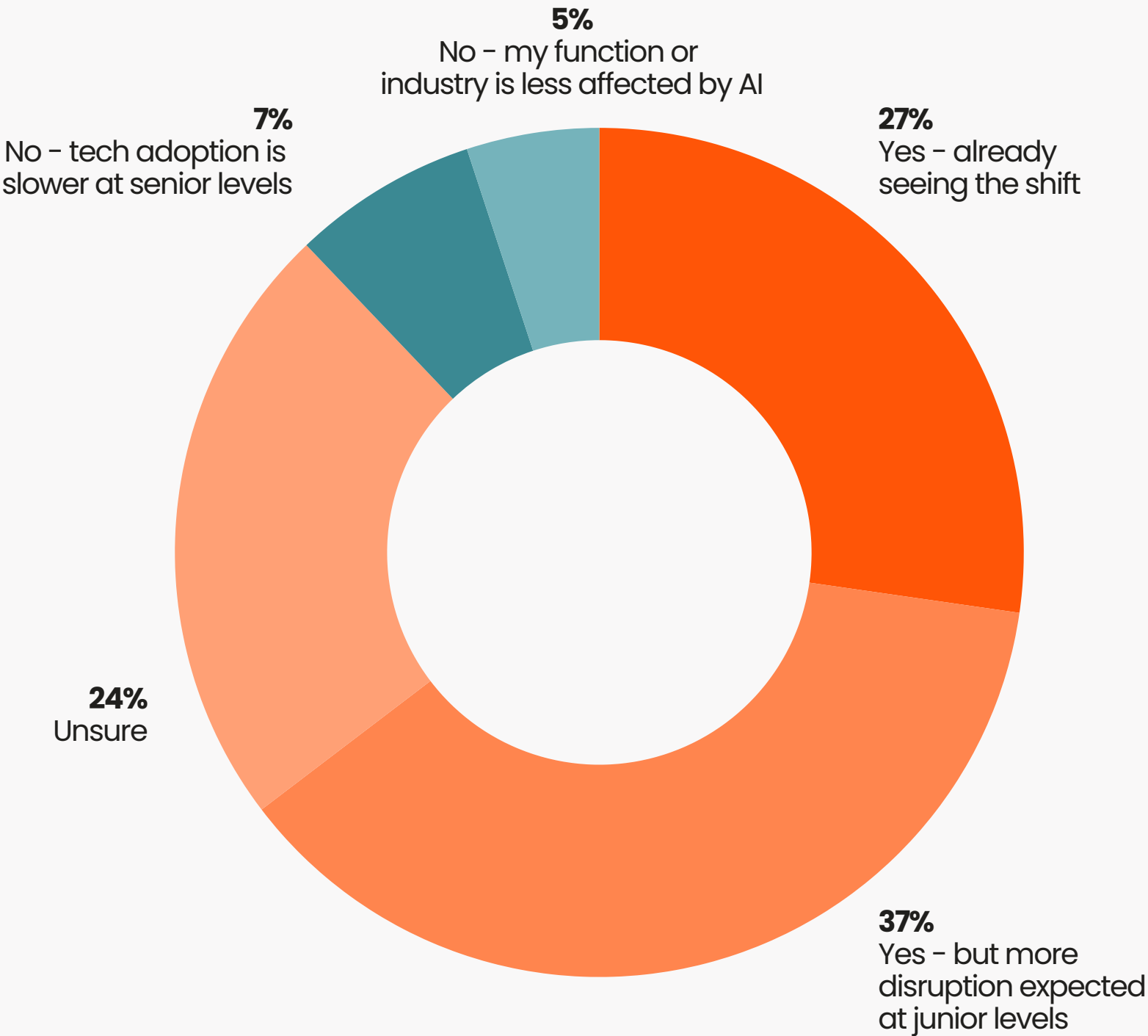
Feeling the Impact of AI

Demand for AI capability is now influencing hiring across financial services (FS), corporate functions, and technology and transformation. Upskilling and reskilling the workforce to meet this demand ranked as the third most important challenge facing organisations we surveyed.

Within FS, firms seek professionals who can responsibly integrate AI into credit modelling, risk analytics, and fraud detection. Corporate functions are adopting AI in forecasting, talent analytics, and decision support. In digital and transformation roles, candidates with AI product, governance, or delivery experience command premiums.

Both clients and professionals agree AI is shifting the shape of senior roles. 63.6% of employers have already seen an impact on hiring for mid-senior levels, while many candidates say their responsibilities have changed. Still, uncertainty remains, with organisations and employees in all our key industries unsure of the nature of AI’s future influence, highlighting a need for strategic workforce planning.

Will AI Impact Mid-to-Senior Roles Over the Next 3–5 Years?



1.

Financial Services



Corporate & Investment Banking



Nino Calvino,
Director, Head
of Financial Services

 nino@aventusglobal.com

Hiring continues to be strategically focused in both markets. Candidates with origination experience, sector specialisation, and strong stakeholder engagement, and bilingual Arabic-English speakers, command above-benchmark salaries.

In the UAE, demand is strongest in Abu Dhabi, particularly within government-linked entities and platforms with deep balance sheets. Demand in Dubai is for corporate coverage and advisory roles, especially origination and execution profiles.

In KSA, hiring pace has stabilised. Salary premiums are largely reserved for mandates aligned to high-priority programmes or critical financing initiatives. Packages frequently include fixed allowances. While variable bonuses can significantly elevate total compensation, they are excluded from the ranges shown.

Market Insight

Bilingual originators with track records in government, infrastructure or strategic sectors remain the most heavily competed-for talent in both Abu Dhabi and Riyadh. Their value goes beyond deals. They drive institutional access.

Corporate Banking

Role	UAE (AED)	KSA (SAR)
Chief Wholesale Banking Officer	120,000+	123,000+
Head of Corporate Banking	100,000 – 130,000	102,000 – 133,000
Head of Financial Institutions	80,000 – 110,000	82,000 – 112,000
Head of SME Banking	75,000 – 100,000	77,000 – 102,000
Unit Head	80,000 – 100,000	82,000 – 102,000
Senior Relationship Manager	45,000 – 65,000	46,000 – 66,000
Relationship Manager	30,000 – 45,000	31,000 – 46,000
Assistant Relationship Manager	25,000 – 30,000	26,000 – 31,000

Investment Banking

Role	UAE (AED)	KSA (SAR)
Managing Director	120,000 – 146,000	134,000 – 182,000
Director	83,000 – 120,000	86,000 – 134,000
Vice President	52,000 – 87,000	53,000 – 96,000
Senior Associate	36,000 – 52,000	38,000 – 59,000
Associate	31,000 – 47,000	33,000 – 53,000
Senior Analyst	21,000 – 31,000	21,000 – 33,000
Analyst	19,000 – 26,000	19,000 – 27,000

Private Equity, VC & SWF



Nathan Fox,
Head of Investment
Management Search

 nathan@aventusglobal.com

Abu Dhabi leads regional demand in PE and VC hiring through sovereign wealth funds and affiliated platforms. Roles tied to portfolio management, governance and value creation are particularly sought after, especially within illiquid and alternative asset strategies. In KSA hiring is focused, with premiums concentrated in entities aligned to national development programmes or significant cross-border investment initiatives.

Across both markets, senior professionals are assessed not just on deal execution but on Investment Committee credibility and boardroom influence. Mid-level candidates with strong modelling, due diligence, and transaction execution skills command competitive packages. It is important to note that carry structures and co-investment schemes, both key drivers of long-term value, sit outside these base salary ranges.

“We’re seeing clear demand for value creators in Private Equity, who bridge the gap between execution and active governance. In Saudi, compensation is climbing fastest for hires tied to giga-project mandates or who bring sector depth in infrastructure, energy or manufacturing.”

Nathan Fox, Head of Investment, Management Search

Private Equity

Role	UAE (AED)	KSA (SAR)
Chief Investment Officer	100,000 – 170,000	123,000 – 200,000
Senior VP	85,000 – 115,000	92,000 – 133,000
VP	60,000 – 85,000	82,000 – 123,000
AVP	50,000 – 60,000	51,000 – 66,000
Manager	35,000 – 50,000	36,000 – 56,000
Senior Associate	30,000 – 45,000	31,000 – 51,000
Associate	20,000 – 30,000	20,000 – 31,000
Senior Analyst	18,000 – 25,000	18,000 – 26,000

Venture Capital

Role	UAE (AED)	KSA (SAR)
Partner	90,000 – 150,000	102,000 – 153,000
Principal	45,000 – 65,000	46,000 – 66,000
Senior Associate	34,000 – 42,000	36,000 – 43,000
Associate	29,000 – 32,000	32,000 – 36,000
Senior Analyst	25,000 – 28,000	27,000 – 31,000
Analyst	18,000 – 24,000	18,000 – 26,000

Treasury, Global Markets & Asset Management



Ben Pope,
Consultant, Global Markets,
Sales & Trading

 ben@aventusglobal.com

Compensation remains strong, particularly for senior-level sales and trading roles with broader, more integrated remits. Leaders are expected to drive revenue, expand institutional reach, and collaborate closely with Treasury, ALM, and Liquidity functions. Execution experience, particularly in FX and rates trading, is in demand, despite automation compressing mid-back office hiring appetite.

Base salaries are higher in KSA, reflecting increasing capital market sophistication and continued talent scarcity. Saudi Arabia’s institutional sales desks have seen a flurry of activity, but a small domestic talent pool means a reliance on international hiring.

Compensation differs widely by institution. Banks lean towards traditional models, but some investment banks have introduced revenue-linked, formula-based components.

Asset Management Compensation

Packages vary significantly based on platform (bank, fund, or SWF), asset class focus, and if roles sit in investment, distribution, or product. Premiums are notable for CIO and senior portfolio management hires, where track record, governance rigour, and board-level influence set ceilings.

Treasury and Global Markets (Sales Coverage and Trading)

Role	UAE (AED)	KSA (SAR)
Head of Treasury and Global Markets	120,000 – 175,000	135,000 – 200,000
Head of Markets Sales	95,000 – 140,000	110,000 – 160,000
Head of Trading	95,000 – 145,000	110,000 – 165,000
Head of Treasury	80,000 – 115,000	90,000 – 130,000
Head of ALM	70,000 – 95,000	80,000 – 110,000
Head of Treasury Operations	55,000 – 80,000	70,000 – 100,000
Senior Treasury Operations Manager	45,000 – 70,000	55,000 – 80,000
Treasury Operations Manager	30,000 – 45,000	35,000 – 55,000
Senior Markets Sales (Rates/FX)	55,000 – 85,000	65,000 – 95,000
Markets Sales (Rates/FX)	35,000 – 55,000	40,000 – 65,000
Junior Markets Sales / Sales Analyst	18,000 – 28,000	20,000 – 32,000
Senior Trader (Rates/FX)	55,000 – 90,000	65,000 – 100,000
Trader (Rates/FX)	35,000 – 60,000	40,000 – 70,000
Junior Trader / Trader Assistant	20,000 – 30,000	25,000 – 40,000

Asset Management

Role	UAE (AED)	KSA (SAR)
Chief Investment Officer (CIO)	120,000 – 220,000+	140,000 – 260,000+
Head of Asset Management / MD	90,000 – 160,000	110,000 – 190,000
Head of Investments / Investment Director	80,000 – 140,000	95,000 – 165,000
Senior Portfolio Manager	80,000 – 140,000	95,000 – 165,000
Portfolio Manager	55,000 – 100,000	65,000 – 120,000
Head of Research	70,000 – 120,000	85,000 – 150,000
Senior Investment Analyst	35,000 – 60,000	40,000 – 70,000
Investment Analyst	22,000 – 40,000	25,000 – 45,000
Institutional Sales Director / Distribution Director	60,000 – 110,000	70,000 – 130,000
Institutional Relationship Manager	35,000 – 65,000	40,000 – 75,000
Product Manager / Product Specialist	30,000 – 55,000	35,000 – 65,000

Finance, Audit, & Advisory



Muthu Karuppiah,
Consultant,
Financial Services

 muthu@aventusglobal.com

The financial services sector across the UAE and KSA continues to see strong demand for finance, audit and advisory professionals who can operate within regulated environments while supporting business transformation. Employers across banking, insurance and asset management prioritise candidates with strong sector experience, regulatory knowledge and the ability to engage senior stakeholders while navigating complex organisational structures.

Internal audit remains central to governance, with a continued focus on risk and compliance, while advisory capabilities in transformation, regulatory change and operational efficiency are increasingly valued. Hiring is being driven by regulatory developments and evolving financial products, alongside investment in finance infrastructure and reporting.

“As regulatory expectations continue to evolve, finance and audit functions must go beyond traditional oversight. Data-driven insight and proactive financial planning are now critical in maintaining control while enabling business agility.”

Muthu Karuppiah, Consultant, Financial Services

Finance and Audit

Role	UAE (AED)	KSA (SAR)
Chief Financial Officer (CFO)	85,000 – 160,000	95,000 – 180,000
Deputy CFO / Finance VP	65,000 – 110,000	75,000 – 130,000
Finance Director	50,000 – 80,000	60,000 – 95,000
Head of FP&A	45,000 – 75,000	55,000 – 85,000
Financial Controller	35,000 – 55,000	45,000 – 70,000
Finance Manager	28,000 – 45,000	35,000 – 50,000
Finance Business Partner	25,000 – 40,000	30,000 – 45,000
Senior Financial Analyst	20,000 – 30,000	22,000 – 32,000
Financial Analyst	15,000 – 22,000	16,000 – 25,000
Chief Internal Auditor (CIA)	80,000 – 145,000	85,000 – 165,000
Head of Internal Audit	55,000 – 85,000	65,000 – 95,000
Internal Audit Director	45,000 – 70,000	55,000 – 80,000
Internal Audit Manager	28,000 – 45,000	35,000 – 50,000
Internal Auditor	18,000 – 30,000	20,000 – 32,000
Head of Tax	50,000 – 90,000	65,000 – 105,000
Tax Manager	30,000 – 60,000	35,000 – 70,000
Senior Tax Analyst	20,000 – 32,000	22,000 – 34,000
Tax Analyst	13,000 – 23,000	15,000 – 26,000
Head of Sharia / Sharia Board Secretary	50,000 – 90,000	60,000 – 110,000
Sharia Audit Manager	30,000 – 50,000	40,000 – 60,000
Sharia Auditor	18,000 – 30,000	25,000 – 35,000

Advisory Partners

Role	UAE (AED)	KSA (SAR)
Audit Partner (1–4 years)	65,000 – 85,000	66,000 – 87,000
Audit Partner (5+ years)	90,000 – 130,000	97,000 – 143,000
Tax Partner (1–5 years)	65,000 – 85,000	66,000 – 87,000
Tax Partner (5+ years)	90,000 – 130,000	97,000 – 153,000
Audit Director	50,000 – 70,000	56,000 – 77,000

Private Banking & Wealth Management

Salaries across the UAE and KSA reflect a maturing talent market. While KSA continues to offer premiums to attract senior and specialised talent, particularly in private banking, the differential between KSA and UAE is narrowing. That said, total compensation remains heavily influenced by book size, revenue generation, platform strength, and incentive models.

Sustained demand across the sector in Dubai is driven by stable inflows of high-net-worth individuals and continued growth in wealth platforms. This has kept pressure on mid-to-senior hiring, particularly for profiles with portable books and Gulf client exposure.

“KSA leads on base packages at the senior end, but we’re seeing more structured offers as firms optimise teams. In Dubai, activity is consistently strong but platform quality and client alignment now outweigh scale. For talent, the focus is increasingly on strategic fit, not just headline pay.”

Nino Calvino, Director, Head of Financial Services



Role	UAE (AED)	KSA (SAR)
Head of Private Banking	105,000 – 145,000	120,000 – 165,000
Head of Desk / Team Lead	80,000 – 115,000	92,000 – 132,000
Senior Private Banker / Senior RM	65,000 – 95,000	75,000 – 110,000
Private Banker / RM	45,000 – 70,000	52,000 – 80,000
Investment Advisor / Wealth Advisor	50,000 – 75,000	58,000 – 86,000
Portfolio Advisor / Discretionary PM (PB)	55,000 – 85,000	63,000 – 98,000
Associate / Assistant RM	28,000 – 38,000	32,000 – 44,000
Client Service Associate (CSA) / Client Associate	20,000 – 28,000	23,000 – 32,000

Compensation Structure Insight

Base salary represents only one component of total compensation in private banking and wealth management roles. At mid-to-senior levels, remuneration is often heavily weighted toward the back end, through a combination of discretionary bonuses, fixed bonuses or formula-based incentive structures linked to revenue, assets under management and net new money.

International private banks and global wealth platforms typically pay toward the upper end of the published base salary ranges, reflecting stronger balance sheets, more established platforms and clearer long-term incentive frameworks. In select cases, particularly for senior hires with portable books or strategic client relationships, total compensation can materially exceed standard market benchmarks.

As a result, headline salary should be viewed in context. Platform strength, incentive design, payout consistency and long-term career trajectory are often more influential than base pay alone when assessing overall remuneration.

Fintech, Digital Banking & Payments

Digital banking and fintech talent is in high demand as digital transformation accelerates. With 80% of payments now digital in the UAE and 67% of KSA consumers preferring digital transactions, banks are racing to upgrade payment rails, deepen digital engagement, and forge partnerships. Demand is particularly acute in platforms undergoing rapid modernisation or digital-first expansion.

Salaries are consistently higher in KSA, where fewer seasoned digital leaders are available locally. UAE platforms are maturing quickly, with strong pipelines for product, partnership, and merchant solutions roles. Compensation increases with proven business impact. Professionals who can balance innovation with compliance and risk are in-demand across both markets.

“Gulf banks are now committed to digital-first. We’re seeing demand spike for product leaders with fintech credentials, but also for those who can navigate regulatory frameworks. The most valuable candidates combine innovation with accountability.”

Nino Calvino, Director, Head of Financial Services



Role	UAE (AED)	KSA (SAR)
Chief Digital Banking Officer	70,000 - 120,000	80,000 - 140,000
Head of Payments	55,000 - 95,000	65,000 - 115,000
Head of Cards	45,000 - 80,000	55,000 - 95,000
Head of Digital Channels	45,000 - 80,000	55,000 - 95,000
Head of Fintech Partnerships / Ecosystem	45,000 - 85,000	55,000 - 105,000
Product Director (Digital Banking / Payments)	40,000 - 70,000	50,000 - 90,000
Senior Product Manager (Payments)	30,000 - 55,000	40,000 - 75,000
Product Manager (Payments)	22,000 - 40,000	30,000 - 55,000
Merchant Acquiring Manager	25,000 - 45,000	30,000 - 60,000
Fintech Business Development Lead	30,000 - 55,000	40,000 - 75,000
Partnerships Manager	22,000 - 40,000	30,000 - 55,000
Payments Operations Manager	20,000 - 35,000	25,000 - 45,000

Insurance & Reinsurance

Salaries reflect the complexity and regulatory maturity of each market. KSA offers higher packages across most verticals, particularly underwriting, actuarial and reinsurance, driven by localisation targets and limited availability of specialist talent. The UAE offers broader opportunities in life and medical, with more developed or international platforms operating regional hubs from Dubai.

Underwriting and actuarial roles are most competitively compensated, especially at the leadership level. Demand for qualified actuaries far outstrips supply, leading to continued upward pressure. In distribution and broking, professionals with a record of commercial sales or strategic partnerships command a premium, especially those capable of navigating bancassurance or hybrid models. Claims remain a cost-centre, with flatter salary progression except at leadership levels.

Insurance Compensation Insight

Insurance and reinsurance packages vary by line of business (life, medical, P&C) and distribution model. Premiums are strongest for underwriting leadership, actuarial capability and senior distribution hires with proven production.

Underwriting and Product

Role	UAE (AED)	KSA (SAR)
Head of Underwriting	70,000 – 120,000	80,000 – 140,000
Underwriting Manager	35,000 – 60,000	40,000 – 75,000
Senior Underwriter	25,000 – 45,000	30,000 – 60,000
Underwriter	18,000 – 30,000	22,000 – 40,000
Product Manager (Insurance)	25,000 – 45,000	30,000 – 60,000

Actuarial

Role	UAE (AED)	KSA (SAR)
Head of Actuarial	60,000 – 110,000	70,000 – 130,000
Actuary (Qualified)	30,000 – 55,000	35,000 – 70,000
Actuarial Analyst	18,000 – 30,000	22,000 – 40,000
Head of Claims	45,000 – 80,000	55,000 – 95,000
Claims Manager	20,000 – 35,000	25,000 – 45,000
Claims Specialist	12,000 – 22,000	15,000 – 30,000

Broking, Distribution and Reinsurance

Role	UAE (AED)	KSA (SAR)
Head of Distribution / Sales Director	60,000 – 110,000	70,000 – 130,000
Broking Manager	25,000 – 45,000	30,000 – 60,000
Sales Manager	20,000 – 40,000	25,000 – 55,000
Head of Reinsurance	70,000 – 120,000	85,000 – 150,000
Reinsurance Manager	35,000 – 65,000	45,000 – 85,000

Risk & Compliance



Shane Carthy,
Search Consultant,
Risk & Compliance

 shane@aventusglobal.com

Sustained demand across multiple areas of risk reflects the movement of functions from siloed control to strategic enablement. Salaries in the UAE and KSA are aligned, with modest premiums at senior levels due to evolving regulatory infrastructure and emphasis on localisation.

Hiring is active in governance, model risk, and stress testing, due to scrutiny from central banks and a need for enhanced ICAAP/ILAAP and recovery frameworks. Professionals who can interface directly with regulators are critical in institutions undergoing transformation.

Fintech and digital platforms are further shaping the risk agenda. Demand is for leaders with third-party, tech and cyber experience, alongside data fluency. Boards are focused on operational resilience and outsourcing oversight, embedding these as permanently on roadmaps.

Risk Hiring Trend

Model risk governance, stress testing and digital exposure management are core capabilities for banks investing heavily in AI and advanced analytics. Institutions are hiring for credibility and resilience. Sought after candidates have strong quantitative, communication and regulatory engagement skills.

Risk, Compliance & Regulatory

Role	UAE (AED)	KSA (SAR)
Chief Risk Officer	90,000 - 140,000	92,000 - 143,000
Deputy CRO / CRO-2	70,000 - 110,000	75,000 - 120,000
Head of Risk Governance	65,000 - 90,000	70,000 - 100,000
Head of Credit Risk	60,000 - 85,000	61,000 - 95,000
Head of Operational Risk	55,000 - 75,000	60,000 - 77,000
Head of Market Risk	70,000 - 90,000	75,000 - 98,000
Head of Investment Risk / Head of ERM	65,000 - 85,000	66,000 - 87,000
Head of Model Risk / Model Governance	70,000 - 95,000	75,000 - 110,000
Head of Stress Testing / Risk Analytics	65,000 - 90,000	70,000 - 105,000
Head of Quant Risk / Quant Risk Lead	70,000 - 100,000	75,000 - 120,000
Senior Quant Risk Manager	50,000 - 80,000	60,000 - 95,000
Quant Risk Manager	45,000 - 70,000	55,000 - 85,000
Senior Quant Risk Analyst / Quant Modeler	35,000 - 60,000	45,000 - 70,000
Quant Risk Analyst	25,000 - 45,000	35,000 - 55,000
Credit Risk Manager	38,000 - 58,000	42,000 - 62,000
Market Risk Manager	45,000 - 70,000	50,000 - 80,000
Operational Risk Manager	35,000 - 52,000	40,000 - 58,000
Investment Risk Manager	40,000 - 60,000	45,000 - 70,000
Risk Manager / Risk Governance Manager	40,000 - 60,000	45,000 - 70,000
Senior Risk Manager	45,000 - 65,000	50,000 - 75,000

Regulatory & Central Banks

Role	UAE (AED)	KSA (SAR)
Head of Regulatory Affairs / Regulatory Strategy	55,000 - 90,000	65,000 - 110,000
Prudential Supervision Lead / Manager	40,000 - 70,000	50,000 - 90,000
Regulatory Policy Lead / Manager	40,000 - 70,000	50,000 - 90,000
Senior Examiner / Supervisor	30,000 - 55,000	40,000 - 75,000
Examiner / Supervisor	22,000 - 40,000	30,000 - 55,000

2.

Corporate Functions



Human Resources



Taylor Smith,
Principal Consultant,
Human Resources

 taylor@aventusglobal.com

Demand is for professionals with a track record in capability building, retention strategy and workforce design and who can drive outcomes. This is most visible in leadership, with CHROs and HR Directors shaping organisational performance by reducing attrition, strengthening succession pipelines, and building capability through L&D. Operational HR increasingly includes digital fluency and transformation support.

Senior packages in KSA are higher, especially in government-linked or high-growth entities. The UAE offers broader opportunities across the private sector. Mid-level hiring is strongest in Talent Management and OD functions. We expect continued improvements in the structure and communication of total rewards via benchmarking, with a focus on fairness, competitiveness and retention.

Talent Management in Focus

As organisations invest in long-term workforce capability, Talent Management is emerging as an in-demand HR function across the GCC. A hybrid function, it pulls together elements of Organisational Development, Learning & Development, and Talent Acquisition. This is opening new pathways for HR professionals to step into strategic roles from a range of backgrounds.

C-Level and Strategy

Role	UAE (AED)	KSA (SAR)
Chief Shared Services Officer	100,000 – 160,000	123,000 – 174,000
Chief Human Resources Officer	100,000 – 140,000	133,000 – 174,000
HR Director	65,000 – 85,000	77,000 – 102,000
HR Advisor	40,000 – 70,000	51,000 – 82,000
Director of Talent Acquisition	35,000 – 70,000	50,000 – 77,000
Director of Talent Management	55,000 – 75,000	60,000 – 80,000
Director of Learning and Development	50,000 – 70,000	55,000 – 80,000
Director of Organizational Development	55,000 – 75,000	65,000 – 85,000

Mid-Level/ Managerial

Role	UAE (AED)	KSA (SAR)
HR Manager	30,000 – 45,000	41,000 – 56,000
ER Manager	25,000 – 35,000	31,000 – 46,000
L&D Manager	25,000 – 45,000	36,000 – 61,000
OD Manager	30,000 – 45,000	41,000 – 61,000
TA Manager	20,000 – 35,000	26,000 – 46,000
Comp and Ben Manager	25,000 – 45,000	31,000 – 46,000

Operational

Role	UAE (AED)	KSA (SAR)
HR Assistant / Specialist	20,000 – 35,000	20,000 – 36,000
ER Specialist	20,000 – 35,000	20,000 – 35,000
TA Specialist	15,000 – 25,000	20,000 – 35,000
L&D Specialist	20,000 – 35,000	20,000 – 35,000
OD Specialist	20,000 – 35,000	25,000 – 36,000

Governance, Risk, and Compliance (GRC)



Shane Carthy,
Search Consultant,
Risk & Compliance

 shane@aventusglobal.com

Governance, Risk & Compliance hiring across the GCC has evolved significantly beyond traditional banking and AML-led models. Within family holding groups, investment management firms, family offices and diversified enterprises, GRC functions are now focused on enterprise governance, investment oversight, group-wide risk management and board-level assurance.

Rather than siloed compliance roles, organisations are increasingly hiring broad GRC leaders who can operate across portfolios, operating companies and investment committees. These professionals are responsible for setting governance frameworks, overseeing enterprise and investment risk, managing controls across complex group structures, and supporting senior leadership with clear, actionable risk insight.

Titles within this space vary widely, and scope is often more important than job title. Many of the most in-demand profiles come from Big 4 advisory, internal audit, enterprise risk, investment governance and group risk backgrounds, rather than pure regulatory compliance.

As family offices and investment platforms continue to professionalise and institutionalise, demand for senior GRC capability is accelerating across both the UAE and KSA. The roles outlined in this guide reflect how organisations are actually hiring today, with a strong emphasis on governance, investment risk and enterprise-wide control, rather than banking-specific compliance functions.

Role	UAE (AED)	KSA (SAR)
Chief GRC Officer	100,000 – 140,000	105,000 – 160,000
Head of GRC	80,000 – 110,000	85,000 – 130,000
Director of GRC	65,000 – 95,000	70,000 – 115,000
Head of Risk & Governance	75,000 – 105,000	80,000 – 125,000
Head of Investment Risk & Governance	75,000 – 110,000	80,000 – 135,000
Investment Risk Director	65,000 – 95,000	70,000 – 115,000
Group Risk & Controls Lead	60,000 – 90,000	65,000 – 105,000
Portfolio Risk & Governance Lead	55,000 – 85,000	60,000 – 100,000
Head of Compliance (Non-Banking)	70,000 – 85,000	66,000 – 77,000
GRC Manager	45,000 – 65,000	48,000 – 75,000
Enterprise Risk Manager	50,000 – 70,000	55,000 – 80,000
Governance & Risk Manager	48,000 – 68,000	52,000 – 78,000
Investment Governance Manager	50,000 – 72,000	55,000 – 85,000
Investment Risk Analyst (Non-Market)	35,000 – 55,000	38,000 – 65,000
GRC Analyst	25,000 – 35,000	27,000 – 40,000

“GRC within investment-led organisations is no longer about box-ticking. It is about governance, risk ownership and protecting long-term GCC capital across complex group structures.”

Shane Carthy, Search Consultant, Risk & Compliance

Corporate Strategy & Commercial



Diksha Ramesh,
Consultant,
Corporate Strategy & Change

 diksha@aventusglobal.com

Hiring is strong for professionals who can shift between planning and execution. Roles that sit close to the CEO, involve board-level interaction, or combine strategy with delivery command meaningful premiums. Abu Dhabi and Ras Al Khaimah price above Dubai for leadership roles linked to sovereign platforms or national investment initiatives. In KSA salaries trend higher, reflecting the scale and complexity of Vision 2030-aligned mandates.

Corporate development and investor relations professionals can expect enhanced compensation where their remit includes active M&A, capital markets exposure or cross-border stakeholder management. Across both markets, priority is for candidates providing clarity and measurable impact across cost efficiency, growth enablement and value tracking.

"The ability to pivot between high-level strategy and hands-on execution is a hallmark of leaders who command top compensation"

Diksha Ramesh, Consultant, Corporate Strategy & Change

Role	UAE (AED)	KSA (SAR)
Chief Strategy Officer / Strategy Director	90,000 – 150,000	110,000 – 180,000
Head of Strategy	70,000 – 110,000	85,000 – 135,000
Strategy Manager	35,000 – 60,000	45,000 – 75,000
Strategy Analyst	20,000 – 30,000	22,000 – 35,000
Corporate Development Director	80,000 – 130,000	95,000 – 165,000
Corporate Development Manager	45,000 – 75,000	55,000 – 95,000
Investor Relations Director	60,000 – 100,000	70,000 – 125,000
Investor Relations Manager	35,000 – 55,000	40,000 – 70,000
Commercial Director	60,000 – 100,000	70,000 – 130,000
Commercial Manager	30,000 – 55,000	40,000 – 75,000

Variable incentives, often significant, are excluded from the listed ranges.

Finance, Advisory & ESG



Richard Wood,
Head of Finance,
Advisory & ESG

 richard.wood@aventusglobal.com

Across commerce and industry, organisations in the UAE and KSA are strengthening finance and governance capabilities as they scale and respond to more complex market conditions. Demand remains high for senior finance professionals who can combine financial oversight with strategic input, supporting growth, margin optimisation and long-term planning. Employers are prioritising individuals with broad finance expertise across reporting, planning and performance management, alongside the ability to deliver accurate forecasting, cost discipline and data-led insights.

Internal audit functions are evolving to reinforce governance, enhance controls and improve transparency, with greater expectation for forward-looking, value-adding insight. ESG is also gaining traction, increasingly embedded within financial planning, risk frameworks and corporate strategy. Hiring and compensation continue to reflect regional dynamics, with KSA highly competitive at senior level and the UAE offering structured, performance-linked packages, as organisations balance expansion with stronger operational discipline and sustainability priorities.

Role	UAE (AED)	KSA (SAR)
Chief Financial Officer (CFO)	85,000 – 160,000	95,000 – 180,000
Deputy CFO / Finance VP	65,000 – 110,000	75,000 – 130,000
Finance Director	50,000 – 80,000	60,000 – 95,000
Head of FP&A	45,000 – 75,000	55,000 – 85,000
Financial Controller	50,000 – 70,000	55,000 – 75,000
Finance Manager	28,000 – 45,000	35,000 – 50,000
Finance Business Partner	25,000 – 40,000	30,000 – 45,000
Senior Financial Analyst	20,000 – 30,000	22,000 – 32,000
Financial Analyst	15,000 – 22,000	16,000 – 25,000
Head of Internal Audit	55,000 – 85,000	65,000 – 95,000
Internal Audit Director	45,000 – 70,000	55,000 – 80,000
Internal Audit Manager	28,000 – 45,000	35,000 – 50,000
Internal Auditor	18,000 – 30,000	20,000 – 32,000
Head of ESG / Sustainability	50,000 – 85,000	60,000 – 100,000
ESG Manager	30,000 – 55,000	35,000 – 65,000
ESG Analyst	18,000 – 30,000	20,000 – 32,000

“Data is no longer just supporting finance, it’s driving it. In increasingly fluid operating environments, organisations need finance leaders who can deliver real-time insight and forward-looking financial planning to support faster, more informed decision-making.”

Richard Wood, Head of Finance, Advisory & ESG

Procurement, Operations & Support Services



Nadine Noaman,
Senior Consultant, Procurement,
Operations & Support Services

 nadine@aventusglobal.com

Across both UAE and KSA, demand is highest in roles tied to strategic transformation. Premiums are strongest where roles contribute directly to cost reduction, service KPIs, and governance of high-value vendor relationships. In-house functions are under pressure to balance efficiency with agility, creating demand for candidates who can optimise operations without compromising quality or experience.

In KSA, packages are typically higher for leadership roles linked to public sector or giga-project environments. The UAE offers more volume at mid-level, particularly in organisations focusing on process standardisation and service redesign.

“Hiring in procurement and operations is no longer maintaining the status quo. Clients want professionals who can quantify impact, through cost savings, better service delivery, or stronger vendor governance. The ability to bridge strategy and execution sets the top candidates apart.”

Nadine Noaman, Senior Consultant



Role	UAE (AED)	KSA (SAR)
Chief Operating Officer (COO)	90,000 - 160,000	110,000 - 200,000
Chief Procurement Officer	70,000 - 130,000	85,000 - 150,000
Shared Services Director	55,000 - 95,000	65,000 - 120,000
Head of Operations	60,000 - 100,000	70,000 - 130,000
Head of Operational Excellence	50,000 - 80,000	62,000 - 92,000
Procurement Director	55,000 - 80,000	58,000 - 100,000
Category Manager	25,000 - 45,000	30,000 - 55,000
Contracts Manager	25,000 - 40,000	28,000 - 50,000
Commercial Manager (Procurement Aligned)	25,000 - 45,000	30,000 - 60,000
Service Delivery Manager	25,000 - 45,000	30,000 - 55,000
Operations Manager	25,000 - 45,000	30,000 - 55,000
Facilities Manager	18,000 - 30,000	20,000 - 35,000
Business Support Manager	18,000 - 35,000	20,000 - 40,000
Office Administrator	8,000 - 18,000	12,000 - 20,000

Marketing & Communications



George Barry,
Head of Search,
Corporate & Commercial

 george@aventusglobal.com

Compensation varies based on business size, maturity, and profitability even for roles carrying the same title. Head of Marketing in one firm may have the remit of a CMO in another. The most valuable profiles are T-shaped leaders combining marketing expertise with broad business acumen and cross-functional influence.

Senior-level salaries have plateaued over the past 18 months, thanks to increased competition and selective hiring. Organisations building from scratch (especially in KSA) offer premiums for professionals capable of defining strategy, structure, and delivery from first principles. This is particularly true of sovereign, investment, and giga-project-linked platforms.

“We advise clients to benchmark roles based on scope, given the wide disparity of title and responsibilities. Demand is for marketers who can build from zero. Who understand strategy, execution, and can scale in fast-growth or greenfield environments. Those profiles are rare, and when fit is right, organisations are willing to pay.”

George Berry, Head of Search, Corporate & Commercial

Role	UAE (AED)	KSA (SAR)
Chief Marketing Officer (CMO)	70,000 – 120,000	85,000 – 150,000
Marketing Director / Brand Director	45,000 – 80,000	55,000 – 100,000
Head of Corporate Communications	40,000 – 70,000	50,000 – 90,000
PR Manager	20,000 – 35,000	22,000 – 45,000
Digital Marketing Manager	20,000 – 35,000	22,000 – 45,000
Brand Manager	20,000 – 35,000	22,000 – 45,000
Content Manager	18,000 – 30,000	20,000 – 40,000
Social Media Manager	15,000 – 28,000	18,000 – 35,000
Marketing Executive / Specialist	12,000 – 22,000	15,000 – 26,000

Legal In-House



Harry Northrop,
Consultant,
Legal In-House

 harry@aventusglobal.com

In-house legal hiring in both the UAE and KSA remains focused on high-impact mandates across corporate/M&A, real estate, regulatory change, and major infrastructure projects. Candidates with strong commercial acumen, stakeholder influence, and risk management capabilities continue to command premiums, especially in regulated sectors.

Bilingual profiles, particularly Arabic/English, are highly valued where roles involve local stakeholder engagement or bilingual documentation. In KSA, compensation ranges trend higher at senior levels, reflecting demand across sovereign-linked entities and giga-projects. The UAE offers broader opportunities across sectors, with continued activity in DIFC, ADGM, and mainland structures.

Allowance-led packages remain common at senior levels.

“In-house legal hiring is shifting toward lawyers who combine technical skill with the ability to drive commercial goals, manage risk, and work cross-functionally in fast-paced, regulated environments.”

Harry Northrop, Legal In-House

Role	UAE (AED)	KSA (SAR)
General Counsel	90,000 – 150,000	112,000 – 184,000
Legal Director	70,000 – 100,000	82,000 – 112,000
Senior Legal Counsel	60,000 – 90,000	66,000 – 97,000
Legal Counsel	45,000 – 60,000	61,000 – 77,000
Junior Legal Counsel	35,000 – 50,000	41,000 – 51,000
Paralegal	20,000 – 40,000	26,000 – 36,000

Variable incentives are excluded from these figures.

Private Practice Legal



Stuart Greenland,
Consultant,
Private Practice Legal

 stuart@aventusglobal.com

The Middle East legal market continues to command strong salary premiums, particularly at mid-to-senior associate level (3–7 PQE), where competition for internationally trained lawyers remains intense.

US and Magic Circle firms continue to lead the market on remuneration, with the differential widening at Senior Associate, Counsel and Partner level, particularly across corporate, finance, disputes and projects practices.

Salary compression remains evident at junior levels, while Saudi Arabia is increasingly competitive with the UAE as firms invest in scale and KSA national focused hiring. These benchmarks reflect a market where retention, lateral hiring and strategic compensation planning will be key priorities heading into 2026.

“Our salary benchmarks reflect a market where retention, lateral hiring and strategic compensation planning will be key priorities heading into 2026.”

Stuart Greenland, Consultant, Private Practice Legal

UAE (AED)

PQE	US Firms	Magic Circle	International Firms	Regional Firms
NQ	42,000 – 63,000	38,000 – 42,000	32,000 – 38,500	28,000 – 33,000
1 year	45,000 – 68,000	46,000 – 48,000	38,000 – 42,000	31,000 – 36,000
2 years	51,000 – 72,000	48,000 – 52,000	41,000 – 46,000	33,000 – 38,000
3 years	64,000 – 79,000	53,000 – 58,000	44,000 – 51,000	36,000 – 42,000
4 years	78,000 – 94,000	58,000 – 62,000	46,000 – 56,000	40,000 – 46,000
5 years	85,000 – 111,000	62,000 – 67,000	50,000 – 61,000	41,000 – 48,000
6 years	93,000 – 119,000	65,000 – 73,000	53,000 – 66,000	42,000 – 55,000
7 years	95,000 – 128,000	68,000 – 78,000	56,000 – 70,000	45,000 – 70,000
8 years	100,000 – 140,000	75,000 – 80,000	60,000 – 75,000	50,000 – 75,000
Counsel	120,000 – 145,000	82,000 – 93,000	68,000 – 85,000	60,000 – 85,000
Partner	145,000 – 300,000	120,000 – 250,000	100,000 – 170,000	90,000 – 150,000

KSA (SAR)

PQE	US Firms	Magic Circle	International Firms	Regional Firms
NQ	42,000 – 63,000	38,000 – 42,000	30,000 – 40,000	30,000 – 40,000
1 year	45,000 – 68,000	46,000 – 48,000	35,000 – 42,000	33,000 – 42,000
2 years	51,000 – 72,000	48,000 – 52,000	42,000 – 48,000	35,000 – 45,000
3 years	64,000 – 79,000	53,000 – 58,000	46,000 – 52,000	40,000 – 50,000
4 years	78,000 – 94,000	58,000 – 62,000	48,000 – 56,000	45,000 – 55,000
5 years	85,000 – 111,000	64,000 – 75,000	55,000 – 65,000	50,000 – 60,000
6 years	93,000 – 119,000	68,000 – 77,000	60,000 – 70,000	55,000 – 65,000
7 years	95,000 – 128,000	72,000 – 82,000	65,000 – 75,000	60,000 – 75,000
8 years	100,000 – 140,000	75,000 – 85,000	66,000 – 80,000	65,000 – 80,000
Counsel	120,000 – 145,000	85,000 – 107,000	70,000 – 103,000	75,000 – 100,000
Partner	145,000 – 300,000	120,000 – 250,000	100,000 – 170,000	100,000 – 160,000

Variable incentives are excluded from these figures.

3.

Digital, Transformation & Technology



Technology Leadership



Karl Ryan,
Director, Technology
& Public Sector Search

 karl@aventusglobal.com

Hiring across the Gulf is active, with demand concentrated on CIO, CTO, and CISO roles. These are viewed as strategic rather than functional appointments, with compensation reflecting board-level accountability. Organisations in regulated sectors such as financial services and government-linked entities, prioritise leaders who can modernise core infrastructure, embed resilience, and drive digital transformation.

KSA offers higher fixed compensation tied to national digital agendas and large-scale transformation programmes. In the UAE, Abu Dhabi and Ras Al Khaimah price above Dubai for niche leadership talent, especially where mandates involve end-to-end platform overhauls or complex, multi-stakeholder delivery.

“Boards want technology leaders who can deliver resilience and control. Whether it’s cybersecurity, data governance or modernisation, the mandate is to build for scale and stability. Those who can lead through complexity are being rewarded accordingly.”

Karl Ryan, Director

Technology Leadership

Role	UAE (AED)	KSA (SAR)
Chief Information Officer	80,000 – 130,000	85,000 – 140,000
Chief Digital Officer	70,000 – 120,000+	80,000 – 130,000
Chief Technology Officer	80,000 – 130,000	85,000 – 140,000
Chief Product Officer	70,000 – 90,000	75,000 – 95,000
Chief Information Security Officer	80,000 – 125,000	85,000 – 135,000
IT Director	50,000 – 80,000	50,000 – 80,000
Head of IT	50,000 – 80,000	50,000 – 80,000

Board & Oversight Roles

Role	UAE (AED)	KSA (SAR)
Board Technology Committee Chair	40,000 – 80,000	45,000 – 90,000
Non-Executive Director (Technology)	30,000 – 70,000	35,000 – 80,000
Board Cybersecurity Advisor	25,000 – 60,000	30,000 – 70,000

Public Sector Technology Leadership

Role	UAE (AED)	KSA (SAR)
Director General of Technology / Digital	90,000 – 140,000	100,000 – 160,000
Government CIO / Group CIO	80,000 – 130,000	90,000 – 150,000
Chief Digital Transformation Officer	75,000 – 125,000	85,000 – 145,000
Head of Digital Platforms	65,000 – 100,000	75,000 – 120,000
Chief Data & AI Officer	75,000 – 120,000	85,000 – 140,000

Variable incentives and long-term awards are excluded from these ranges and can materially change total compensation.

Program Management, Projects & PMO



Richard White,
Director & Partner,
Head of Project Hiring

 richard@aventusglobal.com

Program management hiring remains targeted toward execution. Demand is highest in organisations driving regulatory delivery, platform upgrades and service transformation. Organisations are selectively looking for professionals who can demonstrate impact, not just process delivery as well as leaders who can manage risk and create transparent governance frameworks.

Salaries are largely aligned at mid-level, but KSA pays a premium for senior roles tied to giga-projects or national change agendas. Program Directors and PMO Heads with experience managing complex, multi-workstream portfolios and senior stakeholder environments attract higher-end offers. Scrum Masters and Business Analysts are in demand where agile methodologies are being adopted at scale, though salary progression at these levels is flatter.

“Clients are not hiring for delivery in theory. They want leaders who can execute transformation with measurable impact. Governance, stakeholder alignment and benefits tracking are essential to every mandate.”

Richard White, Head of Finance, Advisory & ESG

Role	UAE (AED)	KSA (SAR)
Enterprise / National Program Director	80,000 – 120,000+	95,000 – 140,000+
Program Director	50,000 – 80,000	55,000 – 92,000
Head of PMO	45,000 – 70,000	51,000 – 82,000
Program Manager	45,000 – 68,000	45,000 – 70,000
Senior Project Manager	30,000 – 50,000	30,000 – 50,000
Scrum Master	30,000 – 45,000	31,000 – 46,000
Senior Business Analyst	25,000 – 39,000	25,000 – 39,000
Project Manager	25,000 – 42,000	25,000 – 42,000

Variable incentives are excluded from these ranges and can materially change total compensation.

Digital Product & Design



Arlinda Shefteki,
Senior Consultant,
Digital I Product & Engineering

 arlinda@aventusglobal.com

Demand here is rising, particularly in environments undergoing platform transformation or building greenfield digital experiences. In the UAE, hiring is concentrated in banking, fintech and large-scale digital transformation programmes, while KSA remains highly competitive for senior product leadership roles, particularly in national or sovereign-backed platforms.

In both, professionals who own the full product lifecycle, combining customer insight, UX, and delivery alignment, command higher-end packages. Compensation increases where candidates can point to measurable outcomes (NPS, conversion, cost-to-serve) while partnering effectively across teams. Premiums are also strong for experience navigating complex, multi-channel user journeys.

“Product and design roles are increasingly oriented toward outcomes, not features. Clients want talent who can simplify, scale experiences, and show impact. Those who partner well across engineering, data and business lead the market.”

Arlinda Shefteki, Senior Consultant



Product Management

Role	UAE (AED)	KSA (SAR)
Chief Product Officer	70,000 – 90,000	75,000 – 95,000
VP Product / Head of Product	55,000 – 85,000	60,000 – 90,000
Product Director / Group Product Manager	45,000 – 75,000	45,000 – 78,000
Senior Product Manager	30,000 – 50,000	32,000 – 52,000
Product Manager	23,000 – 40,000	25,000 – 45,000
Associate Product Manager	18,000 – 28,000	20,000 – 29,000
Product Owner	25,000 – 45,000	30,000 – 55,000
Product Analyst	15,000 – 25,000	18,000 – 30,000

UX/UI/Research/Design

Role	UAE (AED)	KSA (SAR)
Head of Design / Design Director	55,000 – 70,000	55,000 – 80,000
UX Director / Experience Director	55,000 – 70,000	55,000 – 80,000
UX Manager / Design Manager	30,000 – 50,000	35,000 – 55,000
Product Designer (Senior)	30,000 – 50,000	35,000 – 55,000
Product Designer	20,000 – 30,000	22,000 – 35,000
UI Designer	18,000 – 30,000	20,000 – 32,000
UX Researcher (Senior)	22,000 – 40,000	25,000 – 45,000
UX Researcher	18,000 – 30,000	20,000 – 35,000
Service Designer	25,000 – 45,000	30,000 – 55,000
Content Designer / UX Writer	20,000 – 35,000	22,000 – 38,000

Data, Analytics & AI



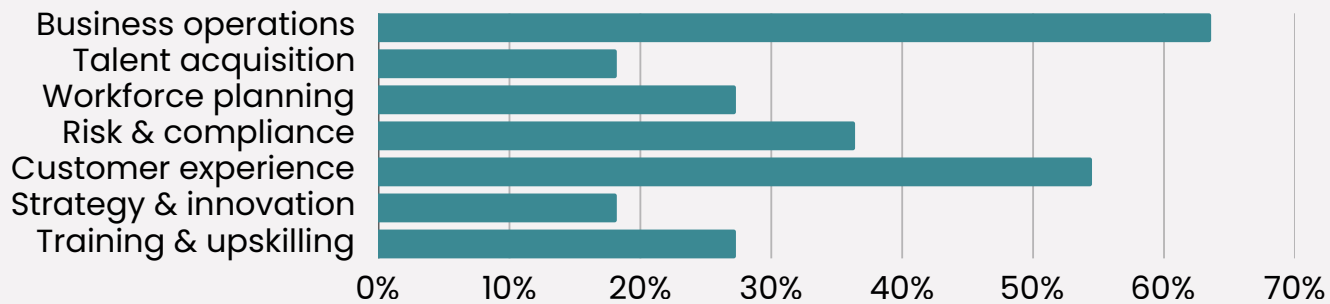
Abdelaziz Zerouali,
Senior Consultant,
Data, AI & Analytics

 abdelaziz@aventusglobal.com

AI and data continue to gain strategic importance, with growing demand for technically fluent leadership. Organisations are prioritising data foundations (data engineering, architecture and governance) rather than analytics or reporting outputs.

Our research highlights that businesses expect AI to drive impact in: operations and workflow automation, customer experience, risk and compliance, workforce performance, and training. Priorities which elevate the value of roles translating data into action. UAE-based platforms remain active in building out data functions. KSA offers higher salary potential at the senior end focused on national digital programmes. Candidates who can design scalable infrastructure and embed responsible AI practices are commanding a premium.

Where Organisations Expect AI to Drive the Most Impact



Role	UAE (AED)	KSA (SAR)
VP of AI and Data	70,000 – 90,000	80,000 – 100,000+
Head of Data Science	70,000 – 80,000	75,000 – 85,000
Head of Big Data	60,000 – 75,000	65,000 – 87,000
Data Engineering Manager	45,000 – 55,000	45,000 – 57,000
Business Intelligence Manager	30,000 – 45,000	30,000 – 45,000
Data Architect	40,000 – 60,000	40,000 – 60,000
Data Scientist	30,000 – 55,000	30,000 – 55,000
Data Engineer	22,000 – 35,000	25,000 – 38,000
Data Analyst	20,000 – 30,000	20,000 – 32,000
Business Intelligence Developer	18,000 – 30,000	18,000 – 30,000

Variable incentives are excluded from these ranges and can materially change total compensation.

Cloud, Cyber & Infrastructure



Finlay Tait,
Technology Consultant

 finlay@aventusglobal.com

Robust hiring is driven by resilience, compliance, and platform modernisation. Cybersecurity leadership, data protection, and hybrid profiles that combine governance with technical delivery attract premiums. Demand for cloud, integration and infrastructure architects continues as firms consolidate legacy systems and scale digital infrastructure.

UAE hiring is focused in financial services, telecoms, and digital-native businesses. KSA offers premiums for roles aligned to sovereign platforms, giga-projects or regulatory mandates. From CISO to systems engineers, expertise around operational risk and business continuity is central to benchmarks. Salaries in infrastructure remain stable, with progression focused on automation and cloud transition.

“We’re seeing appetite for leaders who can maintain trust as systems scale. The most valuable talent balance policy understanding and technical credibility in ways that support long-term operational resilience while continuing to innovate.”

Finlay Tait, Technology Consultant



Cyber Security

Role	UAE (AED)	KSA (SAR)
Chief Information Security Officer	80,000 – 125,000	85,000 – 135,000
Head of Information Security	60,000 – 80,000	60,000 – 80,000
Head of Data Protection	55,000 – 60,000	56,000 – 65,000
Data Governance Manager	40,000 – 55,000	40,000 – 55,000
Information Security Manager	32,000 – 52,000	32,000 – 52,000
Information Security Analyst	22,000 – 33,000	22,000 – 33,000

Architecture and Infrastructure

Role	UAE (AED)	KSA (SAR)
Enterprise Architect	44,000 – 70,000	44,000 – 70,000
Integration Architect	38,000 – 55,000	38,000 – 55,000
Big Data Architect	40,000 – 62,000	40,000 – 63,000
Cloud Architect	40,000 – 62,000	40,000 – 63,000
Software Architect	30,000 – 61,000	30,000 – 61,000
IOT Architect	35,000 – 55,000	40,000 – 62,000
Head of Infrastructure	50,000 – 70,000	50,000 – 70,000
Infrastructure Architect	40,000 – 62,000	40,000 – 63,000
Infrastructure Manager	30,000 – 45,000	30,000 – 45,000
Network Architect	30,000 – 61,000	30,000 – 61,000
Linux Administrator	15,000 – 28,000	15,000 – 28,000
Network and Systems Engineer	20,000 – 33,000	20,000 – 33,000
IT Support Analyst	10,000 – 22,000	10,000 – 22,000

Variable incentives are excluded from these ranges and can materially change total compensation.

ERP & Automation

ERP hiring is being shaped by large-scale transformation and cost optimisation programmes, where delivery is tied to business outcomes, such as improved controls, standardised operations and increased efficiency. Candidates with platform expertise (SAP, Oracle, Dynamics) and stakeholder management and change leadership skills consistently command top packages.

Automation hiring is more nuanced. A wave of start-ups and consultancies entering the UAE market has softened mid-level pay, though senior specialists in scaled delivery remain in demand. In KSA, hiring is premium-led, especially in national-level modernisation programmes.

“ERP should be embedded into transformation governance, focused on platform depth and stakeholder credibility. Automation needs to be agile, prioritising scalable delivery and ROI. At Aventus, we tailor strategies, without treating tech hires as interchangeable.”

Jade Emery, Senior Consultant



ERP

Role	UAE (AED)	KSA (SAR)
Head of ERP / Head of Enterprise Applications	50,000 – 90,000	55,000 – 100,000
ERP Programme Director	50,000 – 85,000	50,000 – 85,000
ERP Delivery Manager / ERP Programme Manager	40,000 – 60,000	45,000 – 75,000
ERP Solution Architect	40,000 – 58,000	40,000 – 58,000
ERP Functional Lead (SAP/Oracle/Dynamics)	30,000 – 50,000	32,000 – 52,000
ERP Functional Consultant (Senior)	28,000 – 40,000	30,000 – 42,000
ERP Functional Consultant	18,000 – 30,000	20,000 – 35,000
ERP Technical Lead / Techno-Functional Lead	30,000 – 50,000	35,000 – 55,000
Integration Lead (ERP)	30,000 – 50,000	30,000 – 50,000
ERP Business Analyst	25,000 – 40,000	25,000 – 40,000
QA Lead (ERP)	25,000 – 38,000	25,000 – 38,000
Application Support Manager (ERP)	25,000 – 40,000	25,000 – 40,000

Automation and RPA

Role	UAE (AED)	KSA (SAR)
Head of Automation / Automation CoE Lead	45,000 – 80,000	55,000 – 90,000
Automation Architect / RPA Solution Architect	35,000 – 55,000	40,000 – 60,000
RPA Product Owner / RPA Lead	30,000 – 55,000	32,000 – 56,000
RPA Developer (Senior)	22,000 – 40,000	22,000 – 40,000
RPA Developer	18,000 – 30,000	18,000 – 30,000
Process Analyst / Automation Business Analyst	18,000 – 30,000	18,000 – 30,000

Consulting, Transformation & Change Management



Jade Emery,
Senior Consultant,
Technology & Transformation

 jade@aventusglobal.com

Organisations want measurable value from change and transformation initiatives. This demands leaders and consultants able to run multi-workstream portfolios, quantify benefits, and navigate senior stakeholders with credibility. Business partners must be collaborative, commercially aware, and focused on real-world impact. Talent is valued that reduces costs, improves service delivery, and scales iterative practices to drive rapid, visible value.

KSA offers selective but robust packages, particularly for transformation tied to national initiatives and large-scale programmes. In the UAE, demand is broader, spanning financial services, government-linked entities, and digital incumbents. At mid-level, premiums depend on capability and context. Higher packages exist where adoption at scale, and complex communications are required.

“Strong transformation leaders think in value and embed change at scale through clear communication and stakeholder alignment. We advise organisations to benchmark on delivery impact rather than title, especially for senior hires.”

Jade Emery, Senior Consultant



Transformation Leadership

Role	UAE (AED)	KSA (SAR)
Chief Transformation Officer	70,000 – 120,000+	80,000 – 130,000+
Chief Digital and Data Officer	70,000 – 120,000+	80,000 – 130,000
Transformation Director	50,000 – 80,000	55,000 – 92,000
Head of Transformation	50,000 – 80,000	55,000 – 92,000
Transformation Program Director	50,000 – 80,000	55,000 – 92,000
Transformation Portfolio Manager	35,000 – 55,000	38,000 – 58,000

Change Management (Org Change, Adoption, Communications)

Role	UAE (AED)	KSA (SAR)
Head of Change / Change Director	50,000 – 80,000	55,000 – 92,000
Senior Change Manager	35,000 – 55,000	38,000 – 58,000
Change Manager	30,000 – 48,000	30,000 – 49,000
Change Analyst / Change Specialist	20,000 – 30,000	20,000 – 30,000
Internal Communications Lead (Change)	25,000 – 45,000	30,000 – 60,000

Process Excellence and Operating Model

Role	UAE (AED)	KSA (SAR)
Head of Process Excellence	50,000 – 85,000	52,000 – 90,000
Business Process Owner (BPO)	30,000 – 50,000	30,000 – 50,000
Process Excellence Manager (Lean / Six Sigma)	28,000 – 40,000	30,000 – 45,000
Process Analyst	20,000 – 30,000	21,000 – 32,000
Operating Model Lead / Org Design Lead	40,000 – 60,000	45,000 – 65,000

Cont. 

Agile and Transformation Delivery

Role	UAE (AED)	KSA (SAR)
Head of Agile / Agile Transformation Lead	50,000 – 85,000	55,000 – 95,000
Agile Coach (Senior)	35,000 – 45,000	35,000 – 50,000
Agile Coach	30,000 – 45,000	32,000 – 50,000
Scrum Master (Senior)	30,000 – 45,000	35,000 – 55,000
Scrum Master	25,000 – 35,000	25,000 – 40,000

Customer Experience and Service Transformation

Role	UAE (AED)	KSA (SAR)
Head of Customer Experience / CX Director	50,000 – 85,000	55,000 – 95,000
Service Design Lead	40,000 – 58,000	42,000 – 60,000
CX Manager	30,000 – 45,000	30,000 – 45,000
Journey Manager / Journey Owner	30,000 – 45,000	32,000 – 48,000

Business Partnering (Technology/Transformation)

Role	UAE (AED)	KSA (SAR)
Business Partner / Relationship Manager	30,000 – 55,000	32,000 – 57,000
Senior Business Partner	45,000 – 70,000	50,000 – 80,000

Variable incentives are excluded from these ranges and can materially change total compensation.

Key Takeaways & Conclusion

As we look across the data, hiring activity and market conversations shaping 2026, a few key messages stand out, for employers and professionals alike.



“Compensation is only one part of the equation. The strongest hiring outcomes come when strategy leads. Your organisation needs clarity on what success looks like before going to market.”

Bobby Hussain, Chief People and Performance Officer



“The Gulf’s most competitive employers are moving beyond tactical hiring to build talent ecosystems that prioritise succession, capability building, and strategic workforce planning.”

Nino Calvino, Director, Head of Financial Services



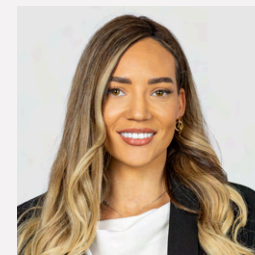
“Professionals who combine technical depth with commercial awareness and stakeholder credibility will continue to command a premium.”

Karl Ryan, Director, Technology & Digital



“Nationalisation is no longer just a compliance conversation. The organisations that will lead are those that embed it into long-term value creation and leadership pipelines.”

Muthu Karuppiah, Financial Services



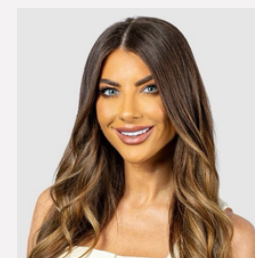
“The impact of AI and transformation is reshaping roles at all levels, but the highest premiums are going to professionals who can drive outcomes, not just manage activity.”

Jade Emery, Technology, Transformation, and Change



“Perfect talent is rarely ‘available’. Successful hiring increasingly depends on active engagement, not reactive recruitment.”

Harry Northrop, Legal In-House



“In this market, competitive pay gets attention, but purpose, progression and leadership retain the best professionals.”

Taylor Smith, Human Resources



“In a market where specialist talent remains scarce, speed, decisiveness, and clarity of mandate continue to be the most critical differentiators in securing high-impact hires.”

George Berry, Commercial and Marketing

Recruiter of Choice for Businesses Across the GCC

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Office 14, Golden Mile 4,
Palm Jumeirah, Dubai,
United Arab Emirates

Call or email to start a conversation

Telephone: +971 4 449 0100
Email: team@aventusglobal.com

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