

2024 SALARY GUIDE



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The 2024 Salary Guide is based on the analysis of the entirety of our placements made across the UAE over the past year with predictions for the year ahead.

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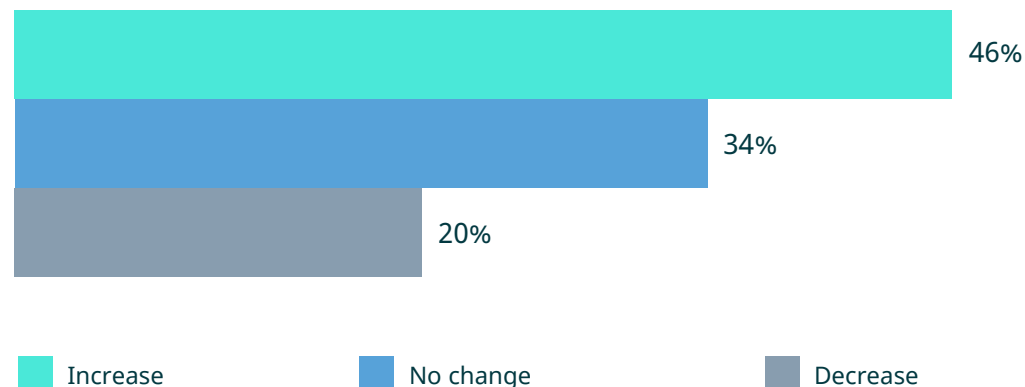
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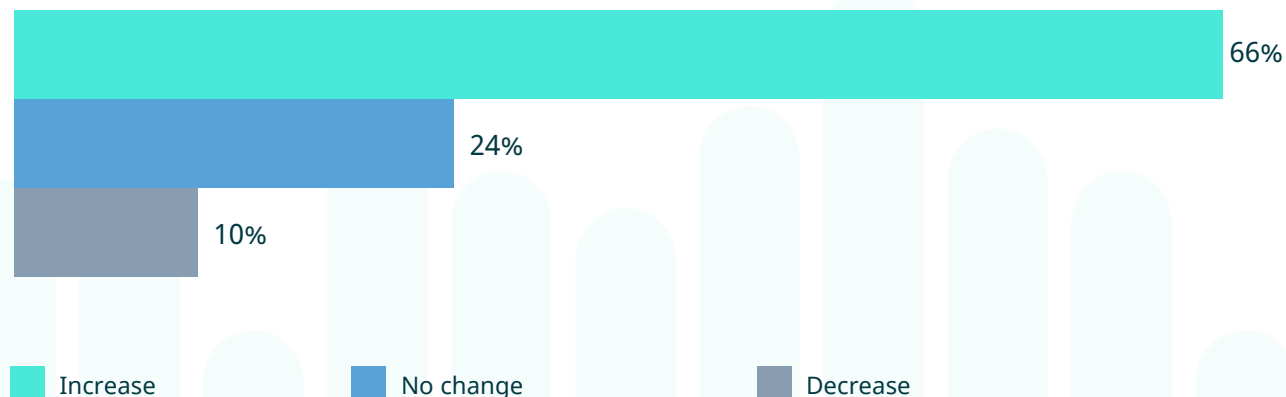


The market is shifting – and the primary motivation for candidates is now stability or progression opportunities, rather than increased salaries. Companies are still making new hires, but they are more risk averse given the changeable economic situation across the Atlantic.

How would you say the number of people leaving your company has changed in the past 12 months?



How would you say the number of people joining your company has changed in the past 12 months?



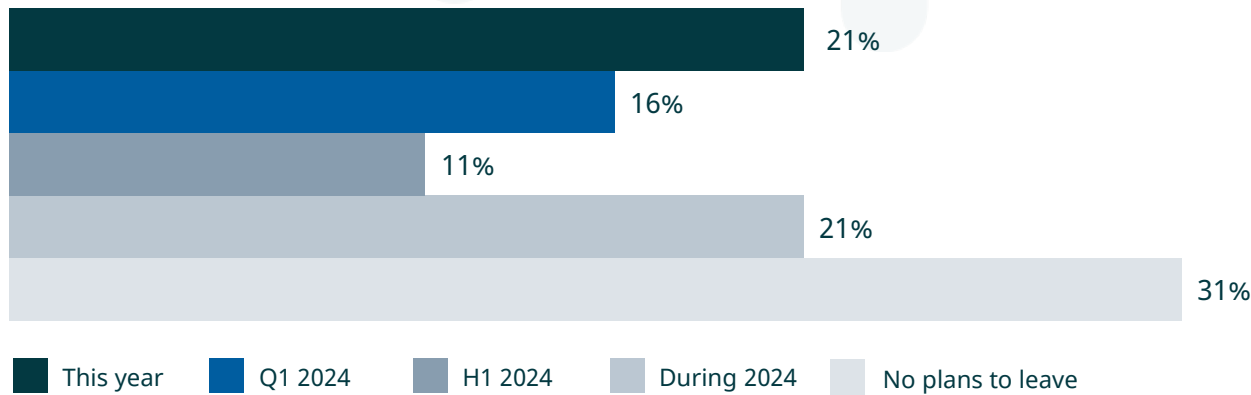
How much movement is there in the UAE recruitment market?

- While a significant number of candidates moved towards the beginning of the year, a lack of stability in core markets means that fewer are actively looking for new roles.
- There are peaks and troughs in hiring intentions, which is slowing the pace of employee churn.
- The majority of roles are replacements, rather than newly created roles, so while there is churn, there are a limited number of opportunities for candidates.
- Candidates are relocating without jobs; they have to accept a job quickly in order to secure a visa, putting businesses in a position of power.



People are prepared to leave their jobs on a semi-regular basis in order to secure salary boosts or better benefits, although the former may not be forthcoming in the year ahead.

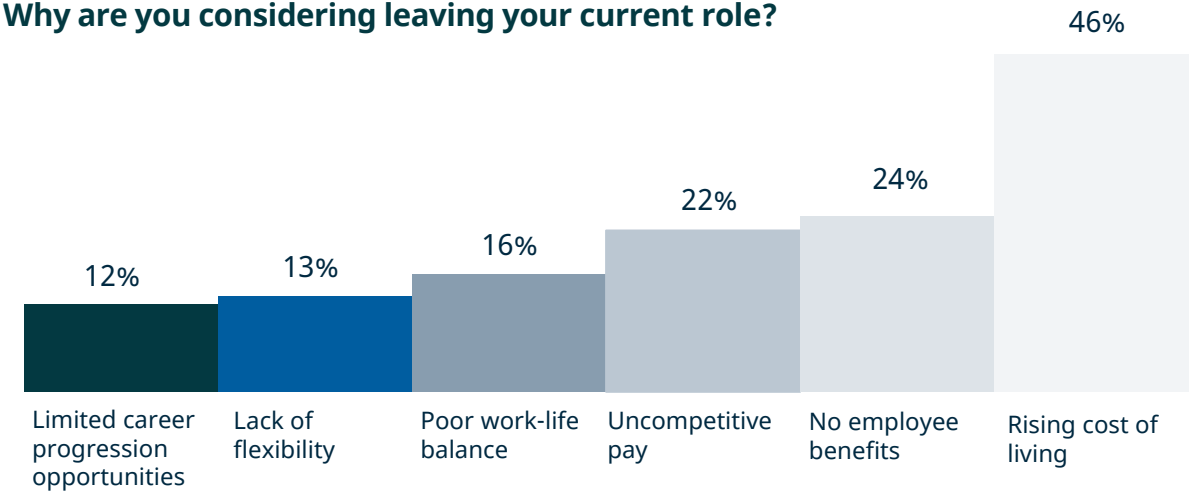
When are you likely to look for a new job?



Which candidates are most likely to leave their jobs?

- Those who have been in their roles from 3-5 years are the most likely to be dissatisfied, making them more likely to leave their role.
- Those aged between 25-34 are among the most likely to leave their roles before the end of the year.
- 27% of those aged under 24 are looking to leave their current jobs within the first three months of 2024.

Why are you considering leaving your current role?



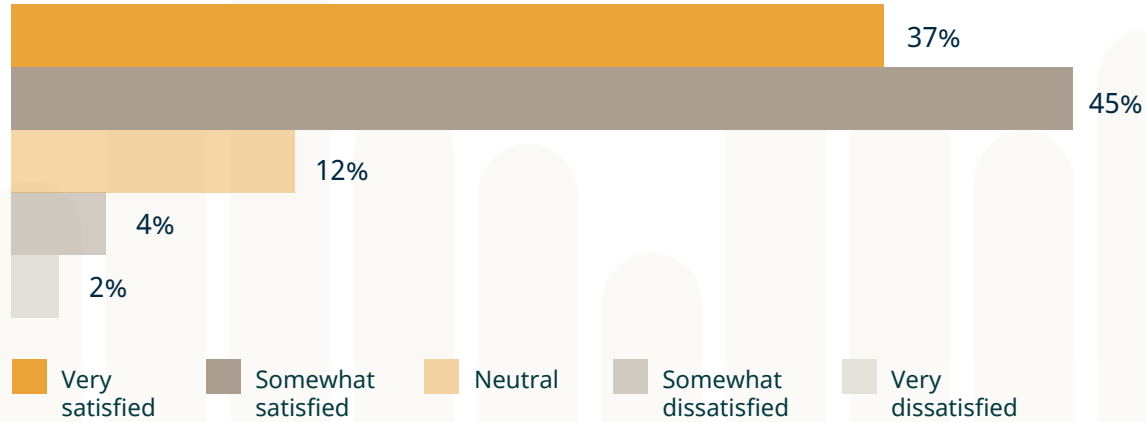
How is the rising cost of living affecting recruitment?

- The cost of living in the UAE is increasing – from healthcare to schooling, to property.
- It is a driving factor for candidates to leave their roles. Many simply cannot afford to maintain the same lifestyle without doing so.
- Salaries are increasing at a slower rate than costs, which means candidates are usually unable to secure a salary increase through a sideways move.

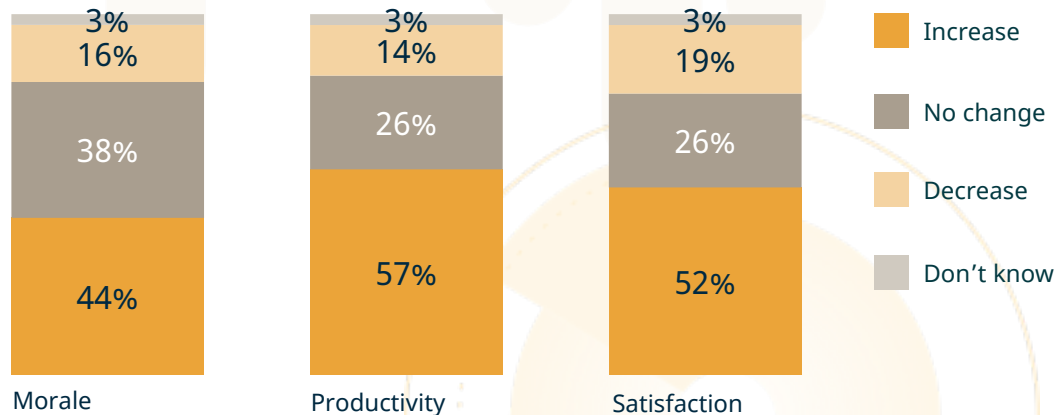


The majority of employees are happy where they are, as the lifestyle in the UAE – and Dubai in particular – continues to woo expats from overseas. People want to live here, and they enjoy the work that allows them to do so.

How satisfied are you in your current role?



How have morale, productivity and satisfaction changed in your company in the past 12 months?



Why do employees stay at their current companies?

- The majority of employees are satisfied with their current company, especially after mass movement in the market over the past two years.
- With employers battening down the hatches, many employees recognise that they would not be able to secure the same benefits.
- Salaries are also an issue – the pace of growth has slowed and many candidates would be unable to secure the salary increases they would want.

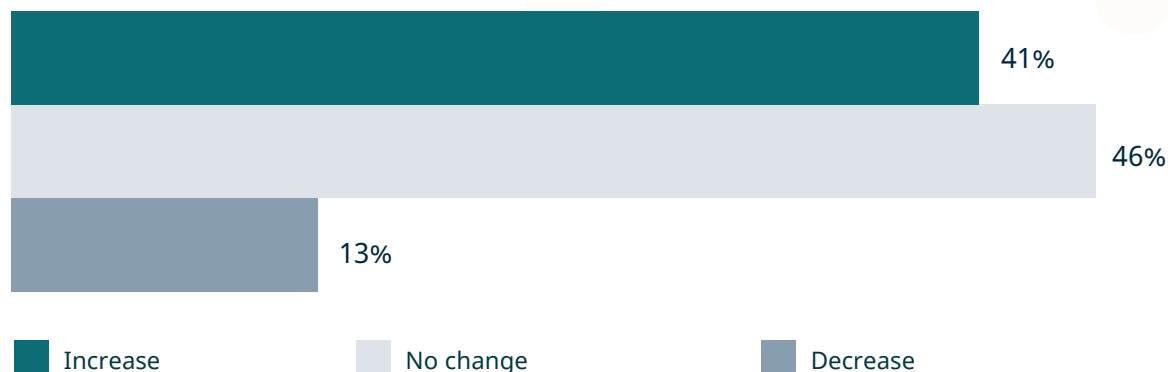
Employees aged between 18 and 35 are feeling the most positive given the **appetite for UAE's luxury living lifestyle.**

56% say there has been an increase in employee satisfaction and **60%** have seen a rise in employee productivity.

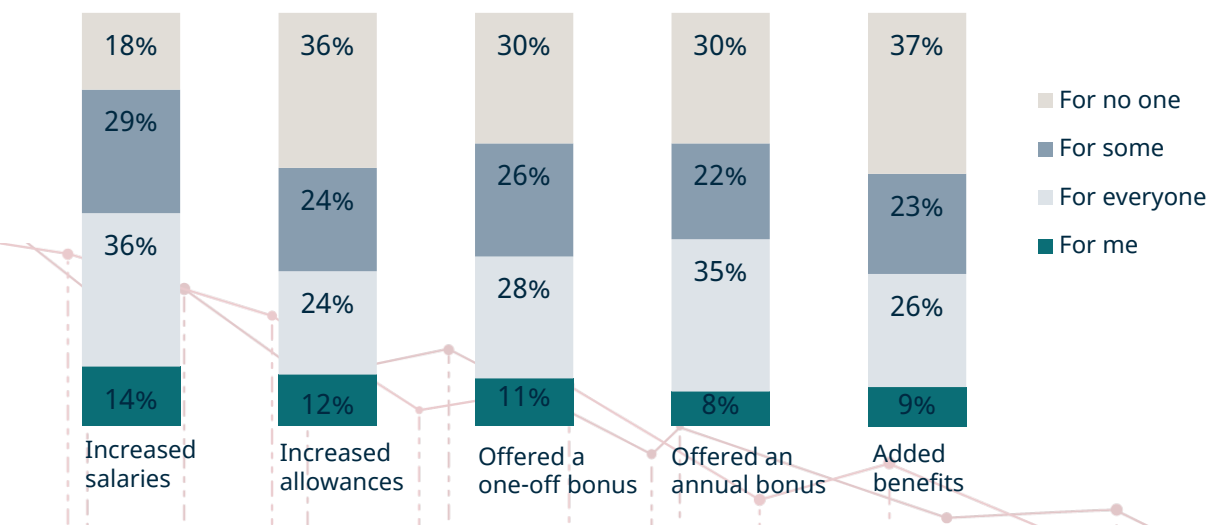


Salaries have become more stable over the past few months, and we'd expect that to continue into 2024. However, there are still significant increases available for candidates in specific sectors and roles; those employers should think about how to retain staff.

How have salaries at your company changed in the past 12 months?



Which of the following has your employer done in the past 12 months?



Are employers taking notice of rising living costs?

- While 41% of employees have received salary increases, either through an annual increase or new role, 46% have had no increase despite rising costs – indicative of a tighter market and tentative economy.
- Employers are increasing living allowances in some areas but reducing them for new employees – one hand has to take from the other. While people are receiving increased housing allowances, employers are reducing education and family healthcare allowances.
- With three in ten (30%) employees reporting that no one at their company received a bonus in the past 12 months, business leaders should be on the lookout for dissatisfied workers as many look forward to an annual boost.

HOW TO USE OUR SALARY TABLES



Salary percentiles

Starting salaries are not one-size-fits-all, which is why we separate them into three percentiles based on multiple factors. The percentiles account for differences in experience, skill, professional certifications, demand for the role, and the size/complexity of the company that's hiring. The salaries do not include any bonuses or benefits.

25th

The applicant has limited or no experience in the position and is still developing their skills.

50th

The applicant has an average level of experience and has most of the necessary skills.

75th

The applicant has above-average experience, has (nearly) all necessary skills, and may also have specialised qualifications.



The sector is seeing less movement at a senior level, but candidates at a middle management level are in-demand and employers are determined to hold onto their best talent – particularly in corporate accounting. Salaries are relatively flat in the sector, but high demand is pushing up analyst salaries.

Salaries at a glance

+1.6% average salary increase | **+3.1%** corporate accounting | **+0.2%** accounting operations

Most in-demand roles

Financial Planning and Analysis Manager

Financial Analyst

Commercial Finance Manager

Group Financial Controller

Head of Finance

Most in-demand technical skills and experience

Enterprise resource planning (ERP)

Excel (high-level)

Financial modeling

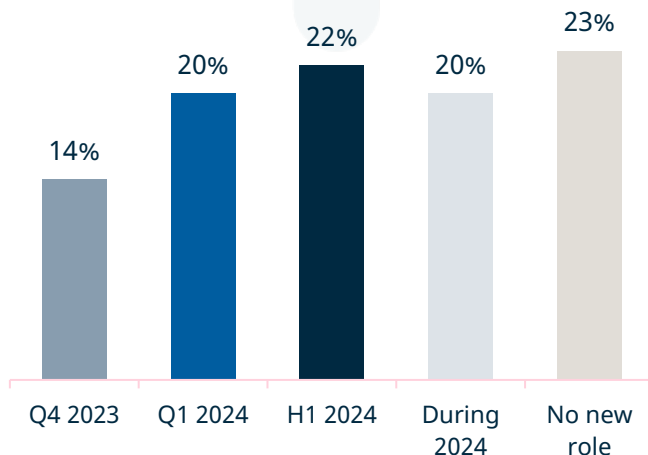
Data room management

IPO and corporate listings

**Click here to discover all salaries in
Finance and Accounting**



Are you likely to look for a new job in the near future? If so, when?



Which of the following are most important for you when considering a new role?

- 1 Salary
- 2 Benefits
- 3 Corporate values
- 4 Training
- 5 Living allowances

Business success drives demand for treasury experts and analysts

- Growing margins and maximising market conditions are a core commercial focus for most businesses.
- With a booming economy, many businesses are doing well, and they need treasury experts who are able to manage their cash assets.
- Businesses keen to harness market opportunities are focusing on business partners and forward-looking roles to identify best strategies for the future.

Stalling growth for some boosts corporate accounting need

- Start-ups are struggling to raise more debt in an increasingly risk averse market which is watching the economic situation in the US closely.
- In the face of rising interest rates, organisations are seeking finance and accounting professionals with experience of loans, raising debt, and merges and acquisitions.



The sector has seen less movement in salaries over the past 12 months – a trend that is expected to continue into 2024. As Dubai becomes more attractive, the job market is becoming less competitive, although there is still significant demand for project managers and senior leaders who can set up offices as more and more businesses move into the region.

Salaries at a glance

+1.2% average salary increase | +1.7% leadership | No change IT security | No change support | No change software development
+3.6% project management | No change systems administration | No change architecture | +2.1% network support

Most in-demand roles

Project Manager
Software Developer (front-end)
Software Developer (back-end)
Chief Technology Officer
Head of IT

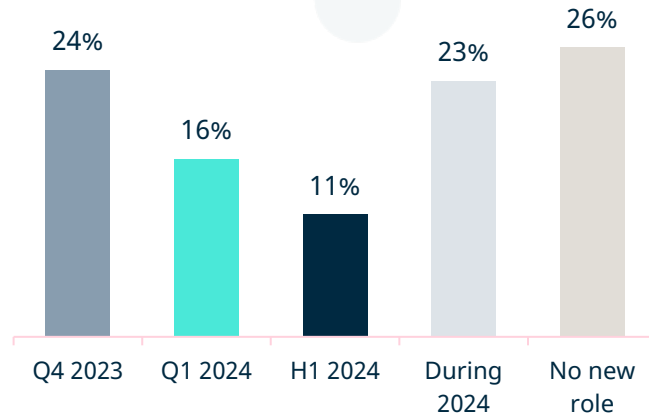
Most in-demand technical skills and experience

Oracle Fusion
Java
Python
Test automation

Click here to discover all salaries in IT and Technology



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Talented candidates with end-to-end delivery experience are in demand

- As businesses in the region grow, many are looking to implement new software for ERP rollouts.
- Project managers are highly in demand, particularly those with end-to-end delivery experience.
- Those with an IT or technical background who are able to hit the ground running quickly will be able to command the best packages.

Relaxed rules and business incentives increase need for senior leaders

- The Government's drive to encourage start-ups to set up in the UAE is working – but businesses need the right talent to succeed.
- CTO, CIO and Head of IT roles are needed to get regional headquarters up and running.
- Those with ERP, e-commerce, SAP and Oracle Fusion experience are in a stronger position than most in the UAE's tech recruitment market.

Flexibility and stability are most attractive to candidates

- Fewer flexible working opportunities are on the table for candidates – on average, employees are now only able to work at home one day per week.
- Candidates are most interested in stable businesses, with crypto companies and start-ups struggling to secure the best talent.
- Rising living costs mean many can't afford to take roles they would like. Mid-level businesses would benefit from making packages more attractive.



While salaries in most areas have changed marginally, compensation and benefits have seen a steep rise. While the package is important, HR candidates are more interested in company culture and building a long-term career than candidates in other sectors.

Salaries at a glance

+4.4% average salary increase | +2.5% leadership | No change recruitment
+1.6% learning and development | +8.3% compensation and benefits | +10.1% administration

Most in-demand roles

HR Director
Head of Talent Management
HR Generalist
Talent Acquisition Manager
Executive Assistant

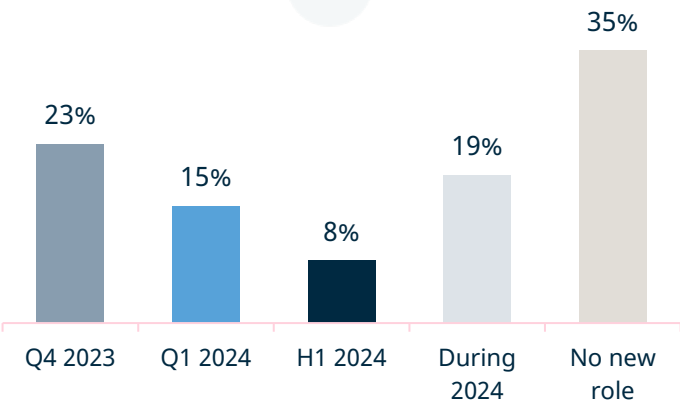
Hard-to-find candidates

Head of Compensation and Benefits
HRIS Manager
HR Transformation Director

Click here to discover all salaries in
Administrative, HR and Office Support



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Increased focus on talent management drives demand

- Organisations are focusing on retaining top talent, succession and increasing headcount – and they are conscious of making the right offers.
- Compensation and benefits talent with business partnering capabilities are needed to advise business leaders on the best strategies to retain talent in years to come – especially given the rising cost of living in the region.

Corporate culture is a driving factor for securing the best talent

- Skilled HR talent is present in the region, but business leaders are having to work hard to sell them on their offer.
- HR experts want to work for organisations that value people, and because of their experience they know how to identify good and bad corporate culture.
- Businesses need to manage their recruitment processes to convince candidates. Meeting candidates face-to-face makes a difference, as making that additional effort shows that they value people.
- Flexible and hybrid working should still be on the table for HR talent, but many are prepared to return to the office to build corporate culture.



Salaries for private practice lawyers are high, despite many organisations looking to bring outsourced support in-house. Those fluent in both Arabic and English will be able to command the best salaries, with work in Saudi Arabia draining some of the best talent from the region.

Salaries at a glance

+0.65% average salary increase | **+7.0%** private practice | **-1.7%** in-house

Most in-demand roles

Senior Legal Associate

Senior Legal Counsel

Corporate Lawyer

In-demand technical skills and experience

Contract negotiation

Litigation

Drafting (Arabic)

Tax experience

GCE experience

**Click here to discover all salaries in
Legal**



Focus on Arabic language skills

- More organisations are looking for employees who can translate legal documents to reduce overheads associated with external translations.
- Lawyers able to draft as well as speak in Arabic are preferred by family businesses, and oil and gas companies.

Business conditions drive demand for tax and corporate lawyers

- With the introduction of corporate tax in the UAE for the first time, businesses are seeking lawyers who can help them navigate the new status quo.
- Corporate lawyers are also in demand as the volume of IPOs, mergers and acquisitions soars on the back of the flourishing economy.

Investment in projects in Saudi Arabia is making talent hard to find

- Legal talent is harder to find in the UAE as skilled workers relocate to work on construction projects in Saudi Arabia.
- With 30-40% pay increases on offer, UAE businesses will have to pull out all the stops to compete for the best talent.





International businesses are increasingly focusing on bringing existing employees into the UAE at a senior level. While salaries in the sector have decreased or stayed flat, more businesses are offering profit sharing opportunities. There is also a great opportunity for established brokers and private bankers with strong relationships to relocate to the UAE and take advantage of tax-free income.

Salaries at a glance

+1.2% average salary increase | **No change** private equity | **-0.1%** governance and compliance
No change finance and accounting | **+4.0%** global markets

Most in-demand roles

Compliance Manager
Fund Accountant
Finance Manager
Relationship Manager (AM and private banking)
Brokers

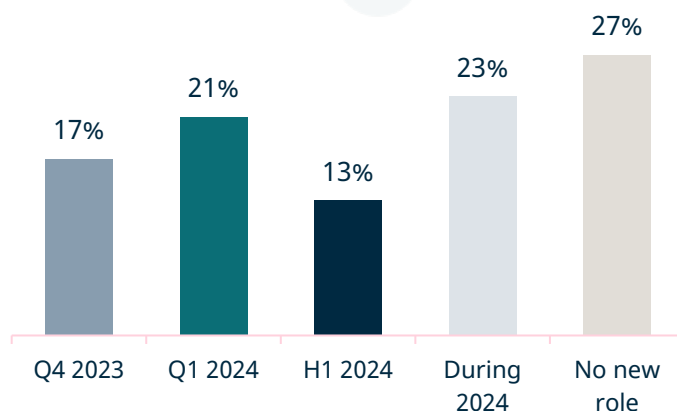
In-demand technical skills and experience

ACAMS (compliance)
ACCA (accountancy)
Financial modeling
Fund performance analysis
M&A experience

**Click here to discover all salaries in
Financial Services**



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- 5 Progression opportunities

Shift in investment approach drives headcount growth in family and government offices

- Family and government offices that focus on investments are thriving, particularly sovereign wealth and private wealth funds.
- A change in investment approach from capital markets to private equity has driven demand for investment managers, analysts, accountants and senior reporting managers.

Salary increases are available in certain areas, but they are few and far between

- There is a competitive market amongst corporate service providers, creating a salary spike for compliance and accountancy roles.
- Instead of salary increases many businesses are offering profit sharing opportunities - but many organisations are losing out to Saudi Arabia based businesses as a result.

Brokers looking to relocate to Dubai create associated roles

- The increase in financial and institutional brokers wanting to relocate to Dubai, where they can keep clients in Europe and receive tax-free income, is driving demand for back-office functionality.
- Demand for relationship managers is high, but they are particularly difficult to find as they would have to build a new book for clients.



Working practices are returning to normal after the pandemic – and that includes the perks and benefits employees receive. Businesses are trying to cut costs, putting pressure on many of the allowances that employees could expect in the past.

24% agree that a lack of employee benefits is a reason to leave their current role

13% cite a lack of flexibility as a push factor

24% of 18-24-year-olds agree that they might leave their current role due to a lack of flexibility

12% say they want to leave their current role due to a lack of career progression opportunities

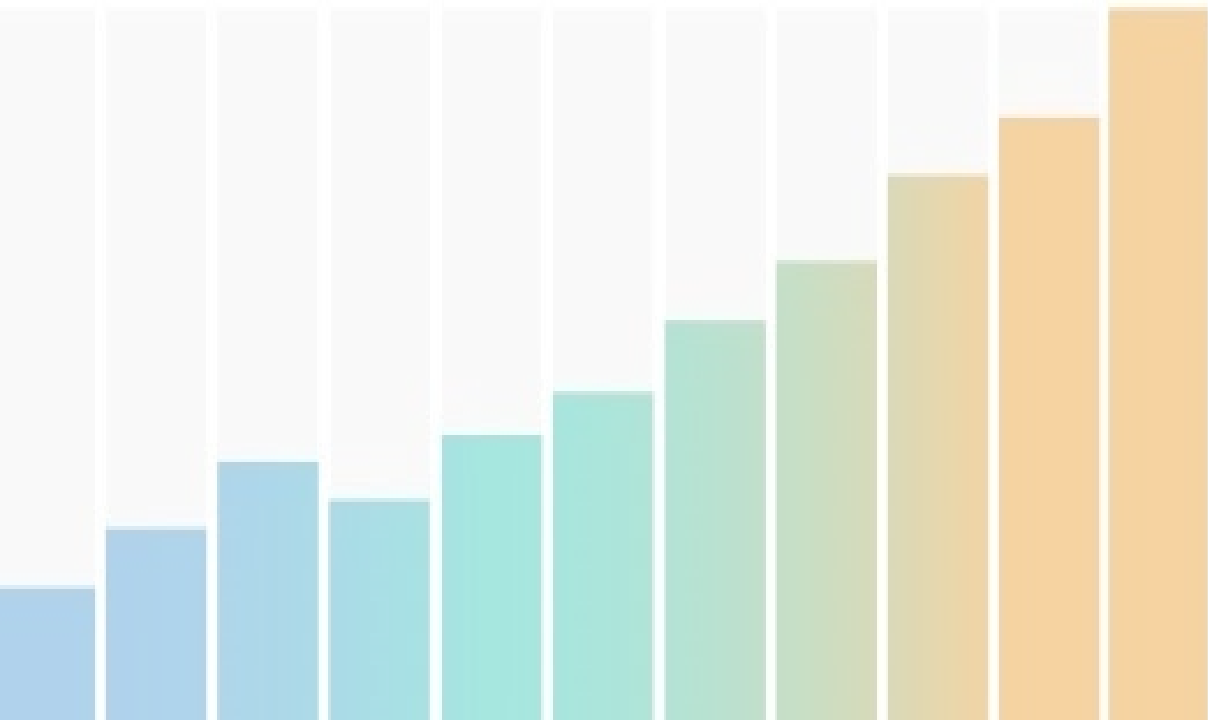
31% will stay in their role because a new employer would likely not offer the same benefits

What are the trends when it comes to perks and benefits?

- In most sectors and roles, companies have started to call people back into the office, but with appetite to live in the UAE at an all-time high, many candidates are prepared to sacrifice their preferences for flexibility.
- Business leaders are trying to cut costs. They may offer family benefits, but they are likely to reduce childcare and school fee allowances for new joiners.
- Employers are no longer paying allowances as a percentage of total costs but as a fixed lump sum in order to stabilise benefit outgoings.
- Employees are willing to make sacrifices in order to stay in the UAE – they may not be able to save, but they are able to maintain their lifestyles.

METHODOLOGY

Data referenced in this Salary Guide is based on proprietary insights, as well as an online survey developed by Robert Half and conducted by an independent research firm. In July 2023, Robert Half commissioned research amongst 500 professionals living and working in the UAE, working in a range of relevant sectors.



ABOUT ROBERT HALF



Robert Half is the world's first and largest specialised talent solutions firm that connects companies with highly skilled job seekers. We offer permanent placement solutions in the fields of finance and accounting, technology, HR, office support, legal, and financial services. Robert Half has more than 300 locations worldwide, including nearly 100 locations in 18 countries outside the United States.

Robert Half is the parent company of Protiviti, a global consulting firm that provides internal audit, risk, business, and technology consulting solutions. Robert Half, including Protiviti, has been named a Fortune® Most Admired Company™ and a Forbes Best Employer for Diversity. Robert Half and Protiviti have also each been named to the Fortune 100 Best Companies to Work For® list.

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	JOB TITLE	25th	50th	75th
Corporate accounting	Chief Financial Officer (SME)	\$ 198,000	\$ 264,000	\$ 335,000
	Chief Financial Officer (Large company)	\$ 229,000	\$ 359,500	\$ 493,250
	Finance Director (SME)	\$ 158,000	\$ 197,500	\$ 238,000
	Finance Director (Large company)	\$ 198,000	\$ 248,000	\$ 296,000
	Financial Controller (SME)	\$ 81,750	\$ 123,000	\$ 167,500
	Financial Controller (Large company)	\$ 99,000	\$ 147,500	\$ 196,000
	Chief Accountant (SME)	\$ 67,000	\$ 89,500	\$ 112,000
	Chief Accountant (Large company)	\$ 80,000	\$ 104,500	\$ 129,000
	Financial Planning and Analysis Director (SME)	\$ 147,250	\$ 160,500	\$ 173,500
	Financial Planning and Analysis Director (Large company)	\$ 165,000	\$ 191,000	\$ 265,000
	Financial Planning and Analysis Manager (SME)	\$ 98,000	\$ 109,000	\$ 130,750
	Financial Planning and Analysis Manager (Large company)	\$ 98,000	\$ 123,500	\$ 142,000
	Treasurer Director (SME)	\$ 167,000	\$ 196,000	\$ 229,750
	Treasurer Director (Large company)	\$ 196,250	\$ 228,750	\$ 302,000



	JOB TITLE	25th	50th	75th
Corporate accounting	Treasurer (SME)	\$ 140,500	\$ 158,250	\$ 173,250
	Treasurer (Large company)	\$ 171,000	\$ 199,750	\$ 222,250
	Finance Manager (SME)	\$ 66,000	\$ 90,500	\$ 115,000
	Finance Manager (Large company)	\$ 82,000	\$ 123,000	\$ 164,000
	Tax Director (SME)	\$ 163,500	\$ 189,750	\$ 197,000
	Tax Director (Large company)	\$ 196,000	\$ 228,500	\$ 298,000
	Tax Manager (SME)	\$ 81,250	\$ 91,000	\$ 117,000
	Tax Manager (Large company)	\$ 96,000	\$ 107,000	\$ 131,000
Accounting operations	Financial Analyst (SME)	\$ 48,000	\$ 65,000	\$ 82,000
	Financial Analyst (Large company)	\$ 67,000	\$ 78,500	\$ 108,000
	Compliance Director (SME)	\$ 106,000	\$ 140,000	\$ 176,000
	Compliance Director (Large company)	\$ 121,000	\$ 196,000	\$ 234,000
	Compliance Manager (SME)	\$ 80,500	\$ 91,250	\$ 102,250
	Compliance Manager (Large company)	\$ 101,750	\$ 109,000	\$ 116,250



	JOB TITLE	25th	50th	75th
Accounting operations	Chief Head of Internal Audit (SME)	\$ 183,500	\$ 222,500	\$ 229,750
	Chief Head of Internal Audit (Large Company)	\$ 261,500	\$ 292,250	\$ 317,500
	Audit Manager (SME)	\$ 83,000	\$ 107,000	\$ 131,000
	Audit Manager (Large company)	\$ 116,000	\$ 156,500	\$ 197,000
	Senior Internal Auditor (SME)	\$ 68,000	\$ 77,000	\$ 86,000
	Senior Internal Auditor (Large company)	\$ 80,500	\$ 93,250	\$ 106,000
	Internal Auditor (SME)	\$ 58,000	\$ 67,000	\$ 78,000
	Internal Auditor (Large company)	\$ 63,000	\$ 71,000	\$ 88,000
	Management Accountant (SME)	\$ 79,250	\$ 96,000	\$ 113,000
	Management Accountant (Large company)	\$ 75,250	\$ 96,500	\$ 118,000
	Credit Manager (SME)	\$ 69,250	\$ 85,500	\$ 102,000
	Credit Manager (Large company)	\$ 99,000	\$ 145,000	\$ 161,000
	Credit Controller (SME)	\$ 47,750	\$ 56,250	\$ 65,000
	Credit Controller (Large company)	\$ 53,500	\$ 64,250	\$ 75,000



	JOB TITLE	25th	50th	75th
Accounting operations	General Ledger Accountant (SME)	\$ 42,000	\$ 58,500	\$ 76,750
	General Ledger Accountant (Large company)	\$ 58,000	\$ 70,000	\$ 91,500
	Accounts Payable/Accounts Receivable Manager (SME)	\$ 62,000	\$ 78,000	\$ 94,000
	Accounts Payable/Accounts Receivable Manager (Large company)	\$ 72,500	\$ 88,750	\$ 105,000
	Accounts Payable/Accounts Receivable Accountant (SME)	\$ 29,500	\$ 44,250	\$ 59,000
	Accounts Payable/Accounts Receivable Accountant (Large company)	\$ 35,000	\$ 56,500	\$ 78,000



	JOB TITLE	25th	50th	75th
Leadership	Chief Information Officer (CIO)	\$ 210,000	\$ 305,500	\$ 401,750
	Chief Technology Officer (CTO)	\$ 214,250	\$ 310,750	\$ 407,000
	Chief Information Security Officer (CISO)	\$ 182,000	\$ 226,250	\$ 260,250
	Chief Architect	\$ 163,500	\$ 198,500	\$ 233,500
	Information Technology Manager >10 years' experience	\$ 106,000	\$ 149,000	\$ 197,000
	Information Technology Manager <10 years' experience	\$ 92,500	\$ 98,000	\$ 124,500
	Chief Digital Officer	\$ 189,250	\$ 252,000	\$ 319,000
IT security	Security Engineer	\$ 83,000	\$ 108,000	\$ 133,250
	Security Analyst	\$ 59,000	\$ 90,000	\$ 121,000
Support	Applications Support	\$ 49,000	\$ 79,000	\$ 104,000
	IT Administrator	\$ 43,000	\$ 73,000	\$ 101,000
	IT Support Manager	\$ 80,000	\$ 103,750	\$ 129,750
	Techno Functional Consultant	\$ 73,000	\$ 98,750	\$ 123,500



	JOB TITLE	25th	50th	75th
Software development	Front-End Developer	\$ 53,750	\$ 96,500	\$ 138,250
	Back-End Developer	\$ 56,250	\$ 104,250	\$ 154,250
	Fullstack Developer	\$ 60,000	\$ 111,250	\$ 163,250
	Development Manager	\$ 92,000	\$ 129,000	\$ 169,000
Project management	Project Management Officer (PMO) Head	\$ 136,500	\$ 160,000	\$ 186,000
	Project/Programme Manager	\$ 102,000	\$ 124,000	\$ 149,250
Systems administration	Systems Analyst	\$ 49,500	\$ 71,000	\$ 93,250
	Systems Administrator	\$ 44,000	\$ 65,000	\$ 87,500
	Technical Support Specialist	\$ 56,500	\$ 75,500	\$ 98,500
	Database Administrator	\$ 52,250	\$ 74,000	\$ 97,000



	JOB TITLE	25th	50th	75th
Architecture	Enterprise Architect	\$ 112,000	\$ 142,000	\$ 172,750
	Solutions Architect	\$ 110,250	\$ 141,000	\$ 178,500
Network support	Network Architect	\$ 140,000	\$ 160,250	\$ 181,750
	Network Manager	\$ 87,500	\$ 122,250	\$ 157,500
	Network Engineer	\$ 64,750	\$ 86,500	\$ 108,750
	Network Administrator	\$ 61,250	\$ 78,250	\$ 96,500



	JOB TITLE	25th	50th	75th
HR leadership	HR Director	\$ 237,750	\$ 319,750	\$ 401,500
	Head of HR	\$ 175,000	\$ 225,000	\$ 316,000
	Regional HR Manager	\$ 133,500	\$ 159,000	\$ 200,000
	HR Manager/HR Business Partner	\$ 83,500	\$ 112,250	\$ 137,750
	Senior HR Officer/Junior HR Business Partner	\$ 50,000	\$ 66,750	\$ 91,750
	HR Officer	\$ 31,250	\$ 46,000	\$ 66,250
Recruitment	Head of Recruitment	\$ 105,000	\$ 144,500	\$ 209,000
	Recruitment Manager	\$ 66,500	\$ 91,750	\$ 127,500
	Recruitment Specialist	\$ 40,000	\$ 49,000	\$ 53,250
Learning and development	Head of Learning and Development	\$ 97,000	\$ 148,000	\$ 183,500
	Talent/Organisational Development Manager	\$ 107,000	\$ 149,750	\$ 219,500
	Learning and Development Manager	\$ 66,250	\$ 102,000	\$ 127,500



	JOB TITLE	25th	50th	75th
Compensation and benefits	Head of Compensation and Benefits	\$ 165,000	\$ 219,000	\$ 286,000
	Compensation and Benefits Manager	\$ 106,750	\$ 151,250	\$ 175,000
	HR Analytics/Rewards Analyst	\$ 45,500	\$ 69,500	\$ 82,500
Administration	Executive Assistant	\$ 69,500	\$ 95,500	\$ 114,250
	Personal Assistant	\$ 49,250	\$ 57,750	\$ 73,500
	Office Manager	\$ 73,500	\$ 95,500	\$ 121,000



	JOB TITLE	25th	50th	75th
Private practice	Senior Associate	\$ 170,000	\$ 180,000	\$ 230,000
	Associate	\$ 90,000	\$ 110,000	\$ 170,000
	Paralegal	\$ 50,000	\$ 75,000	\$ 95,000
In-house	Chief Legal Officer/Head of Legal/General Counsel	\$ 230,000	\$ 310,000	\$ 360,000
	Regional Legal Counsel	\$ 175,000	\$ 225,000	\$ 275,000
	Legal Manager	\$ 130,000	\$ 150,000	\$ 175,000
	Legal Counsel 6-9 years' experience	\$ 150,000	\$ 170,000	\$ 180,000
	Legal Counsel 3-5 years' experience	\$ 85,000	\$ 90,000	\$ 95,000
	Legal Counsel 0-2 years' experience	\$ 60,000	\$ 65,000	\$ 70,000
	Paralegal	\$ 60,000	\$ 65,000	\$ 72,000
	Legal Assistant	\$ 55,000	\$ 65,000	\$ 75,000



	JOB TITLE	25th	50th	75th
Private equity and asset management	Director	\$ 210,000	\$ 258,250	\$ 292,000
	Vice President	\$ 135,000	\$ 154,000	\$ 192,750
	Senior Associate	\$ 108,000	\$ 131,000	\$ 154,250
	Associate	\$ 84,750	\$ 100,250	\$ 115,500
	Analyst	\$ 69,250	\$ 84,000	\$ 96,500
Governance, risk and compliance	Head of Compliance	\$ 192,750	\$ 211,750	\$ 250,500
	Compliance Manager & MLRO	\$ 135,000	\$ 173,250	\$ 211,750
	Compliance Officer (Onshore)	\$ 69,250	\$ 84,750	\$ 96,250
	Compliance Officer (Offshore)	\$ 88,750	\$ 104,000	\$ 115,500
	Anti-Money Laundering Specialist	\$ 61,750	\$ 73,250	\$ 84,750
	KYC/CDD Manager	\$ 77,000	\$ 84,750	\$ 95,750
	KYC/CDD Officer	\$ 53,750	\$ 61,750	\$ 69,250
	Credit Risk Manager	\$ 135,000	\$ 154,000	\$ 192,750
	Operational Risk Manager	\$ 115,500	\$ 135,000	\$ 154,000
	Risk Analyst	\$ 96,250	\$ 104,000	\$ 123,250
	Chief Risk Officer	\$ 250,000	\$ 300,000	\$ 335,000
	Head of Risk Management	\$ 231,250	\$ 269,750	\$ 308,000



	JOB TITLE	25th	50th	75th
Finance and accounting	Chief Financial Officer	\$ 206,750	\$ 258,250	\$ 340,250
	Finance Director	\$ 173,250	\$ 199,500	\$ 258,250
	Financial Controller	\$ 93,500	\$ 97,750	\$ 130,750
Global markets (FX, equities & FICC)	Head of Trading/Portfolio Management	\$ 220,000	\$ 300,000	\$ 330,000
	Senior Portfolio Manager	\$ 120,000	\$ 130,000	\$ 150,000
	Portfolio Manager	\$ 100,000	\$ 120,000	\$ 130,000
	Analyst	\$ 70,000	\$ 75,000	\$ 85,000
	Head of FX Sales	\$ 220,000	\$ 300,000	\$ 330,000
	FX Broker	\$ 100,000	\$ 120,000	\$ 130,000
	FX Sales Manager	\$ 200,000	\$ 240,000	\$ 270,000
	FX Sales	\$ 120,000	\$ 130,000	\$ 150,000