

**Macdonald & Company** is the leading professional recruitment consultancy to the property industry. Macdonald & Company deals exclusively in the recruitment of property professionals worldwide. We have offices in the United Kingdom, Dubai, Hong Kong, Australia and South Africa. We act for a diverse range of clients. These include developers, consultancies, property companies, funds, institutions and banks – indeed any organisation that occupies, owns, invests in or advises on property.

As globalisation of the property market continues Macdonald & Company has created a network of offices centred on the principal property development markets of the world. This enables us to provide a totally unique resource of international candidates.

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The RICS and Macdonald & Company

# Middle East Salary Guide

Winter 2006/Spring 2007



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# Introduction

Each year Macdonald & Company in conjunction with the RICS produce the leading survey of remuneration and benefits. The focus of this survey has principally been the United Kingdom.

The following guide has been produced to act as a reference to employers who are currently recruiting or reviewing existing staff salary levels. The guide will also be useful to candidates seeking a new opportunity in the region.

The statistical data for the following guide has been derived from the following sources:

- 'New pay' i.e. that pay being achieved by relevant candidates placed by Macdonald & Company.
- 'Current Pay' i.e. that pay being achieved by relevant candidates registering with Macdonald & Company.
- Data gained by research within a limited number of organisations.
- We also refer to data commonly available in the form of international salary surveys including the 2006 RICS/Macdonald & Company salary survey.

The following data is intended as a guide only. For further information please contact our Dubai office.

Table 1 – Development/Real Estate roles

	Executive/Director/Partner			Manager/Associate			Qualified professional		
	Average	Min	Max	Average	Min	Max	Average	Min	Max
<b>U.A.E, Qatar, Bahrain, Oman</b>									
Development Manager	65000	50000	110000	50000	40000	60000	40000	35000	45000
Valuation	45000	40000	50000	30000	25000	35000	20000	15000	25000
Asset Manager	50000	40000	60000	35000	30000	40000	25000	20000	30000
Fund manger/CIO	70000	60000	110000	40000	30000	55000	25000	20000	35000
Analyst/Research	45000	40000	50000	30000	25000	35000	20000	15000	25000
Sales/Leasing	50000	35000	70000	30000	20000	35000	7500	5000	11500
CFO/Finance	70000	50000	90000	40000	30000	45000	25000	20000	30000
<b>Saudi Arabia, Kuwait</b>									
Development Manager	81250	62500	137500	62500	50000	75000	50000	43750	56250
Valuation	56250	50000	62500	37500	31250	43750	25000	18750	31250
Asset Manager	62500	50000	75000	43750	37500	50000	31250	25000	37500
Fund manger/CIO	87500	75000	137500	40000	37500	68750	31250	25000	43750
Analyst/Research	56250	50000	62500	37500	31250	43750	25000	18750	31250
Sales/Leasing	62500	43750	87500	37500	25000	43750	9375	6250	14375
CFO/Finance	87500	62500	112500	50000	37500	56250	31250	25000	37500

Note: Deduct 10% for Kuwait

All salaries quoted in AED/month (basic, accomodation, transport) exclusive of bonus or commisions

Table 2 – Technical roles

	Executive/Director/Partner			Manager/Associate			Qualified professional		
	Average	Min	Max	Average	Min	Max	Average	Min	Max
<b>U.A.E, Qatar, Bahrain, Oman</b>									
Quantity Surveying	50000	40000	60000	35000	30000	40000	25000	20000	30000
Project Management	60000	50000	70000	42500	35000	50000	30000	25000	35000
Commercial/Contracts Manager	55000	50000	65000	42500	35000	50000	30000	25000	35000
Architecture/Design	42500	35000	60000	30000	25000	35000	20000	15000	25000
Claims/arbitration	55000	45000	65000	37500	30000	45000	37500	30000	45000
<b>Saudi Arabia, Kuwait</b>									
Quantity Surveying	62500	50000	75000	43750	37500	50000	31250	25000	37500
Project Management	68750	62500	75000	53125	43750	62500	37500	31250	43750
Commercial/Contracts Manager	68750	62500	75000	53125	43750	62500	37500	31250	43750
Architecture/Design	53125	43750	72500	37500	31250	43750	25000	18750	31250
Claims/arbitration	68750	56750	81250	46875	37500	56250	46875	37500	56250

Note: Deduct 10% for Kuwait

All salaries quoted in AED/month (basic, accomodation, transport) exclusive of bonus or commisions