



# DUBAI SALARY TRENDS

## 2022 – 2023

\*Results based on a salary survey of 300+ respondents and 200+ internal placement data.

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**Recruitment and so much more.**

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# RECRUITER **SALARY RANGES** DEPENDING ON **SENIORITY**

**Associate Recruiter**

**£32 000 - £35 000**

**Senior Rec. Con.**

**£40 000 - £45 000**

**Managing Consultant**

**£55 000 - £60 000+**

**Recruitment Consultant**

**£35 000 - £40 000**

**Principal Consultant**

**£42 000 - £50 000**

**Recruitment Manager**

**£60 000 - £70 000**

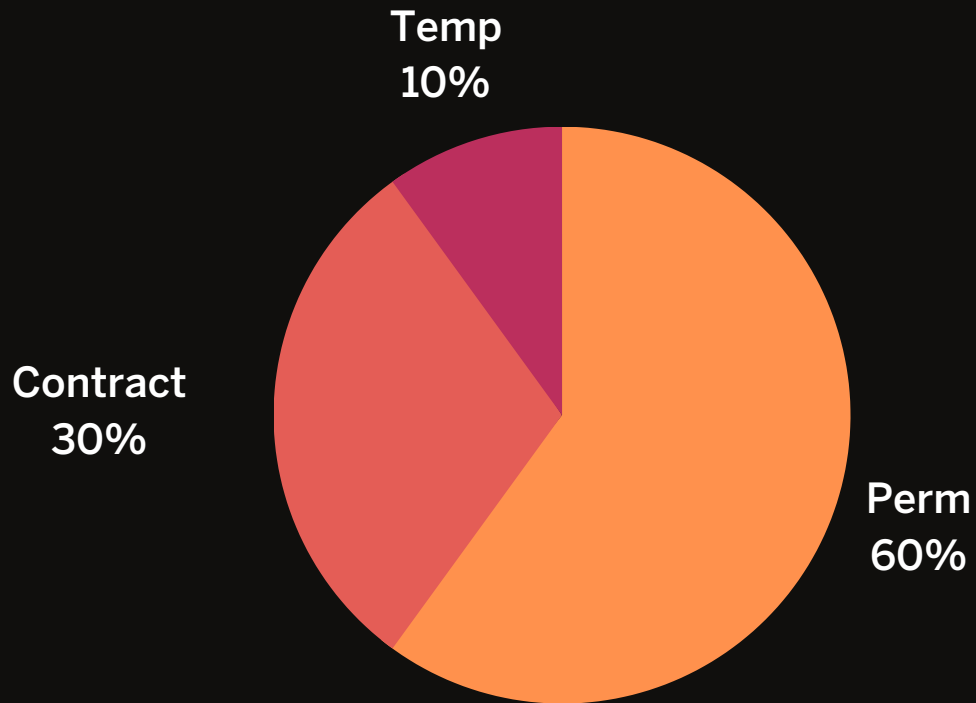
**Recruitment Director**

**£70 000+**

**\*TAX FREE SALARY**

**In the UK you would pay 40% in taxes for a similar salary**

# RECRUITMENT MARKET LANDSCAPE



Average IT & Tech Recruitment Consultant with 5+ years of experience salary :  
£41 250



Recruiters should be expecting to take home between £70k - £90k in year one, depending on their performance and the base salary.

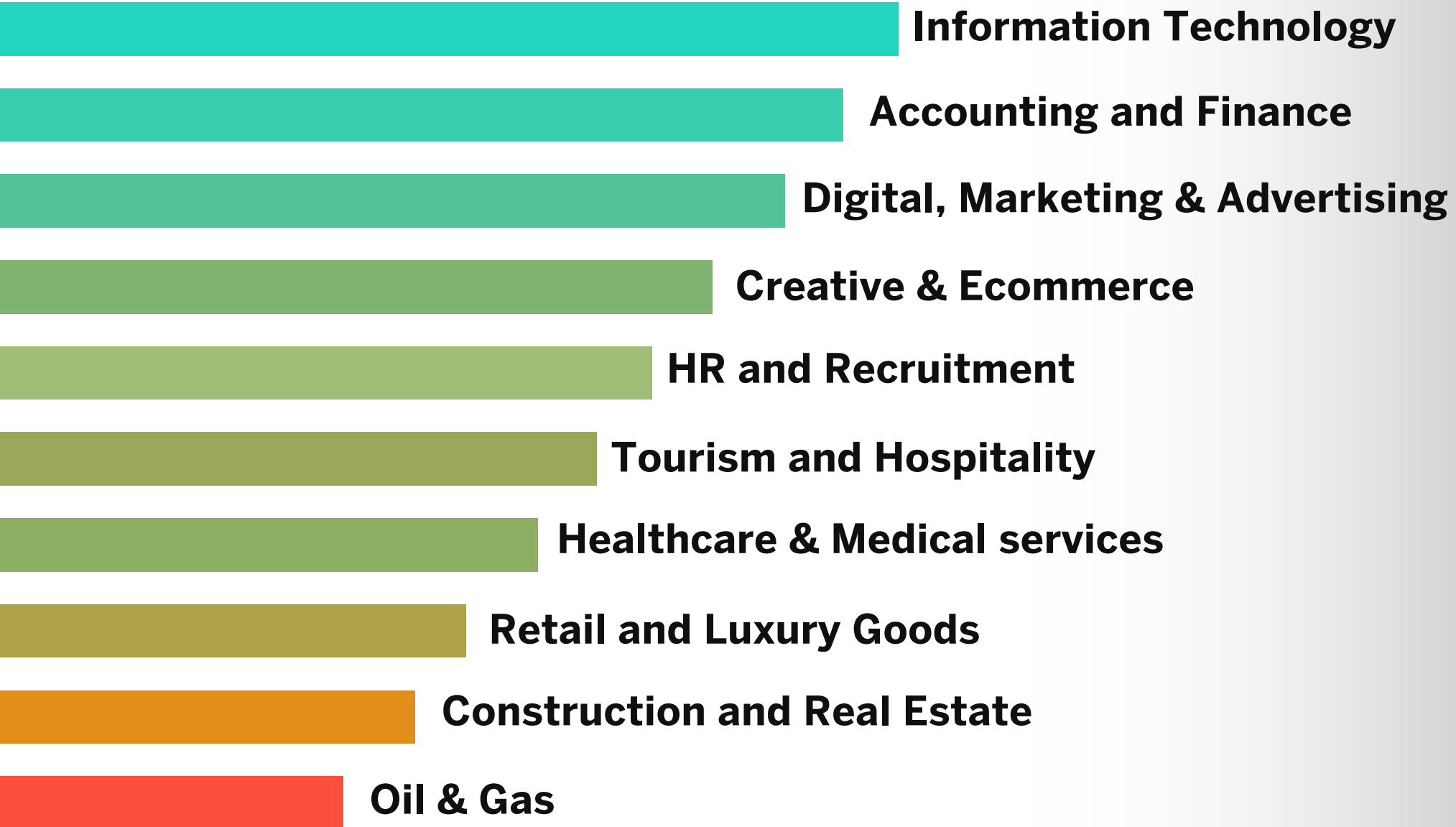


Majority of Recruitment professionals of all different levels said they **wouldn't consider working in a commission-only role.**



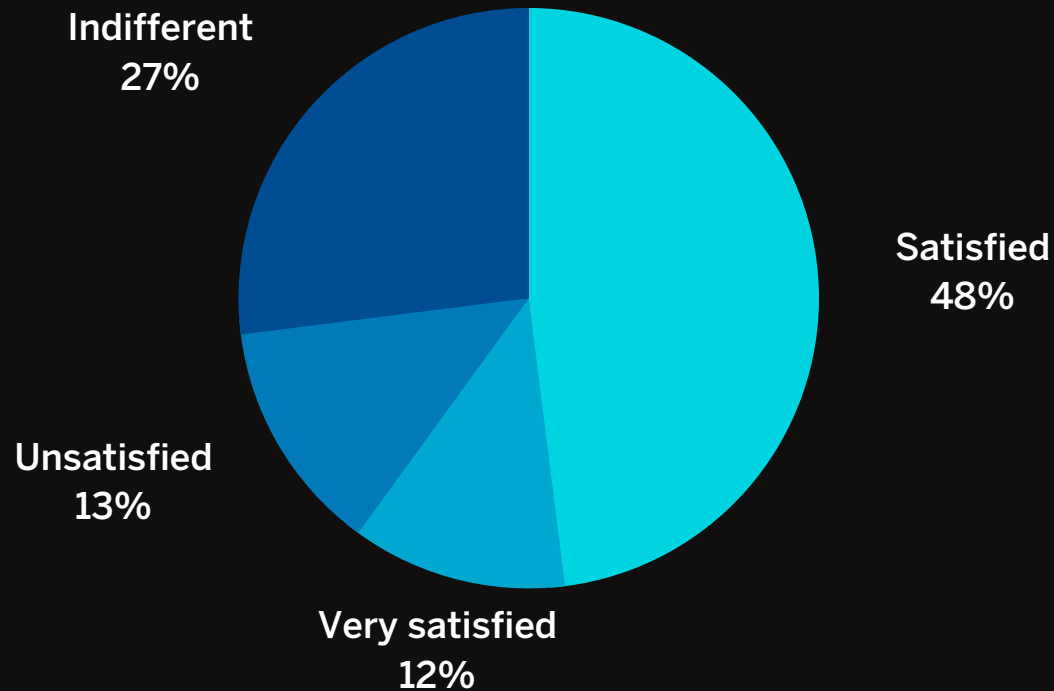
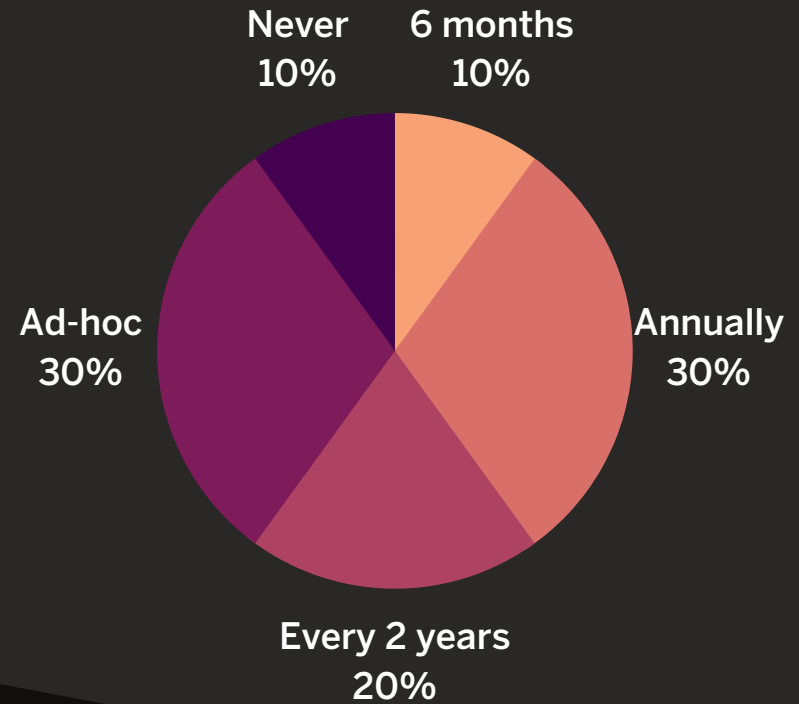
Senior Recruitment Consultants tend to get **salary reviews annually or ad-hoc.**

# TOP RECRUITMENT **SECTORS**



# RECRUITER SALARY REVIEWS FREQUENCY

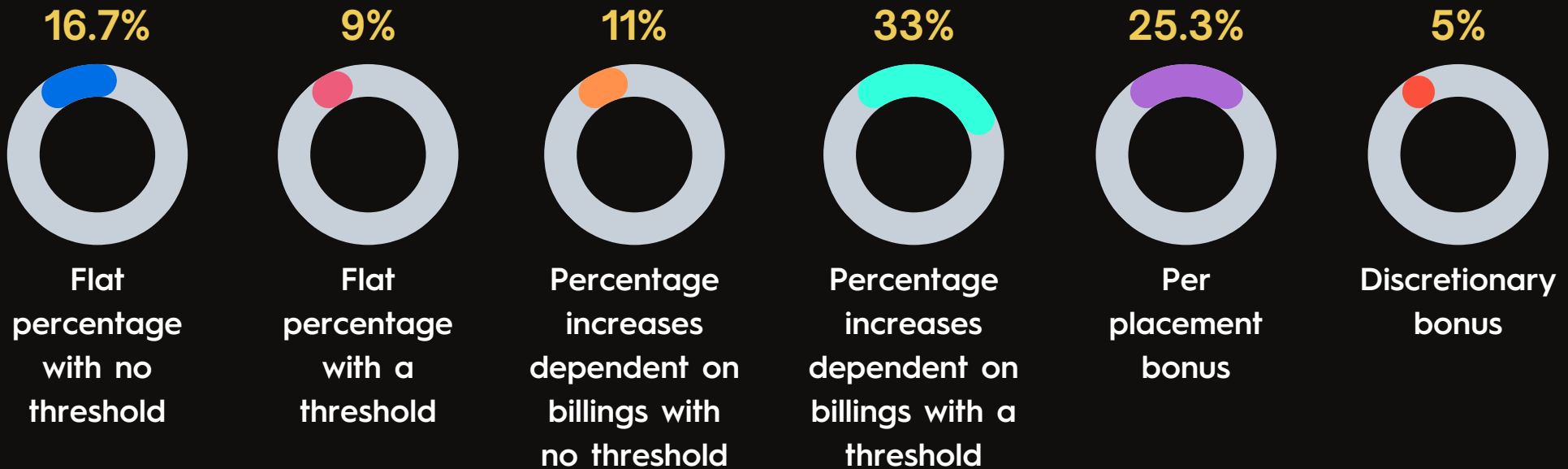
(Promotions excluded\*)





## SALARY & SATISFACTION LEVEL


# COMMISSION STRUCTURE MODELS SPLIT


(Across all seniorities\*)



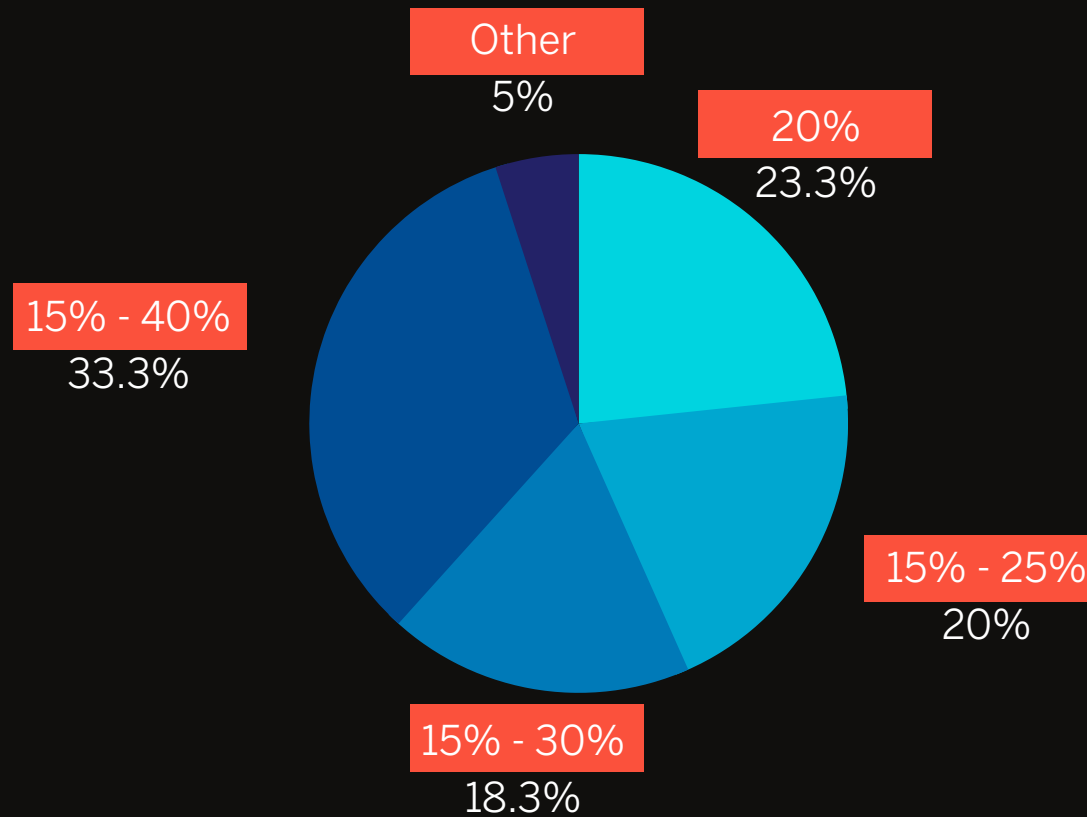
 Typically a Dubai recruitment agency will be paid a fee equivalent of 15 - 25% of the hired candidate's year 1 annual salary.

 Per placement bonus is most popular among Managing Consultants and Recruitment Directors.

 Percentage increases dependent on billings with a threshold is most popular among Principal Recruiters and Associate Recruiters.

 Majority of recruiters on a discretionary bonus say it equates to 25% of their billings.

# COMMISSION SCHEMES BENCHMARKS



Commission structures range between 15% up to 40% with some companies, depending on performance and billings.



Some companies offer splits within the team (E.g. - 50:50 if it's your role and someone else filled it and vice versa).



Usually, companies offer no threshold for the first couple of months - recruiters start billing straight away.

# SALARY & COMMISSION TRENDS ANALYSIS

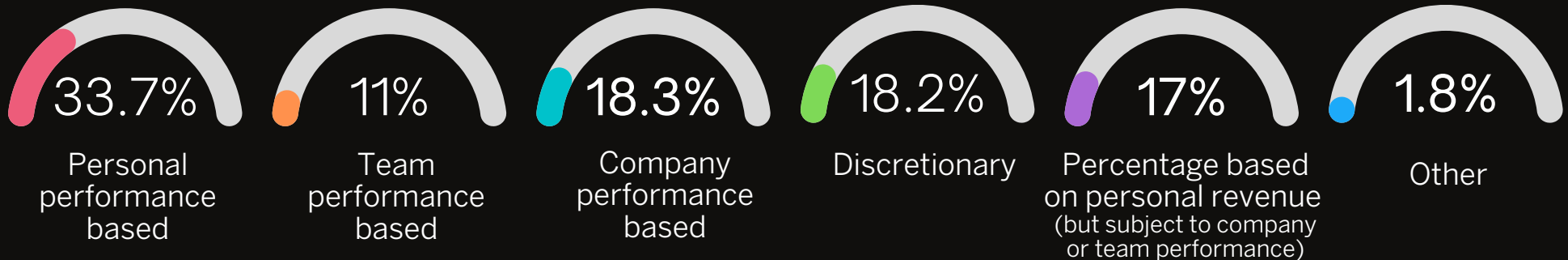
Most recruitment professionals  
with salaries between:

Are on a commission  
scheme of:

£30k - £40k	.....	~20%
£40k - £55k	.....	15% - 30%
£55k - £60k	.....	15% - 25%
£60k - £70+	.....	15% - 40%

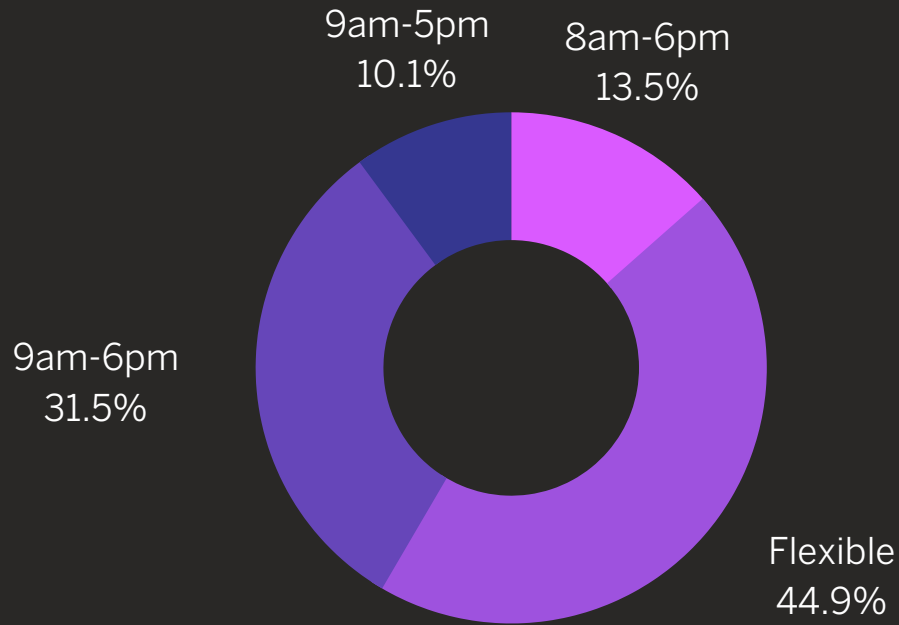


## BONUS BREAKDOWN

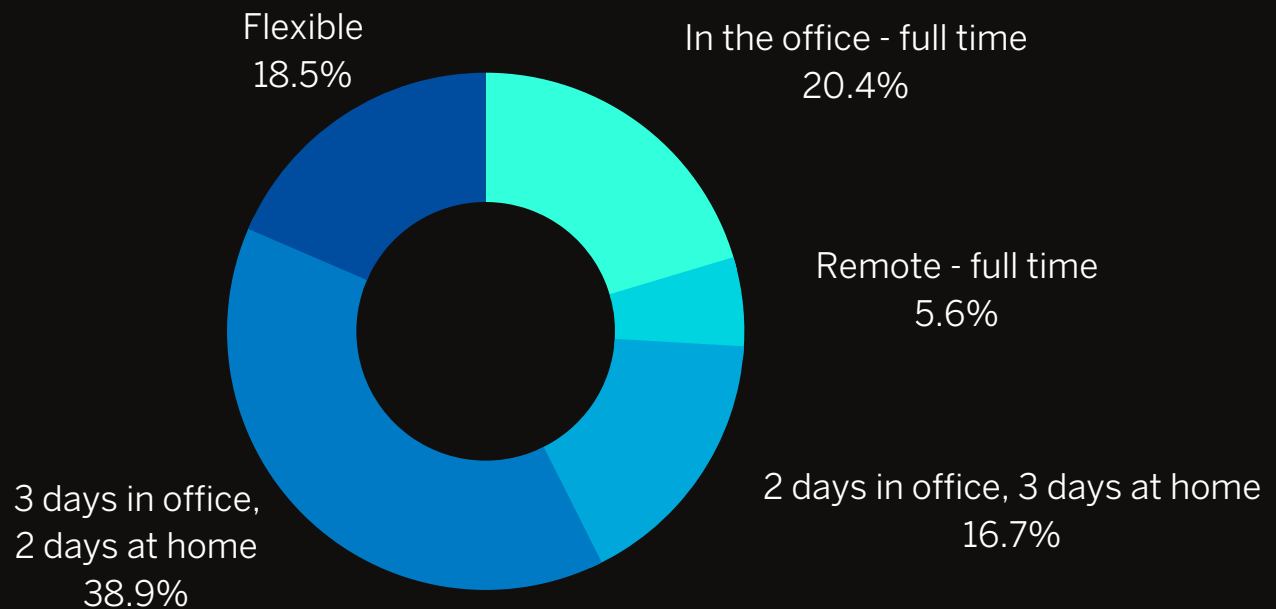




## What are your working hours?

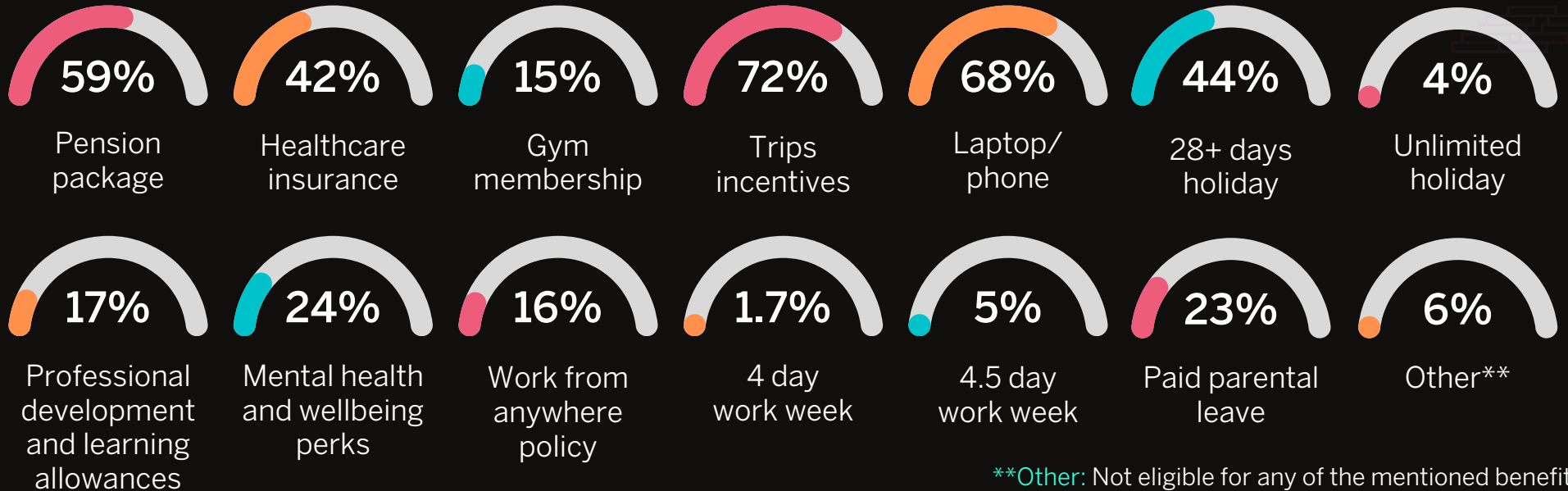


## From where do you currently work?



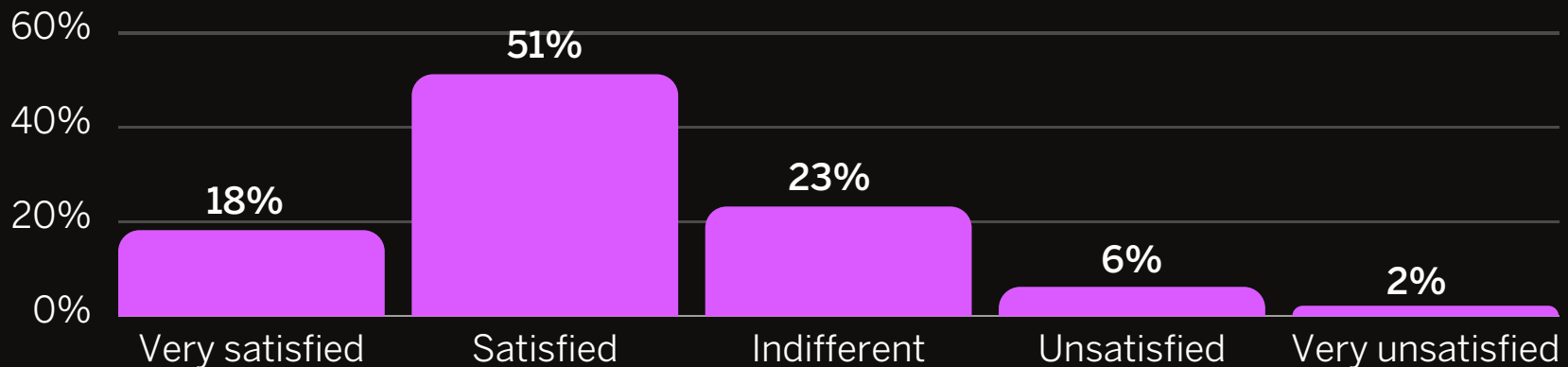
# BENEFITS BREAKDOWN

(Across all seniorities)



## BENEFITS & SALARY SATISFACTION

When asked "How satisfied are you with your current salary and benefits package?", respondents said:





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**Recruitment and so much more.**

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