



MIDDLE EAST

SALARY GUIDE 2017

**mcgregor
boyall** Delivering Talent

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Accounting & Finance

Role	\$Min	\$Max
Chief Financial Officer	\$350,000	\$500,000
Finance Director	\$180,000	\$300,000
Financial Controller	\$120,000	\$200,000
Assistant Financial Controller	\$90,000	\$120,000
Chief Accountant	\$110,000	\$150,000
Treasurer	\$130,000	\$200,000
Assistant Treasurer	\$100,000	\$120,000
Finance Manager	\$100,000	\$120,000
Senior Finance Associate	\$80,000	\$100,000
Tax Director	\$120,000	\$170,000
Tax Manager	\$90,000	\$120,000
Senior Tax Associate	\$70,000	\$85,000
Senior Financial Analyst	\$80,000	\$110,000
Financial Analyst	\$70,000	\$90,000
Compliance Director	\$100,000	\$180,000
Compliance Manager	\$90,000	\$130,000
Compliance Officer	\$60,000	\$90,000
Audit Manager	\$150,000	\$250,000
Senior Internal Auditor	\$85,000	\$140,000
Internal Auditor	\$60,000	\$75,000
Management Accountant (5+ years Experience)	\$80,000	\$120,000
Credit Manager	\$90,000	\$110,000
Credit Controller	\$50,000	\$70,000



Role	\$Min	\$Max
Risk		
Chief Risk Officer	\$270,000	\$550,000
Head of Risk Management	\$169,000	\$270,000
Head of Credit Risk	\$175,000	\$335,000
Credit Risk Manager	\$95,000	\$170,000
Senior Credit Risk Analyst	\$81,000	\$103,000
Credit Risk Analyst	\$56,000	\$85,000
Market Risk Manager	\$111,000	\$167,000
Senior Market Risk Analyst	\$76,000	\$109,000
Market Risk Analyst	\$45,000	\$79,000
Operational Risk Manager	\$100,000	\$150,000
Operational Risk Analyst	\$65,000	\$105,000
Credit Analysis Manager	\$95,000	\$135,000
Senior Credit Analyst	\$57,000	\$96,000
Credit Analyst	\$40,000	\$55,000

Front Office Mergers & Acquisitions

Managing Director	\$275,000	\$412,000
Director	\$245,000	\$327,000
Vice President	\$175,000	\$250,000
Associate	\$120,000	\$185,000
Senior Analyst	\$99,000	\$125,000
Analyst	\$75,000	\$110,000

Role	\$Min	\$Max
Compliance		
Head of Compliance	\$97,000	\$155,000
Compliance Manager	\$57,000	\$92,000
Compliance Officer	\$67,000	\$122,000
Anti-Money Laundering Specialist	\$63,000	\$87,000
Fraud Investigator	\$65,000	\$93,000
Regulatory Specialist	\$58,000	\$97,000
Wholesale Banking		
Head of Wholesale Banking (GM*)	\$330,000	\$527,000
Head of Corporate Banking (GM*)	\$113,000	\$165,000
Senior Corporate (RM*)	\$51,000	\$118,000
Corporate (RM*)	\$217,000	\$480,000
Head of Transaction Banking (MD*)	\$219,000	\$295,000
Head of Trade Sales (ED*)	\$147,000	\$222,000
Trade Sales Director	\$84,000	\$148,000
Trade Sales Manager	\$81,000	\$145,000
Head of Cash Management (ED*)	\$232,000	\$303,000
Cash Management Director	\$144,000	\$220,000
Cash Management Manager	\$87,000	\$149,000
Head of Product Management (ED*)	\$242,000	\$267,000
Trade Product Manager	\$147,000	\$218,000
Cash Product Manager	\$150,000	\$219,000
Head of Client Services (ED*)	\$216,000	\$268,000
Client Services Director	\$163,000	\$184,000
Client Services Manager	\$83,000	\$128,000

Financial Services (cont.)

Role	\$Min	\$Max
Finance & Accounting		
Product Control	\$110,000	\$192,000
Fund Accountant	\$116,000	\$192,000
Insurance		
Head of Business Development	\$168,000	\$234,000
Head of Line	\$141,000	\$262,000
Reinsurance Broker	\$83,000	\$147,000
Senior Underwriter	\$84,000	\$167,000
Assistant Underwriter	\$58,000	\$84,000
Business Development Manager	\$66,000	\$117,000
Account Manager	\$57,000	\$82,000
Private Equity & Asset Manager		
Vice President / Director	\$227,000	\$275,000
Assistant Vice President	\$135,000	\$175,000
Associate	\$100,000	\$113,000
Senior Analyst	\$65,000	\$75,000
Analyst	\$55,000	\$66,000



Technology Services

Role	\$Min	\$Max
Leadership		
Chief Information Officer (CIO)	\$320,000	\$445,000
Chief Technology Officer (CTO)	\$285,000	\$377,000
Chief Security Officer (CSO)	\$150,000	\$260,000
Chief Architect	\$150,000	\$230,000
Director Information Technology	\$179,000	\$297,000
Information Technology Manager (10+ years experience)	\$105,000	\$175,000
Information Technology Manager (1-9 years experience)	\$68,000	\$130,000
IT Security		
Security Engineer	\$101,000	\$173,000
Security Analyst	\$81,000	\$115,000
Security Administrator	\$65,000	\$84,000
Applications		
Development Manager	\$164,000	\$210,000
Product Manager	\$121,000	\$184,000
Applications Developer	\$75,000	\$125,000
Business Analysis & Project Management		
Business Systems Manager	\$150,000	\$215,000
Senior Business Systems Analyst	\$95,000	\$144,000
Business Systems Analyst	\$62,000	\$125,000
Business Intelligence Manager	\$136,000	\$221,000
Senior Business Intelligence Manager	\$121,000	\$170,000
Business Intelligence Specialist	\$90,000	\$130,000

Role	\$Min	\$Max
Project Management Officer (PMO) Head	\$175,000	\$200,000
Project Management Office (PMO) Analyst	\$120,000	\$183,000
Senior Project / Programme Manager	\$129,000	\$190,000
Project / Programme Manager	\$103,000	\$185,000
Systems Administration		
Senior Systems Analyst	\$80,000	\$130,000
Systems Analyst	\$65,000	\$87,000
Systems Administrator	\$34,000	\$70,000
Architecture		
Enterprise Architect (16+ years experience)	\$183,000	\$260,000
Enterprise Architect (10-15 years experience)	\$129,000	\$184,000
Enterprise Architect (6-9 years experience)	\$93,000	\$129,000
Solutions Architect (16+ years experience)	\$183,000	\$250,000
Solutions Architect (10-15 years experience)	\$129,000	\$183,000
Solutions Architect (6-9 years experience)	\$93,000	\$129,000
Networking		
Network Architect	\$127,000	\$223,000
Network Manager	\$104,000	\$153,000
Network Engineer	\$69,000	\$101,000
Network Administrator	\$63,000	\$93,000

Technology Services (cont.)

Role	\$Min	\$Max
Data / Database Administration		
Database Developer	\$103,000	\$183,000
Database Administrator	\$60,000	\$103,000
Technical Services		
Senior Technical Support Specialist	\$65,000	\$93,000
Technical Support Specialist	\$61,000	\$84,000



HR & Administration

Role	\$Min	\$Max
Human Resources		
HR Director	\$170,000	\$250,000
Head of HR	\$150,000	\$160,000
Regional HR Manager	\$110,000	\$200,000
HR Manager / HR Business Partner	\$80,000	\$140,000
HR Generalist	\$60,000	\$90,000
HR Analyst	\$65,000	\$100,000
HR Officer	\$50,000	\$70,000
Recruitment		
Head of Recruitment	\$110,000	\$180,000
Recruitment Manager	\$80,000	\$130,000
Recruitment Specialist	\$50,000	\$80,000
Learning & Development		
Head of Learning & Development	\$120,000	\$180,000
Talent / Organisational Development Manager	\$115,000	\$170,000
Learning & Development Manager	\$80,000	\$110,000
Compensation & Benefits		
Head of Compensation & Benefits	\$110,000	\$200,000
Compensation & Benefits Manager	\$80,000	\$120,000



Legal

Role	\$Min	\$Max
In-House		
Chief Legal Officer / Head of Legal / General Counsel	\$280,000	\$450,000
Regional Legal Counsel	\$200,000	\$250,000
Legal Manager	\$150,000	\$200,000
Legal Counsel (6-9 years experience)	\$170,000	\$225,000
Legal Counsel (3-5 years experience)	\$90,000	\$175,000
Legal Counsel (0-2 years experience)	\$60,000	\$100,000
Paralegal (6-9 years experience)	\$100,000	\$140,000
Paralegal (3-5 years experience)	\$70,000	\$110,000
Paralegal (0-2 years experience)	\$35,000	\$70,000
Legal Secretary	\$70,000	\$110,000
Legal Assistant	\$35,000	\$70,000



Contact Us

For thirty years McGregor Boyall has been successfully delivering professional recruitment services to a national and international client base from our London office. Since 2012 we have been bringing the same high levels of service to the Middle East region from our office in Dubai.

Our core focus is to identify, attract and deliver high quality professionals who can support and enhance their new employer's corporate objectives.

We deliver recruitment solutions against a wide range of permanent, interim and contract requirements but whilst the roles we resource are diverse and changing, our approach remains simple, consistent and successful. In a marketplace in which effectiveness and value are increasingly prized by

both clients and candidates, we believe that the qualities that have sustained our performance in the past will continue to do so in the future.

We have been successful due to the professionalism, sector knowledge and experience of our consultants. It is their commitment to high levels of service and effective delivery that has allowed us to develop a deep, industry-wide pool of

candidates who consistently turn to McGregor Boyall when searching for a new position.

Headquartered in the City of London, and with further offices throughout the UK (Manchester and Edinburgh) as well as globally in Dubai and Singapore, we are able to offer recruitment solutions throughout the UK & Europe, Middle East and Asia Pacific regions.

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