

# Middle East In-House Market & Salary Overview 2021/2022



**The Middle East market bounced back strongly in 2021 and into 2022, with Saudi Arabia and Abu Dhabi in particular backed by government initiatives, funds, oil prices and IPO's driving continued expansion.**

**The Dubai market has seen difference in demands between sectors. New and expanding sectors have seen a demand for legal and compliance professionals in relation to technology, fintech, crypto and healthcare.**

**Areas such as energy, infrastructure, investment and finance remain busy, with increased development around compliance and corporate governance. Construction, FMCG and hotels / leisure has seen a more moderate recruitment needs.**

## Key Trends

There has been a positive outlook in 2021 and 2022, with COVID-19 seen as under control and less of anticipated factor going forward.

There has been government investment across the GCC countries, as there is continued interest in expansion

and diversification, which has a positive economic effect across the region. The increased and steady oil prices have maintained the optimistic outlook.

Saudi Arabia as the largest economy in the Middle East with its continuation of liberalisation, commissioning of giga projects is a greater focus for companies in the region, and therefore their legal, compliance and governance needs.

## Key Challenges

There are candidate shortages in jurisdictions, nationalities and specialisms, where the demand for candidates has outstripped the supply, particularly in KSA, Qatar. And new areas without a regional / established talent pool to me into positions.

The increase in law firm salaries, has made it more difficult for in-house teams to recruit from private practice as they are not able to compete on salary.

Concerns about geopolitical factors, inflation and economic outlook, means there is more caution in some sectors going into the final quarter of 2022. Although it depends on the backing and sector. ■

## IN-HOUSE LEGAL

LEVEL	SALARY RANGE (AED)
NQ	300,000 – 360,000
1 - 2 years' PQE	300,000 – 420,000
3 - 4 years' PQE	360,000 – 540,000
5 - 6 years' PQE	420,000 – 620,000
7 - 8 years' PQE	480,000 – 720,000
9 - 10 years' PQE	500,000 - 700,000
10+ years' PQE	660,000 – 960,000
Head of Legal / Director	720,000+
General Counsel	960,000+
Chief Legal Officer	1,200,000+

## COMPLIANCE & RISK SALARY RANGE (AED)

LEVEL	SALARY RANGE (AED)
1 – 2 years' exp.	240,000 - 336,000
3 – 4 years' exp.	336,000 - 360,000
5 – 6 years' exp.	360,000 - 480,000
7 – 8 years' exp.	480,000 - 600,000
9 – 10 years' exp	500,000 - 700,000
Head of/Director	720,000 - 1,000,000
Chief Officer	840,000 – 1,200,000

