

**integral**  
Recruitment.

RECRUITMENT WITH INTEGRITY

# SALARY GUIDE

# 2025

UNITED ARAB EMIRATES

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INTRODUCTION FROM

# ROSEMARIE MATKOVICH

FOUNDER | MANAGING DIRECTOR

## Welcome to the 2025 Integral Recruitment Salary Guide

The UAE continues to strengthen its position as a global financial hub, attracting top-tier talent from across the globe. With its rapidly diversifying economy, attractive tax incentives, and unparalleled lifestyle, the UAE remains a premier destination for ambitious professionals. Its cutting-edge infrastructure, strategic geographic location, and forward-thinking business environment offer a strong platform for innovation and growth.

The influx of expatriates has significantly expanded the talent pool, giving employers access to a diverse range of highly skilled professionals. However, a key question persists: does this influx align with the in-demand skill sets employers require?

For senior and executive-level roles, technical expertise alone often falls short. Employers prioritise candidates with regional experience, as these professionals bring invaluable insights into local market dynamics, regulatory frameworks, cross-border business complexities, and cultural understanding—qualities that are essential for successfully navigating the region's distinctive business landscape.

Senior executives with established regional networks, a proven track record of success in GCC markets, and the ability to align global strategies with local market requirements are highly sought after. However, such talent is harder to find and remains largely unaffected by the influx of expatriate professionals entering the market.

As the UAE navigates transformative changes—including corporate tax implementation, Emiratisation initiatives, and sector diversification—the demand for new and specialised skill sets is on the rise. Competencies such as strategic financial planning, cross-border regulatory compliance, and AI-driven decision-making are increasingly shaping the future of the finance sector.

This guide offers a comprehensive overview of hiring trends, compensation benchmarks, and the skills driving the finance, accounting, and tax sectors. Drawing from candidate placements, client and candidate feedback, market analysis, it reflects the realities of the UAE job market.

Whether you are a business leader navigating strategic hiring or a professional planning your next career move, this guide provides insights to help you stay ahead in an ever-evolving marketplace.

At Integral Recruitment, we are dedicated to connecting businesses with outstanding finance talent and empowering professionals to realise their career ambitions. With our market expertise and personalised approach, we are here to help you succeed in this dynamic UAE environment.

*Rosemarie*

# MARKET OUTLOOK



## UAE Market Outlook 2025: What's Ahead for the Finance Sector?

As we move into 2025, the UAE economy is poised for strong growth, with real GDP expected to expand by 5%, building on an estimated 4% growth in 2024. The combination of structural reforms, economic diversification, and the UAE's status as a global business hub positions the nation for continued success.

### Corporate Tax Implementation

The ongoing corporate tax rollout is driving demand for tax advisors, compliance specialists, and corporate tax accountants. Companies are prioritising expertise to optimise tax strategies and ensure regulatory compliance.

### Emiratisation Initiatives

With Emiratisation policies focusing on increasing UAE national representation in key roles, companies are adjusting their recruitment strategies to meet both regulatory requirements and long-term growth objectives.

### Diversification Across Key Sectors

While oil remains a cornerstone, the UAE's push into sectors like real estate, fintech, renewable energy, and tourism is creating new demand for finance professionals skilled in financial planning, investment analysis, and project funding.

### Real Estate & Tourism

Continued growth in the real estate and tourism sectors is increasing the need for experts in cost management, feasibility analysis, and project financing.

### Fintech & Financial Innovation

With ambitions to be a leader in fintech, DIFC and ADGM, registered companies are boosting demand for roles in financial risk management and digital financial solutions.

### Looking Ahead

The UAE's dynamic economic landscape is driving demand for finance professionals with specialised expertise. To stay competitive, organisations must prioritise strategic recruitment efforts and focus on retaining top talent with regional experience. By aligning hiring strategies with emerging market trends, businesses can position themselves for success in an evolving environment.

# FINANCE OVERVIEW



## Finance, Accounting, and Tax Overview for 2025

The UAE continues to be a top destination for finance professionals, offering tax-free income, a thriving economy, safety, and an exceptional lifestyle. Combined with its strategic location, position the UAE as a hub for career-focused talent.

The influx of expatriate professionals has expanded the talent pool, giving employers greater flexibility in recruitment. However, specialised expertise and regional experience remain highly valued, with such professionals commanding premium salaries in a cost-conscious market.

To control costs, many companies have stabilised salaries and streamlined benefit packages. While salary remains a key motivator, flat compensation structures have made local professionals hesitant to change roles. This approach helps retain talent but risks employee dissatisfaction.

Despite a larger talent pool, finding candidates with region-specific expertise or niche skills remains a challenge. Budget constraints have led to compromise, with some employers opting for growth-oriented professionals over senior leaders at the peak of their career who command higher salaries.

The introduction of corporate tax has significantly reshaped the hiring landscape, driving demand for tax specialists. Companies are expanding in-house tax teams to focus on compliance, planning, and advisory roles, making tax professionals some of the most sought-after talent in 2025.

Mid to senior-level hiring has gained momentum, with businesses filling positions and making faster decisions at this level. Employers are prioritising candidates who can step into these roles and deliver immediate impact. Senior and executive recruitment remains more cautious, with leadership candidates undergoing extensive evaluation.

AI integration in finance is becoming essential. Companies are increasingly seeking professionals proficient in leveraging AI tools for financial planning, forecasting, and risk management. Transforming traditional finance roles, particularly in FP&A.

While the UAE continues to attract finance talent, niche expertise continues to be in short supply. Employers are increasingly focused on candidates with specialised skills and specific industry experience, making strategic recruitment crucial for success in 2025.

# RECRUITING TRENDS

## MARKET OVERVIEW

### POSITIONS IN DEMAND

- 1 FINANCIAL PLANNING AND ANALYSIS (FP&A) PROFESSIONALS
- 2 TAX PROFESSIONALS
- 3 TREASURY MANAGER
- 4 FINANCIAL CONTROLLER
- 5 DATA ANALYSTS

## IN-DEMAND SKILLS AND EXPERIENCE | INDUSTRY CHALLENGES

### TREASURY

Organisations seek experts in cash flow management, debt structuring, and mergers and acquisitions (M&A) to optimise their financial frameworks.

### TAXATION

The introduction of corporate tax has driven a surge in demand for professionals skilled in international tax compliance, OECD Pillar Two, tax planning, and navigating the complexities of regional and global regulations. As businesses increasingly bring their tax functions in-house.

### MERGERS, ACQUISITIONS AND IPOs

Senior professionals with expertise in mergers, acquisitions (M&A), and initial public offerings (IPOs). Professionals who are adept at securing capital, structuring deals, and driving business transformations.

### AI AND DATA ANALYTICS INTEGRATION

AI is reshaping finance roles, particularly within FP&A. Professionals skilled in AI tools for forecasting, risk assessment, and automating routine tasks are becoming increasingly in demand. As organisations embrace data-driven decision-making, and integrating AI with traditional forecasting methods.

### CHALLENGE

The UAE's growing expatriate population has widened the talent pool but also created an oversupply of candidates whose skills may not align with market demands. Employers in this candidate-heavy market must balance cost considerations with the need to identify professionals who possess the specialised expertise and regional experience.

### RECOMMENDATION

To address this, many companies are refining their hiring strategies to focus on high-potential candidates ready to take the next step in their careers. These individuals not only meet immediate operational needs but also demonstrate the ability to grow into strategic leadership roles, supporting long-term organisational goals.

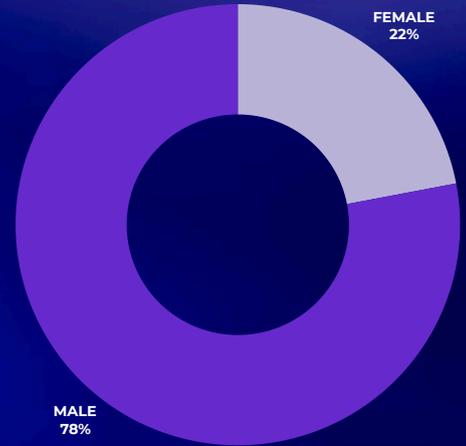
# RECRUITING TRENDS

## WHAT PROFESSIONALS VALUE THE MOST



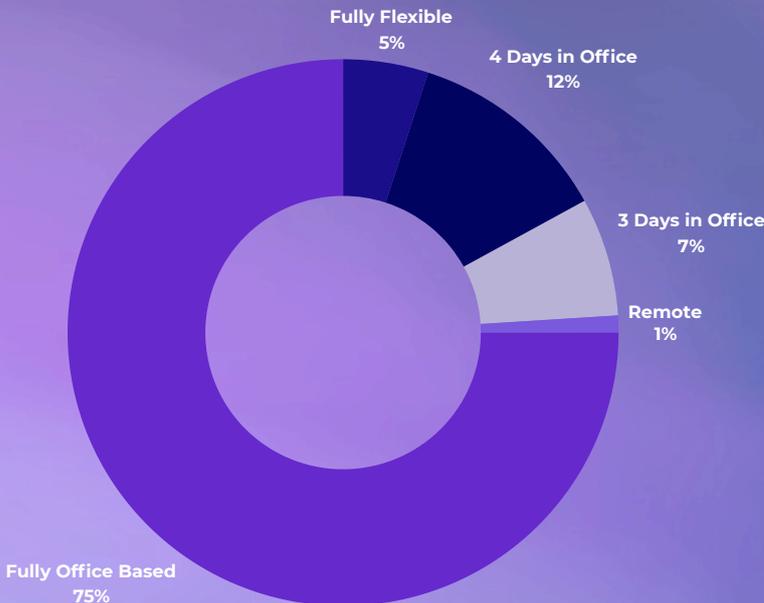
Respondents selected three from ten options with the top five published

## JOB APPLICANTS BY GENDER

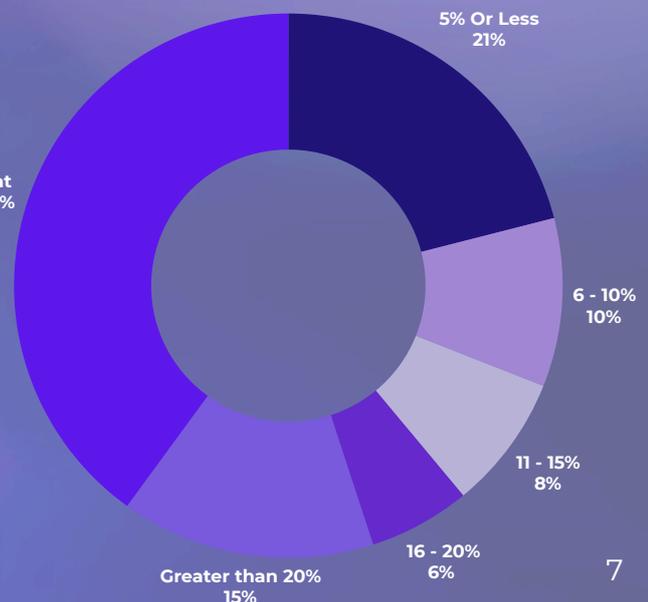


## 70% OF PROFESSIONALS ARE OPEN TO NEW OPPORTUNITIES IN 2025

### EMPLOYEES DESCRIPTION OF WORKING MODEL



### EMPLOYEES EXPECTING % SALARY CHANGE IN 2025



# SALARY GUIDE

## FINANCE ACCOUNTING AND TAX

CATEGORISED BY FUNCTION	Aed From	Aed Avg	Aed To
<b>EXECUTIVE / SENIOR LEADERSHIP</b>			
GROUP CHIEF FINANCIAL OFFICER	90	130	180
CHIEF FINANCIAL OFFICER	60	100	150
CHIEF INTERNAL AUDIT OFFICER	60	80	120
TAX DIRECTOR	60	70	100
FINANCE DIRECTOR	50	70	100
<b>FUNCTIONAL HEADS</b>			
FP&A DIRECTOR	50	65	80
HEAD OF INTERNAL AUDIT	50	60	80
HEAD OF TREASURY	50	55	90
<b>MID-LEVEL MANAGEMENT</b>			
FINANCIAL CONTROLLER	35	40	50
SENIOR FINANCE MANAGER	35	40	50
GROUP FINANCE MANAGER	35	40	50
TREASURY MANAGER	30	40	50
FP&A MANAGER	30	35	40
TAX MANAGER	25	35	50
INTERNAL AUDIT MANAGER	25	30	45
FINANCE MANAGER	25	30	45
CREDIT MANAGER	20	30	40

# SALARY GUIDE

## FINANCE ACCOUNTING AND TAX

CATEGORISED BY FUNCTION	Aed From	Aed Avg	Aed To
<b>SPECIALIST ROLES</b>			
TRANSFORMATION MANAGER	30	45	60
ERP MANAGER	30	40	55
FINANCIAL BUSINESS PARTNER	25	40	50
TAX ANALYST	20	30	40
INTERNAL AUDITOR	15	25	30
TREASURY ANALYST	15	20	25
FINANACIAL ANALYST	15	18	20
<b>ENTRY-LEVEL / SUPPORT ROLES</b>			
MANAGEMENT ACCOUNTANT	18	20	25
SENIOR ACCOUNTANT	15	18	20
CREDIT CONTROLLER	10	15	20
ACCOUNTANT	10	12	15

# METHODOLOGY



## About the Integral Recruitment Salary Guide

The Integral Recruitment Salary Guide offers a detailed overview of compensation trends in the UAE, tailored for finance, accounting, and tax professionals. Salary data is derived from actual placements, market research, surveys, and feedback from senior professionals and decision-makers. This comprehensive approach reflects the realities of hiring practices and compensation expectations in the current market.

The figures provided represent starting salaries for newly hired professionals and exclude bonuses, benefits, and other incentives. Salary ranges accommodate differences in experience levels and the complexities of specific roles.

## Salary Guide Data Overview

The salary ranges in this guide represent total fixed monthly compensation in Arab Emirates Dirhams (AED) as of Q4 2024. Data sources include Integral Recruitment's placement records, salary survey responses, job listings, job offers, candidate and client registrations.

## Key Terms and Methodology

- **Salary Range:** The lower and upper limits for each role, considering factors such as location, company size, industry, and candidate experience.
- **Average Salary:** Calculated from the dataset and rounded to the nearest AED 1,000 for ease of reference.

## Legal Disclaimer

This guide reflects current market conditions but acknowledges that salaries may vary based on role specifics, company requirements, and geographical factors. The figures provided are for informational purposes and are not definitive or legally binding.

Integral Recruitment does not guarantee salary offers or placements based on this guide. Salaries may fluctuate over time due to market changes or individual negotiations.

# ABOUT US



## About Us

Integral Recruitment is a premier Dubai-based firm specialising in connecting top-tier finance and accounting professionals with leading organisations across diverse industries in the Middle East.

We are finance leaders, we understand the challenges and opportunities faced by both candidates and clients. We blend technical finance expertise, global compliance knowledge, and commercial insights to help businesses thrive. This allows us to offer tailored recruitment solutions that go beyond simply filling a position. At Integral, we are committed to building lasting relationships that drive meaningful, long-term success for both businesses and individuals.

Under the leadership of our Founder, Rosemarie Matkovich, Integral Recruitment combines unmatched financial expertise with an extensive Middle Eastern network. With over 20 years of experience as a CFO and global director, Rosemarie brings a distinctive perspective that aligns organisational priorities with individual career goals. She mentors candidates and advises businesses on strategic talent acquisition, ensuring impactful results for every placement.

## Our Services

### Contingency Recruitment

Results-driven service focused on delivering high-quality candidate shortlists and securing exceptional talent aligned with your business objectives. We prioritise efficiency, cultural compatibility, and technical excellence to ensure the ideal fit for your organisation.

### Retained Recruitment

Strategic partnership offering a unique placement guarantee. Our comprehensive, customised search identifies candidates who meet your technical requirements while seamlessly aligning with your company's culture and values.

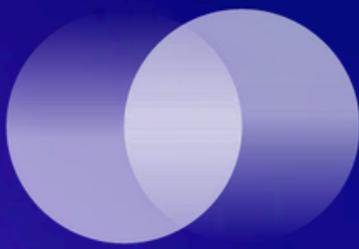
### Advisory Services

Beyond recruitment, we provide specialised advisory support to help build and scale high-performing finance teams. Collaborating closely with executive leadership, we:

- Assess skills gaps
- Model headcount needs
- Develop talent strategies aligned with growth objectives

We empower organisations and professionals to achieve their potential. Whether identifying strategic hires or mentoring high-potential candidates, we are dedicated to driving mutual success and ensuring lasting impact.

# CONTACT US



# integral Recruitment.

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