



**Beacon  
Legal**

**SPECIALIST LEGAL  
RECRUITMENT**

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**MIDDLE EAST  
SALARY GUIDE  
2024**

**PRIVATE PRACTICE**



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Agency of the Year 2023  
Legal

# MIDDLE EAST SALARY GUIDE 2024 PRIVATE PRACTICE

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# OVERVIEW

## MARKET SUMMARY

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The Middle East is a vibrant legal hub, offering a compelling mix of economic opportunity, diverse legal challenges and a unique cultural experience for lawyers seeking career growth. Amid global geopolitical tensions and economic volatility, the Middle East's business landscape remains robust and forward-thinking.

With renewed international interest from foreign lawyers across all common law jurisdictions during the past 12 months, we experienced numerous Associates and Senior Associates shifting their preference to the Middle East over more traditional markets (US and UK).

Emerging technology is a rapidly growing area with artificial intelligence, blockchain and machine learning, leading the charge. The region has aspirations of becoming a leader in the technological revolution, bolstered by investments in technology within the GCC that are projected to reach \$24.7 billion by 2030.

The UAE recently launched a \$500 million initiative to advance research in AI and related fields, driving innovation and progress throughout the region.

Saudi Arabia's strategy to attract global companies through its regional headquarters program is also gaining momentum. Launched in 2024, the program incentivises companies operating in the Kingdom, offering benefits like a 30-year zero percent corporate/withholding tax rate and a 10-year exemption from "Saudization".

If you're a lawyer interested in the Middle East market, reach out to one of the Beacon Legal team for advice and assistance structuring your move.

**JAMES ANDREW**  
MANAGER

# OVERVIEW

## MARKET SUMMARY

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Ambitious state-led investment has promoted substantial growth in the economy.

In turn, the legal recruitment market has thrived, as established global firms in the region and those that are looking to enter the market, look to capitalise on the region's economic surge with consistent hiring.

To start 2024, M&A activity is up, which is a trend we expect to continue for the year. In addition to the Governments' efforts to diversify economies, the influx of large-scale foreign investment across the GCC is driving the expansion into non-oil sectors (e.g. technology and clean energy) making the Middle East an increasingly attractive option for investors.

Projects & Energy practices remain core revenue generators for most firms, driven by the ongoing and newly established "giga projects" across the region. Litigation and Arbitration teams are also experiencing healthy upticks in work.

The main drivers for migration to the region remain the competitive tax-free salary offerings, significant and sophisticated deal flow and proximity to other global locations. The Middle East continues to be one of the most active legal markets in the world and we expect this trend to continue for many years.

# WORKING IN THE MIDDLE EAST

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As most major UK and US headquartered firms now have offices spanning the Gulf, the evolving nature of the market holds appeal for lawyers wanting to maintain a high standard of work under the guidance of pre-eminent and world-renowned practitioners. Lawyers tend to operate in small teams and high levels of autonomy and responsibility often present opportunities to accelerate your career in a global context.

A blend of locally trained and ex-pat lawyers continues to enrich the social fabric of most firms, and in recent times we have observed Partners becoming more open to relocating lawyers in specialised areas and harder to recruit disciplines.

When looking externally, the top law firms place an emphasis on hires having solid foundational training at a recognised firm (ideally Magic / Silver Circle / Tier 1 or equivalent) and at least a couple of years post qualification experience.

The majority of law firms focus on strict PQE requirements and technical interviews remain a pivotal feature in the decision-making process (alongside cultural fit).

Partner and Counsel lateral moves were also on the rise in the past year, with numerous experienced lawyers and high-profile Partners searching for a new platform to grow their business, with the demand for talent providing substantial uplifts on their salaries.

# REMUNERATION

PQE	US Firms	Magic Circle	International Firms	Regional Firms
NQ	480,000 - 720,000	485,000 - 500,000	400,000 - 450,000	320,000 - 380,000
1	520,000 - 760,000	520,000 - 555,000	440,000 - 485,000	350,000 - 410,000
2	560,000 - 800,000	560,000 - 605,000	470,000 - 535,000	380,000 - 440,000
3	605,000 - 850,000	605,000 - 655,000	510,000 - 585,000	400,000 - 475,000
4	640,000 - 900,000	650,000 - 705,000	540,000 - 655,000	440,000 - 520,000
5	680,000 - 955,000	700,000 - 755,000	580,000 - 725,000	480,000 - 560,000
6	720,000 - 1,000,000	755,000 - 805,000	620,000 - 785,000	530,000 - 625,000
7	760,000 - 1,050,000	800,000 - 850,000	650,000 - 830,000	580,000 - 700,000
8	800,000+	850,000+	700,000+	650,000+

Indicated salaries are in AED.

At the time of writing: 10,000 Emirati Dirham = 4,100 AUD = 2,148 GBP

# CONTACT DETAILS

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If you have any questions about the content of this Guide, or are interested in a new role in the Middle East, please reach out. We're happy to provide tailored market and salary advice based on your unique circumstances.



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