

Beacon
Legal

SALARY & MARKET REPORT MIDDLE EAST | 2024

IN-HOUSE LEGAL RECRUITMENT



OVERVIEW

THE MIDDLE EAST | 2024

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.

There has been continued government and sovereign wealth spending on giga projects, world class sporting events, infrastructure projects and strategic investments. This has put the region in the global spotlight with both lawyers and companies wanting to relocate to the Middle East.

The Energy industry continues to be a strong market, alongside the diversification plans of both UAE & KSA. We have seen increased investment in the EV & Renewables space, and whilst this has been a hot topic, the traditional Oil & Gas industry has remained steady in 2024 due to a relatively stable oil price.

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.



JONATHAN BERRY
DIRECTOR



OVERVIEW

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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.



JONATHAN BERRY
DIRECTOR



UAE SALARIES*

Experience	Salary (AED per month)
1-2 Associate Legal Counsel	25,000 - 35,000
3-4 Legal Counsel	30,000 - 45,000
5-6 Legal Counsel	35,000 - 50,000
7-8 Senior Legal Counsel	40,000 - 60,000
9-10 Senior Legal Counsel	55,000 - 70,000
10+ Legal Director/Head of Legal	60,000 - 80,000
General Counsel	85,000 +
Chief Legal Officer	100,000 +

***Salaries are gross monthly salary (basic, living and transportation), not including benefits such as education, flights & bonus.**

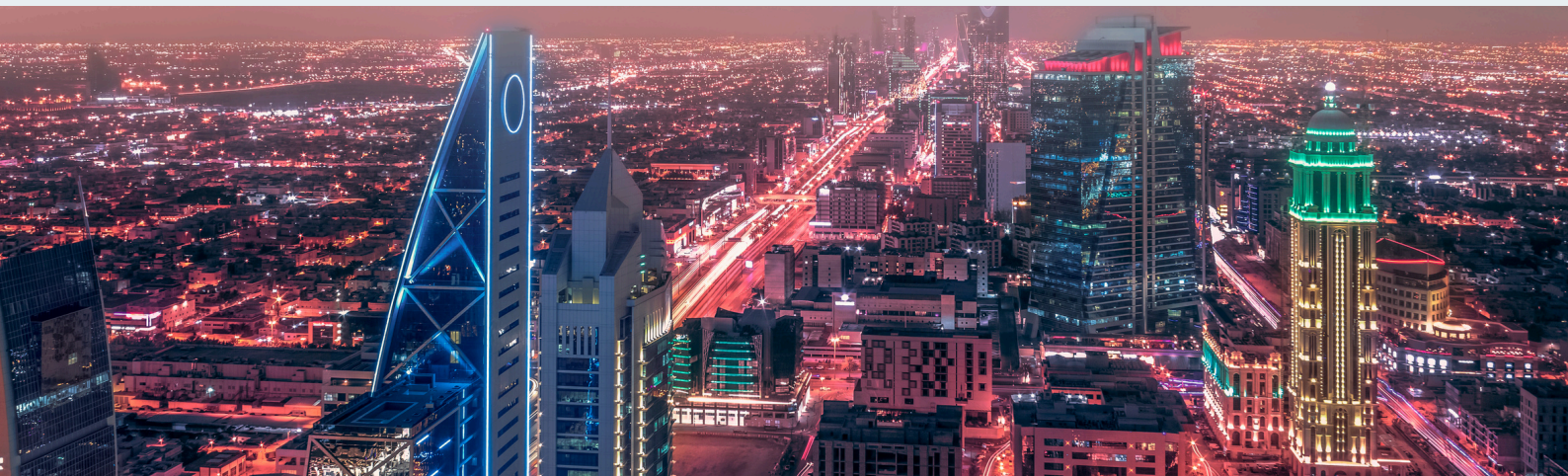




SAUDI ARABIA SALARIES*

Experience	Salary (SAR per month)
1-2 Associate Legal Counsel	30,000 - 42,000
3-4 Legal Counsel	36,000 - 54,000
5-6 Legal Counsel	42,000 - 60,000
7-8 Senior Legal Counsel	48,000 - 72,000
9-10 Senior Legal Counsel	66,000 - 84,000
10+ Legal Director/Head of Legal	72,000 - 96,000
General Counsel	100,000 +
Chief Legal Officer	125,000 +

***Salaries are gross monthly salary (basic, living and transportation), not including benefits such as education, flights & bonus.**





QATAR SALARIES*

Experience	Salary (QAR per month)
1-2 Associate Legal Counsel	28,000 - 40,000
3-4 Legal Counsel	34,000 - 51,000
5-6 Legal Counsel	40,000 - 57,000
7-8 Senior Legal Counsel	46,000 - 69,000
9-10 Senior Legal Counsel	63,000 - 80,000
10+ Legal Director/Head of Legal	69,000 - 92,000
General Counsel	90,000 +
Chief Legal Officer	115,000 +

***Salaries are gross monthly salary (basic, living and transportation), not including benefits such as education, flights & bonus.**



WHERE IS MIDDLE EAST TALENT MOVING?

MIDDLE EAST | 2024

WHERE IS THE MIDDLE EAST GAINING AND LOSING TALENT?

LOCATION	LOST TALENT	GAINED TALENT	NET CHANGE
United Kingdom	28	97	+69
Egypt	25	59	+34
India	13	38	+25
Saudi Arabia	19	17	-2
United States	19	15	+25

*FROM AUGUST 2023-AUGUST 2024 - TOP 20 FIRMS

WHICH ARE THE LARGEST IN-HOUSE LEGAL TEAMS IN THE MIDDLE EAST?

Top Companies Hiring Professionals in the UAE	Professionals	1 yr Growth	Job Posts	Attrition
ADNOC Group	69	+19%	1	12.6%
Aramco	68	+25.9%	0	4.9%
Ministry of Justice - KSA	67	+6.3%	0	3.1%
Mubadala	35	0%	0	5.7%
Ministry of Commerce - KSA	34	-2.9%	0	2.9%
Ministry of Human Resources and Social Development - KSA	33	0%	0	6.1%
Majid Al Futtaim	30	+7.1%	2	0%
Qatar Energy	29	0%	0	3.4%
Qatar Investment Authority	26	+23.8%	0	0%
HSBC	24	+9.1%	0	13%
First Abu Dhabi Bank (FAB)	24	0%	4	12.5%

*FROM AUGUST 2023-AUGUST 2024



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CONTACT US

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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 have an office based in Dubai.

We're happy to provide tailored market and salary advice based on your unique circumstances.



Jonathan Berry

Director, Dubai

jonathan.berry@beacon-legal.ae



James Andrew

Associate Director, Dubai

james.andrew@beacon-legal.ae



Alex Gotch

Director, Dubai, London, Sydney

alex.gotch@beacon-legal.ae

