



**Beacon
Legal**

**SALARY &
MARKET
REPORT
MIDDLE EAST | 2024**

SPECIALIST 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.

With invigorated international interest from foreign lawyers across many 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".

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





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

During 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.

The main drivers for migration to the region remain the competitive tax-free salary offerings, high quality of life, 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.

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
ASSOCIATE DIRECTOR



REMUNERATION

MIDDLE EAST | 2024



PRIVATE PRACTICE SALARIES (MONTHLY)

PQE	US Firms	Magic Circle	International Firms	Regional Firms
NQ	40,000 - 60,000	40,000 - 41,666	33,333 - 37,500	26,666 - 31,666
1 Year	43,333 - 63,333	43,333 - 45,833	36,666 - 40,000	29,166 - 34,166
2 Years	46,666 - 66,666	46,666 - 50,000	39,166 - 44,166	31,666 - 36,666
3 Years	50,000 - 70,833	50,000 - 54,166	42,500 - 48,333	33,333 - 39,583
4 Years	53,333 - 75,000	54,166 - 58,333	45,000 - 54,166	36,666 - 43,333
5 Years	56,666 - 79,166	58,333 - 62,500	48,333 - 60,000	40,000 - 46,666
6 Years	60,000 - 83,333	62,500 - 66,666	51,666 - 65,000	44,166 - 52,083
7 Years	63,333 - 87,500	66,666 - 70,833	54,166 - 68,750	48,333 - 58,333
8 Years +	66,666 +	70,833 +	58,333+	54,166 +

Salaries are listed in AED.





WHERE IS UAE TALENT MOVING?

UAE | 2024

WHERE IS THE UAE GAINING AND LOSING TALENT?

LOCATION	LOST TALENT	GAINED TALENT	NET CHANGE
London Area, UK	9	70	+61
Saudi Arabia	9	5	-4
Melbourne	2	6	+4
Sydney	2	6	+4

*FROM AUGUST 2023-AUGUST 2024 - TOP 20 FIRMS

WHICH ARE THE LARGEST LAW FIRMS IN THE UAE?

Top Companies Hiring Professionals in the UAE	Lawyers	Growth
Al Tamimi & Company	171	+1%
A&O Shearman	66	No data due to merger
Clyde & Co	63	-5%
Clifford Chance	61	-3%
White & Case	54	+2%
Hadef & Partners	48	+20%
DLA Piper	44	+7%
Freshfields	40	-5%
Pinsent Masons	39	-3%

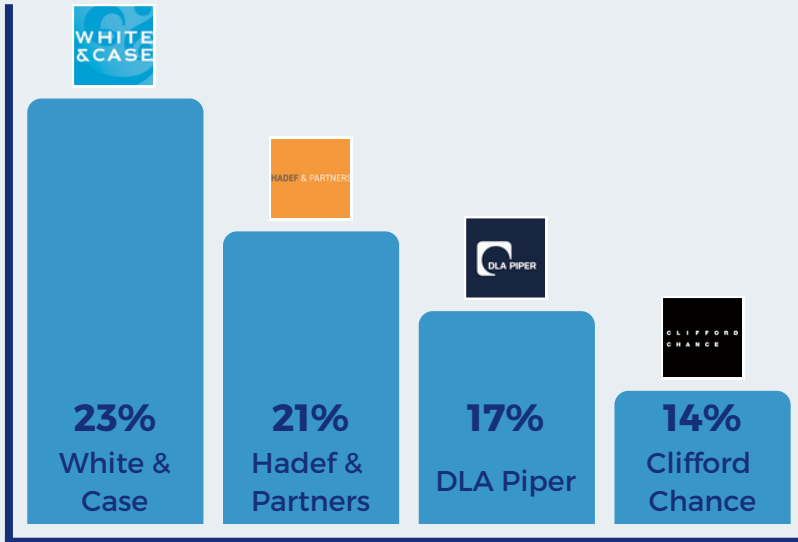
*FROM AUGUST 2023-AUGUST 2024



ASSOCIATE & PARTNER MOVES

UAE | 2024

TOP FIRMS FOR PARTNER GROWTH



Of firms with more than ten Partners, White & Case experienced the highest Partner growth rate in 2023 and 2024.

WHITE & CASE **23%**

Which firms employ the most Partners?

LOCATION	PROFESSIONALS	NET CHANGE
Clyde & Co	34	17%
Al Tamimi & Company	30	7%
White & Case LLP	27	8%
Hadef & Partners	17	6%

Source: LinkedIn Talent Insights

Where are lawyers based?

Dubai is the most populous location for lawyers, however, Saudi Arabia is growing at the most rapid rate.

COUNTRY	CITY	NUMBER	% OF TOTAL
UAE	Dubai	1,442	59.5%
UAE	Abu Dhabi	281	11.6%
Saudi Arabia	Riyadh	249	10.3%
Oman	Muscat	100	4.10%
Qatar	Doha	84	3.5%
Bahrain	Manama	65	2.7%
Kuwait	Kuwait City	61	2.5%
Other		133	5.5%

Source: Law.com



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CONTACT OUR DUBAI OFFICE

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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