



Beacon  
Legal

# SALARY & MARKET REPORT UAE | 2024

IN-HOUSE LEGAL RECRUITMENT



# OVERVIEW

## UAE | 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



## 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.**





# WHERE IS UAE TALENT MOVING?

## UAE | 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
Australia	6	14	-2

\*FROM AUGUST 2023-AUGUST 2024 - TOP 20 FIRMS

### WHICH ARE THE LARGEST IN-HOUSE LEGAL TEAMS IN THE UAE?

Top Companies Hiring Professionals in the UAE	Professionals	1 yr Growth	Job Posts	Attrition
ADNOC Group	69	+21.1%	1	11.1%
Mubadala	35	0%	0	5.7%
MAF (Majid Al Futtaim)	29	+7.4%	2	0%
FAB (First Abu Dhabi Bank)	24	0%	4	12.5%
HSBC	22	+4.8%	0	14%
Emirates	20	+5.3%	0	0%
TAQA Group	20	0%	0	5%
Abu Dhabi Commercial Bank	19	-13.6%	0	0%
Dubai Islamic Bank	18	0%	1	5.6%
DP World	18	+28.6%	2	0%
Standard Chartered	18	-10%	0	10.5%



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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 United Arab Emirates 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.



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