



Middle East **SALARY REPORT**

Salary benchmark and information
for Oil, Gas & Energy professionals
across the Middle East.



Middle East OUTLOOK 2023

The Oil & Gas market in the middle east is not immune to global uncertainty. Geopolitical volatility and macroeconomic uncertainty remain in 2023, however overall, there is a very positive outlook for 2023 in the region. Oil price predictions show a likelihood to moderate but should remain strong even as the market normalizes.

OPEC is a significant contributor to the global energy basket, which means Gulf NOCs have a significant role to play on the global stage when navigating challenges. The middle east can react fast and holds an advantage with its low production cost & existing assets performing well. This has a direct ripple effect on the middle east job market. There are plenty of recruitment opportunities within the OPEX projects, and NES Fircroft has seen an increase in contractor hires across the region in onshore/offshore production, oilfield services, field automation and mid-downstream processing assets.

Additionally, from an industry life cycle perspective, new CAPEX spend across the middle east market is hugely exciting and will create more job opportunities. A return boom was expected following the pandemic, so we should see capex development accelerated to capture the buoyant market, especially on the gas capex projects.

Strong oil revenues should boost the economy and could accelerate non-oil related sectors. For example, Saudi Arabia has committed to an economy beyond oil with a pipeline of \$1 trillion USD in infrastructure projects already creating an abundance of new employment.

Job creation will arise from the planned multi-billion-dollar capex expenditure across both Saudi Arabia and UAE. Attracting talent to the region, upskilling and retaining the workforce are ongoing challenges however during the delivery phase.

Diversified Opportunities

Additionally, recruitment opportunities in new sub-sectors will continue to increase as portfolios diversify. Gas and gas-derived products are a major growth market for ADNOC and we expect a huge upside in recruitment activity in mega scale gas projects such as Hail & Ghasha. The upstream production market is active, ADNOC awarded \$4 billion USD drilling framework to international vendors to support a lower-carbon intensive production capacity. Iconic upstream projects, such as UZ750 and upcoming UZ1000, continue to expand year after year producing an ongoing demand for talent and technical expertise. Another exciting factor is ICV & IKTVA programmes which are designed to encourage local spend from the vendor chain, producing more local job opportunities.

Petrochemicals will also play a pivotal role in the diversification plans. Abu Dhabi has launched TA'ZIZ to enhance the UAE position as a regional hub for chemical production & speciality chemical manufacturing. This initiative specifically welcomes international investment and encourages new business to the Industrial Chemicals Zones.

Renewables energy is also a high priority across the Middle East. The region plays a critical role in the global shift towards alternative energy solutions. With aggressive investment budgets allocated within each of the national energy strategies, development in clean energy production is set in motion.

The UAE leads the way in the region to date, with early investment in several successfully completed major projects, particularly in solar. Additionally, Saudi, Jordan, Bahrain, and Egypt are all showcasing inspiring renewable energy projects.

Manpower demand in the sector has traditionally been construction focused, however with energy transition in full swing and projects now feeding into the grid, we're seeing more full lifecycle positions such as FEED, procurement, engineering, operations, and maintenance as well as research and development.

Solar, hydropower and wind make up most renewable energy jobs in the region. Hydrogen could quickly become the region's leading renewable subsector with the number of projects being planned. We feel hydrogen offers a huge opportunity for the future, especially for those with transferable skills. Manufacturing of Solar Panels, Trackers, Inverters and other equipment has the potential to become a large employment sector.

The challenge

The challenge the Middle East will face is that the historically the industry has looked for someone with 10+ years' experience in a particular skill to procure the expertise to build a project. This has been possible in Oil and Gas, with the industry importing experienced talent from around the world to work on the region's project. This will not be possible in Renewables as the workforce and skillsets are a lot less mature, and there is big competition with other regional markets.

It is worth noting however that if workers don't want to move sectors, Oil & Gas will also be integral to the transition to a reduced carbon footprint. The industry has imperative strategic initiatives to lower emissions which are also increasing opportunities in carbon capture technology & digitalization.

It is an exciting time to be involved in the energy sector and with such an abundance of opportunities there is a career path for all. If you would like to view all the latest opportunities, visit [NESFircroft.com](https://www.nesfircroft.com) to start your search.

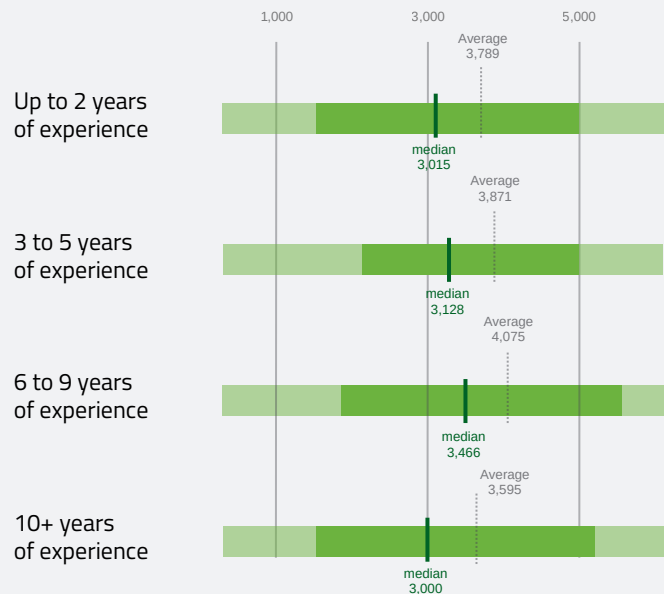


SALARY SNAPSHOT

Our data analysis of over 21,000 energy professionals worldwide showed that the Middle East's median salary is 13% higher than the global median (\$3,015 vs \$2,653, respectively). Our study includes 2,500 participants from the region and reveals 1st quartile and 3rd quartile salary figures for positions in the energy industry.

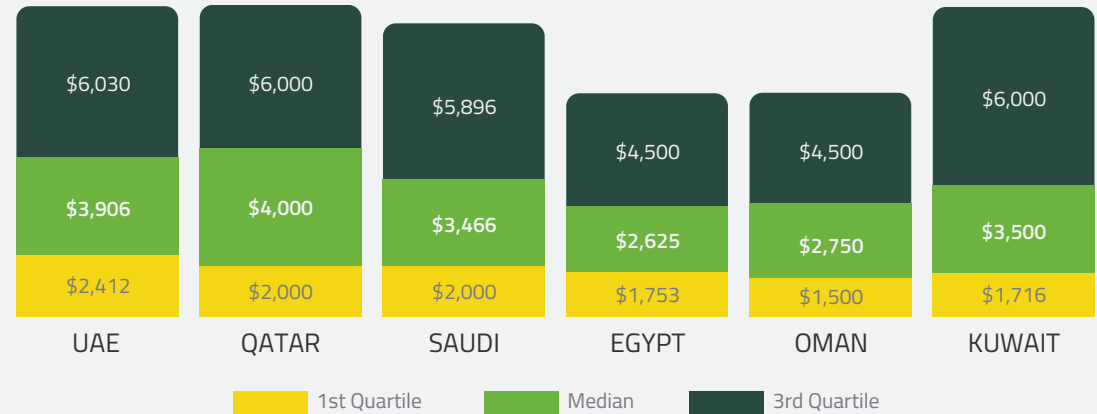
**The data analysis focuses on monthly salaries for full-time positions across energy sectors and excludes top outliers.*

Salaries by YEARS OF EXPERIENCE in current employment



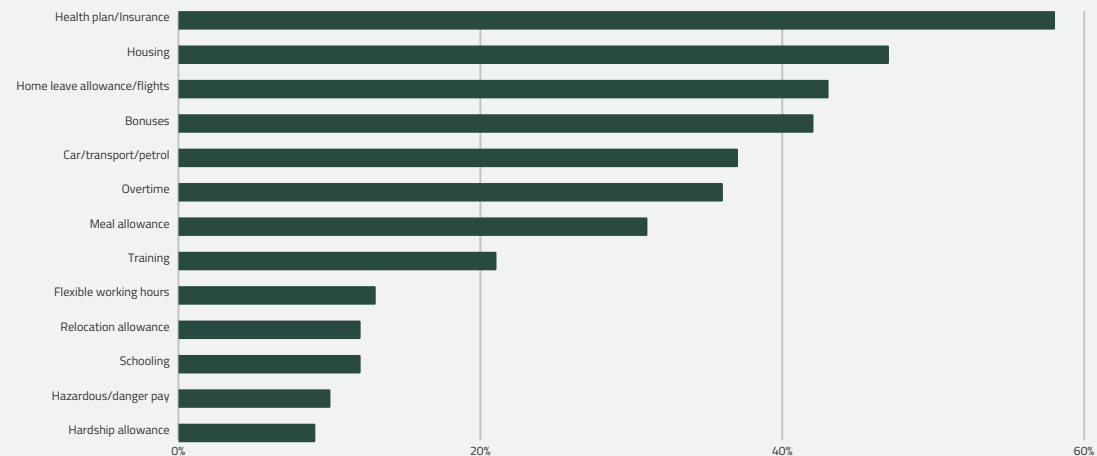
Salaries by COUNTRY

Definitions: The median salary is the reference value; 50% of the data set earns less, and 50% earns more. The first quartile is the value under which 25% of data points are found. The third quartile is the value under which 75% of data points are found when arranged in increasing order.



Most Common BENEFITS

Our data shows that the most common benefits received in the region are as shown in the below graph. Additionally, Tax assistance (9%), Pension (9%), Flexible working location (8%), Child care (7%), Commission (6%), Inflation rise (3%), Reimbursement for college loans (2%) & Share scheme (2%) were also mentioned.

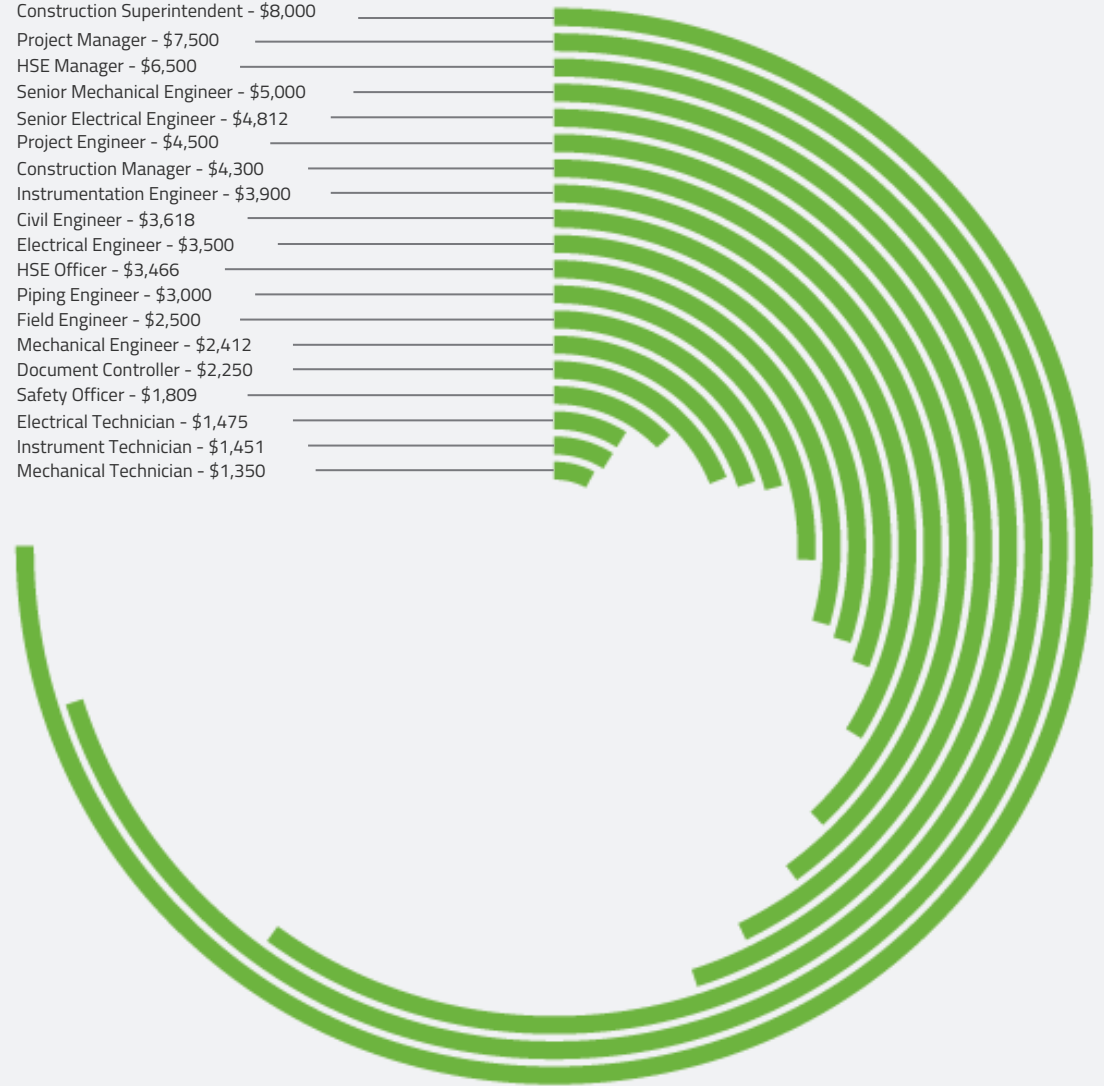


Most Popular JOB TITLES



The median salary of the top 20 job titles in the region is*:

Construction Superintendent - \$8,000	_____
Project Manager - \$7,500	_____
HSE Manager - \$6,500	_____
Senior Mechanical Engineer - \$5,000	_____
Senior Electrical Engineer - \$4,812	_____
Project Engineer - \$4,500	_____
Construction Manager - \$4,300	_____
Instrumentation Engineer - \$3,900	_____
Civil Engineer - \$3,618	_____
Electrical Engineer - \$3,500	_____
HSE Officer - \$3,466	_____
Piping Engineer - \$3,000	_____
Field Engineer - \$2,500	_____
Mechanical Engineer - \$2,412	_____
Document Controller - \$2,250	_____
Safety Officer - \$1,809	_____
Electrical Technician - \$1,475	_____
Instrument Technician - \$1,451	_____
Mechanical Technician - \$1,350	_____



*The top 20 is based on the number of people who inputted their data into the "current employment" section within their Energyjobsearch, Oilandgasjobsearch account with the corresponding job title.



www.oilandgasjobsearch.com



www.energyjobsearch.com



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