

# ALCON MADDOX

Commercial Recruitment Specialists



## Salary Guide

2022

# Contents

---

Introduction	2
Interpreting the report	3
<b>Role Insight</b>	
Account Director	4
Account Manager	5
Business Development Manager	6
Director of Business Development	7
Director of Sales	8
General Manager	9
Head of Business Development	10
Head of Channel	11
Head of Partnerships/Alliances	12
Head of Sales	13
Sales Manager	14
VP of Sales	15
Closing message from our Founder & Managing Director	16
About Alcon Maddox	17

# Introduction

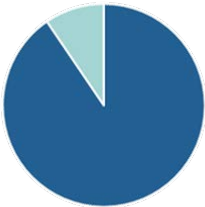
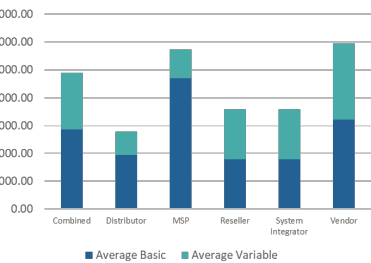
## Background

As commercial recruitment specialists, our annual salary report aims to provide our client and candidate network with a thorough understanding of the salary and remuneration levels associated with specific commercial roles in the UAE. As with any survey, response rates and company participation is key, so we would like to thank all those who contributed to the data collection that facilitated this report.

You asked, we listened...

As per the feedback from our network, we have simplified the stacked bar graphics to show average comparisons only. The easy to review layout is intended to make it as easy as possible for the end user to quickly review the data that they feel is relevant to them. All listed figures refer to a monthly AED income.

Account Director	Basic Quartile 1	Basic Average	Basic Quartile 3	Variable Quartile 1	Variable Average	Variable Quartile 3
Combined	46,133.74	51,259.49	53,822.23	39,543.32	45,035.13	53,822.23
MSP	42,289.24	43,570.49	44,851.73	18,123.96	18,673.07	19,222.17
Vendor	47,415.24	53,822.49	58,948.74	47,415.24	53,822.49	58,948.74



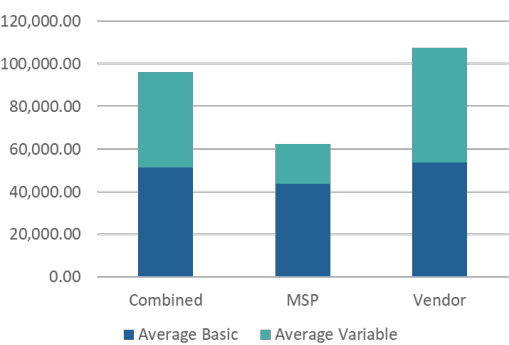
## Graph Data

Graphical data is included as an at-a-glance reference for the end user. Stacked bars demonstrate basic and variable pay levels while pie charts indicate the provision and frequency of variable pay.

## Continuous Improvement

We hope that this salary report supports your annual review of pay and reward. Should you have any feedback or suggestions as to how future reports may be changed or improved, please let us know. In addition, we endeavour to increase the size of the surveyed population annually. If you are willing to engage in future surveys please do get in touch.

# Interpreting the Report



**Stacked Bar Graphs**

These graphics are used to identify the indicative monthly remuneration to individuals within a particular role. The dark blue section denotes the basic or fixed salary in AED, while the green section identifies the variable remuneration (bonus or commission). Please note that while the figures are representative of a monthly equivalent, in many cases variable salary is paid on a quarterly or annual basis.

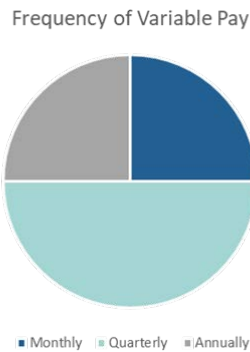
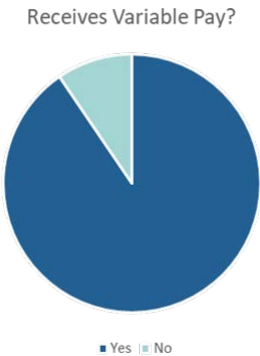
The information displayed graphically is supported, and expanded upon, by a data table for ease of reference.

Account Director	Basic Quartile 1	Basic Average	Basic Quartile 3	Variable Quartile 1	Variable Average	Variable Quartile 3
Industry	44,999.75	49,999.50	52,499.25	38,571.32	43,928.14	52,499.25
MSP	41,249.75	42,499.50	43,749.25	17,678.46	18,214.07	18,749.68
Vendor	46,249.75	52,499.50	57,499.75	46,249.75	52,499.50	57,499.75

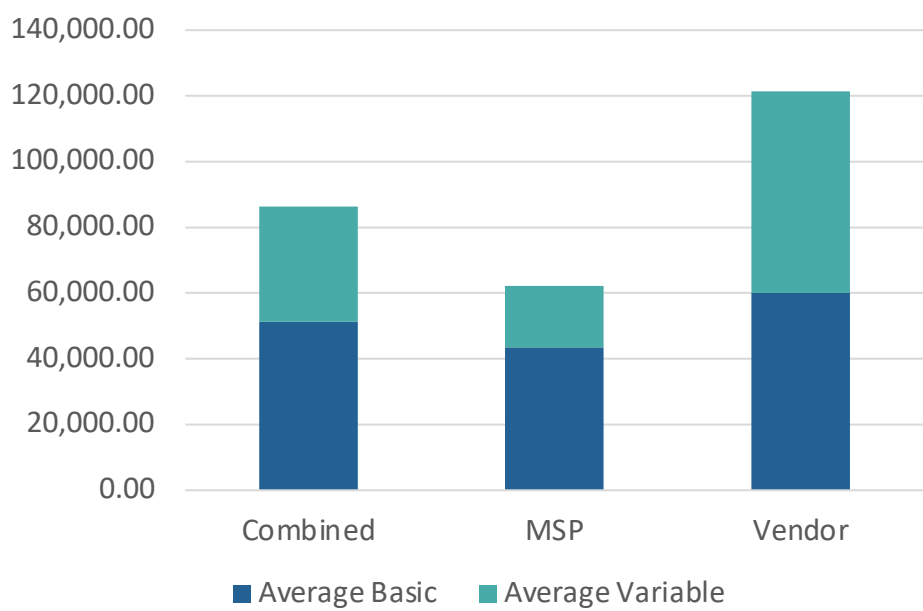
## Pie Charts

Pie charts are used to provide an immediate answer to two key questions regarding the variable income associated with the specific role, according to the surveyed population;

- 1. How much of your on target income does you variable pay account for?
- 2. If variable income is paid, how frequently? Monthly, quarterly or annually?

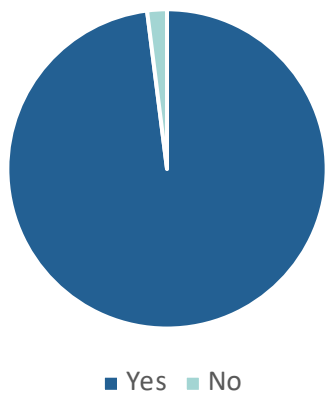


# Account Director

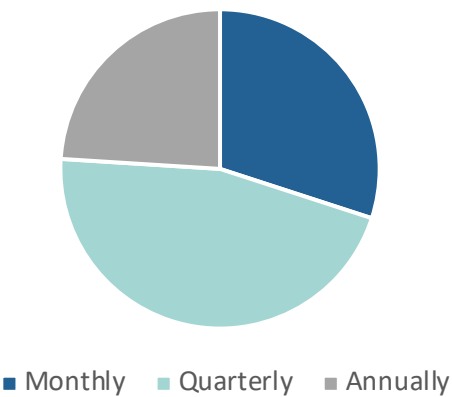


Account Director	Basic Quartile 1	Basic Average	Basic Quartile 3	Variable Quartile 1	Variable Average	Variable Quartile 3
Combined	46,133.74	51,259.49	53,822.23	29,543.32	35,035.13	43,822.23
MSP	42,289.24	43,570.49	44,851.73	18,123.96	18,673.07	19,222.17
Vendor	47,415.24	59,989.49	61,414.74	47,415.24	59,989.49	61,414.74

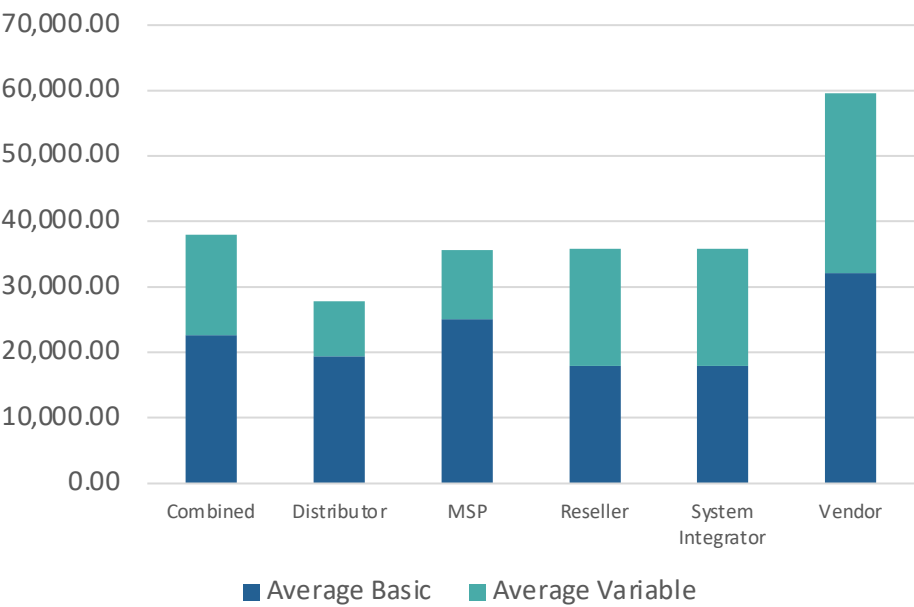
Receives Variable Pay?



Frequency of Variable Pay

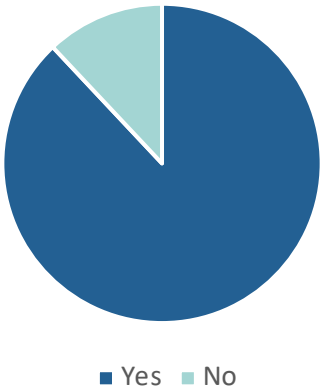


# Account Manager

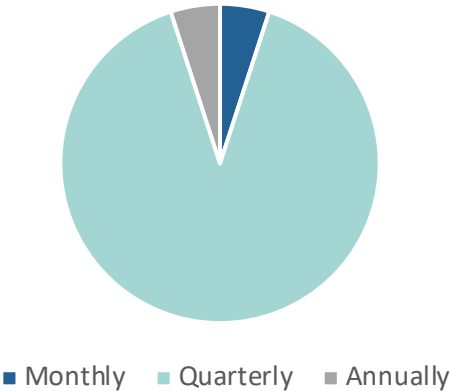


Account Manager	Basic Quartile 1	Basic Average	Basic Quartile 3	Variable Quartile 1	Variable Average	Variable Quartile 3
Combined	17,472.98	22,638.71	24,711.00	9,140.18	15,357.59	17,430.61
Distributor	15,355.50	19,376.67	20,472.98	6,580.93	8,426.15	10,785.41
MSP	18,667.61	25,121.07	32,346.11	9,139.85	10,521.06	12,795.74
Reseller	16,634.87	17,914.24	19,193.61	16,634.87	17,914.24	19,193.61
System Integrator	16,634.87	17,914.24	19,193.61	16,634.87	17,914.24	19,193.61
Vendor	25,591.48	32,132.29	34,549.11	13,710.16	27,420.12	30,709.98

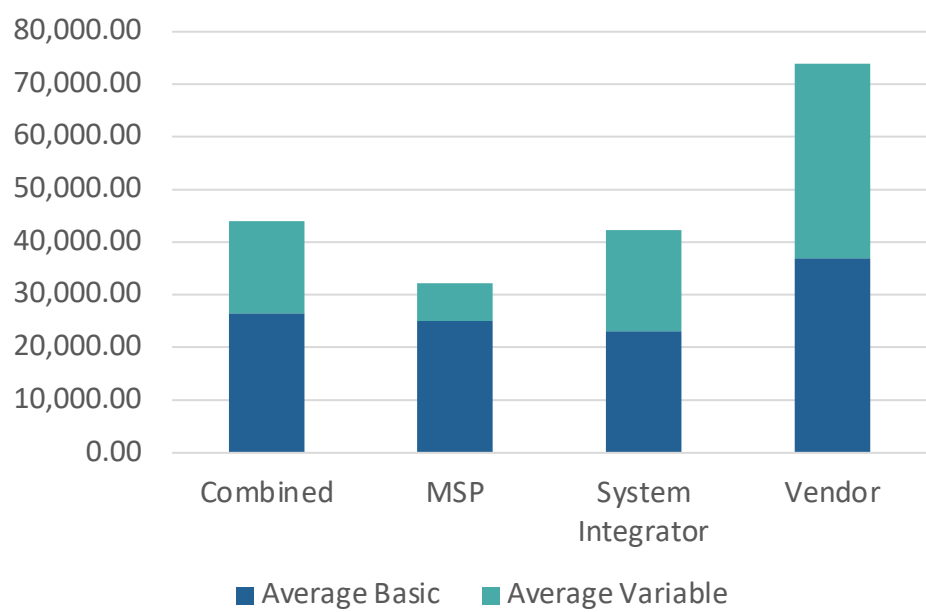
Receives Variable Pay?



Frequency of Variable Pay

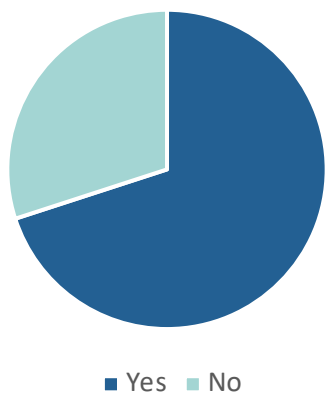


# Business Development Manager

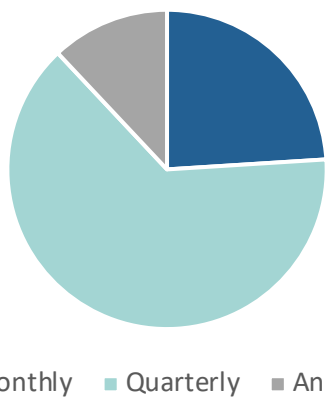


Business Development Manager	Basic Quartile 1	Basic Average	Basic Quartile 3	Variable Quartile 1	Variable Average	Variable Quartile 3
Combined	22,210.48	26,491.49	29,772.49	14,940.04	17,526.48	20,929.99
MSP	21,450.13	25,024.44	28,598.75	2,930.04	7,135.50	13,251.82
System Integrator	20,492.00	23,052.99	25,613.98	16,222.32	19,210.82	21,772.49
Vendor	32,880.61	36,989.87	41,099.13	32,880.61	36,989.87	41,099.13

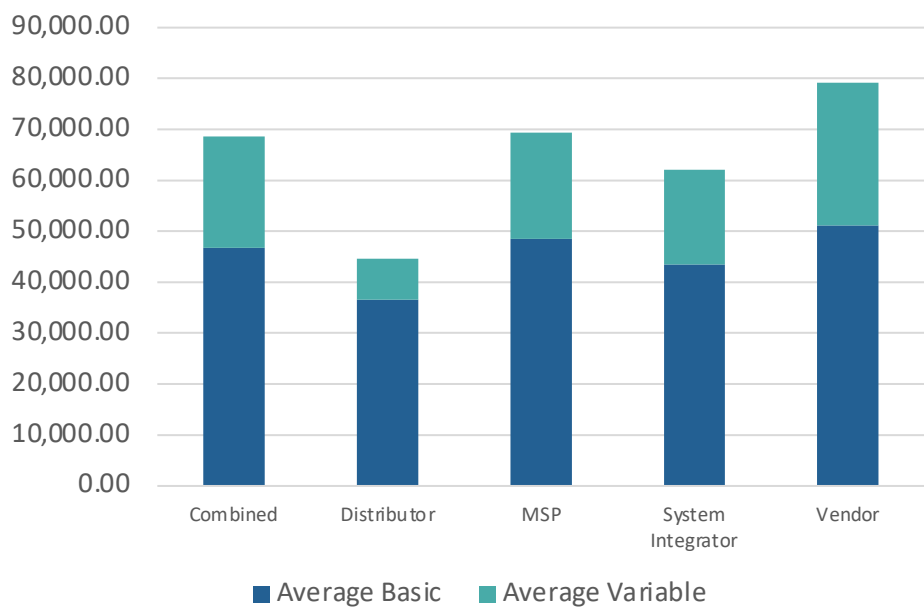
Receives Variable Pay?



Frequency of Variable Pay

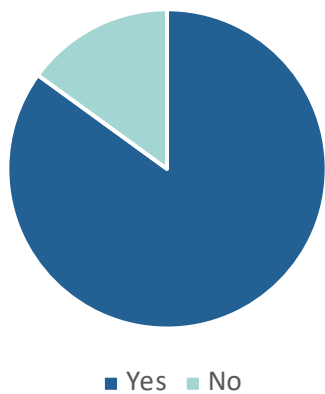


# Director of Business Development

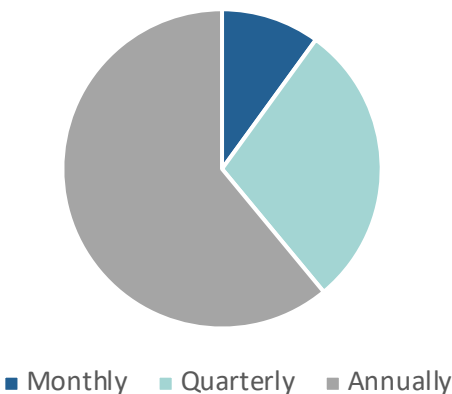


Director of Business Development	Basic Quartile 1	Basic Average	Basic Quartile 3	Variable Quartile 1	Variable Average	Variable Quartile 3
Combined	40,900.00	46,742.35	51,125.00	12,598.33	21,867.00	35,665.45
Distributor	26,839.86	36,639.07	47,290.37	2,191.07	8,033.78	12,598.55
MSP	47,290.37	48,568.24	49,846.11	20,267.30	20,814.96	21,362.62
System Integrator	40,900.00	43,455.74	46,011.48	17,528.57	18,623.89	19,719.20
Vendor	46,012.24	51,124.49	56,236.73	18,076.23	27,996.74	37,795.65

Receives Variable Pay?

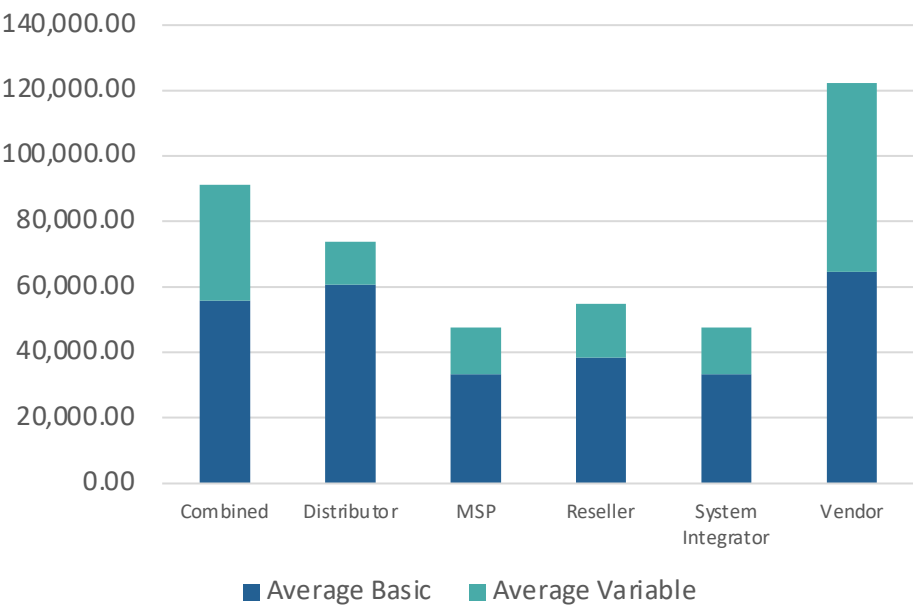


Frequency of Variable Pay



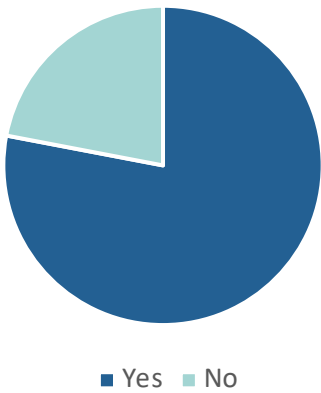


# Director of Sales

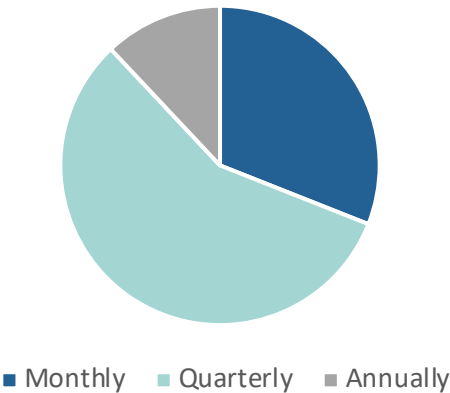


Director of Sales	Basic Quartile 1	Basic Average	Basic Quartile 3	Variable Quartile 1	Variable Average	Variable Quartile 3
Combined	35,895.23	55,894.69	71,791.74	3,296.57	35,366.60	58,971.83
Distributor	52,561.23	60,680.82	69,227.74	0.00	13,104.77	28,204.00
MSP	32,049.74	33,331.49	34,613.23	13,735.60	14,284.92	14,834.24
Reseller	37,177.74	38,459.49	39,741.23	15,933.32	16,482.64	17,031.96
System Integrator	30,768.00	33,331.49	35,894.97	13,186.29	14,284.92	15,383.56
Vendor	56,407.74	64,740.49	73,073.74	37,605.16	57,552.15	73,073.74

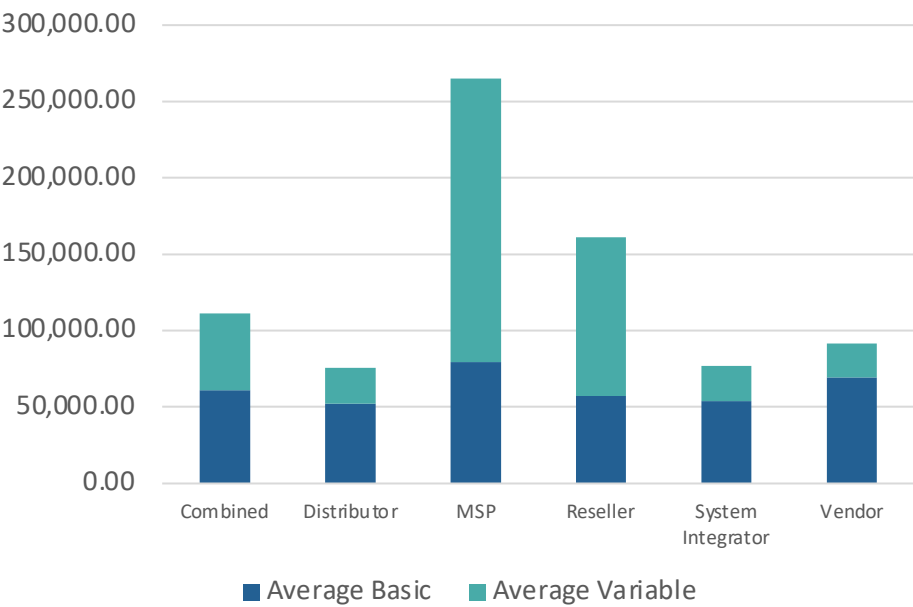
Receives Variable Pay?



Frequency of Variable Pay

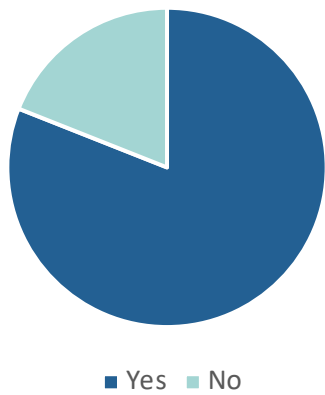


# General Manager

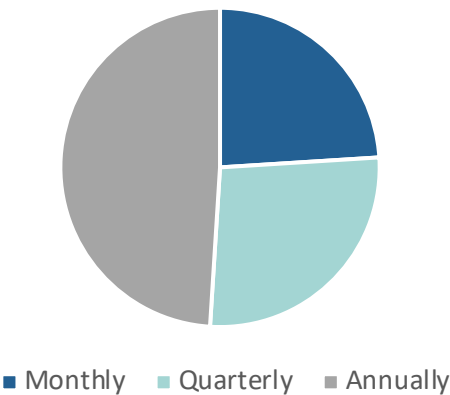


General Manager	Basic Quartile 1	Basic Average	Basic Quartile 3	Variable Quartile 1	Variable Average	Variable Quartile 3
Combined	42,322.24	60,967.56	71,820.00	0.00	50,472.78	50,444.49
Distributor	38,474.23	52,154.49	66,689.74	4,946.79	23,491.96	41,406.32
MSP	78,232.24	79,514.49	80,796.73	182,541.90	185,533.80	188,525.70
Reseller	47,451.73	57,284.49	67,972.24	52,154.49	103,739.09	152,616.90
System Integrator	39,756.73	53,864.49	67,972.24	17,038.60	23,084.78	29,130.96
Vendor	56,429.74	69,254.49	79,514.23	11,542.50	22,229.80	33,344.67

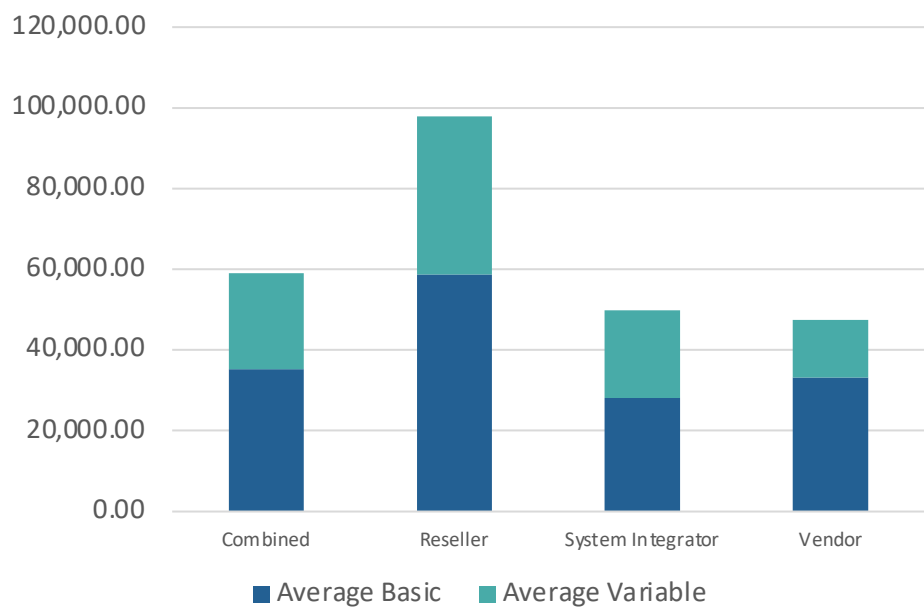
Receives Variable Pay?



Frequency of Variable Pay

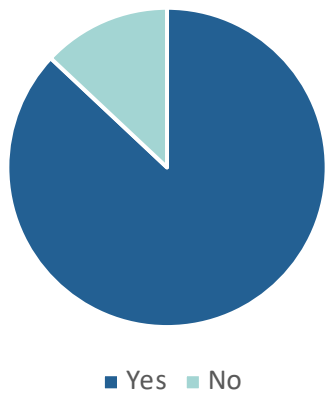


# Head of Business Development

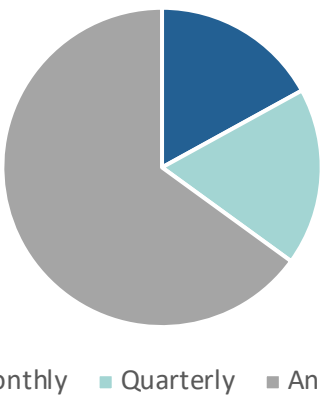


Head of Business Development	Basic Quartile 1	Basic Average	Basic Quartile 3	Variable Quartile 1	Variable Average	Variable Quartile 3
Combined	26,832.49	35,265.39	35,775.98	15,332.56	23,753.62	29,387.48
Reseller	57,498.49	58,775.99	60,053.48	38,332.33	39,183.99	40,035.66
System Integrator	25,554.23	28,109.99	30,665.74	16,610.42	21,782.18	25,554.74
Vendor	31,943.49	33,220.99	34,498.48	13,690.07	14,237.57	14,785.06

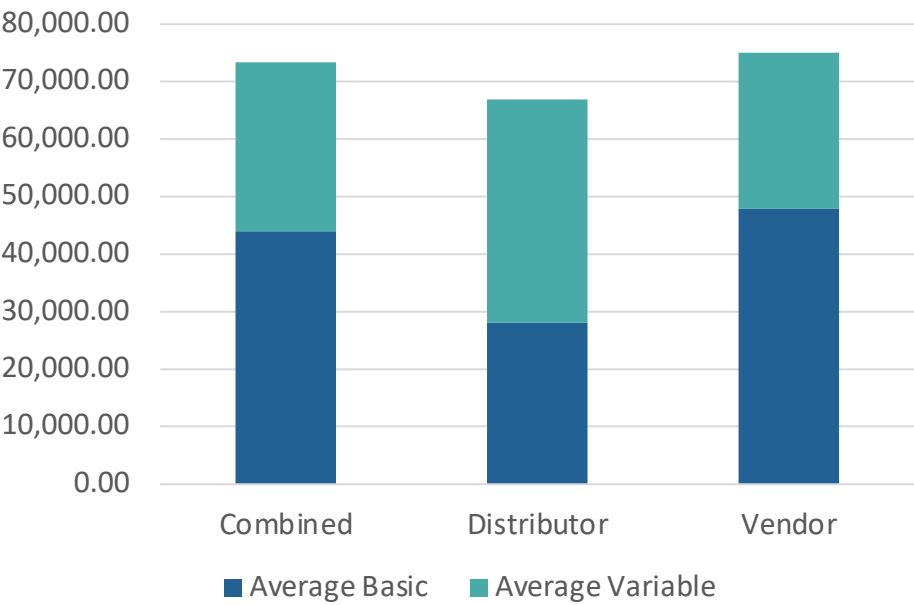
Receives Variable Pay?



Frequency of Variable Pay

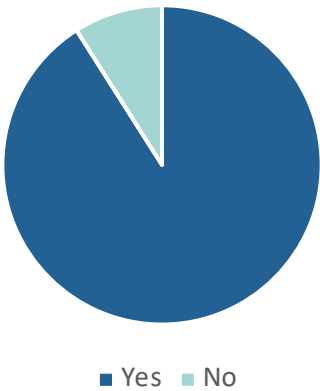


# Head of Channel

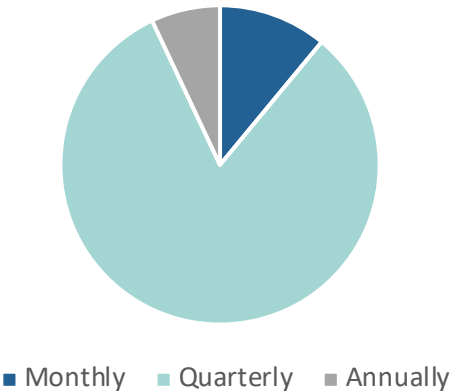


Head of Channel	Basic Quartile 1	Basic Average	Basic Quartile 3	Variable Quartile 1	Variable Average	Variable Quartile 3
Combined	30,664.98	43,954.09	52,387.49	16,975.49	29,473.08	34,925.00
Distributor	25,555.00	28,109.99	30,664.98	12,594.64	38,818.56	62,609.15
Vendor	44,720.99	47,915.11	56,220.23	22,451.78	27,136.71	34,072.82

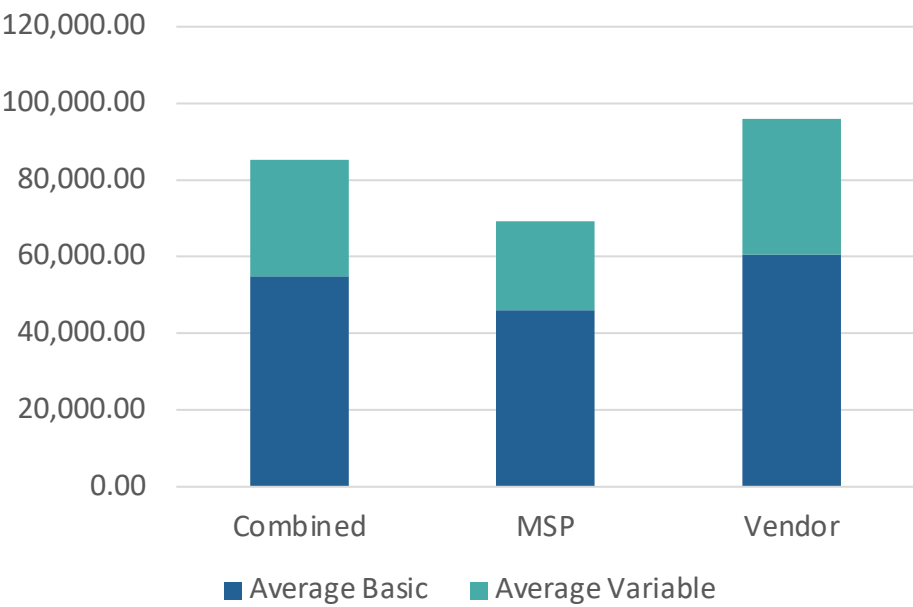
Receives Variable Pay?



Frequency of Variable Pay

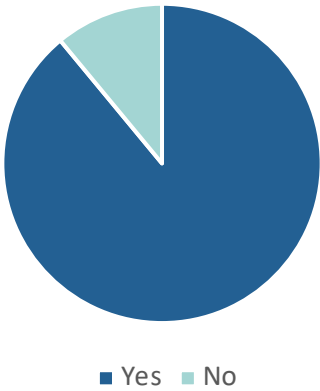


# Head of Partnerships/Alliances

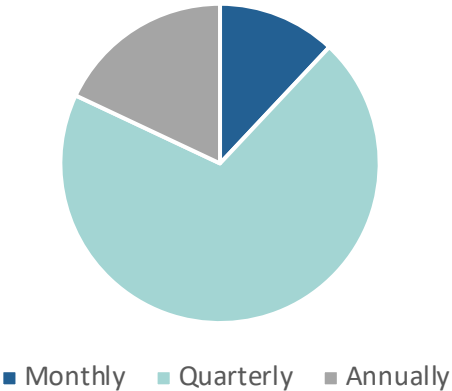


Head of Partnerships / Alliances	Basic Quartile 1	Basic Average	Basic Quartile 3	Variable Quartile 1	Variable Average	Variable Quartile 3
Combined	52,520.74	54,826.29	65,330.23	26,352.00	30,450.91	36,721.49
MSP	29,462.23	46,115.49	62,768.74	19,641.49	23,118.72	26,900.89
Vendor	57,644.23	60,633.49	65,330.23	29,950.67	35,339.03	40,137.83

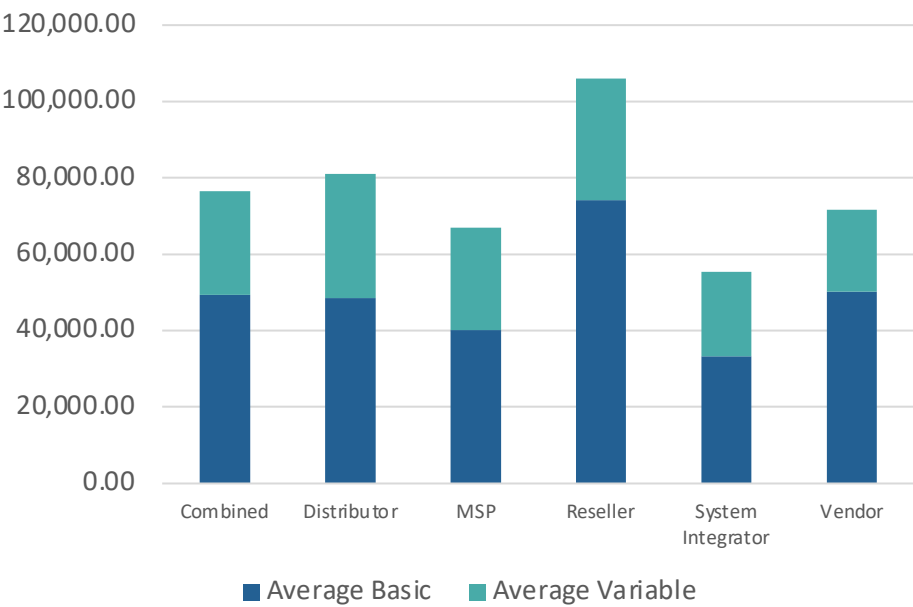
Receives Variable Pay?



Frequency of Variable Pay

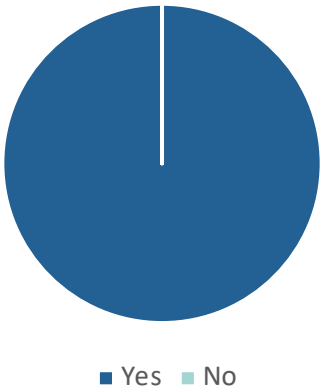


# Head of Sales

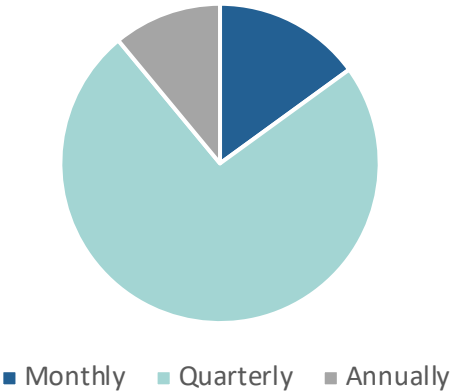


Head of Sales	Basic Quartile 1	Basic Average	Basic Quartile 3	Variable Quartile 1	Variable Average	Variable Quartile 3
Combined	46,863.99	49,447.19	50,889.98	25,909.33	27,001.84	28,702.22
Distributor	47,331.99	48,610.99	49,889.98	31,554.66	32,407.33	33,259.99
MSP	38,383.89	40,211.35	42,038.80	25,589.26	26,807.56	28,025.86
Reseller	72,916.99	74,195.99	75,474.98	31,250.14	31,798.28	32,346.42
System Integrator	31,980.99	33,259.99	34,538.98	21,320.66	22,173.33	23,025.99
Vendor	47,399.54	50,187.24	52,974.92	20,314.09	21,508.81	22,703.54

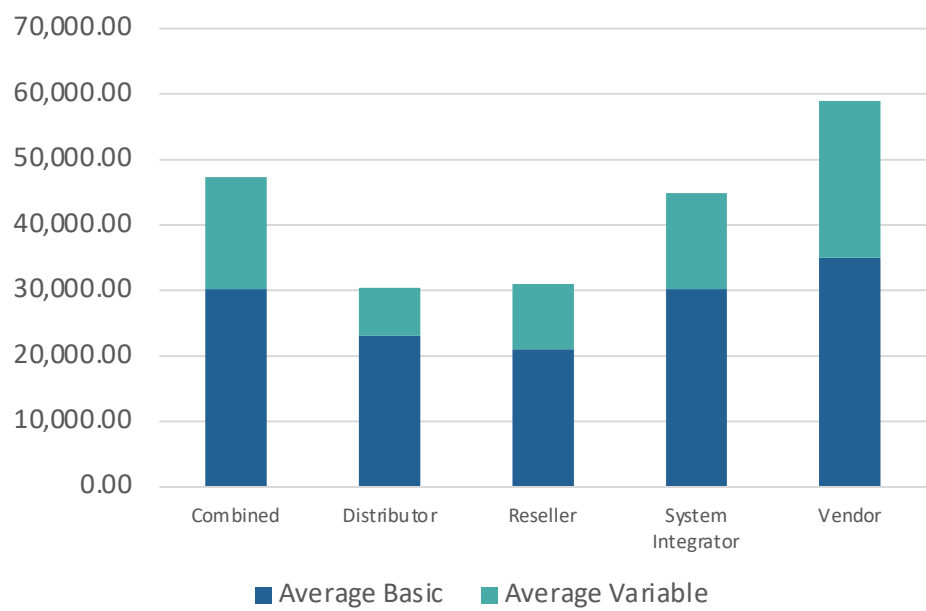
Receives Variable Pay?



Frequency of Variable Pay

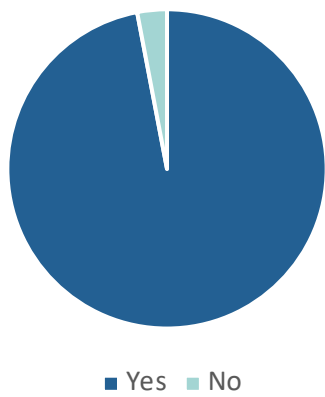


# Sales Manager

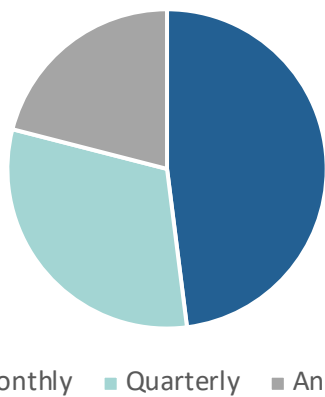


Sales Manager	Basic Quartile 1	Basic Average	Basic Quartile 3	Variable Quartile 1	Variable Average	Variable Quartile 3
Combined	20,488.00	30,219.29	35,854.00	1,646.36	17,090.50	26,889.99
Distributor	16,646.24	23,048.49	28,170.74	1,646.36	7,317.00	12,073.18
Reseller	16,646.24	20,999.69	24,328.73	0.00	9,999.88	12,987.31
System Integrator	21,768.24	30,219.29	34,572.73	7,134.10	14,634.06	19,633.82
Vendor	25,240.80	35,040.00	40,087.92	12,726.60	23,878.13	41,573.58

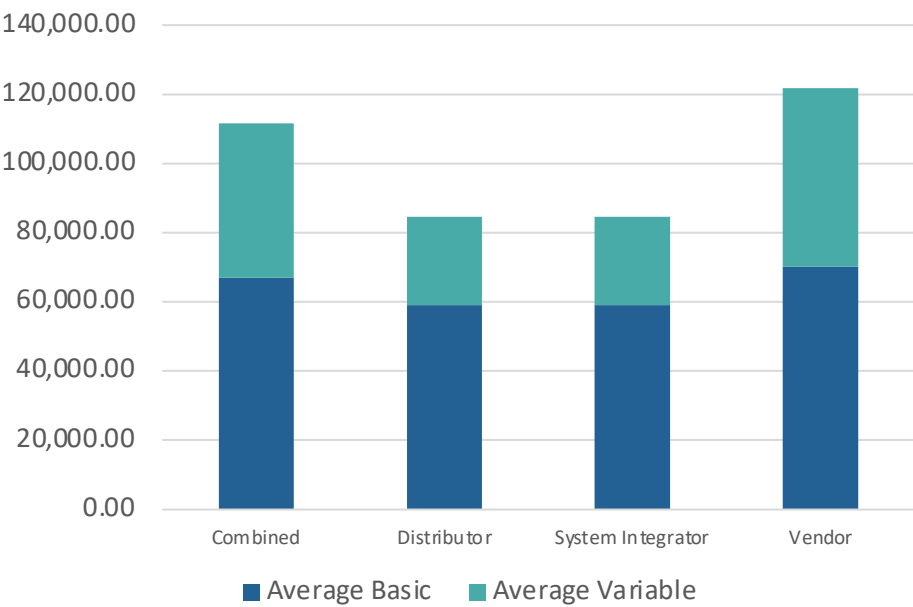
Receives Variable Pay?



Frequency of Variable Pay

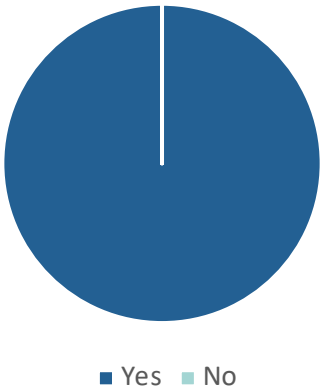


# VP of Sales

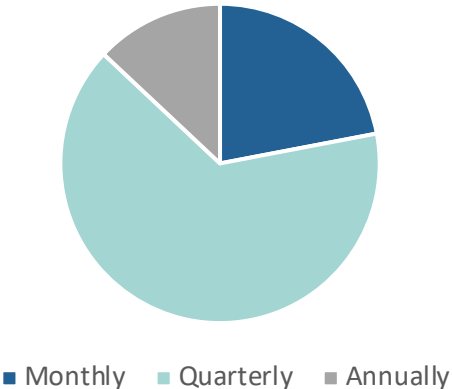


VP of Sales	Basic Quartile 1	Basic Average	Basic Quartile 3	Variable Quartile 1	Variable Average	Variable Quartile 3
Combined	56,589.50	67,111.83	70,736.62	30,927.91	44,485.11	57,875.37
Distributor	55,302.60	59,161.24	63,019.87	23,701.12	25,354.82	27,008.51
System Integrator	57,875.37	59,161.24	60,447.10	24,803.73	25,354.82	25,905.90
Vendor	56,589.50	70,093.30	79,738.98	41,155.31	51,658.97	61,733.49

Receives Variable Pay?



Frequency of Variable Pay





# Closing Message

---

The last two years have had a lasting impact on businesses around the globe. Changes to normal work practices at a meta level have not just been adopted, but have been woven into the fabric of the future of work.

The expansion of remote working has hugely affected the world of recruitment, with talent now being more geographically accessible than ever before. It's never been more important to ensure that remuneration and benefit packages are attractive enough to acquire and retain top talent.

We have found that health and wellness has become a leading topic in our conversations with both clients and candidates. The challenge for employers is to ensure that their employee value proposition has evolved in line with the new expectations of the work force.

As ever, we hope that our salary guide has been of maximal benefit to you and your organisation. We thank you for your continued engagement and we wish you a very healthy, happy and prosperous 2022.



A handwritten signature in black ink, appearing to read 'Richard Richie'.

Richard Richie,  
Founder & Managing Director

# About Us

---

Alcon Maddox is a niche recruitment and executive search firm specialised in sourcing exceptional sales and commercial leadership talent for the technology sector, specifically Cyber Security, FinTech and Cloud.

Headquartered in Dubai, with a presence in London, we serve clients across the Middle East and Europe.



We understand the impact of not being able to access top-tier technology leaders resulting in a wrong hire or, even worse, a non-hire. Ultimately, this effects not only the growth of your existing revenues or how quickly you can penetrate a new market, but also how well you can protect revenues in times of crisis.

Partnering with us not only gives you access to our proprietary Talent Targeting System that identifies and nurtures the most valuable talent in the technology sector, but you have the added assurance that by the time a candidate is delivered to you they have been vetted by a company that has a full grasp on the market. You can trust that your time will not be wasted on low-quality candidates that do not match your requirements.

To learn more about our services, please get in touch.



# More Than Just a Recruitment Partner

## Get In Touch



+971 (0)4 424 5185



[info@alconmaddox.com](mailto:info@alconmaddox.com)



[www.alconmaddox.com](http://www.alconmaddox.com)



Level 29, Office 2902, Marina Plaza, Dubai Marina