

Salary Negotiation Guide

دليل التفاوض على الراتب

For Professionals Targeting the Gulf Market

للمحترفين الباحثين عن فرص في الخليج

The Gulf Compensation Package

مكونات الباكج في الخليج

| | | |
|---------------------------------|---|---------------------|
| Basic Salary | The base – but not the whole picture | الراتب الأساسي |
| Housing Allowance | Usually 25–30% of basic or company-provided | بدل السكن |
| Transportation | Car allowance or company vehicle | بدل المواصلات |
| Annual Flights | For you + family – negotiate class for senior roles | تذاكر السفر |
| Medical Insurance | Coverage level: Basic vs VIP vs Family | التأمين الطبي |
| Children's Education | Critical for families relocating to the Gulf | بدل تعليم الأبناء |
| End of Service (EOS) | Legally mandated – some offer enhanced EOS | مكافأة نهاية الخدمة |
| Annual Bonus | Get the structure in writing | المكافأة السنوية |
| Professional Development | Conferences, certifications, study leave | التطوير المهني |

Where to Research Salaries

مصادر البحث عن الرواتب

| | |
|---------------------------------|--|
| GulfTalent.com | Salary surveys by industry and country |
| Hays GCC Salary Guide | Annual salary benchmarks across industries |
| Bayt.com | Search by title, country, experience |
| Michael Page MENA | Regional salary benchmarks |
| LinkedIn Salary Insights | Ranges for similar roles |
| Your Network | Ask colleagues in the Gulf – real numbers |

Negotiation Strategies

استراتيجيات التفاوض

Never say your number first

Let them make the first offer. If they insist, give a researched range.

خلي العرض يجي منهم الأول

Negotiate the total package

If salary is fixed, negotiate housing, bonus, flights, or education.

فاوض على الباكج كله

Use 'Walk Me Through' technique

Ask them to break down the full package. Shows professionalism.

استخدم تقنية 'وضحلي'

Always get it in writing

Verbal promises mean nothing. Get every detail in the offer letter.

كل حاجة لازم تكون مكتوبة

Know your leverage

Rare skills, shortage specialty, or being headhunted = more leverage.

اعرف قوتك

The Silence Technique

After their offer, pause 5 seconds. Silence creates pressure to improve.

تقنية الصمت

What to Say – Scripts

إليه اللي تقوله — نصوص جاهزة

When asked about salary expectations:

لما يسألوك عن توقعاتك:

"I'd prefer to understand the full scope of the role first. Based on my research for similar positions in [country], the market range is [X-Y]. I'm flexible and open to discussing the total package."

"أفضل أفهم تفاصيل الدور الأول. بناء على بحثي لأدوار مشابهة في [البلد]، النطاق السوقي هو [X-Y]. أنا مرن ومستعد نتناقش في الباكج الكامل."

When the offer is lower than expected:

لما العرض يكون أقل من المتوقع:

"Thank you for the offer. I'm very interested in this role. Based on my experience and the current market, I was expecting something closer to [X]. Is there flexibility to discuss the package?"

"شكرا على العرض. أنا مهتم جدا بالدور ده. بناء على خبرتي والسوق الحالي، كنت متوقع حاجة أقرب لـ [X]. فيه مرونة نتناقش في الباكج؟"

When they say salary is fixed:

لما يقولوا الراتب ثابت:

"I understand the salary structure. Could we explore other components? I'd be interested in discussing the housing allowance, education support, or professional development budget."

"فاهم هيكل الرواتب. ممكن نتكلم عن مكونات تانية؟ أنا مهتم نتناقش في بدل السكن أو التعليم أو ميزانية التطوير المهني."

When you want to accept but push slightly:

لما تكون عايز توافق بس تدفع شوية:

"This is a great opportunity and I'm ready to join. If we could adjust [specific item, e.g. housing from 25% to 30%], I'd be happy to sign the offer today."

"دي فرصة ممتازة وأنا مستعد أنضم. لو نقدر نعدل [حاجة معينة مثلا بدل السكن من 25% لـ 30%]، هكون سعيد أوقع العرض النهاردة."

Recommended Resources & Courses

مصادر وكورسات مقترحة

Free Courses

كورسات مجانية

Salary Negotiation: Learn the Negotiation Mindset

Udemy (Free)

20-minute intro — perfect starting point

Desired Salary Quoting and Salary Negotiations

Udemy (Free)

How to answer 'desired salary' on applications

Negotiating Salary

Harvard Business School (Free)

15-minute free lesson by Prof. Mike Wheeler

Paid Courses

كورسات مدفوعة

The Complete Salary Negotiation Master Class

Udemy

Full course on benchmarking, tactics, and scripts

Salary Negotiation Pro Masterclass

Udemy

Advanced tactics: anchoring, contrast, scarcity

Negotiation Mastery

Harvard Business School Online

World-class negotiation framework

Books & References

كتب ومراجع

Never Split the Difference

by Chris Voss

FBI negotiator techniques — practical and actionable

Salary Tutor

by Jim Hopkinson

Step-by-step salary negotiation secrets

Getting to Yes

by Fisher & Ury

Classic negotiation framework — Harvard Project

Ready to Land Your Dream Job?

مستعد تحصل على الوظيفة اللي تستحقها؟

Great negotiation starts before the offer.
It starts with a CV that gets you shortlisted
and a LinkedIn profile that makes recruiters find you.

Premium Executive Services:

Executive CV Coaching — ATS-Optimized, Results-Driven
LinkedIn Profile Optimization — Visibility & Authority
Executive Career Strategy & Positioning
Personal Brand Building for Professionals

Book Your Free Consultation

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