



Prepared Exclusively for

**LEADERSCLUB**  
by LEBANON OPPORTUNITIES

# Salary Scale

## REPORT

### About this report

#### A survey and analysis of salaries

InfoPro has been conducting its comprehensive Salary Scale Survey since 2012. The survey covers the most prominent sectors and sub-sectors in business. In this report, the positions that exist in most business sectors are studied. Selected sector-specific jobs are available separately.

The report looks in detail at salary trends in 2019. The report was compiled by interviewing various sized employers. Employers were profiled to be representative of the industry and those belonging to a niche segment were eliminated. The survey gathers information on the basic salaries of employees across sectors. Commissions, bonuses and soft forms of remuneration were not taken into account.

#### Indicative guide

This report can be used only as an indicative guide, however a more in-depth study would be needed to determine a salary scale for a particular company. Any specific scale would depend on the company's size, geographical location, soft benefits, other financial rewards, the competitive environment, and other considerations.

#### Methodology

InfoPro's Salary Reports have been compiled by utilizing data gathered in 2019 from 110 companies of varying sizes throughout Lebanon. The selection criteria took into consideration that the selected employers should be representative of the business community and could therefore be small, medium, and large in size. Companies with less than five employees were excluded from the pool of potential employers. Employers also needed to have an HR manager or HR personnel on-board. Initial contact was made through the human resource manager (if available) or the person in charge of recruiting and handling employees. The human resource manager was then informed of the purpose of the study and appointments were scheduled. The interviewees included company owners, CEOs and / or directors, in addition to human resource managers.

InfoPro Research, as a result of comprehensive sectoral salary scale surveys conducted in 2012 and 2016, had data regarding all employment positions and job descriptions available across the sectors. InfoPro then sent a matching template to companies to verify the existence of each job within their structure. Employers that did not have a sufficient number of job matches were discarded. Employers that had a match in positions were then required to provide the lowest, average, and highest salary brackets for each position. The data provided by employers was then assessed and compiled and all outliers were removed. A minimum of five job matches were required for each position.



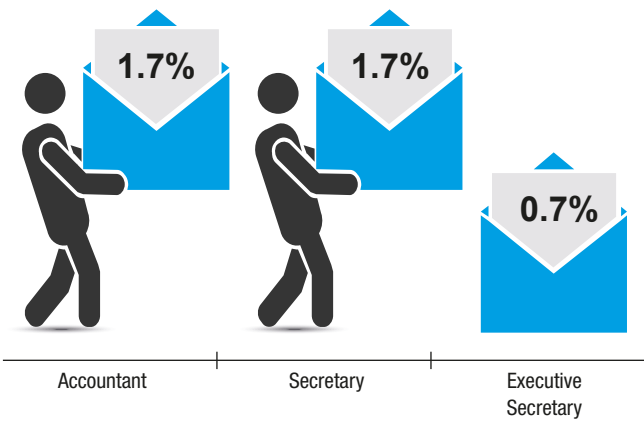
SALARY TRENDS AND BRACKETS

Salaries

General positions which are common among all business sectors have witnessed different growth trends in terms of salary between 2012 and 2019. For instance, administrative positions, such as accountants and secretaries, have seen an increase in salary with a Compounded Annual Growth Rate (CAGR) of 1.7 percent between 2012 and 2019, which implies a yearly increase of 1.7 percent. However, for the last two years, the salaries of both positions have remained stable. The salaries of executive secretaries did not experience any significant growth during the period between 2012 and 2019.

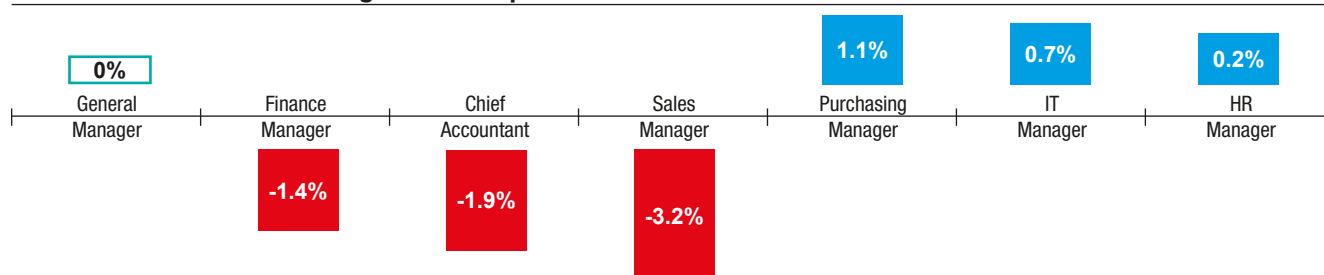
To contrast the above, management level positions were split, with some experiencing a decrease in salary, some remaining stable, and others experiencing an increase in salary between 2012 and 2019. Of those that witnessed a decrease in salary, sales managers have seen the highest

■ Evolution of salaries of administrative personnel  
CAGR 2012 to 2019



Salary Brackets	Salaries vs. years of experience								
	Fresh graduate	1 year	2 years	3 years	5 years	7 years	10 years	15 years	20 years
<b>General Manager</b>	Prior Managerial Experience Required						\$6,700-\$7,700	\$7,700-\$8,300	\$8,300-\$10,000
<b>Finance Manager</b>	Prior Financial Experience Required					\$2,500-\$3,500	\$3,500-\$5,200	\$5,200-\$6,000	\$6,000-\$7,800
<b>IT Manager</b>	Prior IT Experience Required				\$2,200-\$2,500	\$2,500-\$2,800	\$2,800-\$3,300	\$3,300-\$3,800	\$3,800-\$5,000
<b>HR Manager</b>	Prior HR Experience Required				\$2,000-\$2,500	\$2,500-\$3,000	\$3,000-\$3,500	\$3,500-\$4,200	\$4,200-\$5,000
<b>Chief Accountant</b>	Prior Accounting Experience Required					\$2,000-\$2,300	\$2,300-\$2,800	\$2,800-\$3,500	\$3,500-\$4,500
<b>Sales Manager</b>	Prior Sales Experience Required				\$2,000-\$2,300	\$2,300-\$2,500	\$2,500-\$2,800	\$2,800-\$3,300	\$3,300-\$4,200
<b>Marketing Manager</b>	Prior Marketing Experience Required				\$1,700-\$1,900	\$1,900-\$2,100	\$2,100-\$2,400	\$2,400-\$2,900	\$2,900-\$4,000
<b>Purchasing Manager</b>	Prior Experience Required				\$1,200-\$1,500	\$1,500-\$2,000	\$2,000-\$2,300	\$2,300-\$3,000	\$3,000-\$3,700
<b>Senior Accountant</b>	Prior Accounting Experience Required				\$1,500-\$1,700	\$1,700-\$1,900	\$1,900-\$2,200	\$2,200-\$2,500	\$2,500-\$3,000
<b>Executive Secretary</b>	Prior Secretarial Experience Required				\$1,200-\$1,300	\$1,300-\$1,500	\$1,500-\$1,800	\$1,800-\$2,100	\$2,100-\$2,600
<b>Accountant</b>	\$700-\$800	\$800-\$900	\$900-\$1,000	\$1,000-\$1,200	\$1,200-\$1,500	Promoted to Senior Accountant			
<b>Secretary</b>	\$650-\$750	\$750-\$800	\$800-\$900	\$900-\$1,000	\$1,000-\$1,200	Promoted to Executive Secretary			

## ■ Evolution of salaries of management level personnel – CAGR 2012 to 2019



decrease, reaching a CAGR of -3.2 percent during the period between 2012 and 2019. Similarly, chief accountants and finance managers experienced a decline in their salaries during the same period, with a CAGR of -1.9 percent and -1.4 percent respectively. For chief accountants, salaries have remained fairly stable during the last two years. However, finance managers have seen some fluctuations in their salaries, starting with a decline during the period of 2012 and 2016 followed by an increase during the last two years. Among the managerial positions, purchasing managers were the only ones to witness an increase in their salaries, with a CAGR of 1.1 percent between 2012 and 2019. Specifically, in the last two years, there has been a change in trend with salaries increasing to a CAGR of 1.8 percent for purchasing managers.

The salaries of general managers, HR managers and IT managers remained fairly stable during the period of 2012 and 2019, with a CAGR of not more than 0.7 percent. However, for the last two years, the salaries of IT managers and HR managers have witnessed a moderate increase, with a CAGR ranging between 1.1 percent and 2.9 percent.

Marketing managers and senior accountants were only covered in the salary scale surveys of 2016 and 2019. Salaries of marketing managers showed a small decrease between the two periods, with a CAGR of -1.6 percent. In contrast, senior accountants witnessed a moderate increase in their salaries, with a CAGR of 2.5 percent between 2016 and 2019.

**Thank you.** We would like to express our gratitude to all individuals and companies who provided valuable insight and participated in the collection of data for this year's report.