



SALARY SCALES IN LEBANON 2013



Salary Scale in FMCG Wholesale

Experience	Fresh Graduate	1 yr	2 yrs	3 yrs	5 yrs	7 yrs	10 yrs	15 yrs	20 yrs
General Manager	Prior Management experience required						\$6,000-\$7,000	\$7,000-\$10,000	\$10,000-\$12,000
Finance Manager	Prior Financial experience required					\$4,000-\$4,500	\$4,500-\$5,000	\$5,000-\$5,600	\$5,600-\$6,700
Human Resources Manager	Prior HR experience required			\$1,800-\$2,100	\$2,100-\$2,400	\$2,400-\$3,000	\$3,000-\$3,700	\$3,700-\$4,000	\$4,000-\$5,000
Marketing Manager	Prior Marketing experience required			\$2,200-\$2,300	\$2,300-\$2,500	\$2,500-\$3,000	\$3,000-\$3,500	\$3,500-\$4,200	\$4,200-\$4,800
Sales Manager	Prior Sales experience required				\$2,200-\$2,800	\$2,800-\$3,100	\$3,100-\$3,600	\$3,600-\$4,400	\$4,400-\$5,500
Brand Manager	Prior Product Knowledge experience required			\$1,400-\$1,900	\$1,900-\$2,000	\$2,000-\$2,300	\$2,300-\$2,500	\$2,500-\$2,900	\$2,900-\$3,800
IT Manager	Prior Information Technology experience required					\$3,000-\$3,500	\$3,500-\$4,000	\$4,000-\$5,000	\$5,000-\$6,000
Purchasing Manager	Prior experience required				\$2,000-\$2,500	\$2,500-\$2,700	\$2,700-\$3,000	\$3,000-\$3,400	\$3,400-\$4,100
Warehouse Manager	Prior experience required				\$2,100-\$2,400	\$2,400-\$2,600	\$2,600-\$2,800	\$2,800-\$3,000	\$3,000-\$3,600
Distribution Manager	Prior Distribution experience required				\$1,500-\$1,600	\$1,600-\$1,700	\$1,700-\$2,200	\$2,200-\$2,600	\$2,600-\$3,100
Accounting Manager/ Chief Accountant	Prior Accounting experience required					\$2,100-\$2,600	\$2,600-\$3,000	\$3,000-\$3,500	\$3,500-\$4,000
Accountant	\$750-\$850	\$850-\$900	\$900-\$1,000	\$1,000-\$1,100	\$1,100-\$1,300	Promoted to Chief Accountant			
Executive Secretary	Prior experience required				\$1,200-\$1,400	\$1,400-\$1,500	\$1,500-\$1,700	\$1,700-\$2,000	\$2,000-\$2,400
Secretary	\$650-\$750	\$750-\$800	\$800-\$850	\$850-\$900	\$900-\$1,000	\$1,000-\$1,100	\$1,100-\$1,300	\$1,300-\$1,500	\$1,500-\$1,800

Source: InfoPro, April 2013

Salary Scale in Travel and Tourism

Experience	Fresh Graduate	1 yr	2 yrs	3 yrs	5 yrs	7 yrs	10 yrs	15 yrs	20 yrs
Chief Accountant	Prior Accounting experience required				\$1,800-\$2,000	\$2,000-\$2,250	\$2,250-\$3,000	\$3,000-\$4,000	\$4,000-\$5,000
Senior Accountant	Prior Accounting experience required			\$1,200-\$1,300	\$1,300-\$1,400	\$1,400-\$1,500	\$1,500-\$1,600	Promoted to Chief Accountant	
Junior Accountant	\$600-\$700	\$700-\$800	\$800-\$850	\$850-\$1,100	Promote to Senior Accountant				
Incoming/ Outgoing Ticketing Manager	Prior Ticketing experience required			\$800-\$1,350	\$1,350-\$1,800	\$1,800-\$2,750	\$2,750-\$3,625	\$3,625-\$4,500	Maximum Salary \$5,000
Ticketing Officer	\$600-\$700	\$700-\$750	\$750-\$800	\$800-\$1,100	\$1,100-\$1,300	\$1,300-\$1,450	Promoted to Ticketing Manager		
Flight Reservation Officer	\$600-\$850	\$850-\$1,000	\$1,000-\$1,200	\$1,200-\$1,300	\$1,300-\$1,350	\$1,350-\$1,450	Maximum salary \$1,800		
Hotel Reservation Manager	Prior experience required				\$1,250-\$1,500	\$1,500-\$1,900	\$1,900-\$2,500		
Hotel Reservation Officer/Assistant	\$500-\$675	\$675-\$800	\$800-\$900	\$900-\$1,100	\$1,100-\$1,500	Prompted to Hotel Reservation Manager			
Executive Secretary	Prior Secretarial experience required			\$1,000-\$1,200	\$1,200-\$1,350	Maximum salary \$1,500			
Secretary	\$850-\$900	\$900-\$950	\$950-\$1,000	Promoted to Executive Secretary					
Driver	\$500-\$575	\$575-\$625	Maximum salary \$700						
Officer representative in the Airport	\$500-\$575								
Tour Coordinator	\$600-\$800								
Postman-Office Boy	\$450-\$525	\$525-\$575		\$575-\$700	\$700-\$750		\$750-\$825	Maximum salary \$900	

Source: InfoPro, April 2013

Salary Scale in Industry

	Fresh Graduate/ No Experience	1 yr	2 yrs	3 yrs	5 yrs	7 yrs	10 yrs	15 yrs
General Manager	Prior Managerial experience required						\$7,000- \$7,500	\$7,500- \$9,000
Deputy General Manager	Prior Managerial experience required				\$3,000- \$3,500	\$3,500- \$4,000	\$4,000- \$5,000	\$5,000- \$6,500
Chief Financial Officer/ Finance Director	Prior experience as Financial Manager required					\$4,000- \$4,500	\$4,500- \$5,500	\$5,500- \$6,500
Financial Manager/ Controller	Prior experience as Chief Accountant required					\$2,500- \$3,500	\$3,500- \$5,500	Promote d to Chief Financial Officer
Chief Accountant	Prior experience as Accountant required				\$1,650- \$1,850	\$1,850- \$2,000	\$2,000- \$2,200	\$2,200- \$3,000
Accountant	\$600-\$700	\$700- \$800	\$800- \$850	\$850- \$900	\$900- \$1,000	Promoted to Chief Accountant		
Dir of Sales & Marketing/Dir of Marketing	Prior experience as Commercial Sales Director required						\$4,500- \$5,500	\$5,500- \$6,500
Sales Manager*	Prior Sales Unit Management experience required				\$2,000- \$2,300	\$2,300- \$2,800	\$2,800- \$2,900	Promote d to Director of Sales & Marketin g
Sales Unit Manager/ Local Market	Prior Sales Supervision experience required							
Sales Supervisor	Prior Sales experience required				\$800- \$1,300	\$1,300- \$1,600	\$1,600- \$1,700	Can be promote d Sales Manager
Salesman*	\$700-\$800	\$800- \$900	\$900- \$1,000	\$1,000- \$1,100	\$1,100- \$1,200	Maximum basic \$1,300		
Purchasing Manager	Prior Experience as Purchasing Officer required					\$4,000- \$4,500	\$4,500- \$5,000	\$5,000- \$6,000

Purchasing Officer/ Supervisor	Prior Purchasing Experience required		\$750-\$800	\$800-\$1,000	\$1,000-\$1,200	\$1,200-\$1,300	\$1,300-\$1,500	Promote d to Purchasin g Manager
Quality Assurance Manager	Prior experience in Quality Control required				\$1,300-\$1,450	\$1,450-\$1,750	\$1,750-\$2,000	\$2,000-\$2,500
Executive Secretary	Prior Secretarial experience required				\$1,100-\$1,200	\$1,200-\$1,400	\$1,400-\$1,600	\$1,600-\$1,750
Secretary	Prior Experience as Receptionist required		\$650-\$750	\$750-\$950	Promoted to Executive Secretary			
Receptionist	\$500-\$600	\$600-\$650	Promoted to Secretary					
Skilled Workers	\$400-\$450	\$450-\$500	\$500-\$550	\$550-\$600	\$600-\$650	\$650-\$750	Maximum salary \$750	
Human Resources Manager	Prior experience as Assistant Human Resources Manager required					\$2,000-\$2,500	\$2,500-\$3,000	\$3,000-\$3,500
Production Maintenance Manager	Prior experience in Mechanical and Electrical Engineering required				\$3,000-\$3,500	\$3,500-\$4,000	\$4,000-\$4,500	\$4,500-\$5,000
Warehouse Manager	Prior experience required				\$1,200-\$1,400	\$1,400-\$1,600	\$1,600-\$1,900	\$1,900-\$2,200
Warehouse Inventory Manager	Prior experience required				\$1,000-\$1,200	\$1,200-\$1,350	\$1,350-\$1,450	\$1,450-\$1,850
Store Keeper	\$500-\$600	\$600-\$650	\$650-\$700	\$700-\$750	\$750-\$850	\$850-\$950	\$950-\$1,000	Promote d to Warehou se Manager
Formalities Clerk	\$400-\$500	\$500-\$550	\$550-\$600	\$600-\$650	\$650-\$700	\$700-\$750	\$750-\$800	Maximu m salary \$800
Van Driver	\$500-\$570	\$570-\$620	\$620-\$700	\$700-\$780	\$780-\$850	\$850-\$950	\$930-\$1,000	Maximu m salary \$1,000

Source: InfoPro, April 2013

Salary Scale in Information Technology

Experience	Fresh Graduate	1 yr	2 yrs	3 yrs	5 yrs	7 yrs	10 yrs	15 yrs	20 yrs
Business Analyst	\$750-\$900	\$900-\$1,000	\$1,000-\$1,300	\$1,300-\$1,700	\$1,700-\$2,000	\$2,000-\$2,500	\$2,500-\$3,200	\$3,200-\$4,000	\$4,000-\$4,600
System Analyst	Prior System Programmer experience required				\$2,100-\$3,100	\$3,100-\$3,500	Promoted to Web Developer/PM		
Web Developer	\$700-\$900\$	\$900-\$1,000	\$1,000-\$1,400	\$1,400-\$1,700	\$1,700-\$1,900	\$1,900-\$2,000	\$2,000-\$2,600	\$2,600-\$3,300	\$3,300-\$4,600
Network Engineer	\$900-\$1,000	\$1,000-\$1,100	\$1,100-\$1,400	\$1,400-\$1,700	\$1,700-\$1,800	\$1,800-\$2,200	Promoted to Senior Network Engineer		
Senior Network Engineer	Prior Network Engineering experience required			\$1,400-\$1,700	\$1,700-\$1,800	\$1,800-\$2,200	\$2,200-\$2,500		
Technical Support	\$600-\$800	\$800-\$900	\$900-\$1,100	\$1,100-\$1,400	\$1,400-\$1,700	\$1,700-\$1,800	Promoted to Project Manager/Network Engineer		
Application Programmer	\$800-\$1,200	\$1,200-\$1,300	\$1,300-\$1,500	\$1,500-\$1,800	\$1,800-\$2,300	\$2,300-\$2,700	\$2,700-\$2,900	Promoted to Project Manager	
System Programmer	\$700-\$900	\$900-\$1,150	\$1,150-\$1,400	\$1,400-\$1,900	\$1,900-\$2,300	\$2,300-\$2,600	Promoted to Project Manager		
Project Manager	Prior experience required as Application/System Programmer, System Analyst or Technical Support			\$1,900-\$2,300	\$2,300-\$2,600	\$2,600-\$3,100	\$3,100-\$3,200		
Technical Sales	\$800-\$900	\$900-\$1,200	\$1,200-\$1,400	\$1,400-\$1,600	\$1,600-\$1,900	\$1,900-\$2,100	Promoted to Sales Manager		
Sales Manager	Prior experience in sales			\$1,800-\$2000	\$2,000-\$2,600	\$2,600-\$3,500	\$3,500-\$4,500		
System Developer	\$700-\$1,000	\$1,000-\$1,200	\$1,200-\$1,600	\$1,600-\$2,000	\$2,000-\$2,400	\$2,400-\$2,600	\$2,600-\$2,800		

Source: InfoPro, April 2013

Salary Scale in Advertising

Experience	Fresh Graduate	1 yr	2 yr	3 yrs	5 yrs	7 yrs	10 yrs	15 yrs	20 yrs
General Manager	Prior experience required						\$5,750-\$9,500	49,500-\$12,500	\$12,500-\$16,000
Account Director	Prior Account Managerial experience required				\$2,500-\$3,300	\$3,300-\$3,900	\$3,900-\$4,700	Promoted to General Manager	
Account Manager	Prior Account Executive experience required			\$2,000-\$2,450	\$2,450-\$2,600	\$2,600-\$3,300	\$3,300-\$4,000	Promoted to Senior Account Manager or Account Director	
Account Executive	\$800-\$950	\$950-\$1,100	\$1,100-\$1,450	\$1,450-\$1,800	Promoted to Account Manager				
Accountant	\$750-\$900	\$900-\$1,000	\$1,000-\$1,250	\$1,250-\$1,700	\$1,700-\$2,000	Promoted to Chief Accountant			
Creative Director	Prior Graphic Design/ Copywriting experience required				\$2,500-\$3,500	\$4,000-\$6,000	\$6,000-\$8,000	\$8,000-\$10,000	\$10,000-\$15,000
Art director	Prior Graphic Design/ Copywriting experience required			\$2,000-\$2,300	\$2,300-\$2,500	\$2,500-\$2,750	\$2,750-\$3,000	\$3,000-\$3,500	\$3,500-\$4,500
Copywriter	\$900-\$1,100	\$1,100-\$1,300	\$1,300-\$1,500	\$1,500-\$2,000	\$2,000-\$2,500	Usually promoted to Creative Director			
Media Manager	Prior Experience as Media Executive		\$1,500-\$2,000	\$2,000-\$2,500	\$2,500-\$3,000	\$3,000-\$3,500	\$3,500-\$4,000	\$4,000-\$7,000	\$5,000-\$8,000
Media Executive	\$800-\$1,000	\$1,000-\$1,200	\$1,200-\$1,500	\$1,500-\$2,000	Promoted to Media Manager				
Media Planner	\$800-\$1,000	\$1,000-\$1,200	\$1,200-\$1,500	\$1,500-\$2,000	\$2,000-\$2,500	Maximum \$3,000			

Source: InfoPro, April 2013

Salary Scale in Hotel Industry

Experience	Fresh Graduate	1 yr	2 yrs	3 yrs	5 yrs	7 yrs	10 yrs	15 yrs	20 yrs
Administrative Department									
General Manager	Prior experience in Senior Management					\$2,800-\$5,500	\$5,500-\$7,200	\$7,200-\$8,800	48,800-\$10,000
Financial Director/Controller	Prior experience in Financial Management					\$2,600-\$3,300	43,300-\$4,100	\$4,100-\$5,000	\$5,000-\$6,000
Financial Section Manager	Prior experience in Finance			\$1,000-\$1,400	\$1,400-\$1,500	\$1,500-\$1,900	Promoted to Financial Director		
Accountant	\$800-\$1,000			\$1,000-\$1,200	\$1,200-\$1,400	Max \$1,500	Promoted to Senior Accountant		
Cashier	\$330-\$440		\$440-\$500	\$500-\$550	\$550-\$600	Promoted to Junior Accountant			
Sales/Marketing Director	Prior experience in Senior Marketing Management				\$1,700-\$2,200	\$2,200-\$2,750	\$2,750-\$3,300	\$3,300-\$4,300	\$4,300-\$5,000
Sales/Marketing Manager	Prior experience in Marketing Management				\$1,500-\$1,750	\$1,750-\$2,000	\$2,000-\$2,350	\$2,350-\$2,750	\$2,750-\$3,500
IT Manager	Prior experience in Senior Management				\$1,000-\$1,300	\$1,300-\$1,500	\$1,500-\$1,900	\$1,900-\$2,100	\$2,100-\$2,700
HR Manager	Prior experience in Management				\$2,000-\$2,500	\$2,500-\$3,000	\$3,000-\$3,500	\$3,500-\$4,000	\$4,000-\$4,500
Client Services Department									
Server, Cocktail, & Banquet Manager	Prior experience in Hospitality Management				\$1,000-\$1,300	\$1,300-\$1,600	\$1,600-\$2,000	\$2,000-\$2,400	\$2,400-\$3,300
Server, cocktail, & Banquet Supervisor	Prior experience in Hospitality Management			\$700-\$800	\$800-\$900	\$900-\$1,000	\$1,000-\$1,100	Promoted to Server, cocktail, & Banquet Manager	
Reservation Manager/Officer	Prior experience required				\$1,100-\$1,300	\$1,300-\$1,800	\$1,800-\$2,200	\$2,200-\$2,700	\$2,700-\$3,300
Front Desk Attendant	\$400-\$525		\$525-\$575	\$575-\$625	\$625-\$800	\$1,250-\$1,500	Promoted to Reservation Officer		
Front Office Manager	Prior experience required				\$1,000-\$1,200	\$1,200-\$1,350	\$1,350-\$1,550	\$1,550-\$2,400	\$2,400-\$2,650

Front Office Executive	Prior experience required			\$700-\$800	\$800-\$900	\$900-\$1,300	\$1,300-\$1,500	Promoted to Reservation Manager	
Room Service Staff	Prior experience required		\$350-\$400	\$400-\$550	\$550-\$600	\$600-\$700	\$700-\$800	Promoted to Room Service Supervisor	
Concierge	\$330-\$400	\$400-\$450	\$450-\$500	\$500-\$550	\$550-\$600	\$600-\$700	\$700-\$800	\$800-\$900	\$900-\$1,000
Bellhop/Porter	\$330-\$440	\$440-\$480	\$480-\$500	\$500-\$550	\$550-\$600	\$600-\$700	\$700-\$800	\$800-\$900	\$900-\$1,000
Night Auditor	Prior experience required		\$525-\$625	\$625-\$700	\$700-\$800	\$800-\$925	\$925-\$1,050	\$1,050-\$1,150	\$1,150-\$1,500
Purchasing Department									
Purchasing Manager	Prior experience in Purchasing				\$1,100-\$1,400	\$1,400-\$1,800	\$1,800-\$2,000	\$2,000-\$2,200	\$2,200-\$2,400
Purchasing Supervisor	Prior experience in Purchasing			\$700-\$800	\$800-\$900	\$900-\$1,000	\$1,000-\$1,100	Promoted to Purchasing Manager	
Purchasing Agent	\$350-\$450	\$350-\$450	\$500-\$600	\$600-\$700	\$600-\$700	\$700-\$900	Promoted to Purchasing Manager		
Maintenance Department									
Chief Engineer	Prior experience required					\$1,800-\$2,000	\$2,000-\$2,300	\$2,300-\$2,700	\$2,700-\$3,500
Maintenance Supervisor	Prior experience required		\$550-\$700	\$700-\$800	\$900-\$1,000	\$1,000-\$1,100	\$1,100-\$1,500	\$1,500-\$1,800	Promoted to Maintenance Manager
Maintenance Technician	Prior experience required		\$350-\$550	\$550-\$700	\$700-\$800	\$800-\$900	\$900-\$1,100	Promoted to Maintenance Supervisor	
Food & Beverages Department									
Food & Beverages Director	Prior experience in Hospitality Management				\$1,650-\$2,000	\$2,000-\$2,500	\$2,500-\$3,000	\$3,000-\$3,750	\$3,750-\$5,000
Restaurant Manager	Prior experience required				\$1,000-\$1,250	\$1,250-\$1,450	\$1,450-\$1,650	\$1,650-\$2,000	\$2,000-\$2,500
Catering Services Manager	Prior experience required			\$1,100-\$1,300	\$1,300-\$1,500	\$1,500-\$1,800	\$1,800-\$2,200	\$2,200-\$2,700	\$2,700-\$3,300
Head Chef	Prior experience required			\$1,400-\$1,600	\$1,600-\$1,900	\$1,900-\$2,500	\$2,500-\$2,750	\$2,750-\$3,000	\$3,000-\$3,000
Executive Chef	Prior experience required			\$1,300-\$1,450	\$1,450-\$1,800	\$1,800-\$2,100	\$2,100-\$2,500	Promoted to Head Chef	

	Prior experience required			\$800-\$1,000	\$1,000-\$1,100	\$1,100-\$1,300	\$1,300-\$1,800	\$1,800-\$2,000	Promoted to Executive Chef
Chef De Partie									
Line Cook	\$440-\$800	\$550-\$600	\$600-\$700	\$700-\$750	\$750-\$800	\$800-\$850	\$850-\$900	\$900-\$950	\$950-\$1,000

Source: InfoPro, April 2013

SUMMARY OF SALARIES PER SECTOR

Salary Scale in FMCG Wholesale

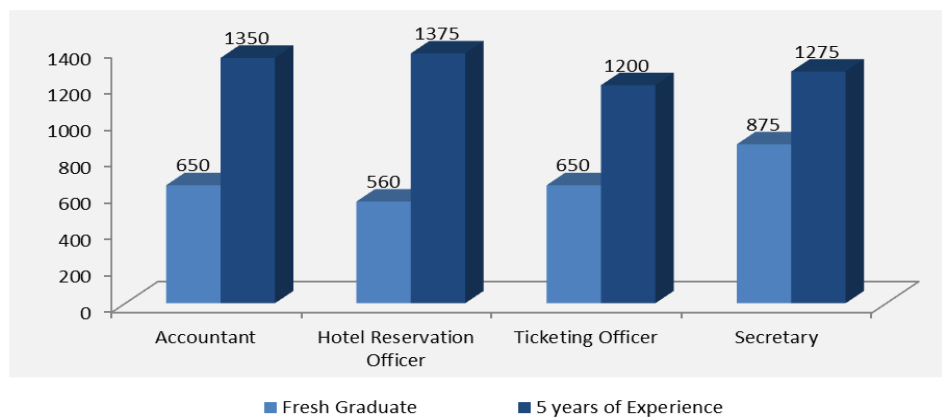
in USD, 2013



Exp: indicates that prior experience is required, and as such no salary scale exists for Fresh Graduates in this position

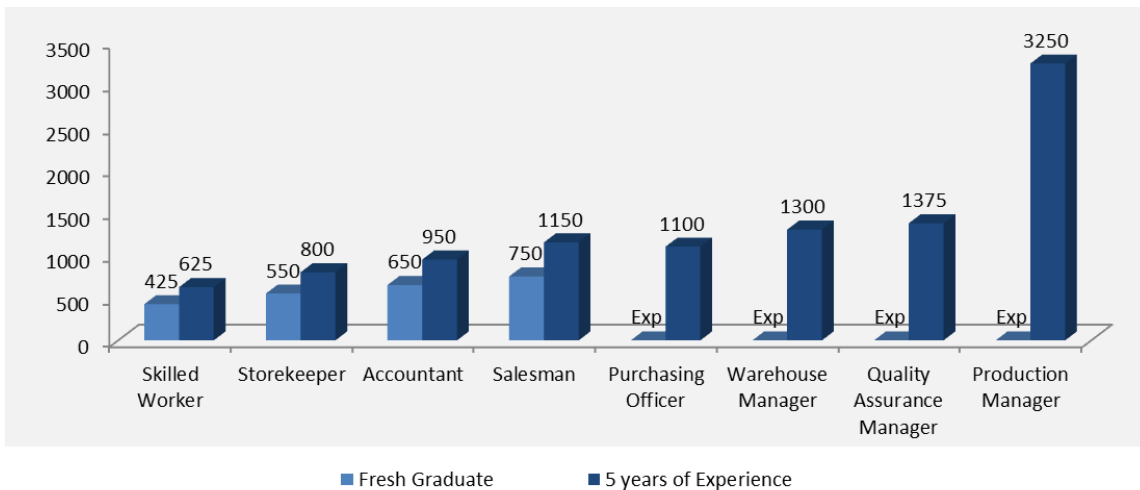
Salary Scale in Travel & Tourism

in USD, 2013



Salary Scale in Industry

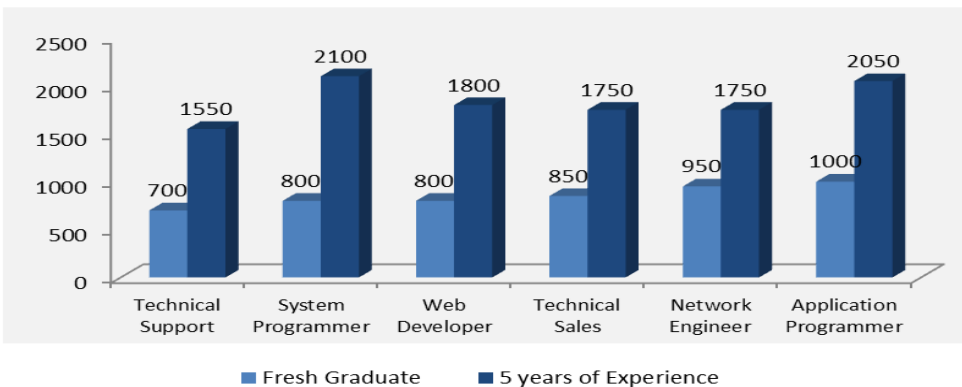
in USD, 2013



Exp: indicates that prior experience is required, and as such no salary scale exists for Fresh Graduates in this position

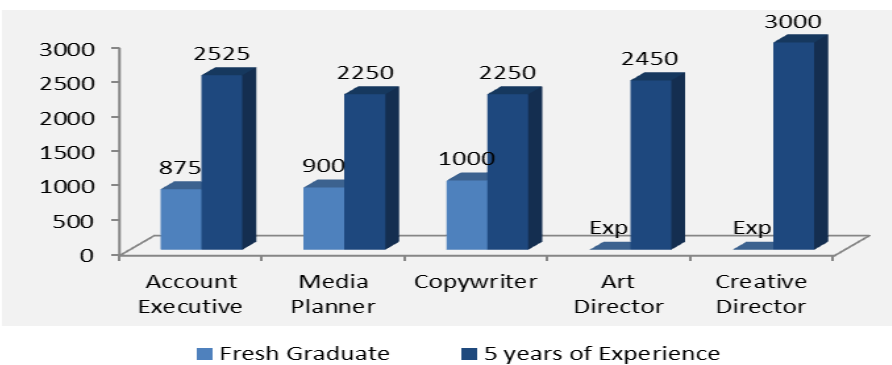
Salary Scale in Information Technology

in USD, 2013



Salary Scale in Advertising

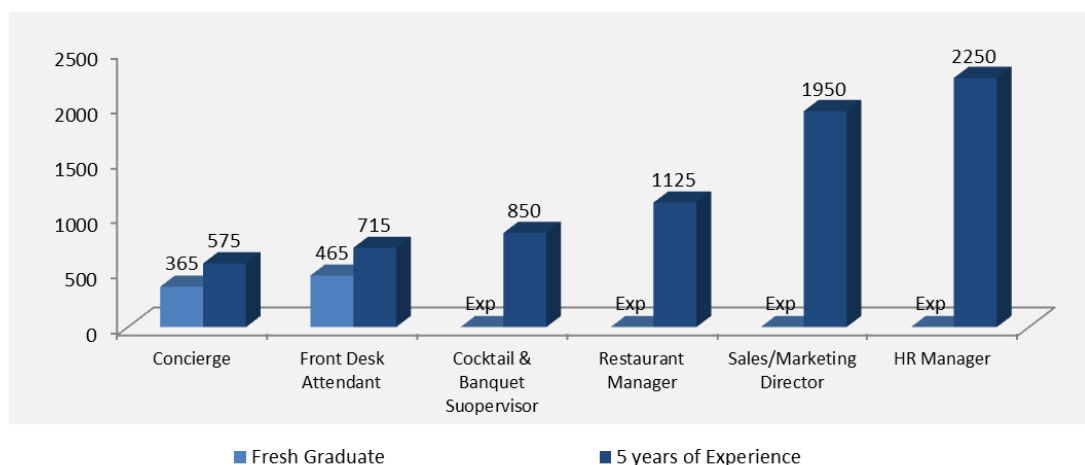
in USD, 2013



Exp: indicates that prior experience is required, and as such no salary scale exists for Fresh Graduates in this position

Salary Scale in Hotels

in USD, 2013



Exp: indicates that prior experience is required, and as such no salary scale exists for Fresh Graduates in this position.

Source: InfoPro, April 2013