RELOCATE2UAE | WORK & MONEY

UAE Job Opportunities 2026/27

Where the jobs are, how to get hired and how to avoid scams

Last updated 17 October 2026 | Next review 1 December 2026

Independent. No employer or recruiter pays to appear.

relocate2uae.com/uae-job-opportunities

Contents

Quick answer . . . 3
Key facts at a glance . . . 4
The UAE job market in 2026/27 . . . 5
Which jobs are in demand in the UAE, by sector . . . 6
Where to find real job vacancies in the UAE . . . 8
Jobs by emirate: Dubai, Abu Dhabi and the Northern Emirates . . . 10
Government jobs and Emiratisation: what expats need to know . . . 11
Looking for work from abroad or from inside the UAE . . . 12
CVs, LinkedIn and interviews the UAE way . . . 13
Understanding a UAE job offer . . . 14
After you accept: work permit, visa and timeline . . . 16
Job scams in the UAE: how to spot, check and report them . . . 17
Using recruitment agencies safely . . . 18
When to apply: the UAE hiring calendar . . . 19
Already in the UAE? Changing jobs . . . 19
Partners, part-time work, freelancing and remote work . . . 20
Common mistakes to avoid . . . 21
Frequently asked questions . . . 21
Need help with your UAE job move? . . . 23
Related guides . . . 23
How we researched this guide . . . 24
Disclaimer . . . 24

UAE Job Opportunities 2026/27: Where the Jobs Are, How to Get Hired and How to Avoid Scams

Last updated 17 October 2026. Next scheduled review: 1 December 2026. Written by the Relocate2UAE editorial team, an independent Abu Dhabi based relocation platform. We do not post job adverts, and no employer or recruiter pays to appear in this guide.

Quick answer

The best ways to find a job in the UAE are employer careers pages, LinkedIn, specialist recruiters licensed by the Ministry of Human Resources and Emiratisation (MOHRE), and introductions through your professional network. Hiring in 2026 is more selective than in 2025: UAE private-sector hiring fell in the second quarter because of the regional conflict, then business activity recovered over the summer, and employers are now hiring fewer, more senior people. Finance, investment management, data and AI, cybersecurity, construction and project delivery are holding up best. Teaching and healthcare remain steady but run on their own licensing and recruitment calendars. A genuine UAE job offer comes on MOHRE's official offer form with a serial number and barcode you can check, and you should never pay anyone for a job, a visa or a medical test.

> **2026 hiring snapshot (checked 17 October 2026).** The UAE has been affected by regional conflict since 28 February 2026. Recruitment consultancy Cooper Fitch reported that UAE hiring fell 4% in the second quarter, the first private-sector employment decline in more than four years. Business conditions have since improved: the S&P Global UAE PMI stood at 55.3 in September 2026, matching August's 20-month high, but firms added staff only slightly. Dubai's population was reported at 4.73 million in the summer, above pre-conflict levels. In practice, expect longer hiring processes, more final-stage pauses and stronger competition for junior roles. What this means for you.

Key facts at a glance

Question	Short answer
Can I look for a job in the UAE on a visit visa?	You can look and attend interviews, but you cannot work. Working on a visit visa is illegal for you and the employer.
Is there a job seeker visa?	Yes. A visit visa to explore job opportunities lasts 60, 90 or 120 days and needs no UAE sponsor. In Dubai the fee is AED 200, 300 or 400 plus VAT, with a refundable AED 1,000 deposit.
Who pays for my work visa and recruitment?	Your employer. UAE labour law bars employers from charging workers recruitment fees, and you should not pay an agency to find you a job.
How do I know a job offer is real?	Genuine offers use MOHRE's approved offer form with a serial number and barcode. Check it on the MOHRE website or app, or call 600590000.
Do UAE jobs pay tax-free salaries?	There is no personal income tax on employment income in the UAE. Your home country may still tax you if you remain tax resident there.
What is a good salary in the UAE?	It depends on the emirate, your family and your housing. Our UAE Salary Guide has 2026 pay by job and the salary needed to live comfortably.
Which sectors are hiring in 2026?	Finance, investment management, data and AI, cybersecurity, construction and project delivery, healthcare and education. Hospitality and some sales and software roles have slowed.
Do I need my degree attested?	For most skilled roles, yes. Attestation is often the slowest part of starting a job, so begin early.
Can expats get government jobs?	Yes, many. Dubai Careers lists roles across more than 45 Dubai government entities, and many are open to expats.
Does Emiratisation affect expat jobs?	Mainland companies with 50 or more staff must reach 10% Emirati staff in skilled roles by the end of 2026. Free zone companies are exempt. Some roles, especially in HR, banking and insurance, increasingly favour UAE nationals.
How long does hiring take?	Corporate roles commonly take one to three months from first interview to start. Healthcare licensing usually takes about three to four months. Teaching follows a school-year cycle.
Where do I report a job scam?	In Dubai, the Dubai Police app, the eCrime platform or 901 for non-emergencies. You can also report fake offers to MOHRE.

The UAE job market in 2026/27

Short answer: The UAE is still hiring, but more cautiously than a year ago. Employers are filling roles tied to delivery, revenue, financial control and compliance, while delaying expansion hiring. Senior and specialist candidates are faring better than entry-level and generalist ones.

What the data shows

Indicator	Latest reading	What it tells you
UAE hiring, Q2 2026 (Cooper Fitch)	Down 4% on Q1, the first private-sector employment decline in more than four years	The conflict hit hiring hard in spring
S&P Global UAE PMI, September 2026	55.3, unchanged from August's 20-month high	Business activity has recovered strongly
Employment in the PMI survey, September 2026	Rose slightly after falling in August	Firms are still cautious about adding staff
Dubai PMI, September 2026	54.5, up from 54.1	Dubai business conditions improving
Dubai population (summer 2026)	4.73 million, above pre-conflict levels	The resident workforce has largely stayed

How hiring has changed

- **Fewer, more senior hires.** Executive search firms report lower placement volumes but higher-value roles. Employers are replacing leavers roughly one for one rather than growing teams.
- **Final-stage pauses.** Cooper Fitch reported in July that some firms run a process to the final interview and then pause the hire. Do not resign from a current job until you have a signed MOHRE offer.
- **Junior roles are under the most pressure.** Entry-level, process-heavy and generalist roles are the slowest to be refilled, and AI is starting to affect which of these come back.
- **Pay.** Recruiters expect tighter talent supply to push some employers towards more competitive packages for hard-to-fill roles, but broad salary inflation is not the picture in 2026.

Don't rely on this without checking. The regional situation is still changing. This snapshot is reviewed every six weeks, and the next update is due on 1 December 2026.

Which jobs are in demand in the UAE, by sector

> **Short answer:** Healthcare, education, finance, investment management, data and AI, cybersecurity, construction and energy have the most consistent demand for international hires in 2026. Hospitality, advertising and some software and cloud roles have slowed.

Sector demand at a glance (October 2026)

Sector	Demand in 2026	Roles most often hired	Typical monthly pay (AED)
Healthcare	Steady, with long-running shortages	Registered nurses (ICU, ER, OR), specialist doctors, allied health, radiology and lab staff	Nurse about 10,500; specialist doctor about 32,500 (older survey data, see the Salary Guide)
Education	Steady, school-year cycle	British, American and IB curriculum teachers, SEN specialists, school leaders, university faculty	Classroom teacher about 9,000 to 18,000; head of department 14,000 to 25,000
Finance and investment	Growing	Finance managers, controllers, tax, treasury, compliance, risk, fund and wealth roles in DIFC and ADGM	Finance manager 25,000 to 45,000; compliance head 70,000 to 110,000
Data, AI and cybersecurity	Growing but selective	Data engineers, applied AI, cybersecurity analysts and managers	Data scientist 35,000 to 50,000; cybersecurity manager 30,000 to 45,000
Construction, real estate and engineering	Resilient	Project managers, planners, quantity surveyors, MEP and civil engineers, HSE	Project manager 40,000 to 60,000; quantity surveyor 12,000 to 25,000
Energy	Steady, some Q1 dip	Project, process, reservoir and electrical engineers, renewables	Energy engineer about 20,000 to 24,000
Government	Steady	Specialist and senior roles across Dubai and Abu Dhabi entities	Dubai roles advertised from under 10,000 to 50,000
Software and cloud	Slowing in 2026	Senior and niche specialists	Software engineer 20,000 to 40,000
Hospitality and tourism	Weak in 2026, recovery expected to depend on stability	Management, F&B, front office	No reliable 2026 survey; treat older figures with caution
Sales and marketing	Softest in 2026	Revenue-generating sales roles	Sales executive 8,000 to 25,000 fixed, plus commission

Pay figures are indicative ranges from our UAE Salary Guide 2026/27, which names the recruiter surveys behind each number. Packages vary by employer, emirate and experience, and many include housing, flights, schooling and health cover on top.

Teaching jobs

International schools hire across British, American, IB, Indian and other curricula. The most consistent demand is for:

- British curriculum teachers (GCSE and A-Level), especially maths, science and English
- American curriculum and IB teachers (AP, MYP, DP)
- Primary teachers and early years specialists
- Special educational needs (SEN) teachers and inclusion leads
- School leaders and heads of department
- University lecturers, research associates, academic coordinators and student affairs staff

Every teacher in the UAE needs a professional teaching licence. Main hiring runs from November to February for an August start. Our Teacher Relocation Guide covers licensing, packages, school groups and the recruitment calendar.

Healthcare jobs

Healthcare has long-running shortages, particularly in nursing and specialist medicine. Roles regularly advertised include:

- Registered nurses (ICU, ER, OR, paediatrics, midwifery)
- Specialist and consultant doctors in most disciplines
- Radiographers, radiologists and laboratory technologists
- Physiotherapists, occupational therapists and other allied health professionals
- Hospital administrators, quality managers, medical insurance specialists and clinical research coordinators

Clinical staff cannot start work without a licence from the Dubai Health Authority, the Abu Dhabi Department of Health or the Ministry of Health and Prevention, depending on the emirate. Allow about three to four months. Our Healthcare Professional Licensing Guide explains each step. Large healthcare employers, including our health partner NMC Healthcare, advertise on their own careers pages.

Finance, tech and engineering

- **Finance and investment management** have been among the strongest sectors in 2026, helped by fund activity in DIFC and ADGM. Compliance, risk, tax and treasury roles are in demand.
- **Data, AI and cybersecurity** are growing, but employers want proven delivery experience. Generalist software and cloud hiring has slowed.
- **Construction and engineering** remain resilient because of large infrastructure and development programmes. Project, commercial and planning roles are hired consistently.

Where to find real job vacancies in the UAE

> **Short answer:** Go to the source. The most reliable vacancies are on employers' own careers pages, LinkedIn, government portals and the sites of licensed recruiters. Use job boards to spot openings, then apply through the employer where you can.

Job search channels compared

Channel	Best for	Watch out for
Employer careers pages	Large employers: airlines, banks, hospital groups, school groups, developers, energy and government-related companies	Apply directly. Confirm the site address matches the real company domain.
LinkedIn	Corporate, professional and senior roles; recruiter contact	Fake recruiter profiles. Check the company page and the person's history.
Licensed recruitment agencies	Specialist and senior roles, sector expertise	Never pay a fee. Check the agency licence with MOHRE.
Private job portals (for example Bayt, GulfTalent, Naukrigulf, Indeed)	Breadth of listings, mid-level roles	Expired or duplicated adverts; "jobs" that ask for money.
Government portals	Public sector roles open to expats	Some roles are for UAE nationals only; the advert will say so.
Sector platforms	Teaching (TES, Schrole, Search Associates, Teacher Horizons) and healthcare recruiters	Check the employer is licensed by the relevant regulator.
Networking and referrals	Roles that are never advertised	Takes time; start before you arrive.
Job fairs	Graduates, teachers, government and Emiratisation-linked hiring	Bring printed CVs and follow up within 48 hours.

Creating an account on a job portal should be free, although some portals sell optional extras. If you get a job through a portal, you should not pay commission to the employer or the portal.

Official government job portals

Portal	Who runs it	Coverage
Dubai Careers	Digital Dubai	Roles across more than 45 Dubai government entities, many open to expats
Federal Authority for Government Human Resources job portal	Federal government	Federal ministries and authorities
Job seeker services in Sharjah	Government of Sharjah	Sharjah government roles
Kawader	Government of Ajman	Ajman government roles
RAK jobs	Government of Ras Al Khaimah	Ras Al Khaimah government roles
Fujairah Government jobs	Government of Fujairah	Fujairah government roles
Recruitment platform for people of determination	Federal government	Inclusive hiring

Abu Dhabi government entities mainly recruit through their own careers pages and Abu Dhabi career fairs. The official u.ae job search page lists the current federal and emirate portals.

Making networking work for your job search

Many UAE roles are filled through referrals before they are advertised. Joining your country business council and the UAE chapter of your professional body is one of the fastest ways in. Our Expat Networking Guide lists verified councils, professional bodies and events with joining details.

Jobs by emirate: Dubai, Abu Dhabi and the Northern Emirates

> **Short answer:** Dubai has the largest and most varied private-sector job market. Abu Dhabi is strongest in government, energy, finance and healthcare. Sharjah and the Northern Emirates have smaller markets, and many residents there commute to Dubai.

Emirate	Where the jobs are	Good to know
Dubai	Finance (DIFC), trade and logistics, technology, real estate, construction, tourism, retail, education, healthcare	The widest choice of private-sector employers and recruiters. Government roles are advertised on Dubai Careers.
Abu Dhabi	Government and government-related entities, energy, finance (ADGM), healthcare, education, tech start-ups (Hub71)	A smaller, more relationship-driven market. Many senior roles are filled through networks and direct approaches.
Sharjah	Manufacturing, education, logistics, healthcare, government	Lower housing costs; check commute times if your job is in Dubai
Ajman, Umm Al Quwain, Ras Al Khaimah, Fujairah	Manufacturing, tourism and hospitality, ports and logistics, education, government	Smaller markets; Ras Al Khaimah and Fujairah have growing tourism and industrial sectors

Your job location affects your cost of living, commute and which health and education regulators apply. Our Emirates Comparison Guide helps you weigh them up.

Government jobs and Emiratisation: what expats need to know

Short answer: Expats can and do work in UAE government and semi-government roles, especially specialist and senior positions. Separately, Emiratisation targets require larger mainland private companies to employ more UAE nationals, which shapes hiring in some sectors.

Applying for Dubai government jobs

1. Register on Dubai Careers with your email and create a profile.
2. Upload your CV, passport copy and, if you have one, your Emirates ID.
3. Add your education, experience, notice period and salary expectations.
4. Search by field or entity and apply. You can track applications in your profile.
5. Shortlisted candidates may be interviewed in person or by video.

Emiratisation in plain terms

Rule	What it means
Who it applies to	Mainland private companies with 50 or more employees
2026 target	10% UAE nationals in skilled roles by the end of 2026, rising by 2 percentage points a year since 2022
Penalty for missing the target	AED 10,000 per month for each Emirati the company falls short of employing
Free zones	Not subject to the quotas
Sector targets	Banks and insurers face much higher targets, so some roles in those sectors increasingly favour UAE nationals
Nafis	The federal programme that supports UAE nationals into private-sector jobs. Its job platform is for Emiratis.

More than 190,000 UAE nationals worked in the private sector by mid 2026. For expats, the practical effect is that HR, banking, insurance and some government-facing roles are more competitive, while specialist technical, clinical and senior roles remain widely open.

Looking for work from abroad or from inside the UAE

Short answer: You can apply from abroad and interview by video, or come to the UAE on a visit visa or job seeker visa to interview in person. You cannot start work until your employer has obtained your work permit.

Applying from abroad vs searching in the UAE

	Applying from abroad	Searching from inside the UAE
Pros	No accommodation cost; keep your current income; employers used to video interviews	In-person interviews and networking; can start sooner; shows commitment
Cons	Some employers prefer local candidates; time zones	Costly if the search takes months; visa clock running
Best for	Teachers, healthcare professionals, senior hires recruited internationally	Corporate roles, career changers, people with a strong local network

The job seeker visa (visit visa to explore job opportunities)

The UAE offers a visit visa specifically for people looking for work. You do not need a UAE sponsor or host.

Detail	Dubai (GDRFA)
Durations	60, 90 or 120 days
Visa fee	AED 200 (60 days), AED 300 (90 days), AED 400 (120 days), plus 5% VAT
Refundable security deposit	AED 1,000, plus AED 20 and AED 40 service fees
Extra fees if applying from inside the UAE	AED 500 in-country fee plus AED 20 in government levies
Processing time	About 48 hours
Documents	Passport valid for at least six months, photo, university degree
Eligibility	A bachelor's degree or equivalent and a target job at MOHRE skill level 1, 2 or 3. Graduates of the world's top 500 universities are also named in the criteria.
Where to apply	GDRFA Dubai smart services or an Amer centre; ICP channels for other emirates

Don't rely on this without checking. Eligibility wording differs between official pages and press coverage, and fees change. Check your own case on the GDRFA or ICP site before you book flights. The visa does not guarantee a job.

Working on a visit visa is illegal

You can attend interviews, meet recruiters and network on a visit or job seeker visa. You cannot work, even on a trial or "temporary" basis, until your employer has a MOHRE work permit for you. Employers who hire without a permit face fines of AED 100,000 to AED 1,000,000, and workers face fines and legal liability. If an employer suggests you "start now and sort the visa later", treat it as a serious warning sign.

CVs, LinkedIn and interviews the UAE way

> **Short answer:** Keep your CV to two pages, lead with measurable achievements, and state your location, visa status, notice period and availability clearly. Recruiters in the UAE screen quickly and value that information up front.

What UAE recruiters expect on a CV

Include	Why it matters
Current location and visa status	Tells the employer whether you need sponsorship and how fast you can start
Notice period and availability	Shapes the hiring timeline
Nationality	Commonly included in the UAE; it can affect visa processing and some sector requirements
Licences and registrations	Essential for teaching, healthcare, engineering and legal roles
Languages	Arabic is an advantage in many roles; English is the main business language
Measurable achievements	Recruiters shortlist on results, not duties
Degree and university	Needed for skill-level classification and attestation

A photo is common on UAE CVs but not required. Leave off your date of birth, marital status and passport number until an employer actually needs them. Never send copies of your passport or bank details to anyone you have not verified.

LinkedIn checklist before you apply

- Set your location to Dubai or Abu Dhabi if you are relocating, and say so in your headline or "about" section
- Turn on "open to work" for recruiters only if you are still employed
- Add UAE-relevant licences and memberships
- Connect with recruiters in your sector and with your country business council

Interviews

Expect two to four rounds for professional roles, often starting with a recruiter or HR screen, then technical or panel interviews, sometimes a case study or presentation. Video interviews are normal, including for government roles. Be ready to discuss salary as a full package (basic plus allowances), and do not give your current salary breakdown until you understand the role and band.

Understanding a UAE job offer

> **Short answer:** Read the offer as a package, not a salary. Check the employing entity, the job title and skill level, how much is basic pay versus allowances, and what benefits are promised in writing. For mainland jobs, the offer must be on MOHRE's official form.

What a genuine offer looks like

- It is on MOHRE's approved offer form, with a serial number and barcode you can verify
- It names the employing company and its licence, and whether it is mainland, free zone, DIFC or ADGM
- It sets out basic salary and each allowance separately
- It shows the job title, which determines your MOHRE skill level and some visa options
- It is signed by an authorised person at the employer

Package checklist

Item	Questions to ask
Basic salary	How much of the total is basic? End-of-service gratuity is calculated on basic pay only.
Housing	Is it an allowance, company accommodation or included in salary? Is it paid monthly or upfront?
Transport	Allowance, company car or none?
Annual flights	For you only, or your family too? Economy or business?
Health insurance	Which plan, and does it cover your spouse and children?
School fees	Is there an education allowance, and is it capped per child?
Relocation	Shipping allowance, temporary accommodation and settling-in support
Bonus	Guaranteed or discretionary, and on what basis?
Probation and notice	Probation can be up to six months. Notice is usually 30 to 90 days.
Employer and jurisdiction	Mainland, free zone, DIFC or ADGM? Different rules can apply.

To check whether the package is enough to live on, compare it with the costs in our UAE Cost of Living Guide and the "what salary do I need" section of our UAE Salary Guide. For contracts, probation, leave and gratuity in detail, see our UAE Employment Guide.

Why your job title matters

MOHRE classifies every job title into one of five skill levels. Your level affects some visa routes and whether you count as a skilled worker.

MOHRE skill level	Typical roles
Level 1	Legislators, managers and senior executives
Level 2	Professionals: science, engineering, health, education, IT, law
Level 3	Technicians and associate professionals
Level 4	Clerical support workers
Level 5	Service and sales workers

Levels 1 to 3 generally require a diploma, degree or higher. If your contract title is lower than the job you will actually do, ask why before you sign. MOHRE publishes its occupational classification on its job descriptions page.

Salary thresholds that unlock visa options

Threshold (monthly)	What it can unlock
AED 4,000, or AED 3,000 plus accommodation	Sponsoring a spouse and children
AED 15,000 with a bachelor's degree and skill level 1 to 3	Green Visa for skilled employees: five-year self-sponsored residence
AED 30,000 with a bachelor's degree and skill level 1 or 2	Golden Visa for skilled professionals: ten-year residence

These thresholds come from u.ae, ICP and the Abu Dhabi Residents Office. Our UAE Visa Requirements Guide covers every route in detail.

After you accept: work permit, visa and timeline

> **Short answer:** Your employer applies for your work permit and entry permit, you enter the UAE, pass a medical test, give biometrics for your Emirates ID and receive your residence visa. Your employer pays the visa and permit costs. Degree attestation is often the step that takes longest.

What happens, step by step (mainland employer)

Step	Who does it	Notes
1. Sign the MOHRE offer	You and the employer	Check the serial number and barcode first
2. Attest your degree	You, with employer guidance	Usually home-country authentication, UAE embassy and the UAE Ministry of Foreign Affairs. Start as early as possible.
3. Work permit application	Employer	Employer pays federal fees and any guarantee. Education verification for skilled roles can take up to two weeks.
4. Entry permit	Employer	Lets you enter the UAE to complete residency
5. Medical fitness test	You	Done after arrival at an approved centre
6. Emirates ID biometrics	You	Fingerprints and photo
7. Labour contract and residence visa	Employer	Your contract is registered with MOHRE, and your residence visa is issued

Free zone, DIFC and ADGM employers follow broadly the same sequence through their own authority. Healthcare and teaching roles add a professional licence on top. For the wider pre-arrival checklist, see Before You Arrive in the UAE, and for the first weeks after landing, Your First 30 Days in the UAE.

Costs you should not be paying

Under Federal Decree-Law No. 33 of 2021 (Article 6), employers may not charge workers recruitment or employment fees, directly or indirectly. In practice this covers your work permit, employment visa and the recruitment process. If you are asked to pay for any of these, stop and verify the employer.

You may still pay for your own document attestation, flights for family members not covered by your package, and your housing deposit. These are normal personal costs.

Mainland, free zone, DIFC or ADGM?

Most of the UAE follows federal labour law. The DIFC and ADGM financial free zones have their own employment laws, and other free zones handle visas through their own authorities. Check which applies before you compare offers. Our UAE Employment Guide explains the differences.

Job scams in the UAE: how to spot, check and report them

> **Short answer:** If anyone asks you to pay for a job, a visa, a medical test or "processing", it is almost certainly a scam. Verify every offer through MOHRE using its serial number or barcode, and check the company exists before you share documents.

MOHRE and Dubai Police have repeatedly warned job seekers in 2026 about fake offers, including warnings in March, August and October.

Red flags

- A high salary, immediate hiring or a fast-track process for a role you barely applied for
- Any request for money: registration, visa, medical, training, "security deposit" or equipment
- Offers made only on WhatsApp, Telegram or social media, with no proper interview
- Email addresses on free webmail services, or company domains that are slightly misspelled
- "Part-time tasks" that pay for liking posts, rating products or simple online work
- Requests for bank card details, one-time passwords, or to use your bank account to move money
- An offer that is not on MOHRE's official form, or a barcode that does not verify
- Pressure to decide within hours, or to keep the offer confidential
- Using the name of a real, well-known company but with contact details that do not match its official website

How to verify an offer and an employer

1. **Check the offer barcode or serial number** on the MOHRE website, the MOHRE app, or by calling 600590000.
2. **Check the company exists** using its English and Arabic names on the National Economic Register, available through u.ae.
3. **Check the recruiter's licence** if an agency is involved. MOHRE licenses recruitment agencies, and you can check its records.
4. **Check your visa** on the GDRFA website for Dubai-issued visas and on ICP smart services for other emirates.
5. **Contact the company through its official website,** not the number or email in the message you received.

How to report a job scam

Where	How
Dubai	Dubai Police app, the eCrime platform (ecrime.ae), or call 901 for non-emergencies
Anywhere in the UAE	Your emirate's police and the eCrime platform; report fake offers to MOHRE
If you have shared bank details	Call your bank immediately to block cards and accounts

A newer risk: scammers sometimes use victims' bank accounts to move stolen money, which can expose the account holder to legal consequences. Never let anyone use your account, however small the "fee" offered.

Free tool: Is this UAE job offer genuine?

> **Interactive tool:** use the checker online at relocate2uae.com/uae-job-opportunities#offer-checker

Answer eight quick questions about the offer you have received and our checker tells you how risky it looks and exactly which checks to run next. It takes about two minutes, works on your phone and does not store your answers.

Using recruitment agencies safely

> **Short answer:** Good recruiters are valuable in the UAE, especially for specialist and senior roles. Use agencies licensed by MOHRE, never pay them, and keep a record of which roles each one submits you for.

- **Licensing.** MOHRE grants recruitment agency licences and only to UAE nationals, with conditions including a bank guarantee and a dedicated physical office. You can check whether an agency is licensed through MOHRE.
- **Fees.** Job seekers should not pay recruitment agencies. The employer pays.
- **Specialists win.** Choose agencies that focus on your sector and seniority. A specialist will know which employers are actually hiring in 2026.
- **Control your CV.** Ask each agency to tell you before submitting you to any employer, so you are not submitted twice for the same role.
- **Executive search.** Senior roles are often filled through retained search firms. Approach them with a clear, short summary of your track record.

When to apply: the UAE hiring calendar

> **Short answer:** September to December and January to April are the busiest hiring periods for most sectors. Summer is slower. Teaching has its own cycle, and Ramadan changes the pace of interviews.

Period	What to expect
September to December	Strong period as budgets are confirmed and people return from summer. Teaching vacancies for the next school year start appearing.
November to February	Peak teaching recruitment for an August start
January to April	New-year budgets and a busy period for corporate hiring
Ramadan (expected to start around 8 February 2027)	Shorter working hours; interviews continue but decisions can slow
June to August	Quieter, with many decision makers on leave, but less competition for the roles that are open

The 2026 conflict disrupted the usual pattern, so treat this as a guide rather than a rule. For major industry events where employers recruit and network, see the events calendar in our networking guide.

Already in the UAE? Changing jobs

> **Short answer:** Under current law you do not need a no-objection certificate to move to a new employer once your contract has ended lawfully. You do need to serve your notice, and leaving during probation has specific rules.

- **Notice.** Usually 30 to 90 days, as set in your contract. During probation, give at least one month's notice if you are moving to another UAE employer.
- **New permit.** Your new employer applies for a new work permit. You cannot start before it is issued.
- **Unemployment insurance.** Most private-sector and federal government employees must subscribe to the Involuntary Loss of Employment (ILOE) scheme, from AED 5 a month. It can pay 60% of basic salary for up to three months if you lose your job through no fault of your own.
- **Visa grace period.** After your visa is cancelled you have a grace period to find a new job or leave. The length depends on your visa type and skill level.

Our UAE Employment Guide covers notice, probation, gratuity, redundancy and the ILOE scheme in detail. If your situation is contested, an employment lawyer such as our partner Davidson & Co. would be worth speaking to.

Partners, part-time work, freelancing and remote work

> **Short answer:** UAE labour law recognises full-time, part-time, temporary, flexible, remote and job-sharing work. Accompanying partners can work with the right permit, freelancers can apply for a MOHRE freelance permit, and people keeping a job abroad can use the virtual work residence route.

Situation	Route	Key point
Accompanying partner on a family visa	Employer obtains a work permit for you	You can work without changing your residence sponsor, but the employer still needs a permit
Part-time or flexible work	Part-time or flexible work permit	Available under the 2021 labour law; the employer applies
Freelancer or self-employed	MOHRE freelance permit, or a free zone freelance licence	A Green Visa for freelancers needs a bachelor's degree or specialised diploma and freelance income of at least AED 360,000 a year over the previous two years
Keeping a job abroad	Virtual work residence visa	One-year residence for remote workers with income of at least USD 3,500 a month
Starting a business	Mainland or free zone company	See our UAE Business Setup Guide. Our partner Creative Zone helps with freelance and company set-up.

Volunteering is also a useful way for partners to build a local network while job hunting. Our Family Relocation Guide and Expat Networking Guide cover this.

Tax note. The UAE does not tax employment income, but if you remain tax resident in your home country you may still owe tax there. Our UAE Taxation Guide explains what happens for people moving from the UK, Ireland, Australia, the US and elsewhere.

Common mistakes to avoid

- Resigning from your current job before you hold a signed, verified MOHRE offer
- Paying anyone for a job, visa, medical or "processing"
- Starting work, even for a trial week, on a visit or job seeker visa
- Comparing offers on total salary without checking basic pay, housing and school fees
- Accepting a job title below your real role, which can affect your skill level and visa options
- Leaving degree attestation until after you accept the offer
- Applying for hundreds of roles with one generic CV instead of tailoring for each
- Ignoring the jurisdiction: DIFC, ADGM and other free zones can follow different rules
- Relying on old salary figures from 2024 and 2025, before the 2026 market shift
- Sending passport copies or bank details to unverified recruiters

Frequently asked questions

What are the best job websites in the UAE?

Start with employer careers pages and LinkedIn, then use established portals such as Bayt, GulfTalent, Naukrigulf and Indeed to spot openings. For government roles use Dubai Careers and the emirate portals listed on u.ae. Teachers should add TES, Schrole and Search Associates. Whatever the site, apply through the employer where possible and never pay to apply.

How can I find a job in the UAE from abroad?

Apply through employer careers pages, LinkedIn and licensed specialist recruiters, and interview by video. Make your CV clear about your notice period, visa needs and availability. For teaching and healthcare, use sector-specific platforms and start licensing early.

Which jobs are most in demand in the UAE in 2026?

Healthcare, education, finance, investment management, data and AI, cybersecurity, construction and energy have the most consistent demand. Hospitality, advertising and some software roles slowed in 2026 because of the regional conflict.

Is it hard to get a job in Dubai in 2026?

It is more competitive than in 2025. UAE hiring fell in the second quarter of 2026, and employers are now hiring fewer, more senior people. Specialists with proven experience are finding roles; entry-level and generalist candidates face more competition.

Can I get a job in the UAE without a degree?

Yes, in many roles, but your options are narrower. Skilled classification (levels 1 to 3), the job seeker visa, the Green Visa and the Golden Visa all depend on a degree or equivalent qualification. Trades, hospitality, retail and some technical roles hire on experience and certification.

What is the UAE job seeker visa?

A visit visa that lets you stay for 60, 90 or 120 days to look for work without a UAE sponsor. In Dubai it costs AED 200, 300 or 400 plus VAT, with a refundable AED 1,000 deposit. It requires a bachelor's degree and a target role at MOHRE skill level 1 to 3. It does not allow you to work.

Can I work in the UAE on a visit visa?

No. You can interview and network, but working on a visit visa is illegal. Employers who hire without a work permit face fines of AED 100,000 to AED 1,000,000.

Do I have to pay a recruitment agency in the UAE?

No. UAE labour law prevents employers from charging workers recruitment fees, and the government states that job seekers should not pay agencies. If an agency asks you for money, walk away.

How do I check if a UAE job offer is real?

Genuine mainland offers use MOHRE's official form with a serial number and barcode. Check it on the MOHRE website or app, or call 600590000. Also check the company on the National Economic Register and contact it through its official website.

Who pays for my UAE work visa?

Your employer pays for your work permit, employment visa and recruitment. You may pay for your own document attestation and personal costs.

Are UAE salaries really tax-free?

There is no personal income tax on employment income in the UAE. Your home country may still tax you if you remain tax resident there, so check before you move.

How long does it take to get hired in the UAE?

For corporate roles, commonly one to three months from first interview to start date. Healthcare licensing usually adds about three to four months, and teaching follows a school-year cycle with offers made months ahead.

Can expats work for the UAE government?

Yes. Many government and semi-government roles are open to expats, especially specialist and senior positions. Dubai Careers lists roles across more than 45 Dubai government entities.

What is Emiratisation and does it affect expats?

Emiratisation requires mainland private companies with 50 or more employees to reach 10% UAE nationals in skilled roles by the end of 2026. Free zones are exempt. It makes some roles, particularly in HR, banking and insurance, more competitive for expats.

Can my spouse work in the UAE on a family visa?

Yes. An employer can obtain a work permit for a spouse on a family residence visa, so the spouse can work without changing sponsor. The employer must still apply for the permit before they start.

What salary do I need to live in Dubai or Abu Dhabi?

It depends on your housing, schooling and lifestyle. Our UAE Salary Guide sets out what a comfortable salary looks like for singles, couples and families in each emirate.

Can I change jobs in the UAE without an NOC?

Yes. Under the current labour law you do not need a no-objection certificate once your contract has ended lawfully. Serve your notice period, and take care during probation, where specific notice rules apply.

How do I report a job scam in the UAE?

In Dubai, use the Dubai Police app, the eCrime platform or call 901 for non-emergencies. Elsewhere, contact your emirate's police. If you have shared bank details, call your bank immediately.

Need help with your UAE job move?

We do not place candidates or post vacancies, but we can help you check an offer, compare a package against real living costs and plan your move. See our relocation and career guidance services, WhatsApp the Relocate2UAE team or book a consultation.

Related guides

- UAE Salary Guide 2026/27: pay by job, packages and the salary needed to live comfortably
- UAE Employment Guide 2026/27: contracts, probation, leave, gratuity and changing jobs
- UAE Visa Requirements 2026: every visa route, costs and documents
- Teacher Relocation Guide 2026/27: licensing, packages and the recruitment calendar
- Working in UAE Healthcare: Licensing Guide: DHA, DoH and MOHAP licensing
- Expat Networking in the UAE: business councils, professional bodies and events
- UAE Cost of Living 2026: what life costs in each emirate
- UAE Business Setup Guide: freelancing and starting a company
- UAE Taxation Guide: what happens to your home-country tax
- Before You Arrive in the UAE and Your First 30 Days
- Moving From the UK to the UAE and Moving From Australia to the UAE
- Moving to Dubai and Moving to Abu Dhabi hubs

How we researched this guide

We checked visa, permit, recruitment and scam rules against official sources first: u.ae, the Ministry of Human Resources and Emiratisation, GDRFA Dubai, ICP, the Abu Dhabi Residents Office, Dubai Careers and Dubai Police announcements, together with Federal Decree-Law No. 33 of 2021 and its amendments. Labour market figures come from the S&P Global UAE and Dubai PMI surveys, Cooper Fitch's Gulf Employment Index and official population statistics, as reported in October 2026. Salary ranges are taken from our UAE Salary Guide 2026/27, which names the recruiter surveys behind each figure. Where official sources were unclear or contradicted each other, we have said so. We do not list individual vacancies because adverts expire quickly; instead we point you to the places where live, verifiable vacancies are posted.

Disclaimer

This guide is general information for people looking for work in the UAE. It is not legal, immigration, tax or careers advice, and rules, fees, salaries and market conditions change, sometimes without notice. Always confirm the current position with the employer, MOHRE, the relevant visa authority or a qualified adviser before acting. Where an employment or visa point affects you, an adviser such as our partner Davidson & Co. would be worth speaking to. Relocate2UAE does not recruit, place candidates or verify individual employers or vacancies, and accepts no liability for any loss arising from reliance on this guide. Salary figures are indicative and are not offers. Listing an organisation is not an endorsement, and no organisation has paid to appear.