

# Employability World Tour

United Arab Emirates

30th April 2024

em  
lyon  
business  
school

alumni

## Employability World Tour 2023-2024 | UAE



Carte des Emirats arabes unis – © pbardocz – stock.adobe.com

The UAE, a federation of seven emirates, is known for its modernity, luxury, and diverse culture.

With thriving cities like Dubai and Abu Dhabi, it boasts iconic landmarks, a dynamic economy fueled by oil and tourism, and a blend of traditional values and contemporary innovation.

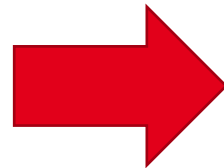


# Online Ressources on your alumni website

Here to help you to prepare your expat!

# Other ressources on your alumni website : [link](#) Workmaze & GoinGlobal

1. Career Guides
2. Job Search
3. Internship Search
4. Visa
5. Employer search directory



**workmaze**  
CAREER DIRECTION

HOME ABOUT BUSINESS SCHOOLS UNIVERSITIES CONTACT

Helping you find the perfect career

Workmaze is a career development and information company that has been helping students to find the perfect career since 1999. We work with business schools and universities throughout the world, delivering career services and information products.

Our publications, up-dated every year, have provided guidance for students in Masters, MBA, Alumni and Executive level recruitment, helping them find the job they want.

Workmaze - "THEIR FUTURE IS OUR BUSINESS"

Find out more >

Business Schools Universities Latest News

**Votre recrutement à l'international**

Vous aurez accès à des guides téléchargeables par pays avec les informations pour chaque entreprise présentée comprenant : les adresses, le numéro de téléphone, des contacts, le site web... les secteurs industriels du pays.

Pour accéder à la plateforme : emlyonforever / Mot de passe : careers

[Lien vers Workmaze](#)

**GoinGlobal**  
Jobs here, there, everywhere.

Home Career Guides Jobs Internships Employer Directory

**For Career Advisors**

Local experts - global insights

Instantly expand your team's geographical expertise with a virtual staff of local employment experts.

**Votre départ à l'étranger**

Réglementation des visas de travail

Marché de l'emploi par pays

Niveau de salaire...

Site en Français, en Anglais Espagnol, Chinois

[Je me connecte](#)

# Our next alumni employment webinars

## Webinaires en français :

- **Les Apéros Whats4u : Cap sur l'agroalimentaire**  
Mardi 28 mai de 18h30 à 20h
- **Mieux cerner ses forces et son projet**  
Mardi 4 juin de 12h à 14h
- **Les Apéros Whats4u : Focus sur le management de transition**  
Mardi 25 juin de 18h30 à 20h



**Welcome to our speakers**

# Linda Souak

Business Developer Banking, Fintech & Insurance

**PGE 2014**



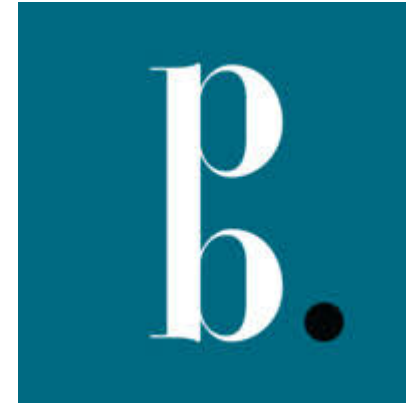
Graduated from a MSc at Emlyon (PGE 2014), Linda began her career in Paris and then London as a consultant in financial services before moving to the UAE in 2019 where she joined Mastercard Data & Services as a Strategic Program Manager.

Moving back to Paris in 2022, she decided to join the fintech sphere and now works as an independent consultant with fintech and digital banking players.

She had been living in Dubai for more than 2 years during her tenure at Mastercard.

# Lee Hobeika

Founder & General Manager at Supersub



**PGE 2013**



Graduated from emlyon (PGE 2013). Lee is currently the Founder and General Manager of Supersub a boutique consulting firm that helps tech companies scaling their Sales & Revenue Operations through consulting, training, technology and recruitment . Before this entrepreneurial experience, he worked at Google in various sales-related roles and was leading commercial and expansion efforts for the MEA region at Uber (Uber Eats).

He has been living in United Arab Emirates for more than 7 years now.



# Nayim Khemais

Founding Partner, CEO at 2NK Partners

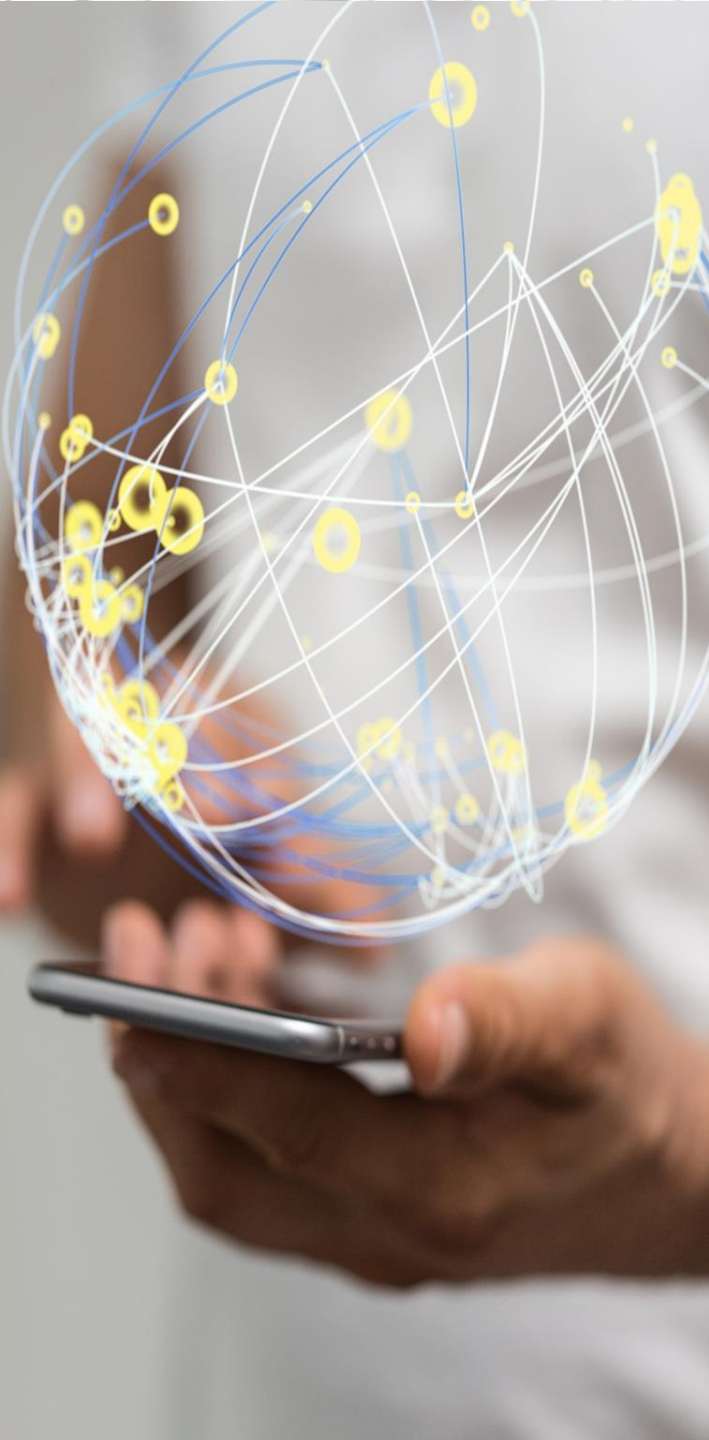


PGE 2008



Graduated from a MSc at emlyon (PGE 2008) and MBA from the Wharton School in 2014, Nayim is co-founder and CEO of Paris-based 2NK Partners, a specialist firm in Small and Mid-Cap Special Situation Transactions (Private Credit ; Distressed M&A). Prior to that, he spent 15 years in private equity and private credit funds in the MENA region where he closed numerous transactions and served as board member in portfolio companies..

He has been living in Dubai for 10 years now.



**emlyon alumni network**

# emlyon alumni network in Dubai

- **200+** emlyon graduates located in UAE
- Mostly graduated from Programme Grande Ecole

Join the group on the platform



**Check and update**  
your profile on the  
emlyon alumni  
platform to receive  
the group updates !

Join the linkedIn group





# Employment situation, industries and employment trends

# Employment situation and employment trends

## Tight yet dynamic labour market

- 2-3% unemployment (2022 - World Bank) - Every expat residing in the UAE is either employed or sponsored by a family member
- Growth of workforce of 10.53% in the past Year (Ministry of Human Resources and Emiratization - Jan. 2024)
- Some level of saturation with a dense workforce and companies more inclined to hire locally - GCC work experience is more relevant than ever (Saudi being a key market)

## What to bet on

- Growth in non-oil economy: IT/Tech, Banking/Finance/Fintech, Real Estate/Construction, Tourism/Hospitality
- New-Age Sectors: Digital Economy, AI, Metaverse
- Sales & Marketing roles
- Data Science, Digital, E-Commerce related roles

## Trends

- Trade Licenses/Sole proprietorship, Freelance Visas
- New progressive labor laws (2022-2023): Savings Scheme, Unemployment Insurance Scheme, Fixed-Term Employment Contracts...
- Emiratization to encourage emiratis to consider careers in the private sector

# Employment situation and employment trends

## International workforce

- End of 2021: 9,991,083 residents with roughly 9M expatriates permanently residing in the UAE
- Population by Emirate: Dubai (3.3M) & Abu Dhabi (1.45M)
- 200 Nationalities in the UAE – a diversity of cultures at work and in day to day life (cuisine, arts, etc.)

The **economy of the UAE** has shown resilience – non-oil sector and oil production saw a decline in late 2023 but are expected to bounce back (non-oil represents 70% of the total GDP)

## Geographic Breakdown / Sectors:

- Dubai: Retail, F&B/Hospitality, Financial Services, ICT, Real Estate
- Abu Dhabi: Oil & Gas, Public/Government, Tourism
- Fujairah/Ajman/Sharjah/Umm Al Quwain/Ras Al Khaimah: Tourism, Industry/Mining



# Job Interviews Cultural Specificities

# Learning from experience of our alumni

## **Upon arrival (or prior), network & leverage the local French community**

- Emlyon alumni
- Join dedicated groups on LinkedIn to help you identify French expats in your industry: JOGEA (Joint Grandes Ecoles Alumni UAE), UAE French connection
- French corporates (also looking for a VIE is a good way to start your career in the UAE)

## **Spend some time on site to meet people in your industry, attend events and start building your local network**

- If you are looking for a position in Fintech/Financial Services for example, attend DIFC Connect events, reach out to the team and introduce yourself as well as your objectives

## **How's the life there?**

- Choose your lifestyle – run away from the clichés and go for the set up that suits you best. Arabic is not mandatory at all, but it is always a plus



# Learning from experience of our alumni

## General

- Life in UAE
- Be comfortable about the weather, the cosmopolitan nature of the workforce, and the pace of work

## Looking for a Job

- English mastery is important to communicate clearly and understand various dialects
- While there are many job opportunities, the market is fairly saturated due to post-covid inflow of candidates, so the key is to differentiate oneself
- Differentiation comes by having a professional LinkedIn profile, attending events/conferences, engaging with professionals in target industries, and connecting with headhunters to market yourself well and not assume because if you have a good degree you'd be competitive
- Build a network of referrals in the UAE and outside UAE



# Do's & Don'ts

# Do's and don'ts

## Linda Souak

- Do: Reach out to people directly to express interest (try to get introductions)
- Don't : ONLY apply online. For each open role, there are thousands of applicants



## Lee Hobeika

- Do: Get acquainted with local/regional companies in your industries
- Don't: Set your compensation expectations too high



## Nayim Khemais

- Do: Spend time in the UAE to connect on the ground with companies
- Don't : Don't get discouraged if no reply or apply only to few offers



**Thank you for your attention.**

**Any questions?**



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