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LIVE, WORK & INVEST IN DUBAI · 30 JULY 2026 · 12 MIN READ

Getting a job in Dubai: from search to a verified offer

A credible Dubai career plan combines market positioning with careful offer verification, contract review, work-permit compliance and a realistic view of total compensation.

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> Dubai’s employment market is international, fast-moving and highly varied by sector. A good search begins with a specific value proposition: the problems you solve, the evidence that you can solve them and the industries in which that evidence is most relevant.

Recruitment also involves legal safeguards. The Ministry of Human Resources and Emiratisation (MOHRE) states that a worker should receive an employment offer before the employment relationship begins and that the approved contract should be consistent with the offer. Official systems allow offer and contract verification.

Key facts

BEFORE EMPLOYMENT	MOHRE says the worker should receive an employment offer before the relationship begins.
VERIFICATION	Approved offer and contract information can be checked through MOHRE channels.
FRAUD WARNING	Do not pay an unknown recruiter or individual for a job or share OTPs and banking credentials.

Search with evidence, not only a job title

Translate your experience into outcomes: revenue influenced, cost reduced, controls improved, projects delivered, teams led or regulated obligations met. Tailor the CV to the UAE role while keeping dates, qualifications and responsibilities accurate. A concise professional profile and a well-maintained

LinkedIn page help recruiters understand your fit quickly.

Licenced professions may require recognition, attestation or approval from a sector regulator. Confirm this before assuming that an overseas credential transfers automatically. For senior and specialist positions, build relationships with relevant recruiters, professional bodies and sector communities, but keep applications and communications organised.

Verify the employer and the offer

Treat requests for payment in exchange for a job, interview or work permit as a warning sign. Confirm the legal employer, trade name, work location and contact domain. MOHRE explains that approved job offers carry verification features, including a barcode, and provides channels to check offer and contract information.

Read the complete package: basic salary, allowances, variable pay, probation, notice, working arrangements, medical cover, annual leave, airfare or relocation terms and any restrictive covenants. Benefits are not interchangeable; end-of-service and other calculations may depend on defined salary components and current law.

Do not start work on the wrong status

A visit status does not create permission to work. The employer-led process must produce the required work authorisation and residence steps for the role, unless a different lawful work arrangement applies. Keep copies of the signed offer, contract, permit records, passport submissions and important correspondence.

The contract should reflect the offer you accepted. Raise inconsistencies before signing or commencing work. MOHRE publishes worker guidance and provides advice and complaint channels; free-zone employees may also have a relevant zone authority. Determine which regime and authority applies to the employing entity.

Evaluate the move as a household decision

Compare the offer against the full cost of living: housing, deposits, commuting, school fees, insurance for dependants, utilities, initial furnishing and trips home. A higher headline salary can still produce less disposable income if core costs sit outside the package.

Before resigning from a current role, confirm conditions precedent, expected joining date, permit responsibility, relocation support and what happens if approval is delayed. For cross-border moves, obtain advice on tax residence, equity awards, pensions and continuing obligations in other countries.

Practical checklist

- Define target roles and sectors
- Quantify achievements on the CV
- Check credential or regulator requirements
- Verify the legal employer and approved offer
- Compare total compensation with household cost
- Retain signed records and permit evidence

Official sources

SOURCE CHECK Official UAE government references. Links verified 4 August 2026.

1. **MOHRE: Know your rights**
2. **MOHRE: Offer and contract inquiry**
3. **MOHRE: Employment contract service**
4. **UAE Government: Jobs**

Online edition: **https://iraaglobal.com/insights/dubai-careers-employment/**

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Corporate Tax & VAT

Review IRAA Global tax and compliance capabilities.

Book a consult

Discuss the priorities evidence relevant to y business.

Tax-readiness quick check

1. Confirm the responsible legal entity and registration position.
2. Reconcile the accounts, tax adjustments and supporting evidence.
3. Document ownership, review and approval before filing.

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