

# Salary Survey Report Beirut March 2008

Prepared for:  
American Chamber of Commerce



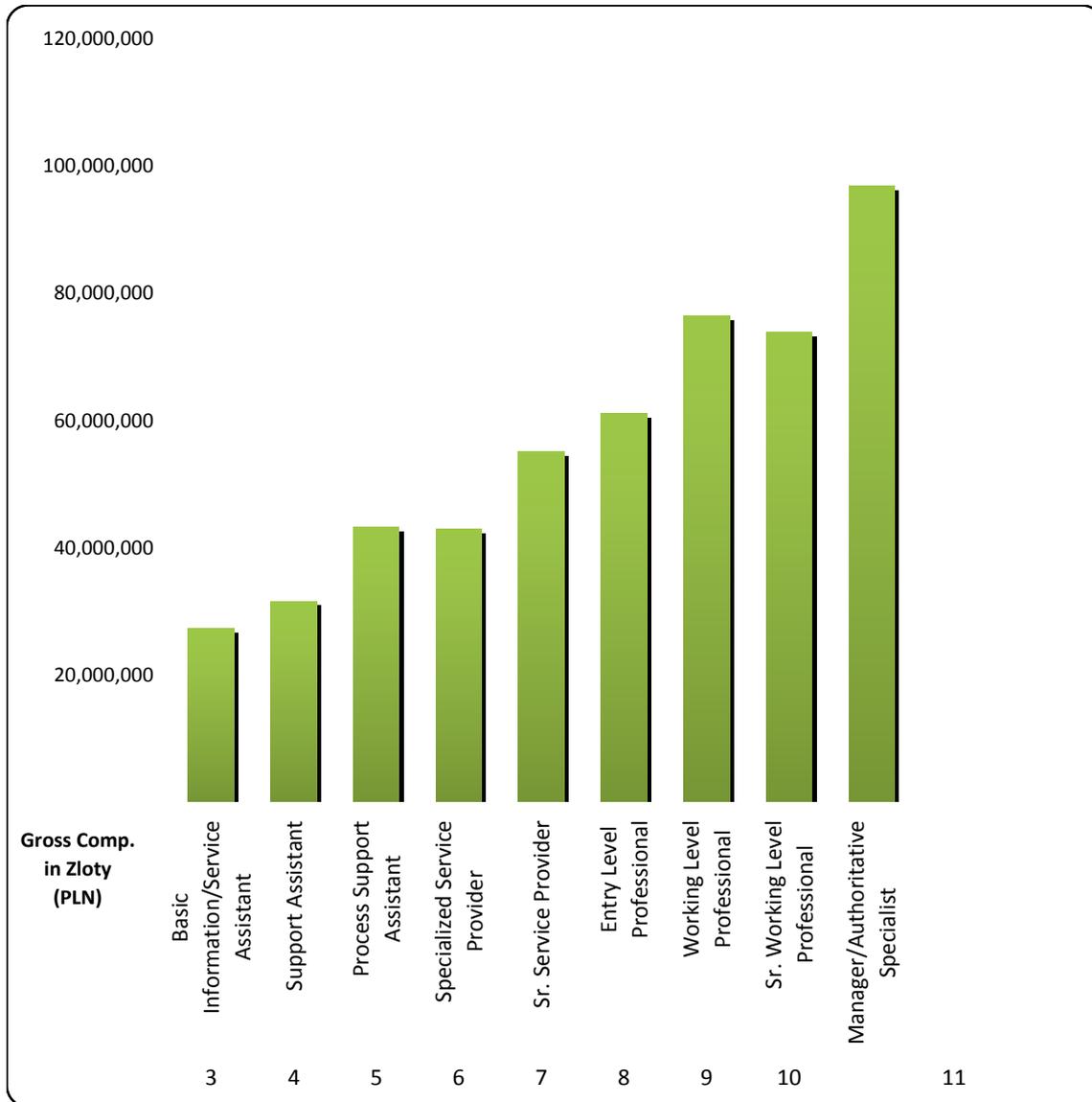
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**I. Average gross midpoint compensation by Birches Group Grade**

**Beirut, Lebanon, March, 2008**



The above chart is designed to provide a summary overview of the survey results. Birches Group survey benchmark jobs are classified into 14 distinct levels or grades. This chart shows the average gross midpoint compensation for all the grades matched in this survey. The gross compensation values displayed in this chart include base salary, fixed cash allowances, variable cash and in-kind benefits, but exclude a valuation of pension and medical plans. All salary-related data in this report has been proportionately adjusted for a workweek of 40 hours.

This summary report has been made available free of charge exclusively for AmCham members. More detailed reports are available to survey participants and data subscribers. To learn more, contact Birches Group at [amchamsurveys@birchesgroup.com](mailto:amchamsurveys@birchesgroup.com).

**II. Market Positions for Benchmark Jobs**

Grade	Title	% Job Matches	Min/Max	50th Percentile	75th Percentile	Market Mean
11	Manager/Authoritative Specialist	53%	Min Max	58,971,202 96,518,330	106,325,000 171,317,142	73,699,557 120,075,608
10	Sr. Working Level Professional	60%	Min Max	43,926,953 85,599,625	66,603,280 100,304,280	55,453,617 92,581,478
9	Working Level Professional	80%	Min Max	60,211,780 90,223,428	72,302,406 122,002,871	57,082,925 95,691,513
8	Entry Level Professional	67%	Min Max	49,746,277 68,578,239	61,130,891 96,052,945	48,834,757 73,156,848
7	Sr. Service Provider	80%	Min Max	41,488,065 57,942,052	51,414,542 83,552,450	44,216,531 66,080,896
6	Specialized Service Provider	67%	Min Max	26,407,952 54,993,352	44,257,412 66,919,071	31,790,045 53,927,693
5	Process Support Assistant	67%	Min Max	32,147,371 54,229,585	39,430,694 63,570,250	32,005,004 54,472,195
4	Support Assistant	73%	Min Max	26,495,000 41,959,250	30,979,748 47,778,875	24,674,120 38,450,833
3	Basic Information/Service Assistant	73%	Min Max	22,256,989 35,186,675	26,235,949 39,846,061	20,833,933 33,801,154

The minimum and maximum values displayed above represent total compensation including the minimum or hiring rate salary and maximum attainable salary per job respectively.

**III. Thumbnail Job Descriptions for Benchmark Jobs**

Grade	Title	
13	Director	Programme leadership; integrates substantive specializations into coordinated service platform, devises ground-breaking initiatives which advance the organizations reputation, develops and manages institutional relationships. Advocacy to advance broad programme/organizational objectives, building consensus and inspiring others to form alliances for concerted actions. Organizational structure is flat with high degree of operational and policy delegation for substantive areas. Decision making on programme priorities and policy initiatives is shared. Effective resource management, innovative policy development/service delivery. Results affect delivery of multiple, integrated, or diverse but crucial programmes or functional areas, or the effectiveness of a wide range of organization activities and commitments to constituents. Actions establish corporate standards.
12	Manager/Renowned Expert	Integrates substantive specializations into coordinated service platform, innovates new approaches, advocate/champion of service/programme. Scope broad and depth considerable. Substantial intricacy, high pace and variety, with competitive and conflicting demands. Managerial focus is primarily concentrated on facilitation and coordination. Advocacy and promotion requiring empathy and the capacity to assimilate diverse perspectives.[cont.]

### III. Thumbnail Job Descriptions for Benchmark Jobs (cont.)

12	Manager/Renowned Expert (cont.)	Collaborators, counterparts and service providers in functional area both in and outside of the organization. Results affect overall execution of programmes or functional areas and the reputation and success of teams. Actions build corporate standards.
11	Manager/Authoritative Specialist	Supervise project teams and ensure effective integration of project activities with overall business/programme objectives; secure cooperation and support from external partners and clients; advise senior management on business/programme objectives; recommend new business/programme modalities and concepts.
10	Sr. Working Level Professional	Guide business/programme development across related project areas; assess project effectiveness and recommend new initiatives; advise management on systems and procedures.
9	Working Level Professional	Develop proposals and manage independently; provide professional advice within a defined subject or business/programme area; recommend business/programme initiatives and priorities; assess effectiveness of business/programme, systems and procedures.
8	Entry Level Professional	Basic analytical tasks in support of project management; compile and research background information; summarize data and assess trends; work closely with senior level executive.
7	Sr. Service Provider	Oversees provision of integrated platform across a range of services, assesses of service delivery quality against needs, anticipates delivery challenges to ensure service continuity.
6	Specialized Service Provider	Provides multiple services that support comprehensive platform. Monitors and reports on overall provision of services to target population.
5	Process Support Assistant	Subject specialized support requiring comparative evaluation of specific service needs against established rules and procedures.
4	Support Assistant	Provides support in a specific area of service requiring understanding of subject specific rules and procedures which guide service delivery.
3	Basic Information/Service Assistant	Organizes information in support of basic information storage and retrieval systems.

### IV. Survey Participants

- |  |                   |
|--|-------------------|
| 1 Australian Embassy                       | 12 Sanofi-Aventis |
| 2 Cadbury Adams                            | 13 United Nations |
| 3 Catholic Relief Services                 | 14 Western Union  |
| 4 Council for Development and Reconstructi | 15 World Bank     |
| 5 Embassy of Canada                        |                   |
| 6 Embassy of the Netherlands               |                   |
| 7 Embassy of the United States             |                   |
| 8 European Union                           |                   |
| 9 Masterpak Indevco Group                  |                   |
| 10 MTC Touch / Zain                        |                   |
| 11 Pfizer                                  |                   |