



Allocation Assist

The source of workforce

FOR WESTERN TRAINED DOCTORS • UAE

The Doctor's Relocation Checklist.

Everything you need to move to the Gulf: document preparation, licensing, the hospital introduction, and your residency visa, mapped out in the exact order you need it.

11

YEARS IN THE GULF

95+

HOSPITAL RELATIONSHIPS

500+

DOCTORS PLACED

Dubai needs **6,000 more doctors** by 2030. **Are you one of them?**

The UAE's top hospitals are not advertising these roles. They never have. The doctors filling them are being introduced through direct relationships, and the rewards are unlike anything back home.

SPECIALIST

AED 45,000 to 65,000 / month

approx. \$12,000 to 18,000 USD ·
€11,000 to 16,000 EUR

CONSULTANT

AED 70,000 to 80,000 / month

approx. \$19,000 to 22,000 USD ·
€17,500 to 20,000 EUR

Every dirham is yours. No income tax. No National Insurance.

A UK consultant losing up to **40% of their gross salary to HMRC** every month keeps **100% of it here**. The only thing standing between you and that life is the process. That is exactly what this checklist is for.

HOW TO USE THIS GUIDE

Everything you need. In the **order you need it.**

This is the exact checklist we use with every doctor we relocate. Document preparation, licensing, the job search and your visa, mapped out step by step, with the notes that actually matter. Print it, tick it off as you go, and keep it beside you for the whole journey.

11 years. 500+ doctors placed. 95+ hospital relationships across the UAE, Saudi Arabia and Qatar. We are Allocation Assist Middle East. If you are serious about making this move, this is where it starts.

WHAT'S INSIDE

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Why doctors feel more professionally satisfied in Dubai.

Studies consistently show that nearly half of physicians report at least one burnout symptom. Most assume Dubai is the same problem in a different postcode. Here is what actually changes, bounded in law.

48 hrs

Legal weekly cap on working hours

30 days

Paid annual leave

10 days

Study leave



Tax free income

Keep 100% of what you earn. No income tax means your work truly pays off.



Work life balance

Structured schedules, predictable hours, and real time off, with no taking work home.



Less burnout, more control

Greater autonomy and fewer on call demands help you stay focused and fulfilled.



World class systems

Cutting edge technology and globally aligned clinical standards, there when you need them.



Diverse patient exposure

Treat patients from over 200 nationalities and expand your clinical expertise.



High professional respect

Doctors are ranked among the most respected professionals in the UAE.



Family friendly lifestyle

Safe communities, quality education, and affordable support systems. When you finish work, you are done. Dubai lets you enjoy life with your family.



SECTION 1

Document Preparation

Start here, start early. Get this section wrong and every section that follows pays for it.

🕒 Give yourself 6 to 12 months

DONE	TASK	NOTES
☐	Valid medical licence from your home country	Must be current and active at the time of submission, not just at the time of gathering. Licences that lapse mid process require reverification.
☐	Certified copy of your primary medical degree	Keep the original and a clear certified copy ready. Notarisation or stamping may be requested depending on the authority, country, and credential review.
☐	Internship completion certificate	Required for GPs. Specialists and consultants should confirm whether their authority requires this in addition to postgraduate certificates.
☐	Postgraduate specialist or consultant certificate	The title on this document must match the title you are applying under exactly . Mismatches are one of the most common causes of rejection.
☐	Residency completion certificate	For specialists and consultants only. Confirms completion of postgraduate training. The title and specialty must align with your licensing application.
☐	Good Standing Certificate from your home medical council	UAE authorities require it to be no older than six months at application. Several home authorities cap validity at only three months from issue, including the GMC, certain authorities in Spain and France, and some in Germany. Request it as late in the process as possible.

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SECTION 1 • CONTINUED

Document Preparation

DONE	TASK	NOTES
☐	Experience letters covering your last 3+ years	Must cover the minimum experience required for your applied title, including recent roles and any period relied upon for eligibility. One letter per position, on hospital letterhead, signed by an authorised signatory.
☐	Logbook	Required for surgical specialties, in the required format. Must reflect accurate procedural volume, which UAE hospitals review.
☐	Passport photographs on a white background	Minimum six copies. Check current authority specifications before printing. Size requirements vary.
☐	Passport valid for at least one year	Check the expiry date before starting any application. A passport expiring mid process creates delays that cannot be fast tracked.
☐	UAE formatted CV in English	Lead with your specialty, years of experience, and patient volume. Procedural numbers matter here. UAE hospitals want to know how many cases you have managed, not just where you worked. Most western trained doctors undersell this.



We do this for you

Allocation Assist prepares a UAE formatted CV for every doctor we work with, built to surface the procedural volume and patient numbers that UAE hospitals actually screen for.



SECTION 2

Medical Licensing

The most consequential decision in this checklist. Get this wrong and you start again from the beginning.

DONE	TASK	NOTES
☐	Identify the correct licensing authority for your emirate	DHA for Dubai. DOH for Abu Dhabi. SHA for Sharjah. MOHAP for all other emirates. A licence is issued for a specific emirate. Practising in another requires a formal licence transfer.
☐	Run a self assessment against the Unified PQR before applying	The PQR sets the eligibility criteria for title, specialty and experience used by all four authorities. DHA offers an online self assessment tool. Use it before submitting anything. Applying for the wrong title is a common, avoidable mistake.
☐	Create your profile on the relevant licensing portal	DHA uses the Sheryan portal. DOH, SHA and MOHAP have separate platforms. Do not begin uploading documents until you have confirmed your portal and eligibility.

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SECTION 2 • CONTINUED

Medical Licensing

DONE	TASK	NOTES
☐	Initiate DataFlow Primary Source Verification	Mandatory for all four authorities. DHA lists 15 working days from payment, though real world cases often take longer. Your DataFlow report, not your DHA application, is what transfers across UAE authorities if you apply elsewhere later, though additional checks may still be required.
☐	Sit and pass the licensing examination, if required	Doctors with Tier 1 qualifications from the UK, US, Canada, Australia and Ireland may be exempt under the PQR tier system. Exemption must be confirmed against the PQR for your specific specialty and grade. It is not automatic. Three attempts are permitted across all UAE authorities combined.
☐	Receive your eligibility letter or provisional licence	DHA and MOHAP issue a registration certificate once DataFlow and any examination are complete. For DOH in Abu Dhabi, no certificate is issued at this stage. An employer sponsorship letter is required to finalise the licence.



Licensing is where most applications stall

Our team manages the full process for every doctor we work with. Talk to us before you submit anything. info@allocationassist.com



SECTION 3

Job Search & Hospital Introduction

UAE hospitals do not advertise their vacancies. If you do not have the right introduction, you are not in consideration.

DONE	TASK	NOTES
☐	Identify your target emirate, hospital type and specialty focus	Private and government hospitals operate very differently. Pay structures, culture, patient volume and career progression all vary significantly. Know what you are looking for before you start.
☐	Secure direct hospital introductions	This is not a market where emailing your CV to a hospital address produces results. Vacancies at leading institutions are filled through direct relationships. Allocation Assist has worked with 95+ hospitals across the UAE for 11 years. These are relationships built over time, not a database.
☐	Prepare a UAE formatted CV and cover letter	Lead with specialty, years of experience and patient volume. Procedural numbers matter. UAE hospitals want to know how many cases you have managed, not just where you trained.
☐	Attend interviews with shortlisted hospitals	We prepare you for what to expect at each institution before you walk in. Interview culture in the UAE differs from the NHS. Knowing the environment in advance matters.

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SECTION 3 • THE CONTRACT

Job Search & Hospital Introduction

DONE	TASK	NOTES
☐	Review your employment contract carefully before signing	A UAE contract looks different from anything you have signed before. Check: basic salary stated separately from allowances, housing allowance, annual air ticket entitlement, notice period (30 days standard under UAE law, extendable to 90 by contract), and end of service gratuity terms. Never sign on a verbal assurance. If it is not in the contract, it does not exist.
☐	Understand your end of service gratuity entitlement	Gratuity accrues on basic salary only , not your total package: 21 days of basic per year for the first five years, rising to 30 days per year thereafter, capped at two years' total basic. A consultant on AED 80,000 basic, after five years, is looking at roughly AED 280,000 on departure. Negotiate your basic accordingly.
☐	Receive your formal offer letter	Required to begin your visa application. Do not hand in notice at your current role until this is in your hands and the contract is signed.



You will not find these roles on a job board

Book a free consultation and let us introduce you directly to the hospitals worth your time. info@allocationassist.com



SECTION 4

UAE Residency Visa

Largely managed by your employer. Your job is to move quickly at every stage and not let deadlines slip.

DONE	TASK	NOTES
☐	Receive your employment entry permit from your employer	Issued after your offer letter is processed through immigration. Valid for 60 days from issue , not from when you arrive. It cannot be extended. If it expires before you enter the UAE, you need a new one.
☐	Enter the UAE within the 60 day entry permit window	Once you land, the clock starts on completing all remaining steps. Do not plan travel while your residency is being processed, unless your employer or PRO confirms it is safe.
☐	Complete your UAE medical fitness test	Blood test and chest X-ray at a government approved centre, within the 60 day window. Results are typically returned in one to two working days and sent directly to immigration.

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UAE Residency Visa

DONE	TASK	NOTES
☐	Submit biometrics for your Emirates ID	Complete the Emirates ID application and biometrics promptly once instructed by your employer or typing centre. Your Emirates ID is required for banking, tenancy and most official transactions. Everything else waits for this.
☐	Receive your Emirates ID and UAE residency visa	From biometrics, Emirates ID processing typically takes two to four weeks. Since 2022, UAE residence visas are no longer stamped in passports. Your Emirates ID is your primary proof of residency.



Missed deadlines set your start date back

Your employer manages the paperwork, but expired permits and sequencing errors are more common than you think. We have done this hundreds of times and know exactly what to watch for. Reach out before you travel: info@allocationassist.com

What doctors say about working with us.

★★★★★

"Allocation Assist team has been exceptional from the very beginning, from helping with my registration to consistently doing their best to recommend suitable opportunities. They have maintained clear, open, and honest communication regarding job opportunities, timelines, and other updates. They put significant effort into understanding their clients' personalities and preferences, and they strive to place them in well suited hospitals."

Dr Feras Sanoubara GASTROENTEROLOGIST

★★★★★

"Allocation Assist got me my Consultant job in Abu Dhabi where I am very happy. If you're a British doctor looking for a job in the UAE, this is where you start. Go for it!"

Dr Richard Baker
CONSULTANT PLASTIC SURGEON

★★★★★

"Amazing team that was professional in communication and management of the local administration issues. Prompt and responsive and highly recommended."

Dr Amulya Saxena
CONSULTANT PEDIATRIC SURGEON

★★★★★

"It was a pleasure working with Emilie and her fantastic team at Allocation Assist. Professional, friendly and highly motivated. I would highly recommend them."

Dr Soroush Sohrabi
CONSULTANT VASCULAR SURGEON

★★★★★

"Excellent services from Emilie and the Allocation Assist. The team provided timely updates with progress and reassured me all the way. I am happy to recommend Allocation Assist for their high standards of professionalism."

Dr Mavin Macauley
CONSULTANT ENDOCRINOLOGIST

YOUR NEXT STEP

Your move to the Gulf starts with the right introduction.

You now have the full map. The doctors who make this move smoothly are the ones who get the sequence right and have someone in their corner who has done it hundreds of times. That is what we do, and the first conversation is free.



Get the sequence right, and the Gulf is closer than you think.

The first conversation is about understanding your specialty, your target emirate, and what the right move looks like for you.



EMAIL
info@allocationassist.com



PHONE
+971 4 273 3477



WEB
www.allocationassist.com



OFFICE
**Jumeirah Lakes Towers, Dubai,
UAE**



HOURS
Sunday to Friday, 8am to 8pm (GST)



Allocation Assist
The source of workforce

We bring the expertise. You bring the ambition.