VEER&SANT. REAL ESTATE

DUBAI REAL ESTATE · NO EXPERIENCE NEEDED

Built for more.
Come and prove it.

Top of the board and still on the same money as the person doing half the work? Here you get paid for what you actually do. No pay band. No ceiling. Just the work.

COMMISSION ONLY

01 NO CEILING

02 0% INCOME TAX

03 UP TO 70% SPLIT

04 TRAINED FROM DAY ONE



LET'S BE STRAIGHT WITH EACH OTHER

No salary.
No safety net.
No ceiling.

Every role here is **commission only**. Most companies hide that in the small print. We put it on page two, because the people we want don't flinch when they read it. They lean in.

In return you get a real brokerage, a real licence, real deals, and someone in your corner every single day.

INSIDE

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Best on your team and still on the same money?

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Three years paying to learn, or getting paid to

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Two minutes. One 60-second video.






01 · SOUND FAMILIAR?

Best on your team. Still on the same money?

You're top of the board, and paid the same as the person doing half the work.

Everyone you follow seems to be in Dubai. Why not you?

You're not scared of hard work. You're scared of being average.



WHICH ONE ARE YOU?

The Grafter

Average grades, no grand plan. But you've been the best on the floor somewhere: hospitality, retail, telesales, the gym. Competitive. Hungry.

WHAT CHANGES

No cap on what you earn, and a leaderboard you can actually climb.

The Capped Graduate

Decent degree, dull grad job, and a pay band someone else decided. You're good with numbers and you know you're wasted where you are.

WHAT CHANGES

Investor clients from the UK, Canada and Australia, and a ladder to 70% and shares.

The Seller

Two or three years in agency, recruitment or B2B. You already do 60 calls a day and “no” doesn't faze you.

WHAT CHANGES

Same skills. Bigger deals. A higher split. 0% income tax.

DIFFERENT START. SAME STANDARD. SAME LADDER.

Three years paying to learn.
Or three years getting paid to.

£9,790
a year in tuition fees in England for 2026/27. Rent and food on top.

£47,730
average student debt when repayments start.

9%
of everything you earn over £25,000, for up to 40 years.

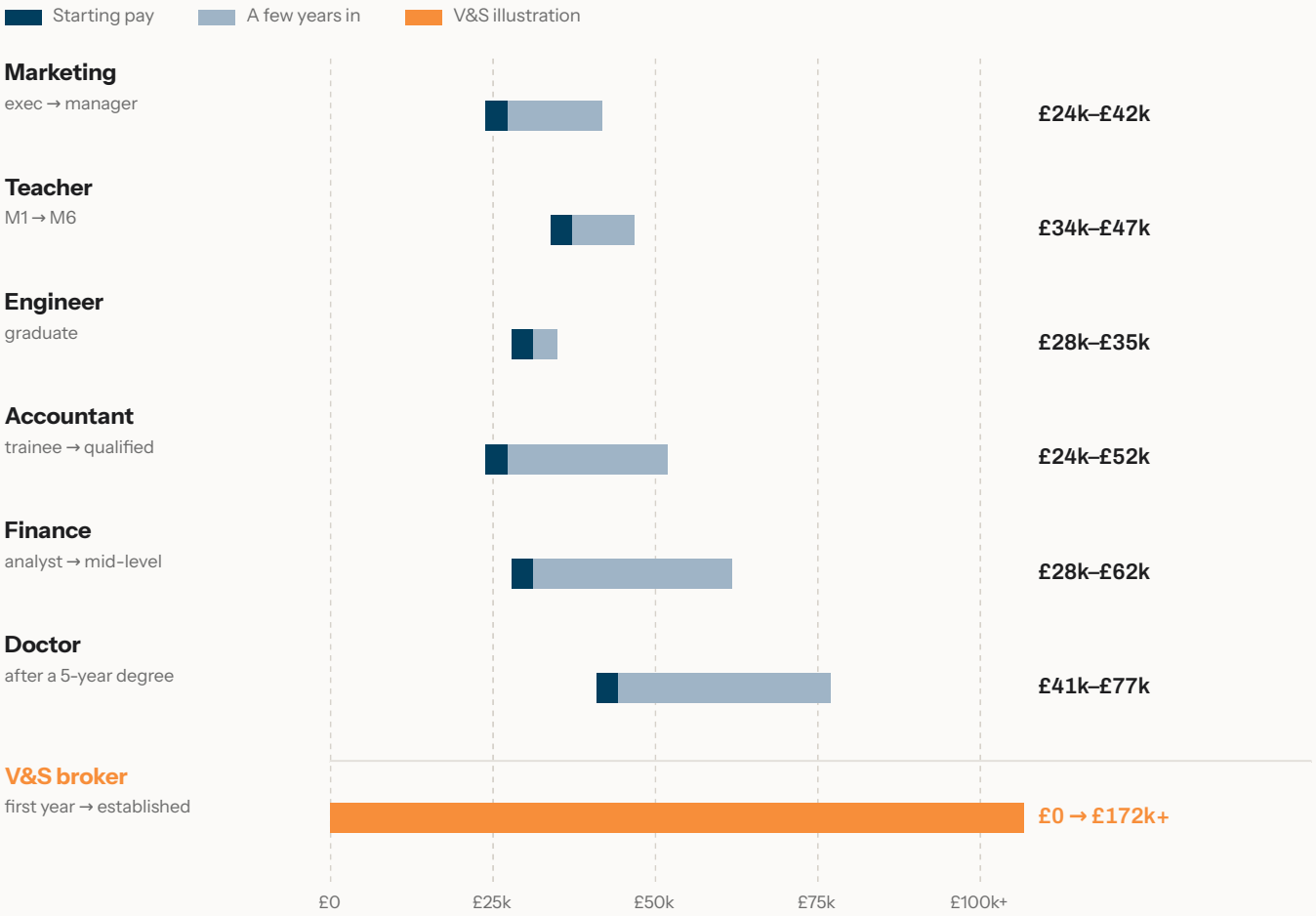
£42k
roughly what you need to earn before the loan even stops growing.

	YEAR 1	YEAR 2	YEAR 3	AFTER 3 YEARS
UNIVERSITY	**First year** Fees and rent go on the loan. ≈ –£16k	**Second year** Interest added from day one. ≈ –£32k	**Final year** Then the job hunt starts. ≈ –£48k	**A first job at around £30,500** No track record yet. And the loan.
V&S	**5-day Foundation Course** RERA licence, then on the phones. First commission usually lands in months 3–6.	**Your own pipeline** Your listings, your clients. Split rises with your results.	**Established broker** Repeat clients, referrals and a name in the market.	**No debt. A trade.** Three years of real deals, a licence and a skill every business wants.

> **By the time a graduate gets their first payslip, you're in year four.**

Student finance figures for England, simplified, using 2026/27 Plan 5 terms (interest at RPI, currently 3.2%). Sources: UCAS; Student Loans Company via AJ Bell; Plan 5 repayment terms. Graduate starting pay: UK graduate salary surveys, 2026. V&S roles are commission only: no sales, no pay.

Good careers. Steady ladders.
Someone else sets your pay.



These are solid careers. Doctors, accountants and finance people do well in the long run. The difference is how long it takes to get there, and that a pay band decides it, not you.

Here, **£0 until your first deal**. After that, your sales and your split decide it.

> THE SKILL THAT STICKS
>
> A degree teaches you a subject. This job teaches you to **sell** and to **market yourself**. Every business on earth needs both, and nobody can take them off you.

UK gross salaries, England, 2026: NHS England (FY1, ST7 basic), teacher pay scales M1–M6 with the Sept 2026 award, graduate and industry salary surveys. V&S figures are illustrations from page 17, not averages or promises. Illustrations, not a promise of income. Your results depend on your activity.

0% Income tax.

Keep what you earn. The UAE doesn't take a cut, and Dubai rewards people who show up and do the work. The market is **huge**.

The UAE does not levy personal income tax; your home-country tax position depends on your residency status. Take advice before you move.



AED 687bn

Dubai property sales in 2025 · a record year

AED 13.7bn

Paid to brokers in commission · in one year

> **SAME SALE PRICE. 2–3× THE PAY.**
>
> Developers often pay **4–6% on off-plan launches**, against around 2% on a resale.

Market figures: Dubai Land Department / RERA, 2025.

Dubai always **comes back.**

2026 tested this city. Regional conflict made buyers pause, deals slowed, and a lot of brokers packed up and left. Dubai has been here before.

2008–10

↓ GLOBAL FINANCIAL CRISIS

Prices roughly halved.

↑ THEN

A sharp rebound from 2012

2014–20

↓ OIL CRASH, OVERSUPPLY, COVID

Six slow years.

↑ THEN

2021–25: the biggest boom in its history

2026

↓ REGIONAL CONFLICT

Buyers paused.

↑ THEN

The next chapter. Where will you be standing?

Train in the quiet. **Be ready when it turns.**

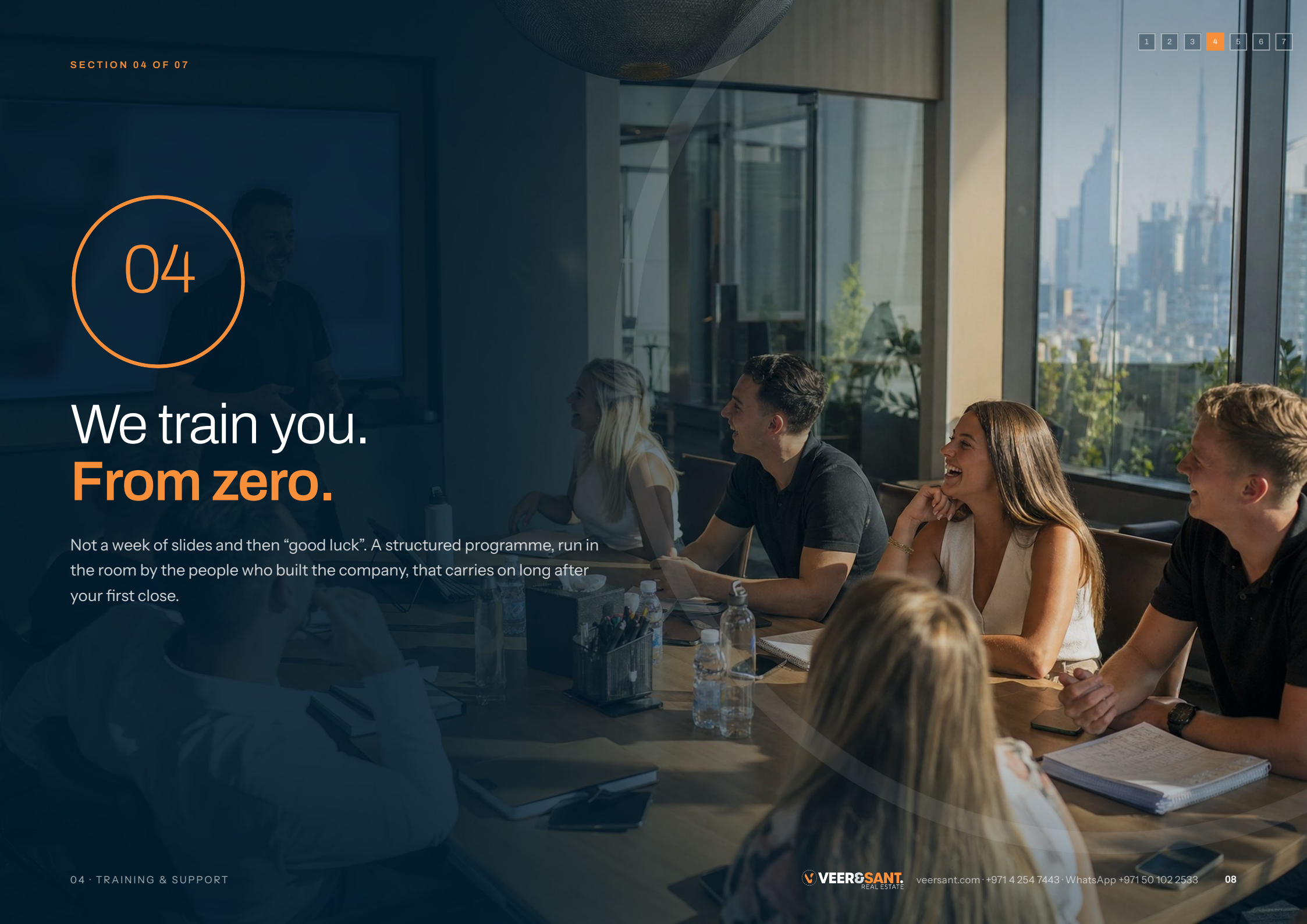
THE V&S VIEW

VEER&SANT. REAL ESTATE Past market performance is no guarantee of future results.

04

We train you. From zero.

Not a week of slides and then “good luck”. A structured programme, run in the room by the people who built the company, that carries on long after your first close.



Day one to your first deal. **And beyond.**

5

Day Foundation Course

In the classroom with James and Benny: our vision, the Dubai market, the V&S sales process, scripts, objections, the CRM and live call blocks.

RERA

Certified to trade

New to Dubai property? We take you through the RERA course and exam so you're licensed. The exam is paid by V&S once you pass probation.

Mon

Coached every week

Team sales meeting every Monday, your numbers reviewed against the standard, and hands-on help on live deals. You're never left guessing.

Pro

Advanced broker training

Proved yourself? Go deeper in the area you choose: off-plan, secondary, leasing, commercial or luxury.

PAID BY V&S · AFTER 60–90 DAY PROBATION

- Your visa
- RERA exams
- Basic medical

PLUS THE REAL TOOLS · YOU'RE NEVER ON YOUR OWN

- A proper CRM
- AI-assisted calling
- Portal listings
- Your own V Card
- AML/KYC handled
- Leads as you grow



04 · WHO'S GOING TO TEACH YOU

Not a video library. Not a guru. Me. In the room.

I'm James Sahota. Over 20 years in property, first in the UK and now in Dubai. I know what it feels like to know you're capable of more, with nobody showing you the way.

> "I started with donated furniture and a £500 lime green Fiat Bravo. **So I'll train you myself.**"
>
> JAMES H SAHOTA · CEO, VEER & SANT

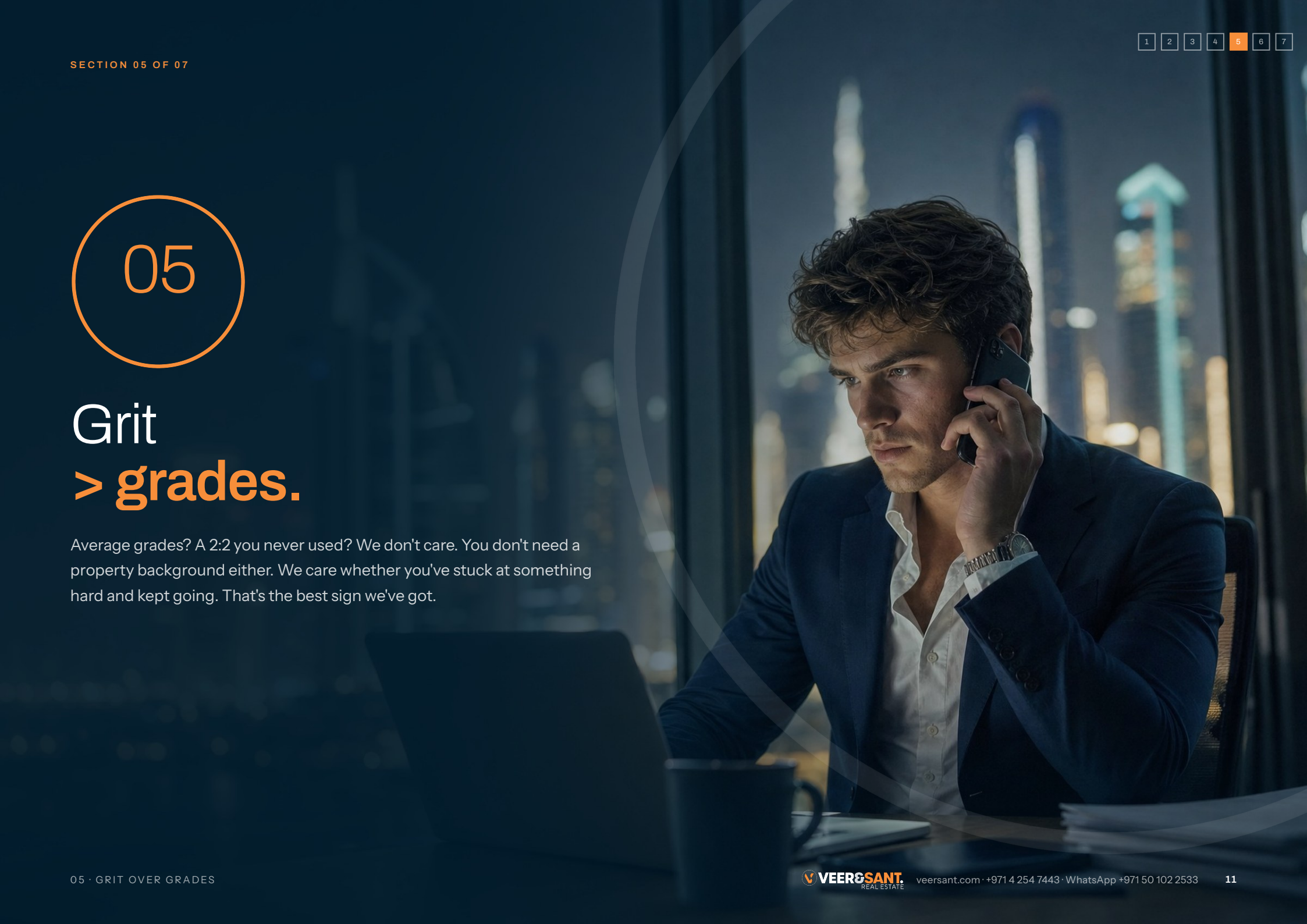
REAL BROKERAGE | REAL LICENCE | REAL DEALS

▶ Watch "Why I'll train you myself" at veersant.com/careers

05

Grit
> grades.

Average grades? A 2:2 you never used? We don't care. You don't need a property background either. We care whether you've stuck at something hard and kept going. That's the best sign we've got.



05 · THE ROLES

Start as a broker.
Become the specialist.

Everyone starts as a Property Broker and learns the whole market. Prove yourself, then move into the area you want to own.



Off-plan	Developer launches & investment property
Secondary	Resale villas and apartments
Leasing	Residential rentals
Commercial	Offices, retail, warehouses, land
Luxury	High-end homes for high-net-worth clients

WHO WINS HERE · SIX THINGS WE HIRE FOR

GRIT
Makes call 87 on a bad Tuesday.

BOUNCES BACK
"No" stings. It doesn't stop you.

COMPETITIVE
Wants the top of the board, not just a living.

HONEST ABOUT MONEY
Wants to be wealthy, and can say why.

COACHABLE
Hungry but humble. Runs the process.

PROOF OF PAST GRIND
Has already done something hard, again and again.

This is the job.

New to property? We teach you every part of this, step by step. Already selling? This is what our best people hit every week.

100

Calls a day

To owners and buyers in your area, from our CRM with AI-assisted dialling. Most deals start with a conversation.

20

Live listings

Twenty homes owners have trusted you to market, live on Property Finder and Bayut at all times.

8:30

In. Ready. Go.

The team starts together at 9:00 with training or the daily huddle. Not 8:45. 8:30.

100%

Logged

Every call, contact and next step goes in the CRM the same day. It's how you follow up, and how we coach you.



> **It's hard. That's the point.**

> We measure the work. **The deals follow.**

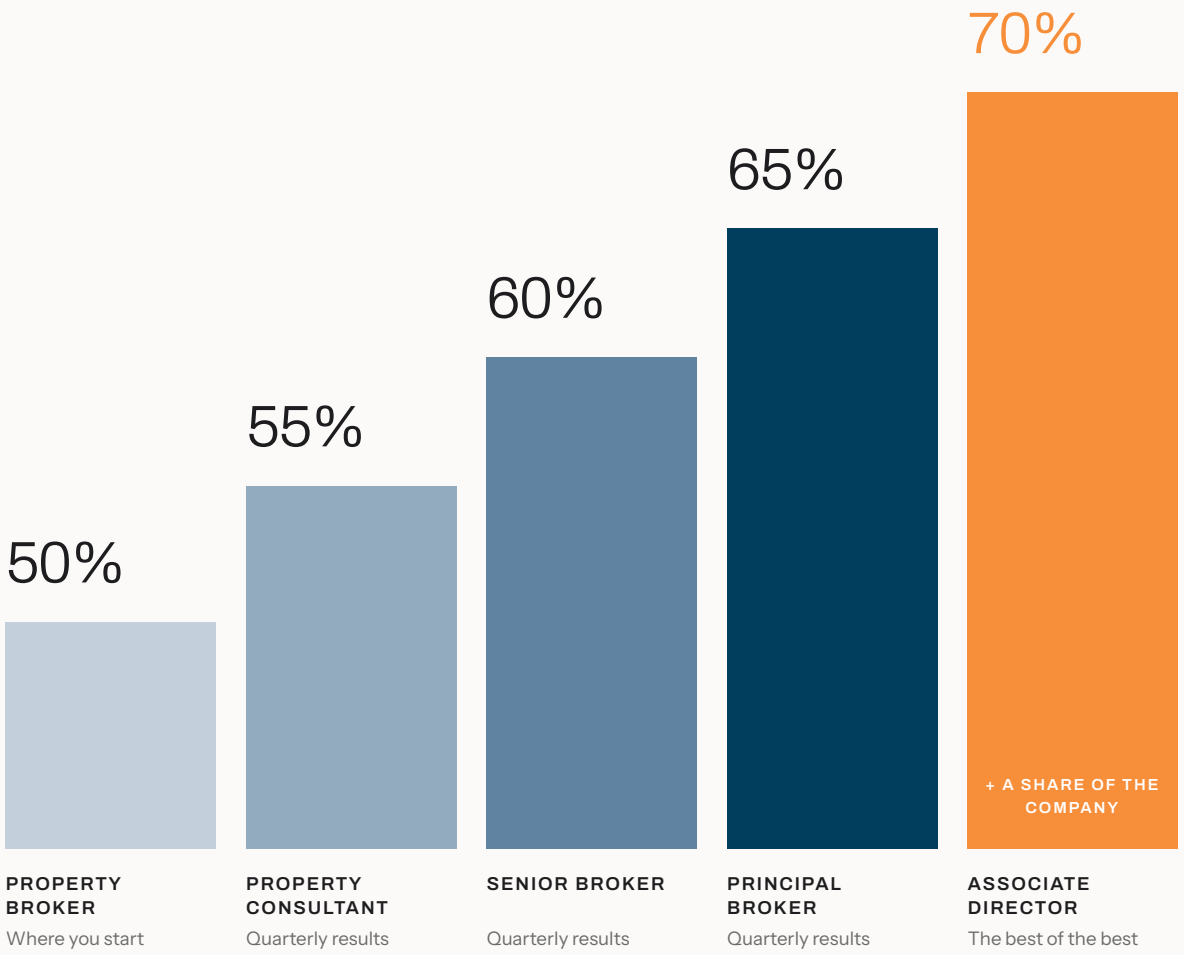
05 · A SPLIT THAT GROWS WITH YOU

50 → 70%

START AT 50%. EARN YOUR WAY TO 70%.

> THE V&S VIEW
>
> Your age doesn't decide your title. **Your results do.**

No waiting your turn. No annual review deciding if you're "ready". Hit the numbers for the quarter and you move up.



06

The honest **numbers.**

The cost is real. So is the upside. Most new brokers wait 3–6 months for their first commission. Come with savings, and you get to build properly instead of chasing any deal.



The cost is real. **Plan for it.**

THE BARE MINIMUM

£12k

People have made it work on around £12k, but it leaves very little room. Treat it as the floor, not the plan.

WHAT WE RECOMMEND · 6 MONTHS

£17–25k

For one person, everything included. The lower end is a flatshare, the upper end a studio. Six months with nothing coming in, so month three isn't a panic.

The recommended figure covers

- ✓ Flights
- ✓ Deposits
- ✓ Visa
- ✓ RERA
- ✓ Rent
- ✓ Car, fuel & tolls
- ✓ Bills
- ✓ Food
- ✓ A social life
- ✓ A 10% buffer

RUN YOUR OWN NUMBERS

Broker runway **calculator**

Put in your real costs and see exactly what you need before you book anything. Takes 3 minutes.

SCAN TO OPEN

veersant.com/careers

Estimates, rounded; check current prices before you move.

06 · WHAT YOU COULD EARN

The money isn't the question. **Will you go and get it?**

YOUR FIRST YEAR · ILLUSTRATION

£61,700

First deal in month 4, then one a month: **nine deals**, five resales and four off-plan, at your 50% starting split.

WHERE IT GOES · AN ESTABLISHED BROKER

£172,800

One resale and one off-plan deal **every month** for a year, still at a 50% split. Climb the ladder and the split rises.

ONE RESALE

AED 2m at 2% = **AED 20,000** to you (≈ £4,100)

ONE OFF-PLAN SALE

AED 2m at 4–6% = **AED 40–60k** to you (≈ £8,200–£12,300)

FOR COMPARISON

A newly qualified teacher starts on **£34,068**. A first-year doctor on **£41,226**, after a 5-year degree. You start on **£0**, and nobody caps where you finish.

Illustrations, not a promise of income. Your results depend on your activity. Figures at a 50% split, off-plan at 5%, AED 2m sale prices, £1 = AED 4.86. Off-plan commission is paid by the developer, often in stages. The UAE does not levy personal income tax; your home-country tax position depends on your residency status.

The fears. **Answered straight.**

“I'll run out of money in month three.”

That's why we tell you to bring £17–25k, and why the runway calculator exists. Plan for six months with nothing coming in. Anything sooner is a bonus.

“Is this a scam?”

Check us. RERA ORN 38423. Office 1001, Al Ameri Tower. James on camera, by name. And we told you it's commission only on page two.

“I'll be on my own in a new city.”

You won't. You join a team that starts together at 8:30 and sits in the same sales meeting every Monday. We bring new brokers in as a group, so you start alongside people going through the same thing.

“What if I go home a failure?”

Then you go home with a RERA licence, a year of selling to international investors and a skill every business wants. Most people never even find out.

“My mates think I'm mad.”

Show them this. Every cost and every risk is on the page. Then let your results do the talking.

“It sounds like another guru.”

A guru sells you a course. We hand you a phone, a licence and a standard, and we only get paid when you do.

IS THIS YOU?

This is for you **if…**

- You've been top of the board somewhere “normal”: hospitality, retail, telesales, recruitment.
- You've stuck at something hard. A sport, a job, a side hustle that didn't work out.
- You've saved, and you've actually thought this through.
- Every time you see Dubai, you think: **why not me?**

It isn't **if…**

- You need a guaranteed salary to feel safe.
- You lead with cars, watches and “passive income”.
- You want to do it your way from day one.
- You're waiting for the “right time”. There isn't one.



NOT READY TO APPLY YET?

Watch the 25-minute **briefing.**

Everything you'd ask James on a first call, answered properly. The job, the training, the money deal by deal, the real costs and who this isn't for. No sales pitch.

SCAN · ENTER YOUR FIRST NAME & EMAIL · IT STARTS INSTANTLY

YOUR QUESTIONS

Answered straight.

Do I need a degree or experience?

No. We train you from scratch and take you through RERA certification. Sold before? We sharpen what you've got.

Is there a basic salary?

No. Every role is commission only, and we'd rather you know now than in month three.

When's my first commission?

Most new brokers are paid **3–6 months in**. Sales pay on transfer; off-plan commission comes in stages.

How much should I save?

At least **£12,000**. We recommend **£17,000–£25,000**: six months on your own, everything included.

What does V&S pay for?

Pass your 60–90 day probation and we pay your **visa, RERA exams and basic medical**.

Do I pay tax?

The UAE does not levy personal income tax; your home-country tax position depends on your residency status. Take independent advice before you move.

Will I get leads?

Most business comes from your own work: calls, listings, past clients, your profile. On top of that, V&S leads are allocated by level and performance.

Are there targets?

We measure the work: **100 calls a day and 20 live listings**. Do that consistently and the deals follow.

What happens after I apply?

We watch every video. If yours moves us, **James calls you personally**. Then you run your numbers before anyone books a flight.

Show us you're hungry.

01

Film 60 seconds

On your phone. Tell us about something hard you kept doing when you wanted to quit. No script. No polish.

02

Apply in 2 minutes

Short form at veersant.com/careers, plus your video link. CV optional. Grades not required.

03

James calls you

He watches every video himself. If yours moves him, he'll call you, usually within a few days.

04

Run your numbers

Use the calculator to plan your savings and your move, before anyone books a flight.

> **Record it today.** The people who send it the same day tend to be the ones we hire.

HAVE READY: YOUR VIDEO LINK · WHERE YOU ARE NOW · WHEN YOU COULD MOVE · HOW MUCH YOU'VE SAVED



SCAN TO APPLY

veersant.com/**careers**

VEER&SANT. REAL ESTATE

HELPING CREATE GENERATIONAL WEALTH

The right city.
The right time.
The right people.

Done with average? Watch the briefing, run your numbers, then send us your 60-second video. If it moves us, James will call you personally.

APPLY NOW

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