

**2023 UAE SALARY SURVEY****2022  
SALARY  
RANGE****2023  
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RANGE**Average Salaries for **Four & Five Star** Hotels Only.All Salaries Are Tax Free (in 000s US\$) for Hotels with Average Room Rate of Minimum **US\$250.00**

Positions	% Change September 2013 ▼ September 2022	Pre Covid Average 2021 - 2022	Current Highest Reported January 2017 ▼ April 2023	April 2022	September 2023
General Manager	+30%	\$131,400	<sup>1</sup> \$612,000 Reports to VP	121 – 162	135 – 180
Resident Manager (could also be Director of Operations or Hotel Manager)	+25%	\$81,100	<sup>3</sup> \$196,000 Reports to VP	65 – 81.1	70 – 90, 500
Exec. Asst Manager (could also be EAM F&B/Rooms or deputize as GM)	+32%	\$71,000	\$165,500 Reports to VP	65 – 80	69 – 87, 300
Director of Finance	+30%	\$73,800	\$154,300 Hotel Complex	70 – 88	70 – 90, 500
Director of Rooms (Rooms Division Manager)	+35%	\$71,000	\$160,000 Reports to GM	58 – 72	60 – 75
Director of Housekeeping	+30%	\$58,500	\$111,600 Complex	54 – 65	55 – 65, 800
Director of Food & Beverage	+48%	\$70,100	<sup>2</sup> \$172,800 15 Restaurants	65 – 77.5	65 – 83
Executive Chef	+35%	\$67,900	\$184,900 3 - Hotels	66 – 90	68 – 95, 200
Director of Catering/C&B	+14%	\$43,000	\$75,000 Convention Complex	46 – 54	47 – 55, 100
Director of Sales & Marketing	+50%	\$85,000	\$225,100 Complex	83 – 110	85 – 125
Director of Engineer	+\$38.5%	\$71,000	\$176,600 New Rolled	69 – 88.1	72 – 94, 900
Director of IT	+16.5%	\$42,100	\$69,600	39 – 48	39 – 50
Director of Human Resource	+40%	\$55,000	\$149,800 Complex	54 – 65	58 – 75
Director of Revenue	+15%	\$40,300	\$89,000	39 – 48	40 – 50
Director of Social Media	+18%	\$39,500	\$73,800	36 – 44	37, 700 – 48
Pastry Chef	+22%	\$44,500	\$86,200 Two Pastry Shops	36 – 65	42 – 69
Italian Chef	+30.1%	\$48,500	\$97,000	40 – 58.9	44 – 60
Asian Chef – Chinese / Japanese / Nobu Style / Celebrity Chef	+38.4%	\$48,000	\$78,000	54 – 65	55 – 78

Few regions benefitted more from the pandemic than the UAE, Qatar and Saudi Arabia as SE Asia and China closed and talent immigrated to the UAE and Saudi Arabia. The glut of available executives resulted in the region not having to increase their hiring budgets expansively.

The region's average percentage increase in salaries across the board in the last 3 years has been 9%. Hiring has continued aggressively, but with no massive salary upsurges except for specialty operations and urgent hires, i.e. the "World Cup" in Qatar in 2022. The UAE allows employees to move from one employer to another; this has resulted in more "neighbor recruitment" with less increases except for cost of living increments.

The region's cost of living increased by 25% in the last 3 years, led by housing (increased 8% per year).

95% of employees in the UAE are expats and their benefits include; live-in or housing allowance + medical. Most salary packages are now all

inclusive, containing housing, transportation, schooling, and all other allowances. Bonuses are above and vary from 1 to 2 months to 50% of base with some brands.

Most repeated comments from job seekers was high cost of living increases, especially housing which has caused issues between employers negotiating new contracts or extensions. Has increases schooling 26% from 2017 - 2022.

The world will turn in 2024 when SE Asia starts to re-hire in earnest, and will rehire many employees whom deserted Asia, when everything closed due to the pandemic.

In 2024 you can expect major salary increases, especially in Saudi Arabia where they will have to compete for talent needed by NEOM, Red Sea, etc. to maintain the high standards they are promising their guests. If you negotiate your compensation in 2024 you will get more!!