

# AROUND THE HIRING WORLD - OCTOBER 2017



## JAPAN

Japan has had the best investment returns and occupancies in the last 24 months than it has had in the last decade. Business has picked up, rates have improved greatly; the only negativity is the threats from North Korea and people still remember the Tsunami and the aftermath of the leaks from the nuclear plant. There are more opportunities for expatriates in Japan than in the last decade. The requirements are for either; Asian experienced, Japanese experienced or Japanese language speakers. Sales & Marketing, Food & Beverage and Restaurant management with some culinary opportunities are on the hot list.



## HONG KONG

The real estate market in Hong Kong over the last 24 months has improved due to asset price increases and buyers plans to convert hotels to other usage. I remember years ago that a GM opened a hotel in Hong Kong and then closed it to be converted to condominiums and then the owners changed their mind and re-opened it as a hotel. Hong Kong is stimulated by the Mainland Chinese Tourism. Opportunities are available in most levels, especially Michelin Star culinarians as well as to the Food & Beverage Directors....they love Cantonese or Mandarin speakers with experience outside of the region.



## USA

Since Donald Trump has taken over as President, the hotel industry is doing great. Growth and occupancy have been up all over the board especially in secondary cities which until recently had shown little improvement. The exceptions are the recent hurricanes and flood ravaged States of Texas and Florida. Opportunities exist in the luxury talent brand especially Culinarians, Pastry Chefs and Sales Executives or Middle Management staff i.e.; Executive Housekeeper, etc., none to be found anywhere!



## CARIBBEAN & MEXICO

With the on-slab of the hurricanes and earthquakes in the region, the market has collapsed and so is in flux. We will not know for the next 6 months the exact amount of damage, not only to hotel assets; but also to the tourism market throughout the Caribbean. Those who are left standing are trying to make the best of the upcoming season. Even if their island was not totally damaged the perception is that it was. The job market is uncertain as many employed in the region are finding themselves either without a role; or on standby waiting new opening dates of their resorts. Mexico did not suffer hurricane damage; but from an earthquake in Mexico City. Cancun will gain this winter season as it was untouched. If you speak Spanish and are with luxury hotel background let's talk!



## UNITED KINGDOM

Brexit, Brexit. The future is anyone's guess as no one knows the total impact; so investment money is sitting on the sidelines. The real estate prices are way up as the pound dropped against other currencies inviting overseas buyers. The fact that there may be no further influx of European hotel or culinarians may mean greater opportunities for locals and others with UK status who are now overseas. Salaries in the UK are generally higher than their counterparts in Europe, but taxes and cost of living equal out.



## MIDDLE EAST/UAE AND AFRICA

With the current political fighting among members of the UAE the outlook is tentative. Qatar is standing alone and hoping the Political issues will not affect their economy. The UAE continues to open more hotels and by September 2017 the reported hotels and rooms recently opened or under construction is approximately 200,000 rooms. There are still 150,000 rooms and over 550 hotels under contract to open in the UAE, Qatar and Saudi. In Africa 56,000 rooms and 300 hotels are under contract to open. With so much construction going on the next question is, how do you find staff for these new hotels? Especially in Saudi Arabia where "Saudiization" restricts visas.



## MACAU

Macau has unveiled new hotels in 2017 and has surpassed the gambling revenues of Las Vegas again and again. Business has been on an upturn although occupancies have not climbed from 2016. There is a constant need for Mandarin speakers in all departments especially culinary. Of course, USA trained Casino Executives command a premium and top level income.



## RUSSIA

**First Syria, second Ukraine = Rubble Sinking.**

With the ruble now stabilized but ongoing political issues with the USA and Europe, hoteliers there are getting used to the situation. Business remains stable in the major cities, however, only a few expats are hired and many are leaving. The reason is they are now unaffordable or they will not accept a salary decrease as the weakening rubles makes expats extremely expensive. Fewer international visitors also decreases the need for expats.



## INDIA

With recent currency changes in 2017 although ADR is up as is business is not India's occupancy has not rebounded in 2017 to the extent people would have liked. The increase in rooms available has led to greater competition for talent. Senior management opportunities are consistently available for European expatriates if affordable who want to live and work in India. More internationally trained Indian nationals have been persuaded to return home by attractive semi expat-style packages.



## CHINA

China is the wildcard! Who knows which direction business will take? Some industries are in contraction and government policy on luxury spending has not helped. Saying that, the hotel industry is still active in secondary cities. Primary cities such as Shanghai and Beijing suffer from over building and pollution related issues. Mandarin speakers have many opportunities in primary and secondary cities. Chinese citizens with hotel experience outside of China are the "toast of the town" If you are willing to go to secondary cities you'll have no problem finding career options with top luxury brands.



## SOUTH EAST ASIA

Watch out for Vietnam, Korea and Indonesia. With their large population and current needs moving forward with solid local and regional business. Mandarin speakers with international experience or Michelin Star culinary history are highly sought after. Many mid-management roles are now filled locally; but GM, F&B and DOSM for luxury or lifestyle brands are hot! Many clients say they want 1) No "job hoppers" 2) No children as the cost of education is through the roof and 3) and no to those who want Asia just for a "change of lifestyle".



## EASTERN EUROPE

Improvement is on the horizon. New openings in Poland and other East Bloc countries are bringing focus to areas that has been dormant for a while as investment is now returning. There is a major shortage of those with good opening experience at all levels of management and willing to move to some countries in this region.



## CANADA

New York City has more 4 & 5\* hotels than in all of Canada! Development in the hotel industry is mainly in condominium funded hotels, mid-range limited service and boutique style individually owned hotels and resorts. Casinos seem to be the bright light with open budgets for high-end hoteliers and Casino Management. Recently there is a shortage of Asian Chefs and top level Ritz Carlton, Four Seasons executives. First time arrivals have no fun; hard to break in due to limited opportunities except in the kitchen.



## SCANDINAVIA

The accommodation business is rolling along with excellent occupancies and little foreign hiring as high taxation are not appealing to expatriates. Local business is the savior. Non-financially driven executives and those who are sales driven or speak the local languages do best. Returning residents are always welcome as there are many jobs available.



## MALDIVES/SEYCHELLES

Maldives and Seychelles are doing well. More and more inventory is coming on the market with little or no effect on the occupancies. Small salaries for small hotels. Staffing is challenging to find; there is a "cruise line affect" where staff complete their contract never to return. Talented people have choices and small islands are not long-term; especially for families or people desiring lifestyle. These locations are best for young aspiring executive who want their first-big title. These small resorts cannot compete with major cities or larger resorts compensation wiser either. Vacancies in all categories are available to interested parties.



## WESTERN EUROPE

Even with the strain of immigrants and terrorists threats. In 2017 occupancies have gone up and rates have excelled due to the rebirth of tourism as people have a short memory when it comes to forgetting natural disasters and political and terrorist issues. Many parts of Europe are doing well like Hungary and Czech Republic and others for political reasons are definitely not. Hoteliers from around the world of European decent as they age will wish to return home for family reasons. Perhaps the time is not right yet. Many jobs are available in Germany and Western Europe. Spain and Portugal are doing well and watch out for hotels and casinos on Cape Verde Islands.