

2014 WORLDWIDE

Introduction/Source of Information

The 2014 Salary Review was compiled in February 2014 from many different sources including the thousands of resumes received monthly by Renard's worldwide offices. All of these executives confirm in writing, his/her current salary and desired salary and benefits, as well as preferred location and position.

We also take into consideration the salary information given to us by clients like yourself when you retain us on job searches. In last year Renard Hospitality Search Consultants worked on assignments in over 50 countries from the culinary level to the President of hotel and restaurant companies. We assisted clients in countries that when we started business in 1970, did not exist.

Our Salary Guide is produced in an **average format** where all information is totaled and divided by the number of replies or **Median format** which is mid-range from extremes.



**RENARD INTERNATIONAL
HOSPITALITY SEARCH
CONSULTANTS**

SALARY SURVEY

The majority of senior executives who responded to our 2014 international hotel salary surveys fell into the 45-49 age range, and the male-to-female ratio is about 80:20. In 1997, the last year we asked for this same information, the average age of the senior executives was 44-54 and the male to female GM ratio was 89:11, What does the mean? Our industry is aging and not as many senior executives are in their 40's. As well, women are making a larger contribution to our business.

This salary review which we produce for the industry and media is meant to be informative only!

We believe that the extensive research we do before the figures are formulated is one of the largest studies, if not the largest, by any company in our industry. We hope that this 2014 Salary Reviews enclosed will provide you with the vital information required to recruit the "super star" you seek. For candidates reviewing their own current job seeking situations they will be apprised of the ranges of income being paid regionally and globally. For an employer you will know what salaries are being paid by your competitor which gives you an "edge" in hiring experienced professionals.

U.A.E. SALARY SURVEY 2014

(REVISED MARCH, 2014)

Average Salaries for Four & Five-Star Hotels Only. Covering Expatriate Positions only throughout the UAE.
All Salaries *Are Tax Free (in 000s US\$) for Hotels with Average Room Rate of US\$225.00+

Positions	Average Salary September 2007 ▼ December 2013 350+ Rooms	% Change September 2007 ▼ December 2013 6 year review	Average March 2013 ▼ March 2014	Highest Reported March 2014
General Manager	\$121,000	+37.1%	\$122,400	\$520,000
Resident Manager (could also be Director of Operations or Hotel Manager)	\$80,300	+19.92%	\$82,700	*8 \$153,000
Exec. Asst Manager (could also be EAM F&B/Rooms or deputize as GM)	\$67,200	+28.46%	\$69,600	\$141,800
Director of Finance	\$67,400	+26.95%	\$68,850	\$131,000
Director of Rooms (Rooms Division Manager)	\$58,600	+30.10%	\$66,900	\$105,000
Director of Housekeeping	\$51,400	+24.15%	\$53,700	\$94,400
Director of Food & Beverage	\$61,850	+44.35%	\$65,100	*7 \$175,000
Executive Chef	\$60,600	+26.33%	\$63,000	\$136,000
Director of Catering/C&B	\$45,200	+14.850%	\$43,100	\$71,000
Director of Sales & Marketing	\$73,400	+36.01%	\$72,100	\$176,000
Director of Engineer	\$66,100	+30.81%	\$68,900	\$122,500
Director of IT	\$40,150	+14.25%	\$40,300	\$64,300
Director of Human Resource	\$44,500	+36.21%	\$49,600	\$96,000
Director of Revenue	\$38,600	+9.60%	\$39,000	\$66,600
Director of Social Media	\$40,580	*6 +1.00%M	\$45,900	\$72,400

Overall View - The region continues to draw largely European and Asian Senior Managers, with Rank & File expatriate staff from the developing world.

Standard expatriate benefits include live-in or housing allowance, medical. Bonuses are not included. Salary is guaranteed base income and in most cases with no housing allowance included. This covers the UAE area only. The informants respondents are from the top 25, 4 and 5-stars hotels in UAE. It includes all expatriates including India, Philippines, Switzerland, Europe etc. Bonuses varies respondent said they paid from 1 to 2 months up to 40% of base salary as we have been advised.

6* 3 year review only.

* General Manager title and responsibilities only. There is one General Manager/Vice President in Dubai earning almost US\$ 411,000 annual salary. F&B only, no other responsibilities, single unit.

** Most repeated comments were that cost of living increases, especially housing has caused uneasiness. An issue from employers' and employees' prospective in negotiating new contracts or extensions and the High cost of schooling 15% increase in 2012.

**** Single Unit

M From 2009 to 2011

*7 In this situation, F&B outlets produce more revenue than rooms by far! This individual was previously holding a corporate role in Europe

*8 This is hotel manager reporting to VP Op of the company, independent luxury brand.