

U.A.E. Salary Survey 2008

(revisited Oct 30, 2008)

Median 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\$190+

Positions	Median	Median	Median	Percentage Increase from 2007	2008 Highest Noted	2009 Highest Noted
	2007 350+ Rooms	2008 350+ Rooms	2009 350+ Rooms			
General Manager <u>Remarks 2007</u> Job descriptions for GM showing clients are leaning to sales & marketing oriented GM.	\$95,000	\$98,000	\$108,000	10.21%	\$275,000** Single Unit GM	\$311,000 Single Unit GM
Resident Manager <u>Remarks 2007</u> Job descriptions continue to show hotels are leaning to RM with rooms or sales expertise, and good people managers.	\$77,000	\$78,800	\$80,500	2.16%	\$125,000	\$125,000
Exec. Asst Manager (could be EAM F&B/Rooms or deputize as GM) <u>Remarks 2007</u> With more growth & more hotels opening in next 24 months, more clients want EAM who can take on GM role in 12-16 month.	\$57,000	\$58,500	\$63,000	7.70%	\$90,000	\$92,000
Director of Finance <u>Remarks 2007</u> Education designation more sought after than M.E. experience, opening experience very important and some international experience preferred.	\$48,000	\$55,000	\$60,000	9.10%	\$89,000	\$84,500
Director of Rooms (Rooms Division Manager) <u>Remarks 2007</u> Most active post in last 6 months definitely a shortage in this field.	\$48,300	\$48,900	\$55,000	12.48%	\$75,000	\$76,000
Director of Housekeeping <u>Remarks 2007</u> More job descriptions ask for HKP with who use natural environmental friendly products & who are better business people.	\$39,000	\$44,000	\$49,300	12.05%	\$72,000	\$84,000
Director of Food & Beverage *** <u>Remarks 2007</u> Versality is the buzz word. F&B directors who have experience in Asia, USA and Europe are highly prized.	\$46,000	\$48,000	\$58,000	20.84%	\$143,800	\$148,500
Executive Chef <u>Remarks 2007</u> A definite interest in younger chefs who themselves are good cooks. Many are willing to give executive sous chefs a chance as executive chefs.	\$48,000	\$50,100	\$57,500	14.78%	\$72,400	\$91,000
Director of Catering / C&I <u>Remarks 2007</u> As in 2007 local experience & Arabic speakers highly prized as our sales & marketing oriented catering executives.	\$38,000	\$40,300	\$44,000	9.19%	\$52,300	\$60,100
Director of Sales & Marketing <u>Remarks 2007</u> Never enough available. More demand for university educated, and internationally trained DOSM.	\$49,900	\$57,900	\$62,000	7.09%	\$85,100	\$90,000
Director of Engineer <u>Remarks 2007</u> More project managers needed to work with asset managers to open hotels. Less maintainance engineers needed. Project managers can earn US \$100,000 or more.	\$46,800	\$54,400	\$60,000	10.30%	\$77,100	\$79,900
Director of IT <u>Remarks 2007</u> Many are involved in maintainance. Few handle new equipments.	\$33,000	\$36,000	\$39,000	8.34%	n/a	\$48,000
Director of Human Resource <u>Remarks 2007</u> Most HR Directors are local. Many juniors are with corporate assistance.	\$29,000	\$32,000	\$36,000	12.50%	n/a	\$61,500 Single Unit
Director of Revenue <u>Remarks 2007</u> With most hotels hiring revenue managers, many hotels now promote from within or recruit assistants with 1-2 years experience.	\$35,800	\$36,900	\$37,400	1.36%	\$54,000	\$58,000

Note: Average across board salary increases according to our study is **10.9%** while cost of living in Dubai according to recent government agency increased **21%** from 2007 to Oct 2008.

* **Overall View Point** - 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 only the top 25, 5-stars hotels in UAE and 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.

*** General Manager title and responsibilities only. There is one General Manager/Vice President in Dubai earning almost US\$ 450,000 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.

Updated Oct 30, 2008

Information polled from top 30 Hotels in United Arab Emirates and job searches given to Renard International from major UAE companies from Jan 1, 2008 to Oct 30, 2008. These are base income only, no benefits included.