

AROUND THE HIRING WORLD MAY 2015

CHINA

Growth slow, but better than most.

Growth is still faster than the rest of the World. Development ticks on and new hotels open daily. If you speak Mandarin, there are unlimited careers in primary and secondary cities. Hainan the Miami of China is booming due in part to tropical weather and clean air.



CARIBBEAN

Expansion new builds = hiring.

New big Luxury Resorts like Bahamar and with new owners of the Atlantis Nassau, Hiring and Competition is bustling The Bahamar project will hire from all over since the Bahamas does not have staff available to run four new luxury hotels and a Casino with over 2,000 rooms! This hiring spree will bring extensive openings for those who want to work on an island; where you must be hands on and available 24/7. Maldives, Seychelles and Mauritius are good training grounds!



AFRICA

Ebola and war = Lower your expectations.

If not a Terrorism, Ebola. Can this region not catch a break? Not every African country is affected but perception is reality. Many brand pipelines and local hotel companies have delayed their projects or put them on indefinite hold. Financial investments have also temporarily dried up. South Africa seems to carry on ok and is in need of technicians, Engineers, I.T. professionals, etc. Angola is hiring Portuguese speakers and although business is weak in Morocco and Tunisia hires of French or Arabic speakers continues.



BRAZIL, SOCHI

After the party is over people don't visit.

No more buzz in Brazil & Sochi but how do to pay the bills; They have built 50 new hotels and 10,000 rooms that need to be filled and paid for. Business has fallen off in both locations and workers are being let go. Brazil is a good place to recruit in 2015.



CANADA

Need higher rates to build more hotels.

Unless room rates can be increased, we will only see condominium funded hotels or mid-range limited service growth. Casino expansion has offered USA trained casino executives an opportunity to experience Canadian lifestyle. Appointments in Quebec are for French-speaking culinarians. In Western Canada there are also culinary jobs; but only a smidgen of executive roles available throughout the country.



CUBA

Big political change – Good or bad?

Cuba when it opens up to the world will add a Island 12 times larger than Puerto Rico and a very hungry population to earn USA dollars. That will hurt the rest of the Caribbean business for sure. But don't worry it will not happen for at least 5 years.

FRANCE

Occupancy up, profits down.

France had an outstanding year in 2014! But, hiring slow as a result of high costs of staff and strong unions. There are executive roles available with multinational hotel companies but local companies prefer only French nationals.

INDIA

Business up. Rates down. Why?

Rebounding in 2015, as the downward business blip of 2011-2014 is over. New hotel builds and better financial results are prompting expat hires. I know that India is not on everyone's radar; however, you can achieve the best guest experience anywhere given the dedication and unlimited workforce. European Culinary and sr management careers are consistently available.



MACAU

Flat, but very profitable.

Macau in 2014 surpassed the gambling revenues of Las Vegas by 8 times. Even with the current slowdown new casino expansions and hotel renovations are going on daily. Their targeted market is generally China, whose travelers are now more sophisticated and top end hotels, are to their liking. There is a constant need for Michelin Star culinarians and Mandarin speaking management, plus, like the rest of the World, USA casino trained executives.

MALDIVES/MAURITIUS/SEYCHELLES

Small hotels, small budgets.

Tourism is up but staffing is hard to find as people have choices and small islands are not for a long term, especially, for families or singles. These locations are best for executives starting out as smaller resorts cannot compete with major city properties or larger resorts. Vacancies in all categories are available to interested parties.



MEXICO, LATIN AMERICA AND DOMINICAN

"The all-inclusive hotel concept" is the saving grace as guests are happy to pay one fee for everything. Companies like Sandals, Karisma and Melia are moving the bar up to 5 star luxury payment making this concept one to fear by full service competitors. All inclusions need those whom are used to high volume and are workaholics. There is a need of Asian and Italian Chefs, food and beverage and rooms professionals, especially if you speak Spanish.

MIDDLE EAST

UAE carrying the load

UAE, Saudi Arabia and Qatar continue with huge new developments and with their "whatever it takes, we will pay" attitude. 200 hotels are expected in Dubai by 2020. These bottomless pockets are sponging up the industry's



global talent pool. UAE pays much higher than either Qatar or Saudi because of the cost of living. The most desired executive candidates are those with both Asian and GCC experience and who speak Arabic.

PHILIPPINES

Thank God for Casinos!

The Philippine casinos seem to be centered in major metropolitan areas overseas. Hiring seems confined to Culinary, Engineers or EAM / Food & Beverage as locally trained hoteliers are capable in most other vacancies. Casino executives with USA or Macau experience are being hunted everywhere.

RUSSIA

Ukraine = Ruble Sinking

Ukraine, Ukraine! Nothing hurts business worse than a political battle. Russia is not currently in the hiring mood. Business remains solid in the major cities, however, only a few expats are being hired as ruble to dollar makes expats awfully expensive.



UNITED KINGDOM

Real estate and hotel costs up. Profits down.

More staff movement outside major hubs. European culinarians and Educational trained Sales people are no where to be found. Business is booming and real estate and living costs are way up but salaries have not been adjusted. Salaries and cost of living are much lower outside major cities and so many moving.



WESTERN EUROPE + GERMANY

Mix and match.

Russia & Ukraine are adjectives for a subdued hiring climate and forcing talent out of their areas. This situation has no end in sight unfortunately. Germany on the other hand has all kinds of vacancies in most cities. Berlin which has an overbuilt situation and hotels only run full a few times a year are keeping hotels staffing very lean.

USA

Business building up as are Room rates; but top talent disappearing.

There are Regional Discrepancies in USA job market. Opportunities are scattered but the talent pool of luxury culinarians, Directors of Sales and Marketing and Food and Beverage Managers are very slim. Salaries have increased in some cases over 30%. (See our 2015 USA salary survey)



SCANDAVIAN, NOTHERN EUROPE

Solid business among themselves.

Local business is keeping hotels at high occupancies; little foreign hiring as high taxes are not appealing to expatriates. Non-financially driven executives and those who are sales driven or speak the local languages do best.

S.E. ASIA

Stability, self growth.

Regional growth and business have fueled expansion of casinos and luxury resorts. Macau and Singapore pay outstanding salaries and have many



openings, especially if you have USA casino experience or if you carry a Singapore passport. The rest of South East Asia requires top flight talent, especially more so this year in the rooms division areas. In the kitchen Michelin Star exp reigns.