

# 2016 INTERNATIONAL MANAGEMENT SURVEYS



## INTRODUCTION SOURCE OF INFORMATION

The 2016 Renard International Salary review was finalized in February 2016 using a variety of sources. The outcomes were accumulated from a comprehensive attitudinal analysis extracted from Renard International's own database of 45,000 candidates and supplemental 15,000 contacts. The sources also include, written answers to our global survey sent to Executives in over 50 countries. The information was also taken from thousands of resumes received monthly by Renard offices and Consultants worldwide, which confirm in writing individuals current remuneration, benefits, bonuses.

They also signpost desired salary information, preferred location and ideal role.

We also take into consideration the information which has been shared with us in confidence by Clients, when they retain Renard for executive searches.

After completing an important assignment in Mongolia, Renard International has now completed a search in every major nation worldwide.

In 2015 alone, Renard Consultants worked on assignments in over 40 countries from Culinary to the CEO of major Hotels and Restaurants. We have now assisted Clients in nations that were non-existent when we commenced business 46 years ago.

Our Salary surveys are produced using an **average format** in which the information is totaled and divided by the number of replies, or, in a **median format**, which is calculated using data mid-range to extremes.



**\*LONDON & UK AVERAGE SALARY SCALE** Salary Inflation From 2011-2016

Positions	London Area Only 75-300 Rooms		UK (Excluding London) 75-300 Rooms	
	Study Completed 16 Feb. 20 Comparison Change 2011-2016	Study Formulated Feb. 2016 - Average 2015	Study Completed Feb. 2016 Comparison Change 2011-2016	Study Formulated Feb. 2016 - Average 2015
(Salary in £ British Pounds) Information received Oct-Dec 2015				
General Manager	88.2	119	60	98
Exec / Assistant Manager / Resident	48	96.8	39	82
Rooms Division Manager	36	77.1	32	61
Front Office Manager	28.3	46.3	25.5	38
Executive Housekeeper	38.9	51.8	36	39.3
Chief Engineer	43.7	61.1	39.9	56
Food & Beverage Director	49.8	72	44	64.6
Maître d'hôtel Fine Dining	31	39	29	33
Catering Manager	33	37.8	29	32
Banquet Manager	33	45	30	40
Executive Chef	49.6	78	44.3	65.9
Gourmet Restaurant Chef	39.5	46.2	32.1	41
Executive Sous Chef	38.4	47.9	32	45
Pastry Chef	37.1	49	30	45
Comptroller	48	64	40	52
Personal Manager	36	48.2	31	42
Sales & Marketing Director	54.4	88.3	46.1	69.8
Revenue Manager	32	40.9	27	36
IT Manager	35	35	28	31
Social Media Director	N/A	36.6	N/A	29.2
Security Director	25.5	35.8	22.2	26

**Note:** This chart is for 4 and 5 star international standard hotels only, including major brands and trophy hotels. Basic salary in English Pounds Gross.

The hotels still suffer from a shortage of middle management category staff especially culinary, sales and room executives. Some salary increases due to currency exchange differences from 2015.



# RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS\*



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\*International Salary Surveys

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