

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.



2016 EAST & WEST COAST USA SALARY SURVEY+

This survey is for Deluxe Hotels with a Minimum Average Room Rate of **US\$225** (For San Francisco & NYC area.) Salaries are considered gross (with no deductions) in USA Dollars (Annual Salary 'USA 1000s'). Only base salaries shown. Benefits, bonuses or stock options etc. are not included.

This survey is carried out on hotels with **up to 800 Rooms** and have **4 or 5 Diamonds** (USA Ratings).

This Salary Guide is produced in an **average format** where all information is totaled and divided by the number of replies.

Positions	2015 - 2016 Lowest figure received	2015 - 2016 Highest figure received	Jan 2015 - Jan 2016 Average
VP Operation supervising a maximum of 15 properties (No more than 4000 rooms) with major brand or franchise	235	515	355
VP Human Resources supervising a maximum of 15 properties (No more than 4000 rooms) with major brand or franchise	175	370	270
VP Sales & Marketings supervising a maximum of 15 properties (No more than 4000 rooms) with major brand or franchise	210	400	280
GM/VP based at one hotel overlooking up to 5 hotels	180	425	276
VP Finance supervising a maximum of 15 properties (No more than 4000 rooms) with major brand or franchise	200	329	264
General Manager	150	445*	221
Resident / Hotel Manager	88	210	135
Rooms Division Manager	70	138	92
Front Office Manager	65.5	96.9	79
Executive Housekeeper	65	165	88.1
Chief Engineer	75.5	175	95
Revenue Manager	40	88.9	62.4
Food & Beverage Director	74	281	123
Restaurant Manager (Fine Dining Room)	49	96	64
Catering Manager (Sales)	45	110	67
Banquet Manager (Operations)	46	105***	62
Executive Chef	64	201	107.9
Gourmet Restaurant Chef	61.5	**150	99.6
Executive Sous Chef	63	95	82
Financial Comptroller	72	185	125
Human Resources & Training Manager / Director	62	125	90.6
Sales & Marketing Director	79	225	130
Sales Manager (No. 2) or Dir. of Sales	68	† 121	74
Social Media Director	35+	70+	53+

* This was for a hotel with components of a residence building and huge catering facilities hotel.

** This was outsourced Michelin star standard hotel restaurant.

*** Major banquets.

Average is achieved by totaling all salary information received and dividing by the number of respondents.

† Only 3rd year on our survey list.

‡ This was a sales manager MICE and total package includes incentives reached over 200K.

This salary survey was conducted using NYC, San Francisco, Chicago, Boston, Miami, and Los Angeles as models. For the West Coast we also included San Diego.

Salaries for other areas in the USA are less than New York and San Francisco. Please use as a basic guide Chicago minus 9%, Midwest States minus 20%, Southern California (except San Diego) minus 15%, Southeast US (except Miami) minus 18% and Hawaii plus 5%. These are approximate numbers for this survey. If you wish more specific numbers, please request for detailed area data.

New York and San Francisco still have challenges in finding middle and lower level staffs due to high living costs in both cities. Salaries and opportunities are lowest in South East USA except Miami and Middle West states. Best opportunities are available in the North East, the North West states.



RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS*



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