

2017 Hotel and Gaming Compensation Report



INTRODUCTION SOURCE OF INFORMATION

Some of our 2017 Compensation Surveys were revised in February 2017, others will be completed by April 2017. The outcomes were accumulated from a comprehensive information analysis extracted from Renard International's own database of 45,000 candidates and supplemental 15,000 contacts. The sources also included written answers to our global survey sent to Executives in over 50 countries.

The data was also taken from thousands of resumes received monthly by Renard offices and Consultants worldwide, which confirms in writing individuals current remuneration, benefits, bonuses, etc.

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

Some of the salary ranges in this guide are based on actual transactions between employers and employees of Renard International and represent a true reflection of the job marketplace.

In 2015 alone, Renard Consultants successfully completed assignments in over 40 countries from Culinary to the CEO of a major Hotel/Casino Group. We have now assisted Clients in nations that were non-existent when we commenced business 47 years ago.

Our Remuneration Reviews 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.

We hope this guide will serve as a useful tool for your talent compensation planning

UAE 2017 SALARY SURVEY

Revised in April 2017

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\$200+

Positions	Average Salary September 2012 ▼ January 2017 350+ Rooms 5 years study	% Change September 2012 ▼ January 2017 5 years review	Current Average February 2016 ▼ February 2017 One year study	Current Highest Reported February 2016 ▼ February 2017 Current Information
General Manager	⁵ \$126,000	+43%	⁵ \$135,400	⁵ \$550,000
Resident Manager (could also be Director of Operations or Hotel Manager)	\$79,000	+20.50%	\$83,100	¹⁰ \$160,000 ⁸
Exec. Asst Manager (could also be EAM F&B/Rooms or deputize as GM)	\$69,000	+32.50%	\$73,000	¹⁰ \$150,000
Director of Finance	\$69,500	+29%	\$72,800	¹⁰ \$143,500
Director of Rooms (Rooms Division Manager)	\$60,100	+34.50%	\$70,000	¹⁰ \$125,000
Director of Housekeeping	\$54,500	+29%	\$57,600	\$102,000
Director of Food & Beverage	\$65,000	+50.30%	\$71,900	⁷ \$170,000
Executive Chef	\$65,400	+33%	\$68,900	¹⁰ \$175,000
Director of Catering/C&B	\$44,000	+15%	\$42,000	\$70,000
Director of Sales & Marketing	\$81,000	+48.50%	\$85,000	¹⁰ \$202,000
Director of Engineer	\$69,500	+37.30%	\$70,000	¹⁰ \$150,000
Director of IT	\$40,000	+16%	\$41,900	\$60,000
Director of Human Resource	\$49,600	+41%	\$56,000	\$125,000
Director of Revenue	\$38,900	+15%	\$40,000	\$68,900
Director of Social Media	Not available	^{6*} +5.00%	\$39,700	\$70,400
Pastry Chef	30,000	+18%	\$40,400	¹⁰ \$77,800
Italian Chef	36,800	+29.5%	\$48,000	¹⁰ \$90,300
Asian Chef – Japanese / Chinese	41,600	+32.6%	\$47,600	¹⁰ \$121,000 ¹¹ ¹⁰ \$125,000 ⁹

For the last 12 months, the UAE hiring has "flat lined". With many new openings hiring has continued aggressively but no massive salary increases except for some specialty operations. The UAE allows employees to move from one employer to another therefore more incestuous recruitment and recently with little increases except for cost of living.

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

Standard expatriate benefits include live-in or housing allowance, medical. Bonuses are not included.

The informant respondents are from the top 40, 4 and 5-star hotels in UAE. It includes all expatriates including India, Philippines, Switzerland, Europe, North America, etc. Bonuses vary from 1 to 2 months, some up to 40% of base salary.

+ Average room rates for 2016-2017 have not increased but decreased.

5 Sometimes base incomes which is always net of taxes includes the housing allowance.

6* 3 year review only.

* General Manager title and responsibilities only. There was a General Manager/Vice President in Dubai earning almost US\$ 550,000 annual salary in 2016, but who recently left his role.

** F&B only, no other responsibilities, single unit.

*** Most repeated comments were that cost of living increases, especially housing have caused uneasiness; an issue from employers' and employees' perspective in negotiating new contracts or extensions and the high cost of schooling (a 15% increase in 2016-2017).

**** Single Unit

*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 position of the company, independent luxury brand.

9 Michelin star Cantonese chef (brought his entire kitchen team with him).

10 Difference in currency exchange.

11 Celebrity Japanese Chef – outsourced restaurant