

# Around the Hiring World in Two Minutes

## SOUTH EAST ASIA

There are opportunities in all hotel departments throughout the region especially for "Technicians" i.e. Financial Controllers, Chief Engineers, etc. The best suited candidates for many jobs however are either residents of the country and/or those whom speak the native language. Compensation varies by country, as does income tax and cost of living. With the cost of education being so high, most hotel operators prefer single or married employees with no children. Salaries have increased even for locals due to the competition for talent from around the world.



## CHINA

The hotel industry is consistently on the rise in China, with corporations opening up new locations almost daily. Because of this trend, employment opportunities are great in all levels of Management. Fluency in Mandarin is suggested for foreign employees to work in China, especially in the more remote areas. People say that China, which is driving Asia at the moment, will turn into another Dubai. Over building will drive up salaries and goes from high occupancies one day to lower occupancies the next as Dubai has seen. CEO's of the large three say "Options for construction in secondary or tertiary cities (companies like Hilton, IHG and Starwood) are to build hotels especially for the China market as opposed to build it for the specs of the European or North American market as Chinese clientele demands are different". Again, where will they find the people to run these hotels? The million dollar question ...



## LATIN AMERICA

Areas like Cancun, Puerto Vallarta, etc. continue to experience steady business even with the media's negative portrayal. Fluency in Spanish is mandatory in Latin America and Mexico. Salaries are comparable to Asia.



## SOUTH AMERICA & BRAZIL

Brazil has one of the fastest growing economies in the world today and with events like The World Cup and The Olympics approaching, the tourism industry is booming. The tourism industry contributed \$79 billion to the GDP



which is an increase of 8% from 2010. This is significantly ahead of other countries in South America that are doing about half respectively. In South America Hotel operators prefer to hire locals who speak the native language. There are excellent opportunities in countries like Argentina, Peru, and Chile, where the governments are stable; salaries are fair; but currency transfers are difficult to execute.

## **AFRICA**

For political reasons, not every country has the stability to invite international investment, although there are many opportunities in Kenya, Nigeria, Chad, Algeria, Morocco and the surrounding areas. Africa for many years has been touted as a future growth area for Hotel Industry and most recently major chains like Marriott are opening new sites in Kigali - Rwanda, Accra- Ghana, Ethiopia and Hilton is developing in Nigeria. There is a huge shortage of new luxury accommodation in the region and finding local staff will not be a big issue, but "key department heads" is another issue. It takes a special hotel executive to be able to happily work in Africa.



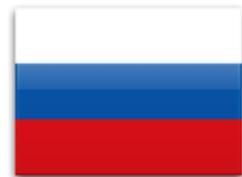
## **WESTERN EUROPE & UK**

Due to the current economic crisis in Europe, employers are cutting back on benefits, as labor costs are high. There are still however, plenty of jobs available in Europe with reasonable compensation for those who wish to work. The UK has a high demand for lower to mid-level management and chefs.



## **RUSSIA AND THE REPUBLICS**

Republics of Russia are experiencing tremendous economic growth from both oil revenue and the upcoming winter Olympics in Sochi. Countries like Baku and Kazakhstan are building and investing in properties inside and outside of the region. Fluency of the Russian language is an asset, but not mandatory.



## **NORTHERN EUROPE**

The building of new hotels has slowed down due to the lack of investment funds. Foreign hotel employees in Northern Europe experience excellent expatriate salaries and benefits. Russian language skills are valuable as is German.



## MIDDLE EAST

It is hopeful that many countries in this region will return to a state of normalcy soon. Until then, countries that are still experiencing social and political unrest will not be hiring staff. **UAE** Even with the political issues in some parts of the region; as of November 2011 there were 43 confirmed hotel projects in Abu Dhabi which will bring more than 14,000 new rooms to the market. At this stage experienced hotel executives who were not happy in other areas in the Middle East have migrated to the UAE or left the region all together. Therefore, where will all the department heads for these 43 hotel projects come from? The normal markets to find "rank and file" has been depleted as well as there are better opportunities locally as experienced executives from India and the Philippines are offered better pay to stay at home. The only saving grace for the UAE may be that employees can move freely from one hotel to another in the UAE.



## INDIA

India continues to offer some of the highest expatriate compensation in the world. India boasts some of the world's finest hotels and hospitality is definitely spoken there. Why people don't jump at opportunities in India always amazes me.



## USA

Business in the United States has finally reached a point of recovery. As a result there is a major shortage of luxury trained department heads. Five star hotels have experienced the quickest recovery, specifically those in Miami - a city that has been rebranded for the "young and hip". New York, Chicago, and San Francisco all have vastly improved occupancies, while the Mid-West and Southern States continue to face challenges. Positions for General Manager or Vice President are harder to find in these areas. The USA hotel pipeline is down due to the recession over the last two years; but construction is up in the large markets like New York with an increase of 17.2% over February 2011 ; followed by Orlando, Washington D.C., Chicago and Nashville. What is really happening in the USA is the major cities are doing extremely well in both occupancy and rate while secondary cities and resorts have not recovered from the recession so opportunities for those with experience in New York or San Francisco is better than those with experience of only.



## **CARIBBEAN**

Business in the Caribbean has certainly picked up over the past two years, offering hotel employees some of the highest salaries matching those offered by any other country in the world. Expatriate opportunities however, are still quite limited due to the difficulty in obtaining visas.



## **MALDIVES, SEYCHELLES AND THE PACIFIC**

Many people find "island life" to be challenging, which results in a high turnover of staff, specifically in the low to mid-level jobs. Salaries in these resort areas are often low as well, as many resorts maintain less than one hundred rooms.



## **CANADA**

There are fewer hotels in all of Canada than there are in New York City alone. As a result opportunities in the hotel industry are few and people enjoy the lifestyle in Canada and don't move as often. Most new opportunities are found in condominium hotel combinations or boutiques in major cities.

