

THE WORLD AROUND US IN TWO LINES

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CANADA

There are fewer hotels in all of Canada than there are in Dubai alone. As a result, opportunities in the hotel industry are few, as people enjoy life style in Canada, and so, they don't move as often. Most new opportunities are found in integrated Condominium Hotels or in Boutique Hotels of which many are independently managed. There is a current shortage of culinary and sales & marketing executives.



LATIN AMERICA

Fluency in Spanish is mandatory in Latin and South America. Areas like Cancun, Puerto Vallarta and the Dominican Republic continue to experience steady business even with the media's negative portrayal. Salaries are comparable to Asia because foreigners are paid as expatriates.

Shortages in this area are in Financial Controllers, Sales and Marketing and IT Technicians.



MALDIVES, SEYCHELLES AND THE PACIFIC

High turnover is caused by too much "sand and water". Many people find the Island life to be too challenging for an extended period of time; especially in low to mid level positions. Compensation in these resort areas are often inadequate as many resorts maintain less than 100 rooms and cannot afford comparable city centre salaries. There is a continual outflow on all levels from front office to general managers.



INDIA

India is one of the last bastions where hospitality is definitely spoken! India offers some of the highest expatriate compensation in the world and boasts of some of the world's finest hotels. There has been a recent recruitment spurge of locals who have been persuaded to return to India and are paid semi-expatriate salaries; this means part local and part expatriate benefits. The hospitality industry is booming, especially in the mid level and limited service products. There is a shortage of Specialty Culinarians such as Italian and Chinese Chefs.



CARIBBEAN

With the USA economy improving, business in the Caribbean has certainly picked up in the last 12 months. Some of the highest worldwide salaries are offered here. Expatriate opportunities however, are still quite limited due to the difficulty in obtaining work visas. There is a shortage of expatriate culinary & food and beverage directors. Sales & Marketing Directors are generally now situated in Miami, Florida, resulting in fewer on property sales and marketing roles available.



MIDDLE EAST - UAE

A "teeter-totter" for sure! The UAE continues to boom; yet countries that surround it, and who are experiencing social and political unrest will not be hiring staff. The only positive note is that the UAE's growth is so substantial that it acts like a sponge and absorbs all well trained hoteliers from lower level to Vice President in the entire region.

Since there is no need to obtain a release from your current employer in the UAE; there is a huge amount of poaching from other local hotels. Even so there are only a certain number of candidates available and there continues to be a shortage of European trained Culinarians, Entrepreneurial F&B Directors and seasoned Middle East General Managers. Salaries for European Culinarians are still on the low side. Qatar also has extensive growth plans; but their hiring is more restrictive as work and visitor visas come with stringent regulations.



WESTERN EUROPE & UK

As in 2012 due to the economic crisis in Europe; high paying jobs with good benefits are becoming harder to find. Employers are also cutting back on benefits as labor costs continue to rise. There are opportunities with reasonable compensation for those who wish to work. In Europe the needs are in the lower to mid level management and chefs. In the UK there is a need for sales, revenue and internationally trained food and beverage executives.



RUSSIA AND REGION

With Moscow recently voted as the most expensive city in Europe and one of the most challenging cities to live in, finding high powered talent is becoming more difficult. The Republics of the former USSR are experiencing tremendous economic growth from both oil revenues and the upcoming Summer Olympics in Sochi. Countries like Kazakhstan, Uzbekistan, and Baku; are building and investing in infrastructure and hotels inside and out of the region. Although this is a challenging area; opportunities are available especially for Russian speakers in sales and marketing and executive level management. But who will fill these rooms after the Sochi Olympics?



NORTHERN EUROPE

As a result of the slow down in the economy in Europe; business in Northern Europe has also suffered and investment funds have almost dried up; so there is little new construction. Yet hotel employees in Northern Europe experience excellent life style even with high taxes because of great government social benefits. Few staff shortages except in the in the "Rank and File" staff.



BRAZIL- SOUTH AMERICA

Brazil is hosting the World Cup and the Olympics and is one of the fastest growing economies in the world today. You would think, therefore, that the hotel industry would be hiring globally; but hoteliers in Brazil prefer to hire locals who speak the native language of Portuguese and so very few expatriate opportunities are offered. They are however, excellent opportunities in countries such as; Argentina, Bolivia, Peru and Chile, where the governments are stable. Salaries are fair and comparable to Asia. Good opportunities exist for European or Asian Internationally trained Culinarians; especially Pastry Chefs, General Managers and Food and Beverage Directors.



NORTH & CENTRAL AFRICA

With more talk about investments and new hotel "openings" over the last year the pipe lines of most major hotel companies are filling up in this region; but for political reasons not every country has the stability to invite international investment. So, many pipe lines may dry up unfulfilled. There are exceptional opportunities in Kenya, Nigeria, Chad, Morocco and surrounding areas for bi-lingual senior executives who combine experience in Africa, with luxury hotel experience outside of the region.



CHINA

If you speak Mandarin, there are so many opportunities that I would not have enough space here to show them all.

Technicians are by far the most in demand, i.e. financial controllers, chief engineers etc., followed by university educated, hotel experienced, sales and marketing executives. Chinese nationals with international experience are the most in demand above all! With the cost of education being so high in China, most hotel operators prefer single or married employees without children. There are 1.5 hotels "opening" daily in China, by International and domestic Chinese Hotel Groups in all categories from limited services, residences, to 6 star.

Fluency in Mandarin is suggested for all foreign employees who wish to work in China, especially in more remote areas.



SOUTH EAST ASIA

S.E. Asia continues to be the #1 choice of hoteliers globally. It has to do with the life style, weather and the local population whom have a positive hospitality attitude.

Taking Hong Kong and Singapore out of the equation expatriates live a wonderful life style in the region. The high cost of living and some taxation in Hong Kong and Singapore, means expatriates now find it challenging to save money in these two countries. S.E. Asia continues to court the best culinarian and food and beverage executives worldwide. There are needs now for experienced Directors of Sales & Marketing and well connected Directors of Development.



UNITED STATES

Business in the USA has recovered in some cities to record levels. This is reflected in the amount of recent hotel transactions.

Cities in the East and West Coast where 4-5 diamond luxury properties abound find a shortage of luxury trained department heads. Cities such as Miami, New York, Chicago and San Francisco all have greatly improved occupancies while the Mid West and Southern States continue to face occupancy challenges. Positions for GM's, Executive Chefs and Director of Sales & Marketing are available; but senior roles of Vice President or higher are hard to find.