

**SALARY SURVEYS CAN BE FOUND AT RENARDNEWSLETTER.COM**



## CARIBBEAN

The USA economy is improving and so has business in the Caribbean perked up in 2013. Some of the highest worldwide salaries are offered; yet expatriate opportunities however are still quite limited due to the difficulty in obtaining work visas many which have to be renewed yearly. There is a shortage of expatriate culinary & food and beverage directors. Sales & Marketing Directors are now generally situated in Miami, Florida, resulting in fewer on property sales and marketing roles available.



## 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 or those who speak the native language Portuguese and very few expatriate roles are offered. Excellent career opportunities are available in Argentina, Bolivia, Peru and Chile, where the governments are stable. Salaries are fair and comparable to Asia. Here good jobs exist for European or Asian Internationally trained Culinaricians; especially Food & Beverage Directors, General Managers and Pastry Chefs.



## CANADA

Canada has fewer hotels than are in either Dubai or in New York City. As a result, opportunities in the Canadian hotel industry are few.

As well people also enjoy life style in Canada, and so don't move as often. Those who live in Vancouver generally will not relocate to Toronto and vice versa. Most new opportunities are found in integrated Condominium Hotels or in Boutiques of which many are independently managed. There is a country wide shortage of culinary and sales & marketing executives.



## WESTERN EUROPE & UK

As in 2012 due to the continuing economic crisis in Europe; high paying jobs with good benefits are becoming harder to find. Employers are also trying to reduce benefits as labor costs continue to escalate. But saying that there are still countless opportunities with reasonable compensation for those who wish to work. In Europe the needs are in the lower to Executive level management and culinarians. In the UK especially there is a need for sales, revenue and internationally trained Food and Beverage Executives.



## RUSSIA AND REGION

Moscow was voted as the most expensive city in Europe and one of the most challenging cities to live in the world; therefore 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 Winter Olympics in Sochi. Countries like Kazakhstan, Uzbekistan, and Baku; are building Hotels and investing in infrastructure. Their Sovereign Funds are buying hotels inside and outside of the region. This is certainly a challenging area for foreigners but good opportunities are available for Russian speakers in sales and marketing and executive level management. But who will occupy the rooms after the Sochi Olympics ends?



## NORTHERN EUROPE

As a result of the slow down in the economy in Western Europe; business in Northern Europe has suffered and investment funds have almost dried up; so little new construction is on the horizon. Hotel employees in Northern Europe and Scandinavia still experience excellent life style even with high taxes because of their government's generous social benefits. Few staff shortages exist except in the in the "Rank and File" staff.



## LATIN AMERICA

Spanish fluency is mandatory in Latin and South America. Areas like the Dominican Republic and in Mexico Cancun and Puerto Vallarta continue to experience steady business even with the media's negative portrayal. Salaries are comparable to Asia as foreigners are paid net USA dollars as expatriates. Shortages in this area are in IT, Technicians, Sales & Marketing & Financial Controllers.



## MALDIVES, SEYCHELLES AND THE PACIFIC

The "Sand and Water" Lifestyle causes high turnover as Island life for many is very challenging especially for an extended period of time. This is most evident in low to mid level positions where compensation on these Island resorts is often inadequate for Staff retention as many resorts maintain less than 100 rooms and cannot afford comparable city centre salaries. There is a continual turnover in all levels from Front Office to General Managers.



## INDIA

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



## MIDDLE EAST

A "one sided street" for sure! The UAE continues to boom; yet countries that surround it, whom are experiencing social and political issues are not hiring any staff at all. UAE's growth is so substantial that it acts like a sponge and absorbs most well trained hoteliers from lower level to Vice Presidents in the entire Middle East region. "The friendly neighbour policy" is not alive in the UAE these days as there is no need to obtain a release from your UAE current employer; therefore there is a great deal of poaching from neighbouring hotels. Even so there are only a certain number of candidates available and there continues to be a shortage of seasoned Middle East General Managers, Entrepreneurial F&B Directors and European trained Culinaricians. Salaries for European Culinaricians are still on the low side. Qatar also has extensive hotel growth plans including building all major brand hotels; but their hiring is more restrictive as work and visitor visas come with stringent regulations. Saudi Arabia is building properties across the country and most levels of staffing are required.



## NORTH & CENTRAL AFRICA

Fuelled by Global investments, new hotel "openings" have doubled since 2012 and the pipe lines of most major hotel companies are filling up for Africa. For political reasons not every country has the stability to invite international investment, so many pipe lines may dry up unfulfilled. There are very exciting jobs in Kenya, Nigeria, Chad, Morocco and surrounding areas for senior executives who combine experience in Africa, with luxury hotel experience outside of the region.



## CHINA

There are so many opportunities for Mandarin speakers that I would not have enough space here to list them. 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 sought after above all! With the cost of education being so high in China, most hotel operators dictate single or married employees without children. There are 1.5 hotels "opening" daily in China, all by International or 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 more remote areas.



## SOUTH EAST ASIA

Hoteliers globally continue to choose South East Asia as their #1 choice. It has to do with the life style, weather and the local population whom have a positive hospitality attitude. Expatriates live a wonderful life style in the region but the high cost of living in Hong Kong, Korea and Singapore make these three countries more difficult and challenging to save any money. S.E. Asia continues to court the best culinarian and food and beverage executives worldwide. There are requirements for experienced Directors of Sales & Marketing, Hotel Managers (#2) and well connected Directors of Development.



## UNITED STATES

USA business has recovered in many 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 1st class 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 as companies prefer to promote from within.



## BALKANS & MONTENEGRO

The region not being part of EU has been a plus i.e. they have had to trade and develop among themselves and so they are financially healthier as no EU debt. Yet Albania for example has only one international hotel in the entire country! Watch this Region boom in the next three years, opportunities for Technicians and culinarians from EU will be great.