



CANADA 2023



Average Gross Salaries Chart (Including Some Benefits, Excluding Bonus) for Senior Management in the Luxury Segment: Ritz, Four Seasons, Shangri-La and Selected Independent and Trophy Hotels

**2022
SALARY RANGE
FORMULATED**

**2023
CANADA WIDE
RANGE**

2019 – COVID HIGHEST REPORTED

Positions/City	Montréal	Toronto	Vancouver	Canada Wide	
General Manager	222,000	250,000	243,000	185 - 245	185 - 260
Resident Mgr/Hotel Mgr/EAM F&B	120,000	140,000	127,000	90 - 130	90 - 132
F & B Director	114,000	120,000	113,000	95 - 125	95 - 125
Rooms Division Manager	93,000	102,500	98,100	80 - 101	80 - 105
Executive Chef	102,000	128,100	113,400	88 - 105	85 - 135
Executive Housekeeper	86,500	95,100	89,900	72 - 85	72 - 90
Director of Finance	120,000	127,000	126,000	30 - 125	80 - 135
Director of HR	93,000	101,800	99,400	72 - 90	72 - 112
Director of Sales and Marketing	Added to 2023 Survey				72 - 135
Chief Engineer	Added to 2023 Survey				75 - 98.3
Financial Comptroller	Added to 2023 Survey				75 - 98.3
Revenue Manager	Added to 2023 Survey				58 - 66.1
Social Network Director	Added to 2023 Survey				40 - 52
Executive Chef/Banquet Chef	Added to 2023 Survey				73 - 89.8

While Canada's mid-range hotels (3-4 stars) have shown impressive performance above 2019 rates and occupancies, the varying standards among them posed a challenge for conducting a salary. Even within the same brand flag, comparing one 4-star hotel to another proved difficult. The complexity was further compounded by a lower volume of transactions, leading to a wide range of compensation figures. In contrast, the luxury segment provided a more consistent dataset for our study.

A recent report underscores the resilience of Canada's mid-market in terms of deals and valuations, despite concerns over rising interest rates and recessionary trends. The mid-market is anticipated to sustain its robust deal activity, fueled by available capital and promising growth opportunities in smaller-scale transactions.

CoStar's August 2023 data reveals that Canada's hotel industry achieved its highest occupancy level since August 2019. CoStar, a prominent provider of online real estate marketplaces, information and analytics in the property sector, offers valuable insights into market trends.

Noted:

Key Figures for August 2023 (Percentage change from August 2022):

Occupancy: 77.4% (+1.4%)

Average Daily Rate (ADR): CAD226.04 (+5.8%)

Revenue per Available Room (RevPAR): CAD174.87 (+7.2%)

"While year-over-year growth has moderated since earlier this year, the performance improvement in August 2023 remains a considerable achievement against stronger metrics from last summer's 'revenge travel' period."

