

Around the Hiring World

Brazil, South America & Sochi, Russia

After all the excitement and buzz over the Olympics in Sochi and the World Cup in Brazil, someone now has to pay the piper. In Sochi and Brazil they have almost 50 new hotels and almost 10,000 rooms that need to be filled and paid for after the games have ended. Business has fallen off in both locations and workers are being let go. In Brazil - don't expect a major hiring blitz. It is probably a good place to recruit going forward into 2015.



Caribbean

New developments get businesses moving! Nothing is better than a little competition to spark aggressive marketing. Look at the Baha Mar project – it will have to hire from all over the Caribbean since the Bahamas does not have staff available to run three new luxury hotels and a Casino with over 2,000 rooms! This hiring spree will support extensive opportunities in the Caribbean for those who want to work in small island resorts where you must be hands on and available 24/7. Maldives, Seychelles and Mauritius are good training grounds!



Mexico, Cuba, Latin America and Dominican

Thank goodness for “the all-inclusive hotel concept”! It's the saving grace for these regions as more travelers are happy to pay one fee that covers all their costs. Companies like Sandals are moving the bar up to 5 star luxury standards making this concept one to fear by full service competitors. All inclusive properties need executives who are used to high volume and are workaholics. There is a need especially of Asian and Italian Chefs and in addition, food and beverage and rooms professionals, especially if you speak Spanish.



India

Rebounding in 2014, as the small downward business blip is over and new hotel developments and better financial results are prompting new hires. I know that India is not on everyone's radar; however, you can achieve the best guest experience anywhere given their dedication and unlimited workforce. Culinary and senior management roles are consistently available.



Canada

Unless room rates can be increased, we will only see condominium funded hotels or mid-range limited service growth. There are some opportunities in Eastern Canada in Sales and Human Resources and in Western Canada, on the culinary side. Only a smidgen of executive roles available throughout the country. Casino growth has also offered USA trained casino executives an opportunity to experience Canadian life.



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Russia

Ukraine, Ukraine, Ukraine! Nothing hurts business worse than a war. Russia is currently not offering work permits for certain nationalities. Business remains solid in the major cities, however, only a few expat hires are being advertised.



Africa

Ebola, Ebola, Ebola... If not a war, then disease will keep travelers away for sure! Not every African country is affected but perception is reality. Many major brand pipelines and even local hotel companies have delayed their projects or put them on indefinite hold and financial investments have dried up temporarily. Marriott has announced that in October they have plans for 25 hotels in Africa, but we will see. The South African region seems to carry on and is mostly in need of technicians, such as Engineers, I.T. professionals, etc.



China

Growth is slowing down, however still faster than the rest of the World. Development ticks on with less fan fare, and new hotels open daily. If you speak Mandarin, hundreds of opportunities are out there. There is an increase in opportunities in secondary cities, some of which are attracting a lot of interest due to more tropical weather and clean air. If you do not speak Mandarin, then only Executive Committee level opportunities are available..



S.E. Asia

Regional growth is fueled by the expansion of casinos and luxury resorts. But is that enough? Yes, it seems so as Macau and Singapore pay outstanding salaries and have many openings, especially if you have USA casino experience. The rest of South East Asia requires top flight talent, especially more so this year in the rooms areas and in the kitchen (but who doesn't?).



Northern Europe, Scandinavia

Solid regional business is keeping both local and branded hotels at high occupancies; but not much foreign hiring as high taxes are not appealing to expatriates. Here, financially driven executives who are sales driven and those who speak the local language do best.



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USA

Certain Regional pockets are doing exceptionally well like New York, which last year was “the most active hotel investment market in the World”, Miami (a close second), San Diego and San Francisco, whereas, other cities are just doing “okay”but nothing special”. The USA is very polarized and opportunities are scattered but the talent pool of luxury culinarians, Directors of Sales and Marketing and Food and Beverage Managers is very lean. Salaries have increased in some cases over 30%. (See our 2014 USA salary survey)



Maldives/Mauritius/Seychelles

There is steady tourism business but staffing is hard to find as people have choices and small islands are not enjoyable long term, especially, for families or even for singles. These locations are best for junior executives starting out as smaller resorts cannot afford to offer compensation that could match those offered by major city properties or larger resorts. Roles in all categories are available to interested parties.



Middle East

UAE, Saudi Arabia and Qatar are carrying the load with their huge new developments and with their “whatever it takes, we will pay” attitude. They are affecting our industry’s global talent pool by absorbing our most talented performers. Salary surveys in these countries are always in flux, and are floating higher. UAE pays much higher than either Qatar or Saudi. The most desired executive candidates are those with Asian and/or GCC experience.



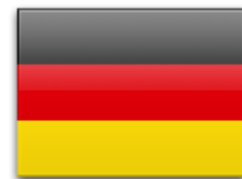
France

France is having an outstanding year! But, no huge hiring as a result of high costs of staff and because of strong unions in France. There are a few executive roles available now with multinational hotel companies but more with local companies who prefer French nationals.



Western Europe

Ukraine, Ukraine, Ukraine! The comparison is when you get one cavity in your mouth and it prevents you from eating whatsoever! The Russia/Ukraine situation has slowed down the whole regions hiring and driven expats out to the Middle East or Turkey. This situation has no end in sight unfortunately



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U.K.

Other than technical and European culinarians, not many foreign expats are being hired, yet business is booming and real estate prices are up. You cannot find candidates at certain levels at all costs such as educated trained Directors of Sales and Marketing. Salaries are much, much lower when you work outside London or any of the U.K. other major cities.



Macau

Macau now surpasses eight times the gambling revenues of Las Vegas and new casino expansions and hotel renovations are going on daily. One hotelier just bought 30 new Rolls Royce's for his hotel. Their targeted market is generally China, whose travelers are getting more sophisticated and so, top end hotel guest services, and restaurants are to their liking. There is now a constant need for Michelin Star type culinarians and Mandarin speaking management, plus, like the rest of the World, USA casino trained executives.



Philippines

Macau's little brother in Casino development, the Philippine casinos seem to be centered only in major metropolitan areas. There are some plans for new city center hotels and resorts in Makati and in certain other resort locations. Hiring seems confined to internationally trained technical people like Engineers, etc. as locally trained hoteliers are capable in other areas. Casino executives in security, pit bosses, etc. are still being hunted from overseas.

