

# 2016 INTERNATIONAL MANAGEMENT SURVEYS



## INTRODUCTION SOURCE OF INFORMATION

The 2016 Renard International Salary review was finalized in February 2016 using a variety of sources. The outcomes were accumulated from a comprehensive attitudinal analysis extracted from Renard International's own database of 45,000 candidates and supplemental 15,000 contacts. The sources also include, written answers to our global survey sent to Executives in over 50 countries. The information was also taken from thousands of resumes received monthly by Renard offices and Consultants worldwide, which confirm in writing individuals current remuneration, benefits, bonuses.

They also signpost desired salary information, preferred location and ideal role.

We also take into consideration the information which has been shared with us in confidence by Clients, when they retain Renard for executive searches.

After completing an important assignment in Mongolia, Renard International has now completed a search in every major nation worldwide.

In 2015 alone, Renard Consultants worked on assignments in over 40 countries from Culinary to the CEO of major Hotels and Restaurants. We have now assisted Clients in nations that were non-existent when we commenced business 46 years ago.

Our Salary surveys are produced using an **average format** in which the information is totaled and divided by the number of replies, or, in a **median format**, which is calculated using data mid-range to extremes.



**RENARD INTERNATIONAL  
HOSPITALITY SEARCH  
CONSULTANTS**

# U.A.E. SALARY SURVEY 2016

Average Salaries for Four & Five-Star Hotels Only. Covering Expatriate Positions only throughout the UAE.  
All Salaries \*Are Tax Free (in 000s US\$) for Hotels with Average Room Rate of US\$200+

| Positions  | Average Salary<br>September 2011<br>▼<br>December 2015<br>350+ Rooms | % Change<br>September 2011<br>▼<br>December 2015<br>5 years review | Average<br>February 2015<br>▼<br>February 2016<br>One year | Highest<br>Reported<br>February 2016 |
|--|--|--|--|--------------------------------------|
| <b>General Manager</b>   | <sup>5</sup> \$125,000   | +44%   | <sup>5</sup> \$130,200                                     | <sup>5</sup> \$550,000               |
| <b>Resident Manager</b><br>(could also be Director of Operations or Hotel Manager) | \$80,000   | +21.50%  | \$85,000   | <sup>10</sup> \$160,000 <sup>8</sup> |
| <b>Exec. Asst Manager</b><br>(could also be EAM F&B/Rooms or deputize as GM)       | \$69,300   | +33.50%  | \$74,000   | <sup>10</sup> \$148,900              |
| <b>Director of Finance</b>   | \$69,100   | +28.00%  | \$70,000   | <sup>10</sup> \$139,500              |
| <b>Director of Rooms</b> (Rooms Division Manager)                                  | \$60,000   | +34.00%  | \$70,000   | <sup>10</sup> \$125,000              |
| <b>Director of Housekeeping</b>  | \$54,000   | +28.00%  | \$56,000   | \$101,000                            |
| <b>Director of Food &amp; Beverage</b>   | \$63,300   | +49.80%  | \$69,600   | <sup>7</sup> \$175,000               |
| <b>Executive Chef</b>  | \$64,100   | +31%   | \$65,900   | <sup>10</sup> \$155,000              |
| <b>Director of Catering/C&amp;B</b>  | \$45,000   | +15%   | \$43,000   | \$70,000                             |
| <b>Director of Sales &amp; Marketing</b>   | \$79,000   | +45.80%  | \$77,800   | <sup>10</sup> \$198,000              |
| <b>Director of Engineer</b>  | \$68,400   | +36.10%  | \$70,000   | <sup>10</sup> \$148,000              |
| <b>Director of IT</b>  | \$40,000   | +15%   | \$42,000   | \$60,000                             |
| <b>Director of Human Resource</b>  | \$49,100   | +42%   | \$54,000   | \$115,000                            |
| <b>Director of Revenue</b>   | \$38,000   | +10%   | \$39,000   | \$65,700                             |
| <b>Director of Social Media</b>  | Not available  | <sup>6*</sup> +1.00%   | \$43,100   | \$70,000                             |
| <b>Pasty Chef</b>  | NIL  | NIL  | \$40,000   | <sup>10</sup> \$69,900               |
| <b>Italian Chef</b>  | NIL  | NIL  | \$44,900   | <sup>10</sup> \$88,500               |
| <b>Asian Chef</b>  | NIL  | NIL  | \$37,800   | <sup>10</sup> \$119,800 <sup>9</sup> |

**N.B** - The UAE hiring picture is "flat line". No massive salary increases except for new hires and specialty operations. The UAE allows employees to move from one employer to another therefore more incestuous recruitment with little increases except for cost of living offered.

The region continues to draw largely European and Asian Senior Managers, with Rank and File expatriate staff from the developing world.

Standard expatriate benefits include live-in or housing allowance, medical. Bonuses are not included. Salary is guaranteed base income and in most cases with no housing allowance included. This covers the UAE area only.

The informant respondents are from the top 30, 4- and 5-star hotels in UAE. It includes all expatriates including India, Philippines, Switzerland, Europe, North America, etc. Bonuses vary from 1 to 2 months, some up to 40% of base salary.

<sup>5</sup> Sometimes base incomes which is always net of taxes includes the housing allowance.

<sup>6\*</sup> 3 year review only.

\* General Manager title and responsibilities only. There is a General Manager/Vice President in Dubai earning almost US\$ 550,000 annual salary, same as 2015 with a difference in exchange rate.

\*\* F&B only, no other responsibilities, single unit.

\*\*\* Most repeated comments were that cost of living increases, especially housing have caused uneasiness; an issue from employers' and employees' perspective in negotiating new contracts or extensions and the high cost of schooling (a 16% increase in 2015 to 2016).

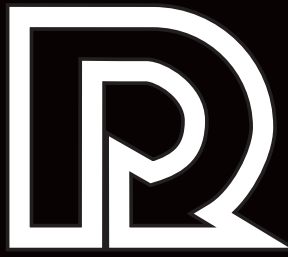
\*\*\*\* Single Unit

<sup>\*7</sup> In this situation, F&B outlets produce more revenue than rooms by far! This individual was previously holding a corporate role in Europe.

<sup>\*8</sup> This is hotel manager reporting to VP position of the company, independent luxury brand.

<sup>9</sup> Michelin star Cantonese chef (brought his entire kitchen team with him).

<sup>10</sup> Difference in currency exchange.



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