

**RENARD INTERNATIONAL
HOSPITALITY SEARCH CONSULTANTS**

2024 MIDDLE EAST COMPENSATION STUDIES



CONNECT



THE PURPOSE OF OUR 2024 COMPENSATION REPORT.



The contemporary employment picture in 2024 evidences once again the need for employees and employers to gain access to professional tools enabling them to objectively evaluate their own compensation and also their employer's hiring scenarios. To this aim, we are sharing with you our Middle East Renard Compensation Report which we hope you find both; interesting and informative.

Recently, during volatile hiring pressure, most companies suffer from a frequent lack of transparency in their quest to better understand, analyze, and judge what should be offered by their Hiring Managers. At Renard International, we are proud to have pioneered. The most read "Annual Global Hospitality Salary Survey". We offer it complimentary as we find an educated client and applicant is our best partner. This study of the compensation paid in the Middle East Region will enable you to objectively compare and benchmark your compensation strategies.

Historically our compensation report was prepared in either average or median format. Since 2022, we now use "Ranges". This is due to the competition and lack of talent in the workforce. It can be compared to a fish market. You say you want a two pound fish... the fishmonger says I have a 1 and a half or 3 pound fish. Take it or leave it! That is the hiring scenario again for 2024. The information is from hiring transactions which occurred in the last 9 months. "Appointments" have been "all over the board" and followed no set hiring patterns or pay grade. We therefore have outlined the ranges of salary for the roles offered and accepted to the best of our knowledge in the last 9 months August 1, 2023 to April 1, 2024. **PS as a matter of comparison. We asked Google and ChatGPT. Their salary ranges to compare to our studys.**

SOURCE OF DATA COMPENSATION IN RANGES?

Source of data for our 2024 Salary Survey

- Our 2024 Global compensation survey is our companies major project of 2024, it is the culmination of hundreds of hours of work that commenced with initial planning in August 2023. Our researchers do not take this study casually, putting the information received through rigorous checking, and questioning data received that does not feel completely accurate.
- The outcomes for our 2024 compensation report were accumulated from a comprehensive information analysis extracted from Renard International's own candidate database and supplemental contacts. The sources also included written answers to our global survey sent to Executives in over 50 countries. Unfortunately, due to he remains of COVID in certain countries even today. The responses were less than in previous years.
- The data was also taken from thousands of Resumes received monthly from Renard offices and consultants worldwide, which confirm in writing individuals current remuneration, benefits, bonuses, etc. This also signposts desired salary, benefits, preferred location and ideal role.
- From August 2023 to this point in 2024, Renard Consultants successfully completed assignments in over 45 countries from Culinary to the CEO for a major

Hotel/Casino Group. We have now assisted clients in countries that were non-existent when we commenced business 54 years ago. This information was also taken into consideration in our study.

The suggested salary figures offered in our guide are based on the points compiled from these and other sources. The other sources than above.

1. Company specific job boards like Hilton, IHG, Four Seasons, Marriott and Accor.
2. Our companies talent applicant tracking system called "Deskflow"
3. Public job boards like LinkedIn, indeed, caterer global, etc.
4. Our own placements with our partners.

Note: Compensation offer may be affected by unusual factors such as:

- A. Urgent need
- B. Benefits specific to a company
- C. Bonuses specific to a location
- D. Company size
- E. Education requirements
- F. Specific talent, or work experience required
- G. Currency Exchange

OBSERVATIONS AND COMMENTARIES ON OUR STUDIES

General observations:

In 2024 we again completed our Middle East salary survey using ranges not averages or median. Therefore to interpret the results one has to be cognoscent of the variables. Typically, the top end of the range reflects positions at prestigious properties such as those affiliated with the "Leading Hotels of the World" or considered as trophy assets. In some instances, compensation levels parallel to scaling Mount Everest are offered for managing large properties (1,000 rooms), or for roles in isolated or less popular locations. Other reasons would be when dealing with challenging owners known for frequent executive turnover akin to changing their socks.... Premium wages may also be extended for tasks like overseeing multiple properties GM/VP, a new opening or taking on short-term contracts.

Conversely, the lower end of the salary spectrum is often associated with positions at smaller mid-range or limited-service properties in urban centers. Typically, minimum salary contracts are allocated to first-time role occupants or individuals with familial ties to property owners, who often enjoy various perks.

Saudi Arabia:

It's worth noting that the "Big Five" hotel groups - IHG, Accor, Marriott, Hilton, and Hyatt - now manage over 40% of hotels in Saudi Arabia, a figure likely higher due to recent additions in 2024. The dominance of these groups is primarily driven by the monumental properties in Mecca, with the Big Five managing nearly 80% of all hotel rooms in the country. This level of control by branded properties is unparalleled globally, with countries like Canada at 30% and Italy 21% branded hotels rooms having significantly lower percentages of group-operated or franchised properties .

Dubai vs The Rest:

Comparing compensation levels in Dubai with other Middle Eastern countries reveals progressively lower salaries offered in Bahrain minus 15%, Oman minus 18%, Jordan minus 20%, and Egypt minus 24%, with Saudi Arabia being nearly on par with Dubai, except for top-tier positions in companies like NEOM, Red Sea, or in Mecca and Jeddah, where salaries can surpass significantly global averages although longevity is an issue. Qatar pays on average 10% lower in salary; but better benefits paid separately as they offer expat packages more often than Dubai whom are now offering all-inclusive packages that means housing, car schooling is included in your month pay check, so in fact Qatar competitor packages are higher than Dubai.

Exceptions to these trends include cases like Egypt, where involvement in a casino or affiliation with the "Leading Hotels of the World," or a trophy property, might lead to higher compensation. Major brands sometimes maintain

consistent salaries for certain management categories across the Middle East region, ensuring parity in earnings despite location differences.

Mid-Range Executive Payments:

In the Middle East, mid-range executive roles with local management typically align with the standard minimum wage or much lower payment packages than expatriates earn except where designated by law, to hire local, or local candidates with extensive international brand work history. The compensation differs greatly in each respective country.

Middle East Benefited from Covid:

The UAE and Saudi Arabia notably benefited from the pandemic, attracting talent from regions like Southeast Asia and China, which experienced prolonged Covid closures. This influx of skilled professionals alleviated pressure on hiring budgets in the Middle East, with no significant spikes in salaries except for specialized roles or urgent hires, such as those required for events like the 2022 World Cup in Qatar.

Salary increases for 2021 - 2024:

Across the region, the average salary increase over the past three years has been approximately 11%. While hiring has remained aggressive, there have been no significant spikes in salaries, except for specific cases such as the aforementioned World Cup. Dubai's policy of allowing unrestricted movement of employees between employers have resulted in less salary inflation, with most increases tied to cost-of-living adjustments. Housing costs, in particular, have risen by 9% annually, contributing to a 27% increase in the region's average overall cost of living from 2021 to 2024.

In the UAE, where expatriates comprise 85% of the workforce, salary packages typically include housing allowances and medical benefits. Most packages are now all-inclusive, meaning you cover everything with your monthly pay check, housing, transportation, schooling, etc., with bonuses ranging from 1 to 2 months' salary or up to 50% of the base salary with certain brands.

Looking ahead to 2024:

With Southeast Asia beginning to rehire in earnest, compensation levels are on the rise globally as the Asian region seeks to attract talent previously drawn away by the pandemic. In Saudi Arabia, where competition for talent remains fierce, particularly for projects like NEOM and the Red Sea, significant salary increases can be expected as organizations strive to maintain their promised high standards.

Negotiating compensation agreements in 2024, presents an opportune moment for you to push for higher salary \$\$... and get it!

2024 UAE SALARY SURVEY

Salaries for **Four & Five Star** Hotels Only. Minimum **250 Rooms**
 All Salaries Are Tax Free (in 000s US\$) for Hotels with Average Room Rate of Minimum **US\$400.00 or more**

	Google	ChatGPT	Our Calculation
General Manager	\$80,000 - \$300,000	\$120,000 - \$300,000	95,000 - 266,000
Resident Manager (could also be Director of Operations or Hotel Manager)	\$70,000 - \$250,000	\$90,000 - \$200,000	80,000 - 166,000
Exec. Asst Manager (could also be EAM F&B/Rooms or deputize as GM)	60,000 - \$200,000	\$80,000 - \$150,000	80,000 - 166,000
Director of Finance (with Degree)	\$70,000 - \$250,000	\$100,000 - \$250,000	72,000 - 175,000
Director of Rooms (Rooms Division Manager)	\$60,000 - \$200,000	\$80,000 - \$180,000	71,000 - 165,000
Director of Housekeeping	\$50,000 - \$150,000	\$70,000 - \$150,000	69,000 - 150,000
Director of Food & Beverage (at least 3 outlets)	\$70,000 - \$250,000	\$90,000 - \$200,000	82,000 - 175,000
Executive Chef (at least 3 outlets)	\$80,000 - \$300,000	\$80,000 - \$180,000	80,000 - 180,000
Director of Catering/C&B	\$60,000 - \$200,000	\$80,000 - \$180,000	65,000 - 125,000
Director of Sales & Marketing	\$70,000 - \$250,000	\$90,000 - \$200,000	85,000 - 180,000
Director of Engineer (city center for Resort add 15%)	\$60,000 - \$200,000	\$80,000 - \$180,000	83,000 - 175,000
Director of IT (with Degree)	\$70,000 - \$250,000	\$80,000 - \$180,000	70,000 - 145,000
Director of Human Resource (at least 280 Employees)	\$60,000 - \$200,000	\$80,000 - \$180,000	77,000 - 155,000
Director of Revenue	\$65,000 - \$220,000	\$80,000 - \$180,000	74,000 - 145,000
Director of Social Media	\$65,000 - \$220,000	\$70,000 - \$150,000	65,000 - 130,000
Pastry Chef	\$40,000 - \$120,000	\$50,000 - \$120,000	72,000 - 143,000
Italian Chef	\$45,000 - \$150,000	\$60,000 - \$140,000	72,000 - 160,000
Asian Chef - Chinese / Japanese / Nobu Style / Celebrity Chef	\$50,000 - \$180,000	\$60,000 - \$140,000	72,000 - 170,000



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2024 SAUDI ARABIA SALARY SURVEY

Model: Riyadh, Mecca and Jeddah	Google	ChatGPT	Our Calculation
General Manager (5 Star, min. 200 rooms)	\$70,000 - \$275,000	\$100,000 - \$250,000	170,000 - 225,000
Resident Manager (could also be Director of Operations or Hotel Manager)	\$60,000 - \$220,000	\$80,000 - \$200,000	74,000 - 166,000
Exec. Asst. Manager (could also be Director of Operations or Hotel Manager)	\$50,000 - \$150,000	\$70,000 - \$150,000	72,000 - 165,000
Director of Finance with Degree	\$60,000 - \$250,000	\$90,000 - \$200,000	69,000 - 154,000
Director of Rooms (Rooms Division Manager)	\$50,000 - \$130,000	\$70,000 - \$150,000	70,000 - 125,000
Director of Housekeeping	\$40,000 - \$120,000	\$60,000 - \$130,000	72,000 - 115,000
Director of Food & Beverage (at least 3 outlets)	\$60,000 - \$200,000	\$80,000 - \$180,000	84,000 - 165,000
Executive Chef (at least 3 outlets, no Michelin star rest.)	\$70,000 - \$250,000	\$70,000 - \$160,000	83,000 - 150,000
Director of Catering/C&B	\$50,000 - \$150,000	\$70,000 - \$150,000	66,000 - 140,000
Director of Sales & Marketing	\$60,000 - \$200,000	\$80,000 - \$180,000	90,000 - 165,000
Director of Engineer (city Center for Resort add 15%)	\$50,000 - \$150,000	\$70,000 - \$150,000	80,000 - 160,000
Director of IT with Degree	\$60,000 - \$200,000	\$70,000 - \$150,000	69,000 - 135,000
Director of Human Resource (minimum 250 Employees)	\$50,000 - \$220,000	\$70,000 - \$150,000	85,000 - 150,000
Director of Revenue	\$55,000 - \$180,000	\$70,000 - \$150,000	71,000 - 125,000
Director of Social Media	\$55,000 - \$180,000	\$60,000 - \$130,000	60,000 - 125,000
Pastry Chef	35,000 - \$100,000	\$50,000 - \$120,000	70,000 - 136,000
Italian Chef	\$40,000 - \$120,000	\$60,000 - \$140,000	69,000 - 145,000
Asian Chef - Chinese / Japanese / Nobu Style / Celebrity Chef	\$45,000 - \$150,000	\$60,000 - \$140,000	73,000 - 155,000

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INTRODUCTION - ATM

Join Renard International in celebrating our 54th anniversary in 2024!

We are proud of our company's success over the past five decades. Having been chosen by international and independent hotel companies, restaurants, casinos, and food service organizations around the world, we sincerely appreciate the respect we've earned as the renowned hospitality recruitment search firm in the world.

Our achievements are a direct result of the dedication and commitment of our remarkable team, who tirelessly serve both our clients and applicants. We're always working hard to better serve you and everyone we work with.

Renard International is honored to be regarded as a "benchmark" among recruitment companies. We extend our heartfelt gratitude for your loyalty throughout the past 54 years. We truly value your continued support.



Stephen J. Renard
STEPHEN J. RENARD
President

EXECUTIVE TEAM LEADERS



WE DELIVER...

In delivering our services, we prioritize the accuracy of our sourcing and selection process. The longevity of our placements is a testament to our unwavering commitment. All our successful hires have remained in their roles for an extended period, with many of them advancing to the upper echelons of renowned companies within our industry.

Thank you for your continued loyalty and confidence.

TORONTO, ONTARIO, CANADA

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