



# RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS

## 2024 PORTUGAL SALARY SURVEY

<b>Title</b>	<b>Gross Yearly Salary Euros *Source Chat GPT</b>	<b>Yearly Net Median Salary Range Euros *Source Renard Int.</b>
General Manager	70,000 – 150,000	80,000
Resident Manager	50,000 – 100,000	53,800
Rooms Division Manager	50,000 – 100,000	51,500
Front Office Manager	25,000 – 35,000	48,600
Executive Housekeeper	40,000 – 80,000	40,000
Chief Engineer	50,000 – 100,000	43,500
Laundry Manager	20,000 – 30,000	24,000
Food & Beverage Director	60,000 – 120,000	55,000
Restaurant Manager (Fine Dining Room)	15,000 – 30,000	40,000
Catering Manager (Sales)	16,000 – 27,000	39,000
Banquet Manager (Operations)	15,000 – 23,000	38,000
Executive Chef / Banquet Chef	50,000 – 100,000	61,000
Gourmet Restaurant Chef	22,000 – 32,000	56,600
Executive Sous Chef	21,000 – 33,000	44,100
Italian Chef	15,000 – 35,000	36,300
Pastry Chef	16,000 – 30,000	42,000
Financial Controller	60,000 – 100,000	39,000
Personnel & Training Manager	22,000 – 31,000	44,000
Sales & Marketing Director	60,000 – 120,000	57,000
Sales Manager	14,000 – 30,000	36,000
Revenue Manager	50,000 – 90,000	26,000
IT Manager	80,000 – 150,000	30,000
Social Media Director	14,000 – 24,000	28,000
Director of HR	60,000 – 100,000	38,000
Director of Finance	70,000 – 120,000	54,000

\*We reached out to various sources including all 4- and 5-star Hotel and Resorts in Portugal, and also their general managers or human resource directors to obtain assistance for this survey. Due to issues of confidentiality, company policy, and how things are done in Portugal, only some of the hotels contacted gave us and shared their compensation information. Other compensation information was obtained from our candidate's data base and direct contacts.

For the first time we asked Chat GPT their opinion which on what is paid to hoteliers in Portugal. These results were listed beside the results we obtained through our own resources. Chat GPT said "salaries were dependent on hotel size and quality standard"