

RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS

2025 SAUDI ARABIA SALARY SURVEY

Model: Riyadh Mecca and Jeddah <i>Numbers in red are changes from 2024 to 2025</i>	Google	ChatGPT	Current Calculations
General Manager (5 Star, min. 200 rooms)	\$100,000 - \$275,000	\$100,000 - \$290,000	170,000 - 300,000
Exec. Asst. Manager (could also be Resident Manager, Director of Operations or Hotel Manager)	\$75,000 - \$180,000	\$80,000 - \$200,000	74,000 - 175,000
Director of Finance with Degree	\$70,000 - \$250,000	\$90,000 - \$225,000	77,000 - 165,000
Director of Rooms (Rooms Division Manager)	\$60,000 - \$130,000	\$70,000 - \$150,000	72,000 - 144,000
Director of Housekeeping	\$55,000 - \$125,000	\$60,000 - \$130,000	65,000 - 122,000
Director of Food & Beverage (at least 3 outlets)	\$66,000 - \$200,000	\$80,000 - \$180,000	85,000 - 175,000
Executive Chef (at least 3 outlets, no Michelin star rest.)	\$70,000 - \$250,000	\$70,000 - \$186,000	82,000 - 148,000
Director of Catering/C&B	\$50,000 - \$150,000	\$70,000 - \$150,000	64,000 - 139,000
Director of Sales & Marketing	\$77,000 - \$200,000	\$80,000 - \$200,000	92,000 - 168,000
Director of Engineer (city Center for Resort add 15%)	\$60,000 - \$150,000	\$70,000 - \$150,000	85,000 - 169,000
Director of IT Degree	\$60,000 - \$200,000	\$70,000 - \$150,000	69,000 - 148,000
Director of Human Resource (minimum 250 Employees)	\$69,000 - \$220,000	\$70,000 - \$175,000	69,500 - 149,000
Director of Revenue	\$65,000 - \$180,000	\$70,000 - \$150,000	71,900 - 136,000
Director of Social Media	\$55,000 - \$180,000	\$60,000 - \$130,000	65,000 - 135,000
Pastry Chef	\$48,000 - \$100,000	\$50,000 - \$120,000	68,000 - 136,000
Italian Chef	\$48,000 - \$120,000	\$60,000 - \$140,000	69,000 - 145,000
Asian Chef - Chinese / Japanese / Nobu Style / Celebrity Chef	\$49,000 - \$150,000	\$60,000 - \$140,000	71,900 - 154,900

RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS

INTRODUCTION - ATM

Join Renard International in celebrating our 55th anniversary in 2025!

We are proud of our company's success over the past five decades. We have been chosen as the search group of choice 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 most 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 alike.

Renard International is honored to be regarded as the "benchmark" among search groups. We extend our heartfelt gratitude for your loyalty throughout the past 55 years. We truly value your continued support.



Thank You

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. Many of our hires have remained in their roles for an extended period, with countless of them advancing to the upper echelons of renowned companies within our industry.

Thank you for your continued loyalty and confidence.

TORONTO, ONTARIO, CANADA

121 Richmond Street West, Suite 601, Toronto, Ontario, Canada M5H 2K1

Contact: Stephen J. Renard, President • Email: steve@renardinternational.com

Tel: (1) 416-364-8325 ext. 228 • Mobile: 416-890-0903

Websites: www.renardinternational.com • www.renardnewsletter.com

Instagram: <https://www.instagram.com/renardinternational>

Twitter: <https://twitter.com/renardintl>

Facebook: <https://www.facebook.com/Renard-International-Hospitality-Search-Consultants>

*Division of Walard Corporation



RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS

2025 MIDDLE EAST COMPENSATION STUDIES



OUR INITIATIVE FOR IMPLEMENTING THE 2025 RENARD GLOBAL COMPENSATION REPORT MIDDLE EAST: OUR 31st EDITION REPORTS.



The employment landscape of 2025 underscores the ongoing need for both employers and employees to access reliable tools that allow for objective assessments of compensation practices and hiring trends. In line with this, we are pleased to share the latest edition of the Renard Compensation Reports, which we hope will provide valuable insights and foster informed decision-making.

Amidst ongoing hiring challenges and worldwide market volatility, most companies continue to face issues with transparency when determining compensation packages and evaluating hiring strategies. At Renard International, we take pride in pioneering the industry-leading "Annual Global Hospitality Salary Survey," which we offer as we believe that an informed client or applicant is our best partner for success. Our 2025 compensation reports will allow you to benchmark your compensation strategies against current market trends and make data driven decisions. Historically, our compensation reports were presented in either average or median formats; however, since 2022, we have transitioned to providing salary ranges. This shift reflects the competitive landscape and the ongoing talent shortage, similar to a scenario at a local butchershop: you ask for a two-pound item, but the butcher offers you either a one-and-a-half pound or a three-pound item — take it or leave it, he says! This is the state of the hiring market in 2025. Our data is based partially on hiring transactions that have occurred over the past nine months. Due to unpredictable hiring patters after COVID-19 and the lack of consistency in pay grades, we have provided salary ranges for roles offered and accepted salary reports this period. **A note on wage comparisons for our Middle East: For comparison, we cross-checked our findings with salary data from Google and ChatGPT to offer a broader perspective for comparison and turns out they use Renard Internation as a source for their surveys!**

SOURCE OF DATA COMPENSATION IN RANGES?

Data sources for the 2025 Middle East Compensation Report:

- Our 2025 Salary Reports reflects months of careful data collection and analysis, marking the culmination of our company's major project for the year. The research process began in July 2024 and involved hundreds of hours of rigorous work. Every piece of information was thoroughly scrutinized to ensure accuracy, with any questionable data being carefully reviewed.
- The outcomes of our 2025 reports 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 across more than 50 countries. While the COVID-19 pandemic no longer affects most contracts or compensation offers, its long-term impact is still reflected in our survey results.
- The data was also taken from the thousands of resumes received each month through Renard International's offices and consultants worldwide, which provide up-to-date information on current compensation, benefits, bonuses, and desired salary expectations.
- From August 2024 through early 2025, Renard International successfully completed assignments across more than 46 countries, ranging from culinary roles to CEO placements for a major hotel/casino group in North America to Papua New Guinea. These placements included countries which did not exist when we commenced business 55 years ago, providing valuable additional data for our report.

The salary ranges presented in our guide reflect a combination of these data sources and other relevant industry benchmarks. In addition to our core sources, the following contributed to our findings:

- Company specific job boards:** Including major brands like Accor, Hilton, IHG, Four Seasons, Marriott, and others like MOHG and LHW.
 - Renard's talent applicant tracking system ("Deskflow"):** Our internal tracking system provides insights into candidate preferences and compensation expectations. It also highlights 40 different hiring points, ranging from language proficiency to salary expectations.
 - Public job boards:** Such as LinkedIn, Indeed, and Caterer Global.
 - Personal placements:** Data gathered from our network of partners and placements.
- Note: Compensation offers may be influenced by many factors, including but not limited to:**
- A. Urgent need
 - B. Company-specific benefits
 - C. Location-specific benefits
 - D. Company size
 - E. Brands category level compensation contracts
 - F. Educational requirements
 - G. Specialised talent or experience
 - H. Currency exchange rates
 - I. Family motivations... and more!

OBSERVATIONS AND COMMENTARIES ON OUR STUDIES

General observations:

In 2025 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 are 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, who often enjoy various other perks.

Saudi Arabia:

It's worth noting that the "Big Five" hotel groups - IHG, Accor, Marriott, Hilton, and Hyatt - now manage over 45% of hotels in Saudi Arabia, a figure likely higher due to recent additions in 2025. 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. Like over the past nine months, salaries in the UAE and Saudi Arabia have remained relatively stable. However, the cost of living in the UAE - particularly housing and food - has continued to rise.

In Saudi Arabia, the lack of salary increases can largely be attributed to the influx of new hotels operated by major international brands, which now manage nearly 75% of the country's hotel rooms. These brands follow established compensation structures based on hotel size and luxury classification.

Employees transferred within these groups typically retain their existing compensation packages or have them adjusted according to internal guidelines aligned with the hotel's category. As a result, salary contracts are usually based on predefined financial parameters.

In contrast, non-major brands - especially those struggling to find suitable candidates - tend to offer more flexible and negotiable compensation. This is particularly true for ultra-luxury "trophy" hotels or properties located in less desirable areas. Whenever feasible, foreign executives working in Saudi Arabia continue to receive comprehensive expat family packages.

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 & UAE, 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.

Salary increases for 2021 - 2025:

Across the region, the average salary increase over the past 4 years has been approximately 15%. While hiring has remained aggressive, there have been no significant spikes in salaries, except for specific cases. 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 8% annually, contributing to a 32% increase in the region's average overall cost of living from 2021 to 2025.

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 2025:

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 2025, presents an opportune moment for you to push for higher salary \$\$... and get it!

Revised in April 2025

2025 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**

Numbers in red are changes from 2024 to 2025	Google	ChatGPT	Our Calculation
General Manager	\$96,000 - \$300,000	\$120,000 - \$300,000	108,000 - 276,000
Resident Manager (could also be Director of Operations or Hotel Manager)	\$80,000 - \$250,000	\$90,000 - \$200,000	84,000 - 180,000
Exec. Asst Manager (could also be EAM F&B/Rooms or deputize as GM)	\$72,000 - \$200,000	\$80,000 - \$150,000	80,000 - 176,000
Director of Finance (with Degree)	\$80,000 - \$250,000	\$100,000 - \$250,000	80,000 - 205,000
Director of Rooms (Rooms Division Manager)	\$69,000 - \$200,000	\$80,000 - \$180,000	72,000 - 175,000
Director of Housekeeping	\$60,000 - \$150,000	\$72,000 - \$150,000	72,000 - 150,000
Director of Food & Beverage (at least 3 outlets)	\$72,000 - \$250,000	\$90,000 - \$200,000	84,000 - 178,000
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	\$79,000 - \$250,000	\$90,000 - \$200,000	84,000 - 185,000
Director of Engineer (city center for Resort add 15%)	\$69,000 - \$200,000	\$80,000 - \$180,000	85,000 - 175,000
Director of IT (with Degree)	\$72,000 - \$250,000	\$80,000 - \$180,000	74,500 - 145,000
Director of Human Resource (at least 280 Employees)	\$66,000 - \$200,000	\$80,000 - \$180,000	87,000 - 165,000
Director of Revenue	\$68,000 - \$220,000	\$80,000 - \$180,000	75,000 - 155,000
Director of Social Media	\$65,000 - \$220,000	\$70,000 - \$150,000	65,000 - 130,000
Pastry Chef	\$48,000 - \$120,000	\$54,000 - \$120,000	72,000 - 145,000
Italian Chef	\$48,000 - \$150,000	\$60,000 - \$150,000	72,000 - 160,000
Asian Chef - Chinese / Japanese / Nobu Style / Celebrity Chef	\$54,000 - \$180,000	\$69,000 - \$140,000	72,000 - 175,000