

**RENARD INTERNATIONAL  
HOSPITALITY SEARCH CONSULTANTS**



**2026 GLOBAL SALARY SURVEYS**

**Soon to be Released**

# OUR INITIATIVE FOR IMPLEMENTING THE 2026 RENARD GLOBAL COMPENSATION REPORTS 32<sup>ND</sup> EDITION



**The employment landscape of 2026 underscores the ongoing need for both employees and employers to access reliable tools that allow for objective assessments of hiring trends and compensation practices.**

**In line with this, we are pleased to share the 2026 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 complementary as we believe that an informed client or applicant is our best

partner for success. Our 2026 compensation report 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 butcher shop: you ask for a two-pound item, but the butcher can only offer 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 2026. Our data is based on hiring transactions that have occurred over the past 12 months. Due to unpredictable hiring patterns after COVID-19 and the lack of consistency in pay grades, we have included an overview of the compensation packages offered and accepted over the past 12 months.

**A note on wage comparisons:** For reference, we cross-checked our findings with salary data from Google and ChatGPT to offer a broader perspective for comparison.

## SOURCE OF DATA COMPENSATION IN RANGES

### Data sources for the 2026 Compensation Report:

- Our 2026 Salary Reports reflect months of careful data collection and analysis, marking the culmination of our company’s major project for the year. The research process began in January 2025 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 2026 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 contracts or compensation offers, its long-term impact is still reflected in 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.
- **Since early 2025**, Renard International has successfully completed assignments in over 45 countries, ranging from culinary positions to CEO placements **for major hotel and casino groups spanning North American to Mongolia**. These placements include countries which did not exist when we first began operations 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:**

1. We referenced specific job boards, including major brands like Accor, Hilton, IHG, Four Seasons, Marriott, and others like MOHG and LHW.
2. Renard’s talent applicant tracking system (“Renard’s Customised Talent Tracking System”): 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.
3. Public job boards: Such as LinkedIn, Indeed, and Caterer Global.
4. 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. Educational/or other VISA requirements
  - F. Specialised talent or experience
  - G. Currency exchange rates
  - H. Family motivations
- ...and more!

# 2026 RENARD INTERNATIONAL GLOBAL COMPENSATION SURVEYS

## TABLE OF CONTENTS



All Salary Surveys  
at  
[Renardnewsletter.com](http://Renardnewsletter.com)

### 1. Introduction

- 1.1 Overview of Compensation Surveys
- 1.2 How We Conduct Our Compensation Analysis

### 2. Methodology

- 2.1 Approach to Compensation Reports
- 2.2 Data Collection and Analysis

### REPORTS & SURVEYS INDEX

### 3. Regional Salary Studies

- 3.1 UAE Salary Survey/Dubai Salary Comparison
- 3.2 Southeast Asia Salary Overview
- 3.3 City of London Guide
- 3.4 Cruise Line Salary Study
- 3.5 Canada Salary Study
- 3.6 Mexico Resorts & Mexico City Analysis
- 3.7 Italy, Spain and Portugal compensation Reports
- 3.8 Caribbean, Bahamas and Turks & Caicos salary reviews
- 3.9 United States Salary Analysis East to West

### 4. Industry White Papers

- 4.1 Spa and Wellness White Paper
- 4.2 2026 Gaming & Casino Compensation Guide
  - 4.2.1 North America
  - 4.2.2 Global Casino Update
  - 4.2.3 Online Gaming Observations

### 5. About Renard International

- 5.1 Introduction to Renard International
- 5.2 Our People

### DISCLAIMER

While due diligence has been applied in the preparation of this document, Renard International cannot guarantee the accuracy of the information contained herein and accepts no liability for any loss or damage resulting from the use of this information or recommendations.

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\* Division of Walard Corporation



# RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS

## INTRODUCTION – SALARY REPORT

Join Renard International in celebrating our 56<sup>th</sup> anniversary in 2026!

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 55 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 within renowned companies across our industry.

Thank you for your continued loyalty and confidence.

### TORONTO, ONTARIO, CANADA

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