

# **2026 CARIBBEAN COMPENSATION STUDIES**



**CONNECT**

# OBSERVATIONS AND COMMENTARIES ON OUR CARIBBEAN STUDIES

While describing 2025 as “another challenging year in all respects,” a major global accounting and consultancy firm characterized the hotel industry’s performance as “resilient.”

According to its Global Hotel Investment Outlook 2026, global hotel demand from January to November 2025 reached 5 billion room nights – an increase of 25 million compared to 2024. This growth contributed to a 5% rise in revenue per available room (RevPAR). All regions experienced RevPAR growth; however, performance remained uneven. The Asia-Pacific region continues to lag approximately 10% behind 2024 levels, while the Americas, Europe, and the Middle East achieved RevPAR increases ranging from 18% to 27%.

The big winners, driven largely by recent U.S. political and economic shifts, include Mexico, Canada, Latin America, and the Caribbean, where RevPAR, occupancy, and rates have all reached record highs. Even during traditionally slower “shoulder” months, occupancy levels have remained strong.

While there’s reason for these regions to celebrate, challenges persist. Labor shortages and the exclusion of certain foreign workers are straining service standards and guest expectations. At the same time, rising labor costs and expanded employee benefits – driven by employers’ awareness of higher property profits – are putting pressure on both top-line revenues and bottom-line results. Nevertheless, it is only fair that employees share in the financial success they helped achieve.

Among the most difficult positions to fill are Culinary, Food & Beverage, and Senior Executive roles. Even Finance, Sales, and Marketing executives are becoming increasingly hard to recruit. Many employers are taking a pragmatic approach, offering hybrid or remote work options to attract and retain top talent. Traditionally, Sales and Marketing positions have been based in the U.S., but now Finance, Revenue Management, Procurement, and Social Media specialists are also being offered flexible arrangements. In some luxury Caribbean properties, even senior HR directors are being allowed to work offshore!

## General observations - Caribbean

In 2026, we once again completed our salary surveys using ranges rather than averages or medians. Therefore, when interpreting the results, one must be mindful of the many variables involved. Typically, the top end of the range reflects positions at prestigious properties, such as those affiliated with the Leading Hotels of the World or regarded as trophy assets. In some instances, compensation levels – comparable to scaling Mount Everest—are offered for managing large properties (1,000 rooms) or for roles in isolated or less desirable locations. Other factors influencing higher pay include

managing challenging owners known for frequent executive turnover – akin to changing their socks—as well as overseeing multiple properties (GM/VP roles), opening new resorts, or handling short-term contracts.

Conversely, the lower end of the salary spectrum is often tied to smaller, mid-range, or limited-service properties in urban centers. Minimum salary contracts are typically offered to first-time role holders or individuals with familial ties to property owners, who often receive additional perks and benefits.

## CARIBBEAN 2026 – GROSS SALARY CHART

This survey focuses on expatriate-paid roles. Most Caribbean islands hire expats for various positions – especially in luxury brands – but due to work visa restrictions, qualified local residents often fill these roles when available, sometimes earning similar salaries. Expatriates may have taxes covered by employers, while locals pay their own. Expat hiring is most common where there are shortages of skilled hotel or restaurant managers.

The highest salaries are typically reported in casino hotels or “Trophy Resorts” such as Leading Hotels of the World properties, some with fewer than 50 keys and average room rates exceeding \$1,000 per night. However, higher rates don’t always translate into higher pay; privately owned resorts often operate outside standard compensation ranges and may withhold full salary disclosures. Most Caribbean resorts have fewer than 200 rooms, with notable exceptions like Atlantis and Baha Mar in the Bahamas, where properties can exceed 2,000 rooms. Salaries in Nassau and Paradise Island are among the highest globally, reflecting the high cost of living and stricter work visa policies.

Cuba stands apart: around 90% of its hotels are all-inclusive, with government-regulated wages and benefits such as health coverage. Challenges include restrictions on citizen employment, limited access to goods due to the U.S. embargo, and currency constraints. Despite these conditions, salaries remain relatively low – some 4/5-star all-inclusive resorts offer General Managers only \$60,000 – \$75,000 net, including housing.

**Note: Some changes in this survey are based solely on currency exchange fluctuations.**

## BAHAMAS SALARY SURVEY 2026

This survey includes salary data for both local and expatriate professionals. Expatriates generally receive broader benefit packages, including housing allowances, annual return flights, and, in some cases, company shares or options. The report focuses specifically on hotels and private clubs across the Bahamas – covering Nassau, Freeport, Paradise Island, and the Out Islands.

The Bahamas consistently ranks among the top-paying destinations in the hospitality world, though expatriate tenures tend to average under two years. Since 2020, business in Nassau has shown steady growth, reflected in room rates frequently surpassing \$1,000 per night. Several stand-alone restaurants in Nassau report annual revenues above \$15 million.

Our 2024 report also introduced new classifications for Pastry Chefs and Bakers. While Pastry Chefs and Senior Bakers at all-inclusive properties and casinos often handle larger production volumes, their salaries generally fall below those at luxury resorts and private clubs.



**All figures are presented in U.S. dollars, and the Bahamas imposes no income tax.**



# 2026 BAHAMAS SALARY SURVEY\*



*The salary figures in red are changes from Oct. 2024 to Sept. 2025*

| Positions                                                | Google Salary Range Resort All-Inclusive and Out Islands Boutique Resorts | ChatGPT Median All-Inclusive Resort and Out Islands Boutique Resorts median | Our Salary Report Full Service Hotels, All-Inclusive and Out Islands Boutique Properties | Our Calculations Luxury, Trophy and Casinos Properties |
|----------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------|------------------------------------------------------------------------------------------|--------------------------------------------------------|
| General Manager                                          | <b>\$125,000</b> – \$180,000 USD                                          | <b>\$105,000 USD</b> (median)                                               | <b>\$120,000</b> – <b>\$225,000</b>                                                      | \$175,000 – <b>\$380,000</b>                           |
| Resort Manager / Hotel Manager / Resident Manager        | <b>\$85,000</b> – \$140,000 USD                                           | <b>\$95,000 USD</b> (median)                                                | <b>\$90,000</b> – \$125,000                                                              | <b>\$135,000</b> – <b>\$190,000</b>                    |
| Director of Food & Beverage                              | \$80,000 – \$160,000 USD                                                  | \$90,000 USD (median)                                                       | <b>\$80,000</b> – \$155,000                                                              | \$95,000 – <b>\$145,000</b>                            |
| Food & Beverage Supervisor / Restaurant Manager          | <b>\$65,000</b> – \$125,000 USD                                           | <b>\$70,000 USD</b> (median)                                                | <b>\$66,000</b> – \$130,000                                                              | <b>\$68,000</b> – \$125,000                            |
| Banquet Specialist                                       | <b>\$48,000</b> – \$80,000 USD                                            | \$55,000 USD (median)                                                       | <b>\$40,000</b> – \$75,000                                                               | <b>\$40,000</b> – <b>\$80,000</b>                      |
| Director of Sales & Marketing on Property *              | \$95,000 – \$175,000 USD                                                  | \$110,000 USD (median)                                                      | <b>\$95,000</b> – \$190,000                                                              | <b>\$100,000</b> – \$200,000                           |
| Executive Chef                                           | \$80,000 – \$180,000 USD                                                  | \$90,000 USD (median)                                                       | \$70,000 – \$175,000                                                                     | <b>\$80,000</b> – \$189,000                            |
| Sous Chef / Signature Restaurant                         | <b>\$80,000</b> – \$110,000 USD                                           | <b>\$66,000 USD</b> (median)                                                | \$75,000 – \$115,000                                                                     | \$75,000 – \$189,000                                   |
| Digital Marketing & Communication Director on Property * | <b>\$52,000</b> – \$120,000 USD                                           | \$70,000 USD (median)                                                       | <b>\$52,000</b> – \$125,000                                                              | <b>\$52,000</b> – \$130,000                            |
| Accounting Manager #2 in Account Dept.                   | <b>\$48,000</b> – \$90,000 USD                                            | <b>\$68,000 USD</b> (median)                                                | <b>\$44,000</b> – \$92,000                                                               | <b>\$48,000</b> – \$92,000                             |
| Controller #1 in Account Dept.                           | \$90,000 – \$175,000 USD                                                  | \$95,000 USD (median)                                                       | <b>\$90,000</b> – <b>\$185,000</b>                                                       | <b>\$90,000</b> – <b>\$185,000</b>                     |
| Internationally Trained Revenue Manager on Property      | \$65,000 – \$100,000 USD                                                  | \$65,000 USD (median)                                                       | <b>\$65,000</b> – \$120,000                                                              | \$65,000 – \$125,000                                   |
| Pastry Chef & Baker                                      | \$85,000 – \$150,000 USD                                                  | \$90,000 USD (median)                                                       | <b>\$70,000</b> – \$148,000                                                              | \$70,000 – \$148,000                                   |

\* This Role is sometimes based in Florida or Eastern USA. **Noted:** We are unsure if Google or ChatGPT Figures includes Benefits. We do not.



# 2026 CARIBBEAN SALARY SURVEY



*The salary figures in red are changes from Oct. 2024 to Sept. 2025*

| Position                                            | Salary Range 2026                  |                                    | 2026 Google Range for All Resorts in the Caribbean | 2026 ChatGPT Median All Classifications of Resorts 3-5 Star | Our Calculation 2026 4 Star and All Inclusive Resorts | Our Calculation 2026 For 5 Star Luxury Resorts Casinos and Trophy Properties |
|-----------------------------------------------------|------------------------------------|------------------------------------|----------------------------------------------------|-------------------------------------------------------------|-------------------------------------------------------|------------------------------------------------------------------------------|
|                                                     | 4 Star and All Inclusive Resorts   | 5 Star, Trophy and Casino Hotels   |                                                    |                                                             |                                                       |                                                                              |
| General Manager                                     | \$140,000 - <b>\$185,000</b>       | <b>\$175,000</b> - \$260,000       | <b>\$95,000</b> - \$120,000                        | <b>\$101,000</b>                                            | <b>\$175,000</b> - <b>\$225,000</b>                   | <b>\$180,000</b> - \$375,000                                                 |
| Resident Manager*                                   | <b>\$65,000</b> - <b>\$80,000</b>  | <b>\$62,000</b> - <b>\$90,000</b>  | <b>\$48,900</b> - \$60,000                         | <b>\$55,000</b>                                             | <b>\$63,000</b> - <b>\$85,000</b>                     | <b>\$75,000</b> - <b>\$130,000</b>                                           |
| Rooms Division Manager                              | <b>\$66,000</b> - \$72,000         | <b>\$60,000</b> - \$77,000         | <b>\$40,000</b> - \$50,000                         | <b>\$45,000</b>                                             | \$60,000 - \$80,000                                   | <b>\$51,000</b> - <b>\$102,000</b>                                           |
| Front Office Manager                                | <b>\$50,000</b> - <b>\$65,000</b>  | <b>\$50,000</b> - \$70,000         | <b>\$55,000</b> - \$70,000                         | <b>\$40,000</b>                                             | <b>\$60,000</b> - \$70,000                            | <b>\$40,000</b> - <b>\$60,000</b>                                            |
| Executive Housekeeper                               | \$60,000 - <b>\$80,000</b>         | \$60,000 - <b>\$80,000</b>         | <b>\$41,000</b> - \$50,000                         | <b>\$46,000</b>                                             | <b>\$70,000</b> - <b>\$80,000</b>                     | <b>\$65,000</b> - <b>\$84,000</b>                                            |
| Chief Engineer                                      | \$77,000 - \$100,000               | <b>\$80,000</b> - \$113,200        | <b>\$50,000</b> - <b>\$65,000</b>                  | <b>\$54,000</b>                                             | \$80,000 - \$110,000                                  | <b>\$85,000</b> - <b>\$125,000</b>                                           |
| Food & Beverage Director                            | <b>\$75,000</b> - <b>\$115,000</b> | <b>\$75,000</b> - \$130,000        | \$48,000 - <b>\$65,000</b>                         | <b>\$56,000</b>                                             | <b>\$80,000</b> - <b>\$115,000</b>                    | <b>\$125,000</b> - <b>\$145,000</b>                                          |
| Oriental Chef - Chinese/Japanese                    | <b>\$67,000</b> - \$92,800         | <b>\$70,000</b> - \$96,400         | <b>\$40,000</b> - \$50,000                         | <b>\$48,000</b>                                             | <b>\$70,000</b> - <b>\$92,000</b>                     | <b>\$69,000</b> - <b>\$95,000</b>                                            |
| Social Network Manager                              | <b>\$48,000</b> - \$60,000         | \$45,000 - \$60,000                | \$30,000 - \$40,000                                | <b>\$45,000</b>                                             | <b>\$50,000</b> - \$65,000                            | <b>\$51,000</b> - <b>\$71,000</b>                                            |
| Restaurant Manager (Fine Dining Room)               | <b>\$55,000</b> - \$90,000         | \$60,000 - \$90,000                | <b>\$30,000</b> - <b>\$39,000</b>                  | <b>\$35,500</b>                                             | \$50,000 - \$90,000                                   | <b>\$65,000</b> - <b>\$110,000</b>                                           |
| Executive Chef                                      | <b>\$71,000</b> - \$105,000        | <b>\$75,000</b> - <b>\$125,100</b> | <b>\$48,000</b> - <b>\$65,000</b>                  | <b>\$55,000</b>                                             | <b>\$70,000</b> - <b>\$115,000</b>                    | <b>\$75,000</b> - \$125,000                                                  |
| Gourmet Restaurant Chef                             | \$63,000 - <b>\$98,800</b>         | <b>\$75,300</b> - \$101,000        | <b>\$48,000</b> - \$60,000                         | <b>\$55,000</b>                                             | <b>\$65,000</b> - \$100,000                           | <b>\$85,000</b> - <b>\$135,000</b>                                           |
| Executive Sous Chef                                 | \$60,000 - <b>\$75,000</b>         | \$70,000 - \$90,000                | <b>\$41,000</b> - <b>\$52,000</b>                  | <b>\$45,450</b>                                             | <b>\$70,000</b> - <b>\$85,000</b>                     | <b>\$75,000</b> - <b>\$105,000</b>                                           |
| Italian Chef                                        | \$58,000 - \$93,100                | <b>\$60,000</b> - <b>\$95,100</b>  | <b>\$39,000</b> - <b>\$52,000</b>                  | <b>\$48,000</b>                                             | <b>\$60,000</b> - <b>94,000</b>                       | <b>\$60,000</b> - <b>\$98,000</b>                                            |
| Pastry Chef                                         | <b>\$65,000</b> - \$90,000         | <b>\$65,000</b> - \$90,000         | <b>\$40,000</b> - <b>\$52,000</b>                  | <b>\$45,000</b>                                             | <b>\$70,000</b> - <b>\$95,000</b>                     | <b>\$65,000</b> - <b>\$95,000</b>                                            |
| Comptroller / Director of Finance                   | <b>\$85,000</b> - <b>\$109,200</b> | <b>\$85,000</b> - <b>\$110,000</b> | <b>\$40,000</b> - <b>\$54,000</b>                  | <b>\$48,500</b>                                             | <b>\$90,000</b> - \$100,000                           | <b>\$85,000</b> - <b>\$115,000</b>                                           |
| Human Resources & Training Manager                  | \$58,000 - \$98,000                | <b>\$65,000</b> - <b>\$100,000</b> | <b>\$35,000</b> - <b>\$45,000</b>                  | <b>\$48,000</b>                                             | <b>\$60,000</b> - \$99,000                            | <b>\$68,000</b> - \$100,000                                                  |
| Sales & Marketing Director*                         | <b>\$85,000</b> - <b>\$148,000</b> | \$86,000 - <b>\$148,000</b>        | <b>\$52,000</b> - <b>\$70,900</b>                  | <b>\$60,950</b>                                             | <b>\$88,000</b> - \$145,000                           | <b>\$90,000</b> - <b>\$152,000</b>                                           |
| Sales Manager (No. 2) or Dir. of Sales on Property* | \$48,000 - \$62,000                | \$48,000 - \$65,000                | <b>\$39,000</b> - \$48,000                         | <b>\$45,000</b>                                             | <b>\$52,000</b> - \$69,000                            | <b>\$52,000</b> - <b>\$72,000</b>                                            |
| Revenue Manager                                     | \$58,000 - \$111,000               | \$58,000 - \$111,000               | <b>\$39,000</b> - <b>\$48,000</b>                  | <b>\$44,000</b>                                             | <b>\$60,000</b> - \$111,000                           | <b>\$62,000</b> - \$111,000                                                  |
| IT Manager                                          | \$48,000 - \$62,600                | <b>\$54,000</b> - <b>\$64,600</b>  | <b>\$40,000</b> - \$50,000                         | <b>\$48,500</b>                                             | <b>\$42,000</b> - <b>\$54,000</b>                     | <b>\$48,000</b> - <b>\$58,000</b>                                            |

\* Many times this Roles based in the USA. **Noted:** We are unsure if Google or ChatGPT Figures includes Benefits. We do not.

# RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS

## INTRODUCTION – SALARY REPORT

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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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