

PORTUGAL

**Salary Survey
2026**



THE PURPOSE OF OUR 2026 PORTUGAL COMPENSATION REPORT



The contemporary employment landscape in 2026 once again demonstrates the need for both employers and employees to access professional tools that enable them to objectively evaluate compensation and hiring decisions. To support this need, we are pleased to present our 2026 Portugal Renard Compensation Report, which we hope you will find both informative and insightful.

Recently, during periods of volatile hiring pressure, many companies have suffered from a lack of transparency in their efforts to better understand, analyze, and judge what should be offered by their Hiring Managers. At Renard International, we are proud to have pioneered the internationally recognized Annual Global Hospitality Salary Survey.

We provide this report on a complimentary basis because we firmly believe that "an educated client and applicant is our

best partner!" This study of compensation throughout Portugal enables organizations to objectively compare and benchmark their compensation strategies.

Historically, our compensation report was prepared using average or median salary figures. Since 2022, however, we have adopted a salary "range" format. This is due to ongoing competition and the lack of available talent in the workforce. The hiring market can be compared to a fish market: you ask for a two-pound fish, and the fishmonger says, "I have a one-and-a-half-pound fish or a three-pound fish. Take it or leave it!" That is the hiring scenario, once again, in 2026.

The information presented in this report is based on hiring transactions that occurred during the last 12 months, primarily between August 1, 2025, and August 1, 2026. Due to ongoing geopolitical challenges, hiring patterns have remained highly unpredictable, with compensation varying significantly between organizations and positions. As a result, we have presented salary ranges that, to the best of our knowledge, reflect the compensation offered and accepted during this period.

SOURCE OF COMPENSATION DATA IN RANGES

The compensation data contained within our 2026 Portugal Salary Survey has been compiled from the following sources:

- Our 2026 Global Compensation Survey is our company's major project for 2026. This report represents the culmination of hundreds of hours of research and analysis that began with the initial planning stages in August 2022. Our researchers approach this project with great care, rigorously verifying all information received and carefully questioning any data that appears inconsistent or inaccurate.
- The findings in our 2026 report are based on comprehensive analysis drawn from Renard International's proprietary candidate database, supplemented by our extensive global network of industry contacts. Additional information was gathered through written responses to our worldwide compensation survey distributed to hospitality executives in more than 50 countries.
- Due to the lingering effects of COVID-19 in certain regions, response rates were lower than in previous years.
- Data was also taken from thousands of resumes received each month from Renard International offices and consultants worldwide. These resumes provide written confirmation of candidates' current compensation packages, including salary, bonuses, benefits, and other remuneration, while also identifying desired compensation, preferred locations, and targeted career opportunities.
- From August 2022 to this point in 2026, Renard International consultants successfully completed executive search

assignments in more than 45 countries, recruiting positions ranging from Executive Chefs to Chief Executive Officers for major international hotel and casino groups. Today, we proudly serve clients in countries that did not even exist when Renard International was founded 56 years ago. This extensive global experience has also contributed to the findings presented in this report.

The salary ranges presented in this guide are based on information compiled from the sources above, as well as the following:

1. Company-specific career websites, including Hilton, IHG, Four Seasons, Marriott, Accor, and others.
2. Renard International's proprietary applicant tracking system, Deskflow.
3. Public employment platforms such as LinkedIn, Indeed, and similar job boards.
4. Compensation data derived from Renard International's own executive placements and long-standing client partnerships.

Note: Compensation offers may vary due to several factors, including:

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

2026 PORTUGAL SALARY SURVEY RESULTS

OBSERVATIONS AND COMMENTARIES ON OUR STUDIES

Key Developments in 2026

Portugal's hospitality sector experienced continued upward pressure on compensation in 2026, influenced by statutory wage increases, revised collective agreements, persistent staffing shortages and the rising cost of living. Collective agreements covering the hotel and restaurant industries introduced average salary increases of approximately **5%**, while the national minimum wage increased from **€870 to €920 gross per month**. As salaries in Portugal are generally paid over **14** instalments-including holiday and Christmas allowances-this represents a minimum annual gross income of **€12,880** on mainland Portugal.

These changes were particularly significant for hospitality because the sector employs a large number of entry-level, operational and seasonal workers whose earnings are at or near the statutory minimum. The higher wage floor affected positions across housekeeping, food and beverage, culinary operations, maintenance and front-office services. It also created pressure for employers to review compensation above the minimum level to preserve appropriate salary differences between entry-level employees, experienced staff, supervisors and department heads.

Higher wages have helped make hospitality employment more competitive and supported improved employee retention. This is especially important following several years of substantial turnover and difficulty recruiting qualified workers.

Hotels may benefit from lower recruitment and training costs when experienced employees remain in their positions for longer periods. However, the results vary by property type and location. Larger hotel groups, luxury properties and international brands are generally better positioned to offer competitive salaries and broader benefits than smaller independent hotels.



Despite improved compensation, recruitment challenges remain across Portugal's primary tourism destinations, including Lisbon, Porto, the Algarve and Madeira.

Employers continue to report shortages in housekeeping, food service, culinary and seasonal positions. Competition is also strong for experienced supervisors and managers with expertise in revenue management, finance, sales, digital distribution and multi-property operations.



2026 PORTUGAL SALARY SURVEY RESULTS

OBSERVATIONS AND COMMENTARIES ON OUR STUDIES *(cont.)*



Housing affordability has become one of the most significant barriers to hospitality recruitment. In major cities and resort destinations, accommodation costs can make it difficult for hotel employees to live near their workplace, reducing the practical value of salary increases. As a result, some employers are strengthening their total compensation packages through staff accommodation, transportation assistance, meals, predictable scheduling, training opportunities and other employment benefits. These additional offerings are becoming increasingly important in attracting and retaining workers.

For hotel owners and operators, rising compensation has increased payroll and related employment costs. The impact extends beyond base wages because employer contributions, overtime expenses and certain benefits may also rise alongside salaries.

Labour-intensive full-service hotels and resorts may experience greater pressure than limited-service properties, while smaller independent hotels may have less flexibility to absorb higher costs.

Some hotels have responded by adjusting room rates, food and beverage pricing or service charges, although rising prices cannot be attributed to labour costs alone.

Utilities, food, financing, insurance and other operating expenses have also increased.

Strong international tourism demand has helped many properties absorb these pressures, particularly within the luxury and upscale segments. However, budget, seasonal and independently operated hotels may remain more sensitive to price increases and narrower profit margins.

For employees, the 2026 wage increases have improved gross income and offered some relief from higher living expenses. Nevertheless, inflation and elevated housing and transportation costs have reduced part of the improvement in real purchasing power.

The effect is most noticeable in Lisbon, Porto and high-demand resort areas, where living costs can remain disproportionate to hospitality wages.

Overall, Portugal recorded moderately higher hospitality compensation in 2026. The increase has supported employee earnings and strengthened recruitment efforts, while creating additional cost pressures for employers. Going forward, competitive base salaries will remain important, but hotels will increasingly need to consider the complete employment package-including benefits, accommodation, transportation, scheduling and career-development opportunities-to secure and retain qualified hospitality professionals.



PORTUGAL 2026 SALARY SURVEY | ANNUAL BASE SALARY RANGE | EUR

POSITION	2024 Yearly NET 38% Tax Median Salary (EUR) Source: Renard International	2026 NET Yearly Salary (EUR) Source: ChatGPT	2026 Yearly NET 38% Tax Median Salary (EUR) Source: Renard International
General Manager	€80,000	€99,000 - €179,200	€107,400
Resident Manager	€53,800	€55,000 - €112,000	€58,400
Rooms Division Manager	€51,500	€55,000 - €112,000	€53,400
Front Office Manager	€48,600	€27,500 - €59,200	€48,700
Executive Housekeeper	€40,000	€44,000 - €89,600	€56,800
Chief Engineer	€43,500	€55,000 - €112,000	€58,400
Laundry Manager	€24,000	€22,000 - €33,600	€35,900
Food & Beverage Director	€55,000	€66,000 - €134,400	€80,100
Restaurant Manager (Fine Dining Room)	€40,000	€26,500 - €38,600	€48,600
Catering Manager (Sales)	€39,000	€27,600 - €40,200	€39,100
Banquet Manager (Operations)	€38,000	€26,500 - €45,800	€41,000
Executive Chef / Banquet Chef	€61,000	€55,000 - €112,000	€75,900
Gourmet Restaurant Chef	€56,600	€24,200 - €65,800	€61,100
Executive Sous Chef	€44,100	€23,100 - €57,000	€47,600
Italian Chef	€36,300	€26,500 - €39,200	€39,200
Pastry Chef	€42,000	€37,600 - €53,600	€45,400
Financial Controller	€39,000	€66,000 - €112,000	€70,300
Personnel & Training Manager	€44,000	€34,200 - €54,700	€47,500
Sales & Marketing Director	€57,000D	€66,000 - €134,400	€80,100
Sales Manager	€36,000	€25,400 - €43,600	€38,900
Revenue Manager	€26,000	€55,000 - €80,800	€64,500
IT Manager	€30,000	€38,000 - €88,000	€39,600
Social Media Director	€28,000	€25,400 - €46,900	€30,200
Director of HR	€38,000	€46,000 - €112,000	€52,300
Director of Finance	€54,000	€77,000 - €134,400	€74,000
Director Of Sustainability	New Role*	€60,000 - €95,000	€70,000

***New Role:** AI tools comb through & scope online advertisements that mention compensation for roles within this category; however, the salary range can vary significantly as there are millions of hotel & restaurant positions advertised online by hotel chains, independent restaurants and primately owned hotels. Compensation decisions should therefore be based on each organizations specific requirements, market & operational needs.

This survey is intended. NET is minus 38% income tax as a general Global information guide only.

Salary ranges are annual base salary estimates for Portugal's upscale and luxury hotel marker. Actual compensation may vary by property size, location, hotel category, experience and benefits.

RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS

INTRODUCTION – SALARY REPORT

Join Renard International in celebrating our 56th 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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