RENARD INTERNATIONAL
HOSPITALITY SEARCH CONSULTANTS

2026 RESTAURANT MANAGER

OUR INITIATIVE FOR IMPLEMENTING THE 2026 RENARD GLOBAL COMPENSATION REPORTS 32ND 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!

RESTAURANT MANAGERS

Stand alone Restaurants	USA	Caribbean	Europe	Middle East	Pacific	SE Asia
Japanese-Speaking - Japanese Restaurant	60-105	72-100	73-94	73-99	68-79	67-90
Chinese-Speaking - Chinese Restaurant	64-111	72-98	70-90	69-92	70-80	65-85
Steak House	65-122	73-121	65-85	69-88	71-79	68-84
Italian Cuisine	68-120	69-101	66-93	70-86	72-85	72-88
Michelin (Both chef and manager have Michelin experience)	72-136	80-108	74-98	73-92	74-98	75-105

* Restaurant Manager - Generic, not specialist, i.e., promoted server or trainee for branded 3- & 4-star hotels or Junior F&B Exec doing stagiaire

HOTEL RESTAURANT MANAGERS

Hotel Restaurant	USA AI	Caribbean AI	Europe AI	Middle East AI	Pacific AI	SE Asia AI
Japanese-Speaking - Japanese Restaurant	$70,000 – $110,000	$45,000 – $75,000	$55,000 – $95,000	$60,000 – $100,000	$65,000 – $105,000	$35,000 – $65,000
Chinese-Speaking - Chinese Restaurant	$65,000 – $105,000	$40,000 – $70,000	$50,000 – $90,000	$55,000 – $95,000	$60,000 – $100,000	$30,000 – $60,000
Italian Cuisine	$70,000 – $115,000	$45,000 – $75,000	$55,000 – $95,000	$60,000 – $100,000	$65,000 – $105,000	$35,000 – $65,000
Michelin (Both chef and manager have Michelin experience)	$100,000 – $180,000	$70,000 – $120,000	$80,000 – $150,000	$90,000 – $160,000	$95,000 – $170,000	$50,000 – $90,000
Average Hotel Restaurant, Not Signature or Michelin *	$60,000 – $90,000	$35,000 – $60,000	$45,000 – $75,000	$50,000 – $85,000	$55,000 – $90,000	$25,000 – $50,000

* Restaurant Manager - Generic, not specialist, i.e., promoted server or trainee for branded 3- & 4-star hotels or Junior F & B Exec doing stagiaire.

Methodology, Assumptions & Notes

1. All compensation figures are expressed in USD gross annual base salary.
2. Ranges reflect market medians for luxury and upper-upscale hospitality operations.
3. Bonus, service charge, gratuities, and incentives are excluded unless otherwise stated.
4. Hotel roles assume multi-outlet operations with full service kitchens.
5. Standalone restaurants may be independent, branded, or part of a hospitality complex.
6. Michelin Star and signature chefs command premium compensation levels.
7. Regional variances reflect cost of living, talent availability, density, and taxes.
8. Middle East and certain Caribbean markets may include tax-free income advantages.
9. Expat packages, housing, schooling, flights, and benefits are not included unless specified.
10. Figures are based on Renard International proprietary data, placements, and market intelligence.
11. Wide gap of Results as Sources scoured global Restaurants. If you wish more specific information ask your Renard Int. consultant or steverenard.com

Note: AI tools comb through and scrape online advertisements that mention compensation for roles within this category; however, the salary range can vary significantly, as there are millions of hotel and restaurant positions advertised online by hotel chains, independent restaurants, and privately owned hotels. Compensation decisions should therefore be based on each organization's specific requirements, market, and operational needs. This survey is intended as a general global information guide only.

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.

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