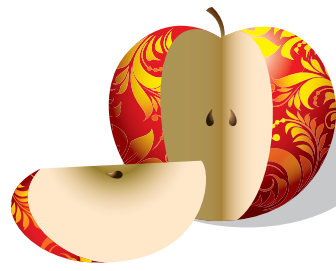


# SOCHI & KRASNODAR



**Awara**



## SALARY SURVEY HOSPITALITY SOCHI & KRASNODAR 2014



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This salary survey was conducted in order to provide an overview of the job market and average salaries in the hospitality industry in Sochi and Krasnodar. In order to keep the survey manageable yet meaningful, only the most in-demand positions are displayed (you can request a more detailed salary survey from us to fit your needs).

What becomes obvious is that the most sought for staff among employers in both Sochi and Krasnodar are Director of Food & Beverage, Director of Finance, Director of Sales & Marketing, HR Director and Executive Chef.

In general, salaries (especially for executives) in Sochi and Krasnodar are on the rise. At the same time, mostly due to this phenomenon, it is difficult to state a definite salary figure as the pay for most positions can vary considerably depending

factors such as the size of the company and the level of experience of the employee, especially among the top ranks, wherefore the salaries listed are variable estimations.

The first column displays the salary of the major part of employees. To give an idea of the earning possibilities in the hospitality industry in Sochi and Krasnodar, we introduced a “Top Earners” column, displaying an average salary level at the top end of the job market. Top Earners usually have a higher level of education and specialize in higher technologies or work for international companies.

More and more large, internationally operating hospitality companies are entering the Sochi and Krasnodar markets. People providing the needed skills in the higher positions of these companies are rare and thus very well paid.

## Methodology

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In order to provide our clients with up-to-date and reliable salary information we have relied on extensive research from a diverse pool of professional sources. The figures were accumulated from online surveys and personal interviews with participants consisting of executives and specialists working in or related to the hospitality industry in Sochi and Krasnodar, representatives of leading hospitality employers, job candidates, career portals, and estimations by Awara’s experienced specialists.

The salary estimate quotes in the tables to follow portray average monthly gross salary ranges which do not include bonuses. The figures are presented in RUR.

## Departments studied for the survey:

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- Rooms
- Food Executive
- Engineering
- Finance and Accountings
- Sales & Marketing
- HR
- SPA

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## Monthly Gross Salaries, RUR

### SOCHI

#### Rooms

| POSITIONS                       | AVERAGE SALARY | TOP EARNERS* |
|---------------------------------|----------------|--------------|
| <b>Director of Housekeeping</b> | 100,000        | 150,000      |
| <b>Front Office Manager</b>     | 80,000         | 120,000      |
| <b>Night Manager</b>            | 40,000         | 80,000       |
| <b>Desk Clerk</b>               | 35,000         | 80,000       |
| <b>Guest Relations</b>          | 27,000         | 60,000       |
| <b>Reservation Manager</b>      | 35,000         | 60,000       |
| <b>Concierge</b>                | 30,000         | 45,000       |
| <b>Housekeeper</b>              | 35,000         | 50,000       |

\*Top Earners usually have a higher level of education and specialize in higher technologies or work for international companies.

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## Food & Beverage

| POSITIONS                             | AVERAGE SALARY | TOP EARNERS* |
|---------------------------------------|----------------|--------------|
| <b>Director of Food&amp; Beverage</b> | 200,000        | 250,000      |
| <b>Banqueting&amp; Events manager</b> | 60,000         | 90,000       |
| <b>Executive Chef</b>                 | 200,000        | 350,000      |
| <b>Sous Chef</b>                      | 90,000         | 130,000      |
| <b>Cook</b>                           | 31,000         | 45,000       |
| <b>Bartender</b>                      | 25,000         | 40,000       |
| <b>Server</b>                         | 26,000         | 40,000       |
| <b>Steward</b>                        | 19,000         | 35,000       |

## Engineering

| POSITIONS                             | AVERAGE SALARY | TOP EARNERS* |
|---------------------------------------|----------------|--------------|
| <b>Director of Technical services</b> | 180,000        | 250,000      |
| <b>Chief Engineering</b>              | 100,000        | 140,000      |
| <b>Maintenance Technician</b>         | 30,000         | 50,000       |
| <b>Electrician</b>                    | 30,000         | 45,000       |

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## Finance and Accounting

| POSITIONS                       | AVERAGE SALARY | TOP EARNERS* |
|---------------------------------|----------------|--------------|
| <b>Director of Finance</b>      | 200,000        | 350,000      |
| <b>Financial Controller</b>     | 90,000         | 120,000      |
| <b>Chief Accountant</b>         | 70,000         | 120,000      |
| <b>Accountant</b>               | 40,000         | 70,000       |
| <b>Administrative Assistant</b> | 28,000         | 45,000       |

## Sales & Marketing

| POSITIONS                                | AVERAGE SALARY | TOP EARNERS* |
|--|----------------|--------------|
| <b>Director of Sales &amp; Marketing</b> | 200,000        | 350,000      |
| <b>Sales Manager</b>                     | 50,000         | 80,000       |
| <b>Marketing Specialist</b>              | 50,000         | 80,000       |

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**HR**

| POSITIONS                               | AVERAGE SALARY | TOP EARNERS* |
|---|----------------|--------------|
| <b>HR Director</b>                      | 200,000        | 300,000      |
| <b>Training&amp;Development Manager</b> | 42,000         | 70,000       |
| <b>Recruitment Manager</b>              | 35,000         | 65,000       |

**SPA**

| POSITIONS               | AVERAGE SALARY | TOP EARNERS* |
|-------------------------|----------------|--------------|
| <b>Spa Desk Agent</b>   | 27,000         | 50,000       |
| <b>Spa Attendant</b>    | 24,000         | 45,000       |
| <b>Massage Provider</b> | 24,000         | 45,000       |
| <b>Hair Stylist</b>     | 24,000         | 45,000       |
| <b>Manicurist</b>       | 24,000         | 45,000       |

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# Monthly Gross Salaries, RUR

## KRASNODAR

### Rooms

| POSITIONS                       | AVERAGE SALARY | TOP EARNERS* |
|---------------------------------|----------------|--------------|
| <b>Director of Housekeeping</b> | 80,000         | 150,000      |
| <b>Front Office Manager</b>     | 55,000         | 70,000       |
| <b>Night Manager</b>            | 35,000         | 55,000       |
| <b>Desk Clerk</b>               | 27,000         | 55,000       |
| <b>Guest Relations</b>          | 24,000         | 50,000       |
| <b>Reservation Manager</b>      | 23,000         | 50,000       |
| <b>Concierge</b>                | 17,000         | 40,000       |
| <b>Housekeeper</b>              | 16,000         | 35,000       |

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## Food & Beverage

| POSITIONS                             | AVERAGE SALARY | TOP EARNERS* |
|---------------------------------------|----------------|--------------|
| <b>Director of Food&amp; Beverage</b> | 150,000        | 250,000      |
| <b>Banqueting&amp; Events manager</b> | 45,000         | 70,000       |
| <b>Executive Chef</b>                 | 150,000        | 200,000      |
| <b>Sous Chef</b>                      | 50,000         | 90,000       |
| <b>Cook</b>                           | 17,000         | 40,000       |
| <b>Bartender</b>                      | 22,000         | 40,000       |
| <b>Server</b>                         | 22,000         | 35,000       |
| <b>Steward</b>                        | 19,000         | 35,000       |

## Engineering

| POSITIONS                             | AVERAGE SALARY | TOP EARNERS* |
|---------------------------------------|----------------|--------------|
| <b>Director of Technical services</b> | 130,000        | 220,000      |
| <b>Chief engineering</b>              | 80,000         | 120,000      |
| <b>Maintenance Technician</b>         | 29,000         | 45,000       |
| <b>Electrician</b>                    | 29,000         | 45,000       |

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## Finance and Accounting

| POSITIONS                       | AVERAGE SALARY | TOP EARNERS* |
|---------------------------------|----------------|--------------|
| <b>Director of Finance</b>      | 150,000        | 220,000      |
| <b>Financial Controller</b>     | 65,000         | 110,000      |
| <b>Chief Accountant</b>         | 55,000         | 100,000      |
| <b>Accountant</b>               | 35,000         | 60,000       |
| <b>Administrative Assistant</b> | 27,000         | 45,000       |

## Sales & Marketing

| POSITIONS                               | AVERAGE SALARY | TOP EARNERS* |
|---|----------------|--------------|
| <b>Director of Sales&amp; Marketing</b> | 200,000        | 350,000      |
| <b>Sales Manager</b>                    | 44,000         | 60,000       |
| <b>Marketing Specialist</b>             | 40,000         | 60,000       |

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**HR**

| POSITIONS                               | AVERAGE SALARY | TOP EARNERS* |
|---|----------------|--------------|
| <b>HR Director</b>                      | 150.000        | 250.000      |
| <b>Training&amp;Development Manager</b> | 50.000         | 70.000       |
| <b>Recruitment Manager</b>              | 30.000         | 65.000       |

**SPA**

| POSITIONS               | AVERAGE SALARY | TOP EARNERS* |
|-------------------------|----------------|--------------|
| <b>Spa Desk Agent</b>   | 25,000         | 45,000       |
| <b>Spa Attendant</b>    | 20,000         | 40,000       |
| <b>Massage Provider</b> | 20,000         | 40,000       |
| <b>Hair Stylist</b>     | 20,000         | 40,000       |
| <b>Manicurist</b>       | 20,000         | 40,000       |

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## Recruitment Service with Awara Direct Search

**Awara Direct Search** is a leading international recruitment and executive search firm in Russia, Ukraine and the rest of the CIS, offering case by case tailored services to multinational large and middle-sized companies and entrepreneurs across industries. We have a special competitive edge in finding the best and most motivated people. As a leading social media and Internet recruitment company, we have the largest pool of available candidates in terms of quality, quantity, and speed of candidate placement. Furthermore, we make use of all available sources in our recruitment process: our wide network of contacts, headhunting, internet, social media, job portals, trade fairs, talent scouts, schools, etc.

Our secret formula is the great amount of applications we receive from active job hunters combined with our direct search approach, which means that we apply headhunting methods to each recruitment assignment. We are ready to fill vacancies quickly.

With our international background and superior knowledge of local market practices, we possess the solid experience needed to provide quality services in this part of the world.

We invoice our clients only upon a successful recruitment, meaning that we charge no retainer fees.

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## In addition to direct search, we also assist in other related topics:

- Assistance with elaborating a Russia strategy
- Adjusting the Russian corporate culture to the Group's corporate culture
- Assistance with integrating the selected candidate into the organization
- Search of Board Members (independent directors, non-executive directors). Assistance with organizing the board in Russia, meeting the challenges of the culture, corporate governance rules and compliance issues
- Interim management resources
- CEO succession service
- Advising on incentives and bonus systems
- Consulting on labor law issues
- Work permit support

**Awara Direct Search** is the recruitment arm of **Awara Group**, which offers a wide array of advisory services for strategic business development, establishment and investment, and the implementation and execution of our advice, covering all areas of corporate management, management consulting, law, accounting, audit, financial administration, IT-solutions, recruitment and executive search, HR services, training and development, marketing and market research.

No other recruitment or executive firm can boast with presence of own staff all over the wide geographic area covering nine

time zones and 300 million people. During two decades, Awara has developed a wide network and flexible working methods by which we are able to fulfill our client's business needs all over this vast geographic area.

We would be happy to provide your company with a tailored salary survey to fit your needs. Please order one, or get in touch to discuss how we can help your business grow.

It would be our pleasure to work with you!

Yours truly,

Helenika Hellevig and Samuli Pesu

**Awara**

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**Industries:** Telecoms, Information Technologies, Construction



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**Industries:** Hospitality, Retail



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**Industries:** Hospitality, Retail, FMCG, Construction



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**Industries:** Information Technologies, Retail, Manufacturing



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**Industries:** Retail, FMCG, Banking, Luxury Goods, Pharmaceutical, B2B Services



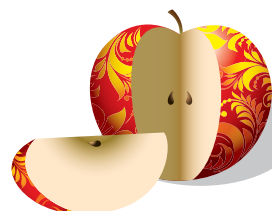
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**Industries:** Transport and Logistics, Hospitality, Manufacturing, FMCG, B2B Services, Metals/Mining



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