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GECKO HOSPITALITY 2025 **SALARY SURVEY**

Hospitality Hiring Trends

Gecko
Hospitality®
Let Go, And Let Gecko®

TABLE OF CONTENTS

<i>A Letter From Our President</i>	1
<i>Our Data</i>	2
<i>Leading Management Role in the Restaurant Industry</i>	3
<i>Leading Management Role in the Hospitality Industry</i>	4
<i>Compensation Trends</i>	5
<i>Why Are Hospitality Professionals Seeking New Opportunities?</i>	6
<i>Educational Benchmarks: Analyzing Academic Credentials</i>	7
<i>National Compensation Insights: Restaurant</i>	8-9
<i>National Compensation Insights: Hospitality</i>	10-11
<i>Regional Breakdown: Canada</i>	12
<i>Regional Breakdown: Southwest</i>	13-14
<i>Regional Breakdown - Mid-Atlantic</i>	15-16
<i>Regional Breakdown - Midwest</i>	17-18
<i>Regional Breakdown - Pacific</i>	19-20
<i>Regional Breakdown - Rocky Mountain</i>	21-22
<i>Regional Breakdown - Northeast</i>	23-24
<i>Regional Breakdown - Southeast</i>	25-26



A NOTE FROM OUR PRESIDENT

2025 was not a year for autopilot. It was a year that made one thing clear: demand is still there, but the margin for getting talent decisions wrong is smaller than ever.

In restaurant and hospitality, pressure is coming from every direction. Labor remains expensive. Candidate expectations are higher. Regional differences matter more. In many markets, strong operators are not just competing for business. They are competing for leadership, stability, and the ability to execute consistently in a market that refuses to stand still.

That is exactly why this report matters.

At Gecko Hospitality, we are proud to present our 2025 Hospitality Management Salary Survey Report. Now in its ninth edition, this report reflects insights from more than 1,300 restaurant and hospitality leaders across the U.S. and Canada. The data reinforces a reality employers can no longer afford to ignore: compensation is not one-size-fits-all. Salary expectations continue to vary by role, classification, and region, and the organizations that understand those differences will be better positioned to attract, retain, and lead top talent in 2026.

At its core, this report is about helping leaders make better decisions when the stakes are real. Compensation, hiring, and retention are no longer back-office conversations. They shape growth, stability, guest experience, and the long-term strength of an organization. The businesses that understand where the market is moving, and respond with intention, will be the ones best positioned for 2026.

As part of the Triumph Higher Education Group umbrella, Gecko Hospitality operates alongside the Auguste Escoffier School of Culinary Arts with a connection that reflects the full talent journey, from education to opportunity. That broader alignment adds meaningful perspective to the work we do and the insight we bring to the market.

Thank you for taking the time to review this year's survey. We appreciate the opportunity to support the leaders, operators, and decision-makers helping shape what comes next for this industry. The market will keep moving. We hope this report helps you stay ahead of it.

Respectfully,

Robert Krzak
President
Gecko Hospitality



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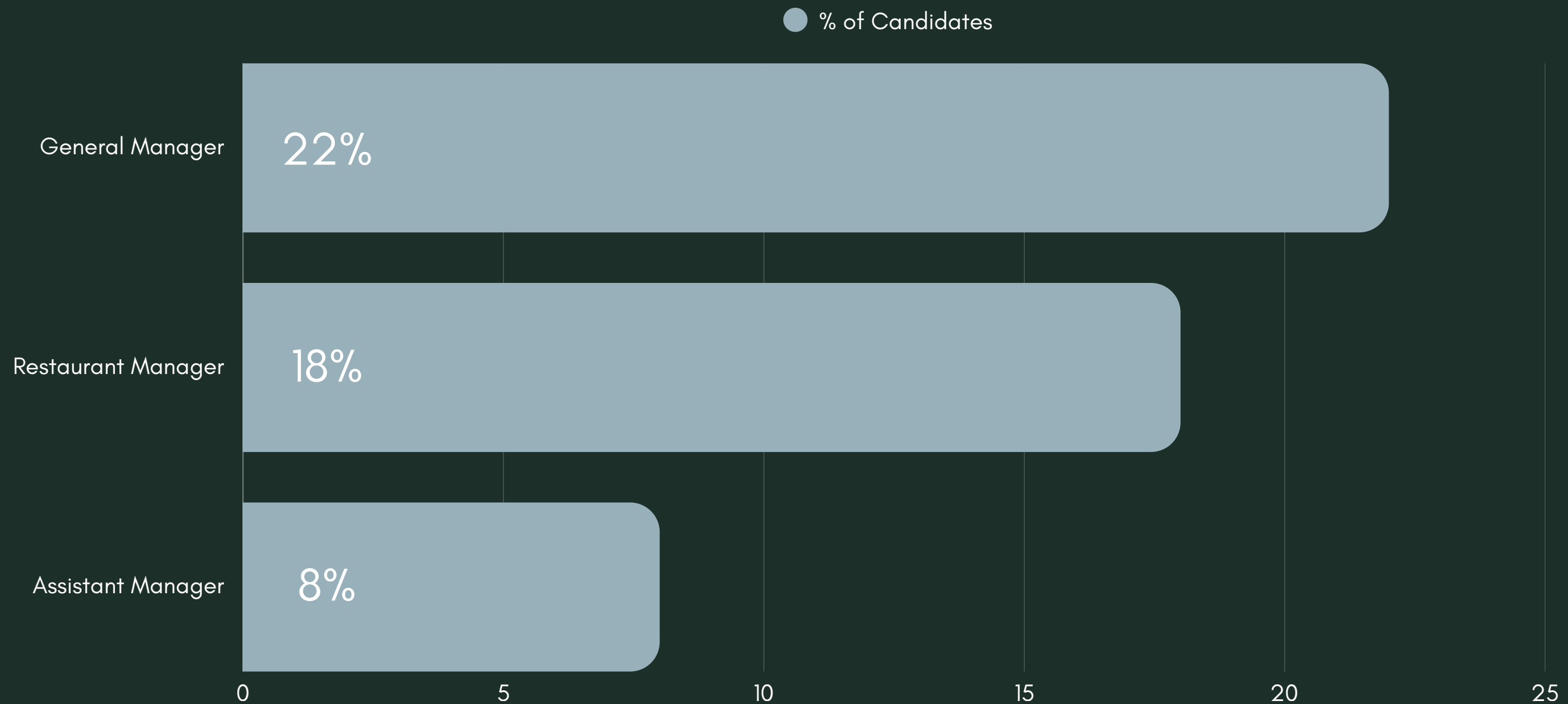
OUR DATA

To compile our 2025 Hospitality Management Salary Survey Report, Gecko Hospitality conducted an extensive survey throughout the year, gathering insights from over 1,300 restaurant and hospitality professionals actively seeking new opportunities. These industry leaders represent a diverse range of establishments, from fast casual restaurants to luxury hotels, spanning both the United States and Canada.



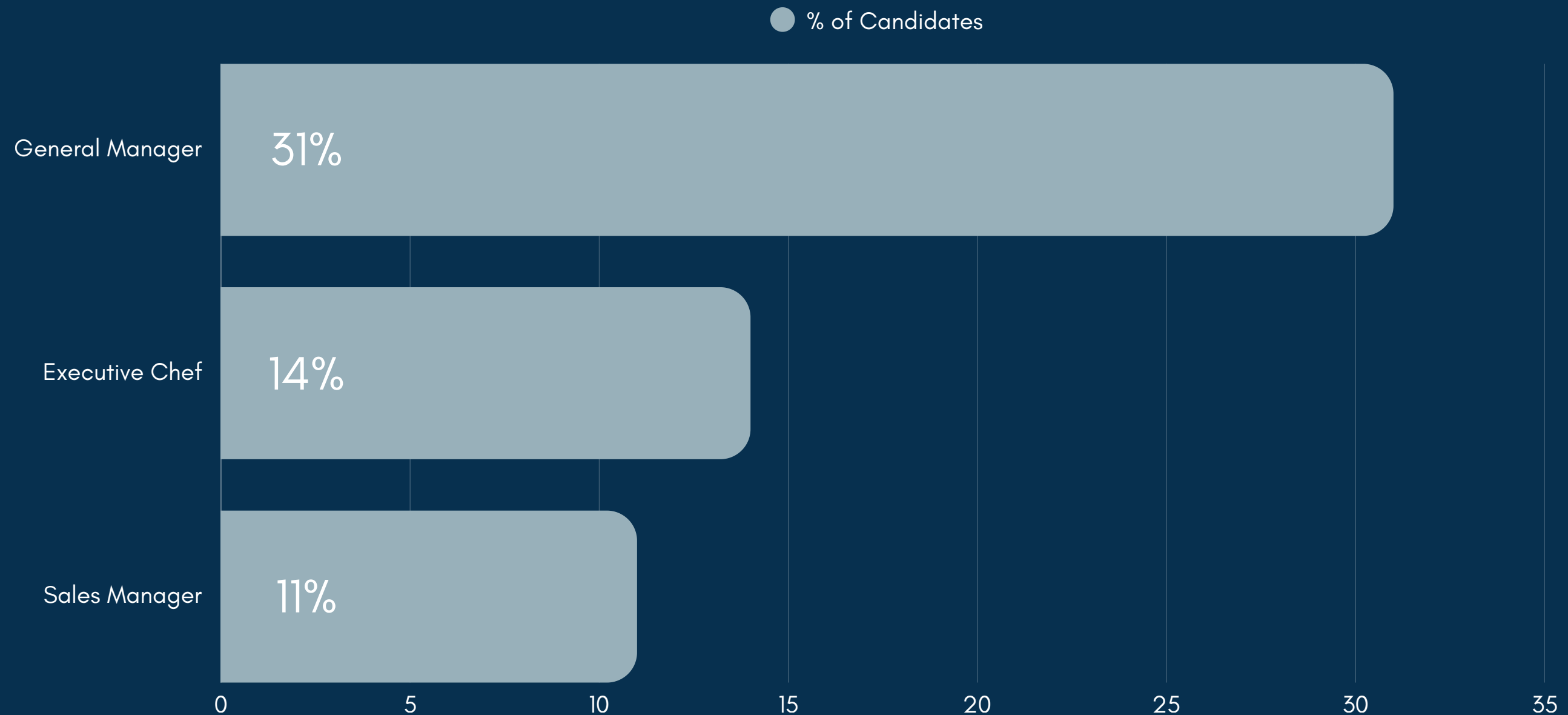
LEADING MANAGEMENT ROLES WITHIN THE RESTAURANT INDUSTRY:

In 2025, the most frequently hired leadership positions within the restaurant industry were: General Manager, Restaurant Manager, and Assistant Manager. These roles reflect the continued demand for experienced leadership across various establishments, as businesses seek skilled professionals to drive operational efficiency and deliver exceptional guest experiences.



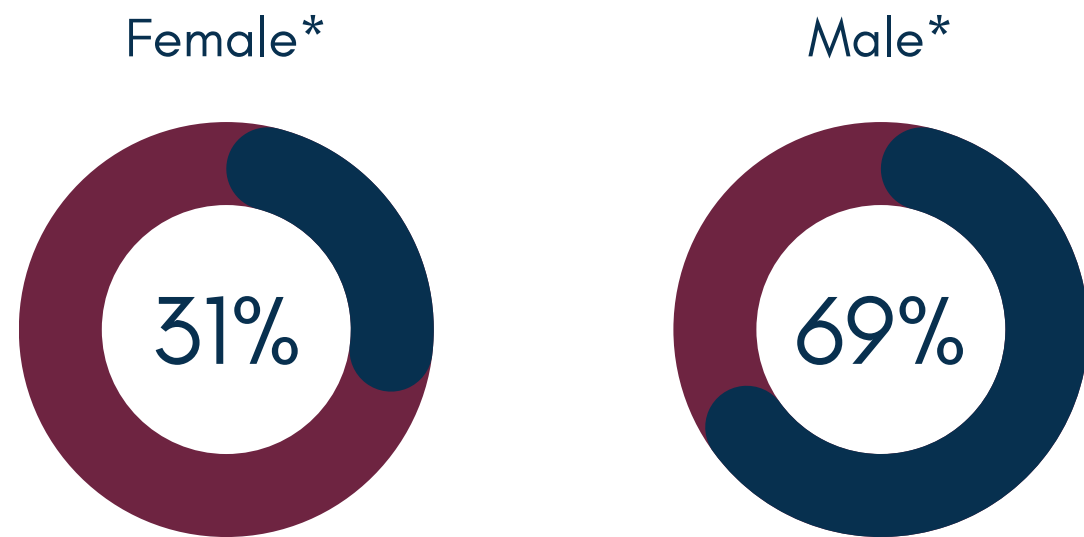
LEADING MANAGEMENT ROLES WITHIN THE HOSPITALITY INDUSTRY:

In 2025, the most frequently hired leadership positions within the hospitality industry were: General Manager, Executive Chef, Sales Manager. These roles reflect the continued demand for experienced leadership across various establishments, as businesses seek skilled professionals to drive operational efficiency and deliver exceptional guest experiences.



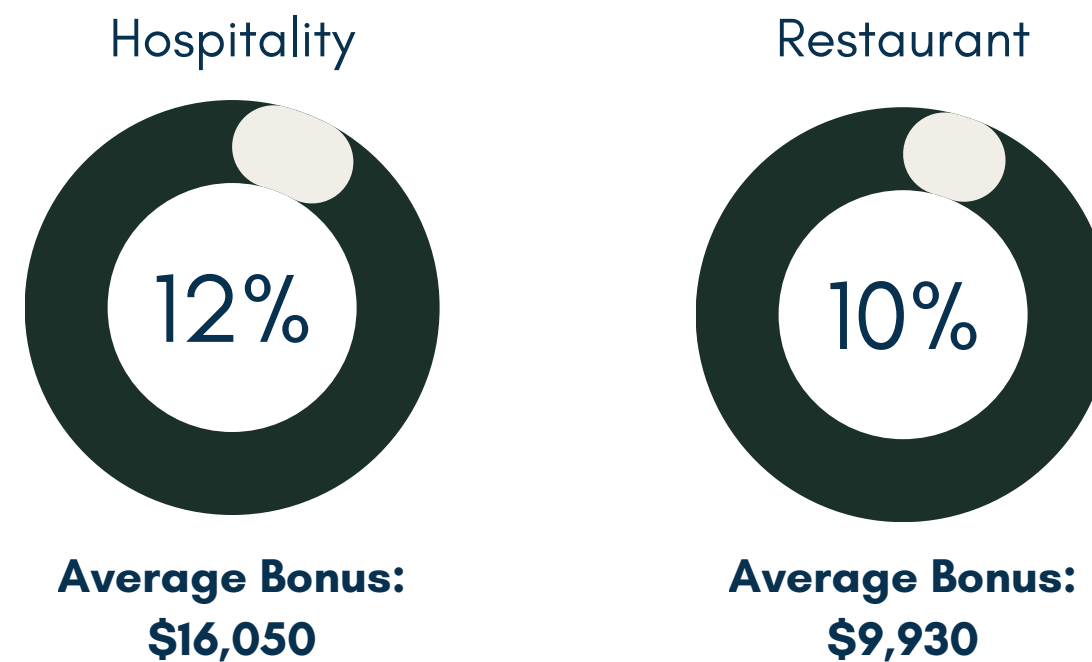
COMPENSATION TRENDS: BONUSES, GENDER BREAKDOWN & SALARY GROWTH INSIGHTS

Gender Breakdown of Candidates Surveyed



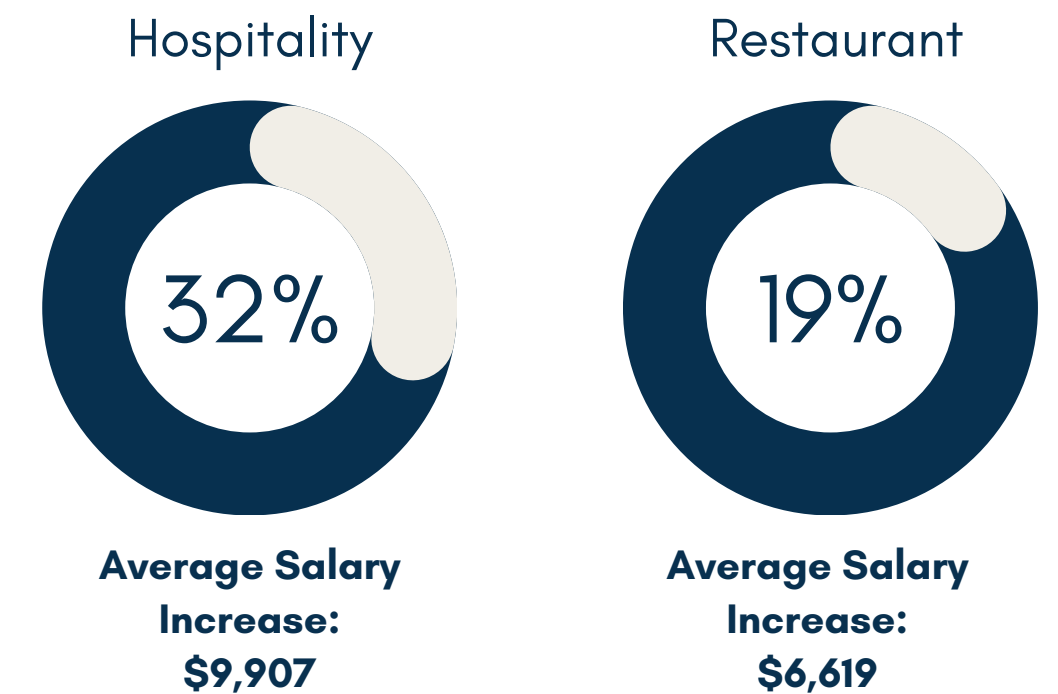
*Figures reflect Gecko Hospitality's 2025 survey data across restaurant and hospitality management candidates, including QSR, fast casual, hotels, private clubs, and other industry segments.

Percentage of Candidates Receiving a Bonus*



*Average bonus figures reflect only candidates who reported receiving a bonus.

Percentage of Candidates Receiving a Salary Increase*

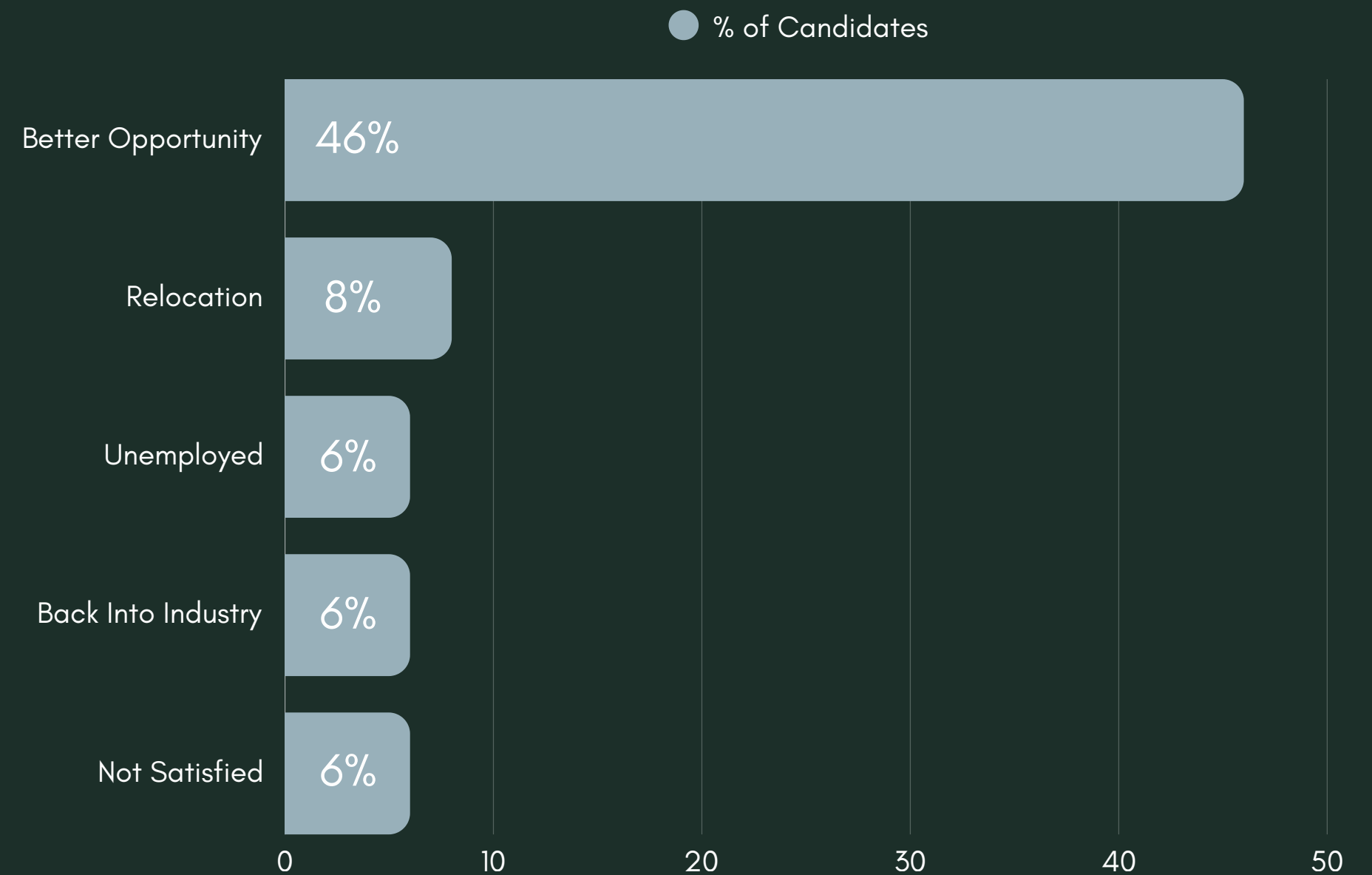


*Average salary increase figures reflect only candidates who reported receiving a raise.

WHY ARE HOSPITALITY PROFESSIONALS SEEKING NEW OPPORTUNITIES?

Below are the top five most commonly cited reasons surveyed candidates explored new opportunities in 2025.

1. Better Opportunity
2. Relocation
3. Unemployed
4. Back Into Industry
5. Not Satisfied



NATIONAL COMPENSATION INSIGHTS: RESTAURANT MANAGEMENT PROFESSIONALS

Our figures include a comprehensive survey of managers across the United States and Canada in the following concepts: quick service restaurants (QSR), fast casual restaurants, family style restaurants, fine dining restaurants, bakeries, airport concessions, banquet facilities, sports & entertainment venues, K-12 education centers, higher education and retail & grocery.

Accountant: \$100,000

Area Coach: \$76,250

Area Director: \$86,250

Area Supervisor: \$85,000

Assistant/Co-Manager: \$59,000

Assistant General Manager: \$69,500

Assistant General Manager in Training: \$65,000

Assistant Kitchen Manager: \$61,500

Banquet Manager: \$100,000

Bar Manager: \$61,500

Beverage Manager: \$73,000

Catering Manager: \$88,500

Chef: \$70,500

Corporate Chef: \$110,500

Corporate Dining Manager: \$60,000

Culinary Director: \$112,500

Department Manager: \$63,000

Dining Room Manager: \$65,000

Director of Construction: \$145,000

Director of Dining Services: \$125,000

Director of Operations: \$114,000

Director of Retail Operations: \$127,000

Director of Sales & Marketing: \$135,000

District/Multi-Unit Manager: \$89,000

Division President: \$140,000

Event Sales Manager: \$70,000

Executive Chef: \$85,000

Executive Sous Chef: \$80,000

Fast Track GM: \$76,500

Food & Beverage Director: \$95,000

Food & Beverage Manager: \$69,250

Front of House Manager: \$61,500

General Manager: \$79,000

Grocery Manager: \$70,500

Head Chef: \$90,000

Hourly (non-supervisory): \$41,000 or \$19.70/hr

Hourly Supervisor: \$58,500 or \$28.13/hr

Human Resources Manager: \$120,000

Kitchen Manager: \$64,000

Lead Line Cook: \$40,500

Maintenance Technician: \$61,750

Manager: \$68,250

Managing Partner: \$60,000

Multi-Unit Chef: \$85,000

Operations Manager: \$58,500

Regional Manager: \$106,000

Restaurant Manager: \$67,000

Shift Supervisor: \$41,000

Sous Chef: \$64,500

Store Manager: \$55,500

Training Manager: \$112,500

Vice President: \$127,500

Vice President of Operations: \$182,500

AVERAGE SALARY BY CLASSIFICATION

Airport Concessions: \$74,000
Bakery: \$58,500
Banquet Facility: \$75,000
Buffet: \$59,000
Casual Theme/Full Service: \$67,000
Catering Company: \$74,500
Corporate Dining: \$72,500
Event Management Company: \$41,000
Family Dining: \$57,000
Fast Casual: \$62,250
Fine Dining: \$80,500
Grocery: \$73,000
Higher Education (Colleges & Universities): \$71,500
QSR: \$60,250
Retail: \$72,250
Senior Living: \$86,500
Sports & Entertainment: \$66,500
Upscale Casual: \$82,000
Upscale Dining: \$82,500

AVERAGE YEARS OF SERVICE BY ROLE

Area Coach: 15 years
Area Director: 14 years
Assistant/Co-Manager: 13 years
Assistant Director of Finance: 26 years
Assistant General Manager: 15 years
Assistant Kitchen Manager: 11 years
Bakery Manager: 9 years
Banquet Manager: 12 years
Bar Manager: 11 years
Catering Manager: 6 years
Catering Sales Manager: 13 years
Chef: 19 years
Corporate: 13 years
Culinary Director: 19 years
Director of Catering: 15 years
Director of Construction: 20 years
Director of Food & Beverage: 25 years
Director of Operations: 24 years
Director of Sales & Marketing: 28 years
District Manager: 19 years
Event Sales Manager: 18 years
Executive Chef: 20 years
Executive Sous Chef: 15 years
Fast Track General Manager: 15 years
Food & Beverage Director: 25 years
Food & Beverage Manager: 11 years
Front of House Manager: 13 years
General Manager: 16 years
General Manager/COO: 23 years
Grocery Manager: 19 years
Hourly Supervisor: 8 years
Human Resources Director: 19 years
Human Resources Manager: 13 years
Kitchen Manager: 14 years
Line Cook: 8 years
Maintenance Technician: 14 years
Managing Partner: 22 years
Operations Manager: 16 years
Pastry Chef: 13 years
Regional Manager: 21 years
Restaurant Manager: 14 years
Shift Supervisor: 14 years
Sous Chef: 15 years
Training Manager: 24 years
Vice President: 23 years
Vice President of Operations: 27 years

Our figures include a comprehensive survey of managers across the United States and Canada. The following statistics outline the average salary based on all candidates placed within each classification and the average number of years of service in the restaurant industry for each role.

NATIONAL COMPENSATION INSIGHTS: HOSPITALITY MANAGEMENT PROFESSIONALS

*Our figures include a comprehensive survey of managers across the United States and Canada in the following concepts:
private clubs, resorts, limited/select service hotels, lifestyle boutique hotels, midscale hotels, full-service hotels, luxury hotels, upscale hotels, 55+ communities & private estates.*

Area Coach: \$90,000

Area Director: \$75,000

Assistant/Co-Manager: \$58,000

Assistant General Manager: \$70,500

Bar Manager: \$60,000

Chef: \$80,000

Chief Engineer: \$71,250

Corporate: \$93,000

Director of Catering Sales: \$80,000

Director of Finance: \$168,250

Director of Front Office: \$110,000

Director of Operations: \$117,000

Director of Sales: \$88,000

Executive Chef: \$124,500

Executive Sous Chef: \$100,000

Food and Beverage Director: \$105,500

Food & Beverage Manager: \$74,500

Front Office Manager: \$71,250

General Manager: \$97,250

General Manager/COO: \$160,000

Hotel General Manager: \$91,250

Hotel Manager: \$65,000

Hotel Sous Chef: \$70,000

Housekeeping Manager: \$57,000

Human Resources Director: \$150,000

Pastry Chef: \$94,000

Regional Manager: \$99,000

Restaurant Manager: \$72,500

Sales Manager: \$64,500

Shift Supervisor: \$62,000

Sous Chef: \$70,000

Spa Director: \$70,000

AVERAGE SALARY BY CLASSIFICATION

55+ Community: \$120,000
Casino: \$117,250
Convention Services: \$100,000
Hotel - Economy: \$55,000
Hotel - Extended Stay: \$67,500
Hotel - Full Service: \$99,000
Hotel - Lifestyle (Boutique): \$84,500
Hotel - Limited/Select: \$79,000
Hotel - Luxury: \$126,500
Hotel - Midscale: \$70,000
Hotel - Upscale: \$102,500
Inn: \$78,500
Marina/Yacht/Equestrian Club: \$66,000
Private Club: \$106,500
Private Estate: \$71,500
Recreational Vehicle (RV) Park: \$67,000
Residential Condominiums: \$99,000
Resort: \$102,500

AVERAGE YEARS OF SERVICE BY ROLE

Area Director: 26 years	Pastry Chef: 23 years
Assistant/Co-Manager: 10 years	Sous Chef: 6 years
Assistant Director of Finance: 24 years	Spa Director: 3 years
Catering Manager: 10 years	
Controller: 10 years	
Director of Catering: 18 years	
Director of Catering Sales: 20 years	
Director of Finance: 20 years	
Director of Food & Beverage: 16 years	
Director of Front Office: 15 years	
Director of Sales: 18 years	
Director of Sales & Marketing: 21 years	
Event & Sales Manager: 14 years	
Executive Chef: 18 years	
Front Office Manager: 11 years	
General Manager: 19 years	
Hotel General Manager: 15 years	
Hotel Restaurant General Manager: 20 years	
Housekeeping Manager: 13 years	
Human Resources Director: 20 years	

Our figures include a comprehensive survey of managers across the United States and Canada. The following statistics outline the average salary based on all candidates placed within each classification and the average number of years of service in the hospitality industry for each role.

REGIONAL BREAKDOWN: CANADA

This section provides an overview of the compensation by role and classification of restaurant management professionals across Canada.

Assistant/Co-Manager

- Fast Casual: \$53,000
- Casual Theme: \$63,000
- Upscale Casual: \$64,500
- QSR: \$43,500
- Sports & Entertainment: \$50,000

Assistant General Manager

- Fast Casual: \$54,500
- Casual Theme: \$60,500
- Upscale Casual: \$62,750
- QSR: \$43,500
- Sports & Entertainment: \$55,000

Area Coach

- Fast Casual: \$77,500
- Casual Theme: \$89,000
- Upscale Casual: \$91,500
- QSR: \$73,000
- Sports & Entertainment: \$65,000

General Manager

- Fast Casual: \$71,500
- Casual Theme: \$88,500
- Upscale Casual: \$98,500
- QSR: \$66,250
- Sports & Entertainment: \$80,000

Kitchen Manager

- Fast Casual: \$69,000
- Casual Theme: \$71,000
- Upscale Casual: \$72,500
- QSR: \$55,000
- Sports & Entertainment: \$62,000

Restaurant Manager

- Fast Casual: \$67,500
- Casual Theme: \$72,500
- Upscale Casual: \$74,000
- QSR: \$67,500
- Sports & Entertainment: \$77,500

Sous Chef

- Fast Casual: \$60,750
- Casual Theme: \$61,250
- Upscale Casual: \$70,000
- QSR: \$54,500
- Sports & Entertainment: \$60,000

Regional Manager

- Fast Casual: \$84,500
- Casual Theme: \$108,500
- Upscale Casual: \$122,000
- QSR: \$96,500
- Sports & Entertainment: \$83,500

VP of Operations

- Fast Casual: \$147,500
- Casual Theme: \$159,250
- Upscale Casual: \$153,500
- QSR: \$173,500
- Sports & Entertainment: \$155,000

REGIONAL BREAKDOWN: SOUTHWEST RESTAURANT DIVISION

*This section provides an overview of the compensation by role and classification of restaurant management professionals across:
Arizona, New Mexico, Oklahoma & Texas.*

Assistant/Co-Manager

- QSR: \$45,000
- Fast Casual: \$55,000
- Family Style: \$53,000
- Casual Theme: \$55,000
- Upscale Casual: \$63,000
- Upscale Dining: \$68,000

Executive Chef

- QSR: \$75,000
- Fast Casual: \$82,000
- Family Style: \$82,000
- Casual Theme: \$85,000
- Upscale Dining: \$88,000
- Fine Dining: \$75,000

Restaurant Manager

- QSR: \$50,000
- Fast Casual: \$46,000
- Family Style: \$61,250
- Casual Theme: \$59,000
- Upscale Casual: \$67,500
- Upscale Dining: \$75,000

Kitchen Manager

- QSR: \$47,000
- Fast Casual: \$55,000
- Family Style: \$63,000
- Casual Theme: \$69,250
- Upscale Casual: \$73,000
- Upscale Dining: \$76,000

General Manager

- QSR: \$68,000
- Fast Casual: \$57,000
- Family Style: \$61,500
- Casual Theme: \$71,000
- Upscale Casual: \$82,000
- Upscale Dining: \$85,000
- Retail/Grocery: \$87,500
- Fine Dining: \$93,500

District Manager

- QSR: \$85,000
- Fast Casual: \$86,500
- Family Style: \$88,000
- Casual Theme: \$90,000
- Upscale Casual: \$92,000
- Upscale Dining: \$97,000

Sous Chef

- QSR: \$60,500
- Fast Casual: \$63,000
- Family Style: \$63,000
- Casual Theme: \$65,000
- Upscale Casual: \$72,000
- Upscale Dining: \$81,000

Assistant General Manager

- QSR: \$51,000
- Fast Casual: \$55,000
- Family Style: \$58,000
- Casual Theme: \$62,500
- Retail/Grocery: \$64,750
- Fine Dining: \$77,000

REGIONAL BREAKDOWN: SOUTHWEST HOSPITALITY DIVISION

This section provides an overview of the compensation by role and classification of hospitality management professionals across: Arizona, New Mexico, Oklahoma & Texas.

Assistant/Co-Manager

- Hotel – Lifestyle (Boutique): \$59,000
- Hotel – Limited/Select: \$55,000
- Hotel – Full Service: \$60,500
- Hotel – Midscale: \$61,000
- Hotel – Upscale: \$65,000
- Resort: \$59,750
- Private Club: \$65,000

Controller

- Hotel – Lifestyle (Boutique): \$98,000
- Hotel – Limited/Select: \$92,500
- Hotel – Full Service: \$100,000
- Hotel – Midscale: \$100,000
- Hotel – Upscale: \$107,500
- Resort: \$105,000
- Private Club: \$125,000

Director of Sales & Marketing

- Hotel – Lifestyle (Boutique): \$95,000
- Hotel – Limited/Select: \$80,000
- Hotel – Full Service: \$88,000
- Hotel – Midscale: \$100,000
- Hotel – Upscale: \$150,000
- Resort: \$92,000
- Private Club: \$100,000

Food & Beverage Manager

- Hotel – Lifestyle (Boutique): \$67,000
- Hotel – Limited/Select: \$61,500
- Hotel – Full Service: \$68,000
- Hotel – Midscale: \$70,500
- Hotel – Upscale: \$72,000
- Resort: \$80,000
- Private Club: \$90,000

Assistant Director of Finance

- Hotel – Lifestyle (Boutique): \$117,000
- Hotel – Limited/Select: \$108,000
- Hotel – Full Service: \$115,500
- Hotel – Midscale: \$120,000
- Hotel – Upscale: \$124,000
- Resort: \$120,000
- Private Club: \$150,000

Director of Food & Beverage

- Hotel – Lifestyle (Boutique): \$88,000
- Hotel – Limited/Select: \$84,500
- Hotel – Full Service: \$90,000
- Hotel – Midscale: \$95,000
- Hotel – Upscale: \$90,000
- Resort: \$120,000
- Private Club: \$117,000

Executive Chef

- Hotel – Lifestyle (Boutique): \$86,000
- Hotel – Limited/Select: \$81,000
- Hotel – Full Service: \$90,000
- Hotel – Midscale: \$98,000
- Hotel – Upscale: \$107,000
- Resort: \$100,000
- Private Club: \$125,000

General Manager

- Hotel – Lifestyle (Boutique): \$87,500
- Hotel – Limited/Select: \$100,000
- Hotel – Full Service: \$90,000
- Hotel – Midscale: \$80,000
- Hotel – Upscale: \$95,000
- Resort: \$91,750
- Private Club: \$100,000

Assistant Chief Engineer

- Hotel – Lifestyle (Boutique): \$92,000
- Hotel – Limited/Select: \$83,000
- Hotel – Full Service: \$86,500
- Hotel – Midscale: \$88,000
- Hotel – Upscale: \$88,000
- Resort: \$86,000
- Private Club: \$92,750

Director of Operations

- Hotel – Lifestyle (Boutique): \$90,000
- Hotel – Limited/Select: \$89,000
- Hotel – Full Service: \$91,000
- Hotel – Midscale: \$120,000
- Hotel – Upscale: \$95,000
- Resort: \$100,000
- Private Club: \$150,000

Financial Analyst

- Hotel – Lifestyle (Boutique): \$86,000
- Hotel – Limited/Select: \$80,000
- Hotel – Full Service: \$85,000
- Hotel – Midscale: \$90,000
- Hotel – Upscale: \$95,000
- Resort: \$90,000
- Private Club: \$125,000

Sous Chef

- Hotel – Lifestyle (Boutique): \$61,000
- Hotel – Limited/Select: \$60,000
- Hotel – Full Service: \$62,500
- Hotel – Midscale: \$65,000
- Hotel – Upscale: \$68,000
- Resort: \$64,500
- Private Club: \$70,000

REGIONAL BREAKDOWN: MID-ATLANTIC RESTAURANT DIVISION

This section provides an overview of the compensation by role and classification of restaurant management professionals across:
DC, Virginia, Delaware, Maryland, New Jersey, New York, Pennsylvania & North Carolina.

Area Director

- QSR: \$91,000
- Fast Casual: \$92,000
- Family Style: \$92,000
- Casual Theme: \$93,000
- Upscale Casual: \$97,250
- Upscale Dining: \$100,000

Assistant/Co-Manager

- QSR: \$38,500
- Fast Casual: \$47,500
- Family Style: \$52,000
- Casual Theme: \$59,000
- Upscale Casual: \$54,500
- Upscale Dining: \$65,000

Assistant General Manager

- QSR: \$55,000
- Fast Casual: \$61,500
- Family Style: \$60,000
- Casual Theme: \$58,000
- Upscale Casual: \$69,500
- Upscale Dining: \$75,000

Assistant Kitchen Manager

- QSR: \$40,000
- Fast Casual: \$42,000
- Family Style: \$42,000
- Casual Theme: \$49,500
- Upscale Casual: \$52,500
- Upscale Dining: \$55,000

Chef

- QSR: \$32,000
- Fast Casual: \$60,500
- Family Style: \$40,500
- Casual Theme: \$71,000
- Upscale Casual: \$60,000
- Upscale Dining: \$76,500

Executive Chef

- QSR: \$56,000
- Fast Casual: \$60,000
- Family Style: \$60,000
- Casual Theme: \$89,500
- Upscale Casual: \$88,500
- Upscale Dining: \$109,500

General Manager

- QSR: \$59,000
- Fast Casual: \$68,000
- Family Style: \$72,500
- Casual Theme: \$83,500
- Upscale Casual: \$84,500
- Upscale Dining: \$82,250

Kitchen Manager

- QSR: \$50,000
- Fast Casual: \$52,000
- Family Style: \$52,000
- Casual Theme: \$62,000
- Upscale Casual: \$59,000
- Upscale Dining: \$85,000

Sous Chef

- QSR: \$45,000
- Fast Casual: \$65,000
- Family Style: \$58,000
- Casual Theme: \$63,000
- Upscale Casual: \$70,750
- Upscale Dining: \$71,250

Restaurant Manager

- QSR: \$56,000
- Fast Casual: \$57,250
- Family Style: \$60,000
- Casual Theme: \$68,500
- Upscale Casual: \$69,000
- Upscale Dining: \$85,500

Vice President of Operations

- QSR: \$100,000
- Fast Casual: \$130,000
- Family Style: \$134,250
- Casual Theme: \$145,000
- Upscale Casual: \$150,000
- Upscale Dining: \$150,000

REGIONAL BREAKDOWN: MID-ATLANTIC HOSPITALITY DIVISION

This section provides an overview of the compensation by role and classification of hospitality management professionals across:
Washington DC, Virginia, Delaware, Maryland, New Jersey, New York, Pennsylvania & North Carolina.

Director of Food & Beverage

- Hotel – Full Service: \$83,500
- Hotel – Lifestyle (Boutique): \$110,000
- Hotel – Limited/Select: \$95,500
- Hotel – Midscale: \$97,500
- Hotel – Upscale: \$100,000
- Resort: \$115,000
- Private Club: \$131,500

Director of Operations

- Hotel – Full Service: \$83,000
- Hotel – Lifestyle (Boutique): \$97,000
- Hotel – Limited/Select: \$95,000
- Hotel – Midscale: \$112,000
- Hotel – Upscale: \$117,500
- Resort: \$105,500
- Private Club: \$127,000

Director of Sales & Marketing

- Hotel – Full Service: \$84,000
- Hotel – Lifestyle (Boutique): \$88,000
- Hotel – Limited/Select: \$105,000
- Hotel – Midscale: \$95,000
- Hotel – Upscale: \$100,000
- Resort: \$98,000
- Private Club: \$107,000

Executive Chef

- Hotel – Full Service: \$87,500
- Hotel – Lifestyle (Boutique): \$100,000
- Hotel – Limited/Select: \$85,000
- Hotel – Midscale: \$102,500
- Hotel – Upscale: \$96,500
- Resort: \$93,500
- Private Club: \$115,000

Hotel General Manager

- Hotel – Full Service: \$81,000
- Hotel – Lifestyle (Boutique): \$92,000
- Hotel – Limited/Select: \$72,000
- Hotel – Midscale: \$100,000
- Hotel – Upscale: \$107,000
- Resort: \$112,000

Housekeeping Manager

- Hotel – Full Service: \$49,000
- Hotel – Lifestyle (Boutique): \$86,000
- Hotel – Limited/Select: \$48,000
- Hotel – Midscale: \$53,000
- Hotel – Upscale: \$55,000
- Resort: \$86,500

Restaurant Manager

- Hotel – Full Service: \$58,000
- Hotel – Lifestyle (Boutique): \$64,500
- Hotel – Limited/Select: \$57,000
- Hotel – Midscale: \$60,000
- Hotel – Upscale: \$62,000
- Resort: \$60,000
- Private Club: \$70,000

Sales Manager

- Hotel – Full Service: \$66,500
- Hotel – Lifestyle (Boutique): \$92,500
- Hotel – Limited/Select: \$78,000
- Hotel – Midscale: \$82,000
- Hotel – Upscale: \$95,000
- Resort: \$88,500
- Private Club: \$90,000

Sous Chef

- Hotel – Full Service: \$55,000
- Hotel – Lifestyle (Boutique): \$75,000
- Hotel – Limited/Select: \$60,000
- Hotel – Midscale: \$70,000
- Hotel – Upscale: \$73,250
- Resort: \$70,500
- Private Club: \$80,000

REGIONAL BREAKDOWN: MIDWEST RESTAURANT DIVISION

This section provides an overview of the compensation by role and classification of restaurant management professionals across: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota & Wisconsin.

Assistant/Co-Manager

- QSR: \$43,500
- Fast Casual: \$44,500
- Family Style: \$45,000
- Casual Theme: \$60,000
- Upscale Casual: \$59,500
- Upscale Dining: \$62,000

Assistant General Manager

- QSR: \$43,500
- Fast Casual: \$50,000
- Family Style: \$55,500
- Casual Theme: \$71,500
- Upscale Casual: \$83,500
- Upscale Dining: \$86,500

Area Coach

- QSR: \$85,000
- Fast Casual: \$87,000
- Family Style: \$89,500
- Casual Theme: \$91,500
- Upscale Casual: \$93,000
- Upscale Dining: \$95,000

Director of Operations

- QSR: \$72,500
- Fast Casual: \$95,000
- Family Style: \$102,500
- Casual Theme: \$119,000
- Upscale Casual: \$140,500
- Upscale Dining: \$160,000

Director of Sales

- QSR: \$95,750
- Fast Casual: \$100,000
- Family Style: \$106,500
- Casual Theme: \$112,000
- Upscale Casual: \$118,750
- Upscale Dining: \$125,000

District Manager

- QSR: \$90,500
- Fast Casual: \$82,000
- Family Style: \$87,500
- Casual Theme: \$89,000
- Upscale Casual: \$91,000
- Upscale Dining: \$94,000

Executive Chef

- QSR: \$64,000
- Fast Casual: \$66,500
- Family Style: \$69,500
- Casual Theme: \$74,000
- Upscale Casual: \$80,000
- Upscale Dining: \$84,500

Kitchen Manager

- QSR: \$41,500
- Fast Casual: \$44,250
- Family Style: \$47,250
- Casual Theme: \$59,500
- Upscale Casual: \$62,500
- Upscale Dining: \$66,000

General Manager

- QSR: \$60,500
- Fast Casual: \$63,000
- Family Style: \$58,500
- Casual Theme: \$69,500
- Upscale Casual: \$84,000
- Upscale Dining: \$90,000

Restaurant Manager

- QSR: \$47,500
- Fast Casual: \$50,000
- Family Style: \$52,500
- Casual Theme: \$62,500
- Upscale Casual: \$68,000
- Upscale Dining: \$69,500

Sous Chef

- QSR: \$63,500
- Fast Casual: \$64,500
- Family Style: \$64,500
- Casual Theme: \$65,500
- Upscale Casual: \$65,500
- Upscale Dining: \$67,000

REGIONAL BREAKDOWN: MIDWEST HOSPITALITY DIVISION

This section provides an overview of the compensation by role and classification of hospitality management professionals across: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota & Wisconsin.

Assistant General Manager

- Hotel - Full Service: \$62,500
- Hotel - Lifestyle (Boutique): \$82,000
- Hotel - Limited/Select: \$77,500
- Hotel - Midscale: \$78,000
- Hotel - Upscale: \$82,000
- Resort: \$80,000
- Private Club: \$89,000

Director of Food & Beverage

- Hotel - Full Service: \$110,000
- Hotel - Lifestyle (Boutique): \$115,500
- Hotel - Limited/Select: \$93,000
- Hotel - Midscale: \$102,000
- Hotel - Upscale: \$115,000
- Resort: \$120,500
- Private Club: \$120,000

Assistant Director of Front Office

- Hotel - Full Service: \$73,500
- Hotel - Lifestyle (Boutique): \$100,000
- Hotel - Limited/Select: \$95,500
- Hotel - Midscale: \$107,500
- Hotel - Upscale: \$110,000
- Resort: \$99,000

Director of Sales

- Hotel - Full Service: \$83,500
- Hotel - Lifestyle (Boutique): \$113,500
- Hotel - Limited/Select: \$86,000
- Hotel - Midscale: \$107,000
- Hotel - Upscale: \$110,000
- Resort: \$115,000
- Private Club: \$135,000

Food & Beverage Manager

- Hotel - Full Service: \$61,500
- Hotel - Lifestyle (Boutique): \$71,000
- Hotel - Limited/Select: \$60,000
- Hotel - Midscale: \$65,000
- Hotel - Upscale: \$67,000
- Resort: \$65,000
- Private Club: \$79,000

Hotel General Manager

- Hotel - Full Service: \$112,500
- Hotel - Lifestyle (Boutique): \$132,000
- Hotel - Limited/Select: \$78,000
- Hotel - Midscale: \$85,500
- Hotel - Upscale: \$94,000
- Resort: \$115,000

Restaurant Manager

- Hotel - Full Service: \$65,000
- Hotel - Lifestyle (Boutique): \$68,000
- Hotel - Limited/Select: \$60,000
- Hotel - Midscale: \$62,500
- Hotel - Upscale: \$67,500
- Resort: \$65,000
- Private Club: \$71,000

Sales Manager

- Hotel - Full Service: \$91,000
- Hotel - Lifestyle (Boutique): \$92,500
- Hotel - Limited/Select: \$88,000
- Hotel - Midscale: \$94,000
- Hotel - Upscale: \$95,000
- Resort: \$93,500
- Private Club: \$100,000

Sous Chef

- Hotel - Full Service: \$65,000
- Hotel - Lifestyle (Boutique): \$67,000
- Hotel - Limited/Select: \$60,000
- Hotel - Midscale: \$70,000
- Hotel - Upscale: \$73,250
- Resort: \$70,500
- Private Club: \$80,000

REGIONAL BREAKDOWN: PACIFIC RESTAURANT DIVISION

This section provides an overview of the compensation by role and classification of restaurant management professionals across:
Alaska, California, Hawaii, Oregon & Washington.

Assistant/Co-Manager

- QSR: \$45,500
- Fast Casual: \$59,000
- Family Style: \$63,500
- Casual Theme: \$69,000
- Upscale Casual: \$71,000
- Upscale Dining: \$73,500

Assistant General Manager

- QSR: \$51,500
- Fast Casual: \$54,500
- Family Style: \$56,000
- Casual Theme: \$72,500
- Upscale Casual: \$85,000
- Upscale Dining: \$82,500

Area Coach

- QSR: \$91,500
- Fast Casual: \$102,500
- Family Style: \$70,000
- Casual Theme: \$76,000
- Upscale Casual: \$82,000
- Upscale Dining: \$87,500

District/Multi-Unit Manager

- QSR: \$81,500
- Fast Casual: \$102,500
- Family Style: \$89,000
- Casual Theme: \$100,000
- Upscale Casual: \$94,000
- Upscale Dining: \$98,000

Director of Operations

- QSR: \$83,500
- Fast Casual: \$81,000
- Family Style: \$100,000
- Casual Theme: \$117,500
- Upscale Casual: \$120,000
- Upscale Dining: \$155,000

Executive Chef

- QSR: \$74,000
- Fast Casual: \$82,000
- Family Style: \$70,000
- Casual Theme: \$88,500
- Upscale Casual: \$100,000
- Upscale Dining: \$112,500

General Manager

- QSR: \$69,000
- Fast Casual: \$78,000
- Family Style: \$65,500
- Casual Theme: \$81,500
- Upscale Casual: \$107,500
- Upscale Dining: \$110,000

Kitchen Manager

- QSR: \$46,500
- Fast Casual: \$60,000
- Family Style: \$65,000
- Casual Theme: \$70,000
- Upscale Casual: \$70,000
- Upscale Dining: \$72,500

Restaurant Manager

- QSR: \$51,000
- Fast Casual: \$55,500
- Family Style: \$61,500
- Casual Theme: \$69,000
- Upscale Casual: \$70,250
- Upscale Dining: \$77,000

Sous Chef

- QSR: \$59,000
- Fast Casual: \$60,000
- Family Style: \$54,500
- Casual Theme: \$60,500
- Upscale Casual: \$77,500
- Upscale Dining: \$78,000

REGIONAL BREAKDOWN: PACIFIC HOSPITALITY DIVISION

This section provides an overview of the compensation by role and classification of hospitality management professionals across:
Alaska, California, Hawaii, Oregon & Washington.

Chef

- Hotel - Full Service: \$85,000
- Hotel - Lifestyle (Boutique): \$79,000
- Hotel - Limited/Select: \$61,000
- Hotel - Midscale: \$64,000
- Hotel - Upscale: \$81,000
- Resort: \$83,000
- Private Club: \$71,000

Director of Sales

- Hotel - Full Service: \$84,000
- Hotel - Lifestyle (Boutique): \$88,000
- Hotel - Limited/Select: \$89,000
- Hotel - Midscale: \$88,000
- Hotel - Upscale: \$94,500
- Resort: \$95,000
- Private Club: \$110,000

Food & Beverage Manager

- Hotel - Full Service: \$65,000
- Hotel - Lifestyle (Boutique): \$67,000
- Hotel - Limited/Select: \$66,000
- Hotel - Midscale: \$69,000
- Hotel - Upscale: \$69,000
- Resort: \$71,000
- Private Club: \$72,000

Sales Manager

- Hotel - Full Service: \$95,000
- Hotel - Lifestyle (Boutique): \$90,000
- Hotel - Limited/Select: \$87,500
- Hotel - Luxury: \$120,000
- Hotel - Midscale: \$94,000
- Hotel - Upscale: \$95,000
- Resort: \$93,500
- Private Club: \$99,000

Executive Chef

- Hotel - Full Service: \$89,000
- Hotel - Lifestyle (Boutique): \$91,000
- Hotel - Limited/Select: \$76,000
- Hotel - Midscale: \$80,000
- Hotel - Upscale: \$93,500
- Resort: \$96,500
- Private Club: \$122,000

Hotel General Manager

- Hotel - Full Service: \$96,500
- Hotel - Lifestyle (Boutique): \$89,000
- Hotel - Limited/Select: \$79,000
- Hotel - Midscale: \$90,000
- Hotel - Upscale: \$91,000
- Resort: \$94,000

Restaurant Manager

- Hotel - Full Service: \$62,000
- Hotel - Lifestyle (Boutique): \$68,000
- Hotel - Limited/Select: \$65,000
- Hotel - Midscale: \$67,000
- Hotel - Upscale: \$67,500
- Resort: \$65,500
- Private Club: \$75,000

Sous Chef

- Hotel - Full Service: \$75,000
- Hotel - Lifestyle (Boutique): \$85,000
- Hotel - Limited/Select: \$60,000
- Hotel - Midscale: \$70,000
- Hotel - Upscale: \$87,000
- Inn: \$68,500
- Resort: \$89,000
- Private Club: \$80,000

REGIONAL BREAKDOWN: ROCKY MOUNTAIN RESTAURANT DIVISION

This section provides an overview of the compensation by role and classification of restaurant management professionals across:
Colorado, Idaho, Montana, Nevada, Utah & Wyoming.

Assistant/Co-Manager

- QSR: \$60,000
- Fast Casual: \$64,000
- Family Style: \$58,000
- Casual Theme: \$65,500
- Upscale Casual: \$66,000
- Upscale Dining: \$67,000

District/Multi-Unit Manager

- QSR: \$68,500
- Fast Casual: \$88,500
- Family Style: \$70,000
- Casual Theme: \$85,000
- Upscale Casual: \$92,000
- Upscale Dining: \$100,000

General Manager

- QSR: \$59,000
- Fast Casual: \$73,250
- Family Style: \$60,000
- Casual Theme: \$85,500
- Upscale Casual: \$87,000
- Upscale Dining: \$92,000

Sous Chef

- QSR: \$59,000
- Fast Casual: \$61,000
- Family Style: \$56,000
- Higher Education: \$60,000
- Casual Theme: \$61,000
- Upscale Casual: \$66,000
- Upscale Dining: \$68,000

Assistant General Manager

- QSR: \$60,000
- Fast Casual: \$62,000
- Family Style: \$59,000
- Casual Theme: \$68,000
- Upscale Casual: \$70,000
- Upscale Dining: \$72,000

Executive Chef

- QSR: \$60,000
- Fast Casual: \$65,000
- Family Style: \$62,500
- Casual Theme: \$70,000
- Upscale Casual: \$80,000
- Upscale Dining: \$85,000

Kitchen Manager

- QSR: \$42,000
- Fast Casual: \$55,000
- Family Style: \$48,000
- Casual Theme: \$69,500
- Upscale Casual: \$64,000
- Upscale Dining: \$73,500

Director of Operations

- QSR: \$76,000
- Fast Casual: \$85,000
- Family Style: \$70,000
- Casual Theme: \$86,000
- Upscale Casual: \$92,500
- Upscale Dining: \$98,000

Front of House Manager

- QSR: \$44,000
- Fast Casual: \$52,000
- Family Style: \$49,000
- Casual Theme: \$62,500
- Upscale Casual: \$65,000
- Upscale Dining: \$67,500

Restaurant Manager

- QSR: \$59,000
- Fast Casual: \$69,000
- Family Style: \$60,000
- Casual Theme: \$67,500
- Upscale Casual: \$72,250
- Upscale Dining: \$77,000

REGIONAL BREAKDOWN: ROCKY MOUNTAIN HOSPITALITY DIVISION

This section provides an overview of the compensation by role and classification of hospitality management professionals across:
Colorado, Idaho, Montana, Nevada, Utah & Wyoming.

Area Coach

- Hotel – Full Service: \$66,000
- Hotel – Lifestyle (Boutique): \$74,500
- Hotel – Limited/Select: \$72,000
- Hotel – Midscale: \$80,000
- Hotel – Upscale: \$84,000
- Resort: \$87,500
- Private Club: \$96,000

Chef

- Hotel – Full Service: \$60,000
- Hotel – Lifestyle (Boutique): \$65,000
- Hotel – Limited/Select: \$65,000
- Hotel – Midscale: \$70,000
- Hotel – Upscale: \$72,000
- Resort: \$70,000
- Private Club: \$71,000

Chef de Cuisine

- Hotel – Full Service: \$61,000
- Hotel – Lifestyle (Boutique): \$64,000
- Hotel – Limited/Select: \$66,000
- Hotel – Midscale: \$68,500
- Hotel – Upscale: \$70,000
- Resort: \$67,500
- Private Club: \$74,000

Executive Chef

- Hotel – Full Service: \$80,000
- Hotel – Lifestyle (Boutique): \$84,000
- Hotel – Limited/Select: \$86,500
- Hotel – Midscale: \$88,000
- Hotel – Upscale: \$93,000
- Resort: \$95,000
- Private Club: \$99,000

Hotel General Manager

- Hotel – Full Service: \$83,500
- Hotel – Lifestyle (Boutique): \$88,000
- Hotel – Limited/Select: \$82,000
- Hotel – Midscale: \$90,000
- Hotel – Upscale: \$98,000
- Resort: \$100,000

Restaurant Manager

- Hotel – Full Service: \$62,000
- Hotel – Lifestyle (Boutique): \$66,000
- Hotel – Limited/Select: \$62,000
- Hotel – Midscale: \$64,000
- Hotel – Upscale: \$65,500
- Resort: \$75,000
- Private Club: \$80,000

Sales Manager

- Hotel – Full Service: \$95,000
- Hotel – Lifestyle (Boutique): \$104,500
- Hotel – Limited/Select: \$96,500
- Hotel – Midscale: \$94,000
- Hotel – Upscale: \$95,000
- Resort: \$98,000
- Private Club: \$107,000

Sous Chef

- Hotel – Full Service: \$61,000
- Hotel – Lifestyle (Boutique): \$64,000
- Hotel – Limited/Select: \$62,000
- Hotel – Midscale: \$71,000
- Hotel – Upscale: \$74,000
- Resort: \$68,500
- Private Club: \$67,000

REGIONAL BREAKDOWN: NORTHEAST RESTAURANT DIVISION

This section provides an overview of the compensation by role and classification of restaurant management professionals across:
Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island & Vermont.

Area Coach

- QSR: \$59,500
- Fast Casual: \$60,500
- Family Style: \$62,500
- Fine Dining: \$72,500
- Casual Theme: \$64,500
- Upscale Casual: \$66,500
- Upscale Dining: \$68,500

Area Director

- QSR: \$113,000
- Fast Casual: \$115,500
- Family Style: \$117,500
- Casual Theme: \$119,500
- Upscale Casual: \$121,000
- Upscale Dining: \$123,500

Assistant/Co-Manager

- QSR: \$56,500
- Fast Casual: \$54,000
- Family Style: \$51,000
- Casual Theme: \$68,000
- Upscale Casual: \$75,000
- Upscale Dining: \$75,000

Assistant General Manager

- QSR: \$56,000
- Fast Casual: \$64,500
- Family Style: \$78,000
- Casual Theme: \$85,000
- Upscale Casual: \$87,000
- Upscale Dining: \$90,000

Assistant Kitchen Manager

- QSR: \$50,000
- Fast Casual: \$53,000
- Family Style: \$49,000
- Casual Theme: \$52,000
- Upscale Casual: \$55,000
- Upscale Dining: \$57,500
- Sports & Entertainment: \$52,000

Chef

- QSR: \$59,000
- Fast Casual: \$60,000
- Family Style: \$55,000
- Casual Theme: \$60,500
- Upscale Casual: \$68,000
- Upscale Dining: \$70,500

District/Multi-Unit Manager

- QSR: \$77,500
- Fast Casual: \$85,500
- Family Style: \$82,000
- Casual Theme: \$88,500
- Upscale Casual: \$98,500
- Upscale Dining: \$107,000
- Sports & Entertainment: \$105,000

Executive Chef

- QSR: \$80,000
- Fast Casual: \$81,000
- Family Style: \$82,000
- Casual Theme: \$83,000
- Upscale Casual: \$84,000
- Upscale Dining: \$82,250
- Sports & Entertainment: \$82,000

General Manager

- QSR: \$63,500
- Fast Casual: \$71,500
- Family Style: \$81,000
- Casual Theme: \$89,500
- Upscale Casual: \$95,000
- Upscale Dining: \$100,250
- Sports & Entertainment: \$65,000

Kitchen Manager

- QSR: \$75,000
- Fast Casual: \$76,500
- Family Style: \$76,500
- Fine Dining: \$70,000
- Casual Theme: \$84,000
- Upscale Casual: \$80,000
- Upscale Dining: \$86,500

Restaurant Manager

- QSR: \$64,500
- Fast Casual: \$65,000
- Family Style: \$68,000
- Fine Dining: \$75,000
- Casual Theme: \$69,500
- Upscale Casual: \$71,500
- Upscale Dining: \$74,500

Sous Chef

- QSR: \$59,000
- Fast Casual: \$62,500
- Family Style: \$66,500
- Casual Theme: \$68,750
- Upscale Casual: \$70,000
- Upscale Dining: \$72,500

REGIONAL BREAKDOWN: NORTHEAST HOSPITALITY DIVISION

This section provides an overview of the compensation by role and classification of hospitality management professionals across:
Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island & Vermont.

Assistant Food & Beverage Director

- Hotel – Full Service: \$66,000
- Hotel – Lifestyle (Boutique): \$68,500
- Hotel – Limited/Select: \$70,000
- Hotel – Midscale: \$72,000
- Hotel – Upscale: \$71,000
- Resort: \$75,000
- Private Club: \$80,000

Executive Chef

- Hotel – Full Service: \$85,000
- Hotel – Lifestyle (Boutique): \$116,250
- Hotel – Limited/Select: \$86,500
- Hotel – Midscale: \$85,000
- Hotel – Upscale: \$90,000
- Resort: \$123,000
- Private Club: \$98,000

Sales Manager

- Hotel – Full Service: \$94,000
- Hotel – Lifestyle (Boutique): \$97,000
- Hotel – Limited/Select: \$98,500
- Hotel – Midscale: \$96,000
- Hotel – Upscale: \$91,000
- Resort: \$95,000
- Private Club: \$100,000

Director of Catering

- Hotel – Full Service: \$84,000
- Hotel – Lifestyle (Boutique): \$86,000
- Hotel – Limited/Select: \$87,500
- Hotel – Midscale: \$89,000
- Hotel – Upscale: \$95,000
- Resort: \$94,000
- Private Club: \$100,000

General Manager

- Hotel – Extended Stay: \$80,000
- Hotel – Full Service: \$122,000
- Hotel – Lifestyle (Boutique): \$155,000
- Hotel – Limited/Select: \$100,000
- Hotel – Midscale: \$99,000
- Hotel – Upscale: \$150,000
- Resort: \$180,000
- Private Club: \$150,000

Sous Chef

- Hotel – Full Service: \$75,000
- Hotel – Lifestyle (Boutique): \$93,000
- Hotel – Limited/Select: \$68,500
- Hotel – Midscale: \$69,000
- Hotel – Upscale: \$85,000
- Resort: \$95,500
- Private Club: \$80,000
- Private Estate: \$75,000

Director of Sales & Marketing

- Hotel – Full Service: \$88,000
- Hotel – Lifestyle (Boutique): \$90,000
- Hotel – Limited/Select: \$90,000
- Hotel – Midscale: \$95,500
- Hotel – Upscale: \$100,000
- Resort: \$110,000
- Private Club: \$115,000

Food & Beverage Manager

- Hotel – Full Service: \$80,000
- Hotel – Lifestyle (Boutique): \$88,000
- Hotel – Limited/Select: \$64,500
- Hotel – Midscale: \$70,500
- Hotel – Upscale: \$85,000
- Resort: \$78,000

REGIONAL BREAKDOWN: SOUTHEAST RESTAURANT DIVISION

This section provides an overview of the compensation by role and classification of restaurant management professionals across: Alabama, Arkansas, Florida, Kentucky, Louisiana, Mississippi, Georgia, South Carolina, Tennessee & Virginia.

Area Coach

- QSR: \$66,000
- Fast Casual: \$54,000
- Family Style: \$64,000
- Fine Dining: \$73,000
- Casual Theme: \$63,000
- Upscale Casual: \$72,000
- Upscale Dining: \$75,000

Assistant Kitchen Manager

- QSR: \$38,000
- Fast Casual: \$40,000
- Family Style: \$36,000
- Casual Theme: \$43,250
- Upscale Casual: \$44,000
- Upscale Dining: \$47,000
- Sports & Entertainment: \$38,500

District/Multi-Unit Manager

- QSR: \$79,000
- Fast Casual: \$85,000
- Family Style: \$75,500
- Casual Theme: \$78,000
- Upscale Casual: \$84,000
- Upscale Dining: \$92,000
- Sports & Entertainment: \$90,000

General Manager

- QSR: \$53,000
- Fast Casual: \$58,000
- Family Style: \$62,750
- Fine Dining: \$88,000
- Casual Theme: \$73,250
- Upscale Casual: \$59,000
- Upscale Dining: \$75,500

Assistant/Co-Manager

- QSR: \$37,500
- Fast Casual: \$54,000
- Family Style: \$57,000
- Fine Dining: \$65,000
- Casual Theme: \$60,250
- Upscale Casual: \$70,000
- Upscale Dining: \$60,000

Catering Sales Manager

- QSR: \$60,000
- Fast Casual: \$61,000
- Family Style: \$61,000
- Casual Theme: \$79,250
- Upscale Casual: \$62,500
- Upscale Dining: \$70,000
- Sports & Entertainment: \$67,500

Director of Operations

- QSR: \$100,000
- Fast Casual: \$83,500
- Family Style: \$96,000
- Casual Theme: \$112,000
- Upscale Casual: \$166,000
- Upscale Dining: \$122,000
- Sports & Entertainment: \$136,500

Kitchen Manager

- QSR: \$50,000
- Fast Casual: \$53,000
- Family Style: \$60,000
- Fine Dining: \$64,000
- Casual Theme: \$63,000
- Upscale Casual: \$66,000
- Upscale Dining: \$68,000

Assistant General Manager

- QSR: \$46,500
- Fast Casual: \$41,000
- Family Style: \$58,000
- Casual Theme: \$64,000
- Upscale Casual: \$73,500
- Upscale Dining: \$75,000
- Sports & Entertainment: \$70,000

Chef

- QSR: \$59,000
- Fast Casual: \$60,000
- Family Style: \$55,000
- Fine Dining: \$32,000
- Casual Theme: \$72,500
- Upscale Casual: \$55,000
- Upscale Dining: \$69,000

Executive Chef

- QSR: \$74,000
- Fast Casual: \$78,000
- Family Style: \$70,000
- Casual Theme: \$130,000
- Higher Education: \$80,000
- Upscale Casual: \$124,000
- Upscale Dining: \$135,000

Restaurant Manager

- QSR: \$41,500
- Fast Casual: \$43,500
- Family Style: \$59,000
- Fine Dining: \$74,000
- Casual Theme: \$63,000
- Upscale Casual: \$73,250
- Upscale Dining: \$78,000

REGIONAL BREAKDOWN: SOUTHEAST HOSPITALITY DIVISION

This section provides an overview of the compensation by role and classification of hospitality management professionals across:
Alabama, Arkansas, Florida, Kentucky, Louisiana, Mississippi, Georgia, South Carolina, Tennessee & Virginia.

Assistant Manager

- Hotel - Full Service: \$60,000
- Hotel - Lifestyle (Boutique): \$62,500
- Hotel - Limited/Select: \$64,000
- Hotel - Midscale: \$66,000
- Hotel - Upscale: \$65,000
- Resort: \$80,000
- Private Club: \$77,000

Director of Food & Beverage

- Hotel - Full Service: \$87,500
- Hotel - Lifestyle (Boutique): \$91,000
- Hotel - Limited/Select: \$89,500
- Hotel - Midscale: \$90,000
- Hotel - Upscale: \$97,000
- Resort: \$94,000
- Private Club: \$132,500

Director of Operations

- Hotel - Full Service: \$95,000
- Hotel - Lifestyle (Boutique): \$100,000
- Hotel - Limited/Select: \$100,000
- Hotel - Luxury: \$122,000
- Hotel - Midscale: \$105,500
- Hotel - Upscale: \$117,000
- Resort: \$110,000
- Private Club: \$155,000

Executive Chef

- Hotel - Full Service: \$78,000
- Hotel - Lifestyle (Boutique): \$80,000
- Hotel - Limited/Select: \$84,000
- Hotel - Midscale: \$86,000
- Hotel - Upscale: \$94,000
- Resort: \$95,500
- Private Club: \$100,000

Front Office Manager

- Hotel - Full Service: \$61,000
- Hotel - Lifestyle (Boutique): \$60,000
- Hotel - Limited/Select: \$65,000
- Hotel - Luxury: \$107,000
- Hotel - Midscale: \$66,000
- Hotel - Upscale: \$68,000
- Resort: \$65,000

General Manager

- Hotel - Extended Stay: \$72,000
- Hotel - Full Service: \$73,000
- Hotel - Lifestyle (Boutique): \$76,000
- Hotel - Limited/Select: \$95,000
- Hotel - Midscale: \$90,000
- Hotel - Upscale: \$105,000
- Resort: \$110,000
- Private Club: \$132,500

Housekeeping Manager

- Hotel - Economy: \$58,000
- Hotel - Full Service: \$65,000
- Hotel - Lifestyle (Boutique): \$60,000
- Hotel - Limited/Select: \$62,500
- Hotel - Midscale: \$66,000
- Hotel - Upscale: \$69,000
- Private Estate: \$75,000
- Resort: \$65,000

Human Resources Director

- Hotel - Full Service: \$95,000
- Hotel - Lifestyle (Boutique): \$97,000
- Hotel - Limited/Select: \$98,500
- Hotel - Midscale: \$99,000
- Hotel - Upscale: \$110,000
- Resort: \$117,500
- Private Club: \$130,000
- Hotel - Luxury: \$152,000

Sous Chef

- Hotel - Full Service: \$61,000
- Hotel - Lifestyle (Boutique): \$64,000
- Hotel - Limited/Select: \$66,500
- Hotel - Luxury: \$81,000
- Hotel - Midscale: \$68,000
- Hotel - Upscale: \$70,000
- Resort: \$72,500
- Private Club: \$80,000

EDUCATION AND DEVELOPMENT DRIVE HOSPITALITY LEADERSHIP

70%



of Executive Chefs and Executive Sous Chefs in our 2025 data have at least a 2-year degree

70%*



of employees say they would consider staying with an employer when they are learning new skills and growing

Learning matters at every stage, from building foundational skills to supporting continued growth, stronger performance, and long-term retention.

**Source: LinkedIn Learning, [Workplace Learning Report](#)*

STRATEGIC PARTNERSHIP: WORKING WITH GECKO HOSPITALITY

Are you interested in working with Gecko Hospitality?

Clients

- Gecko Hospitality has dedicated hiring teams across the United States and Canada. Check out our recruiting team here: [**Gecko Hospitality Recruiters**](#)
- Gecko Hospitality has been awarded “Forbes: America’s Best Professional Recruiting Firms” seven times.
- To request more information about our Exclusive Executive Search services, please contact us directly at: [**careers@geckohospitality.com**](mailto:careers@geckohospitality.com)

Candidates

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