



Hospitality Recruitment Solutions

It's not easy to find good people!

It seems that the task of sourcing and securing good quality hospitality professionals is no easier advises Ben Neil director for niche recruiting service Hospitality Recruitment Solutions (HRS). "There are certainly more candidates flooding websites and job boards but there isn't necessarily an increase in the level of professional and suitably experienced people applying for positions" he says.

"We are seeing a reluctance from experienced people to leave their current position and instead are very selective and confidentially keeping an eye on the market, as they are generally less inclined to be actively applying for positions" he says.

"There is no doubt that more people are looking at hospitality positions but a large portion of this market are 'fair-weather' hospitality people that have returned to hospitality in lieu of other industry's that may have fewer available positions. The concern here is that a number of people are applying for positions that aren't actually focussed on a long term career in hospitality and when the inevitable economic upswing occurs many employers will be left without staff again. The focus more than ever needs to be securing the right people for your business that are ideally committed to a long term career role" he says.

Good quality, reliable Chefs are just as hard to source as it was 12 months ago and it seems that the shortage continues with many clients all looking to fill a variety of Chef's positions. HRS suggests that although all businesses are looking to tighten their belts he strongly advises not to try look to saving through reducing salaries with the thought of getting someone to do the role for less. "The reality is that the cost to attract, secure and train a replacement would certainly outweigh any potential short term saving on salary" says Ben.

He suggests in relation to Chef's, working with existing people to produce savings in other cost centres such as purchasing, wastage and consumables. This can also be a key way to incentivise Chef's to improve performance in such areas which can offset the issue of not being able to offer salary increases in the current market. If you do need to recruit then the emphasis is ensuring the focus is on securing the best fit for your business culture and direction will ensure the best possible financial result.

Feedback from candidates currently searching for a new role is that they are looking for security during uncertain times. The majority feel that they see job security as a priority over remuneration. There is also a focus on work/life balance with an increasing need to reshuffle duties at home to cover child care and other responsibilities. "If you can offer that your business will no doubt emerge stronger than competitors that may have adopted a save at all costs approach to their staff. Think back to all the brain storming that may have been done 12 months ago in regards to sourcing talent. Those that continue with those ideas will prosper in more positive times."