

Talent Acquisition Manager

Strategies for a Restaurant Group

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Introduction

- Concept of Talent acquisition manager
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A talent acquisition manager is key to the profitability and sustainability of a business. This aims not only to attract new talents with high performance, but also to motivate them to stay in the company.

The basic functions are:

- Leads the selection and recruitment process
- Run competitions for all jobs
- Organize courses and trainings for employees
- Design and implement new rules and procedures for quality work and company development.





Strategies to attract potential candidates to work in the restaurant

There are two categories of talent acquisition.

- Short-term talent acquisition
- Long-term talent acquisition

Short term talent acquisition

- Fixed term contract
- Bespoke training and development

Long term talent acquisition

- Clear and detailed job description
- To use online job portals for a scalable recruitment process

Monetary incentives

- Monthly stipend
- Cash rewards



Non monetary incentives



- Flexible working
- Additional time off

Conclusion

In order to attract the best candidates, regardless of whether they are recruited for the short or long term, a talent acquisition manager must have a clear picture of the restaurant, a SWOT analysis will help him determine more easily what kind of talents the restaurant needs are the requirements for the candidates and what the employer could offer them. Surely the well-defined strategies will bring the needed people into the company.

References

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