



UNIVERSITY OF WALES

Trinity Saint David
London

PRESENTATION

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Assignment Title : **Individual Presentation**

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A photograph of three diverse professionals in a meeting. A woman with dark curly hair is on the left, looking down at a document. A woman with curly hair and a dark blazer is in the center, leaning in and smiling. A man with a beard and a light-colored shirt is on the right, also smiling. They are in a room with white cabinets and a bookshelf in the background. A semi-transparent pink overlay covers the bottom half of the image.

Talent Acquisition

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About Talent Acquisition

Supporting staff in a company or even in a restaurants is a big responsibility that only the true professionals in this field could handle. However, in order good recruitment to happen, lengthy conversations, so-called interviews, are needed to select the right people for the right positions. Recruitment is a long process that can take several months. But it will help to recruit quality workers.

Strategies for short-term and long-term talent acquisition



Strategies for short-term talent acquisition

1. **Specific skills requirements for job applicants**

It is important for the interviewer to know exactly what kind of person they are looking for in the position and what hat necessary skills they should have. The hiring process should be fast. Therefore, setting a time limit can expedite the hiring process without causing any project delays. However, specific positions within the restaurant, such as chefs, servers, hosts, or managers, may have additional specialized skill sets and qualifications.



2. A detailed explanation of the position

It is important that the job is well described, as this also makes it easier to find the right candidate because they will know that this is what they are looking for. It is necessary that the advertisement is up to date, and fully completed, this could help the applicant even more. Each role plays a vital part in delivering a positive dining experience to customers.

3. **Recruitment through technology**

Technology, with its sophisticated recruitment platforms, sometimes helps a lot with finding the right candidates for the position. This allows recruiters and applicants to save time and apply from anywhere in the world. By leveraging technology in recruitment, for example restaurants can streamline processes, attract a larger talent pool, and enhance the overall efficiency and effectiveness of their hiring efforts.





Strategies for long-term talent acquisition

1. Lengthy recruitment process

Long-term recruitment is an ongoing process that managers need to analyze and estimate the resources. In restaurants industry often faces challenges with a lengthy recruitment process.

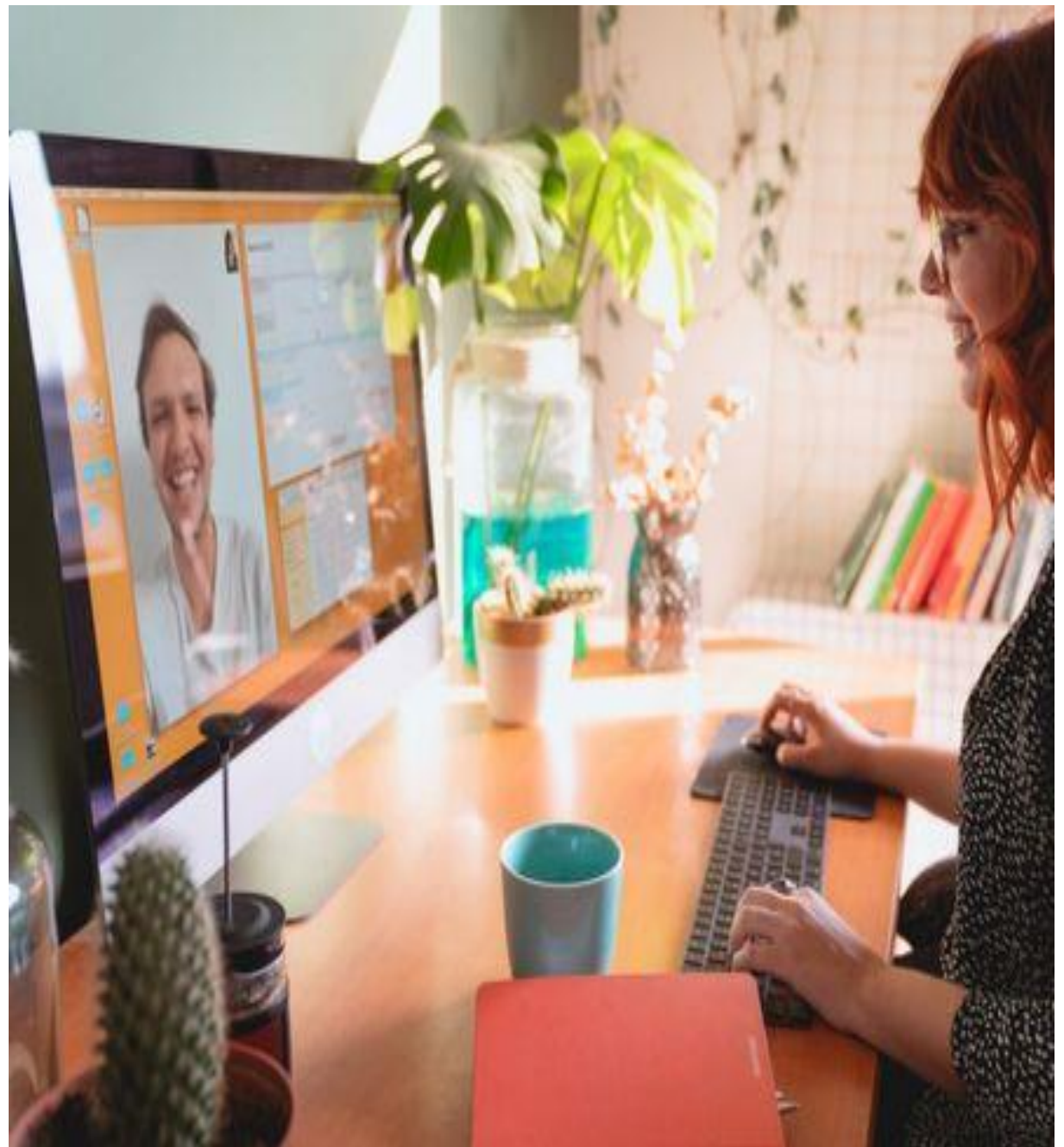


2. **Employee recommendations**

People who already work in the company are likely to have an idea of what is required in the job and can be helpful by recommending people who would do the job properly. For them, this can only be a plus, because some companies give bonuses to employees who give recommendations for new candidates. Additionally, involving the restaurant management team in the decision-making process can help ensure that the recommendations align with their requirements and expectations.

3. Online Job Hiring

When it comes to online job hiring for talent acquisition in the restaurant industry. Employers may communicate with potential applicants, leading in faster answers and simpler communication. It will assist in establishing strong working connection and, eventually, hiring the appropriate talent sooner.



Different incentives methods

Monetary methods

- **Competitive Base Salary**

Offer a competitive base wage that is in line with industry standards and reflects the role's duties and experience. To ensure that your offer is appealing and competitive, research wage ranges in your local market.

- **Tips and Service Charge**

Tips and service charges are an important aspect of the remuneration structure in restaurants. To potential recruits, clearly clarify the tipping policy, including how tips are dispersed among staff members. Highlight the possibility of increased revenue based on outstanding customer service.

Non-monetary methods

- **Opportunities for Professional Development**

Show your dedication to staff development and promotion. Outline the many career pathways accessible at your restaurant, demonstrating how employees may advance and enhance their talents over time. To encourage professional growth, provide training programs, cross-training possibilities, and mentorship.

- **Employee Feedback and Communication**

Create a climate that encourages open and honest communication. Make it easy for employees to contribute their thoughts, ideas, and concerns. Solicit input on a regular basis through surveys, in order to resolve any concerns and consistently enhance the work environment.



Summary

Finding and employing the appropriate people with the requisite abilities, experience, and attitude is critical for building a competent and cohesive team that can provide guests with excellent dining experience. Conducting extensive interviews, skill evaluations, and reference checks to verify that candidates have the necessary qualifications and connect with the establishment's values and vision is essential for successful talent acquisition in restaurants.

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THANK YOU