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h-g-r's top 10 tips for Recruiting Hospitality Graduates

The benefit of employing a hospitality-educated graduate or undergraduate can be huge. You can profit from having hard working, motivated, intelligent, experienced, multi-cultural and multi-lingual personnel working within your hospitality business. The benefit of such employees to your guests and to your operation is unquestionable.

It is crucial to have a strategy in place to ensure that such recruitment is managed efficiently, and to ensure that any expense incurred is of value to your business. Hospitality Graduate Recruitment (www.h-g-r.com), the market leader in this recruitment niche working with over 80 hotel schools and universities globally, has some advice for potential employers.

Top 10 Tips

Clearly establish the graduate's expectation of their placement (during the recruitment process), and be sure that this can be met, and that it fits the needs of your business

Be clear on your objective for why you are recruiting a graduate or undergraduate

Ensure you have a clear and transparent salary (and benefits) offer

Ensure the salary is competitive in the market place

Ensure you have well defined job descriptions and personal specifications for the graduate's position, that can be sent in advance during the recruitment process

Ensure that the graduate receives a quality induction on his/her first day

Recruit from specific schools that are most likely to provide your business with the right 'kind' of candidate (i.e. preferred languages, nationalities, operational experience, etc.). h-g-r works with over 80, and can help with this.

Set well defined objectives for the graduate, to maximise output and to keep them motivated

Ensure (if relevant) that the accommodation provided is of an acceptable standard to the graduate's expectations

Ensure the first day/week is seamless for the graduate. The biggest source of turnover in graduate placements is from a badly managed first week of the placement.

Hospitality Graduate Recruitment, h-g-r, helps hospitality employers find hotel-school qualified employees for entry



level, supervisory and junior management positions. h-g-r operates a leading web-based database which allows you to search for candidates and allows graduates to apply online to vacancies. h-g-r works with over 80 global hospitality management schools and universities, producing a diverse database of fresh talent. Visit www.h-g-r.com for more information or contact Jeff Ross, Managing Director, Hospitality Graduate Recruitment, Tribschenhof 70, Luzern, 6006, Switzerland, Tel Direct: +41 41 370 6759, jeff@h-g-r.com

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