

## **When should I use different recruiting techniques? How do I know when it's time to do more?**

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You know your ad worked when you interview several of the candidates the ad generated. Better yet, when you make job offers or hire a candidate through the ad. Make note of the position and the ad number. When you need the same position at another property, copy the ad that worked. Hospitality Online has a copy feature so you can simply assign the ad to the new property, quickly review the ad for any changes and then Save Changes.

If you are at a property and don't have access to all the ads your peers have placed, contact your Corporate HR Department and ask them to forward you a copy of an ad that resulted in a job offer and/or hire.

Copying an ad that resulted in a hire can save you time, and improve the quality of the candidates you receive.

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