

Recruiting techniques that work best for different jobs

Which recruiting techniques work best for different jobs and when should I use more than one recruiting technique immediately?

In the table below, the recruiting sequence for each department starts with 1. When there are multiple entries of a specific sequence number, all of the recruiting techniques should be implemented at the same time. If the recruiting technique has not generated at least 5 good candidates within the days or weeks indicated, move to the next recruiting sequence. (2-6)

We have omitted job fairs, college recruiting, intern/extern programs, etc from the list of recruiting techniques. Those are highly specialized recruiting techniques that only fit select companies and properties.

Department	Recruiting Techniques							
	Review Previously Rated Candidates	Referrals	Internet Niche Job Boards	Print Jobs Flyer & Distribute	Automated E-mail Marketing	Targeted Direct Mail	Newspaper Ads	Search /Placement
Move to the next recruiting sequence if the above technique hasn't worked within the days or weeks indicated.								
GM/AGM	1 2 days	1 1 week	1 2 weeks		1 2 weeks	1 2 weeks		Avg. fill Time 2 4-6 weeks
Sales/ Mktg.	1 2 days	1 1 week	1 2 weeks		1 2 weeks	1 3 weeks		2 6-13 weeks
Catering	1 2 days	1 1 week	1 2 weeks	1 2 weeks	1 1 week	2 3 weeks		3 6-13 weeks
Convention/ Conference Services	1 2 days	1 1 week	1 2 weeks	1 2 weeks	1 1 week	2 2 weeks		3 6-13 weeks
F&B	1 2 days	1 1 week	1 2 weeks	1 2 weeks	1 2 weeks	2 2 weeks		3 4-6 weeks
Kitchen	1 2 days	1 1 week	1 2 weeks	1 2 weeks	1 2 weeks	2 2 weeks		3 6-10 weeks
Finance/ Accounting	1 2 days	2 2 week	1 2 weeks		1 2 weeks	3 2 weeks		4 6-17 weeks
Human Resources	1 2 days	1 1 week	1 2 weeks	2 2 week	1 2 weeks	3 2 weeks	4 1 week	5 6-10 weeks
Housekeeping	1 2 days	1 1 week	1 2 weeks	1 2 week	1 2 weeks	2 2 weeks	2 1 week	3 4-10 weeks
Engineering	1 2 days	1 1 week	1 2 weeks	1 2 week	1 2 weeks	2 2 weeks	2 1 week	3 6-10 weeks
Rooms Division	1 2 days	1 1 week	1 2 weeks	1 2 week	1 1 week	2 2 weeks	3 1 week	4 4-6 weeks
Security	1 2 days	5 2 week	1 2 weeks	1 2 week	1 1 week	2 2 weeks	3 1 week	6 6-10 weeks
Recreation	1 2 days	2 2 weeks	1 2 weeks	1 2 weeks	1 2 weeks	3 2 weeks	4 1 week	5 6-17 weeks
Hourly Jobs	1 2 days	2 2 week	3 2 weeks	3 2 weeks	3 1 week		4 1 week	
Salaried Non-Exempt	1 2 days	2 2 week	3 2 weeks	3 2 weeks	3 2 weeks		4 1 week	
Corporate / Executive Jobs			1 2 weeks			1 2 weeks		1 6-17 weeks