



## EXECUTIVE RECRUITMENT SERVICES

Every hospitality operation worldwide either currently has or will have a human resource need. Usually this means a key person within the organization has left (or will be leaving), and a qualified person is not ready to step into the vacancy, leaving the business lacking. You need to get this position filled, but you're busy and would like some help finding with the right person.

We can help and are specialists at nationwide hospitality recruiting. We seek out and provide "**the perfect match**" – which is where the two roads of "What you need" and, "What the employee is looking for" intersect. We have 15 years of experience in sourcing and screening talent that is "Hire ready" for our clients.

***Nobody else does a better and more thorough job of finding you just the right person!***

**What we do for you:** We find and present exceptional candidates. In some cases, this may be a local search, in others, it may be a regional or national search. This is determined by your desire and budget relative to the final interviews and relocation costs. Commonly, we may source as many as 50 to 100+ candidates, depending on the size of the search area.

We rank the applicants, selecting only the most qualified candidates. Then we interview and test them extensively, making sure that they're the "real deal." We check references, run background checks and verify college education. When it comes to sourcing top talent, we leave no stone unturned.

When we have the top three candidates ready, we will send you three candidate "overview packages" that provide 13-16 pages of highly detailed information and a photograph of each candidate. Then, simply contact each candidate and set up a place/time to meet in person.

***All you have to do is meet the top final candidates and hire the one you like best! This is your one-stop hiring solution that is extremely cost-effective and takes almost none of your time.***

### **Our proven process of recruitment – step by step**

*From our offices in Denver, we will source the ideal candidate for you and here's how we do it in most cases.*

1. We'll write up the job description if you need it and run it by you to proof/edit as you wish. We provide this complimentary.
2. Then, we'll write and run help wanted ads regionally or nationally. The cost of the ads varies depending on the scope of the search, generally in the \$500 - \$1000.00 range. In these ads, we do not refer to the name of your business to maintain confidentiality. All responses are directed to come directly to us.

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3. We sort through the responses (generally about 50-100 high quality resumes) and select the top 10 candidates. (For a recent project in Tennessee, we ran our ads in 15 major neighboring cities and received 384 resumes!)
4. We run a background check on these top 10 to insure there are no felonies or major issues you have to worry about.
5. We will obtain an extensive amount of information from each candidate including a resume, an application, a picture, reference contact information and more. In fact, we ask the candidates to complete the documents by hand so we can even check their spelling.
6. At this point, the “pool of 10” is reduced to the top five candidates.
7. A Formal Skype Interview takes place with each candidate.
8. At this point, the “pool of five” is reduced down to three. These are the best of the best candidates.
9. We will send you the “Information packets of these candidates. This is the time where you will learn about who we think are the top candidates and why. Up until this point, the final candidates are “fluid” so we normally can’t disclose candidate information/profiles up until this point. Thanks for understanding.
10. You then contact them and set up interviews at a time and place that’s convenient for you. You’ll meet the “Hire Ready” candidates and after you’ve met all three, simply hire the one you like best!

**The process timeline:** Depending on the position, the size of the search and your specific requirements and pay/benefit package, it normally takes approximately 28-32 days for us to have the candidates “hire ready” packages you.

**Replacement/Assurance:** We have found that a placement “guarantee” of most recruitment company’s results in you getting just another candidate that may or not be appropriate. We go “two better.” You will receive a complete candidate overview package for all three candidates you personally interview. If the person you ultimately select for the position does not work out for any reason, you will already interviewed TWO other candidates...both of whom are highly qualified for the position. You are free to re-contact them and hopefully they’ll be receptive to considering the position. This policy is actually better than a simple “replacement” as you’ll have two, previously interviewed/vetted candidate backups you may contact should your initial candidate not work out for any reason.

**For any Hospitality Position:** From VP, DOO, Regional, DM, F&B, GM, AGM, Executive Chef, other culinary, operations or hospitality position, we can source, vet and present you with the best candidates in today’s marketplace. We’re hospitality experts and we have a “sixth sense” when it comes to knowing who the best candidate for you!

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To learn more about us, please visit: [www.restaurantconsultingservices.com](http://www.restaurantconsultingservices.com)

For a detailed, no obligation proposal or to discuss your particular needs, please contact Kevin Moll at: [kevin@restaurantconsultingservices.com](mailto:kevin@restaurantconsultingservices.com) or call him directly at 720-363-0164.

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