

Executive Search & Placement of Top Management Personnel

OBJECTIVES

- To assist the Hotel or Restaurant in finding and hiring a salaried top-Manager, on the payroll of the Hotel or Restaurant.
- To be applied for hire of a Hotel or Restaurant General Manager, Financial Controller, Director of Sales & Marketing, Revenue Manager, Food & Beverage Manager, Executive Chef, Spa Manager, Chief Engineer and for Hotel Development Projects also the Project Manager.
- GDPR compliant hiring of top management, including Assessment Centre, Reference-Checking and Onboarding.

EXECUTIVE SEARCH

- The EBRD ASB IA Team-Coordinator will agree with the Hotel or Restaurant Owner on a realistic and competitive Search Profile.
- The Executive Search will be carried out by the Team-Coordinator with the assistance of the Senior International Advisor (SIA), GDPR-compliant, including an Assessment Centre and Reference-Check.
- The SIA and the Hotel or Restaurant Owner will interview the final shortlisted candidates, on the property.
- The SIA conducts an onboarding of the chosen Manager, on the property, with the Owner and the Hotel or Restaurant operating team.

ESTIMATE

- Executive Search can be scheduled as a single task in a full project at ca 5 FTE.
- The task is managed by the EBRD ASB IA Team-Coordinator, with the assistance of the Senior International Advisor (SIA).
- GDPR compliant Recruitment technology and methodology are applied. Paid Job-Advertisements, once-only on selected industry Job-Boards as well as travel expenses for shortlisted candidates invited for an interview on the property are at an extra charge to the Hotel or Restaurant.
- Financing facilitated by EBRD IA requires a confirmed donor, as well as participation by the Hotel or Restaurant.

PRE-REQUISITES

- The Hotel or Restaurant Owner must work hand-in-hand with the EBRD ASB IA Team-Coordinator and the SIA.