

# Create Your Unforgettable Candidate Experience

The simplest guide to hospitality hiring best practices

## Your Candidate's Experience

### The First Impression

Job seekers look for an employer that feels in line with their personal values and career goals.

### The Application

Applicants look for a quick process to show their interest without repeat data entry or confusing steps.

### The Interview Process

Candidates determine if the employer is a good fit, and sees a first glimpse at how they operate.

### The Offer & Onboarding

New hires look to be set up for success in their new role.

## How to Make it Unforgettable

- Bring your brand's look and feel to your career site and social channels
  - Bring personality, values, and your view on work-life balance to each post
  - Highlight testimonials, DEI initiatives, salary, benefits, and career growth
  - Blast openings on more platforms and strategize by location and brand
  - Offer an employee referral program to pull in trusted candidates
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- Keep applications mobile-friendly and concise without repeat fields
  - Funnel applicant data into one system to move people along quickly
  - Automate screening questions for roles to find your best-fit candidates
  - Organize applicants into talent pools for future openings
  - Confirm application receipt and clearly outline your hiring stages
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- Automate interview scheduling to avoid the back and forth
  - Stay accessible 24/7 and cover prescreening with an AI hiring assistant
  - Coordinate interviews around candidate schedules
  - Maintain a flow with questions and note-taking space in one system
  - Ensure all parties have accurate interview information and updates
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- Clearly outline the new hire process and celebrate your new hire
  - Offer a single point of contact for training and onboarding
  - Maintain training and onboarding information in one system and login
  - Keep every document in one safe, compliant place for talent to access