
International Domestic Placement Group

www.DomesticPlacementGroup.com

How to Hire Staff

Example - Permanent Chef

A good chef is invaluable and, since you never know when a new chef will be required, keep your ear to the ground, know when good chefs are looking for a change of employment.

Sources

Agency

Use the BEST agency available (The International Domestic Placement Group comes to mind) ask the agency who they supply with staff.

A reputable agency will NOT disclose their high profile clients over the phone.

They may supply you with a letter of recommendation from a high profile individual.

Minus the contact information of course.

Inquire about salary ranges.

Advertising

Advertise in quality newspapers only, also catering magazines.

When placing an Ad., never give your employer's address, use a box number.

Example: Chef Required
 Private Residence
 San Francisco Area
 Note special requirements if any Reply to Box Number

Request C. V. 's and references in the Ad.

Other Sources:

International Domestic Placement Group

Ask a concierge at a top Hotel (tip him)

Ask the local Chamber of Commerce.

Check the Yellow pages.

Handling Applications

Phone promising applicants, have questions ready on a checklist e.g. reasons for wanting to leave current job, (or leaving last job) do they object to unsocial hours etc. Tell them a little about the position, kind of food your employer enjoys, amount and type of entertaining etc.'

Avoid people who have job hopped, follow up references, narrow' the applicants down to two or three.