



5 STEPS TO HIRING GREAT BAR STAFF



In an industry known for its turnover, bar and restaurant managers spend countless hours interviewing. Yet so many lack a strategic approach to leverage their time and reveal quality candidates.

At the first sit down interview there are two key things you want to uncover during your short time together.

1. Is there alignment between the candidate and the businesses core values?
2. Will the person across from you succeed in your business system?

Here are five simple steps that will multiply your chances of finding your next “A Player”.

1. **Preparing a job description prior to interview.** Many interviewers waste a lot of time explaining the role the candidate is applying for. Take the time to detail the job itself and the parameters of the position.
2. **Set the candidate at ease.** Let’s face it, interviewing for a job is one of the most stressful things a person does. A good way to put your cadidate at ease would be to ask your first set of questions while you give them a quick tour of the property.
3. **Outline the interview structure.** Make it very clear up front what is about to take place including time allocation, Q&A period and your main objection (“perhaps not to make a hiring decision today but instead to see if there is a cultural fit”). Now ensure you stick to your structure!
4. **Ask questions that matter.** Have three batches of standard questions ready; Core Value Alignment (will the candidate thrive in company culture) questions, Character questions and Job compatibility (is the position suitable for the candidate).
5. **Get a second opinion.** If you feel good about a candidate at the end of the interview put them in front of person in the department they are hoping to work in to ask any other questions that they might have.