



# International Caterers Association

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## Peer to Peer Learning – ICA Roundtable

### *Job Posting Sites*

Kevin Lacassin – June 18, 2015

**Q: Do any of you use job/career posing sites for your business? We are considering Indeed and Ziprecruiter for year-round job postings. Would love any feedback or other options. And if anyone knows where to find and recruit culinary staff, that would also be helpful (other than culinary schools and Craigslist). Thank you!**

**A: Brian Machay-** I just used indeed and zip recruiter. I did not pay for either and got some solid people.

**Heather Shirley Shapiro-** We used indeed and had people from all over Florida applying but they weren't actually looking to relocate. We were bewildered why someone would send a resume for a job they actually were not interested in. So we didn't like it.

**Heather Shirley Shapiro-** Side note: we did pay for indeed.

**Abby Gillingham-** We used indeed and got a few quality people- but you have to sift through them

**John H'ausen-** I have had great success on Indeed. Craigslist is a quagmire of crack-heads and desperate losers shotgunning everyone out there in the hopes that someone will call them back.

**Jessica Iannotti-** Chefs roll

**Ken Koprowski-** I liked Indeed

**Roy Porter-** If you haven't already...ad an "Employment Opportunities" page to your website. Always surprises me who applies while working at competitors and or are interested with industry experience and in moving to the area from outside.

**Margot Jones-** Just posted on Indeed and Chef's Roll for another sous chef. I'll let you know what happens. Roy Porter has a good idea with having a page on the website!

**Roy Porter**- Talk to and spread the word thru suppliers. They often know of talented unhappy staff at other places or hospitality places hittingth skids.

**Jody Wimer**- We just hired a new executive chef that is a dream hire and we used Indeed for a free trial. We also tried ZipRecruiter but were unimpressed with the amount of spam resumes we received from India, etc.