



Hospitality Hiring Guide 2026

A Practical Guide to Recruiting and Retaining Exceptional Hospitality Talent

By Piccadilly Hospitality

Introduction

The hospitality industry continues to evolve, and attracting exceptional talent has never been more competitive. Rising employment costs, changing candidate expectations, and ongoing skills shortages mean businesses must rethink how they recruit and retain great people. Recent UK trends show employers becoming more selective while candidates continue to expect competitive pay, career development and a positive workplace culture.

This guide provides practical advice to help hospitality employers build stronger teams and make better hiring decisions in 2026.

Before You Advertise

Before posting a vacancy, ask yourself:

- Is this a replacement or a new position?
- What skills are essential?
- What personality will fit your team?
- Is your salary competitive?
- What opportunities for progression can you offer?
- Could the role be filled internally?

The clearer your plan, the better your results.

Write Better Job Descriptions

Avoid generic adverts.



Include:

- Salary range
- Working hours
- Benefits
- Career progression
- Team culture
- Training opportunities
- What success looks like after 6 months

Candidates want to know why they should join your business—not just what you'll expect from them.

Move Quickly

The best hospitality professionals don't stay available for long.

Aim to:

- Review applications within 24 hours.
- Arrange interviews within 48 hours.
- Give feedback promptly.
- Make offers without unnecessary delays.

A slow recruitment process often results in losing strong candidates.

Salary Isn't Everything

Competitive pay matters, but candidates also value:

- Work-life balance



- Predictable rotas
- Training & development
- Supportive leadership
- Recognition
- Career progression
- Staff meals
- Employee discounts
- Pension contributions
- Bonus schemes

A great workplace attracts great people.

Hire for Attitude

Technical skills can often be developed.

Look for candidates who demonstrate:

- Reliability
- Professionalism
- Teamwork
- Communication
- Leadership potential
- Adaptability
- Passion for hospitality

These qualities often lead to long-term success.



Build a Strong Employer Brand

Candidates research employers before applying.

Make sure your business has:

- An up-to-date website
- Active social media
- Employee testimonials
- Positive online reviews
- Clear company values
- Professional recruitment communications

First impressions matter.

Retain Your Best People

Recruitment doesn't end once someone starts.

Improve retention by:

- Conducting regular one-to-ones.
- Recognising achievements.
- Investing in training.
- Providing clear progression opportunities.
- Listening to employee feedback.
- Building a positive workplace culture.

Retention is often more cost-effective than constant recruitment.

Don't Forget Compliance



A robust recruitment process should include:

- Right-to-work checks.
- Reference checks where appropriate.
- Qualification verification.
- Employment contracts.
- Induction training.
- Health & safety procedures.
- Allergen and food safety awareness where relevant.

Industry guidance also recommends following structured, safe recruitment practices to protect both businesses and candidates.

Permanent vs Temporary Recruitment

Permanent Recruitment

Best for:

- Leadership positions
- Long-term growth
- Building team culture
- Staff development

Temporary Recruitment

Ideal for:

- Seasonal demand
- Events
- Holiday cover



- Staff sickness
- New openings
- Busy trading periods

Many successful hospitality businesses combine a strong permanent team with trusted temporary professionals.

Why Choose Piccadilly Hospitality?

At Piccadilly Hospitality, we believe recruitment is about more than filling vacancies.

We work closely with employers to understand their business, culture, and long-term goals before introducing carefully selected hospitality professionals.

Our services include:

- Permanent Recruitment
- Temporary & Relief Staffing
- Executive Search
- Private Household Recruitment
- Hospitality Consultancy
- Workforce Planning

We're committed to building lasting partnerships that help hospitality businesses thrive.

Need Help Hiring?

Whether you're recruiting a Head Chef, General Manager, Front of House team, or temporary staff for a busy season, Piccadilly Hospitality is here to help.

Email: info@piccadillyhospitality.com

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