



A LEADING EXPERT IN RECRUITING THE BEST TALENT  
FOR THE HOSPITALITY INDUSTRY !

We deliver high-impact executives who add significant value to our clients business worldwide.

Established in 2001, HES Global has proven itself as a leading Worldwide Executive search firm Serving the Hospitality & Leisure industry.

HES Global believes in working in partnership with our clients, and see ourselves as an extension of your human resources department and this helps to ensure you will receive the best and most professional service available in today's marketplace.

We offer our services worldwide at very competitive rates and sourcing from our pool of excellent Local & International candidates with top 5\* experience ranging from CEO, VP to Head of departments. This for 4\* & 5\* Hotels (chain or individual), owning companies & developers, Golf Clubs, Restaurant Groups, Leisure & Luxury venues.

### WHAT WE OFFER

Our experienced & dedicated team of Consultants, have established themselves in the marketplace for high quality & outstanding success from both a client and candidate prospective. We recruit for permanent and fixed positions worldwide, as well consultants or opening team. We offer a wide range of contract options from confidential, exclusive, contingency up to retained search.



### **CONTINGENCY SEARCH**

Instead of the classical rates up to 20-25%, we can offer this search for a fixed lower rate based on candidate's annual remuneration with a 3 month guarantee.

### **CONFIDENTIAL SEARCH**

This search with a 100 % success rate is the most used form of search for Executives or Senior management. Ask us for details.

### **EXCLUSIVE SEARCH**

For a 30-day period of exclusivity, we offer in return a special rate based on the candidate's total annual remuneration with a 3 month guarantee and 6 month for GM or Senior management.

### **RETAINED SEARCH**

Here we are offering several options with a personal approach and in depth evaluation at very special rates. There is an up-front fee to be paid which is non-refundable, but deducted from the final placement invoice. Searches will go on till the right candidate is found.

## 5\* MYSTERY GUEST

### Service

A Mystery Guest Report program is the most effective way of measuring customer service and the selling skills practiced by your staff because it is done from your guest's perspective.

It will identify all the problems you didn't know yet in all departments solve your unanswerable questions of your property and any concerns you might have if your guests have been treated well and will return for another visit.

The difference with our competitors is that our visits/reports are not done by freelance contractors but by our own professional team, and all have at least 15 to 20 years 5\* hotel or Michelin star restaurant management background with hospitality training.

Contact us for the full information package, how it works, what we do and the reports that will be delivered to you.





## CONTACT

### HEAD OFFICE

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