

# HOW TO SCORE YOUR DREAM JOB

Linkers is a HR Hospitality Recruitment Consultancy of reference in Spain. It works with the most innovative tools in talent detection, it is the official consultant of the Spanish Federation of hospitality and it directs HR courses at the Ferran Adrià Chair in Madrid. Hospitality Connect is a top competitor in the London recruitment market, working with leading names from restaurant groups and contract caterers to five star hotels. Worldchefs asked them about how to score your dream job in the kitchen.

## MARIANELA OLIVARES

FOUNDING PARTNER CEO OF LINKERS

### Q. HOW SHOULD I (CHEF) PREPARE FOR AN INTERVIEW?

First at all, you should clearly define your goals, be clear about your strengths, and identify what you have to improve.

Second, go to the interview prepared, seek information about the company. We live in a digital world and you must go to the interview with all the information you have at your fingertips.

Third, define your achievements – be ready to explain what are you able to do and to share examples. Providing solutions, showing adaptability to new environments, and being flexible to changes are vital skills for the performance of any post.

Fourth, the interview is an exchange of knowledge between company and candidate. Be honest, direct and when you have any questions ask the company, because it also has to “seduce you” so that this new job is a step forward in your career not a step backwards.



### Q: DO EMPLOYERS CARE ABOUT ONLINE PROFILES WHEN HIRING CHEFS?

In a digital society, online profiles are every day more common. They help us streamline the recruitment process and screen more candidates. Also, job search is now done almost 100% through job portals, candidates need to be comfortable using these popular tools.

### Q: HOW MUCH DO QUALIFICATIONS MATTER?

The ideal candidate is one who has the required qualifications and personal skills suitable for the position. You can be a person with great skills but if there is a candidate with these skills in the market plus a specific qualification, they will have a better chance of being chosen.

When we speak about qualifications we speak of those that bring prestige and credibility, and for that they have to be granted by prestigious institutions, otherwise it will be irrelevant in your professional profile. An example is the Worldchefs Global Culinary Certification, which provides international credibility and global recognition, so in this way you can show that you have the knowledge for this position. As a HR Recruitment Consultancy, we value the standardization of qualifications to support the recruitment process.

*“The Worldchefs Certification programme is the heartbeat of Worldchefs. Since we introduced it, it has been heartening to see the impact it has made in the careers of chefs worldwide. And we are only at the beginning. With our partnership with City & Guilds, we are working towards more initiatives and programmes that will further make a difference in careers and lives of chefs worldwide, whether you are in South Africa or Asia, young or old. If you believe a chef should never stop learning - and that is what it should be - I recommend every chef to sign up for the certification programme now.”*

- **Thomas Gugler**, President, Worldchefs