

A man in a pinstriped suit is shown in profile, adjusting his tie. He is standing in front of a grand, classical building with columns and a balcony. The scene is set during the day with natural light.

Mastering the art *of hospitality recruitment*



When premier employers in the hotel, restaurant, resort and casino industries seek top-shelf managerial talent—and consummate professionals seek premier employers—both turn to a company with a master’s touch: Gecko Hospitality®.

Our mission: to provide exceptional restaurant/hospitality executive-search consultation and recruitment to our clients, while delivering the best service and expertise to our management candidates.

Our values: we are guided by a strong commitment to values that ensure personal and professional success: honesty, integrity, desire, determination, listening skills, rapid learning, responding in a timely manner, effective communication skills, thoroughness, compassion, and above all, a strong work ethic to motivate excellent results for every candidate and every client.

“ I wanted to write a quick thank you for all of your hard work in presenting us with magnificent candidates. As you know, Gecko Hospitality® is a new partner with Hard Rock but we are already seeing great results in the candidates you are providing us. Your communication and screening of candidates to match our needs are working. Keep up all of the great work.”

*—Kim Creighton
VP Human Resources,
Hard Rock Cafe International*

“ I appreciate all of your efforts in finding us the perfect fit. You made everything so easy and saved me a lot of time and searching. I will definitely be calling you again should I need another perfect fit at one of my hotels.”

*—Debi Fontenot
Regional Director of Sales
and Marketing, Dimension
Development, Inc.
(Portfolio includes Hilton Intercontinental,
Marriott, and Starwood branded hotels.)*



Getting the *{right}* people
in the place *is an art.*

Founded in 2003, Gecko Development Corporation and its dedicated franchise owners and recruiters throughout the United States are pioneers in the hospitality recruiting industry. Gecko Hospitality® and Gecko Executive Hospitality™ create best-fit career connections between management-level hospitality professionals and the industry's most notable employers. Established by a seasoned hospitality recruitment executive, Gecko Development Corporation has become the nation's largest hospitality recruiting firm for restaurants, hotels, casinos, clubs, and resorts.

What sets us apart and brings value to our clients is simple: our professional recruiters are CPC Certified (Certified Personnel Consultant)—which requires a rigorous process of compliance with the highest industry standards of recruiting professionalism and ethics.

These eminently qualified individuals have the highly advanced networking skills and proficiency with advanced technology to identify only the best professionals in two distinct business areas:

- Gecko Hospitality® specializes in the placement of quality restaurant management professionals.
- Gecko Executive Hospitality™ concentrates on the hotel, resort, casino, and club recruitment segment of the industry.

“As a Certified Personnel Consultant, you are required to stay current with the laws surrounding employment. It costs money and requires an investment of time to achieve, but the education provides you with the confidence, performance and productivity required to succeed. The depth of our organization goes beyond the normal reaches of a recruiter. We can reach into any corner of the United States in a matter of hours and find those managers that are ready to go to open that restaurant or act as agents of change to the struggling restaurateur.”

*—Joan Koelbel, CPC,
Gecko Hospitality® Franchisee*



It takes an experienced eye
to match the *{top}* professionals
with the top employers.

We are skilled experts who ensure that restaurants, hotels, casinos, clubs, and resorts are properly staffed with the finest management professionals. We have the industry experience, vast resources, and trusted personal relationships that are vital to discovering top talent and ensuring that it perfectly complements the unique needs of each client we serve.

Working together through a national network of regional recruitment offices encompassing all 50 states and Canada, our experienced recruiters and franchise owners have earned the trust of numerous Fortune 500 hospitality organizations and countless senior-level professionals—who turn to us daily to help them best manage their careers. Our team has the technological skills, industry knowledge, and organizational support to secure the talent essential to continued growth and success.

Gecko represents hundreds of hospitality clients, and works with renowned celebrity chefs to improve the visibility of our organization and reinforce the quality of our services to clients, career candidates, and franchise owners. We have a long, demonstrated record of success because we excel in four critical areas like no one else in our industry.

- ***Access to the best candidates within a strong database:***
Our national network of recruiters works as a team to ensure that every one of our offices finds and places only the best professionals from our vast, nationwide database of top candidates.
- ***Exceptional recruiters accessing advanced technology:***
Our highly experienced, CPC-certified team uses a rigorous interview process, and an extreme cutting-edge applicant tracking system (ATS) to place professionals with renowned organizations.
- ***Committed candidates:*** the professionals we recommend are loyal to our organization because we treat them well, providing the support they require to succeed, and the respect they deserve.
- ***Additional services:*** Routinely providing services that other organizations consider extras, such as credit and criminal background checks, drug testing, reference checks, and behavioral testing, we ensure that our clients know who they are hiring, and what kind of performance they can expect.



We are committed to the provision of

{professional and ethical}

employment services to the hospitality community.

Our Code of Ethics

The Gecko Hospitality® Executive Board has established this Code of Ethics, subscribed to and endorsed by each Franchisee as a condition of his or her association with Gecko Hospitality®.

- Any Gecko Hospitality® Franchisee or Recruiter will not solicit a previously placed candidate with an active Client of Gecko Hospitality®.
- Information provided to the Client shall be the most accurate information known to Gecko Hospitality®.
- Gecko Hospitality® shall not knowingly withhold candidate information, which a client would reasonably consider to be essential to their hiring decision.
- Confidential information relating to the Client shall be treated accordingly.
- Any agent of Gecko Hospitality® will thoroughly interview all candidates prior to presentation to the Client.
- Candidates will only be presented to the Client with the express prior consent of the candidate.



At Gecko Hospitality®,
we don't stop
to measure our *{successes}*.

We continually surpass them.

“Our Gecko Hospitality® Recruiter has personal knowledge of my property and knows how to represent my organization. She is professional, reliable, and has demonstrated through understanding of the components needed for a candidate to be successful on my team. What has impressed me the most is her ability to fully understand the chemistry needed for the candidates to fit in and be successful. We have worked with her on several search projects in the past, all successful candidates are doing fantastic in their roles, and I look forward to a continued professional relationship.”

*—Joel Heberlein
Director
Spartan Hospitality Group*

As specialists in the placement of quality hospitality management professionals, our team is dedicated to learning as much as possible about each candidate's background, education, training, critical management metric accomplishments and leadership competencies. By taking the time to focus our recruitment process on these key areas with each and every candidate, we are able to bring only the highest quality professionals to you.

At Gecko Hospitality®, it's our goal to establish a friendly yet professional relationship with you built on mutual respect and dignity. We invite you to experience the energy, innovation, and presentation of creative solutions that have propelled our explosive growth for the last 5 years.

Here's how we work!

- Phase 1: Determine the level of guarantee and security.*
We are proud to announce the Gecko Hospitality® ONE YEAR Guarantee commitment. This unprecedented solution offers a menu of recruitment search alternatives that allow you to personalize the level of your guarantee and security. Together, we will evaluate the initial fee structure, the number of guaranteed months, and the replacement fee percentage options with the goal of matching our options to your desired level of security and guarantee.
- Phase 2: Client organization review.*
We collaborate with you to understand your company's culture, business vision, management team, salary, and benefit structures. This information allows us to refer the most qualified and informed candidates prior to their first interview.
- Phase 3: Conduct a job order consultation & strategic search plan.*
We will collaborate with you to define the job specifications, discuss the level of candidates' managerial metrics and leadership competencies required to perform the position at a high level, and the reporting relationship with your organization. Additionally, we will review the degree of geographic reach, candidate education level, and range of compensation.
- Phase 4: Recruit qualified candidates & execute reference checks.*
Given the reach and scope of Gecko Hospitality's existing network of candidate profiles, we will provide you with the most qualified candidates matching the information gained from the strategic search plan.
- Phase 5: Close the candidate.*
Once a final candidate has been identified, Gecko Hospitality® can extend the offer and explain the benefit package. Upon offer acceptance, we will lead the candidate through the ethical process of leaving their former employer. If an offer is not going to be extended, the recruiter will relay that message in a positive and professional manner, ensuring the credibility of your organization and maintaining a friendly relationship with the candidate.
- Phase 6: Client follow-up.*
Once the candidate begins employment, we will continue to maintain open communications to monitor the candidate's progression and your satisfaction during the first 90 days of your new employee's tenure.

Gecko Hospitality® is proud of our reputation and our growth proves it. Our increasing list of client references will continue to be our metric used to judge our future satisfied client relationships.



www.geckohospitality.com

follow us on:   

Recruiting Services



Franchise Info

