

P&A CASE STUDY

Efficient Management Recruiting with Patrice & Associates



AT A GLANCE

Challenges

- Interview no show
- Finding qualified talent with a proven track record
- Access to passive (those who aren't looking for a job) candidates who we know have the longest tenure
- Rejected offers

Benefits

- Save time and money
- Increase speed to hire candidates
- Higher quality candidates
- Candidates with relevant experience



"We've been a client of Patrice & Associates for more than a decade. Its been an absolute game-changer for our company. We operate restaurants in the Mid-Atlantic and are one of the largest franchise systems.

Before, during and after the pandemic, we've used Patrice & Associates to find the right talent to fuel our growth while juggling numerous other priorities. Turning to Patrice & Associates is one of the best decisions we have ever made.

By outsourcing our recruiting process to Patrice & Associates, we have been able to build a talented team efficiently allowing us to focus our energy on driving our business forward."

Multi-Unit Franchisee

OBJECTIVES

This case study details the challenges, the strategic approach adopted, and the swift, successful placement of a qualified manager, underscoring the effectiveness of Patrice & Associates' recruitment processes.

ACTIONS

A multi-unit owner operates a substantial number of franchise locations, handling all staffing needs from frontline roles to corporate support. The need for a dedicated and skilled Restaurant Manager became critical when a location found itself without a leader, impacting both revenue and customer satisfaction.

The vacant Restaurant Manager position posed significant operational challenges:

Revenue Loss

Estimated at \$1,000 daily, with a potential annual impact of \$360,000 if the position remained unfilled.

Operational Strain

The absence of a manager burdened existing staff and deteriorated the dining experience, manifesting in longer wait times and reduced customer satisfaction.

RESULTS

The targeted recruitment approach led to the swift placement of a candidate whose background as a Training Director at Chik-Fil-A aligned perfectly with the requirements for leadership and high-volume management.

Quick Hiring Process

From initial candidate submission to job offer acceptance within the same week.

Client Satisfaction

High praise from client for the efficiency and integrity of the service provided by Patrice & Associates.

