

Smart Hiring

From CV screening to evidence-based hiring for hotels, resorts, restaurants, venues, and event organizers: structured interviews and simulated guest conversations, in every language your guests speak.

A CV says where they worked. A simulated guest shows how they welcome.

Smart Hiring turns each front-line and back-of-house role into structured interviews and realistic guest simulations. AI reads and ranks applications in any language, a virtual recruiter conducts the same first interview with every candidate, and simulated guests, a late check-in, a complaint, a VIP request, show how people behave at the desk, in the dining room, and on the event floor. Your managers decide on comparable evidence.

-50/60%
RECRUITING AND
ASSESSMENT COSTS

-2/3
HIRING CYCLE
TIME

40+
LANGUAGES FOR
INTERVIEWS AND
GUEST
SIMULATIONS

THE PROBLEMS WE SOLVE FOR HOTELS, RESTAURANTS, VENUES, AND EVENTS

01 — SEASONS

Hundreds of applications, weeks to open

Seasonal openings, new venues, and large events bring hundreds of applications in a few weeks, while your managers are busy running the house. Smart Hiring screens and ranks everyone in any language and handles invitations and reminders, so your team starts from a shortlist.

02 — GUEST EXPERIENCE

A CV cannot tell you how they treat a guest

Years at other hotels say little about warmth, calm under pressure, and upselling with tact. Simulated guests, an overbooked check-in, a complaint at the table, a VIP request, show how a candidate behaves before the first shift, on the same criteria for everyone.

03 — LANGUAGES AND TURNOVER

Every guest, their language; every season, new staff

International guests and high turnover mean constant hiring and uneven service. Interviews and simulations in 40+ languages, with the same standards for every hire, across properties, outlets, and seasons.

TARGET ROLES

Front office and reception, concierge, restaurant and F&B staff, housekeeping supervisors, event staff and hosts, reservations and call center, duty managers. Online, on site, or in immersive rooms. Complete platform or single modules: AI screening, structured AI interviews, guest simulations, assessment and development centers. Integrated with your Applicant Tracking System and HR systems.



Four steps. One decision, and it stays yours.

01 Map the role

With your general manager and department heads we define what each role really requires: welcome, handling complaints, upselling with tact, teamwork, brand standards. Each gets explicit criteria and a weight. The same map drives screening, interviews, and simulations.

02 Screen and rank

AI reads applications in any language, matches them with the role, and proposes a first ranking on transparent criteria, whether it is a seasonal opening with hundreds of applications or a single duty manager. Candidates receive invitations, instructions, and outcomes automatically, in your brand's voice.

03 Interview and observe

A virtual recruiter runs the same structured interview with everyone, remotely, at any hour, and in 40+ languages. Then simulations with realistic virtual guests built on your real situations: a late check-in with an overbooking, a complaint in the restaurant, a VIP request, a group arrival at an event. Warmth, calm, and clarity become observable.

04 Compare and decide

Your managers review comparable profiles: recordings, answers, scores, and qualitative notes in one dashboard, integrated with your Applicant Tracking System. HR keeps full visibility and traceability. The decision stays with people.

WHAT YOU GET

Ranked shortlists

On the same criteria for every applicant, in every language.

Interview records

Recordings and answers from the virtual recruiter, ready to review.

Guest-simulation evidence

How they handled the complaint, the queue, and the VIP.

Comparative dashboards

Scores, notes, and audit trail, in your HR systems.

Start with one role

Choose one open position: a seasonal front-office intake, a restaurant team, event hosts, a duty manager. Share the job description and your 10 best hires of the last seasons. We build the role map and the guest simulations, run the first structured campaign, and compare the results with your current process. Then scale what works to the next properties and seasons.

YOUR MANAGERS DECIDE

AI screens, interviews, and documents. Your general manager and department heads see everything and decide. Every ranking and score can be examined, discussed, and overridden.

CANDIDATE EXPERIENCE

The same interview for everyone, from their phone, in days instead of weeks, and a clear outcome for every applicant: your candidates are often your future guests.

LET'S TALK

Book a demo on www.e-real.net or propose a profile for us to select.

CONTACT

Danils Vanags
danils@logosnet.org

