Hospitality Hiring has changed: How Leaders are winning Talent in 2026

Thursday 17th September

Helene Dosseur – PPHE Hotel Group

Simon Tetley– Lore Group

Junior Lewis– Caterer.com

Paul Rogers– Caterer.com

HR in hospitality

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Agenda

- **08:30** Coffee & Registration
- **09:00** Welcome and introductions Caterer / HRH
- **09:15** Caterer.com Insights presented by Paul Rogers
- **09:30** Panel discussion moderated by Junior Lewis
- **10:15** Q&A
- **10:30-10:40** Networking / Event closes

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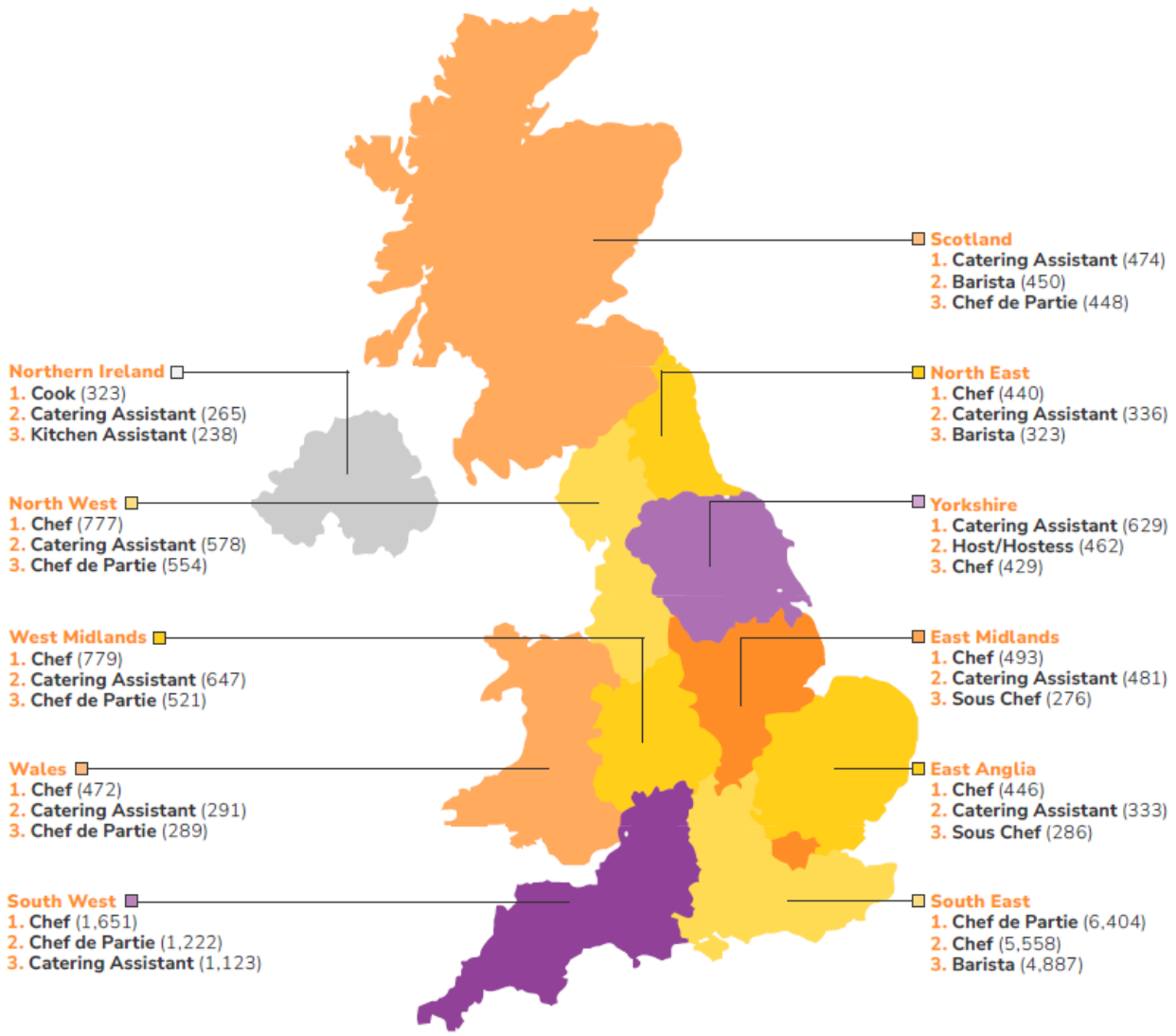
UK Hiring Landscape

UK Hospitality Job Postings Jan-June 2026

	UK Job Post Volume	Hospitality Job Post Volume
January	709,474	62,501
February	618,267	49,208
March	768,492	61,278
April	656,451	59,731
May	631,627	57,301
June	441,073	45,961

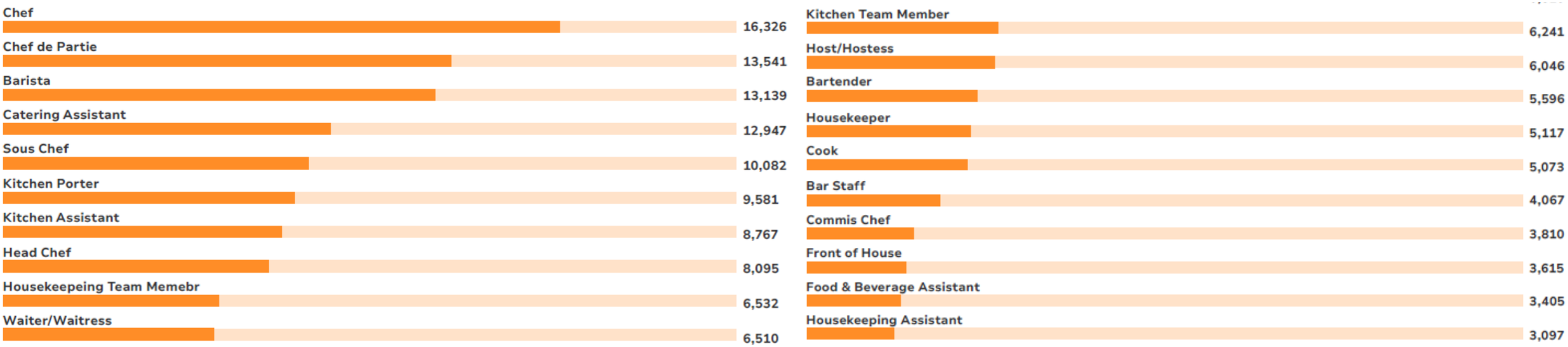
	Hosp. roles as % of wider market
January	9%
February	8%
March	8%
April	9%
May	9%
June	10%

Top Jobs Advertised per region: Jan-June 2026



UK Hiring Landscape

Top Hospitality Jobs Postings by Volume in Market



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Salary Trends

Salary Trends Hospitality - 2026

Posting Month	Average of Minimum Salary	Average of Maximum Salary
January 2026	£30,031	£31,261
February 2026	£30,308	£31,488
March 2026	£30,353	£31,734
April 2026	£30,246	£31,767
May 2026	£30,229	£31,832
June 2026	£31,436	£32,822

How Employers Are Navigating 2026

60% Of hospitality employers cut Q2/Q3 headcounts as a direct result of the April 2026 National Living Wage increase

Reduced specifically entry-level roles **43%**

27% Only 27% of hospitality employers increased recruitment in the first half of 2026

With 23% bringing in more temporary team members **23%**

The skills gap

44% Finding candidates with the right skills remain the single biggest barrier to hiring

Average time to hire: 2025 vs 2026

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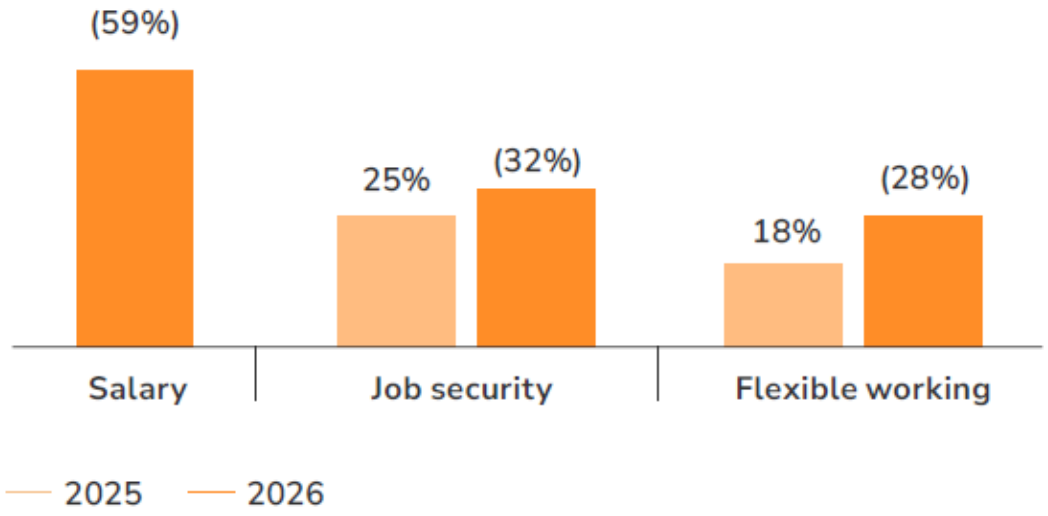
How Hospitality Talent Is Tackling 2026

80% of hospitality workers say they are open to new opportunities

Yet, 84% say they are satisfied with their current employers **84%**

Candidates' priority in 2026



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How Hospitality Talent Is Tackling 2026

Candidate experience in decline

76% say it is more difficult to get an interview in 2026

76%

23%

On average hospitality candidates receive 23% fewer interviews than in 2025

Hospitality candidates average	18 applications	11 interviews	3 interviews

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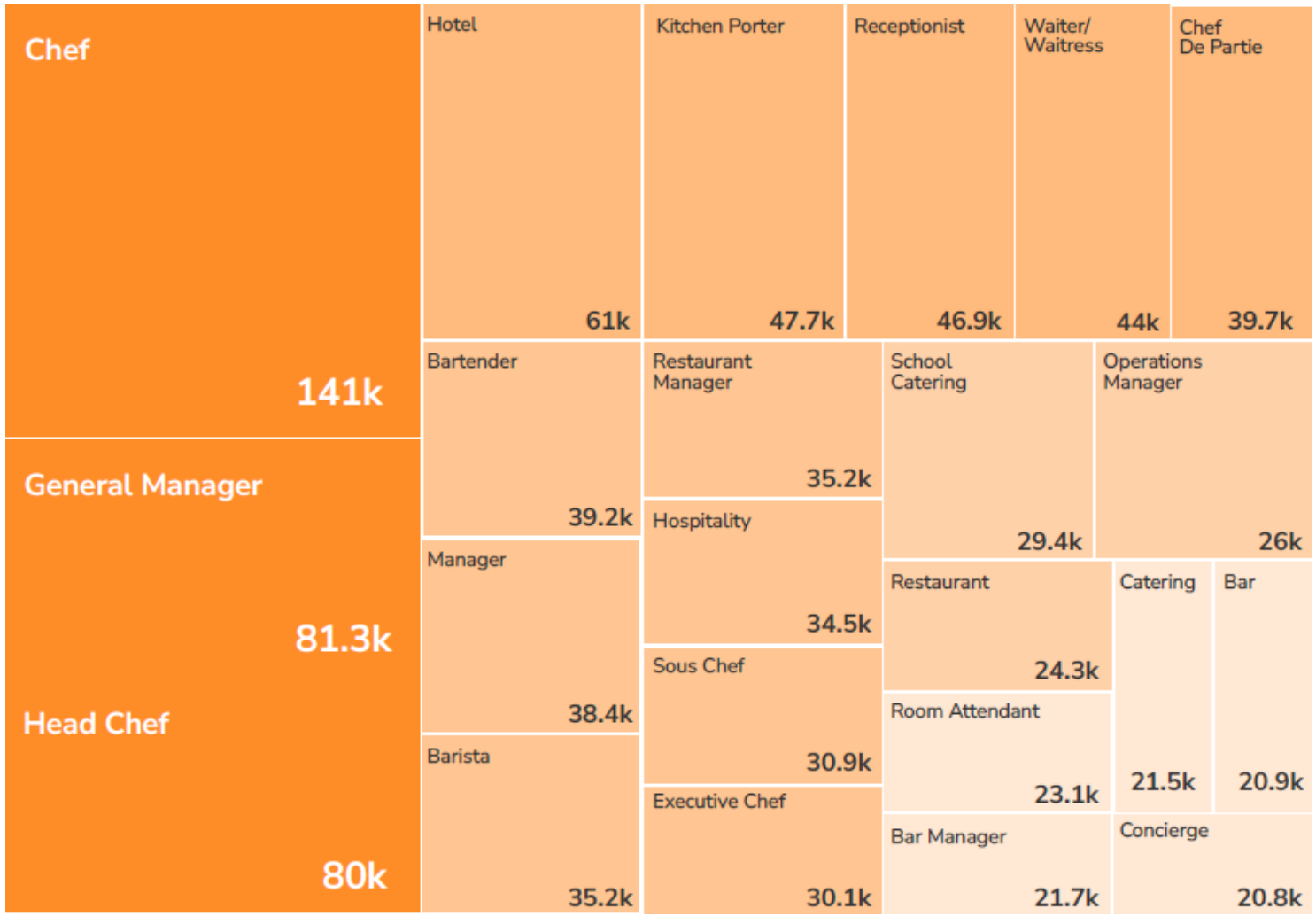
What Candidates Are Searching for

Top keywords on Caterer.com Jan-June 2026



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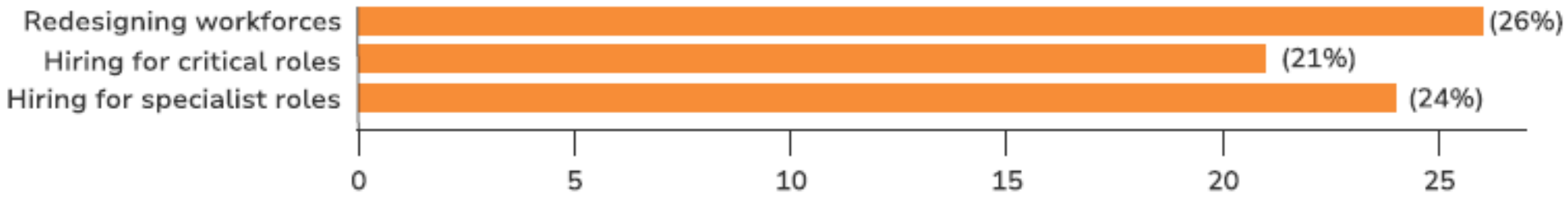
What Employers Can Do to Make a Difference

Investing in priorities & ways of working

34% Of hospitality employers are planning to grow headcount

70% Of talent teams are working more strategically (vs 83% all sectors), with 69% highlighting broader HR remits



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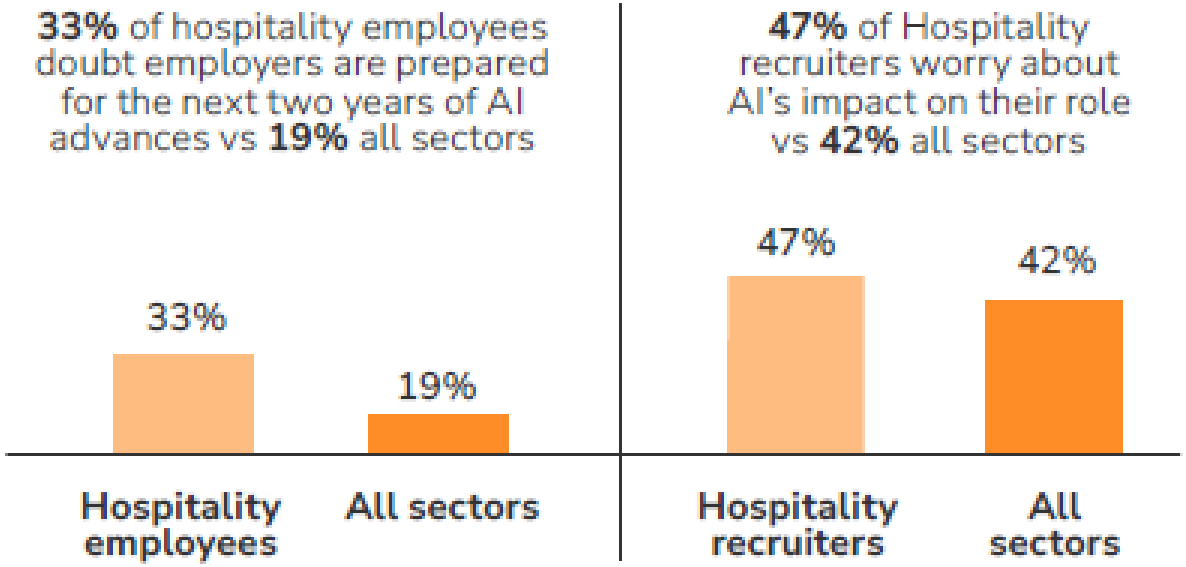
What Employers Can Do to Make a Difference

Investing in building AI capabilities across their organisations



43% of candidates don't think their employer is supporting them to adapt to technology and AI tech

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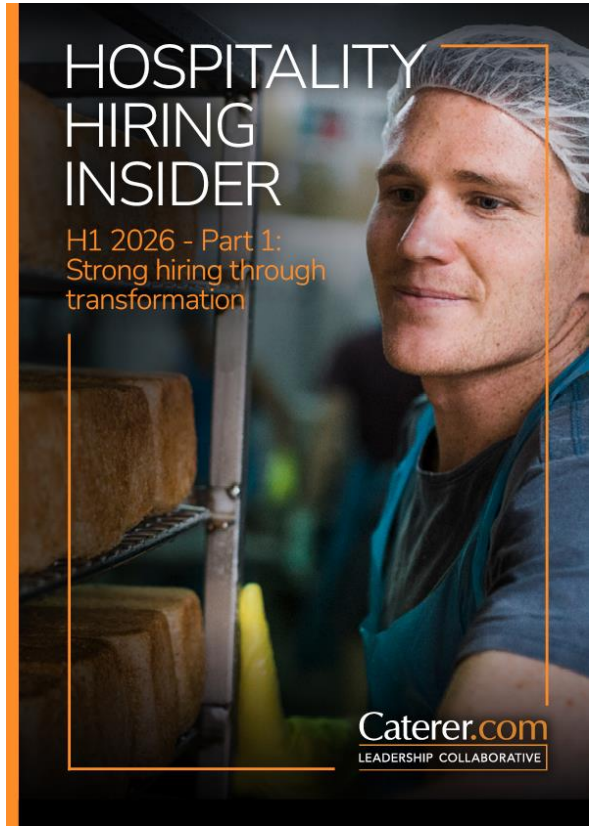
Top Tips

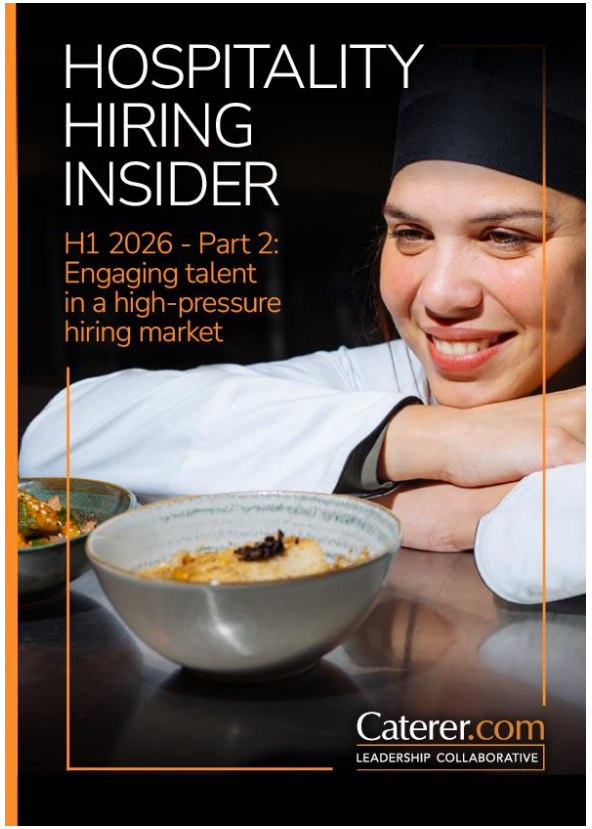
1. Define what good looks like before you recruit
2. Sell the role well and deliver on it
3. Widen the talent pool
4. Invest in retention, skills & internal progression
5. Embrace AI strategically
6. Align hiring strategy to business strategy

Hospitality Hiring Insider H1 2026

Want to know more?

Download our Hospitality Hiring Insider report series to get the complete picture, from the wider market landscape to the data and decisions impacting recruitment right now.
https://www.caterer.com/recruiters/hospitality-hiring-insider-H1-2026





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Panel Discussion

Helene Dosseur
Head of Talent Acquisition at PPHE Hotel Group

Junior Lewis
Client Director at Caterer.com

Simon Tetley
Head of Talent at Lore Group

Q&A

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