Rapid Hire Best Practices

As we have been sharing in the news, the Pizza Hut system is hiring for over 30,000 positions. Here are some tips to ensure your organization is processing applicants quickly and safely within the parameters of COVID-19 and social distancing guidelines.

🍕 Check Hiring Zone at least once per day for new applications

🍕 Review the NEW candidate lead report on Hutlink at least once a day

🍕 Call all applicants ASAP to complete initial phone screen
- Consider asking questions to confirm the applicant is able to comply with sanitation guidelines, being public facing, wearing gloves and masks, etc. You may also want to gauge their understanding of cleaning, sanitizing and prevention measures like hand washing.
- As always, listen for authenticity in applicant's voice.

🍕 Conduct face-to-face interviews
- Consider utilizing free tools (Skype, FaceTime, Facebook Messenger, Zoom) to interview virtually where possible.
- If you must bring a candidate on site, first ask whether they have been directly exposed to someone with a confirmed case of COVID-19 or are experiencing any of the symptoms of COVID-19 (fever, cough, shortness of breath.) If they answer yes to any of these questions, explain that during this time you are postponing in-person interviews for 14 days for all applicants who respond yes to protect your team and customers.
- Once they arrive on site, practice social distancing
  - An alternative to bringing candidates into the store would be to conduct the interview in the parking lot while they remain in their vehicle
- Sanitize the hiring area and keyboards after every use, in accordance with the High Touch Point Disinfecting Standards Card

🍕 Once a hiring decision is made, complete as much of the onboarding process in advance as possible
- Collect any documentation, such as copies of paperwork or identification, digitally. Be sure to use passwords and your organization's internal procedures to safeguard applicant's confidential information.
- Provide all necessary information, such as pay, schedule, benefits, uniform standard, etc. ahead of time so that team member can arrive prepared and appropriately outfitted starting with their very first shift