

Hooters Training for New Managers

Hooters invites you to share in our success. In fact, we insist! Only if you are successful, are we successful. As one of the nation's fastest growing restaurant groups, it's imperative that we find and use the best talent available.

Hooters is a great concept. But, a great concept lives or dies by the strength or its weakest link. Our training program is designed to make every link in the Hooters chain as strong as possible—from Hooters Girl to corporate management. As you progress through the training program, we can promise you these things:

You'll learn your job.

You'll know how you contribute and how we evaluate your performance.

You'll know how to develop and move up in the organization.

You'll have fun!

How It Works

Hooters has Management Training programs designed to teach you the ins and outs of your particular job. These programs vary based on your experience, background and development level.

The first step is the Manager in Training (MIT) process. This is typically an 8-10 week supervised rotation through each position involved in a Hooters operation and core duties of Hooters Management and Concept Execution. This step teaches you "how".

Field Experience as an MIT

The MIT program gives you real-world experience with an emphasis on understanding the concept, Hooters Operations systems and schedules, and staff communication and motivation. For 8-10 weeks, you rotate through all the essential positions in the restaurant. Afterwards, you understand the proper operation of a Hooters Restaurant. You also learn how to implement and install Hooters' system of management controls. Best of all, you're now a fully qualified assistant manager.

Continuing Development

As you refine your routine, achieve results and gain responsibility, you participate in both internal and external training workshops for your development. Hooters encourages professional development at all levels.

Hooters Benefits

All full-time Hooters management employees can participate in a range of benefit programs, competitive with those offered by other major employers.

Insurance

The range of insurance programs available include the following:

Major Medical, Life Insurance, Dental, Accidental Death Insurance, 401K Savings Plan. Employees can begin participation in all health related plans on the 1st of the month following their date of hire.

Hooters wants its employees to be financially secure. Savings are strongly encouraged. Hooters' 401K program gives employees the opportunity to set aside, on a tax-deferred basis, from 1 percent to 15 percent of all earned income. It provides powerful protection against taxes as your contributions accumulate. Employees can begin participation in the 401K plan following 6 months of full time employment.

Additional Benefits

Meal Program, Paid Vacation, Confidential Employee Assistance Program, Community Service/Charity Involvement, Corporate Training and Industry Certifications.

And more fun than you ever thought possible running a restaurant!!

Hooters Career Path & Compensation

"Work hard, play hard & make money" all have a special meaning for your career path at Hooters. We are a performance-based organization; if you're ready, the opportunity is likely right around the corner. With new restaurants opening each year, Hooters offers room for advancement. Our growth creates a strong flow of openings both for direct management positions and leadership positions at multi-unit levels. We offer a clear career path in restaurant management.

Management Opportunities

As a MIT, you earn a competitive base salary commensurate with your experience during our training course.

As an Assistant Manger, you receive a competitive base salary augmented by bonuses based on sales and profits. Most Hooters locations are staffed by two, three or four Assistant Managers, and a General Manager. Your responsibilities increase as your experience level does. Career growth can come both from promotion within a unit and by transfer to higher-volume units. You can also advance to an Assistant General Manager and then the next step is to General Manager.

As a General Manager, with full budgetary and hiring accountability, you run your own business and are accountable for people development, guest satisfaction and loyalty, promotions, community involvement, sales and profitability, and much more. At this level, you have a higher base salary, plus a larger percentage of the bonuses.

Corporate Philosophy

Hooters presents special rewards and challenges to its managers, all based on our approach to building a successful business. Our beliefs, as they affect your career, are:

Hooters is intensely a people business. People create the atmosphere that draws guests to Hooters. Accordingly, the most successful managers are those who can motivate and train others and embrace diversity to deliver a quality product in a fun atmosphere. A substantial part of management compensation is based on bonuses tied to sales, profit and quality goals. Managers with great, inclusive people skills thus tend to be the most highly compensated.

Hooters thrives on our communities and promotions. Hooters believes in constantly keeping its name and product before the public. Managers have broad individual authority in their promotional programs. Good ideas and good execution leads to more guests and more successful business results. In few other companies do managers have more tools for marketing and ability to use them than with Hooters.

"Hooters Makes You Happy" and we believe we know how we do that. We purchase the highest quality food and beverage products and serve them with quality tested methods. That execution of food and beverage is not enough for us to thrive. We know our guests come back because we exceed their expectations of the Hooters experience. Accordingly, good Hooters managers oversee the details, but keep their eyes on creating a consistent overall experience for our employees and guests. It calls for the combined talents of a Hollywood party promoter, a savvy business manager, a mayor of the town, and a caring individual. Hooters gives managers a chance to play a larger and more important community role than is common in the restaurant industry. Only when our talented and diverse groups of employees work together can we accomplish the mission "Hooters Makes You Happy".

If you are interested in management opportunities, please submit your resume to [HYPERLINK "mailto:recruiter@hootersfla.com" recruiter@hootersfla.com](mailto:recruiter@hootersfla.com).