

Panayiota Chantzaridou

Talent Acquisition Specialist · Luxury Hospitality

CONTACT

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PROFILE

Talent Acquisition Specialist with 4+ years of full-cycle recruitment at Sani/Ikos Group, hiring 300+ people per season across 13 luxury hotels in Greece and Spain. Over 10 years of hands-on F&B experience, from head waitress to restaurant manager, give me an insider's view of the roles I recruit for and help me match the right people to the right teams, even at high-volume seasonal scale. A trusted partner to candidates, hiring managers and agencies.

300+
hires per season

13
hotels in Greece & Spain

15+
years in hospitality

RECRUITMENT

- Full-cycle recruitment
- High-volume seasonal hiring
- Talent sourcing
- Screening & interviewing
- Offer negotiation
- Onboarding
- Agency management
- Orbio AI (ATS)

CORE SKILLS

- Leadership
- Team management
- Negotiation
- Critical thinking
- Creativity

TRAINING

2024 **Leadership Training**
Sani/Ikos Group

2022 **Recruitment & Interviewing Workshop**
Sani/Ikos Group

2019 **Butler Services**
British Butler Institute

2018 **Wine Expert / Sommelier**
Genius in Gastronomy

EDUCATION

High School Diploma

LANGUAGES

Greek – Native

English – C2 Proficiency (fluent)

EXPERIENCE

Talent Acquisition Specialist
Apr 2022 – Present

Sani/Ikos Group · 11 hotels in Greece, 2 in Spain

- Lead full-cycle recruitment for 300+ hires per season, mainly for F&B roles
- Source talent via LinkedIn, networking and career days; manage recruitment agency partnerships
- Partner with hiring managers on role requirements and recruitment strategy; coordinate interviews
- Screen and interview candidates against each role's requirements
- Run the candidate pipeline in Orbio AI (applicant tracking system)
- Negotiate offers and support onboarding, keeping the candidate experience positive end to end

Restaurant Manager
Nov 2019 – Jan 2022

Porta Anoihti · Thessaloniki

- Ran daily operations and led a team of 5 front- and back-of-house staff
- Trained the team, built schedules and monitored performance
- Managed inventory, suppliers and purchasing; resolved guest concerns promptly
- Ensured health, safety and food hygiene compliance while raising service quality

Sani Resort
2016 – 2019

From waitress to assistant outlet manager · Halkidiki

- **Assistant Outlet Manager** · Ammos, Sani Beach · co-led a team of 15 — 2019
- **Waitress** · Sani Dunes — 2018
- **Waitress** · Asian Restaurant, Sani Marina — 2016 – 2017

Administrative Assistant / Customer Service
2012 – 2016

Carpetiers

Head Waitress
2006 – 2012

Cafés & restaurants · Thessaloniki

Led front-of-house teams and kept service and guest satisfaction at a consistently high standard.