



Securing Elite Talent at Scale **While Saving \$420k**

How Tao streamlined their recruitment process, attracting top-tier candidates to maintain the highest standards of quality across 80+ locations.



The global leader in luxury hospitality



Taylor Tamburo
Director of Talent
Acquisition
Tao Group Hospitality

Business type



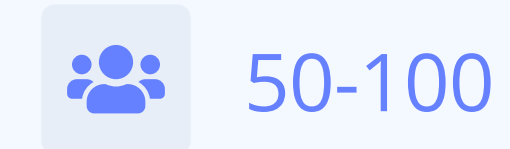
Nightlife &
Fine Dining

Headquarters



New York, NY

Location count



50-100

Founded by Noah Teppenberg and Jason Strauss, Tao Group Hospitality is a global leader in creating exceptional culinary and entertainment experiences.

With standout restaurants like **TAO, Hakkasan, OMNIA, and Marquee**, Tao continually sets the standard for luxury and creativity in the industry.

To sustain over **80 venues across 20+ markets worldwide**, Tao needed a hiring process to secure the most exclusive and experienced frontline talent in the industry.



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“At Tao Group Hospitality, our biggest asset is our team. LANDED has been **instrumental** in giving them back **hours of time** to focus on **what they love most** about their jobs.”



Taylor Tamburo
Director of Talent Acquisition
Tao Group Hospitality

Critical challenges to high-quality hiring

Priding itself on unparalleled customer experiences and high-quality operations across its venues, Tao Group Hospitality relies heavily on a dedicated team of top-notch hospitality talent. These positions are essential to keeping their venues running smoothly and ensuring a top-tier guest experience.

But, culinary and heart-of-house positions were notoriously difficult to staff, with a constant shortage of qualified applicants. This presented a significant barrier to maintaining consistent service levels and operational efficiency, especially during peak times.

→ Tao needed to hire the top 1% of hospitality talent, but struggled to consistently secure quality candidates.



An AI solution for hyper-personalized hiring

“We are thrilled that LANDED is helping us provide not only a best-in-class experience for our guests, but also for our employees and candidates.”

— Taylor Tamburo,
Director of Talent Acquisition

LANDED



GenAI Precision Screening

LANDED's **multilingual GenAI** screened candidates via SMS to assess 'need to have' and 'nice to have' skills. The most qualified candidates were instantly scheduled for interviews —ensuring top talent didn't slip through the cracks.

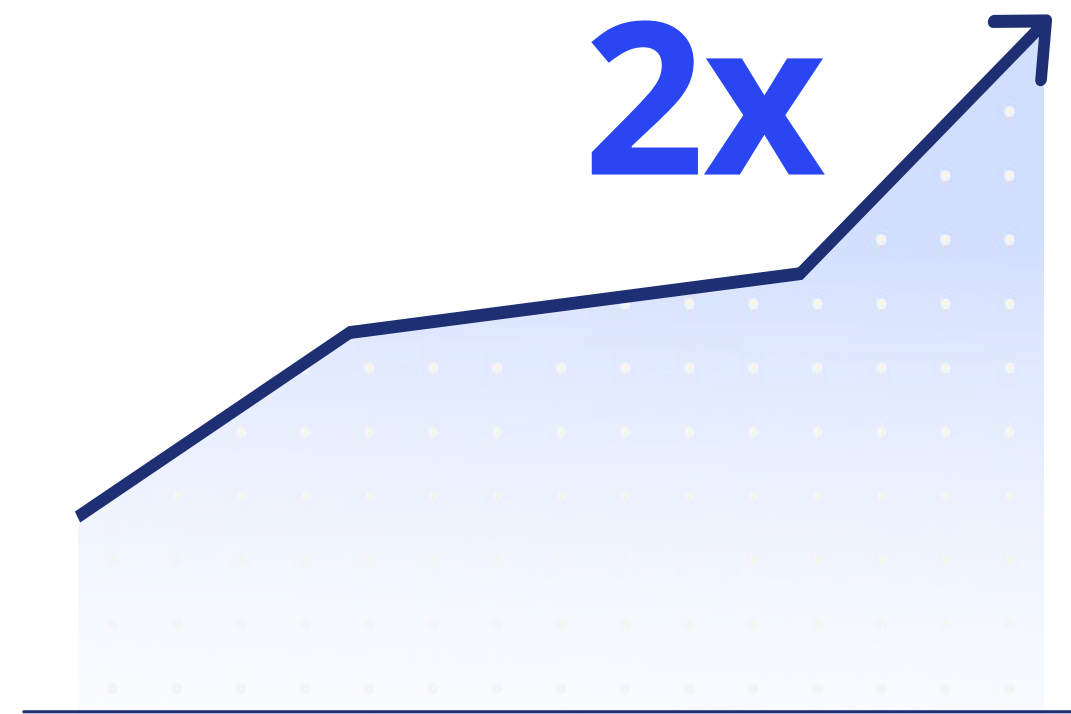
Tailored Solutions for Unique Venues

LANDED's **24/7 Client Strategy team** worked closely with each location's talent acquisition team to meet specific hiring needs, ensuring the right fit for each venue's unique culture.

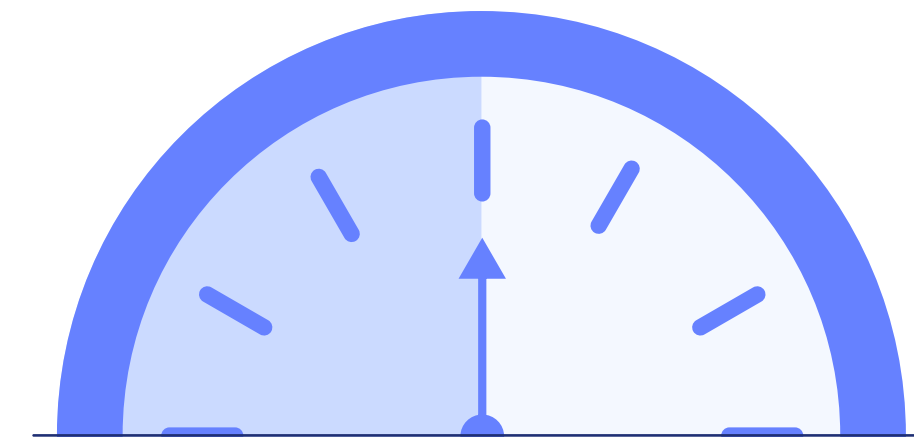
Seamless Oracle Integration

LANDED's direct integration with the **Oracle Applicant Tracking System** centralized candidate data, eliminating manual data entry and syncing information automatically, saving time and reducing errors.

The Results

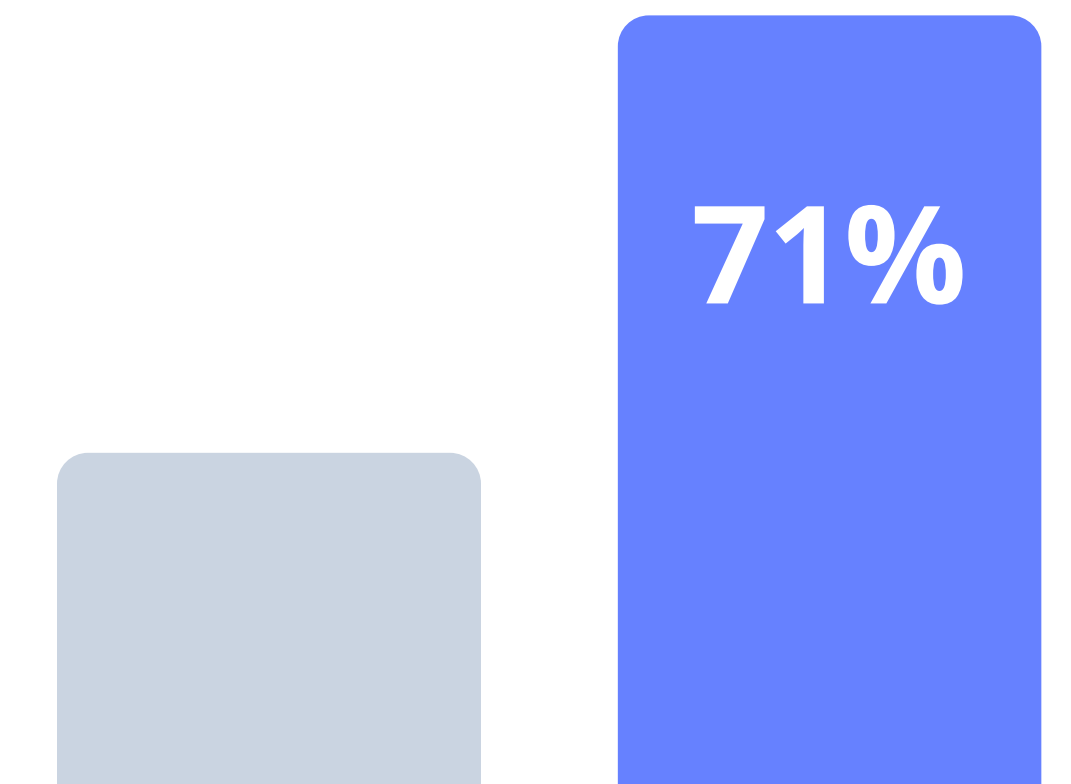


The industry average **interview-to-hire rate**.



61 hrs

Saved per GM
per month.



Applicant
response rate.

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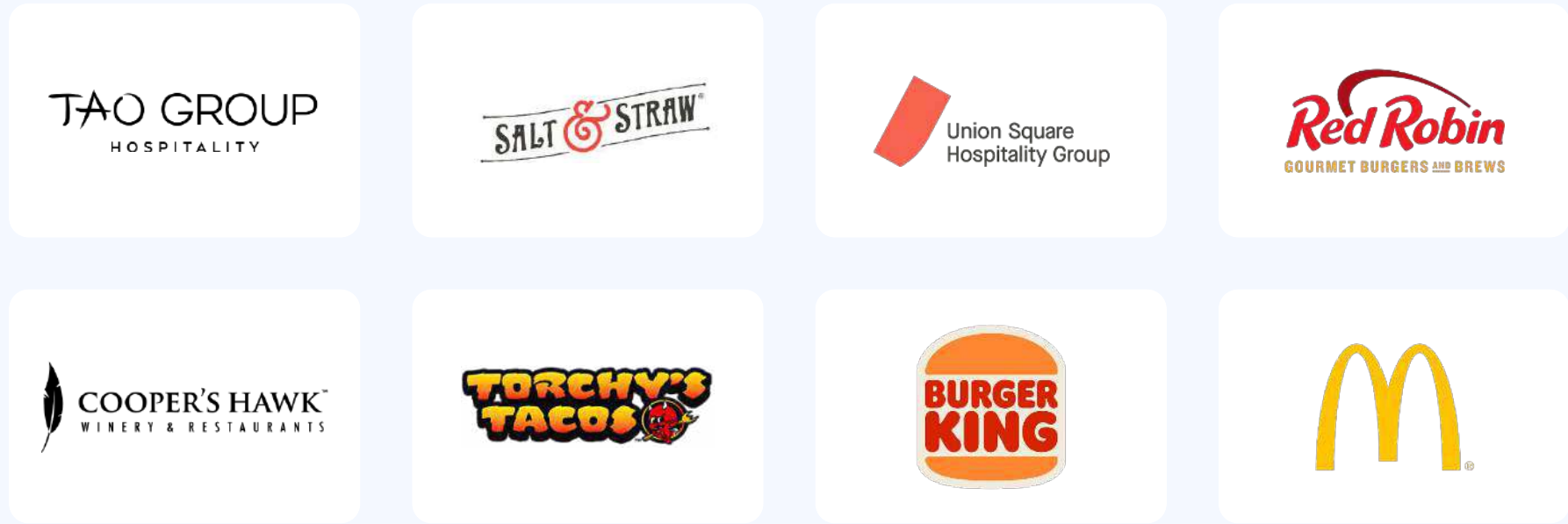
Spent to **boost**
candidate pipeline.

\$422,760 saved each year.

By automating manual hiring tasks, Tao Group Hospitality saved **916 hours per month** in GM productivity, equivalent to **\$35,230** in monthly payroll savings.

Human-centric hiring. AI-powered efficiency.

Join hundreds of leading hospitality brands that trust LANDED to hire better, faster.



Learn more →



Sources top-notch talent from **80+ job boards and social media platforms** for maximum reach and volume.



Generative AI responds to candidates instantly—fully customized to your brand voice, so every interaction feels on brand and on point.



Automated candidate engagement and reminders for higher response rates and lower ghosting rates, **in any language**.



Dynamic Screening adapts to each GM's needs, prioritizing top candidates when time is tight, and expanding the funnel when more volume is needed.



Seamlessly integrates with your ATS, HRIS, calendar, and email, cutting toggle tax, boosting visibility, and keeping candidate data neat and tidy.