



Italian talent. The right fit for your kitchen.

Specialist chef recruitment for employers worldwide.

A search shaped around your establishment.

From the first brief to the final appointment, ICA helps you identify and select an Italian culinary professional suited to your kitchen.



Chef recruitment & placement

A focused search based on your role, cuisine, salary, location and operational requirements.

Candidate screening

Review of relevant experience and candidate information, with background and reference verification.

Interview coordination

Shortlisted profiles for review, followed by arranged telephone or video interviews and cooking-trial coordination.

Placement & support

Support through selection and appointment, with a conditional three-month replacement guarantee.



Additional ways to work with ICA

Job advertising and restaurant menu development are also available. Services outside the recruitment agreement are scoped and priced under a separate written agreement.

From brief to brigade.

A clear, collaborative route to your next chef.

01**Define the role**

Share the title, duties, salary range, benefits, location, schedule and key requirements. We clarify the skills and qualities you need.

02**Agree to commence the search**

Review and sign the recruitment agreement. We confirm the brief and begin the search.

03**Source & assess**

We identify and screen candidates against the agreed requirements, reviewing experience and carrying out background and reference verification.

04**Review the shortlist**

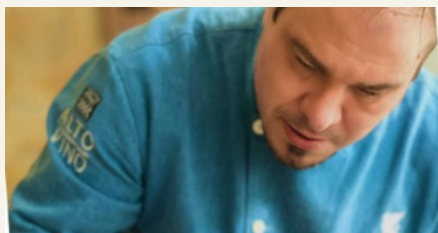
Receive selected profiles for review. CVs, photographs, training records and available reference letters can be supplied on request.

05**Interview & cooking trial**

We coordinate phone or video interviews. A cooking trial gives you the opportunity to assess culinary skills and suitability.

06**Select, appoint & settle in**

Confirm your choice and employment terms. Arrange work authorization and joining travel where applicable, with ICA support as the chef starts.



Planning your search: typically 3-5 weeks, with progress updates generally once a week. Timing varies with the role and candidate availability.

Clear fees. A confident next step.

PERMANENT PLACEMENT

15%

of the chef's gross annual starting base salary



Illustrative calculation: a gross annual starting base salary of 60,000 results in a recruitment fee of 9,000, in the same currency.

Invoicing & payment

Invoiced after you confirm the candidate's employment. Payment is due within the period stated on the invoice: 30-45 days from the start date, provided the invoice is received promptly.

Three-month replacement guarantee

If employment ends within the first three months, one replacement search for the same position is included at no additional recruitment fee. The original invoice must be paid on time. Redundancy and failure to pay the chef's salary are excluded.

Search flexibility & client costs

Before a hire, you may cancel an individual search without a recruitment fee. If no suitable candidate is found, continue at no extra charge or end that search without penalty. Visas, work permits and applicable joining flights, including airport taxes, are the client's responsibility.

Tell us about your next chef.

Start a confidential consultation

italianchefagency.com/contact-us/

Recruitment terms summarized from the supplied agreement. The signed agreement governs your engagement. Candidates pay no recruitment fee.