

Restaurants Job Postings Trend



*Based on publicly available self-reported data

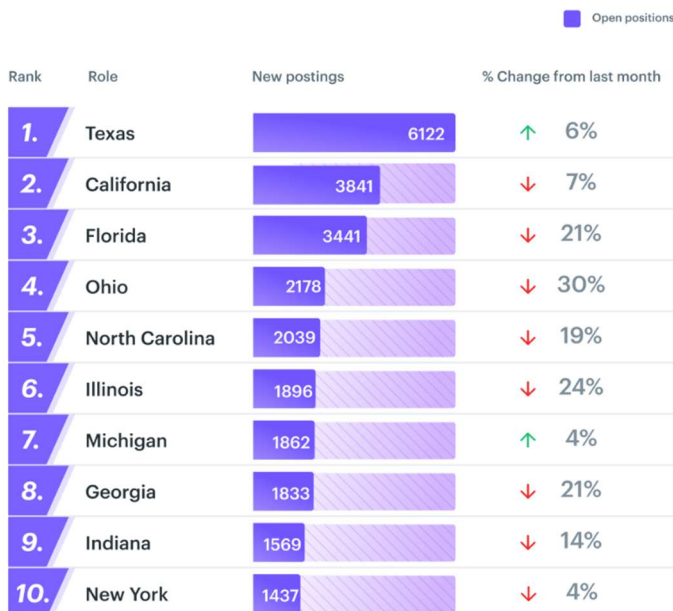
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Hiring Peaks and Dips Mirror Seasonal Demand Cycles and Strategic Caution

The restaurant job postings trend chart shows clear cyclical movement in hiring across recent months. After a decline from November to February, job postings surged in March—peaking at over 55,000 new positions, likely in preparation for spring break traffic and promotional rollouts. However, this momentum did not sustain into April, which saw a notable decline in both job count and growth rate.

The sharp drop in February and April suggests that hiring remains highly reactive to short-term market stimuli rather than following a steady growth trajectory. March's spike could also indicate pent-up demand from earlier months, while April's falloff may point to completed hiring cycles or reduced urgency due to economic caution. The overall trend implies a hiring environment that is still in flux, characterized by bursts of aggressive recruitment followed by pullbacks. Seasonal demand, inflationary concerns, and regional labor availability likely all contribute to this uneven hiring rhythm.

Top 10 US States by Restaurant Job Postings



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Texas Remains Strong as Other States Struggle with Post-Surge Declines

Texas led all U.S. states in restaurant job postings in April, with a modest 6% growth that contrasts sharply with declines seen elsewhere. While California and Florida—traditionally strong markets—dropped by 7% and 21% respectively, Midwest states like Ohio (-30%) and Illinois (-24%) experienced even steeper contractions. This suggests a geographic polarization in hiring momentum.

Texas's continued growth may reflect a booming hospitality market and favorable business climate, while declines in other states could point to seasonal corrections following earlier hiring surges, particularly in tourism-heavy regions. Notably, Michigan bucked the downward trend with a 4% increase, hinting at pockets of resilience. The data implies that restaurants in most regions are entering a stabilization or slowdown phase post-winter rush, perhaps also responding to cost pressures or shifts in consumer demand. Local economic factors and employment saturation seem to play a significant role in these divergent hiring trends.

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Top 10 Roles by Job Postings



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Rise in Managerial Hiring Reflects Strategic Focus on Operational Stability

April's job posting trends by role reveal a transition in hiring priorities across the restaurant industry. While "Team Member" roles still lead in volume, their 11% decline, alongside a 17% drop in "Server" roles, suggests reduced emphasis on entry-level hiring—possibly due to better retention or filled positions from earlier hiring waves. Meanwhile, mid- and upper-level management roles saw significant growth. "Shift Manager" roles soared by 191%, while "Assistant Manager" and "General Manager" roles increased by 26% and 28% respectively. Even the more specialized "Restaurant General Manager" category saw a 40% rise. These gains indicate a shift toward fortifying internal leadership and improving managerial oversight—potentially in response to high turnover rates or efforts to drive efficiency.

This leadership-focused hiring suggests restaurants are stabilizing their frontline operations and preparing for longer-term resilience. It may also reflect rising consumer expectations and the growing complexity of managing hybrid dining models and workforce logistics.

Top 10 Restaurants by Job Postings



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Major Hiring Volatility Among Restaurant Chains Signals Strategic Realignments

The restaurant chain landscape in April was marked by extreme hiring swings, driven by contrasting business strategies. Pizza Hut's explosive 815% jump in postings likely reflects a major national expansion or restructuring initiative. Similarly, McDonald's (+130%) and Chili's (+34%) saw significant boosts, pointing to either growth campaigns or aggressive talent acquisition plans. Meanwhile, Domino's still held the top spot in total postings (9,021) despite a steep 31% decline—suggesting it recently completed a large hiring wave or is experiencing hiring fatigue. Chains like Chipotle (-41%) and Buffalo Wild Wings (-52%) appear to be scaling back, potentially in response to stabilized operations or cost-cutting efforts amid inflationary pressures.

The mixed signals highlight a dynamic market where some brands are bracing for higher traffic, while others are reining in hiring to maintain margins. These patterns emphasize how brand-specific strategies and economic conditions are shaping labor demand across the fast-food and casual dining sectors.