

EMPLOYER PLANNER

The Seasonal *Staffing* Planner

A season is won or lost in the twenty weeks before it opens. Plan the hiring, the housing and the paperwork backwards from day one, and keep the people who make next year easy.

WHAT'S INSIDE

- The 20-week countdown
- Headcount and role grid
- The housing plan
- Right-to-work routes by source market
- First 72 hours and the mid-season check
- End of season: the rehire tracker

Edition 2026

enroutejobs.com/publications

Why early beats everything

The seasonal workers who plan their year, the ones with working-holiday visas already stamped, a season's savings and references from last winter, apply four to five months before a season starts. They take the roles that come with housing and clear dates. By the time a late-posting employer opens up, those people are placed, and what remains is the applicant who is available because something fell through.

On EnRoute, seasonal roles are their own category with dates, housing and meals up front, filtered by seekers who plan this way. The board holds 100 seasonal roles today; the ones posted in the right window get the applicants that make a season run itself.

POSTING WINDOWS

Northern ski: post August to September.

Mediterranean and US summer: January to March.

Southern ski: March to April.

Harvest, festivals, winter retail: 8 to 10 weeks before.

The Seasonal Jobs Hiring Calendar in this library shows the full year.

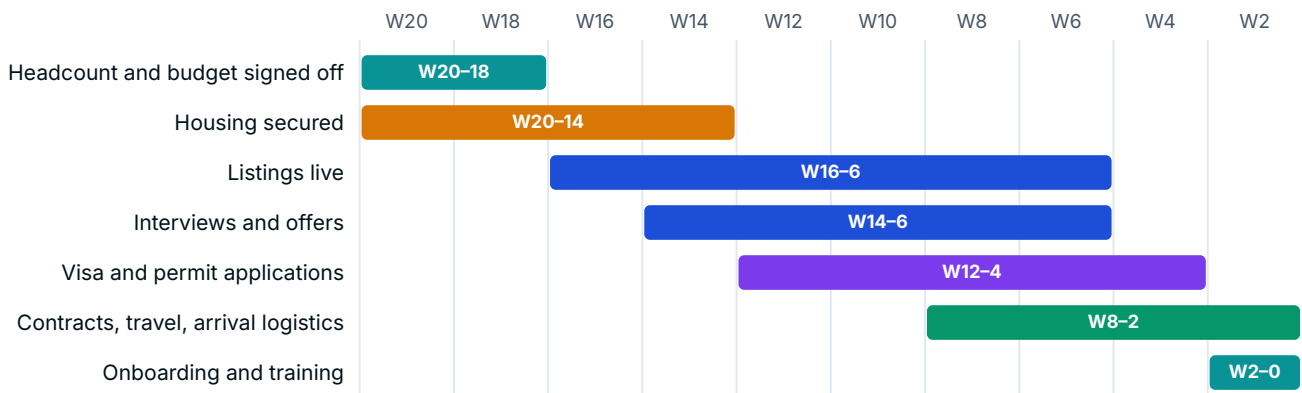
01

The 20-week countdown

Work backwards from opening day. Week 0 is the day the season starts.

Season hiring timeline, weeks before opening

Each bar is when that workstream should be active.



WEEKS OUT	DO	DONE
20-18	Confirm headcount by role and week (section 2). Confirm budget including housing, transport and agency fees. Book last season's returners first: a message, a date, a yes.	☐
18-14	Secure staff housing (section 3). Decide which right-to-work routes you will accept or sponsor (section 4) and brief any agencies.	☐
16	Post the listings, with dates, housing, meals, hours and pay stated. Repost last year's at half price where the role is the same.	☐
14-6	Interview in batches weekly; make offers within 48 hours of a good interview. Seasonal candidates hold several offers and take the first clear one.	☐
12-4	Visa and permit paperwork for anyone who needs it. Send contracts the day the offer is accepted, with arrival instructions.	☐
8-2	Travel: confirm arrival dates, pick-ups, first-night housing. Rota drafted. Uniforms and equipment ordered by size.	☐
2-0	Arrivals in waves, three days before they are needed. Onboarding (section 5). Check housing is ready before the first person lands.	☐

02

Headcount and role grid

Who you need, when, and where they will come from.

Season _____ Opens _____ Closes _____ Peak weeks _____

ROLE	HEADS AT OPEN	HEADS AT PEAK	START WEEK	RETURNERS	TO HIRE	SOURCE (LOCAL / WHV / SPONSORED / AGENCY)	HOUSING?

Returner rate

Last season's staff _____

Asked back _____

Said yes _____

Below 30% means last season had a problem worth finding before you hire this one.

Applicants needed

Roles to fill _____

× 5 applicants per hire (typical) _____

= applications to generate _____

If a listing is not producing this after two weeks, the problem is usually pay, housing or dates, in that order.

Budget lines

- ☐ Wages and on-costs
- ☐ Housing (lease, utilities, cleaning)
- ☐ Meals
- ☐ Transport to site
- ☐ Visa and permit fees
- ☐ Agency fees
- ☐ Uniforms, equipment, passes
- ☐ End-of-season bonus
- ☐ Posting costs

03 The housing plan

Housing is the single biggest lever in seasonal hiring, and the most common reason a good hire leaves in week three.

Seekers filter EnRoute's seasonal category by "accommodation included". A role with housing, stated with its cost and what it is, fills weeks faster than the same role without. Whatever you offer, describe it exactly: shared or private, how many to a room, how far from work, what it costs against pay, what is in it.

UNIT / ADDRESS	BEDS	PRIVATE / SHARED	DISTANCE TO WORK	COST TO STAFF / WEEK	READY BY	ASSIGNED TO

Before the first arrival

- ☐ Beds, bedding, and a place to lock valuables
- ☐ Wifi that works at the speed a remote-working partner would need
- ☐ Kitchen equipped for the number of people
- ☐ Heating or cooling for the season
- ☐ House rules written, including quiet hours and guests
- ☐ A named person who fixes things, and how to reach them
- ☐ Transport to work if it is more than a walk

The deduction, done right

If housing is deducted from pay, state the weekly amount in the listing and the contract, check it against the local rules on accommodation offsets and minimum wage, and show it as a line on every payslip. Staff who discover the deduction on the first payslip leave; staff who knew it from the listing budgeted for it.

04

Right-to-work routes by source market

Which candidates you can legally take, and what each route asks of you.

ROUTE	WHO IT COVERS	WHAT YOU DO	LEAD TIME
Citizens and residents	Locals; EU citizens anywhere in the EU; permanent residents	Standard right-to-work check	None
Working-holiday visas	Typically 18–30 or 35, from partner countries; Australia, NZ, Canada, Japan, much of Europe	Check the visa and its work conditions (some cap months per employer)	Candidate holds it already; 0 weeks
US J-1 (camps, resorts)	International students and young workers via sponsor agencies	Become or use a designated sponsor; host-employer agreement	8–16 weeks
Seasonal worker permits	EU seasonal worker permits, UK Seasonal Worker (agriculture), Canada TFWP	Employer or operator applies; quotas and sector limits apply	8–20 weeks
Tour-operator sponsorship	Staff employed by a UK or EU operator and posted to a resort	The operator is the employer; you contract the operator	Set by the operator
Student visas	Local and international students with part-time work rights	Check the hours cap during term	None

Rules change and vary by nationality. Confirm each route with the relevant authority or an immigration adviser before you rely on it in a listing.

Routes we will accept this season _____

Routes we will sponsor, and who handles the paperwork _____

Agencies or programmes we recruit through, and their fees _____

05

First 72 hours, and the mid-season check

Most seasonal attrition happens in the first two weeks and around the midpoint. Both are preventable.

Day 0–3 checklist, per arrival

- ☐ Met on arrival; housing shown; keys, wifi, house rules
- ☐ Paperwork: contract signed, right-to-work verified, bank and tax details, emergency contact
- ☐ Uniform and equipment issued
- ☐ Rota for the first two weeks, in writing
- ☐ A buddy from last season assigned
- ☐ Safety training for the role done before the first shift
- ☐ First shift is shadowing, not solo
- ☐ Day-3 check-in: how is the housing, the rota, the team

Mid-season check (week 6–8)

- ☐ Hours worked versus contracted, per person, reviewed
- ☐ Days off actually taken
- ☐ Housing complaints logged and fixed
- ☐ Pay run on time and correct every time so far
- ☐ One-to-one with each person: staying to the end? what would make next season a yes?
- ☐ Ask now who wants to return; book them for next year before the season ends

NAME	ROLE	ARRIVED	DAY-3 ✓	MID-SEASON ✓	RETURNING?	NOTES

06

End of season: the rehire tracker

Next season's hiring starts on the last day of this one.

A returner costs a fraction of a new hire, arrives trained, and lifts the people around them. The way to get returners is to ask before they leave, give them a date, and stay in touch across the off-season. Fill this in during the last week, when opinions are fresh and everyone is still in one place.

NAME	ROLE	RATING	WOULD REHIRE	WANTS TO RETURN	CONTACT AND BEST MONTH TO REACH THEM

WHAT WORKED THIS SEASON (KEEP)

WHAT WE WILL CHANGE (HOUSING, HOURS, PAY, DATES, LISTING)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Message returners												
Repost listings (half price)												
Housing renewed												
Visa paperwork												
Season runs												

EnRoute Jobs

Post the season early.

Seasonal listings are their own category on EnRoute, with dates, housing and meals up front and a mobility score seekers filter on. Your first post is free; reposting last season's role is half price.

POST A SEASONAL ROLE

enroutejobs.com/employers

SEASONAL JOBS ON ENROUTE

enroutejobs.com/seasonal-jobs-abroad

EMPLOYER RESOURCES

enroutejobs.com/employer/resources

MORE FROM THE LIBRARY

- The Geo-Flexible Hiring Playbook
- The Job Post Template Pack
- The Seasonal Jobs Hiring Calendar (what your candidates read)
- The Hiring Pipeline Tracker
- The Remote Interview Scorecard Kit

All at enroutejobs.com/publications

Published by EnRoute Jobs, LLC. This document is general information, not legal, tax or immigration advice. Visa rules, income thresholds, fees and costs change; the figures here were current when this edition was prepared and should be confirmed with the relevant authority before you act on them.

You may print and share this document freely for personal or internal company use, unchanged and with attribution. It may not be resold.