

*Non-EU nationals applying for advertised positions within the EU should become aware of the applicable legalities. Non-EU nationals, unlike EU nationals, do not have an automatic right to work within the European Union. Before hiring a non-EU national, employers are required to prove that there is a lack of suitable local candidates. In other words, if any EU national applies for the same position, he or she must by law receive preference.*

*Belief systems are not taken into consideration. Understandably, any candidate who applies for a suitable position believes himself or herself to be the most qualified. However, in the present economic environment, competition for vacant positions is more intense than at any previous time since the 1930s. Moreover, employers are increasingly forced to reduce expenditures. Not always, nor perhaps often, does the most qualified applicant receive a tender, but rather the applicant who most conveniently fulfills the recruiter's profile at an understood budget.*

*To be sure, some degree of local favoritism exists among institutions. Many employers have already decided on a candidate prior to advertising the position, which in some localities is a legal, if only ceremonial, requirement. Unlike more traditional disciplines such as physics, mathematics, or history, tourism education is glutted with degreed candidates competing for a severely limited pool of jobs.*

*Each year, educational institutions produce more tourism management graduates by far than the number of existing jobs. It is the irony and, perhaps, the apoplexy, of tourism education today: existing in large part to propagate tourism educators equipped primarily to propagate more tourism educators.*

*Dennis L. Foste, Mundus College – via Trinet – July 28, 2011*