3- Look at the definition and choose the right step from the hiring process. Pay attention, the process is not in the right order.

Interviews	Technical Assessment	Probatory Period
Identifying Hiring Needs	Onboarding	Offer Stage
Reference Checks	Resume Screening	Job Posting
Negotiation and Acceptance		Initial Contact and Screening

1. Depending on the position, HR may coordinate technical assessments, coding challenges, or tests to evaluate the candidate's technical skills. _____

2. HR creates and posts the job vacancy, outlining the job responsibilities, qualifications, and any specific requirements. The job posting may be shared on the company website, job portals, and social media. _____

3. HR facilitates any negotiations between the candidate and the company. Once both parties agree, the candidate formally accepts the job offer. _____

4. HR collaborates with the hiring manager or the technical team to understand the specific skills and expertise needed for the software development role. _____

5. If the candidate successfully clears all stages, HR extends a job offer. This includes discussing compensation, benefits, and other terms of employment. _____

6. Some companies have a probationary period during which the new hire's performance is closely monitored. HR may conduct check-ins to ensure a smooth transition. _____

7. HR receives and reviews resumes and cover letters submitted by candidates. They shortlist candidates based on their qualifications and experience. _____

8. HR contacts the candidate's previous employers or references to verify their work history, skills, and overall suitability for the role. _____

9. HR conducts initial screenings, which may involve a phone or video interview. They discuss the candidate's background, skills, and interest in the position. _____

10. HR assists in the onboarding process, ensuring that the new hire completes necessary paperwork, receives training, and is introduced to the team and company culture. _____

11. HR schedules interviews with the hiring manager, technical team, and sometimes other stakeholders. These interviews assess the candidate's technical expertise, problem-solving abilities, and cultural fit within the organization. _____