**Hiring Process**

The selection process at Akkodis is initiated either when a client contacts the company with a specific need or because one of our Business Managers (BM) actively prompts their client portfolio and identifies an opportunity that the company wants to pursue.

Following either of these events, there is an immediate analysis of the requirements to understand the type of professional roles needed. If the required roles are not already present in the company, the actual search phase (sourcing and scouting) begins.

This phase involves utilizing major search engines and professional social networks such as Monster, LinkedIn, AlmaLaurea, as well as the database of spontaneous applications collected on the Akkodis website and internal referrals from colleagues.

Once a substantial pool of candidates is identified, a first round of quick telephone interviews is conducted by our HR or recruiters. These interviews aim to determine the candidates' actual availability for an introductory interview.

This is followed by an actual interview (conducted by HR) to determine/confirm the candidate's characteristics, delve into their professional background, and understand their economic aspirations. This phase allows for further screening of candidates (the so-called shortlisting phase).

Next is a technical interview conducted by an internal expert or someone with relevant skills, or an internal resource already allocated at the client's site. Candidates who successfully pass this initial technical evaluation ideally undergo a qualification meeting at the client's site.

The Qualification Meeting (QM) is typically a second technical evaluation reviewed by the client and usually limited to a small number of candidates. Note that not necessarily both the technical interview and QM take place; often, only the latter is conducted.

It's important to note that the client ultimately determines the suitability of the consultant to be hired. However, there are variations, such as in turnkey project selection processes where the QM is absent, and only the technical interview is conducted. Following these evaluations, the onboarding phase begins, involving negotiation and, assuming successful negotiation, the actual onboarding. Onboarding is defined as the set of administrative and technical procedures necessary to prepare the new resource's entry into the company.

The overall process is depicted in the following figure.

