

Étape 1. Analyse du poste à pourvoir

Intitulé, position hiérarchique, missions et activités, compétences requises, conditions de travail, salaire...

Étape 2. Définition du profil du candidat

Formation, connaissances, expérience professionnelle, savoir-être...

Étape 3. Choix d'un mode de recrutement

Affiche sur le lieu de vente, cooptation, anciens stagiaires, écoles, Pôle emploi, presse régionale, site institutionnel de l'enseigne...

Étape 4. Présélection des candidats

- | | | |
|----------------------------|------------------------|----------------------|
| • Tri des CV | • Entretien collectif | • Entretiens rapides |
| • Tests d'aptitude sans CV | • Appels téléphoniques | |

Étape 5. Convocation des candidats présélectionnés à un entretien individuel

Étape 6. Évaluation des candidatures et choix d'un candidat

- | | |
|---|--|
| • Élimination de certains candidats | • Utilisation de tests et/ou mises en situation pour départager les candidats restants |
| • Vérification des références des candidats | |

Étape 7. Conclusion du processus et intégration

- | | |
|---|---|
| • Informer rapidement le candidat sélectionné. | sur le terrain, alternance entre formation et mise sur le terrain). |
| • Établir et faire signer le contrat de travail. | • Suivre l'intégration du candidat et réagir avant la fin de la période d'essai en cas d'erreur de recrutement. |
| • Faciliter l'intégration du candidat (formation initiale, accompagnement | |

Notes Sur Le Recrutement Etude Cas

Daniela Niemeyer



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