

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 | |

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Michael Rajnik



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Trouver facilement un stage, un premier emploi Romy Sauvayre, 2021-05-06 D crocher un stage ou un premier emploi a ne s improvise pas Pour que le recruteur vous voit comme le ou la candidat e id al e il est indispensable de savoir se vendre Ce guide pratique et complet l attention des tudians et des jeunes dipl m s vous permettra d obtenir un stage d ann e de c sure ou de fin d tudes un contrat d apprentissage ou de professionnalisation et bien entendu un premier emploi Ce guide est enrichi de nombreux t moignages d anciens candidats des astuces efficaces pour viter les erreurs les plus souvent commises et bien entendu les attentes des recruteurs Quiz pour vous tester conseils pratiques faciles appliquer et foire aux questions cet ouvrage vous donne tous les bons conseils pour r ussir laborer votre CV de mani re efficace r ussir vos e mail de motivation ou d approche b tir avec pertinence votre profil sur les r seaux sociaux LinkedIn rien n est laiss de cot Vous vous familiariserez aussi avec les diff rentes preuves du recrutement tests entretien de motivation entretien de groupe Savoir relancer suivre votre candidature attirer l attention des recruteurs faire bonne impression g rer vos motions votre gestuelle votre timidit rien n est oubli Ce guide complet vous explique enfin comment d coder une offre d emploi avant de candidater et de vous pr parer efficacement et bien s r n gocier votre salaire et votre statut et vos avantages Cet ouvrage r pondra toutes les questions que vous vous posez

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