



## Personalized Job Opportunities FAQ

### As an Employee

- **My Personalized Job Opportunities in YOU is empty, why?**

There may not be any current job opening that is matching your profile at the moment. Make sure you review and update your profile - tips- to optimize it. The more complete the profile the better the algorithm can calculate the possible matches. Also, keep in mind that for the moment only English and French are supported, therefore we recommend to publish your profile in one of these two languages.

- **I know that there is a job opening in line with my profile, why it doesn't appear in my Personalized Job Opportunities?**

Review your profile and make sure it's complete so the matches are more accurate. The algorithm that calculates the matches between profiles and jobs is based on machine learning and will continue to evolve. Even if a job opening does not appear in your list, you may still apply and will be considered as any other candidates. We also encourage you to discuss it with your manager and HR.

- **Why in my Personalized Job Opportunities I only see jobs in certain countries?**

If you have declared your preference for certain countries in the career section, they are considered by the system to match your aspirations; if you have declared that you are not open to consider opportunities in other geographies, you will see opportunities in your own country or, for expats, in you host and home country.

- **I applied for one of the jobs in my Personalized Job Opportunities, why I received a negative answer?**

There is no guarantee of being selected to a position that appears in your Personalized Job Opportunities. The list displayed aims at helping you think about the next step. It is an indication that the job could be a match with your profile but you will go through the selection process. The decision remains with the hiring manager and takes into account different elements collected throughout the selection process (profile, interviews, fit with role and team...).

- **How do I know if my profile is well completed?**

Complete every section of your profile: skills, languages, work experience, accomplishments... Also don't forget to update your career aspirations in the career section especially in terms of

functional and geographical mobility. Take a look at some tips to help optimize your profile:  
<https://drive.google.com/file/d/1CZG2aFx5XebaOCBWeLcfiddtLTZykKh1/view>

- **Do I need to configure anything to see Personalized Job Opportunities?**

No, Personalized Job Opportunities will be automatically display in YOU - you will see a list of current open positions that can be a match to your own skills, experience and ambitions. It is important that you update and publish your You profile and your career aspirations.

- **Does my manager see my Personalized Job Opportunities?**

No, Personalized Job Opportunities are only displayed for each individual. We encourage you to use this as input to feed your career discussions with your manager and/or HR. It's strongly recommended that you discuss with your manager before applying to any position. If you are in a position for less than 3 years, you need your manager approval to apply for another job - read more about Employee Mobility Rules:

<https://drive.google.com/file/d/1JWHEOm72cIVxQF08UPYCI9PBroNx2SL9/view>

- **Can I apply to jobs that don't appear in my Personalized Job Opportunities list?**

Yes, you can consult and apply to any job opened in Solvay. We recommend that you review the job posting and assess if it would be a good fit considering the requirements and your aspirations.

- **Which are the supported languages for Personalized Job Opportunities?**

For the moment only English and French are supported by the algorithm that calculates the matches, therefore we recommend to publish your profile in one of these two languages.