

Step Five - I decide on the selected candidate and the offer is made

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data collected in a structured way, decision is taken collectively on the selected candidate. Offer is build based on candidate expectations, according to Syensqo policy (grading system & compensation policy) with a keen eye on efficiency and equity to pursue a sustainable collaboration with the new employee.



WITH WHOM do I take this step?

- The Talent Attraction Partner (recruiter), who will involve Site HR where needed.



MY CHECKLIST & links to TOOLS

are the critical outputs of this step **before** going to the next?

- . Decision is taken on retained candidate
- !. I have agreed with my TA partner on how to ensure feedback is given to all non-retained candidates in due time
- i. The offer content is validated (2 min. [tutorial](#)) and ready to be presented
- i. [Local benefits](#) information here
- i. I clean up my notes, CVs (digital/paper) as per [Data privacy guidelines](#).



HOW I CAN BOOST ONE DIGNITY & SUSTAINABILITY

- Does my candidate choice align with my initial profile which I considered best for the team in the interest of competence and team's diversity needs?
- Is my choice borne out of a decision to hire for diversity or competence or both?
- Does the offer meet our pay equity principle? Have I consulted my TA partner to ensure that the offer meets our pay equity principle?

NOW, WHAT CAN I EXPECT?

offer will be made by my TA Partner (or local HR when applicable) and I can expect feedback about this step.

start to prepare the onboarding and [announcement](#).

[here to prepare the onboarding of your new recruit!](#)

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