

Step Four - I Evaluate Applications

Step Four - I Evaluate Candidates' Applications

I select the most interesting CVs and build a strong & diverse panel of interviewers. I appraise different candidates, based on relevant, accurate and compliant data. I tend to limit perception bias by documenting the interview. I pay attention to promote the position and the company in a fair way to retain candidates' interest.



WITH WHOM do I take this step?

- The Talent Attraction partner
- The colleagues appointed to participate as interviewers.



MY CHECKLIST & links to TOOLS

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

- .. CVs are selected, I have given feedback to my TA partner in order to calibrate the best fitting profiles and managed the not retained candidates with respect to [Data Privacy](#) compliance
- !. Shortlisted candidates are **interviewed** by a fixed & diverse panel of interviewers
- !. I am prepared about what to share about the role, [Syensqo's EVP](#)
- !. Interviews are documented and rationals shared in order to ease the decision making (make a copy of proposed [evaluation grid](#))



HOW I CAN BOOST ONE DIGNITY & SUSTAINABILITY

- What interview inputs or perspectives am I hesitating to agree with? Could it be an opportunity to learn about this perspective more in order to eliminate any unconscious bias?
- Check the recruitment Guides around [DEI](#) and [Sustainability](#).

NOW, WHAT CAN I EXPECT?

structured overview of the assessed candidates with insights from all involved interviewers.

ready to go to decision making.

here for **STEP FIVE - I decide on the selected candidate and the offer is made.**

ist updated: 20 Nov 2025