

Step Two - I launch the recruitment with my Talent Attraction Partner

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I partner with the recruiters team, in mutual trust. I help them understand my current need and possible evolutions; we define together the best sourcing approach and clarify the respective roles of each stakeholder in the process. I trust their market knowledge to adapt the job posting and define the best strategy.



WITH WHOM do I take this step?

- The assigned Talent Attraction (TA) Partner (recruiter) will plan the intake meeting with me.



MY CHECKLIST & links to TOOLS

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

1. You adapted the [job content](#) and it's posted, you agreed on job specifics and the sourcing approach is clear
2. I identified levers and key moments to inclusion and diversity in the process and checked the [User Guide](#)
3. Decision is taken about stakeholders to involve (interviewers panels, external agency upon guidance of my Talent Attraction Partner)
4. I know how to follow-up on the recruitment in the [Talent Attraction tool](#) on HR Services.



HOW I CAN BOOST ONE DIGNITY & SUSTAINABILITY

- Can I make the job location flexible (when not bound to a region or country functionally or tax wise)?
- How does the candidate profile I have developed for this role contribute to the diversity needs of my team and the Group?
- Have I run the job profile through the [Gender Decoder](#) to ensure it is gender neutral?

AND NOW, WHAT CAN I EXPECT?

The Job Ad is LIVE In the [TA tool](#) you'll be able to follow-up on incoming applications.

Your TA Partner will inform you where he/she can bring value in the pre-selection of CVs.

Plan your next touch points with your assigned TA Partner.

[Click here for STEP THREE - I Promote the Job Opportunity](#)

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