

# HOW TO JOIN STET?

Talent detection and support, attractiveness of the best skills, transparency & communication, quality of life, personalized training... The policy implemented by STET promotes individual and collective success and allows everyone to build a career path dynamic (internal development, individual or collective initiatives, etc.).

**Our recruitment process is simple: get to know each-other and assess our common interest in working, together, over time.**

Our interviews are a moment of exchange which makes it possible to ensure that your skills and corresponding ambitions to the projects and culture of STET.

Each of the actors involved in the recruitment process is made aware of the importance of fight against all forms of discrimination: beyond your technical or functional expertise, we will be attentive to your personality and your human qualities: enthusiasm & commitment, creativity & culture of results, organization & communication.

Beyond adapting to your availability, we make sure to save you time. We keep you informed throughout the process, to send you all the necessary information, and to ensure a solid complementarity during your 2 to 3 interviews.



1

## FIRST HR CONTACT

The candidate is identified on social networks. Our recruiter will contact you for a first call (about 15 minutes).



2

## MANAGER'S ENCOUNTER

The candidate carries out a first job interview on the work place with the operational manager. After the meeting, the manager send a summary of the interview to the HR. During this interview, the manager explain the objectives of the position and the expected technical hard skills.



3

## HR RECRUITER ENCOUNTER

The recruiter receives the candidate for a physical job interview and complete the manager's report. During this interview, the recruiter identify the "soft skills", the potential for development and the adequacy with corporate culture. He then stays in touch with you to answer your questions and facilitate your administrative process.



4

## VALIDATION

For some positions, a validation interview is scheduled with a member of the General Management. If we decide to continue, you will receive an oral confirmation as well as a written proposal by e-mail.



## INTEGRATION DAY

After a few month, an integration day is planned to welcome you.



*In order to ensure a smooth process, the chronology of the interviews is likely to be modified or even be merged (we can realize the HR interview and operational maintenance in a single time for urgent recruitments).*

## Discover our job offers and find the offer that suits you!

All our vacancies are open to people with disabilities.

Professional development is a condition of our collective performance and the well-being of our employees. STET is committed to fostering inclusive work environments, respectful of all, conducive to creativity, and fairness.

STET is committed to a real dynamic of development in terms of professional equality. To ensure the diversity at all levels of the organization, the company has set itself the following ambitions:

- Accelerate the recruitment of women at all levels of the organization,
- To promote them to the highest levels of responsibility,
- To increase their proportion on the direction committee.

In addition, STET attaches the utmost importance to the protection of the personal data of its employees and of its candidates.