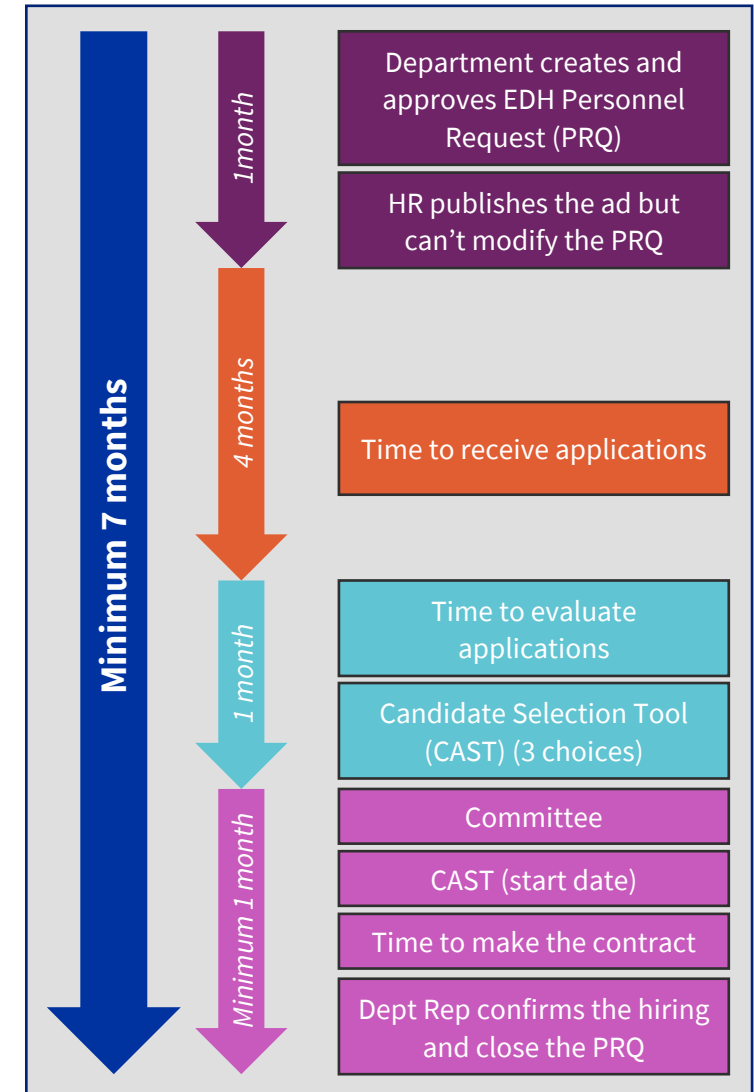


Inefficient Candidate and Hiring Manager Experience

Quest process “as is” with selection moments

- **Long process** (minimum 7 months)
- Overlapping dates between selection moments
- **Imposed timelines** cause recruitment peaks several times per year
- **Mismatch with the job market**
 - Impact on Diversity and candidate availability

=> **CERN is missing out on the right candidates**



Agile (On-Demand) Recruitment Process

Quest process “to be”

- **Shorter process** (minimum 2 months vs 7 months today)
- **Hiring on-demand** (no more selection moments)
- More quality communication between recruiter and hiring manager
- **Less risk of conflicts** between departments selecting the same candidate
- **Less risk of withdrawal of candidate applications**
- **Improved alignment with external job market**
- Increased opportunities to source **diverse candidates**
- Increased opportunities to source for **specific projects**
- Better programme visibility across the year

=> **CERN has more chances to hire the right candidates when needed**

