

Our Talent Journey



Attraction

- Job Posting: Advertising the position on company website, job boards & LinkedIn
- Outreach: Utilise recruitment agencies, attend local job fairs



Application Process

- Application: Candidates submit CV, cover letters, and relevant certifications.
- Screening: HR reviews applications to shortlist candidates based on qualifications and experience.



Initial Screening

- Phone Interviews: Conduct initial phone interviews to assess candidate technical knowledge, experience, and cultural fit.
- Pre-Screening Assessment: Administer technical assessments.



Interview Process

- Job Posting: Advertising the position on company website, job boards & LinkedIn
- Outreach: Utilise recruitment agencies, attend local job fairs



Reference and Background Checks

- Application: Candidates submit CV, cover letters, and relevant certifications.
- Screening: HR reviews applications to shortlist candidates based on qualifications and experience.



Offer

- Offer Preparation: including salary, benefits, and other incentives.
- Negotiation: Address any questions or negotiations from the candidate and finalize the offer.



Onboarding

- Pre-Employment Paperwork: Complete necessary documentation, including employment contracts, tax forms, and non-disclosure agreements.
- Training and Development: Provide initial training on company procedures, safety protocols, and specific project requirements. Buddy system etc.



Integration and Development

- Performance Reviews: Schedule regular performance reviews to assess progress, provide feedback, and identify development opportunities.
- Continuous Learning: Encourage participation in professional development programs, certifications, and industry conferences