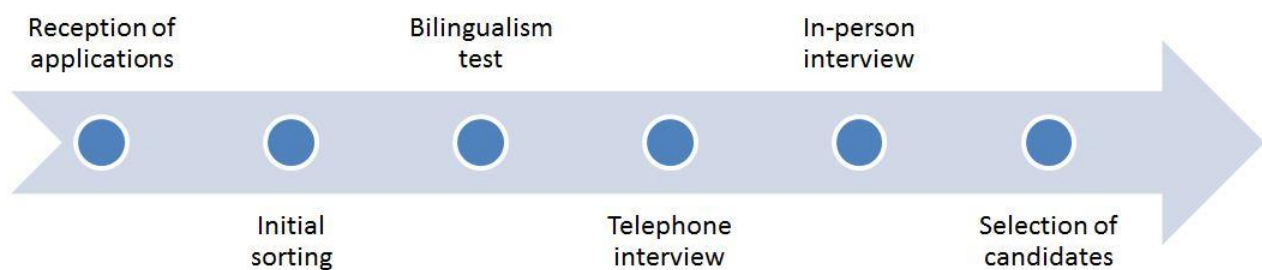


Recruitment Process

Hiring Committee

The hiring committee includes managers from various departments at the agency. The purpose of the Hiring Committee is to hire qualified candidates, who can meet the needs of the people supported by Valoris. The role of the committee is to ensure consistency in the hiring process, and to recommend appropriate candidates to fill vacant positions. Committee members participate in all the interviews that take place during the agency's two annual hiring periods, usually held in January and September.

Selection of Candidates



When the Human Resources Department receives applications, each one is carefully considered, with particular attention given to education and work experience.

Once the initial screening has been completed, candidates are asked to take a bilingualism test. The results are used to identify candidates who are eligible for the next screening stage: telephone interviews.

The telephone interview questions are mostly based on experience. The duration of the interview is approximately 30 to 45 minutes and is conducted by the Human Resources Department. The telephone interview is also used to confirm a candidate's interest in existing positions and to re-evaluate the candidate's proficiency in both official languages before proceeding to an in-person interview.

After the telephone interviews, selected candidates will be contacted to make an appointment for an in-person interview with the members of the Hiring Committee. The in-person interview includes questions on the required skills and role playing, depending on the position for which the candidate has applied.

Once the candidate is selected, the Human Resources Department verifies professional references and matches the candidate to a position.