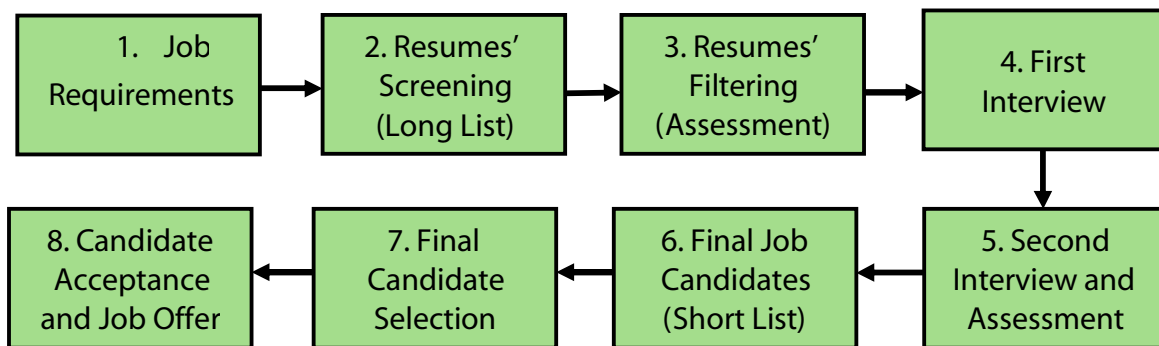




# Recruitment Processes

onera ensures that all job candidates selected for the job are appropriately suited both to the culture of onera and the requirements of the position through the implementation of consistent, professional and validated recruitment/hiring processes.



1. onera HR professionals create job requirements based upon Executive Management recommendations and business and organizational needs and requirements.
  2. In the pre-selection round, onera 's HR professionals start the applications screening process. In the meantime, based on the job requirements, onera 's HR search for and evaluate applicants whose details already matches job specifications; which are posted on onera Portal [www.onera.com/Career](http://www.onera.com/Career) and may directly contact CV owners whose profile matches the position requirement.
  3. As a result of the pre-selection phase, our HR professionals in collaboration with concerned onera line management; creates a long list of the candidates who best meet the requirements of the job vacancy. Long listed candidates will be invited to the first selection round.
  4. The outcome of the first selection round is a shortlist of candidates, who are invited for the second selection phase. During the final selection phase, the Successful candidate is selected.
  5. The HR professional will contact the chosen candidate, and will make the candidate a job offer.
- Submitting your CV makes applying for jobs at onera a simple process, either through the link [www.onera.com/Career](http://www.onera.com/Career) or through directly e-mailing your updated CV to [applications@onera.com](mailto:applications@onera.com)