

Recruitment Workgroup

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► Testimonial seniorflex :

Observation of candidates who are more than 45 :

Lack of self confidence

Important need to work

Strong motivation

Sometimes they can be more available and mobile

Experience is useful if well understood

Linguistic skill, hobbies, network...

Warning:

Specific process of recruitment: use specific test, experienced recruiters (not a junior)

► Recruitment for another company :

Job description

Don't be close minded regarding age concerns

Present the skills of the candidates

Ensure familiarity with the person who offers the position

Some solutions to argue for a senior recruitment:

Is it more costly?

Is it a full time or a part time contract?

Is there fringe benefits?

Status (Independent...) ?

Output : Recruitment

Strength <ul style="list-style-type: none">● Specific competencies● Rapid integration● Earlier operational● Desire to prove themselves● Loyalty● Flexibility (time wise)● Network	Weakness <ul style="list-style-type: none">● Sourcing● Negative effects of prospective legislation● Physical abilities● Self-censorships from the candidate● Company bias and stereotypes
Opportunities <ul style="list-style-type: none">● Redefining competencies and job description (+ career path)● Geographic mobility● Demographic change● Specific career fairs● Intergenerational teams have more creativity	Threatens <ul style="list-style-type: none">● Need for integration program● Team awareness and training● Recruiter's training● Financial crisis impact

Tips :

- **Work on the issue internally first**
- **The manager must be able to manage change**
- **Refer to success story : real benefit for the company**
- **Recruitment communication addressed to senior candidates**