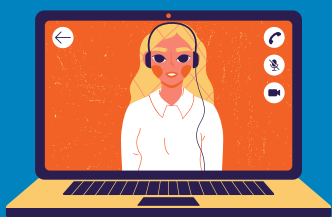




## HIRING AND ONBOARDING DURING COVID-19

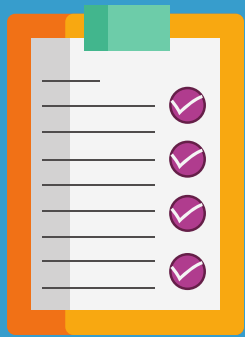
# 26

New hires virtually recruited during the COVID-19 outbreak.



### VIRTUAL INTERVIEWS

Interviews were undertaken using MS Teams. We evolved our approach as we moved from face-to-face to face-to-screen interviewing.



### PERSONALISED INDUCTION PLANS

Induction plans were customised to ensure they met the needs of new hires during this complex time. Many are juggling social distancing, home schooling and disrupted lives.



### COFFEE WITH THE CEO

New hires meet CEO Sujata Stead via a virtual coffee catch up. Replacing the formal first meet up with an informal over coffee aligned with our culture and the current context.



### ONLINE LEARNING

We provide online learning via Litmos. Health and safety, company information and other key e-learning courses are provided. Hires can also plan how and where they will upskill via the wide range of courses available.



### COURIERED HARDWARE

Laptops and other IT hardware are shipped to their address. New hires are provided everything they would expect to receive at the OET office.