

## Local hire

If you live or stay in Belgium, the selection procedure will be organized as follows:

### **Phase 1: CV screening**

Our Recruitment Officer will carefully screen and assess your CV. We will analyze whether your background, qualifications and expertise are congruent with the job requirements. The vacancy holder also plays an advisory role in this phase.

### **Phase 2: Interviews at IMEC**

If your profile meets the job requirements, we will invite you for a first exploratory interview with one of our Recruitment Officers, to discuss your expertise, motivation and expectations.

If the outcome of this interview is positive, we will schedule a second interview with the vacancy holder. During this interview the line manager will examine in detail your expertise, technical knowledge and match with the job requirements. For certain technical vacancies candidates are taken on a guided tour in one of our labs or clean rooms.

In some cases, we set up a third and last interview round. This can consist of an interview with the division manager, an expert or an informal meeting with colleagues.

If you apply for a management role, we will organize an assessment center for you.

### **Phase 3: Job offer and employment contract**

If all the interviews are positively evaluated, you will receive a job offer. If you agree on our terms and conditions, and decide to accept our offer we will invite you to our offices for signing your employment contract. It is important that you are able to submit proof of your highest degree at that moment.