

## **Initiative**

01/11/2010

# **Accor in partnership with the National Employment Organisation in France.**

As part of its partnership with the National Employment Organisation in France, Accor has set up a process enabling Group recruiters to publish their job offers, simultaneously, on Accorjobs, the Group's recruitment website, and the National Employment Organisation's website.

At Accor, recruitment is decentralised: each manager is in charge of recruitment within their own unit. The AccorJobs site centralises the majority of Group job offers making them visible to applicants. They have access to the opportunities within the Group and can search according to their preferences such as geographical area, brand or profession.

The partnership with the Employment Organisation enables Accor to open up its offers to a larger population and to encourage the diversity of applicants. In France, the Group's recruiters can now publish an offer on both AccorJobs and the Employment Organisation in just one click. The job offer is published simultaneously on both sites. The recruiter is helped by a pre-selection of candidates carried out by the National Employment Organisation, who identify the applicants whose skills are best adapted to the requirements of the position advertised.