

RECRUITMENT OF A NEW STAFF MEMBER WITH REFUGEE STATUS FROM SYRIA

Company name : GOBLET LAVANDIER & ASSOCIÉS INGÉNIEURS-CONSEILS S.A.

Activity sector : Autres

Company category : PME

Description of the action

Our office being socially responsible, we wanted to hire a young refugee and give him a chance in a professional world different from what he had known. We wanted to give him our support so that he could integrate as well as possible in his new environment.

Approach

Contact Adem and set up a training plan.

Objectives

Ensure the best integration of our new colleague at the organizational and technical level.

As our colleague had studied in a different sector of activity from ours, with language skills other than those generally practiced in our company, the supervision by a tutor and the implementation of a training plan were essential.

« To do »

We should prepare well for the arrival of the new colleague in order to supervise him properly, while not forgetting his experience. It is also important to treat him or her like any other employee, but also to be open to his or her situation. It is also important to insist on mutual respect with regard to religious sensitivities. As for any employee, the establishment of a relationship of trust and openness is essential.

« Not to do »

Any special treatment due to the fact that the person is a refugee should be avoided.