

# Selection Process



## OK 1. Accept client requirements:



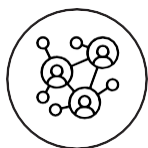
Our recruitment process starts with requirements from our clients, including job, location, work condition, etc.



## OK 2. Establishment of the Interview Committee:



A selection committee is formed to review applications and conduct interviews. This committee includes examiners for physical health, language training, orientation, human resources, vocational training, and management representatives.



## OK 3. Recruitment sourcing:

To ensure a diverse candidate pool, the company combines online advertising on social media with local recruitment. Our local network includes:

- » Department of Labor, Invalids and Social Affairs
- » Schools and vocational training institutions
- » Job placement centers
- » Local trade associations
- » Youth unions
- » Farmers' unions
- » Military command boards
- » Women's associations

Our social media applications includes Website, Facebook, Zalo, and TikTok to expand its recruitment reach. Additionally, it provides recruitment information to workers who have previously emigrated through the company. Candidates can submit their profiles via online forms on mobile devices and computers or through paper forms.



## OK 4. Pre-screening and testing:

Candidates from online and offline sources are only qualified as potential. Mirai do not fast track any candidates to the selection stage based on suggestions from anyone. Instead, these potential candidates go through several steps of screening and testing:

**Good character screening:** As candidates fill their forms and submit relevant information, we will require a police clearance, as well as potential abuse of alcohol or heavy smoking

**Psychometric testing:** After candidates fill in their information, they will need to complete a personality test to give an evaluation of their attitude to work, productivity, teamwork, behaviors outside of work, The test result will be used in the interview stage to help interviewers identify problems in personality that might affect their work in Australia.



## OK 5. Fitness testing:

Most agriculture jobs require early wake-ups, long work hours in the sun, and physical demanding tasks. Therefore, we need to make sure candidates are fit and healthy to do farm works. Depending on the specific job requirements from employers, we might tailor the fitness tests, which including push-ups.



## OK 6. Preliminary Interviews:

After the candidates have pass the fitness test, we will conduct an interview with the candidates to gain deeper insights into their ability and attitudes. We would also check candidates' CV to conduct reference checks from previous employers to evaluate their work ethic, teamwork, reliability, etc (if available).

Not Ok

Human Resources And Administration  
Department