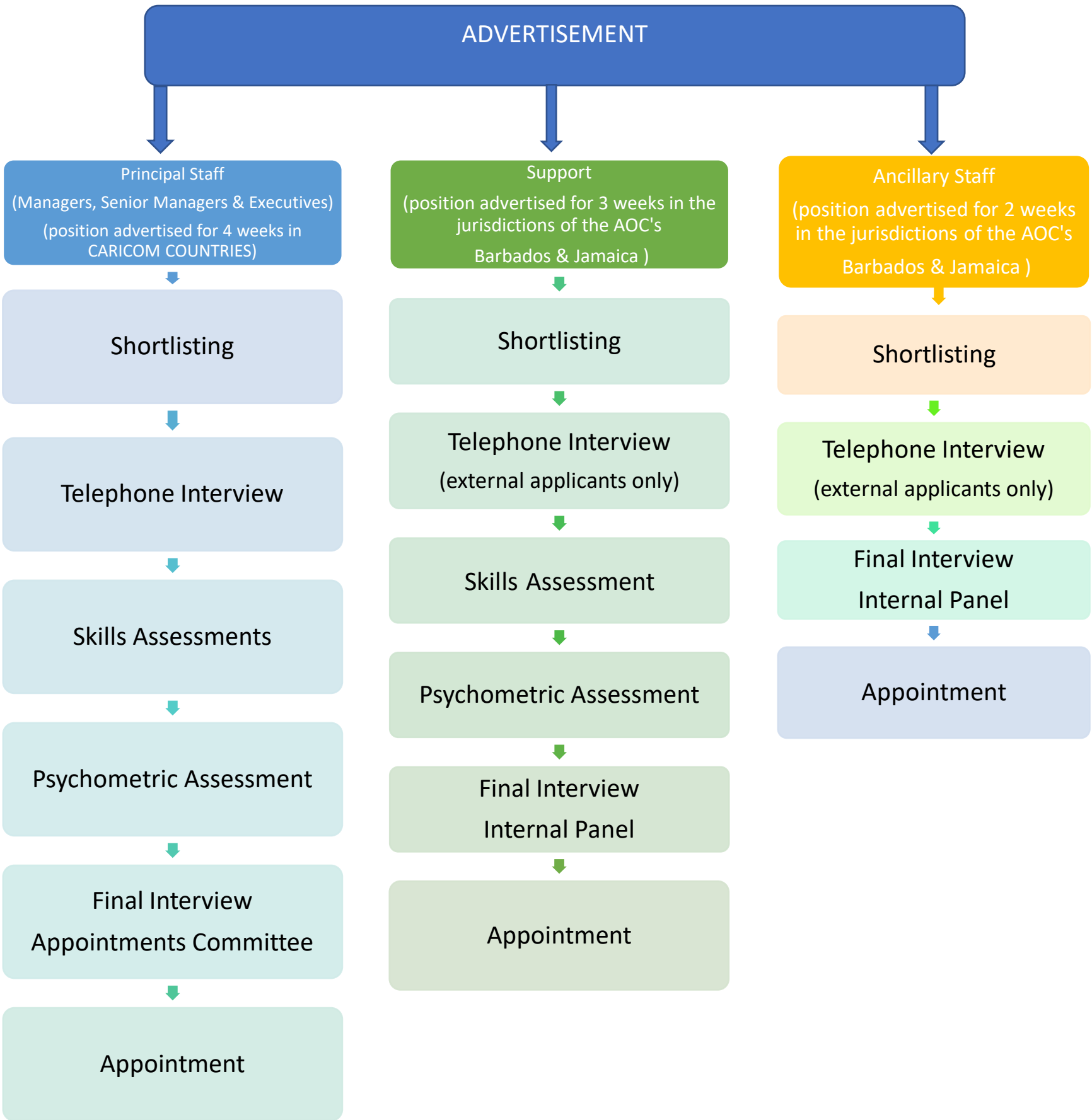Outline of the Recruitment process