



ADVICE FOR CANDIDATES

UPDATED TO 2025

Are you looking for a job in the automotive, aerospace, defense or industrial sectors?

Would you like to **imagine, design and manufacture solutions** in vibration control, fluid management, sealing and composite materials to meet major environmental challenges?

Hutchinson invites you to **take action** and be at the **heart of sustainable, safer, low-carbon mobility**.

Join us and reveal what drives you.

Hutchinson's **recruitment process is fast, friendly, rigorous and transparent**, to ensure the satisfaction of our candidates. It guarantees **equal opportunities without direct or indirect discrimination**.

JOIN US ON SOCIAL MEDIA!



Our recruitment process



Step 1 - Apply online

We invite you to submit your application online.

Our job offers, internships and work-study programs are available on our careers page.

With just two clicks and an up-to-date CV, you can tell us about your interest in joining the Hutchinson adventure.

Step 2 - First we talk by phone

Once your profile has been validated, an initial telephone interview is organized with a recruiter to discuss your experience, your motivations and the content of the position.

This interview is an opportunity for you to ask questions about the position to be filled, management and career development opportunities, and to confirm your motivation to continue the recruitment process with Hutchinson.

For us, it's an opportunity to assess your skills and career path, and to validate your application.

Step 3 - We meet for an interview

Once the appointment has been made, it's time to meet with us. This interview is an opportunity to get to know us better, and to assess your skills and aspirations.

During the interview, you'll be asked to give concrete examples of your career path and achievements, and to explain how this new step would represent an opportunity in your professional career.

For you, this will be an opportunity to get to know the Group and its values better, as well as to meet your future manager.

Step 4 - We decide to work together

Your success and development are our priorities.

We begin our relationship as soon as you sign your contract and before you actually join Hutchinson.

We also commit to building a personalized integration plan designed to help you discover our culture, markets, technologies and organizations. During this phase, you'll also benefit from a training program tailored to your new position. Throughout this integration period, we encourage you to share your impressions.



How to write your CV?

- Your CV should be concise, illustrated with concrete achievements to give a clear vision of your career path and profile.
- Highlight your extra-professional activities, which demonstrate other skills just as useful to your career development.
- A little originality can also set you apart from other candidates.



Company discovery and analysis

- Before we talk, take the time to look at the job description and learn more about our group. You'll get a more relevant, personal and engaging exchange.
- This interview should enable us to learn more about each other and confirm our desire to work together.
- Please bear in mind that this is a pre-interview, the purpose of which is also to validate the skills required for the position, your language level and your mobility.



Highlight your profile

- Make the most of your past experience: what are your qualities for the type of position you're applying for with us?
- Illustrate your experience with concrete achievements and projects and provide figures.
- Your interview should be structured and stimulating, but at the same time it should remain a pleasant moment of exchange.



Your Onboarding

- We pay particular attention to the design of your induction program, which should be tailored to your specific position.
- Whatever your assignment, it's important to define your objectives and priorities with your manager.
- This is an opportunity to discuss the support you'll need to succeed in your new role and get up and running quickly.

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“Candidates have expectations and aspirations in terms of work/life balance, the meaning of their assignments and managerial culture.

We listen to them and answer all their questions clearly and transparently. It's under these conditions that we can build a lasting relationship of trust”

Rafif HARIRI, Corporate Talent Acquisition Manager



We make it *possible*