



*Reading the past,
writing the future
Best practices and New practices*



Nov 17, Recruiting in a Changing Environment



Agenda



- ENAV Group
- Reading the past: focus on personnel research in the last two years
- Selection during pandemic
- Writing the Future: what's coming next

About us

ENAV Group is the Italian air navigation service provider ensuring safety for flights we handle from the control tower of 45 airports and 4 Area Control Center.

4050 people



About 2400 specialists who are engaged in real-time in the Air Traffic Control



ENAV's logistics and maintenance company. It is responsible for ensuring full operating efficiency of Italy's ATC



Is an internationally recognized leader in the provision of software solutions to ANSPs, airport authorities, aviation agencies, government and private entities which manage air traffic.

Hiring Needs in 2019/2020



Waiver less than 2%

An overview of the profiles hired



ATM

Flight Information
Service Officer

Professional

Investor Relations
Manager, Weather
Forecast, Insurance
Specialist, Aviation
Services Operator

Engineer

Logistic,
Plant & Structural,
Network and Service,
Geographic Networks
Designer

Maintenance

Technical Operator,
Lab Technician

IT

Software Engineer,
System Analyst
Customer Care &
Verification &
Validation
Software DevOps
Program Manager

During Pandemic ...

- *Insights ... new ways of interpreting recruiting*



Wolfgang Köhler, 1925

During Pandemic



We have created an entirely virtual process



less effort and minimum costs

We perceived and found in candidates a more *fluid* "time"



more flexibility in managing the recruiting processes

Candidates were more available at the times proposed by Recruiting Team and in general there was an appreciation of the virtual process



lower percentage of waiver to the selection process

This has also allowed us to think about the future in a more flexible way and promote activities able to make ENAV known to a wider audience (a very important objective given the type of profiles we are looking for) and focus on the candidate experience.

The past...



- Revisiting of the 'Work with Us' page with insertion of previously absent multimedia contents
- Revisiting IT Recruiting tool on the candidate experience
- Enhancing connection with candidates through a better communication style (for example writing email with focus on the individual) and through the use of a more effective feedback following the closure of selective processes

NEW

Writing the future...



Thematic Islands Project

- An ENAV Group Project that aims to introduce the company to young people from all over Italy, inviting them to the company's headquarter and giving them the conceptual tools to understand our organizational reality

Writing the future...



Career Day and Other Recruiting Events

- Participation in Career Days to meet specific population of interest to the Group
- Engineering Project ‘One Day @ ENAV’ in which students from all over Italy can participate and interact with us
- New tools to hire latest generations: improving the use of *Gamification* to attract our resources target of interest

Writing the future...






University/Postgraduate Internships

- Introduction of a section, in the official website, cut out for young university students, aspiring trainees in the ENAV Group
- Add testimonials of students who have done or are about to start a training internship in the company (on the company website and on the LinkedIn ENAV Group channel)

Writing the future...



Speaking the language of today's digital natives

- Update LinkedIn ENAV Group page with talent acquisition contents 
- Create an ENAV YouTube Career Day page where people share experiences 
- Update Instagram ENAV Group page with talent acquisition contents 



Thank you for your attention

Q&A