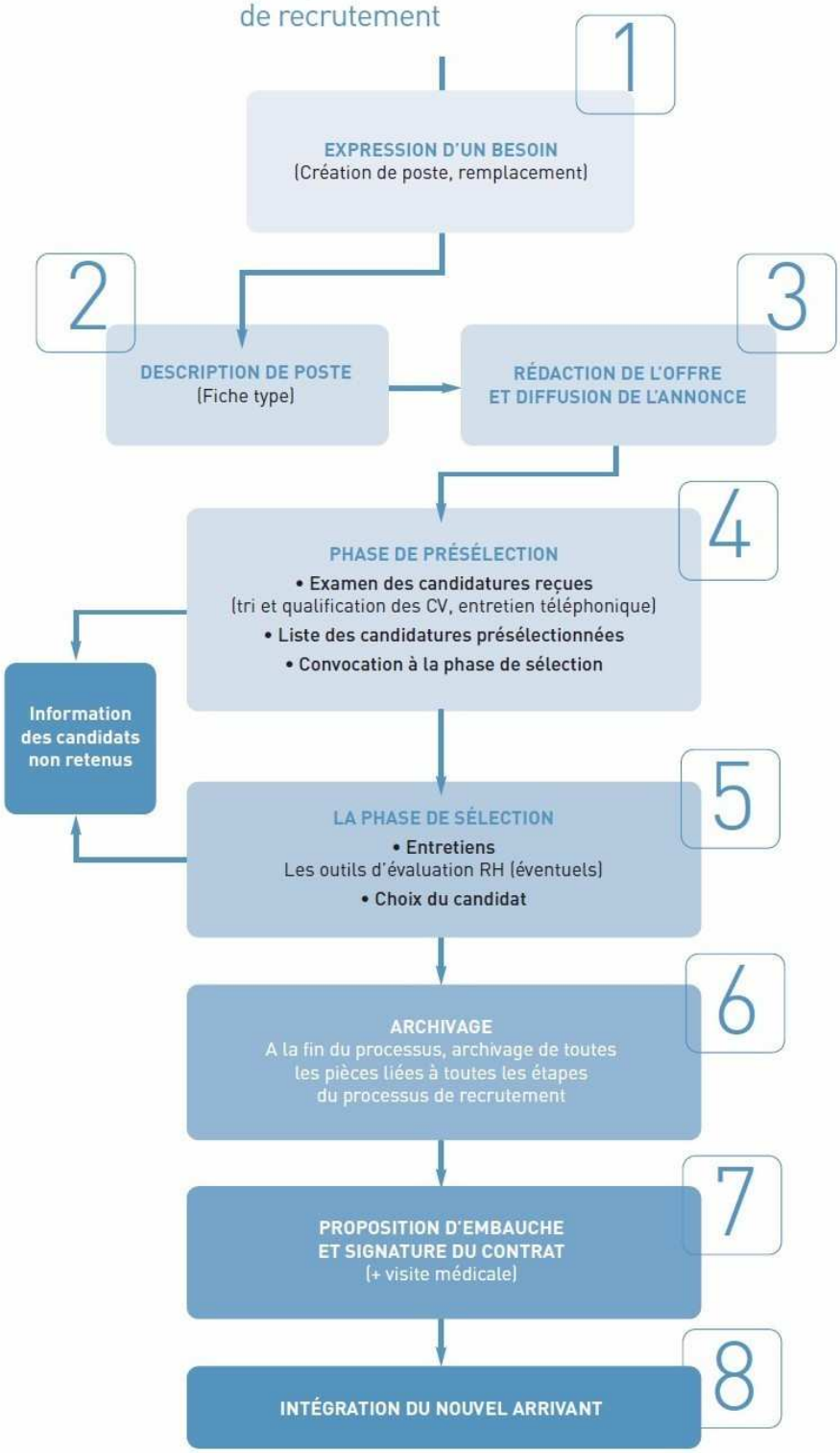Les 8 étapes du processus de recrutement