



# Recruitment & Selection

AYA Bank recruits and selects talents based on the requirements of the bank with transparency, unbiased, fair assessments and ethical practices.

## 1. Identification of Talent sources

The recruitment and selection of AYA Bank utilizes the various channels including job portal, job advertisement platforms, social & online media, and recruitment agencies for vacancy announcements to select and recruit suitable and qualified talents based on workforce current requirements and future expansion.

## 2. Candidate Screening

The job applications are pre-screened based on the minimum qualifications, job experience and knowledge of each of the positions. Qualified candidates are expected to go through written and oral examinations and if needed, professional skills examinations for higher-level positions. The evaluation and assessments are based on the candidate's experience, personal skills and ability to handle the interview questions regardless of their gender, beliefs, minority, race and ethnicity. Candidates are going through step-by-step rigorous processes and selected systematically based on their merit.

### 3. Appointments of the New Employees

The newly appointed employees are required to go through orientation session. During the Orientation Session, employees are introduced about the bank’s history and background, vision, mission, core values and ethics, corporate-level policies, HR policies, organization structure and other things to know by the new joiners of the bank. Respective buddies from their department are introduced and assigned to help and assist new employees after the orientation session.

**Recruitment & Selection Process of AYA Bank**

