



Training prepared for ICTEAM students
Master 1&2 – UCLouvain – Raphaël Jungers

Introduction to the Job Market.

*What to expect when you look
for a job?*



VERONIQUE JOUBERT

February 20, 2025

Program

01 Introduction

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03 Who will you connect with?

04 A-Z Recruitment processes

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Despite:

- Volatility of stock market in tech => GAFA and tech giants fired between 5 and 12% of their employees worldwide in 2023,
- Inflation and rising of wage costs
- Instability (Financial crisis, Covid, Energy crisis, war in Ukraine, Israel/ Palestine, threats from Iran, US elections..)
- ...

**-> 80% of companies in Belgium have
recruitment plans in 2025**

01 Introduction

The job market is extremely **GOOD**, in Belgium:

- Lots of open jobs, also for graduates (180.000 jobs open in Belgium)
- Demographics is in favor of applicants for the next 1 or 2 decades..
- High demand for cyber security, cloud, data analysts, data management..
- Sectors that recruit massively:
 - Services (transport, communication, finance, retail, horeca)
 - Pharma, life sciences
- **Hiring intentions are growing in the 3 Regions:**
 - Flanders: +30%
 - Brussels: +28%
 - Wallonia: +25%

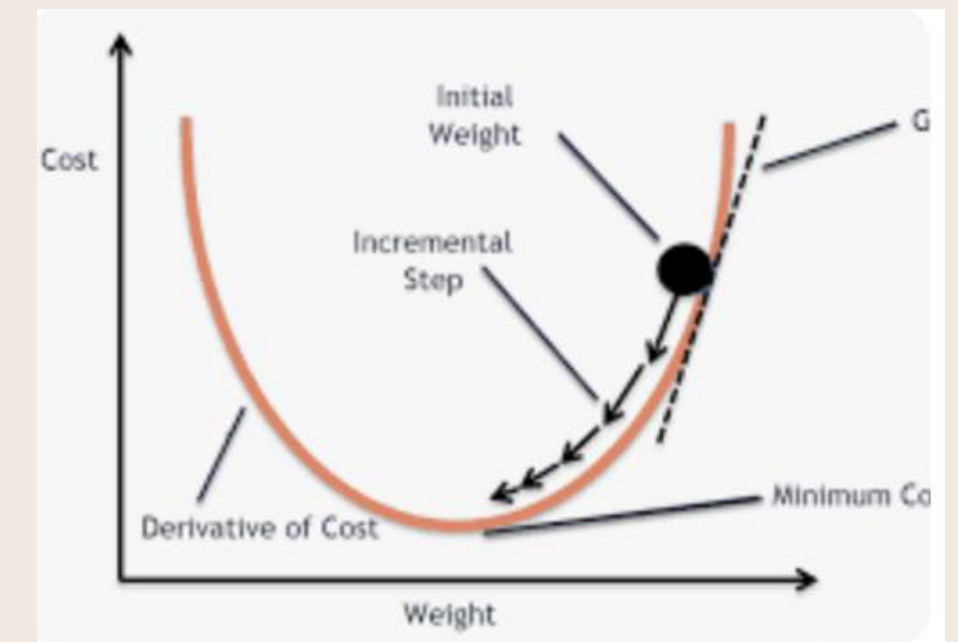
01 Introduction

Introduction to Job Market - 2025

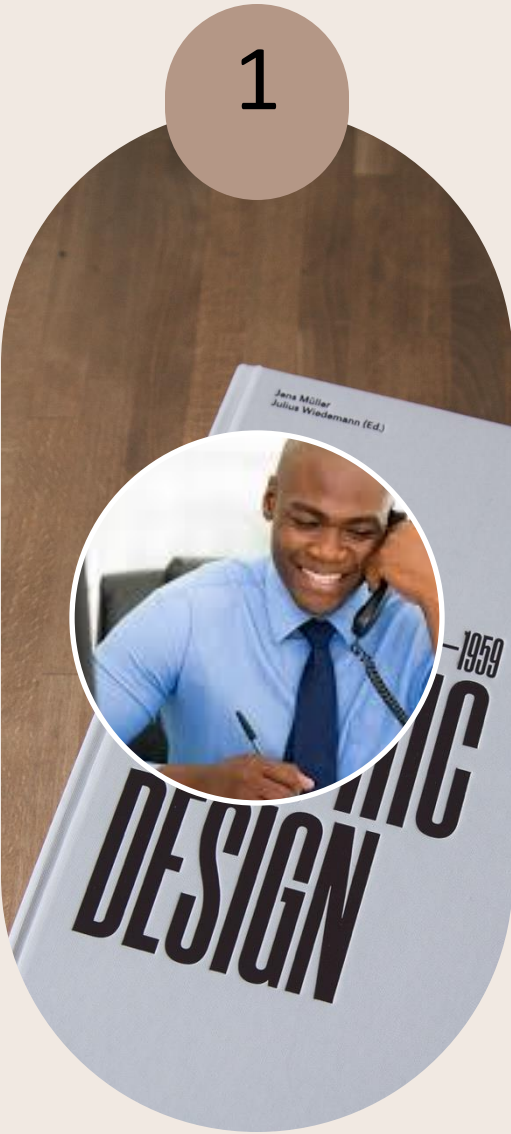
Overall Particularities of the (international) job market: **looking for new behaviours: “flexibility, innovation, empathy”**

For companies, Mastering & analysing data + optimizations are key:

- Algorithms
- Optimizations
- Operational research
- Business intelligence analysis
- Pricing analysis
- Interconnected objects
- Internet of things
- Artificial intelligence
- Big data analytics & machine learning
- Cybersecurity
- Cloud
- Etc..



03 Who will you connect with?



Recruiter



Hiring
Manager



Head of HR



Team of colleagues



IA

04 A-Z recruitment processes

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Simplicity or complexity

But clear GOAL for the recruitment process:

TO **HIRE**.



04 A-Z Recruitment process



Step 1

Sourcing-> publish
the job, search in
databases

Step 2

CV Screening-> 3
piles YES, NO,
MAYBE

Step 3

Interview(s)

Step 4

Tests, Personality,
language, skills
assessments, business
cases (individual or
collective)

Step 5

Final (Hiring)
Interview

Last
Step

Job & Contract
Offer

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05 Interview types

Informal Talks:

Events
Job fairs
Friends
Opportunities

Telephone screening

To gain time
To complete info
about you
To pass from
MAYBE to YES
pile

Video conference

Or

Face to face interview

Artificial Intelligence

05 Recruitment/ Public sector

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Federal

Travaillerpour.be

-> federal administration, linguistic communities and local public jobs

Regional

<https://www.wallonie.be/fr/jobs>

<https://www.vlaanderen.be/werken-voor-vlaanderen>

<https://www.talent.brussels/fr>

Other

Employment at defence: mil.be

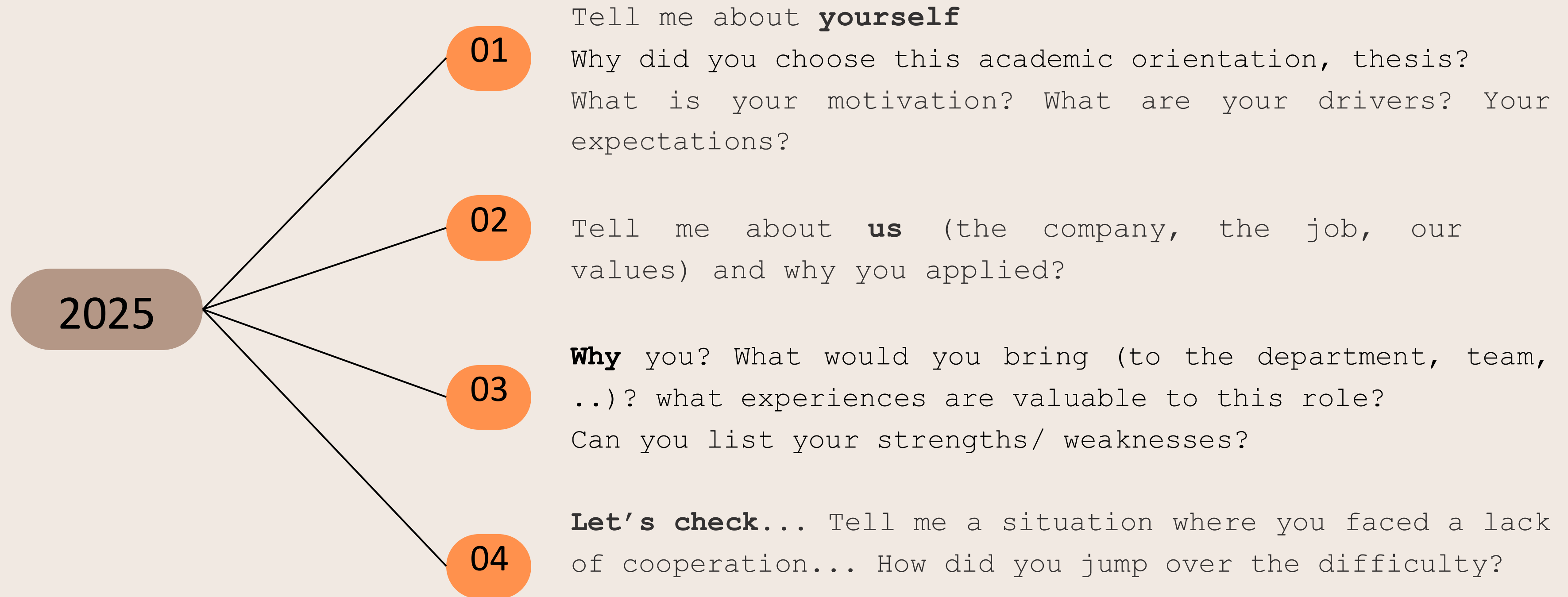
French community recrutement.cfwb.be

European public jobs: <https://eu-careers.europa.eu/fr>

Employment
services

[Leforem.be](https://leforem.be), [Actiris.be](https://actiris.be), [Ostbelgienlive.be](https://ostbelgienlive.be), vdab.be

06 (a) Typical questions



- Listen actively (be attentive)
- Have Periodical eye contact
- Show interest, ask questions
- Use silence
- Ask for clarifications, more information
- Have an open attitude, be aware of body language
- Reformulate
- Prepare 2 or 3 questions
- Ask for a first feedback, what the recruitment procedure is, deadline to expect for the next step,

06 Do's & Don'ts

- To arrive late (without informing)
- To be unprepared for the interview
- To criticize people
- To lie
- To Read your CV
- To Speak about wages too early
- To Send 5 follow-up emails after the interview
- To have zero reactions in the coming days

Job offer & Employment Contract...



Salary level:

- linked to **external** (salary survey) **and internal benchmarks** (colleagues of same level)



Compensation & benefits:

- Presents the **compensation** (gross salary) and the **benefits** from Joint Committee and from the company (lunch allowances, group insurances, company car, petrol card, telephone, subscriptions, company shares program, etc..)



Legal component

- Titel, role, level
- Linked to Job description
- In Which department?
- Which role do you report into (N+1)?
- Contractual clause
- validity



General conditions:

- Applies the **minimum Joint Committee benefits** (nb of hours worked/ week, nb of holidays per year, eco-cheques etc..)

08 Conclusion

- Couple of days **after** sending your CV: check it's received, ask about the **timeline** of the process?
- At the end of an interview: what is the **recruitment process** like + **when** will you get feedback?
- If you get **offer(s)** from other applications processes soon: inform recruiters other processes are coming to an end: what is the **timeline** to finalise its process?
- After the **last step** is achieved and you're waiting for the go-no-go decision.
- When the **process is closed** and you're not the chosen candidate: ask for **constructive feedback**.