



Digital Recruitment at Vodafone

The Future





DIGITAL HR @ Vodafone





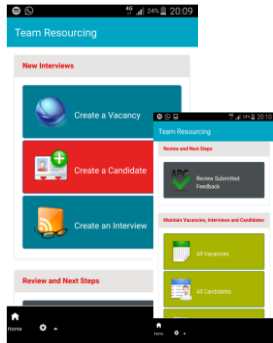


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Let's Explore...

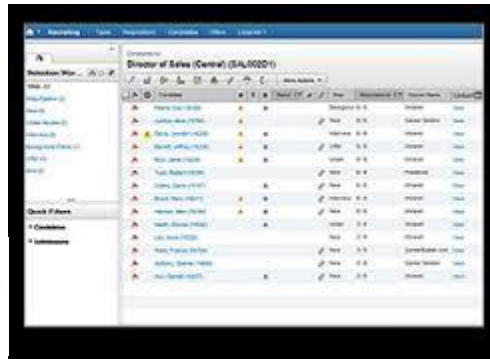


Our Digital tools...



Taleo

Avature CRM



Vodafone
One Kinghorn Street
Paddington
W2 9BY
Date: 19/11/2014

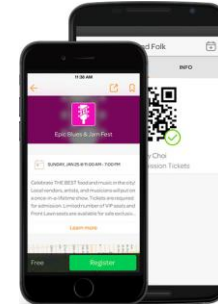
CONFIDENTIAL

Mr J Seeker
1 The Street
London
EC1N 1HQ

PRINCIPAL STATEMENT OF TERMS AND CONDITIONS

I am pleased to confirm your appointment as Chief Customer with Vodafone. This document outlines the Terms and Conditions which apply to your contract and other information which is relevant to your employment.

1. The commencement date of this contract is 1st December 2030
2. Your date of commencement of continuous service with Vodafone or its subsidiaries is 1st December 2030
3. Your base will be £20 however the Company reserves the right, with appropriate consultation with you, to change your base should the needs of the Company require this.
4. Your working hours will be 20 per week. This Company may require you to vary the pattern of your working hours if required on a temporary or permanent basis should the needs of the post require this. Overtime payments are made in line with the Company Remuneration Policy.
5. You will be subject to the terms and conditions as agreed and amended from time to time by the Company as outlined in its policies, procedures, handbooks and other relevant documents.
6. The pay grade for this post is Grade 1 and the current salary scale is E50e1. This will be reviewed annually. You are also eligible for individual / team performance bonuses as outlined in the Company Remuneration Policy.
7. If the Company makes an overpayment to you to which you are not entitled, or is more than that to which you are entitled, you agree to allow the Company to recover the overpayment by deductions from your salary or other payments due to you. Any deductions will normally be made over the same period that the overpayment was made. It is in your interests to regularly check your pay slips.
8. In addition to your salary you will receive the following allowance: a Type of allowance of EXXX per annum.
9. You will be paid monthly on 1st of the month in arrears to a bank account of your choice.
10. The Company leave year runs from the 1st of April to the 31st of March. You are entitled to 28 inclusive of statutory / local holidays as agreed annually by the Company. Arrangements for payment of holiday pay are as follows.....



Our Strategy for Future Talents

- **Explore** Internship Programme is a student-level talent programme designed for students at any level (BSc, MSc) with limited working experience.
- The programme aims at providing students with hands-on practical experience while at the same time familiarising them with the Vodafone culture.
- Explore aims at strengthening our Discover Graduate Programme pipeline and creating a long-term relationship with our Future Talent through our Future Talent Strategy (Explore – Discover – Columbus)



Digital Resourcing...

Explore



STEP 1



Sourcing

Sourcing mix strategy including Virtual Career Fair



STEP 2



Assessment

On-line assessment triggered

STEP 3



Interviews/ Selection

Successful candidates complete **Hirevue** interview – followed by Skype interview if required.
Team App to score candidates.

STEP 4



Offer

Offer and employment contract with e-signature

STEP 5



Onboarding

Induction 'in a box'
Training via on-line apps even before you join.
Tools for the job!



Power to you!

