

Assignment 3.1: How a Company Hires

Instructions:

Speak to someone at a business who does hiring to learn about their hiring process. This could be a manager, owner or HR personnel. Explain that you are doing an assignment for this course and would like to learn about how they currently do their hiring. The conversation should take about 30 minutes. Do this on your own, without a partner.

General Information			
Your Name:	Alaa Rayan Aridi	Date:	13-11-2025
Employee's Name:	Rayan Aridi	Position:	Architect
Company:	Al Rayan for Construction		
Questions			
1. What they are looking for when they hire (skills, behaviors, attitudes)? They are looking for Attitudes first, since the right attitude is essential while the skills can be taught and improved on. And with the right behaviors, skills that are useful in the field, puts applicants at an advantage.			
2. For what types of jobs do they hire entry-level/recent graduates? The types of jobs that they hire entry-level graduates are craftsmen and 3D renderers and execution drawings and Documenting and finishing papers.			
3. How many applications do they typically receive for position at your level? They typically receive a range between 3 and 7 for the position at my level			
4. How much experience does an entry-level hire need? The entry level needs experience from the internship he did in the university and he would be supervised through it			
5. How do they look for new employees? Do they use online job boards? Which ones? What other methods? They look for new employees mostly through referrals and they do not use online job boards and some other methods are reaching out through universities.			
6. Do you have a copy of your application form that I could use to review in my class? NO			