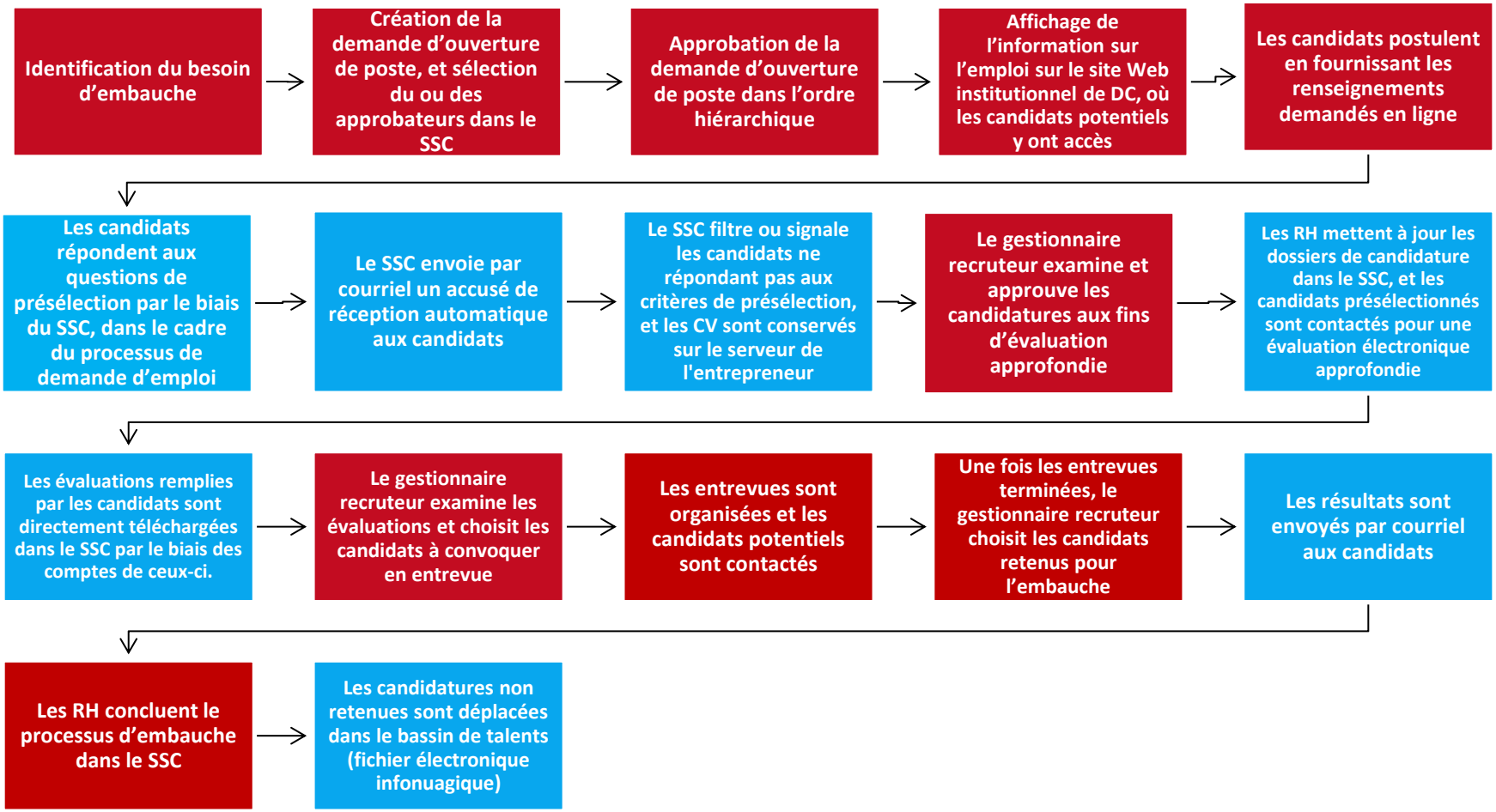FLUX DE TRAVAIL TYPE POUR L'EMBAUCHE