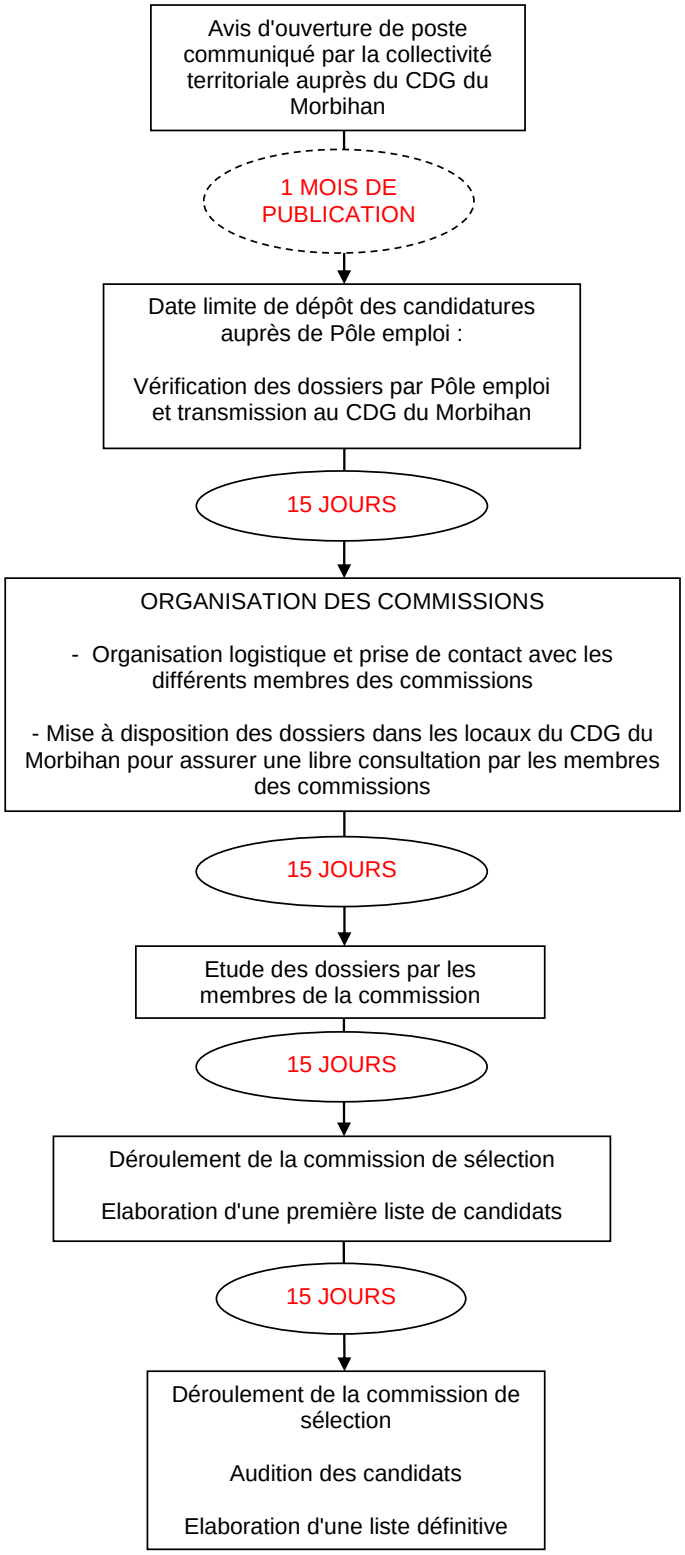PACTE : schéma de la procédure de recrutement