

SPACE EDUCATION AND OUTREACH SYMPOSIUM (E1)  
Enabling the Future - Developing the Space Workforce (5)

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A VIRTUAL CAREER FAIR FOR SPACE TO ATTRACT MORE TALENTS AND HIRE THE BEST  
CANDIDATES. RETEVICON SUMMIT: A CASE STUDY

**Abstract**

There are more than seven billion people in the world, and with them, the same number of unique skill sets. Everybody can think of interesting projects in space, and big company names related to them. If it comes to specific interests, the options of finding a job are limited. This leads to various, interdependent problems. First, companies in need of qualified employees have only access to a limited amount of applicants, namely the people knowing that there is a project of interest and an opening in the field. Second, motivated and trained candidates don't know what kind of projects at the moment are being developed and furthermore, where they can apply if they want to be a part of it. With the ability through technology, we have been granted opportunities for collaboration not only amongst people between opposite time zones, languages, and disciplines. But much more, hiring people from a remote location to work either on-site or remote, grows the potential candidate pool by multiples. The benefits for companies, and equally for employees, is far bigger than just savings or more income. For the first time, hiring can be only about talent, skills, education, and experience; location is no longer a criterion to hire a candidate, nor to apply for a job. There are no limits in finding the best people, to build the best products. With the transition of remote jobs getting ready to launch with ongoing advancements in technology, leadership must be forefront of promoting their company, values, and products. Providing a remote work environment, presenting corporate values and products in a virtual career fair shows strong will to provide opportunities, for future employees. This paper will showcase how the Retevicon Summit team planned and organized the first of its kind virtual career fair for space. Retevicon is locally hosted event, with full remote participation capabilities. Addressing the organizational change and the transition of workforce around virtual hiring and remote work employment community. A unique space to exchange best practices, where companies can showcase themselves, and individuals can display their unique skills. Top companies and speakers will present their solutions and case studies. Top remote workers will present how they organize themselves, how they manage projects over distances, and we hear how they bring more value to their employers.

**Keywords:** Human Resources, Virtual Career Fair, Hiring, Talent, Jobs, Space Careers, Retevicon.