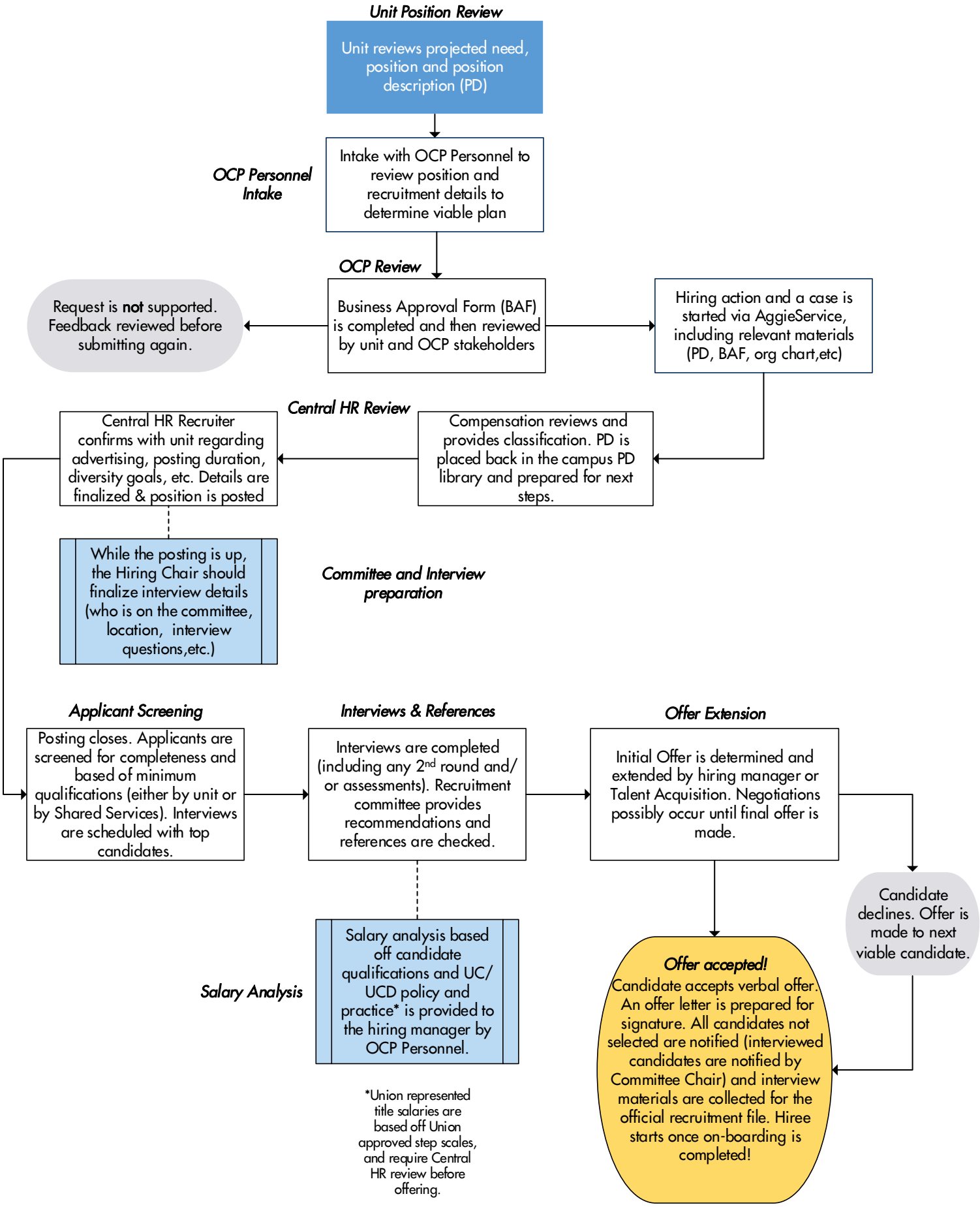OCP Personnel Guide on the Go: Open Recruitment