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HUMAN RESOURCES AND TRAINING | HRT-035

Strategic Recruitment, Interviewing and Selection

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Course content

Why Attend

Hiring the right talent is a strategic driver of organizational success. Poor hiring decisions can lead to low performance, high turnover, and increased operational costs. Modern recruitment is no longer just about filling vacancies—it is about strategically attracting, assessing, and selecting individuals who contribute to long-term business goals.

This programme is designed to equip HR professionals and hiring managers with advanced recruitment and selection skills. It focuses on building structured, fair, and effective hiring processes that improve candidate quality and strengthen organizational capability.

Participants will learn how to move beyond traditional interviewing techniques toward competency-based, evidence-driven selection methods.

Course Methodology

This programme combines practical recruitment expertise with real-world application:

- Real recruitment and selection case studies
- Hands-on CV screening and candidate evaluation exercises
- Interview simulation and role-play activities
- Competency-based interviewing practice
- Structured hiring framework tools and templates

Course Objectives

By the end of this programme, participants will be able to:

- Develop strategic recruitment and selection processes
- Define job requirements and ideal candidate profiles
- Apply effective sourcing and attraction strategies
- Conduct structured and competency-based interviews

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Course Objectives

- Evaluate candidates objectively and consistently
- Reduce bias in recruitment decisions
- Improve hiring quality and efficiency

Target Audience

This course is suitable for:

- HR Managers and Recruiters
- Talent Acquisition Specialists
- Hiring Managers and Department Heads
- HR Business Partners
- Team Leaders involved in recruitment
- Professionals responsible for staffing decisions

Target Competencies

Participants will develop competencies in:

- Strategic recruitment planning
- Candidate sourcing and attraction
- CV screening and shortlisting
- Competency-based interviewing
- Structured selection techniques
- Decision-making and candidate evaluation
- Fair and unbiased hiring practices

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Course outline

Day 1: Strategic Recruitment Fundamentals

- Role of recruitment in organizational success
- Workforce planning and talent acquisition strategy
- Job analysis and role profiling
- Defining competencies and success profiles
- Recruitment lifecycle and key stages
- Employer branding and talent attraction

Day 2: Sourcing and Attracting Talent

- Modern sourcing channels and strategies
- Writing effective job descriptions and advertisements
- Digital recruitment tools and platforms
- Building talent pipelines and databases
- Candidate engagement strategies
- Practical exercise: sourcing strategy development

Day 3: CV Screening and Shortlisting Techniques

- Structured CV evaluation methods
- Identifying key skills, experience, and red flags
- Shortlisting criteria and scoring systems
- Objective candidate comparison techniques
- Reducing bias in screening decisions
- Practical exercise: CV assessment and shortlisting

Day 4: Competency-Based Interviewing

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Course outline

- Principles of structured interviewing
- Behavioral and competency-based questions
- Interview planning and question design
- Conducting effective interviews
- Assessing skills, behavior, and cultural fit
- Role-play: interview simulation practice

Day 5: Selection, Decision-Making and Best Practices

- Structured selection decision-making
- Reference checks and final evaluation
- Avoiding bias and improving fairness in hiring
- Improving recruitment efficiency and quality
- Candidate experience and communication
- Final case study and recruitment simulation

Seminar dates

Available seminar dates

Live dates and pricing for Strategic Recruitment, Interviewing and Selection generated from the course details page.

Date	Location	Format	Fee
16 - 20 November 2026	London - U.K	Classroom	**€3,400.-**
7 - 11 December 2026	Barcelona - Spain	Classroom	**€3,400.-**
21 - 25 December 2026	Amsterdam - Netherlands	Classroom	**€3,360.-**
11 - 15 January 2027	Barcelona - Spain	Classroom	**€3,080.-**
8 - 12 February 2027	Munich - Germany	Classroom	**€3,400.-**
8 - 12 March 2027	London - U.K	Classroom	**€3,360.-**
12 - 16 April 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
10 - 14 May 2027	Paris - France	Classroom	**€3,600.-**
14 - 18 June 2027	Munich - Germany	Classroom	**€3,400.-**
12 - 16 July 2027	Geneva - Switzerland	Classroom	**€4,200.-**
9 - 13 August 2027	Barcelona - Spain	Classroom	**€3,080.-**
13 - 17 September 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
11 - 15 October 2027	Barcelona - Spain	Classroom	**€3,080.-**
8 - 12 November 2027	Munich - Germany	Classroom	**€3,400.-**
13 - 17 December 2027	London - U.K	Classroom	**€3,360.-**

Live online option	Online delivery is available at €1,850.-.