

aractech

Global Learning for Operational Leaders

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.

Course Methodology

- 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

- 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
- Evaluate candidates objectively and consistently
- Reduce bias in recruitment decisions

Target Audience

- This course is suitable for:
- HR Managers and Recruiters
- Talent Acquisition Specialists

- Hiring Managers and Department Heads

Course outline

Detailed course outline

Day-by-day outline for Strategic Recruitment, Interviewing and Selection.

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

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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

- 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

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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
8 - 12 June 2026	Barcelona	Classroom	€2,975
6 - 10 July 2026	Munich	Classroom	€2,975
10 - 14 August 2026	London	Classroom	€2,975
31 August - 4 September 2026	Amsterdam	Classroom	€2,975
14 - 18 September 2026	Paris	Classroom	€3,150
5 - 9 October 2026	Munich	Classroom	€2,415
16 - 20 November 2026	London	Classroom	€2,975

Live online option

Online delivery is available at €1,250.