

Advanced Selection Interviewing and Recruitment Skills

2027 23 – 19
Manchester (UK)

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Day 3: Mastering the Interview Process

- Comparing structured and unstructured interview approaches.
- Applying behavioral and situational interviewing techniques.
- Designing competency-based interview questions.
- Interpreting non-verbal communication and responses.

Day 4: Assessment and Selection Techniques

- Using psychometric and personality assessments.
- Conducting skills and aptitude evaluations.
- Applying assessment center methodologies.
- Using data to support objective selection decisions.

Day 5: Finalizing the Recruitment Process

- Conducting reference checks and background verification.
- Managing job offers and negotiation processes.
- Designing effective onboarding experiences.
- Measuring recruitment performance and return on investment.

Individual Impact

- Strengthen expertise in modern recruitment practices.
- Improve confidence in evaluating and selecting candidates.
- Enhance interviewing and communication skills.
- Develop a more structured and analytical approach to hiring.

Work Impact

- Improve the quality of hiring decisions.
- Reduce time-to-hire and recruitment costs.
- Enhance candidate experience and employer reputation.
- Strengthen alignment between talent acquisition and business needs.

Training Methodology

This program combines practical learning with real-world application to ensure strong outcomes. Methods include:

- Interactive sessions and guided discussions.
- Case studies based on real recruitment challenges.
- Role-playing exercises for interviewing and selection.
- Group activities focused on sourcing and assessment strategies.
- Practical tools and templates for immediate use.

A graphic of a chessboard with several pawns. In the foreground, a large gold king piece stands prominently. Behind it, several smaller pawns, some gold and some silver, are positioned on the board. The background features concentric circles, suggesting a strategic or analytical theme.

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Beyond the Course

By the end of the program, participants will be able to:

- Build a toolkit of advanced interviewing techniques.
- Develop a customized recruitment strategy for their organization.
- Design competency-based assessment frameworks.
- Implement an improved and consistent candidate experience process.

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