

Advanced Selection, Interviewing & Recruitment Skills Course

Human Resource
Düsseldorf (Germany)
08 - 12 Sep 2025

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A close-up photograph of chess pieces on a checkered board. In the foreground, a large, ornate gold king piece stands prominently. To its left, a smaller silver pawn is visible. Further back, another silver pawn is positioned. The background features concentric circles, creating a sense of depth and focus on the king piece.

Advanced Selection, Interviewing & Recruitment Skills Course

Ref: 3003_126425 **Date:** 08 - 12 Sep 2025 **Location:** Düsseldorf (Germany) **Fees:** 4200 Euro

Course Description

This intensive 5-day course equips HR professionals and hiring managers with advanced skills in talent selection, interviewing, and recruitment. Participants will learn cutting-edge techniques to identify top talent, conduct effective interviews, and streamline the hiring process. The program covers modern recruitment strategies, bias mitigation, and best practices for creating a positive candidate experience.

Learning Objectives

- Master advanced candidate selection and assessment techniques
- Develop skills to conduct structured, behavioral, and situational interviews
- Learn to create an effective employer brand and improve candidate experience
- Understand how to leverage technology and data in the recruitment process
- Gain insights into legal and ethical considerations in hiring practices

Course Modules

Day 1: Foundations of Advanced Recruitment

- Current trends and challenges in talent acquisition
- Strategic workforce planning and job analysis
- Creating effective job descriptions and person specifications
- Sourcing strategies for attracting top talent

Day 2: Advanced Candidate Selection Techniques

- Competency-based selection methods
- Psychometric assessments and their applications
- Assessment centers: design and implementation
- AI and data-driven candidate screening

Day 3: Mastering the Interview Process

- Structured interview techniques
- Behavioral and situational interviewing
- Advanced questioning strategies
- Interpreting non-verbal cues and body language

A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

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Day 4: Enhancing the Candidate Experience

- Employer branding and its impact on recruitment
- Designing an engaging candidate journey
- Effective communication throughout the hiring process
- Onboarding strategies for new hires

Day 5: Legal, Ethical, and Technology Considerations

- Legal compliance in recruitment and selection
- Diversity, equity, and inclusion in hiring practices
- Leveraging recruitment technologies and platforms
- Data protection and privacy in recruitment

Practical Wins for Participants

- Develop a comprehensive toolkit of advanced recruitment techniques
- Create a structured interview process tailored to your organization
- Design an improved candidate experience strategy
- Implement data-driven decision-making in your recruitment process

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles emanating from a point on the board.

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