

## Advanced Selection, Interviewing & Recruitment Skills Course

7 – 11 June 2027  
Los Angeles (USA)

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**Ref:** 3003\_129356 **Date:** 7 – 11 June 2027 **Location:** Los Angeles (USA) **Fees:** 5900 GBP

### Why This Course

In a rapidly evolving talent landscape, finding and retaining the right people has become a strategic imperative. Effective recruitment is no longer just about filling vacancies — it's about identifying, engaging, and selecting individuals who can drive organizational growth and innovation.

The Advanced Recruitment and Talent Selection Strategies program is an intensive 5-day course designed for HR professionals and hiring managers who want to master modern recruitment practices. Through expert insights, case studies, and hands-on exercises, participants will learn how to source, assess, and select top talent while ensuring fairness, compliance, and an exceptional candidate experience.

### What You'll Learn and Practice

By joining this program, you will:

- Master advanced candidate selection and assessment methodologies.
- Conduct structured, behavioral, and situational interviews with confidence.
- Build a compelling employer brand and deliver a world-class candidate experience.
- Leverage technology, analytics, and AI to enhance recruitment efficiency.
- Ensure compliance with legal, ethical, and diversity standards in hiring.

### The Program Flow

#### Day 1: Foundations of Advanced Recruitment

- Understanding current trends and challenges in talent acquisition.
- Aligning recruitment with organizational strategy and workforce planning.
- Conducting job analysis and developing competency-based profiles.
- Crafting effective job descriptions and person specifications.
- Sourcing strategies for identifying and attracting top talent.
- Workshop: Building a strategic recruitment plan.

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A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) positioned on it. The board is white and black, and the pieces are gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

## Day 2: Advanced Candidate Selection Techniques

- Applying competency-based and behavioral selection methods.
- Utilizing psychometric testing and assessment tools effectively.
- Designing and managing assessment centers for senior and technical roles.
- Leveraging AI and data analytics for candidate screening and shortlisting.
- Exercise: Evaluating selection methods for different role types.

## Day 3: Mastering the Interview Process

- Structuring interviews for consistency and objectivity.
- Conducting behavioral and situational interviews effectively.
- Using advanced questioning and active listening techniques.
- Reading non-verbal communication and behavioral cues.
- Simulation: Conducting a high-stakes interview with feedback.

## Day 4: Enhancing the Candidate Experience

- Building a strong employer brand and value proposition.
- Designing a seamless and engaging candidate journey.
- Ensuring transparent and timely communication throughout the process.
- Creating onboarding strategies that improve retention and engagement.
- Case Study: Transforming the candidate experience at a leading organization.

## Day 5: Legal, Ethical, and Technology Considerations

- Understanding employment law and fair hiring practices.
- Integrating diversity, equity, and inclusion in recruitment.
- Utilizing digital recruitment tools, social media, and applicant tracking systems ATS.
- Managing data protection, privacy, and confidentiality in recruitment.
- Capstone Project: Designing a compliant, tech-enabled recruitment framework.

## Individual Impact

- Strengthen your interviewing, assessment, and decision-making skills.
- Build confidence in leading recruitment processes that deliver measurable results.
- Enhance your ability to attract and select high-performing talent.
- Develop a personal toolkit for bias-free, evidence-based hiring.

## Organizational Impact

- Improve the quality and retention of new hires through strategic recruitment.
- Enhance employer reputation and candidate engagement.
- Increase recruitment efficiency using data and technology.
- Foster inclusivity and compliance in talent selection practices.

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## Training Methodology

This program combines strategy, science, and hands-on practice to ensure actionable learning and measurable results. Learning methods include:

- Interactive workshops and real-world case studies.
- Recruitment simulations and live interview practice.
- Group discussions and role-play for skill reinforcement.
- Templates, toolkits, and digital resources for immediate workplace use.
- Expert coaching and feedback for personal improvement.

## Beyond the Course

Upon completion, participants will be equipped to design and execute modern recruitment strategies that balance efficiency, objectivity, and human connection. They will return ready to:

- Lead end-to-end recruitment with confidence and professionalism.
- Implement structured, data-informed selection processes.
- Elevate candidate experience to strengthen employer brand.
- Drive organizational success through better talent decisions.

A graphic of a chessboard with several chess pieces (a king, a queen, and a pawn) in the bottom right corner. The pieces are gold and silver. The text 'UK Training' is in a small font above the word 'PARTNER' in a large, bold, black font.

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