Advanced Selection, Interviewing & Recruitment Skills Course

31 May – 4 June 2027
Madrid (Spain)



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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 1-week 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.



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.



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.

