Strategic Recruitment Interviewing and Selection Mastery

4 – 8 January 2027
Malaga (Spain)



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Why This Course

In today's competitive talent market, recruitment is no longer just about filling vacancies—it is a strategic function that directly impacts organizational performance and growth. Organizations need structured, data-driven approaches to attract the right talent, assess candidates effectively, and ensure successful integration into the business.

This intensive 1-week program is designed to equip HR professionals and hiring managers with advanced recruitment capabilities. It focuses on building a strategic approach to workforce planning, mastering modern interviewing techniques, and using data to make smarter hiring decisions that deliver long-term value.

What You'll Learn and Practice

By joining this program, you will:

- Develop workforce plans aligned with business objectives.
- Apply advanced interviewing techniques to assess candidates accurately.
- Build data-driven selection processes to identify top talent.
- Design and execute effective recruitment campaigns.
- Use key metrics to measure and improve recruitment performance.

The Program Flow

Day 1: Strategic Workforce Planning

- Aligning recruitment strategies with organizational goals.
- Conducting job analysis and developing competency models.
- Applying workforce planning techniques to anticipate hiring needs.
- Creating clear and effective job descriptions.

Day 2: Attracting Top Talent

- Building a strong employer brand to attract candidates.
- Applying innovative sourcing strategies across multiple channels.
- Leveraging digital platforms and social media for recruitment.
- Designing job advertisements that capture attention and interest.



Day 3: Advanced Interviewing Techniques

- Designing structured and consistent interview processes.
- Applying behavioral and situational interviewing methods.
- Using competency-based questions to assess candidate fit.
- Identifying and minimizing bias during interviews.

Day 4: Strategic Selection Methods

- Designing and implementing assessment centers.
- Understanding and applying psychometric assessments.
- Using simulations and practical exercises for evaluation.
- Making informed, data-driven selection decisions.

Day 5: Recruitment Analytics and Onboarding

- Defining and tracking key recruitment metrics and KPIs.
- Analyzing recruitment data to improve decision-making.
- Designing effective onboarding experiences for new hires.
- Understanding legal and ethical considerations in hiring.

Individual Impact

- Strengthen your ability to attract and select high-quality candidates.
- Improve your interviewing and assessment skills.
- Build confidence in using data to support hiring decisions.
- Enhance your strategic approach to recruitment.

Organizational Impact

- Improve quality of hire and long-term employee performance.
- Strengthen employer brand and candidate experience.
- Increase efficiency and effectiveness of recruitment processes.
- Support better workforce planning and talent alignment.

Training Methodology

This program emphasizes practical, hands-on learning through:

- Real-world case studies and recruitment scenarios.
- Interactive workshops and group discussions.
- Role-playing exercises for interviews and assessments.
- Tools and templates for immediate implementation.



Beyond the Course

By the end of this program, participants will be equipped with the tools and strategies needed to manage recruitment as a strategic function.

They will return ready to:

- Develop a structured workforce planning approach.
- Conduct professional, competency-based interviews.
- Implement data-driven selection and evaluation methods.
- Use analytics to continuously improve recruitment outcomes.

This course enables professionals to transform recruitment into a strategic advantage that drives talent quality, organizational performance, and long-term success.

