



— Course details

HRT-035

Human Resources and Training

— Upcoming seminar

**€4,250.-**

Venue

Barcelona - Spain

Date

8 - 12 June 2026

— Course details

## Strategic Recruitment, Interviewing and Selection

Human Resources and Training

— Seminar content

### What you will learn

#### Why Attend

Hiring the right talent is a strategic driver of organizational success. Poor hiring decisions can lead to low performance, high turnover, and increased operational costs. Modern recruitment is no longer just about filling vacancies—it is about strategically attracting, assessing, and selecting individuals who contribute to long-term business goals.

This programme is designed to equip HR professionals and hiring managers with advanced recruitment and selection skills. It focuses on building structured, fair, and effective hiring processes that improve candidate quality and strengthen organizational capability.

Participants will learn how to move beyond traditional interviewing techniques toward competency-based, evidence-driven selection methods.

## Course Methodology

This programme combines practical recruitment expertise with real-world application:

- Real recruitment and selection case studies
- Hands-on CV screening and candidate evaluation exercises
- Interview simulation and role-play activities
- Competency-based interviewing practice
- Structured hiring framework tools and templates

## Course Objectives

By the end of this programme, participants will be able to:

- Develop strategic recruitment and selection processes
- Define job requirements and ideal candidate profiles
- Apply effective sourcing and attraction strategies
- Conduct structured and competency-based interviews
- Evaluate candidates objectively and consistently
- Reduce bias in recruitment decisions
- Improve hiring quality and efficiency

## Target Audience

This course is suitable for:

- HR Managers and Recruiters
- Talent Acquisition Specialists
- Hiring Managers and Department Heads
- HR Business Partners
- Team Leaders involved in recruitment
- Professionals responsible for staffing decisions

## Target Competencies

Participants will develop competencies in:

- Strategic recruitment planning
- Candidate sourcing and attraction
- CV screening and shortlisting

- Competency-based interviewing
- Structured selection techniques
- Decision-making and candidate evaluation
- Fair and unbiased hiring practices

## — Seminar details

## Detailed outline

### → Day 1: Strategic Recruitment Fundamentals

- Role of recruitment in organizational success
- Workforce planning and talent acquisition strategy
- Job analysis and role profiling
- Defining competencies and success profiles
- Recruitment lifecycle and key stages
- Employer branding and talent attraction

### → Day 2: Sourcing and Attracting Talent

- Modern sourcing channels and strategies
- Writing effective job descriptions and advertisements
- Digital recruitment tools and platforms
- Building talent pipelines and databases
- Candidate engagement strategies
- Practical exercise: sourcing strategy development

### → Day 3: CV Screening and Shortlisting Techniques

- Structured CV evaluation methods
- Identifying key skills, experience, and red flags
- Shortlisting criteria and scoring systems
- Objective candidate comparison techniques
- Reducing bias in screening decisions

- Practical exercise: CV assessment and shortlisting

## Day 4: Competency-Based Interviewing

- Principles of structured interviewing
- Behavioral and competency-based questions
- Interview planning and question design
- Conducting effective interviews
- Assessing skills, behavior, and cultural fit
- Role-play: interview simulation practice

## Day 5: Selection, Decision-Making and Best Practices

- Structured selection decision-making
- Reference checks and final evaluation
- Avoiding bias and improving fairness in hiring
- Improving recruitment efficiency and quality
- Candidate experience and communication
- Final case study and recruitment simulation

### Dates and locations

## Available seminar dates

9 dates

### Presence seminar dates

Date	City	Duration	Price
8 - 12 June 2026	Barcelona - Spain	5 Days	€4,250.-
6 - 10 July 2026	Munich - Germany	5 Days	€4,250.-
10 - 14 August 2026	London - U.K	5 Days	€4,250.-
31 August - 4 September 2026	Amsterdam - Netherlands	5 Days	€4,250.-
14 - 18 September 2026	Paris - France	5 Days	€4,500.-
5 - 9 October 2026	Munich - Germany	5 Days	€3,450.-

Date	City	Duration	Price
16 - 20 November 2026	London - U.K	5 Days	€4,250.-
7 - 11 December 2026	Barcelona - Spain	5 Days	€4,250.-
21 - 25 December 2026	Amsterdam - Netherlands	5 Days	€4,200.-

#### — Online seminar dates

Date	Format	Duration	Price
8 - 12 June 2026	Live online	5 Days	€1,850.-
6 - 10 July 2026	Live online	5 Days	€1,850.-
10 - 14 August 2026	Live online	5 Days	€1,850.-
31 August - 4 September 2026	Live online	5 Days	€1,850.-
14 - 18 September 2026	Live online	5 Days	€1,850.-
5 - 9 October 2026	Live online	5 Days	€1,850.-
16 - 20 November 2026	Live online	5 Days	€1,850.-
7 - 11 December 2026	Live online	5 Days	€1,850.-
21 - 25 December 2026	Live online	5 Days	€1,850.-