HR Management · HR331

Strategic Talent Acquisition & Advanced Interviewing Techniques

Barcelona (Spain) · 21 - 25 Dec 2026

Date	Venue	Duration
21 - 25 Dec 2026	**Barcelona (Spain)**	**1 Week**
Fee	Ref	Language
£5,000 GBP	**HR331**	**English**

Introduction

In today’s competitive labor market, recruitment is no longer just about filling vacancies — it's about strategically acquiring talent that drives organizational success. This course equips HR and recruitment professionals with the skills to build a strategic hiring framework while mastering advanced interviewing techniques that ensure the right fit, every time.

Course Objectives of Strategic Talent Acquisition & Advanced Interviewing Techniques

Upon completing this program, participants will be able to:

- Align talent acquisition strategies with organizational goals.
- Develop proactive and targeted recruitment plans.
- Conduct structured, competency-based, and behavioral interviews.
- Evaluate candidates objectively using evidence-based tools.
- Enhance employer branding and candidate experience.

Course Methodology of Strategic Talent Acquisition & Advanced Interviewing Techniques

- Lectures and Expert Insights: Leading industry experts will share their insights and best practices.
- Case Studies: Analyze real-world talent acquisition challenges and solutions.
- Group Discussions: Engage in meaningful discussions and share experiences with peers.
- Role-Playing and Simulations: Practice recruitment scenarios to enhance skills.
- Hands-on Workshops: Gain practical experience in using recruitment tools and techniques.

Organizational Impact of Strategic Talent Acquisition & Advanced Interviewing Techniques

This training program will have a positive impact on organizations by:

- Improved hiring accuracy and reduced turnover rates.
- Streamlined recruitment aligned with strategic workforce planning.
- Enhanced interview process consistency and legal compliance.
- Stronger employer brand and candidate engagement.
- Higher quality of hire and faster time-to-fill metrics.

Personal Impact of Strategic Talent Acquisition & Advanced Interviewing Techniques

Participants will experience personal growth and development, including:

- Mastery of strategic recruitment and modern hiring practices.
- Greater confidence in managing complex hiring scenarios.
- Improved ability to assess cultural and technical fit.
- Enhanced interviewing and decision-making skills.
- Readiness for senior talent acquisition and HRBP roles.

Who Should Attend

This training program is ideal for:

- Talent Acquisition Specialists
- Recruitment Officers
- HR Managers and Business Partners
- Line Managers involved in hiring
- Senior HR Coordinators and Interview Panel Members

Course Outlines

Day 1

Strategic Talent Acquisition

- Talent acquisition vs. traditional recruitment
- Linking recruitment strategy to organizational objectives
- Workforce planning and forecasting
- Building a recruitment roadmap
- Employer branding essentials

Day 2

Talent Sourcing and Planning

- Identifying skill gaps and future needs
- Proactive sourcing strategies (passive vs. active)
- Candidate personas and sourcing channels
- Diversity and inclusion in recruitment
- Talent pipeline development

Day 3

Advanced Interviewing Techniques – Part 1

- Structured and unstructured interviews
- Competency-based interviewing (CBI)
- Behavioral vs. situational questions
- Interview bias and mitigation strategies
- Legal and ethical considerations

Day 4

Advanced Interviewing Techniques – Part 2

- Assessing technical, behavioral, and cultural fit
- Panel interviewing and scoring rubrics
- Using psychometric and practical assessments
- Reference checks and background screening
- Real-time interview simulations and feedback

Day 5

Selection, Offer, and Post-Hire Review

- Candidate evaluation frameworks
- Making data-driven hiring decisions
- Delivering offers and handling negotiations
- Onboarding planning and hiring follow-up
- Building an end-to-end hiring strategy

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