



London TDM

## HR Training Courses

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 29 March 2026 To 02 April 2026

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

The "Advanced Recruitment and Selection Techniques" course is designed for HR professionals and hiring managers aiming to strengthen their recruitment processes. Participants will deepen their understanding of contemporary recruitment strategies, learn to integrate data-driven approaches into their hiring practices, and explore innovative tools to enhance selection techniques. By the end of this course, participants will be equipped with the skills needed to effectively attract, assess, and secure top-tier talent in a competitive market.

- Understand contemporary challenges in recruitment and learn innovative solutions.
- Explore advanced sourcing strategies to attract high-quality candidates.
- Integrate data-driven methods into recruitment processes for effective decision-making.
- Enhance candidate evaluation techniques using cutting-edge tools.
- Improve overall recruitment outcomes by implementing end-to-end best practices.

## Course Outlines

### Day 1: Overview and Trends in Recruitment

- Introduction to the current recruitment landscape.
- Identifying emerging trends and challenges in talent acquisition.
- The impact of digital transformation on recruitment.
- Understanding the role of employer branding in recruitment.
- Building a recruitment strategy aligned with organizational goals.

### Day 2: Sourcing Strategies and Tools

- Exploring diverse channels for talent sourcing.
- Utilizing social media and professional networks for recruitment.
- The role of AI and technology in candidate sourcing.
- Building talent pipelines for future recruitment needs.
- Evaluating sourcing tools and platforms for efficiency.

### Day 3: Data-Driven Recruitment Practices

- Integrating data analytics in recruitment processes.
- Leveraging recruitment metrics for continuous improvement.
- Examining case studies of successful data-driven recruitment.
- Tools and software for data collection and analysis.
- Creating dashboards for tracking recruitment performance.

### Day 4: Advanced Candidate Assessment Techniques

- Identifying effective assessment methods and tools.
- Utilizing psychometric and skill-based tests.
- Conducting structured and behavioral interviews.
- Incorporating assessments into the selection process.
- Developing and maintaining a fair evaluation system.

## **Day 5: Enhancing Recruitment Outcomes**

- Building a seamless candidate experience.
- Strategies for successful onboarding and retention.
- Feedback loops and post-hire surveys for process improvement.
- Legal and ethical considerations in recruitment.
- Measuring the effectiveness and ROI of recruitment strategies.