

Course No. 2060

Advanced Talent Sourcing, Selection & Interviewing Techniques Training Course

TALENT ACQUISITION & RECRUITMENT
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Advanced Talent Sourcing, Selection & Interviewing Techniques Training Course provides a comprehensive and practical framework for strengthening professional recruitment, talent sourcing, candidate assessment, and interviewing capabilities. The course focuses on developing a structured talent acquisition process that begins with understanding workforce and job requirements and progresses through targeted sourcing, candidate screening, assessment, structured interviewing, and evidence-based selection decisions.

The programme explores advanced talent sourcing techniques for identifying and engaging qualified professionals through multiple talent channels. Participants will examine approaches for reaching specialized, scarce, and passive candidates while developing targeted sourcing strategies aligned with organizational workforce requirements. The course also addresses the effective use of professional networks, talent databases, digital platforms, referrals, and other sourcing channels.

A major focus is placed on improving the quality and consistency of candidate selection. Participants will develop practical methods for reviewing applications, analyzing professional profiles, establishing screening criteria, evaluating competencies, and preparing structured candidate shortlists. The programme also examines advanced interviewing techniques, including behavioral questioning, probing, active listening, evidence gathering, and structured evaluation.

Through practical exercises, case studies, interview simulations, and candidate assessment activities, participants will strengthen their ability to make objective and well-documented recruitment decisions. The course also addresses candidate experience, interviewer consistency, recruitment bias, selection documentation, recruitment performance indicators, and continuous improvement, supporting organizations in developing a more effective and professionally governed talent acquisition process.

Objectives

- Analyze job requirements and define the skills, experience, competencies, and qualifications required for targeted talent sourcing.
- Develop advanced talent sourcing strategies using multiple internal and external recruitment channels.

- Apply direct sourcing techniques to identify specialized, scarce, and passive candidates.
- Evaluate talent sourcing channels and select appropriate methods according to job requirements and target candidate groups.
- Design structured screening criteria and candidate assessment processes aligned with organizational recruitment requirements.
- Apply advanced techniques for reviewing resumes, professional profiles, applications, and candidate information.
- Develop structured interview questions that effectively assess candidate experience, skills, competencies, and behaviors.
- Apply advanced probing, questioning, and active listening techniques to obtain relevant evidence from candidates.
- Evaluate candidates using consistent, structured, and evidence-based assessment criteria.
- Improve selection decisions by strengthening objectivity, consistency, documentation, and bias awareness.
- Strengthen candidate experience and professional communication throughout the sourcing, selection, and interviewing process.
- Implement an integrated framework for improving talent sourcing, candidate selection, and interviewing practices within the organization.

Who Should Attend

This course is designed for Human Resources Managers, Talent Acquisition Managers, Recruitment Managers, Talent Acquisition Specialists, Recruiters, Talent Sourcers, Recruitment Consultants, Talent Management Professionals, Human Resources Business Partners, and HR professionals responsible for identifying, attracting, screening, assessing, and selecting candidates.

It is also highly relevant to Hiring Managers, Department Heads, Line Managers, Technical Managers, Functional Managers, Team Leaders, Assessment Specialists, and executives involved in recruitment and workforce decisions. The programme is particularly suitable for organizations with complex or specialized recruitment requirements, including government entities, ministries, banks, financial institutions, oil and gas organizations, engineering companies, technology organizations, healthcare institutions, manufacturing companies, telecommunications organizations, and large corporations.

Learning Outcomes

- Analyze job requirements and translate them into clear talent sourcing and selection criteria.
- Develop targeted sourcing strategies based on job specifications, competency requirements, and organizational priorities.
- Identify and access active and passive candidates through a range of professional talent sources.
- Build targeted candidate pipelines using clearly defined sourcing and qualification criteria.
- Evaluate resumes and professional profiles against specific job requirements.
- Apply structured screening methods to prioritize candidates for further assessment.
- Conduct professional and structured interviews across different job levels and functions.
- Design effective behavioral and competency-based questions to obtain relevant candidate evidence.
- Apply advanced probing techniques to clarify responses and assess professional and behavioral evidence.
- Use structured scoring and evaluation methods to compare candidates consistently.
- Identify common sources of bias within sourcing, screening, selection, and interviewing processes and apply practical mitigation approaches.
- Prepare evidence-based selection recommendations and develop an improvement plan for talent sourcing and interviewing processes.

Course Outline

DAY 01

Advanced Talent Sourcing Strategy and Candidate Identification

- Principles and practices of advanced talent sourcing.
- Workforce requirements and recruitment demand analysis.
- Job analysis and identification of critical candidate requirements.
- Defining technical, behavioral, functional, and leadership competencies.
- Advanced sourcing strategies for specialized and hard-to-find talent.
- Identifying active and passive candidates.

DAY 01 — CONTINUED

- Professional networks, talent databases, digital platforms, referrals, and targeted sourcing channels.
- Direct sourcing and candidate engagement approaches.
- Building targeted talent pools and candidate pipelines.

PRACTICAL APPLICATION

Develop an advanced sourcing strategy and identify appropriate talent sources for a specialized position.

DAY 02

Candidate Screening, Assessment and Shortlisting

- Principles of effective candidate screening and selection.
- Resume and professional profile analysis.
- Identifying relevant qualifications, experience, skills, and career evidence.
- Developing structured screening criteria and assessment frameworks.
- Candidate qualification and suitability assessment.
- Comparing candidates against job requirements.
- Evaluating technical, functional, behavioral, and professional competencies.
- Identifying candidate strengths, development gaps, and potential concerns.
- Managing candidate pipelines and selection stages.

PRACTICAL APPLICATION

Screen a candidate pool and develop a structured shortlist using defined assessment criteria.

DAY 03

Advanced Interviewing Techniques and Candidate Evaluation

- Principles of structured and effective interviewing.
- Designing interviews according to job requirements and organizational level.
- Developing behavioral, competency-based, and technical interview questions.
- Advanced probing and follow-up questioning techniques.

DAY 03 — CONTINUED

- Active listening and effective interview communication.
- Assessing candidate experience, capabilities, competencies, and behaviors.
- Identifying inconsistencies, unclear responses, and insufficient evidence.
- Conducting individual, panel, and multi-stage interviews.
- Maintaining consistency and professionalism throughout the interview process.

PRACTICAL APPLICATION

Conduct an advanced interview simulation and assess candidate responses using structured evaluation criteria.

DAY 04

Evidence-Based Selection and Bias Reduction

- Principles of evidence-based candidate assessment.
- Developing candidate scoring and evaluation models.
- Comparing candidates using standardized selection criteria.
- Assessing professional, technical, behavioral, and competency-based evidence.
- Common sources of bias in talent sourcing, screening, selection, and interviewing.
- Techniques for reducing subjective judgments and inconsistent assessments.
- Interviewer calibration and alignment between multiple assessors.
- Documenting interview findings and selection decisions.
- Preparing professional, evidence-based candidate recommendations.

PRACTICAL APPLICATION

Evaluate multiple candidates and prepare a structured selection recommendation based on documented evidence.

DAY 05

Talent Acquisition Improvement, Candidate Experience and Performance Measurement

- Integrating advanced talent sourcing, selection, and interviewing processes.
- Aligning talent acquisition strategies with workforce planning and organizational priorities.
- Improving candidate experience throughout the recruitment journey.
- Professional candidate communication and expectation management.
- Recruitment and talent sourcing performance indicators.
- Measuring sourcing effectiveness, candidate quality, selection efficiency, and recruitment outcomes.
- Identifying process gaps and opportunities for continuous improvement.
- Establishing consistent recruitment documentation and process governance.
- Developing sustainable improvements in sourcing, screening, selection, and interviewing practices.

FINAL WORKSHOP AND IMPLEMENTATION EXERCISE

Develop an integrated Advanced Talent Sourcing, Selection & Interviewing framework covering job analysis, sourcing strategy, talent channels, candidate screening, assessment criteria, structured interviewing, advanced probing, evidence-based evaluation, bias reduction, selection decisions, candidate experience, performance measurement, and continuous improvement.

Register or Request More Information

Course page: <https://quest-training.com/courses/advanced-talent-sourcing-selection-interviewing-techniques-training-course>

Website: <https://quest-training.com>

Email: info@quest-training.com

Phone: +905016771440