

Course No. 1787

Intelligent Recruitment & Candidate Screening with Governance Controls Training Course

TALENT ACQUISITION & RECRUITMENT
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION

5 Days

DELIVERY

Classroom



Course Overview

Artificial Intelligence is transforming recruitment by enabling organizations to process large volumes of applications, identify relevant candidate profiles, automate screening activities, and support faster and more data-driven hiring decisions. However, intelligent recruitment must be designed carefully to ensure that efficiency does not come at the expense of fairness, transparency, privacy, or human judgment.

This course provides a strategic and practical framework for implementing intelligent recruitment and AI-supported candidate screening with appropriate governance controls. Participants will explore how AI can support job profiling, candidate sourcing, application screening, skills matching, candidate prioritization, interview support, and recruitment analytics.

The programme focuses on the balance between automation and human oversight. Participants will learn how to establish clear decision boundaries, validation processes, escalation mechanisms, documentation requirements, and accountability structures for AI-enabled recruitment.

The course also addresses key risks associated with algorithmic recruitment, including biased data, discriminatory outcomes, inaccurate candidate matching, lack of explainability, privacy concerns, inappropriate automation, and over-reliance on AI-generated recommendations.

Through practical exercises, case studies, and governance workshops, participants will develop an intelligent recruitment framework that combines technology, human expertise, ethical principles, and effective controls to support consistent and responsible hiring decisions.

Objectives

- By the end of this course, participants will be able to:
- Understand the role of Artificial Intelligence in modern recruitment and candidate screening.
- Identify high-value AI applications across the recruitment lifecycle.
- Evaluate AI-enabled candidate sourcing and screening processes.
- Design effective skills-based candidate matching approaches.
- Assess the quality and reliability of AI-generated recruitment recommendations.

- Establish appropriate human oversight for automated recruitment decisions.
- Identify bias, fairness, and discrimination risks in AI-supported hiring.
- Develop governance controls for intelligent recruitment systems.
- Strengthen candidate data privacy, security, and responsible data use.
- Establish transparency and explainability requirements for AI-enabled screening.
- Develop validation and monitoring mechanisms for recruitment algorithms.
- Define roles, responsibilities, and accountability for AI-supported hiring.
- Establish escalation and exception-handling procedures.
- Develop appropriate recruitment performance and governance indicators.
- Build an actionable framework for responsible and governed intelligent recruitment.

Who Should Attend

This course is designed for HR directors, recruitment managers, talent acquisition leaders, Human Capital executives, hiring managers, and professionals responsible for recruitment strategy, candidate assessment, and workforce planning.

It is also suitable for HR technology professionals, People Analytics teams, HR transformation leaders, data and analytics professionals, compliance and risk specialists, legal and governance professionals, organizational development teams, and digital transformation managers involved in implementing or overseeing AI-enabled recruitment.

The programme is particularly relevant to government entities, banks and financial institutions, oil and gas and energy companies, engineering and industrial organizations, telecommunications, healthcare, logistics, and large corporations seeking to modernize recruitment while maintaining strong governance and responsible AI practices.

Learning Outcomes

- By the end of this course, participants will be able to:
- Explain how AI can support recruitment and candidate screening.
- Map AI applications across the recruitment lifecycle.
- Evaluate automated candidate screening and matching processes.

- Assess candidate profiles against skills, competencies, and job requirements.
- Identify potential sources of algorithmic bias and unfair outcomes.
- Evaluate the reliability and limitations of AI-generated candidate recommendations.
- Establish appropriate human review and decision-making controls.
- Develop governance requirements for AI-enabled recruitment systems.
- Apply principles of transparency, explainability, and accountability.
- Strengthen candidate data privacy and responsible data management.
- Establish monitoring and validation processes for recruitment algorithms.
- Develop escalation mechanisms for questionable or high-risk AI decisions.
- Define responsibilities between HR, technology, data, compliance, and hiring managers.
- Develop KPIs for recruitment efficiency, quality, fairness, and governance.
- Build an integrated governance framework for intelligent recruitment and candidate screening.

Course Outline

DAY 01

Intelligent Recruitment and AI-Enabled Candidate Screening

- The evolution of recruitment in the age of Artificial Intelligence.
- AI applications across the recruitment lifecycle.
- Intelligent sourcing and candidate identification.
- Automated application screening and profile analysis.
- Skills-based candidate matching.
- AI-supported candidate ranking and prioritization.
- Generative AI in recruitment communications and candidate engagement.
- Recruitment analytics and data-driven hiring decisions.
- Opportunities and limitations of recruitment automation.

PRACTICAL APPLICATION

Mapping AI opportunities across an organization's recruitment lifecycle.

DAY 02

Candidate Screening, Matching and Decision Support

- Designing effective candidate screening frameworks.
- Defining job requirements, skills, competencies, and selection criteria.
- AI-enabled skills and competency matching.
- Candidate prioritization and ranking methodologies.
- Interpreting AI-generated candidate recommendations.
- Assessing accuracy and consistency in automated screening.
- Human judgment versus algorithmic recommendations.
- Identifying false positives and false negatives.
- Establishing human review and intervention points.

PRACTICAL APPLICATION

Evaluating an AI-supported candidate screening and matching process.

DAY 03

Recruitment AI Risks, Bias and Fairness

- Understanding algorithmic bias in recruitment.
- How historical recruitment data can influence AI outcomes.
- Identifying discriminatory patterns and unintended consequences.
- Fairness considerations in automated candidate assessment.
- Data quality and its impact on screening decisions.
- Transparency and explainability in AI-supported recruitment.
- Candidate privacy and responsible use of personal information.
- Managing sensitive recruitment data.
- Testing and validating AI recruitment outputs.

PRACTICAL APPLICATION

Conducting a recruitment AI risk and fairness assessment.

DAY 04

Governance Controls, Accountability and Human Oversight

- Principles of AI governance in recruitment.
- Establishing decision rights and accountability.
- Defining human oversight requirements.
- Designing approval, validation, and escalation mechanisms.
- Managing exceptions and high-risk recruitment decisions.
- Monitoring AI performance and recruitment outcomes.
- Documentation and auditability of AI-supported decisions.
- Managing third-party recruitment AI providers.
- Establishing policies for responsible AI use in recruitment.

PRACTICAL APPLICATION

Designing a governance control framework for an intelligent recruitment system.

DAY 05

Responsible Intelligent Recruitment Strategy and Implementation

- Building an enterprise strategy for intelligent recruitment.
- Integrating AI with recruitment operating models and processes.
- Establishing governance, risk, and compliance structures.
- Developing recruitment AI performance and governance KPIs.
- Monitoring fairness, accuracy, efficiency, and candidate experience.
- Building continuous validation and improvement mechanisms.
- Managing organizational adoption and recruiter capability development.
- Strengthening collaboration between HR, technology, data, legal, risk, and compliance functions.
- Developing implementation priorities and governance milestones.

DAY 05 — CONTINUED

FINAL WORKSHOP

Developing an Intelligent Recruitment & Candidate Screening Strategy with Governance Controls and an Implementation Roadmap.

Register or Request More Information

Course page: <https://quest-training.com/courses/intelligent-recruitment-candidate-screening-with-governance-controls-training-course>

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

Email: info@quest-training.com

Phone: +905016771440