

Course No. 2061

Strategic Talent Acquisition & Recruitment Management Training Course

**TALENT ACQUISITION & RECRUITMENT
HUMAN RESOURCES & TALENT MANAGEMENT**

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Strategic Talent Acquisition & Recruitment Management Training Course provides a comprehensive framework for developing and managing strategic recruitment functions that effectively support organizational growth, workforce priorities, and long-term business objectives. The programme moves beyond transactional hiring practices to examine how talent acquisition can be structured as a strategic organizational capability that improves workforce planning, candidate quality, recruitment efficiency, and long-term talent outcomes.

The course explores the full talent acquisition lifecycle, including workforce requirements, recruitment planning, employer positioning, talent sourcing, candidate attraction, selection, interviewing, hiring decisions, and onboarding coordination. Participants will learn how to align recruitment strategies with organizational priorities, critical workforce capabilities, succession requirements, and changing labor market conditions while maintaining consistency across different departments and business units.

A strong focus is placed on recruitment management and governance. Participants will examine recruitment operating models, roles and responsibilities, recruitment policies, approval processes, service standards, stakeholder management, recruitment technology, candidate pipelines, and performance measurement. The programme also addresses how recruitment teams can improve collaboration with hiring managers and business leaders to create more effective and responsive talent acquisition processes.

Through practical exercises, recruitment case studies, workforce planning scenarios, and strategic planning activities, participants will develop practical approaches for managing recruitment performance and improving the quality of hiring decisions. The course is designed to support organizations seeking to strengthen talent acquisition capabilities, build sustainable candidate pipelines, improve candidate experience, and establish recruitment practices that are measurable, consistent, and aligned with strategic workforce requirements.

Objectives

- Analyze organizational workforce requirements and translate business priorities into strategic talent acquisition plans.
- Develop integrated recruitment strategies aligned with organizational objectives, workforce

plans, and critical capability requirements.

- Assess current recruitment processes and identify opportunities to improve efficiency, quality, governance, and candidate outcomes.
- Design structured talent acquisition operating models with clearly defined roles, responsibilities, processes, and service standards.
- Apply workforce planning principles to anticipate recruitment requirements and prioritize critical positions.
- Develop effective strategies for attracting, sourcing, screening, and selecting qualified talent.
- Evaluate recruitment channels and talent sources based on organizational requirements, candidate availability, and recruitment objectives.
- Strengthen collaboration between talent acquisition teams, hiring managers, business leaders, and other stakeholders.
- Implement structured recruitment governance practices that support consistency, accountability, and compliance.
- Develop recruitment performance indicators to measure sourcing effectiveness, hiring efficiency, candidate quality, and process performance.
- Improve candidate experience through professional communication, consistent processes, and effective recruitment journey management.
- Design a strategic talent acquisition improvement plan that can be applied within the organization following completion of the course.

Who Should Attend

This course is designed for Human Resources Directors, Human Resources Managers, Talent Acquisition Managers, Recruitment Managers, Talent Management Managers, Recruitment Team Leaders, Talent Acquisition Specialists, Recruitment Specialists, Human Resources Business Partners, Workforce Planning Specialists, and professionals responsible for managing organizational recruitment activities.

It is also suitable for Hiring Managers, Department Heads, Business Unit Leaders, Line Managers, Senior Managers, and executives who participate in workforce planning, recruitment decisions, organizational capability development, and talent strategy. The programme is particularly relevant to government entities, ministries, banks, financial institutions, oil and gas organizations, multinational corporations, engineering companies, technology organizations, healthcare institutions, and large organizations seeking to strengthen their recruitment management capabilities.

Learning Outcomes

- Develop a strategic talent acquisition plan aligned with organizational workforce requirements and business priorities.
- Analyze workforce needs and identify critical positions, capabilities, and recruitment priorities.
- Assess existing recruitment processes and identify operational and strategic improvement opportunities.
- Design structured recruitment workflows covering planning, sourcing, screening, selection, hiring, and onboarding coordination.
- Establish effective talent pipelines for critical and recurring organizational recruitment requirements.
- Select appropriate talent sourcing channels based on job requirements and target candidate populations.
- Develop recruitment strategies that support both immediate hiring requirements and longer-term talent needs.
- Establish effective working relationships between recruitment professionals, hiring managers, and organizational leaders.
- Apply recruitment governance principles to improve accountability, consistency, documentation, and process control.
- Develop meaningful recruitment performance indicators and use recruitment data to support management decisions.
- Improve candidate experience across key stages of the recruitment and selection process.
- Prepare an actionable talent acquisition improvement plan with priorities, responsibilities, performance measures, and implementation steps.

Course Outline

DAY 01

Strategic Talent Acquisition and Workforce Alignment

- Strategic role of talent acquisition in organizational performance.
- From transactional recruitment to strategic talent management.
- Understanding organizational strategy and workforce priorities.
- Workforce planning and recruitment demand analysis.

DAY 01 — CONTINUED

- Identifying critical roles, skills, competencies, and capability gaps.
- Workforce forecasting and recruitment prioritization.
- Talent acquisition strategy development and strategic alignment.
- Internal and external factors influencing recruitment requirements.
- Building a sustainable talent acquisition framework.

PRACTICAL APPLICATION

Develop a strategic talent acquisition framework based on an organizational workforce scenario.

DAY 02

Recruitment Strategy, Employer Positioning and Talent Sourcing

- Designing an integrated recruitment strategy.
- Understanding target talent segments and candidate profiles.
- Employer positioning and value proposition in talent attraction.
- Talent sourcing strategies for specialized and critical positions.
- Active and passive candidate sourcing.
- Recruitment channels, professional networks, referrals, databases, and digital sourcing.
- Building and managing sustainable candidate pipelines.
- Strategic recruitment campaigns and talent pools.
- Evaluating sourcing effectiveness and channel performance.

PRACTICAL APPLICATION

Develop a targeted sourcing and attraction strategy for critical organizational positions.

DAY 03

Recruitment Management, Selection and Hiring Processes

- Designing effective recruitment operating models.
- Recruitment roles, responsibilities, approvals, and service standards.

DAY 03 — CONTINUED

- Structured screening and candidate assessment processes.
- Selection criteria and evidence-based hiring decisions.
- Interview planning and coordination with hiring managers.
- Structured and competency-based interviewing practices.
- Managing recruitment workflows and candidate pipelines.
- Stakeholder communication and hiring manager partnership.
- Recruitment documentation and process consistency.

PRACTICAL APPLICATION

Design an end-to-end recruitment process for a selected organizational position.

DAY 04

Recruitment Governance, Candidate Experience and Risk Management

- Principles of effective recruitment governance.
- Recruitment policies, procedures, controls, and accountability.
- Consistency and fairness in recruitment and selection processes.
- Identifying and managing recruitment risks.
- Reducing bias and improving objectivity in candidate assessment.
- Candidate experience and recruitment journey management.
- Professional candidate communication and expectation management.
- Managing recruitment delays, stakeholder challenges, and candidate withdrawals.
- Recruitment technology and process automation considerations.

PRACTICAL APPLICATION

Assess a recruitment process, identify key risks and candidate experience gaps, and develop corrective actions.

DAY 05

Recruitment Performance, Analytics and Strategic Improvement

- Recruitment performance management and operational effectiveness.
- Key recruitment performance indicators and management reporting.
- Measuring sourcing effectiveness, recruitment efficiency, candidate quality, and hiring outcomes.
- Recruitment data analysis and evidence-based decision-making.
- Identifying recruitment bottlenecks and process improvement opportunities.
- Evaluating recruitment team performance and service delivery.
- Developing continuous improvement mechanisms for talent acquisition.
- Aligning recruitment performance with broader workforce and organizational objectives.
- Building a sustainable talent acquisition governance and improvement framework.

FINAL WORKSHOP AND IMPLEMENTATION EXERCISE

Develop a complete Strategic Talent Acquisition & Recruitment Management plan covering workforce requirements, recruitment strategy, talent sourcing, candidate selection, recruitment governance, stakeholder management, candidate experience, performance measurement, and continuous improvement.

Register or Request More Information

Course page: <https://quest-training.com/courses/strategic-talent-acquisition-recruitment-management-training-course>

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