

STRATEGIC TALENT ACQUISITION & ADVANCED INTERVIEWING TECHNIQUES



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TRAINING CENTER



Introduction

Hiring the right people shapes every organization's future. The Strategic Talent Acquisition & Advanced Interviewing Techniques Training Course from Gentex Training Center equips recruiters and hiring managers to attract, assess, and select top talent. Participants learn how to plan hiring needs, build strong employer brands, and source candidates through multiple channels. Furthermore, they master structured interviews, behavioral questioning, and fair evaluation methods. The course also shows how to use recruitment data to improve every hiring stage. As a result, participants reduce hiring errors and shorten time-to-fill. Each day combines proven frameworks with hands-on practice. In addition, participants run realistic interviews, so they can apply new skills with confidence.

Strategic Talent Acquisition & Advanced Interviewing Techniques Course Objectives

- Align hiring plans with business goals using workforce planning, demand forecasting, and job analysis methods.
- Write accurate job descriptions and competency profiles that attract qualified candidates and set clear expectations.
- Build a strong employer brand and employee value proposition to compete for top talent in the market.
- Source candidates using Boolean search, LinkedIn Recruiter, employee referrals, and talent pools for critical roles.
- Screen and track applicants efficiently with an applicant tracking system (ATS) and clear scorecards.
- Conduct structured interviews with scoring rubrics to improve fairness, consistency, and hiring accuracy.
- Apply the STAR method and behavioral event interviewing to assess past performance and future potential.

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- Use situational judgment tests, psychometric assessments, and assessment centers to validate hiring decisions with objective evidence.
- Reduce unconscious bias and support diversity, equity, and inclusion at every stage of the hiring process.
- Negotiate offers and measure success with time-to-fill, cost-per-hire, quality-of-hire, and offer acceptance rate metrics.

Course Methodology

- Interactive sessions explain modern recruitment models and hiring best practices.
- Live interview simulations let participants practice questioning and probing techniques.
- Role-plays with feedback build confidence in candidate assessment and offer negotiation.
- Case studies show how leading employers solve real hiring challenges.
- Practical exercises cover job descriptions, sourcing strings, and scoring rubrics.
- Ready-to-use templates support immediate application at work.
- Peer discussions and facilitator coaching turn ideas into a personal action plan.

Who Should Take This Course

- Recruiters and talent acquisition specialists who manage full-cycle hiring
- HR managers and HR business partners who lead workforce planning
- Hiring managers and department heads who interview and select candidates
- Talent sourcers and employer branding professionals
- Recruitment agency consultants and executive search professionals
- Team leaders who join interview panels and assessment sessions
- Business owners and entrepreneurs who are building new teams





Strategic Talent Acquisition & Advanced Interviewing Techniques Course Outlines

Day 1: Strategic Talent Acquisition Foundations

- Talent acquisition versus traditional recruitment
- Workforce planning and hiring demand forecasting
- Job analysis and competency profiling
- Writing effective job descriptions and person specifications
- Recruitment process mapping and stakeholder alignment
- Talent acquisition metrics: time-to-fill and cost-per-hire
- Workshop: building a hiring plan for a critical role

Day 2: Employer Branding and Candidate Sourcing

- Employee value proposition design
- Employer branding across career sites and social media
- Boolean search strings and LinkedIn Recruiter techniques
- Employee referral and talent pool strategies
- Recruitment marketing and candidate personas
- Applicant tracking systems (ATS) and recruitment CRM tools
- Candidate outreach messages that earn replies

Day 3: Screening and Structured Interviewing

- CV screening criteria and scoring scorecards
- Phone and video screening techniques

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- Structured interview design with scoring rubrics
- Question types: open, probing, and situational
- Active listening and note-taking methods
- Panel interview planning and role assignment
- Live interview practice with feedback

Day 4: Advanced Interviewing and Assessment Methods

- Behavioral event interviewing and the STAR method
- Competency-based interview question banks
- Situational judgment tests and case interviews
- Psychometric assessments and work sample tests
- Assessment center exercises and observer scoring
- Spotting red flags and verifying references
- Reducing unconscious bias and supporting DEI

Day 5: Selection, Offers, and Continuous Improvement

- Candidate comparison matrix and consensus meetings
- Salary benchmarking and offer negotiation
- Managing counteroffers and candidate drop-off
- Onboarding plans and first-90-days success
- Candidate experience surveys and feedback loops
- Quality-of-hire and offer acceptance rate tracking
- Action planning and final interview simulation





Conclusion

By successfully completing the Strategic Talent Acquisition & Advanced Interviewing Techniques Training Course, participants will gain a clear understanding of how to plan hiring and attract the right candidates. They will also acquire practical knowledge of sourcing, structured interviewing, behavioral assessment, and offer negotiation. Furthermore, they will know how to reduce bias and track hiring results with key metrics. As a result, participants can select stronger talent with greater confidence. Gentex Training Center delivers this knowledge through practical, expert-led learning.

FAQs

Q1 What is the "Strategic Talent Acquisition & Advanced Interviewing Techniques" course about?

The course teaches how to attract, assess, and select the right talent. Participants study workforce planning, employer branding, sourcing, structured interviewing, and offer negotiation. Furthermore, they practice interview techniques that improve hiring accuracy and candidate experience.

Q2 What are the key benefits of the "Strategic Talent Acquisition & Advanced Interviewing Techniques" course?

The course helps organizations hire faster and make better selection decisions. It also builds fair, consistent interview practices. As a result, participants can reduce hiring errors, lower turnover among new hires, and improve the candidate experience from first contact to onboarding.



Q3 What skills will I gain from the "Strategic Talent Acquisition & Advanced Interviewing Techniques" course?

Participants gain four core skills: strategic talent sourcing, structured and behavioral interviewing, candidate assessment and selection, and recruitment metrics and analytics. In addition, they practice each skill through live interview simulations and workshops, so they can apply it in real hiring situations.

Q4 What tools, methods, or standards are covered in the "Strategic Talent Acquisition & Advanced Interviewing Techniques" course?

The course covers the STAR method, behavioral event interviewing, structured scoring rubrics, and competency frameworks. It also includes Boolean search, LinkedIn Recruiter, applicant tracking systems, psychometric tests, assessment centers, and metrics such as time-to-fill, cost-per-hire, and quality-of-hire.

Q5 How is the "Strategic Talent Acquisition & Advanced Interviewing Techniques" course applied in real-world practice?

Recruiters use workforce plans and job analysis to define needs, Boolean search to find candidates, and structured interviews to compare them fairly. Furthermore, they track hiring metrics and candidate feedback, so teams can fix weak stages and improve future hiring results.