



*Training Course:
Certified Sourcing and Selection Professional*

*9 - 13 June 2025
Madrid (Spain)
Pestana CR7 Gran Vía*

Training Course: Certified Sourcing and Selection Professional

Training Course code: HR235813 From: 9 - 13 June 2025 Venue: Madrid (Spain) - Pestana CR7 Gran Vía Training Course Fees: 5500 € Euro

Introduction

In today's competitive job market, sourcing and selecting the right talent is critical for organizational success. This program equips HR professionals, recruiters, and talent acquisition specialists with the advanced knowledge, tools, and techniques required to become certified sourcing and selection professionals. Participants will learn how to identify, attract, and select top-tier candidates using data-driven methods, innovative sourcing strategies, and competency-based selection techniques.

Target Audience

- HR professionals and recruiters
- Talent acquisition specialists
- Hiring managers and recruitment consultants
- Professionals involved in workforce planning
- Individuals aspiring to specialize in talent sourcing and selection

Objectives

By the end of this program, participants will be able to:

- Understand the principles of talent sourcing and selection
- Develop effective sourcing strategies using digital tools and AI-driven solutions
- Conduct competency-based interviews and assessments
- Evaluate and select candidates using structured methodologies
- Optimize the candidate experience and employer branding
- Mitigate hiring risks and make data-driven recruitment decisions

Training Outline

Day 1: Fundamentals of Talent Sourcing & Recruitment

- Understanding the role of sourcing in talent acquisition
- Workforce planning and demand forecasting
- Modern recruitment models and frameworks
- Active vs. passive candidate sourcing strategies
- Employer branding and candidate engagement
- Leveraging digital and social media sourcing tools
- Key sourcing metrics and performance indicators

Day 2: Advanced Sourcing Techniques & Tools

- Boolean search and X-ray search techniques
- AI-powered sourcing tools and automation in recruitment
- Talent mapping and market intelligence
- Networking strategies: LinkedIn, professional associations, and referrals
- Building and maintaining a talent pipeline
- Legal and ethical considerations in sourcing candidates

Day 3: Competency-Based Selection & Assessment Methods

- Designing an effective selection process
- Competency-based recruitment and behavioral assessments
- Structured vs. unstructured interviews
- Situational and behavioral interview techniques
- Psychometric and skills-based assessments
- Case study: Developing an effective candidate assessment framework

Day 4: Decision-Making & Candidate Evaluation

- Understanding key hiring biases and avoiding bad hires

- Using data-driven recruitment analytics
- Reference checks and background verification
- Negotiation techniques for offer management
- Managing counteroffers and candidate expectations
- Case study: Evaluating real-life candidate profiles

Day 5: Enhancing Recruitment Strategy

- Building a robust recruitment strategy for business success
- Employer branding for long-term talent attraction
- Optimizing the candidate experience
- Aligning sourcing and selection with business objectives
- Group exercise: Designing a recruitment campaign

Registration form on the Training Course: Certified Sourcing and Selection Professional

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