



*Training Course:
Advanced Strategies in Selection and Recruitment*

*19 - 23 July 2027
Kigali (Rwanda)*

Training Course: Advanced Strategies in Selection and Recruitment

Training Course code: HR235121 From: 19 - 23 July 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

This advanced training program, designed by [Global Horizon Training Center](#), addresses one of the most critical gaps in modern Human Resource Management: the shift from [reactive hiring practices](#) to [strategic workforce planning and talent acquisition](#).

Many organizations fall into the trap of focusing on short-term staffing needs, leading to workforce imbalances, talent shortages, and recurring operational disruptions. This program provides a [forward-looking, strategy-driven approach](#) to recruitment and selection, integrating modern methodologies, workforce analytics, and governance frameworks.

In addition, the program expands beyond recruitment to cover [performance alignment, compensation structures, and disciplinary systems](#), ensuring that HR professionals can manage the full employee lifecycle with precision, compliance, and strategic intent.

Program Objectives

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

- Develop human resources using [modern recruitment, selection, and attraction strategies](#)
- Apply advanced HR practices in [performance assessment and workforce evaluation](#)
- Transition from operational HR thinking to [strategic and performance-driven decision-making](#)
- Design and implement [disciplinary and penalty frameworks](#) aligned with legal and organizational standards
- Build integrated HR excellence plans aligned with [quality management systems e.g., ISO frameworks](#)

Target Audience

This program is designed for:

- Managers and Department Heads
- Human Resource Professionals and Specialists
- Talent Acquisition and Recruitment Teams
- Legal and Investigation Departments
- Organizational Development Professionals
- Individuals seeking advanced expertise in HR and recruitment strategy

Training Outline

Day 1: Strategic Human Resource Planning

- Modern organizational structures for HR planning
- Workforce data management and HR analytics fundamentals
- Advanced workforce forecasting techniques
- Strategic workforce planning models
- Aligning HR planning with organizational strategy
- Integrated HR planning framework

Day 2: Advanced Principles of Selection and Recruitment

- Strategic foundations of recruitment and selection
- End-to-end recruitment lifecycle and process optimization
- Competency-based recruitment frameworks
- Role of job analysis in strategic hiring
- Developing advanced job descriptions and competency profiles
- Modern attraction and selection mechanisms AI, digital sourcing, talent pools

Day 3: Strategic Recruitment Management

- Identifying workforce needs and demand signals
- Recruitment planning across organizational levels
- Roles and responsibilities: HR vs. hiring managers
- Internal recruitment strategies succession, promotions, mobility
- External sourcing strategies headhunting, digital platforms, employer branding
- Recruitment trends and practices in the Middle East
- Measuring recruitment effectiveness and ROI

Day 4: Compensation Systems & Disciplinary Frameworks

- Fundamentals of job evaluation and compensation structures
- Traditional vs. modern statistical methods in salary benchmarking
- Designing competitive and equitable compensation systems
- Legal and regulatory considerations in disciplinary systems
- Building structured disciplinary policies and procedures
- Key indicators and criteria for penalty systems
- Developing an integrated governance framework for discipline and compliance

Day 5: Advanced Employee Separation & HR Governance

- Strategic approach to employee termination and workforce restructuring
- Types and causes of service termination voluntary, involuntary, strategic exits
- Best practices in handling termination processes professionally and legally
- ISO and quality standards in HR processes
- Risk management in employee separation
- Post-exit HR responsibilities knowledge transfer, employer branding, compliance
- Designing a comprehensive termination and transition framework

Registration form on the Training Course: Advanced Strategies in Selection and Recruitment

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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Full Name (Mr / Ms / Dr / Eng):
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Official E-Mail:

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Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng):
Position:
Telephone / Mobile:
Personal E-Mail:
Official E-Mail:

Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
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