€TRAINING

Conference on Mastering Advanced Recruitment and Interviewing Strategies

29 December 2025 -
2 January 2026
Trabzon (Turkey)

Conference on Mastering Advanced Recruitment and Interviewing Strategies

REF: C718 DATE: 29 December 2025 - 2 January 2026 Venue: Trabzon (Turkey) - Fee: 5850 Euro

Introduction:

This conference provides participants with the advanced skills needed for effective candidate selection, interviewing techniques, and recruitment strategies. It focuses on enhancing the recruitment process, ensuring the selection of the right talent, and implementing strategies to improve hiring outcomes.Through it, participants will learn how to conduct structured interviews, assess candidates effectively, and use recruitment analytics to inform decision-making.

Conference Objectives:

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

- Master advanced selection techniques to identify the best candidates.

- Conduct structured and competency-based interviews effectively.

- Utilize recruitment analytics and tools to enhance hiring decisions.

- Develop strategies for attracting and retaining top talent.

- Implement best practices to avoid common recruitment pitfalls.

Target Audience:

- HR Managers and Recruiters.

- Talent Acquisition Specialists.

- Hiring Managers and Team Leads.

- Organizational Development Professionals.

- Business Owners involved in the hiring process.

Conference Outline:

Unit 1:

Advanced Candidate Selection Techniques:

- Understanding competency-based selection criteria.

- Using job analysis to define essential candidate qualities.

- Methods for screening and shortlisting candidates.

- Identifying key selection indicators for different roles.

- Best practices for designing a structured selection process.

Unit 2:

Conducting Effective Interviews:

- Techniques for preparing and conducting structured interviews.

- Using behavioral and situational interview questions.

- Assessing candidate responses objectively and fairly.

- Reducing interviewer bias and ensuring consistency.

- Case study: Successful implementation of structured interviews in a multinational company.

Unit 3:

Recruitment Analytics and Decision-Making:

- Introduction to recruitment data and metrics.

- Tools for tracking and analyzing recruitment performance.

- Using data to improve sourcing and screening strategies.

- Predictive analytics in recruitment: identifying high-performing candidates.

- Important advices for integrating analytics into recruitment decision-making.

Unit 4:

Attracting and Retaining Top Talent:

- Developing an employer brand that attracts high-quality candidates.

- Strategies for engaging passive candidates.

- Using social media and digital platforms in recruitment.

- Retention strategies to reduce turnover and improve engagement.

- Leveraging employee referrals and internal talent pools.

Unit 5:

Avoiding Common Recruitment Pitfalls:

- Identifying and mitigating common recruitment challenges.

- Legal and ethical considerations in recruitment.

- Managing candidate experience throughout the hiring process.

- Handling difficult interviews and challenging candidates.

- Continuous improvement in recruitment processes.