



Consulting and Training | Reach New Heights

Course Name

Advanced Sourcing and Interviewing Excellence for High-Impact Hiring

Sector Name

HR Strategy and Training

Document Type

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Advanced Sourcing and Interviewing Excellence for High-Impact Hiring

Course Introduction

This training program is designed by Boost to elevate the sourcing and interviewing capabilities of talent acquisition professionals involved in competitive and strategic hiring. This program provides advanced tools, frameworks, and sourcing tactics for identifying top-tier talent across channels, alongside modern interviewing techniques that uncover both competencies and cultural alignment.

Participants will develop actionable skills to attract passive candidates, manage pipelines proactively, and run structured interviews that minimize bias while boosting hiring quality.

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Target Audience

- ✓ Senior recruiters and sourcing specialists
- ✓ Talent acquisition managers
- ✓ HR business partners
- ✓ Employer branding and workforce planning teams

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Learning Objectives

- ✓ Develop targeted sourcing strategies for niche and hard-to-fill roles
- ✓ Implement structured, competency-based interviewing frameworks
- ✓ Use assessment data to support selection decisions
- ✓ Build high-performing hiring pipelines aligned with organizational growth

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Course Outline

✓ Day 01

Market Mapping and Role Profiling

- ✓ Deep diving into job architecture and hiring objectives
- ✓ Analyzing current workforce gaps and future needs
- ✓ Identifying success profiles and talent signals

Sourcing Channels and Funnel Building

- ✓ Job boards, Boolean search, social media, referrals
- ✓ Passive sourcing and talent communities
- ✓ Building awareness and inbound talent attraction

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Course Outline

✓ Day 02

AI-Powered Sourcing Tools and CRM Platforms

- ✓ Leveraging LinkedIn Recruiter, Entelo, SeekOut, etc.
- ✓ Managing outreach at scale with email sequencing
- ✓ Candidate engagement metrics and optimization

Outreach Strategy and Employer Branding

- ✓ Crafting personalized outreach messages
- ✓ Showcasing value proposition and role differentiation
- ✓ Aligning candidate expectations and brand image

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Course Outline

✓ Day 03

Structured Interview Models and Guide Creation

- ✓ STAR/CAR/SOAR models in competency interviews
- ✓ Aligning questions to role expectations
- ✓ Scoring rubrics and anchor-based evaluations

Virtual and Hybrid Interviewing Best Practices

- ✓ Managing tech platforms and candidate experience
- ✓ Facilitating inclusive and fair remote interviews
- ✓ Recording, note-taking, and scoring tools

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Course Outline

✓ Day 04

Panel Coordination and Interviewer Training

- ✓ Aligning hiring teams on evaluation criteria
- ✓ Interview debriefs and calibration sessions
- ✓ Reducing bias through structured frameworks

Candidate Experience and Communication

- ✓ Managing timelines and communication touchpoints
- ✓ Handling objections and offering negotiations
- ✓ Employer brand moments during interviews

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✓ Day 05

Selection and Decision-Making Frameworks

- ✓ Evaluating data and balancing stakeholder input
- ✓ Making confident hiring decisions
- ✓ Documentation and compliance considerations

Long-Term Talent Pipelining and Engagement

- ✓ Creating evergreen talent pools
- ✓ Engaging silver medalist candidates
- ✓ Building proactive hiring readiness with teams

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Advanced Sourcing and Interviewing Excellence for High-Impact Hiring

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Oct. 12, 2026	Oct. 16, 2026	5 days	2150.00 \$	Virtual , Online
Jan. 10, 2027	Jan. 14, 2027	5 days	4250.00 \$	KSA , Riyadh
June 7, 2027	June 11, 2027	5 days	4250.00 \$	UAE , Dubai
Aug. 23, 2027	Aug. 27, 2027	5 days	4950.00 \$	Netherlands , Amsterdam

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