



Creating a Great Candidate Base

An interactive 3 hour workshop

Who should attend: All levels of recruitment consultants and resourcers. This workshop is designed to challenge consultants to think outside the square in sourcing candidates as well as identify proven selection techniques.

Outcome expected: Participants will gain a solid understanding of the sourcing and selection process for candidates. Confidence with controlling the recruitment process and negotiating with candidates.

CONTENT

1. **Sourcing Candidates**
 - Sourcing mechanisms other than advertising
 - The power of networks
2. **Headhunting techniques**
 - Researching your targets
 - Making a direct approach
 - Making an indirect approach
 - Marketing your role
3. **Effective pre-screening**
 - The importance of the pre-screen
 - Preparing a competency pre-screen from a job brief
 - Effective use of your voice
 - Role plays based on a job brief
4. **Gaining candidate commitment and loyalty**
 - At Pre-screen
 - At Interview
 - Asking for exclusivity
 - Asking for referrals
 - Candidate care and follow up
 - Turning candidates into clients
5. **When the client and candidate is the same person**



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- Turning clients into candidates
- The approach
- Asking for commitment
- Follow up

How to contact us:

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