

## Module 2

### **Candidate Sourcing & Attraction**

Half-Day Interactive Workshop

Talent Acquisition for Startups & Growth Companies





## You Will Learn

Tips on creating winning job-specifications to attract the best talent for your business needs.

Short-cuts to getting the fastest, most accurate results from the five main sourcing channels.

International sourcing techniques for niche roles & how to utilize your network for first-rate candidate referrals.

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## How You Will Benefit

You will be armed with knowledge on how to define roles and stand out from the competition by creating winning, professional job-specifications. You will then be ready to market your role and we will guide you on how to choose the best sourcing channels and platforms providing you the best ROI, particularly for smaller less known brands.

We will equip you with techniques to source international candidates and learn how to engage passive candidates that are not readily available on the market. Finally, we will provide you with the do's and don'ts of choosing an Applicant Tracking System to enable you to choose from tried and tested platforms used successfully by other smaller organizations.



## Your Facilitator:

### Nikki Rooney – Director Roobix

Nikki specializes in Talent Acquisition Training, Consulting & Coaching for the Tech sector. Throughout her career, she has worked in Dublin, London and Toronto and has partnered with startups and global brands delivering excellence in Talent Acquisition solutions across the North American and EMEA markets. Since returning to Ireland, Nikki has worked with multiple Irish, US & UK startups providing customized solutions for their Talent Acquisition needs.



Nikki is passionate about the broader talent landscape and is certified in administering and evaluating various Psychometric Assessments and is certified with HCI, New York in Talent Strategy. Nikki also holds a Diploma in Executive Coaching and enjoys advising businesses and executives on talent and career matters.

Should you have any queries with regards to our workshops or would like to discuss in-house training for your organization, please email [nikki@roobix.ie](mailto:nikki@roobix.ie) or call us on **+353 86 3711 944**