

Module 3

Interviewing and the Candidate Experience

Half-Day Interactive Workshop

Talent Acquisition for Startups & Growth Companies





You Will Learn

How to conduct competency interviews for professional, accurate results.

To enhance your employer brand and candidate experience resulting in higher employee referrals.

The benefit of implementing benchmarking into your process at an early stage to avoid hiring mistakes.

How You Will Benefit

You will be fully informed on how to develop a lean process from pre-screening through to short-listing. You will also fully understand the pros and cons of both informal and formal interviewing and how to conduct a professional competency interview to increase your chosen candidates' success at your organisation; resulting in higher retention rates and less costs replacing the wrong hire.

Learn the insiders' techniques in avoiding bad hires, from early bench-marking to avoiding common biases and assumptions.

Finally, enhance your candidate experience by managing the candidate's professionally and courteously, creating an awesome employer brand and increasing the likelihood of employee referrals.



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** or call us on **+353 86 3711 944**