

Module 4

Selection, Referencing, Negotiation & On-boarding

Half-Day Interactive Workshop

Talent Acquisition for Startups & Growth Companies





You Will Learn

Learn how to assess ambiguity tolerance – a vital trait for candidates joining companies in a transitional period.

How & when to ask smarter questions at both pre / post referencing stage and how to introduce pre-referencing into your process.

To enhance your negotiating skills and achieve a higher candidate conversion rate.

How You Will Benefit

Week Four will provide you with strong foundations in candidate selection, negotiation, referencing and onboarding to ensure you achieve a high candidate conversion rate. You will learn how to select the best fit for your culture and company and more importantly, how to assess candidates' ambiguity tolerance, an indicator of the success or fail of many candidates when joining a startup.

You will learn how to ask smart informed questions when referencing candidates both at sourcing and pre-offer stage to ensure there are no hidden surprises at post offer stage.

You will be confident at managing and negotiating offers. Finally, we will provide you case-studies on successful pre-boarding and onboarding programs used by other successful startups and brands.



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**