Elevora
Global Training

COURSE BROCHURE

Competency-Based Recruitment and Interviewing

Human Resources

Most demanded

Code	Duration	Formats	Language	Certificate
HR-102	5 or 10 days	Classroom, live online, in-house, blended	English or Arabic	Certificate of completion

A practical human resources course covering building competency frameworks, job analysis and role profiles and designing structured and behavioural interviews. Run as a 5-day core or 10-day extended programme, in 16 cities, live online or in-house, and fully customisable for your team.

About this course

Competency-Based Recruitment and Interviewing gives delegates a structured, practical understanding of building competency frameworks and job analysis and role profiles, then builds the skills to apply designing structured and behavioural interviews, assessment centres and selection tools and making fair, evidence-based hiring decisions in real work. Sessions are led by practitioners with at least 15 years in the field.

Who should attend

HR managers, business partners, talent and L&D specialists, and line managers who lead people.

What you will learn

- Building competency frameworks
- Job analysis and role profiles
- Designing structured and behavioural interviews
- Assessment centres and selection tools
- Making fair, evidence-based hiring decisions

5-day course outline

Day 1	**Building competency frameworks**	Concepts, standards and terminology, with a diagnostic exercise to baseline the group.
Day 2	**Job analysis and role profiles**	Methods and tools explained step by step, with worked examples from real operations.
Day 3	**Designing structured and behavioural interviews**	Hands-on practice in small groups using realistic data, cases and templates.
Day 4	**Assessment centres and selection tools**	Case studies of successes and failures, and how to apply the lessons in your organisation.
Day 5	**Making fair, evidence-based hiring decisions**	Integration exercise, final knowledge check and a personal action plan.

10-day extended programme

Includes the full 5-day outline, plus a second week of applied work:

Day 6	**Applied workshop: Building competency frameworks** — Deeper practice with your own data or site examples.
Day 7	**Applied workshop: Job analysis and role profiles and designing structured and behavioural interviews** — Group exercises that combine methods from week one.
Day 8	**Field case study: Assessment centres and selection tools** — A detailed industry case worked through from start to finish.
Day 9	**Advanced practice: Making fair, evidence-based hiring decisions** — Tools, templates and checklists to take back to work.
Day 10	**Assessed project and presentation** — Each delegate presents an improvement plan and completes the final assessment.

Upcoming classroom dates

More dates, cities and live online sessions on request.

Dates	City	Length	Fee per delegate
15 Nov 2026 to 19 Nov 2026	Cairo	5 days	**$2,450**
13 Dec 2026 to 17 Dec 2026	Cairo	5 days	**$2,450**
11 Jan 2027 to 22 Jan 2027	Dubai	10 days	**$4,450**
8 Feb 2027 to 12 Feb 2027	Kuala Lumpur	5 days	**$2,450**
8 Mar 2027 to 19 Mar 2027	Istanbul	10 days	**$4,450**

Fees per delegate (2026 to 2027)

Format	5 days	10 days
Classroom: Dubai, Istanbul, Cairo, Kuala Lumpur	**$2,450**	**$4,450**
Classroom: London, Europe, Singapore	**$3,450**	**$6,250**
Live online	**$1,450**	**$2,650**
In-house, group of up to 15	**From $12,900**	**From $23,500**

Classroom fees include tuition, materials, lunch and refreshments, and a certificate. 10% group saving for 3 delegates, 15% for 5 or more.

Tailored to your team

Change the level, language, length (1 to 20 days) and format, add topics from other courses or entirely new topics, and include your own case studies, site visits or exam preparation. Build it online for an instant indicative fee.

Register or request an in-house proposal

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