

# Course : Best practices for successful IT recruitment

Practical course - 2d - 14h00 - Ref. ESX

Price : 1360 € E.T.

★★★★☆ 4,6 / 5

Successful recruitment of IT profiles requires time, specific knowledge and method. This course will provide you with the keys to optimizing your recruitment, from needs analysis and sourcing strategy to appropriate communication. You'll reinforce your approach and the candidate experience.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Distinguish between the different IT professions.
- ✓ Select applications relevant to the need
- ✓ Write an effective ad for any IT job you're looking for
- ✓ Communicate effectively with candidates from technical professions
- ✓ Optimize sourcing by validating technical skills early in the process

## Intended audience

Recruitment managers and anyone involved in IT recruitment.

## Prerequisites

No special knowledge required.

## Practical details

### Hands-on work

Quizzes, group analysis and discussion. Creation of a roadmap and toolbox.

## Course schedule

### 1 Distinguish between the different IT professions

- Distinguish between the Web and the Internet to familiarize yourself with the different IT professions.
- Identify web languages: client, server, database.
- Identify the different IT professions: missions, roles, actions.

### Exercise

Participants will take part in a quiz to test their knowledge of the IT world.

### PARTICIPANTS

Recruitment managers and anyone involved in IT recruitment.

### PREREQUISITES

No special knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## 2 Analyze recruitment needs and candidate profiles

- Understand a customer's needs.
- Decipher the CV or profile of an IT professional.
- Assess whether the candidate's experience/skills match the client's needs.
- Prepare effective interview questions.

### Exercise

Participants will analyze job offers and CVs/profiles. They will discuss the most suitable models.

## 3 Communicating effectively with an IT candidate

- Identify the needs and behaviors of the ideal candidate using a persona.
- Write an impactful and attractive job ad.
- Write impactful and attractive messages on networks to attract and retain customers.
- Formulate job offers without discrimination.

### Exercise

Participants will analyze teasers and job offers to identify what's effective and what isn't, and come up with ideas for improvement.

## 4 Source differently for greater efficiency and differentiation

- Conduct effective monitoring (of competition, sectors, etc.).
- Establish a relevant benchmark.
- Come up with ideas (methods, tools, processes, etc.) to find the best IT profiles.
- Find resumes quickly with effective tools: extensions, Boolean generators, sourcing tools, CRM...
- Optimize sourcing by validating technical skills early in the process through gamification.

### Exercise

Participants will develop their roadmaps and toolboxes according to their respective needs.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

## Dates and locations

### REMOTE CLASS

2026 : 22 June, 5 Nov.

### PARIS LA DÉFENSE

2026 : 22 June, 5 Nov.