



Specialist Certificate in  
**Competency-Based  
Selection Interviewing**

**Dates: November 22<sup>nd</sup>, 24<sup>th</sup> and 29<sup>th</sup>**

**Times: 10:00AM EST (New York) // 7:00PM GST (Dubai)**

Learn how to design high-quality competency-based interview questions that help you hire for diversity, remove bias, and make the best employee selection decisions. HRSG's accredited Specialist Certificate in Competency-Based Selection Interviewing gives you the tools, tactics and knowledge to influence real change, with a modern talent acquisition approach. Join us to see why competency-based interviewing is used by most Fortune 500 companies today, and learn the strategies and methods you need to bring to your organization.



Format:  
**100% Online**



Course Length:  
**3 Sessions, 2hrs Each**



Investment:  
~~**\$1,500 USD**~~  
**Early bird: \$595 USD**

**Sign Up**

**Global clients we've worked with include:**



# Why Take HRSG's Competency-Based Selection Interviewing Training?

The productivity and success of an organization depends on the employees it hires. HRSG's Competency-Based Selection Interviewing training can help you make the best selection for your organization.

**Identify** critical competencies needed for success now and in the future

**Leverage** HRSG's proven methodology for designing & evaluating job-related interview questions

**Improve** your hiring decisions by using a competency-based approach to standardize your process

**Champion** diversity, equity and inclusion by implementing a fair, bias-free selection approach

**Apply** a legally defensive evidence-based system for making hiring decisions

**Develop** awareness on how to save time yet yield the best results

Walk away with:

- A clear understanding of essential topics within Competency-Based Selection Interviewing
- The ability to explain the challenges facing the Talent Acquisition professional in 2021
- The skills to apply the competency-based approach to interview, evaluate and select top candidates based on objective performance criteria
- An internationally accredited specialist certificate to help you become recognized in this field



HRSG is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP®.

This program is valid for 6 PDCs for the SHRM-CP® or SHRM-SCP®. For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).



This Program has been approved for 6.00 HR (General) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).

The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

# Course Outline

This course includes the following topics, delivered over three, 2-hour sessions:



## **The Context: The Current State of Talent Acquisition**

- Why is Talent Acquisition so Important?
- Today's Talent Acquisition Priorities



## **The Challenge: The Selection Interview**

- Common Selection Challenges
- Debunking the idea of “hiring for fit”
- Ensuring Diversity & Inclusion in Your Approach
- Remote Interview Best Practices
- Hiring Leaders of the Future
- Interviewing Styles & Questions



## **The Solution: Competency-Based Selection Interviewing Approach**

- Top 5 Skills of the Future
- Overview of the Competency-Based Interview
- Determining Critical Competencies for Performance
- Obtaining Behavioral Examples
- Evaluating Results



## **The Tools: Setting You up for Success**

- Key Competencies
- Behavior-Based Questions
- Simplifying Hiring for Technical Roles
- The Interview Guide
- Scoring Template

# What Professionals Are Saying About Our Competency-Based Interviewing Course

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With competencies, there's a specific set of behaviors that make it clear. We can create interview questions around these competencies, and we can talk to people about where they need to be in their jobs, or what they need to move to the next proficiency level for the next job. It makes it very easy.

— **Tracey Piper**  
Director of Human Resources — Talent Management at Destination XL (DXL)

“

The course was really enlightening and helped me in finding the right candidates. I would strongly recommend it to anyone who conducts interviews.

— **Yasir Al-Lawati**  
Head of Delivery Channels and Cards, IT at Bank Muscat

“

Valuable tools & training to support organizations in hiring the best & brightest candidates!

— **Chris Bailey**  
President & CEO at SCMA-B.C.

## What Our CBM Certified Professionals Are Saying

“

HRSG Competency Certification Course was a great experience overall! The facilitators were very generous with their extensive knowledge and expertise. The case study on the last day really set things in motion and forced me to put a plan in place. The explanation and demonstration of CompetencyCore brought together all of the course content to show how all elements of the competency system work together. Thanks a million!

— **Gertie Ryan-Kavanagh**  
Manager, Training & Competencies at Husky Energy

“

This is one of the courses where I constantly go back to the material and then apply it. I read HRSG's competency manual every other day to conduct interviews, and more. The training was essential!

— **Karen Cowrie**  
HR Officer at Phoenix Park Liquid Gas Processor

## Program Advisors



### Lorraine McKay

Lorraine McKay has over 35 years of experience as a human resources practitioner in a wide variety of practice areas. She is particularly well known for her expertise in strategic planning and developing / executing competency-based human resource management programs and tools to support talent management. She has consulted on and managed large-scale human resource projects including job analysis, strategic HR planning, selection systems, performance management, and career development programs.



### Jemellee Seletaria

Jemellee is an experienced Human Resources professional with 14 years of HR expertise. She has worked with clients in various industries — including finance, banking, health, government, IT, telecommunications and others — to provide strategic Human Resources advice, build HR programs and to address challenges such as organizational change and effectiveness. Currently, Jemellee works with clients to design and implement competencies into processes such as recruitment, performance management, succession planning, leadership development and career development.

## About HRSG

HRSG is an award-winning Competency-Based HR solutions and technology company based in Ottawa, Ontario – Canada. For 30 years, HRSG has worked with a range of industries to define talent needs, address skill deficiencies, and improve individual and organizational performance. Clients include global corporations and small or mid-sized organizations operating in sectors such as logistics, finance, accounting, technology, HSE, HR, manufacturing, sales and marketing, and many more. Together, our team of senior consultants, industrial-organizational psychologists, and subject-matter experts develop and deploy competency content, technology, and strategy to address some of the most complex challenges in today's people and talent management environment.

# Sign up for our Competency-Based Selection Interviewing course today!

**Sign Up**

## Learn More or Contact HRSG



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Email [training@hrsg.ca](mailto:training@hrsg.ca)



Call 1-866-574-7041