Recruitment Tech Stack Design Training Course

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s competitive talent landscape, mastering Recruitment Tech Stack Design is no longer optional it’s essential. Organizations are increasingly relying on AI-powered recruitment tools, applicant tracking systems (ATS), and data-driven hiring strategies to attract top talent efficiently. Recruitment Tech Stack Design Training Course empowers HR professionals, talent acquisition specialists, and tech-savvy recruiters to strategically design, implement, and optimize recruitment technology ecosystems that drive measurable results. By leveraging cutting-edge tools and analytics, participants will learn how to enhance candidate experience, reduce time-to-hire, and achieve strategic workforce planning goals.

This course integrates hands-on case studies, real-world implementation strategies, and interactive learning methodologies to provide a practical roadmap for designing robust recruitment tech stacks. Participants will gain expertise in evaluating HR tech solutions, integrating automation workflows, and implementing AI-driven sourcing and screening techniques. By the end of this course, learners will not only understand the technical architecture of modern recruitment platforms but also how to align technology with organizational hiring objectives for scalable and sustainable recruitment success.

Programme Curriculum

Recruitment Tech Stack Design Training Course

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Course Duration

5 days

Course Objectives

1. Understand the fundamentals of Recruitment Tech Stack Design and architecture.
2. Identify and evaluate leading HR tech platforms and ATS systems.
3. Design an integrated recruitment ecosystem for end-to-end hiring automation.
4. Optimize candidate sourcing strategies using AI and machine learning algorithms.
5. Implement data-driven recruitment analytics for strategic decision-making.
6. Streamline candidate experience workflows through automation and personalization.
7. Integrate HRIS, CRM, and sourcing tools for seamless recruitment operations.
8. Leverage AI-enabled screening and assessment tools to reduce bias.
9. Conduct vendor selection and ROI analysis for recruitment technologies.
10. Develop scalable tech solutions to support organizational growth.
11. Ensure compliance, data security, and privacy in tech-enabled recruitment.
12. Apply case study insights from leading global organizations.
13. Build actionable roadmaps for continuous tech stack optimization.

Target Audience

1. Talent Acquisition Specialists
2. Recruitment Managers
3. HR Business Partners
4. HR Technology Consultants
5. HRIS/HR Tech Analysts
6. Recruitment Process Outsourcing (RPO) Professionals
7. People Analytics Professionals
8. Organizational Development Leaders

Course Modules

Module 1: Introduction to Recruitment Tech Stack

- Overview of modern recruitment technology landscape
- Components of a recruitment tech stack
- Emerging trends in HR tech and AI
- Mapping tech stack to business objectives
- **Case Study:** Google’s AI-powered recruitment process

Module 2: Applicant Tracking Systems (ATS) Optimization

- Evaluating top ATS solutions
- ATS configuration best practices
- Automation of candidate pipelines
- Enhancing ATS reporting and analytics
- **Case Study:** IBM’s global ATS integration

Module 3: Sourcing and Candidate Engagement Tools

- AI sourcing tools and platforms
- Candidate relationship management (CRM) integration
- Social media and digital recruitment strategies
- Automation of outreach campaigns
- **Case Study:** LinkedIn Recruiter advanced strategies

Module 4: Screening and Assessment Technologies

- AI-enabled resume parsing
- Predictive candidate scoring models
- Online assessment and psychometric tools
- Reducing unconscious bias through tech
- **Case Study:** Unilever’s automated assessment workflow

Module 5: Recruitment Analytics and Reporting

- Key performance metrics and dashboards
- Predictive analytics for talent acquisition
- Workforce planning with data insights
- Optimizing hiring funnels through analytics
- **Case Study:** Amazon’s recruitment analytics framework

Module 6: Integration with HRIS and CRM Systems

- Connecting recruitment tech with HRIS platforms
- Seamless data flow between tools
- Centralized candidate data management
- Enhancing reporting and compliance
- **Case Study:** Salesforce HR tech ecosystem integration

Module 7: Automation and AI in Recruitment

- Workflow automation strategies
- Chatbots and virtual assistants for engagement
- AI for predictive hiring and retention
- Measuring ROI of AI recruitment tools
- **Case Study:** Microsoft’s AI-powered recruitment automation

Module 8: Strategy, Governance, and Compliance

- Recruitment tech governance frameworks
- Security and privacy compliance standards
- Vendor management and selection criteria
- Continuous improvement of tech stacks

- **Case Study:** SAP’s compliance-driven recruitment design

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price

23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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