Transformation Pillar:
Applied AI & Agentic Transformation

AI-Driven Talent Acquisition

Hire Smarter, Faster, and Fairer: Transform Talent Acquisition with Generative and Agentic AI

COURSE OVERVIEW

Welcome to the new era of talent acquisition! Artificial intelligence is transforming how organizations attract, source, assess, and hire talent. From writing inclusive job descriptions and uncovering hidden candidates to screening at scale and personalizing the candidate experience, AI is redefining what great recruitment looks like. This intensive course, designed for talent acquisition and HR professionals, explores how to apply generative and agentic AI across the hiring lifecycle while keeping decisions fair, transparent, and human-led.

Through interactive sessions, real-world case studies, and hands-on labs, you'll learn to integrate AI into sourcing, screening, interviewing, assessment, and recruitment analytics, and to manage the ethical and legal considerations that come with automated decision-making.

The course culminates in a hands-on capstone where you build a working, agentic hiring workflow using no-code tools, taking a vacancy from job description to sourcing, screening, and a ready-to-use interview kit, with human approval at every decision point.

This workshop is delivered by world-renowned AI and Digital Transformation expert and author, **Mostafa Azzam**, who has extensive experience guiding organizations through the complexities of AI adoption and its impact on talent acquisition.

COURSE OBJECTIVES

By the end of this intensive learning journey, you should be able to:

- **Understand** how generative and agentic AI are reshaping the talent acquisition lifecycle.
- **Analyze** current hiring processes and identify high-value opportunities for AI.
- **Apply** AI to job analysis, job descriptions, sourcing, and candidate engagement.
- **Design** AI-assisted screening, structured interviews, and assessments that remain fair and job-related.
- **Measure** time to fill, quality of hire, and recruitment ROI using AI-enabled analytics.
- **Govern** AI in hiring responsibly, addressing bias, transparency, data privacy, and regulatory expectations.
- **Build** a working, no-code agentic hiring workflow, from job description to interview kit.

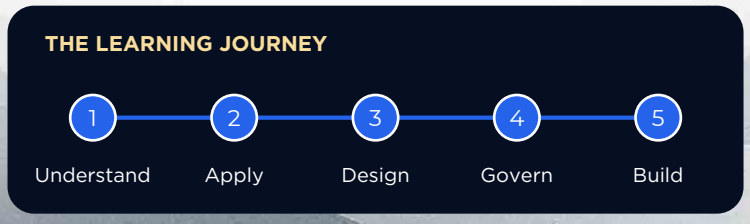
COURSE METHODOLOGY

This program follows our decision-centered learning design, combining:

- **Opening Challenges:** Practical challenges that surface participants' assumptions before frameworks are introduced.
- **Expert-Led Briefings:** Concise, evidence-based input on concepts, frameworks, and emerging practice.
- **Case Studies and Simulations:** Realistic situations with genuine choices, where participants decide, defend, and reconsider.
- **Hands-on Activities:** Applying tools and frameworks, including AI tools, to participants' own work.
- **Ready-to-Use Tools and Templates:** Practical resources delegates can apply immediately in the workplace.
- **Capstone Project:** Build an automated hiring workflow that drafts, sources, screens, and prepares interviews, with human approvals built in.

WHO SHOULD ATTEND

- **Talent acquisition professionals** at all levels, including:
  - Heads of Talent Acquisition and Recruitment Managers
  - Recruiters and Sourcing Specialists
  - Employer Branding and Candidate Experience Specialists
  - Assessment and Selection Specialists
  - Recruitment Operations and HR Technology Professionals
- **HR professionals** and **HR business partners** involved in workforce planning and hiring.
- **Hiring managers** and **business leaders** who make selection decisions.



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