



RECRUITMENT AT THE TALENT ACQUISITION CONFERENCES

Overcome skills shortages through effective recruitment and apprenticeships

Recruitment at the CIPD Talent Acquisition Conferences will showcase the best examples of creating competitive recruitment strategies to win the best talent for your business. You will get the tools to attract the right candidates by enhancing your employer brand, leveraging the power of social recruitment and creating the best candidate experience – coupled with insights into how to ensure unbiased selection and hire the right talent for you.

Book your one
day or discounted
two day ticket at
cipd.co.uk/talent-acquisition

Discounted
rates
for CIPD
Members

Why should you attend?

- ✓ Hear the latest from industry leaders who have implemented effective recruitment strategies
- ✓ Create an authentic employer brand to attract the right people
- ✓ Design an immersive candidate experience and onboarding process suited to your organisation
- ✓ Acquire the tools to be more strategic, resilient and confident in your role

Who should attend?

- Recruiters, Headhunters, Recruitment Managers, Leads, Officers and Partners
- Talent, Sourcing and Staffing Specialists
- HR Directors, People Directors, Heads of HR, HR Officers and Business Partners
- L&D Advisors, Consultants, Leadership Development Manager and Business Partners

Speakers include



Carly Perry
Head of Recruitment,
Metro Bank



Sam Jackson
Head of Resourcing,
Royal Mencap
Society



Jon Stanners
Head of Global
Talent Acquisition
and Employer Brand,
Alpha



Rachel Brooks
Head of Resourcing,
Kerry Foods

14 February 2019

EARLY CAREERS AND APPRENTICESHIPS AT TALENT ACQUISITION CONFERENCES

**Join us for both conferences and
save on the ticket price!**

Learn how to leverage apprenticeship schemes, take advantage of the levy and attract graduates, trainees and school leavers to build and nurture your future talent.

RECRUITMENT AT THE TALENT ACQUISITION CONFERENCES

CONFERENCE SCHEDULE | 13 FEBRUARY 2019

09:00	Registration and morning coffee
09:30	Chair's opening remarks Ally Weeks, Chartered MCIPD, HR Consultant, HR Content and CIPD Training
09:40	Opening keynote: Innovative resourcing to tackle the emerging skills shortage This session will focus on: <ul style="list-style-type: none">▪ rethinking talent attraction within emerging business models to prepare your organisation for the future▪ innovative resourcing strategies to improve organisational agility, candidate experience and meet skill needs in a task-based economy Barry Flack, Digital HR & Recruitment Solutions, HR Tech Advisor
10:10	Strategic talent activation: Succeed in a world where 'just-in-time' hiring is not enough You will blend data-driven insights with practical examples to consider: <ul style="list-style-type: none">▪ the UK candidate marketplace today - a data-driven review of our call-to-action▪ strategic demand planning and talent activation approaches to respond to long-term talent needs of the organisation Katrina Hutchinson-O'Neill, Group Head of Resourcing and Talent, StepStone
10:40	Coffee and networking
11:10	Practical how-to session: Optimising your use of social media to reach wider talent pools Hear cutting-edge strategies to help you boost your social media presence, including: <ul style="list-style-type: none">▪ optimising your social media profiles for recruitment and branding purposes▪ innovative ways to reach and attract prospective candidates Stuart Jones, Consultant, In Source Talent Ltd

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- 12:00** **Panel discussion: Assessment tools and interview methods to select the best candidates**
This panel of experts will discuss:
- competency vs strength-based assessments and what works best where
 - pros and cons of hiring for cultural fit vs technical skills for different roles
 - techniques to help reduce recruitment bias and how to implement them
- Rachel Brooks, Head of Resourcing, Kerry Foods Ltd
Hessie Coleman, Head of People Operations, Starling Bank Ltd
Robbie Tilleard, Senior Advisor, Productivity & Economic Growth, The Behavioural Insights Team
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- 12:40** **Networking lunch**
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- 13:35** **The power of employer branding – insights into candidate behaviour**
Jenny Jackson, Senior Careers Content Editor, Haymarket Business Media Recruitment, and Content Lead for Wonderful Workplaces
-
- 13:40** **Case study: The importance of employer brand and candidate experience in ensuring great hires**
This case study will focus on:
- devising a candidate-centric recruitment process to increase probability of hire
 - creating a holistic candidate experience by working effectively with other departments
- Sam Jackson, Head of Resourcing, Royal Mencap Society
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15:20

Panel discussion: Thinking outside the box to broaden and diversify your talent pools

This panel of expert recruiters will discuss:

- tailoring your resourcing strategy to respond to current job seekers' needs
- leveraging internal talent and mobility to broaden your talent pools
- rethinking job descriptions to embrace diversity and attract more candidates

15:50

Carly Pike, Head of Resourcing, Innovation and Strategy, Barclays

Carly Perry, Head of Recruitment, Metro Bank

Jon Stanners, Head of Global Talent Acquisition and Employer Brand, Alpha

Katrina Hutchinson-O'Neill, Group Head Resourcing and Talent, StepStone

Coffee and networking

Resilience in recruitment: How to thrive under increased pressure

You will focus on:

16:20

- coping with adverse circumstances in recruitment to deliver under pressure
- building a support network to increase resilience and grit against adversity

Carly Perry, Head of Recruitment, Metro Bank

16:30

Closing keynote: Embracing technology to improve your recruitment processes

In this inspirational session, you will explore:

- navigating the recruitment technology landscape to find what aligns to your needs
- implementing AI and managing the integration between human and machine
- future technology and upcoming tools that will revolutionise recruitment

Jon Stanners, Head of Global Talent Acquisition and Employer Brand, Alpha

Chair's closing remarks

Ally Weeks, Chartered MCIPD, HR Consultant, HR Content and CIPD Training

Conference close

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