

Professional Certificate in Human Resources Recruitment (PCHR)

Forge a Future-Ready Workforce: Master Structured Talent Acquisition. Elevate Recruitment Quality. Align Your Workforce. Drive Peak Performance.



maximus academy
أكاديمية ماكسيموس

THE STRATEGIC NECESSITY: RECRUITMENT DISCIPLINE

Transform Talent Acquisition: Move Beyond Reactive Hiring.

Organizational excellence begins with exceptional talent. Yet, many recruitment functions operate informally, remaining reactive, inefficient, and misaligned with strategic workforce planning.

Sustainable success requires more than intuition; it demands a structured methodology. Mastery in talent selection hinges on integrated job analysis, disciplined candidate assessment, and the precise alignment of role requirements with organizational objectives.

This certificate program is your pathway to strengthening structured recruitment capability. It equips you with the proven frameworks needed to fundamentally improve hiring quality, elevate workforce consistency, and build a resilient, high-performance organization.

THE POWER OF STRUCTURED RECRUITMENT

In today's fierce talent market, your recruitment capability is a primary differentiator. It directly impacts every critical performance metric: operational outcomes, employee retention, cultural synergy, and organizational growth.

Without Structured Recruitment Discipline, Your Organization Risk:

- Hiring Pitfalls: Making costly errors in judgment.
- Brain Drain: Facing high turnover and destabilizing your teams.
- Skill Gaps: Enduring a chronic mismatch between talent and role.
- Evaluation Bias: Relying on weak and inconsistent candidate assessment.
- Elevated Risk: Increasing your overall recruitment and compliance exposure.

Recruitment is not a race to fill seats. It is the strategic selection of your future leaders.

PROGRAMME JOURNEY: Your Roadmap to Mastery

This comprehensive program empowers participants with a deep, practical understanding of:

- Workforce Planning: The foundations of competency-based design.
- Structured Interviewing: Mastering techniques for object assessment.
- Candidate Evaluation: The art and science of precise selection.
- Process Optimization: Designing a cohesive and efficient recruitment cycle.
- Performance Alignment: Connecting talent acquisition directly to strategic goals.

Develop an integrated, powerful recruitment capability that seamlessly links strategy with execution.

The Outcomes:

Superior hiring quality, reduced turnover risk, and a meticulously aligned workforce.

Recruitment is not an administrative burden. It is the strategic engine driving your organization's success.

PROGRAMME IMPACT:

How You Will Excel

The core of this program is practical application. Learn to design robust, structured recruitment systems and execute disciplined candidate evaluation within real, high-stakes organizational contexts.

Participants Forge the Capability To:

- Conduct rigorous and insightful job analysis.
- Develop dynamic, competency-based role profiles.
- Champion structured interviewing for unparalleled consistency.
- Evaluate candidates with absolute objectivity.
- Confidently mitigate costly hiring risk.
- Integrate recruitment into the heart of organizational strategy.
- Drive disciplined workforce planning.

OUTCOMES FOR PARTICIPANTS

- Achieve precise hiring accuracy.
- Implement a standardized, consistent evaluation process.
- Unlock higher levels of employee retention.
- Create a perfect cultural and role fit.
- Showcase advanced recruitment professionalism.
- Demonstrate a truly structured HR capability.

STRUCTURE, FLEXIBILITY & DELIVERY

Programme Duration

12 Learning Hours - A focused, high-impact learning experience.

Delivery Format

Instructor-led & Online

Flexible Delivery

Adapted for your unique organizational or workforce

Organisation Bundles

Organizational packages and strategic volume discounts are available.

PRACTICAL, APPLIED LEARNING

Move beyond theory. Participants will master their skills through high-fidelity simulations of structured interviews, rigorous candidate-evaluation exercises, dynamic job-profiling workshops, and compelling recruitment case studies that reflect real-world organizational challenges.

PARTICIPANTS EXPLORE

Workforce planning, competency design, structured interviewing, assessment frameworks, process optimization, and talent selection strategy.

PREPARE TO LEAD

- **Prerequisites:** No formal prerequisites required.
- **Audience:** Suitable for professionals at all levels seeking sophisticated, structured recruitment capability.

COURSE PREREQUISITES

No prior advanced marketing background required.
Suitable for professionals seeking structured digital marketing capability.

THIS PROGRAMME IS DESIGNED FOR

- HR Professionals
- Recruitment Officers
- Hiring Managers
- Business Leaders involved in talent decisions
- Professionals seeking a structured recruitment methodology

WHAT THIS TYPE OF TRAINING DELIVERS

- **Hiring Discipline:** Improve structured candidate evaluation.
- **Workforce Alignment:** Strengthen role-to-skill matching.
- **Risk Reduction:** Reduce costly hiring mistakes.
- **Strategic Talent Capability:** Support long-term organizational performance.

The result: Stronger recruitment systems, improved workforce quality, and structured talent selection where it matters.

COCREATE TO ACTIVATE™

CoCreate to Activate™ is Maximus Academy's four-step method for building skills that last—not just in the classroom, but inside real organisations operating in fast-moving, high-demand sectors across the region.

Turning capability into national outcomes.



ASSESS

Understand the real operating world



DESIGN

Build training that fits the sector



DELIVER

Teach through Saudi SMEs and practitioners



SUSTAIN

Embed the change inside organisations

What this Ensures

- Skills that match global industry demands, not generic international templates.
- Immediate operational impact, because training is built around real sector challenges.
- Lasting organisational capability through the adoption of performance-driven tools and behaviours.

It is the difference between training individuals and equipping an entire workforce with the capabilities to perform, adapt, and deliver at scale.



Register for the course through the QR code

maximus academy
أكاديمية ماكسيموس

Training that fits your world

Info@maximusacademy.com | +966 9200 31313 | maximusacademy.com