

**SKILLS FRAMEWORK FOR HUMAN RESOURCE
TECHNICAL SKILLS & COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Employee Attraction					
TSC	Industry Networking					
TSC Description	Establish broad external networks to enhance the organisation's value proposition and access to a community of professionals and potential candidates					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
			HRS-HRM-3006-1.1	HRS-HRM-4006-1.1	HRS-HRM-5006-1.1	HRS-HRM-6006-1.1
			Maintain industry networks for talent attraction and sourcing	Manage networks to attract potential candidates	Build networks to promote employer reach and brand	Champion the organisation's human resource (HR) agenda on local, regional and global platforms
Knowledge			<ul style="list-style-type: none"> Types of industry networks Processes for managing database systems Organisation's vision, mission and values Stakeholder management techniques 	<ul style="list-style-type: none"> Industry network-building techniques Organisation's employer value proposition Event management Human resource (HR) market conditions 	<ul style="list-style-type: none"> Organisation's business and people agenda Characteristics of industry networks and associations Emerging market trends in human resource (HR) Strategic stakeholder management techniques Personal branding techniques Employer branding techniques Types of platforms to expand industry networks 	<ul style="list-style-type: none"> Processes and methodologies in HR strategy development Organisation's business and people agenda Macro trends in HR Local, regional and global platforms and avenues for industry networking

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<p>Abilities</p>			<ul style="list-style-type: none"> • Maintain database of contacts to facilitate access to potential recruits • Participate in human resource (HR) events to increase access to potential recruits and professional contacts • Communicate with individuals within existing industry networks and databases • Source for potential talent from existing industry networks and databases • Sustain positive relationships with industry contacts 	<ul style="list-style-type: none"> • Develop database of contacts to facilitate access to potential recruits • Identify key influencers and stakeholders within the industry • Reach out to key stakeholders through current contacts to deepen network • Expand existing networks by assessing market situation to identify new contacts • Enhance organisation's branding and position as an employer of choice through external events 	<ul style="list-style-type: none"> • Develop networking strategies to gain access to target contacts and candidates • Build networks of senior industry and professional contacts • Make inroads into new networks and communities that can further the organisation's HR agenda • Create a strong personal brand as a HR professional to attract senior candidates to the organisation • Present insights via public and digital platforms to create personal branding • Identify opportunities for hires of potential candidates equipped with the required skills 	<ul style="list-style-type: none"> • Represent the organisation through proactive participation in professional associations • Present thought leadership on local, regional and global platforms • Champion large-scale HR initiatives to set trends in the industry • Build upon regional and global networks of contacts including senior stakeholders
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