

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

TSC Category	Employee Attraction					
TSC	Recruitment Channel Management					
TSC Description	Evaluate recruitment methods to establish the most effective channels in sourcing, selecting and securing candidates					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
			HRS-HRM-3009-1.1	HRS-HRM-4009-1.1	HRS-HRM-5009-1.1	
			Analyse effectiveness of recruitment channels and methods	Determine optimal recruitment channels and methods	Establish effective recruitment channels that meet business priorities and future demands	
Knowledge			<ul style="list-style-type: none"> Types of recruitment methods Merits of different channels for sourcing, selecting and securing candidates Processes for monitoring effectiveness of recruitment methods Methods and tools to conduct statistical analysis of the effectiveness of recruitment channels Emerging skills relevant to the organisation 	<ul style="list-style-type: none"> New and emerging recruitment channels Organisational policies and processes Best practices in sourcing and recruitment Tools and techniques for assessing future-ready skills capabilities Stakeholder management techniques 	<ul style="list-style-type: none"> Effectiveness of the various recruitment methods Organisation's business and people agenda Emerging skills relevant to the organisation Methods and tools to conduct return on investment analysis 	

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<p>Abilities</p>			<ul style="list-style-type: none"> • Review recruitment methods used in the organisation against market practices • Measure the effectiveness of recruitment methods in sourcing, selecting and securing candidates • Identify emerging skills that are relevant to the organisational strategy • Propose recruitment channels that assess candidates with required skills • Analyse performance of different recruitment channels • Assess effectiveness of different channels against set indicators 	<ul style="list-style-type: none"> • Determine indicators of effectiveness of recruitment channels • Align channels and modes of recruitment with industry trends and priorities • Identify the most effective recruitment channels in sourcing, selecting and securing candidates • Design action plans for the relevant departments in adopting new recruitment channels and methods • Engage key stakeholders in endorsing new recruitment channels and strategies 	<ul style="list-style-type: none"> • Anticipate implications of future skills demands on usage of recruitment channels • Evaluate overall costs and benefits of different recruitment channels • Maintain oversight of the organisation's suite of recruitment channels and business implications • Evaluate return on investment of recruitment channels used • Drive refinements to recruitment channels and methods • Endorse new recruitment channels and strategies 	
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