

THE TALENT ACQUISITION PLAYBOOK



ALEX VAN KLAVEREN

Co-Founder & CEO
Kandidate

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About this course

Hiring is one of the biggest challenges facing founders and hiring managers in startups and scaleups. This course will show you how to onboard, manage, retain talent and make hiring a competitive advantage.

You will learn how to build a hiring plan that gets you results and saves you time in four stages: the hiring plan, your pipeline of talent, your interview process and your onboarding and retaining methods. The course includes step-by-step sessions on hiring specifically for Sales, Marketing, Talent and Engineering.

Course information

3 weeks | Tues, Thurs |
7am PT • 10am ET • 3pm UK | 7 x 1-hour live classes

What impact this course will have

- Work on your 12 month hiring plan
- Build a pipeline of talent
- Design the interview process of your dreams
- Set trial period goals and screening questions specific to different roles
- Build a people function and strong HR team



Class 1 How to Create a 1 Year Hiring Plan

- Introduction and overview of the course
- Why who you hire has a dramatic effect on your results
- Creating scorecards and job specs

Class 2 Setting yourself up for Hiring Success & Building Your Funnel

- Choosing an ATS
- Culture vs Values
- Job boards (free vs paid), Recruiters & Platforms

Class 3 Design & Build the Interview Process

- Running a virtual team
- Why hiring goes wrong
- Hiring for Seed / Series A / Series B

Class 4 Hire for Sales

- Screening questions
- Build the funnel
- Set trial period goals

Class 5 Hire for Marketing & Talent

- Screening questions
- Build the funnel
- Set trial period goals

Class 6 Hiring Engineers & Product

- Screening questions
- Build the funnel
- Set trial period goals

Class 7 Course Wrap Up

- Building a people function
- HR & People issues
- Making hiring your competitive edge

See course dates

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BIO

Alex has been involved with 7 funded startups, 5 as a Co-Founder and 2 as GM. As CEO of Candidate he has worked with over 100 startups backed by some of Europe's top VC's (Index, 8 Roads, Accel, Balderton and Octopus) Working with founders over the last 5 years he has been building new frameworks and process to try and help companies get better hiring results.