LP
Leadership & Professional Development Center

LPDC-BAHRIA UNIVERSITY

Certification By Bahria University

BAHRIA UNIVERSITY - LEADERSHIP & PROFESSIONAL DEVELOPMENT CENTER & ASK DEVELOPMENT Present

Competency Based Technical Interview Skills

((•)) **Live Online**

PKR 16,000
Investment per participant

Course Objectives / Course Overview

This workshop equips recruitment professionals, Technical Recruiters and Talent Acquisition specialist with the skills and tools required to conduct effective competency-based interviews, especially for technical roles. Leveraging a structured competency framework, participants will learn how to design, conduct, and evaluate interviews that align with organizational needs and job-specific competencies. The course emphasizes practical application, structured questioning, bias reduction, and evidence-based decision-making in hiring.

Learning Outcomes

By the end of this workshop, participants will be able to:

1. Understand the principles and benefits of competency-based interviewing within a structured hiring framework.
2. Map technical and behavioural competencies to role requirements and interview questions.
3. Develop and use structured competency-based questions to assess candidate fit effectively.
4. Conduct interviews that minimize bias and improve objectivity.
5. Evaluate candidate responses using scoring guides and evidence-based assessment.
6. Make informed hiring decisions based on competency evidence and organizational fit.

3RD OCT
6:30 PM - 8:30 PM

4TH OCT
6:30 PM - 8:30 PM

10TH OCT
6:30 PM - 8:30 PM

11TH OCT
6:30 PM - 8:30 PM

20% OFF

Special Discount
for Bahria Alumni/Students/Faculty, Armed Forces Personnel, & HEI's Employees.

Organization Discount
3 or more participants

Early bird Discount
Register before 25th Sep

Avail any one opportunity at a time

COURSE CONTENT

Foundations of Competency-Based Interviewing
Understand the CBI approach and its relevance to technical hiring.

Defining and Mapping Competencies to Roles
Understanding organizational and technical competencies and its linkage to competency based interviewing techniques.

Designing & Asking Competency-Based Questions
Learn to create and use structured questions to evaluate competencies

Methods to Conducting Interviews and Making Decisions
Structuring and managing the interview process and using rating scales and scoring rubrics

Trainer Profile

Syed Farhan Mahmood a Chartered Institute of Personnel Development UK Qualified Associate and Certified KPI Practitioner of The KPI Institute, well-rounded HR Professional with over 25+ years of Strategic Human Resource experience deriving excellent organizational results.

He has worked across various Industries & Conglomerates in Pakistan & UAE i.e., Healthcare, Academics, Telecommunications, Pharmaceuticals, Chemicals, Oil & Gas, Office Automation, Hospitality, Food Processing, Packaging & Manufacturing, Printing, Poultry, Construction, Property & Shopping Mall Management, Retail sector, Investments & Trading enterprises with several renowned Groups & Organizations within the region, Leading HR functions and being instrumental in building Good to Great organizations.

Syed Farhan Mahmood
Management Consultant, Trainer & KPI Practitioner