

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Search for recruitment channels suitable for the specific operating markets
Code	106940L4
Range	Searching for a variety of recruitment channels suitable for the specific operating markets. This applies to the development and maintenance of a variety of recruitment channels for building and maintaining strong connection with potential sources of candidates.
Level	4
Credit	4
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> 1. Knowledge in the Subject Area <ul style="list-style-type: none"> • Understand the key success factors of an effective recruitment channel • Understand different recruitment channels (e.g. social media, internet job boards) for specific operating markets 2. Applications and Processes <ul style="list-style-type: none"> • Measure different recruitment channels and identify the most cost-effective channels which are suitable for the specific operating markets • Liaise with recruitment or media agencies, educational institutions and professional associations in order to explore and identify recruitment channels suitable for the specific operating markets • Leverage on established network to reach out to potential candidates (e.g. professional bodies, job fairs, schools and universities) 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Proactively search for new and innovative recruitment channels for improving recruitment outcome and cost-effectiveness
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Identification of appropriate recruitment channels which are suitable for the specific operating markets in terms of the quality of hire and cost-effectiveness. • Engagement with different stakeholders for developing recruitment networks and channels.
Remark	