Overview of Specialty Area (Data Led Talent Acquisition)

Definition: Employ data-driven and technology-led methods to source and acquire skilled talent for organisational needs

Skill	Definition
Employer Branding	Develop and/or update the employee value proposition and establish employer branding to attract suitable candidates, based on external market data and trends. Employ overarching strategy to guide talent acquisition to meet strategic objectives, e.g. hiring contingent/permanent staff, especially for agile and project-based organisations and internally developing vs externally hiring talent.
Sourcing using Emerging Technologies	Include technologies such as blockchain and AI across channels such as social media, aggregator platforms, etc. to optimise sourcing; and manage talent supply networks within the industry.
Selecting using Emerging Technologies	Include technologies such as augmented reality, RPA, machine learning, etc. to optimise selection.
Onboarding using Emerging Technologies	Include technologies such as gamification, network analysis, etc. to develop personalised onboarding plans and enhance productivity.

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