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# Cross-Border Talent Sourcing and Overseas Hiring Training Course

15 – 19 November 2027
Paris

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**Ref:** 2615_99446 **Date:** 15 – 19 November 2027 **Location:** Paris **Fees:** 5900 GBP

Cross-Border Talent Sourcing and Overseas Hiring is a 1-week training course for recruiters and talent acquisition officers who fill roles with candidates living in other countries, ending with an international hiring campaign plan. Skills shortages, remote interviewing and mobile professionals have made overseas hiring a routine part of filling scarce roles rather than an exception. Jupiter Prime Training runs this course on cross-border talent sourcing and overseas hiring.

## Why Cross-Border Talent Sourcing and Overseas Hiring Matters Now

Three forces shape overseas hiring today. Scarce technical and clinical skills push employers to search far beyond their home labour market. Video interviewing and online assessment let recruiters judge distant candidates without flying them in. Candidates also compare relocation support and contract terms across several offers at once. An organisation that handles this well fills hard roles faster and keeps new arrivals past their first year; one that handles it badly loses accepted candidates before arrival and pays for failed relocations.

## Who Gains Most from Cross-Border Talent Sourcing and Overseas Hiring

- Recruiters who source and screen candidates in markets outside their own country
- Talent acquisition officers who run hiring campaigns for scarce or specialist roles
- Resourcing coordinators who arrange interviews, documents and travel for overseas candidates
- Employer brand officers who present the organisation to job seekers abroad
- Onboarding and mobility officers who receive new arrivals and settle their families

A resourcing team gains most when its sourcing, assessment and mobility members attend together and leave with one shared campaign design.

## Cross-Border Talent Sourcing and Overseas Hiring Capabilities

Participants practise the choices that decide whether an overseas candidate is found, assessed and settled.

- Select source markets by skills supply and language fit — the hiring manager
- Design a talent attraction message adapted to candidates abroad — the employer brand owner
- Apply structured remote interviews and work samples across time zones — the selection panel
- Build a relocation package outline — the mobility officers
- Calculate the full cost and lead time of an overseas hire — the budget holder approving the vacancy
- Communicate offers and pre-arrival steps that reduce withdrawal — the receiving line manager

## Key Cross-Border Talent Sourcing and Overseas Hiring Terms

- Source market — a country or city chosen as a deliberate place to look for candidates with the needed skills.
- Talent mapping — listing where people with a target skill work and study before any vacancy is advertised.
- Credential verification — checking that qualifications, licences and past employment held abroad are genuine and comparable.
- Relocation package — the set of travel, housing, shipping, schooling and settling-in support offered to an overseas hire.
- Candidate withdrawal — an accepted candidate pulling out between offer and first working day.
- Time to arrival — the days between offer acceptance and the new joiner starting work in the receiving location.

## Cross-Border Talent Sourcing and Overseas Hiring Day by Day

### Day 1: Global Talent Markets and Source Selection

- Skills Shortage Diagnosis — Which Roles Justify Searching Abroad
- Talent Mapping by Country and City — Where Target Skills Concentrate
- Source Market Scoring Grid — Language, Distance and Qualification Fit
- Local Hiring Versus Overseas Hiring Comparison — Cost and Speed Trade-Offs
- Hiring Manager Intake Brief — Agreeing Must-Have Skills Before Sourcing

### Day 2: Reaching Candidates Abroad

- Employer Value Message for Overseas Audiences — What Attracts Movers
- Job Boards, Professional Networks and Diaspora Groups — Channel Selection
- Boolean and Network Search Strings — Finding Passive Specialists
- Recruitment Agency and Search Partner Briefs — When to Outsource
- Overseas Hiring Events and Campus Visits — Return on Travel Spend

### Day 3: Remote Assessment and Credential Checks

- Structured Video Interview Guides — Fair Comparison Across Time Zones
- Work Samples and Online Tests — Evidence of Skill Before Travel
- Cultural and Language Fit Questions — Avoiding Bias Against Accents
- Credential and Licence Verification Steps — Trusting Foreign Qualifications
- Reference Checks Across Borders — Confirming Past Employment Abroad

### Day 4: Offers, Relocation and Arrival

- Overseas Offer Letter Structure — Clarity on Terms and Conditions
- Relocation Package Tiers — Matching Support to Role and Family
- Work Permit and Travel Document Timeline — Realistic Start Dates
- Pre-Arrival Contact Calendar — Keeping Accepted Candidates Engaged
- Settling-In and Buddy Arrangements — Retention in the First Months

## Day 5: Practising the International Hiring Campaign Plan

- Source Market Shortlist From Day 1 — Final Country Choice
- Channel and Message Mix From Day 2 — Campaign Reach
- Assessment Sequence From Day 3 — Panel Roles and Scoring
- Cost Per Overseas Hire and Lead Time Model — Budget Approval
- International Hiring Campaign Plan — Presented for Peer Challenge

## Applying Cross-Border Talent Sourcing and Overseas Hiring After the Course

- Score two candidate source markets for one hard-to-fill vacancy with the market scoring grid.
- Introduce a pre-arrival contact calendar for every accepted overseas candidate and track candidate withdrawal.

## Cross-Border Talent Sourcing and Overseas Hiring Questions FAQ

### What is cross-border talent sourcing and overseas hiring, and why does it matter now?

It is the practice of finding, assessing, offering and relocating candidates who live in another country. It matters now because scarce skills, remote interviewing and mobile professionals have made overseas hiring a normal route for filling specialist roles in sectors such as healthcare and engineering.

### Which roles gain most from cross-border talent sourcing and overseas hiring training?

Recruiters and talent acquisition officers gain most. Coordinators and mobility officers also benefit, because overseas hiring fails when sourcing and arrival are planned apart.

### How does cross-border talent sourcing and overseas hiring differ from a general recruitment and selection course?

It focuses on what changes when the candidate lives abroad. A general recruitment course covers one labour market; this one adds source market choice, remote assessment, credential checks and relocation.

### What do you bring back from cross-border talent sourcing and overseas hiring training?

You bring back a campaign plan for one real vacancy. It sets out source markets, channels, the remote assessment sequence and the cost and lead time of the hire.

## Cross-Border Talent Sourcing and Overseas Hiring: The Way Forward

The international hiring campaign plan first informs where to search for the next scarce role and how much to budget for it. Recruiters use it with hiring managers and mobility officers. After the first overseas hires arrive, revisit the withdrawal rate and first-year retention to see whether the chosen markets and relocation support worked as intended.