

# Break Into *Talent Acquisition* With Confidence.

A mentor-led program by Former Microsoft & Amazon Talent Acquisition Experts.

<b>11</b> Modules	<b>10</b> Live Saturdays	<b>24 hrs</b> Total Learning	<b>25</b> Seats Only
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*2.5 hrs every Saturday × 10 sessions = 24 hours of live, mentor-led learning*

**DESIGNED FOR**

- TA Specialists & Sourcers
- HR Coordinators & HRBPs
- Tech & Non-Tech Hiring Professionals
- MBA & BBA Graduates

**YOUR INSTRUCTORS**

**Former Microsoft & Amazon Talent Acquisition Experts**

500+ real hiring decisions across tech, R&D, leadership & specialist roles — built from lived experience inside two of the world's most competitive hiring cultures.

Microsoft TA	Amazon TA	500+ Hires	Global TA Network
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## ABOUT THE PROGRAM

# Talent Acquisition *is a craft. Teach it right.*

Most TA professionals learn by doing — piecing together skills through trial and error, across tools and teams that were never designed to teach them. Rising High exists to change that.

This is a 11-module, 10-week live program taught by Former Microsoft and Amazon Talent Acquisition Experts. Every session is built from real Big Tech hiring experience — 500+ hiring decisions, across tech, R&D, leadership, and specialist roles.

Whether you are already recruiting and want to go deeper, or you are making a deliberate career pivot into Talent Acquisition — this program gives you the frameworks, the tools, and the confidence to operate as a skilled, credible TA professional.

## WHAT MAKES THIS DIFFERENT

### Built from 500+ real hiring decisions

Every module draws from actual experience, not theory.

### MAANG & FAANG hiring frameworks

The exact approach used inside Microsoft and Amazon.

### India & global TA practices

Real-market curriculum — not generic HR content.

### Intentionally small — 25 seats only

Quality, mentoring and attention in every cohort.

## Our *Philosophy*



*We don't teach  
you to recruit.  
We teach you to  
think like a  
hiring strategist.*



Former Microsoft & Amazon  
TA Experts

## AT A GLANCE

<b>Format</b>	Live virtual · Interactive sessions
<b>Schedule</b>	Every Saturday · 10 AM – 12:30 PM IST
<b>Duration</b>	2.5 months · 10 sessions · 11 modules
<b>Cohort</b>	Max 25 participants per cohort
<b>Award</b>	Certificate of Completion

## WEEK 1 · FOUNDATION

**Foundations of Talent Acquisition**

01

Understand the full recruitment lifecycle — the real difference between TA and HR, how talent strategy connects to business goals, and what separates great recruiters from average ones.

Recruitment Lifecycle

TA vs HR

Talent Strategy Alignment

The Recruiter Mindset

## WEEK 2 · SOURCING

**Sourcing Strategies & AI-Driven Hiring**

02

Master the art of finding talent before your competition does. Boolean search, LinkedIn deep-dive, social media sourcing, and AI tools that cut sourcing time in half while improving quality.

Boolean Search

LinkedIn Talent Insights

AI Sourcing Tools

Pipeline Building

## WEEK 3 · ADVANCED SOURCING

**Advanced Sourcing — Beyond the Job Boards**

03

Source where elite talent actually lives. Move beyond Naukri and LinkedIn into GitHub, Stack Overflow, Kaggle, and research networks that most recruiters never discover.

GitHub &amp; Stack Overflow

Kaggle

X-Ray Search

Non-Traditional Channels

## WEEK 4 · ASSESSMENT &amp; BRANDING

**Candidate Assessment & Employer Branding**

04

Screen smarter, not harder. Learn structured assessment frameworks used at Big Tech — and craft EVPs that make top candidates choose you over your competitors.

Structured Assessment

Resume Screening

EVP Design

Candidate Journey

## WEEK 5 · STAKEHOLDER MASTERY

**Stakeholder Engagement & Management**

05

The skill most recruiters underestimate. Engage hiring managers with credibility — set expectations, manage pressure, and become the strategic partner leadership actually trusts.

Hiring Manager Partnerships

Expectation Setting

Influence Without Authority

Difficult Conversations

## WEEK 6 · DATA INTELLIGENCE

**Data-Based Conversations with Stakeholders**

06

Stop guessing, start convincing. Use market data, pipeline metrics, and talent intelligence to influence decisions and earn the respect of senior leadership.

Market Mapping

Hiring Metrics &amp; KPIs

Talent Intelligence

Data Storytelling

## WEEK 7 · SPECIALIST HIRING

**Hiring for R&D & Specialist Roles**

07

Master the unique challenge of recruiting researchers, scientists, and deep-tech talent — where standard hiring instincts fail and domain understanding is everything.

Research Role Profiling

Academic Talent Pools

Technical Assessment

Niche Community Sourcing

## WEEK 8 · STRUCTURED INTERVIEWS

**Candidate Screening & Structured Interviews**

08

Build interview frameworks that consistently surface the best candidates. Behavioural, competency-based, and role-specific approaches used by MAANG/FAANG hiring teams.

Behavioural Frameworks

Competency-Based Design

Bias Reduction

Scoring &amp; Calibration

## WEEK 9 · OFFER &amp; NEGOTIATION

**Offer Management & Negotiation**

09

Close candidates with confidence. Compensation benchmarking, navigating counter-offers, managing declines gracefully — and bringing DEI into every hiring decision.

Compensation Benchmarking

Counter-Offer Strategy

DEI in Hiring

ATS &amp; Tech Stack

## WEEK 10 · CAREER LAUNCH

**Your TA Career Launch Strategy**

10

The module that turns learning into landing. TA-targeted resume, LinkedIn audit, referrals into top companies, personal brand as a recruiter, and mock interview practice.

TA Resume &amp; LinkedIn Audit

Personal Brand

Mock Interviews

MAANG Referral Strategy

## WEEK 10 · DIVERSITY HIRING

**Diversity, Equity & Inclusion in Hiring**

11

Build hiring practices that are genuinely inclusive — not just compliant. Learn how to design diverse pipelines, reduce bias at every stage, and make DEI a core part of your TA strategy, not an afterthought.

## WHAT YOU'LL WALK AWAY WITH

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### 01 Job-Ready TA Portfolio

You'll leave with a polished, TA-targeted resume and a fully audited LinkedIn profile — positioned for senior TA roles at top-tier companies. Your sourcing strategy will be built, documented, and ready to deploy from day one.

### 02 AI & Modern Sourcing Mastery

Hands-on proficiency with AI sourcing tools, Boolean search, LinkedIn Talent Insights, GitHub, Kaggle, and advanced non-traditional talent channels that most recruiters never discover.

### 03 Stakeholder & Data Confidence

The ability to walk into a room with a hiring manager, lead the conversation with data, manage expectations under pressure, and operate as a genuine strategic partner — not just a co-ordinator.

### 04 Structured Interview Frameworks

Interview design and calibration skills built on MAANG/FAANG standards — behavioural, competency-based, and role-specific frameworks that consistently surface the best candidates.

### 05 Offer & Negotiation Expertise

Close top candidates with confidence — benchmark compensation, navigate counter-offers, handle declines gracefully, and bring DEI into every hiring decision.

### 06 Certificate of Completion

A credential that formally validates your expertise and signals readiness to employers, hiring managers, and your LinkedIn network.

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## YOUR INVESTMENT

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### Pricing is shared on your free 30-minute Discovery Call.

We keep each cohort to 25 seats — intentionally small, so the program stays intimate, high-quality, and genuinely mentored. Flexible payment plans are available; we believe access should not be a barrier for the right candidate.

*When a cohort fills, the next opening may be several months away. We recommend booking your Discovery Call early.*

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## READY TO START?

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### Book a free Discovery Call — no pressure, no pitch.

This is a genuine conversation about where you are in your TA journey, what you want to achieve, and whether Rising High is the right fit for you right now. If it is, we will walk you through next steps, cohort dates, and payment options. If it is not, we will tell you honestly — and point you in the right direction.

[Visit risinghigh.in](https://risinghigh.in) to book your call or join the waitlist.

# Rising High

## *Talent Acquisition Program*

Taught by Former Microsoft &  
Amazon TA Experts

# RH

# Thank You

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FORMAT

**Starting April 18 - Every Saturday**

COHORT

**25 seats only**

