



Course Directory For Holistica Online Training

World Class
IT Recruitment Training





Welcome To The Holistica Online Academy





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Programme

Welcome to IT Recruitment

Modules

- › Welcome to the online training platform for IT Recruiters!
- › Download the Complete IT Recruitment Survival Guide Book
- › The Birth of IT Recruitment
- › IT fundamentals: Solid foundations
- › Importance of Operating Systems in Recruitment
- › The 21st Century IT Department
- › Corporate IT Demystified: Understanding the Basics
- › Building IT Systems: An introduction Waterfall, Agile and Devops
- › The mindset needed for 21st Century IT recruitment
- › Quiz & Certification



Course:

Recruiting for the 21st Century IT Department



Modules

- › Introduction
- › Where is our IT department?
- › The spectrum from on-premise to Cloud
- › Off-shoring and outsourcing
- › The silos within IT
- › CIOs and CTOs; The Strategy Team
- › Introducing the Architects
- › Introducing the Analysts
- › Introducing the Developers
- › Introducing the Networking Team
- › Introducing the Operations and Support Team
- › Introducing the Data Team
- › Cloud and the IT Department

Timings 2 hours 30 mins





Course:

Recruiting the Architects in IT Masterclass



Modules

- › Introduction
- › Duties of an Architect
- › Frameworks and governance within IT
- › Inside a Technical Specification
- › Duties of an Enterprise Architect
- › Duties of a Solutions Architect
- › Duties of a Technical Architect
- › Duties of an Enterprise Solutions Architect
- › TOGAF, Zachman and Gartner frameworks
- › What to look out for on an Architect's CV
- › Interviewing the Architects
- › Certification

Timings **40 minutes**





Course:

Recruiting Business Analysts Masterclass



Modules

- › Introduction
- › When do we need a Business Analyst?
- › Key duties and responsibilities
- › Key skills and characteristics
- › The process of requirements gathering
- › Deliverables of a Feasibility Study
- › BA's and Change Management
- › Data Modelling with UML and Visio
- › Allocating workflow packages
- › Terminology to look out for on CVs
- › BA's and data analysis
- › Qualifications and accreditations for this role
- › Personality and soft skills to look for
- › Interviewing a Business Analyst
- › Certification as part of Recruiting Projects and Change





Course:

Recruiting Project and Programme Managers Masterclass

Modules

- › Introducing the Project Managers
- › Key Duties of a Project Manager
- › Project Management Methodologies
- › PRINCE 2 in Detail
- › Strengths and Weaknesses of PRINCE2
- › Understanding Lean Six Sigma
- › The Lean Six Sigma Rankings
- › Tools used by Project Managers
- › Workflow Breakdown and JIRA
- › What is a PMO?
- › Programme and Portfolio Managers
- › Interviewing a Project Manager
- › Cheat Sheet to Download: Project Manager
- › Interview Questions to ask a PM

Timings **45 minutes**



TRADITION
METHODOLOGY

AGILE
METHODOLOGY



Course:

Recruiting in an Agile Environment

Modules

- › Welcome!
- › Weaknesses of Project Lifecycle
- › Principles of Agile
- › The stages of Agile
- › Prototyping is key
- › Story points, Stand-ups and Scrum Boards
- › Role of a Product Owner
- › What is the Product Roadmap?
- › Duties of a Scrum Master
- › Skills and attributes of a Scrum Master
- › Weaknesses of Agile
- › DevOps - The Future of Agile
- › The Twelve Principles of Agile Development
- › Talking points and questions for Scrum and Agile candidates
- › Recruiting Agile Roles Quiz
- › Well done! Claim your Certification for this training.

Timings 45 mins



Course:

Recruiting in a DevOps Environment



Modules

- Introduction
- Weaknesses of Project/Waterfall
- Weaknesses of Agile
- Enter DevOps
- Understanding the DevOps cycle
- The philosophy of Continuous Development
- Planning tools used in DevOps
- SCM and Version Control
- Understanding Salt and Saltstack
- Getting to grips with Chef
- Enter Jenkins
- Why they use JIRA and New Relic
- Continuous Integration and Deployment
- The beauty of Microservices and Containers
- SysAdmin and Infrastructure as Code (IaC)
- Where Docker and Kubernetes come in
- Interviewing the Architects
- Certification

Course:

Recruiting Front End and Web Developers

Modules

- › Welcome to the Recruiting Software Developers Masterclass
- › Introduction
- › How languages evolved with time
- › Software in the IT Model
- › Real-time systems and OS development
- › The 3 layers within Application Software
- › Programming the GUI
- › Front End Tools
- › What exactly is an API?
- › The ever-changing Windows API
- › How developers use Xamarin and Middleware
- › Winforms, WPF and WCF in GUI Development
- › Frameworks, libraries and SDKs
- › Front End and Development Fundamentals Quiz
- › Claim your certificate!
- › On to the next module!

Timings 50 minutes

Course:



Recruiting Back End Software Developers

Modules

- › Introduction to back-end development
- › Back-end development today
- › Getting to grips with syntax
- › How a language is chosen for a project
- › High-frequency and low-latency applications
- › An introduction to Object Oriented development
- › OO methodologies elsewhere in IT
- › Object Oriented languages
- › The beauty of Model-View-Controller (MVC)
- › MVC in practice
- › Appreciating legacy languages
- › The beauty of Java
- › C# and the .NET family
- › The magic of PHP
- › Questions for clients when you're taking specs
- › Certification following completion of all software developer modules



Timings **1 hour 50 minutes**



Course:



Recruiting software developers: Additional

Recruiting the Web Developers

Modules

- › Recruiting Web Developers
- › Introducing the Web Developers!
- › The Evolving Web Developer
- › CSS Cascading Styles Sheets and their use
- › The rise and rise of JavaScript
- › The beauty of JSON
- › Where ASP.NET comes in
- › End of this module!
- › Web Development Quiz
- › Claim your certificate!

Timings **50 minutes**

Recruiting Software Specialists

Modules

- › **.NET - When Microsoft went Open**
- › Recruiting Python Masterclass
- › Recruiting Python with Django
- › Claim your certificate!

Timings **1 hour**



Course:



Recruiting Database Specialists Masterclass

Modules

- › Introduction to databases
- › Database fundamentals
- › The process of building a database
- › The data business analyst
- › Data modelling and the data dictionary
- › Duties of a Data Architect
- › Duties of a Database Developer
- › Production and Development DBAs
- › ACID testing and Capacity Planning
- › Data Warehouses, Data Lakes and Data Marts
- › Database security consultants
- › Recruiting Oracle Database Specialists
- › Oracle Hardware Software and Product Range
- › Oracle Middleware and the Fusion suite
- › Recruiting Microsoft Database Specialists
- › MS SQL Server and associated technologies
- › Getting to grips with Polybase and Stretch technology
- › Understanding, JSON and Dynamic Data Masking
- › Microsoft's use of R Services
- › Enter MS SSMS,SSDT, SSAS, SSRS and SSIS
- › The beauty of Model-View-Controller (MVC)
- › Recruiting NoSQL candidates
- › Introducing MongoDB, Cassandra, Neo and CouchDB
- › Questions for clients and candidates
- › Conclusion
- › Certification

Timings **4 hours 45 minutes**



Course:



Recruiting Big Data and Business Intelligence Specialists Masterclass

Modules

- › Introduction
- › Data is the new oil
- › A recap of Machine Learning from the AI course
- › When the data points the way
- › Big data creates the expertise
- › The 3 V's of Big Data
- › Scale, size and sources of Big Data
- › The CRISP methodology of data warehousing
- › The four layers of Business Intelligence design
- › BI and Big Data terminology on CVs
- › Understanding OLTP and OLAP
- › Cubes and hypercubes
- › OLAP, ROLAP, MOLAP and HOLAP
- › Introducing the players in BI
- › IBM Cognos and how it's used
- › Oracle Hyperion and its features
- › SAP Business Objects, and Hana
- › Microsoft in the BI market
- › Visualization tools in Business Intelligence
- › Tableau, SAS, Qlikview and Microstrategy
- › Languages and programming in BI
- › R and Python as used in BI
- › Hadoop and its associated product
- › Casandra, Splunk and Spark in BI
- › Certification

Timings 3 hours 10 minutes



Course:



Recruiting Network, Infrastructure and Support Specialists Masterclass

Modules

- › Introduction
- › A sea of acronyms demystified
- › Scale of networks: LAN, WAN, CAN and MAN
- › Understanding transmission medium
- › Working with fibre, copper and wireless
- › Getting to grips with transmission terminology
- › The world of networking protocols
- › Introduction to networking devices
- › Hubs, switches, routers and bridges
- › Introducing the networking roles
- › Duties of a Network Architect
- › What to look for on their CVs
- › Duties of a Network Engineer
- › What to look for on their CVs
- › Duties of a Network Administrator
- › Supporting Edge technology
- › What to look for on their CVs
- › Introducing the world of Helpdesk and Support
- › Duties of a Systems Administrator in detail
- › Difference between Windows and Linux administration
- › Interview questions for a SysAdmin
- › Automation and DevOps impact on the SysAdmin role
- › Helpdesk: 1st, 2nd, 3rd and 4th line support
- › The duties, skills and qualifications at each level
- › Introducing the Ethical Hacker role
- › Certification

Timings 1 hour 5 minutes



Course:



Recruiting AI and Machine Learning Specialists Masterclass

Modules

- › Introduction
- › Intelligence, real and artificial
- › The Turing Test
- › Three categories of AI
- › Teaching machines how to learn
- › Supervised and unsupervised ML
- › The beauty of algorithms
- › How ML Engineers use algorithms
- › K-Means clustering and Netflix
- › Introduction to Deep Learning
- › Neural networks and AI
- › The road to Super-intelligence
- › Artificial neurons and the AI brain
- › Role of a Machine Learning Engineer
- › Understanding data sources and data sets
- › How they use Kaggle
- › CV of a Machine Learning expert
- › Will I lose my job to AI?
- › AI disruption in Law and Medicine
- › IBM Watson in action
- › Why we are afraid
- › And now the end is near
- › When an AI paints a picture
- › Certification

Timings 5 hours 20 minutes





Course:

Recruiting Cloud Specialists Masterclass



Modules

Introduction to Cloud

- › Introduction
- › XaaS - Everything as a Service
- › Benefits of going over to Cloud
- › When is it Cloud?
- › The historical build up to Cloud
- › A global wake up call

IaaS - The Technology and the Players

- › When is it truly Cloud?
- › Introducing IaaS - Infrastructure as a Service
- › The IaaS Market
- › An Introduction to Amazon AWS
- › Introducing Google Cloud
- › Alibaba's Cloud Presence



Modules

The Cloud Technology Stack

- › The Cloud technology stack
- › Virtual Machines and Hypervisors
- › DevOps and the Cloud
- › The Problem of Noisy Neighbours
- › Private, Public and other types of Cloud

Introduction to PaaS and SaaS

- › Platform as a Service
- › Software as a Service
- › Microsoft and other SaaS players

Recruiting Cloud Roles

- › Introducing the Cloud Roles
- › Duties of a Cloud Architect
- › Duties of a Cloud Security Consultant
- › Duties of a Cloud Administrator
- › Azure, AWS technologies and other terms on CVs
- › Recruiting Cloud Quiz
- › Confirm your completion
- › Claim your certificate!

Timings 1 hour 40 minutes





Course:

Recruiting Blockchain and Cryptocurrencies Specialists Masterclass

Modules

- › Introduction
- › Time for the digitization of trust
- › Fiat Currencies - the IOUs in your pocket
- › The birth of change
- › The Cloud technology stack
- › The Legacy of Centralised Systems
- › One November night in India

Modules



- › The Beauty of decentralised systems
- › Working in a P2P way
- › Bringing Privacy and Encryption into the System
- › Public key cryptography and the start of blockchain
- › The rise of Techno-socialism
- › Cypherpunks. Geeks - not Goths
- › What Satoshi Nakamoto created
- › Bitcoin and blockchain
- › The fundamental principals of blockchain and cryptocurrencies
- › Understanding the ledger
- › Why block and why chain?
- › Spare a thought for James Howell
- › The blockchain network in detail
- › Role of the miners
- › SHA 256 hash function and the anatomy of a block
- › Satoshi's mountain to climb
- › Digital consensus
- › Ethereum and Smart Contracts
- › Other currencies
- › How Blockchain is going to disrupt other industries
- › Blockchain in supply chain, health, finance and travel
- › Recruiting blockchain Candidates
- › Certification

Timings 3 hours 20 minutes



Course:



Recruiting Cyber Security Masterclass

Part 1 - Fundamentals

Modules

- Introduction
- Early Encryption Methods
- Early Encryption Methods
- CA Brief History of Cyber Crime
- The Orange Book
- The Fightback Begins
- The Scale of Cyber Attacks Today
- He Pandemic and Cyber Security
- Defining Cyber Security
- Important Cyber Terms Part 1
- Important Cyber Terms Part 2
- Important Cyber Terms Part 2
- Important Cyber Terms Part 3
- Quiz



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Course:



Recruiting Cyber Security Masterclass

Part 2- Recruiting Cyber

Modules

- › The CIA Triad
- › Attack Vectors Part 1
- › Attack Vectors Part 2
- › Attack Vectors Part 3
- › The Cyber Kill Chain
- › Security levels in the UK
- › Recruiting the CISO
- › Recruiting the IT Security Architect
- › Recruiting the SOC Analyst
- › Recruiting the Security Auditor
- › Recruiting App Sec Engineers
- › Recruiting the Cyber Forensics Analyst
- › Recruiting the Ethical Hacker
- › Recruiting the Bug Bounty Hunter
- › Quiz
- › Claim your certificate

Timings 5 hours



Course:



Recruiting ERP and SAP Demystified

Modules

- › Introduction to ERP
- › What is ERP?
- › The early days of ERP
- › Why ERP implementations are a big deal
- › The rise of SAP
- › Benefits of an SAP implementation
- › Recruiting SAP Functional experts
- › Recruiting the SAP Technical Experts
- › The SAP technology stack
- › The SAP Project Methodologies - ASAP
- › SAP Activate and Launch
- › The SAP technical modules
- › SAP handling data
- › The importance of NetWeaver
- › ERP and SAP Final Test
- › Quiz
- › Claim your certificate

Timings 1 hour 15 minutes

Course

Leveraging ChatGPT for Technical Recruitment and Talent Acquisition Masterclass

Course Objective:

To teach technical recruiters and HR professionals how to effectively utilize ChatGPT as a tool for searching, matching, and recruiting technical talent.

Module: Introduction to ChatGPT

- › Overview of ChatGPT
- › Applications of ChatGPT in various industries
- › Ethics and limitations of using AI in recruitment

Module: Improving the Searching Process

- › Crafting effective job descriptions with AI assistance
- › Sourcing candidates using AI-generated search queries
- › Utilizing AI to screen online portfolios and profiles

Module: Enhancing the Matching Process

- › Creating AI-assisted skill matching algorithms
- › Evaluating candidate qualifications and experiences with ChatGPT
- › Prioritizing and ranking candidates based on AI-generated scores

Course

Leveraging ChatGPT for Technical Recruitment and Talent Acquisition Masterclass

Module: Streamlining the Recruitment Process

- › Automating interview scheduling and follow-ups
- › Conducting AI-assisted pre-screening interviews
- › Utilizing ChatGPT to generate competency-based interview questions

Module: Onboarding and Talent Management

- › Assisting in creating personalized onboarding plans
- › Automating onboarding document generation and management
- › Using ChatGPT for continuous learning and skill development
- › Identifying skill gaps and recommending training programs

Module: Data Privacy and Security

- › Ensuring data protection and privacy in AI-assisted recruitment
- › Understanding GDPR, CCPA, and other data protection regulations
- › Developing and implementing data security policies
- › Best practices for storing and handling sensitive candidate data

Module: Introducing the custom built Holistica AI Assistant for Tech Recruitment

Quiz

Claim your Certificate!



What Customers Are Saying



Eman Ibrahim

Talent Acquisition. Kforce Inc

“ **I really love this!** As a new technical recruiter, it's giving me some great insight into how to navigate technical jobs and CVs.

”



Svitlana Derzhyruka

Tech Talent Acquisition Specialist

“ **Finally, Ayub Shaikh whenever you need him!** This is an awesome opportunity to achieve all the Tech Recruiting Foundations courses on an online platform!

”



Nik Jeewon

QA Consulting

“ **Passionate, insightful and charismatic!** I came out of his courses more motivated than ever to get involved in the field of IT recruitment!

”





What Customers Are Saying



Daniel Von Löwenstern

Director Page Group

“ **Essential for IT Recruiters!** He has an excellent approach. Highly charismatic and high energy in all his deliveries. ”



Crystal L Brown

Tech Talent Pulmonary Consultants Inc

“ **Perfect training for tech recruiters.** Answering all my questions about technology and preparing me to speak with technical professionals. ”



Leslie Celeste Alessandro

Sr. Manager, TA and Diversity, Equity, Inclusion. ACC

“ **Engaging and very thoughtful.** I'm now excited about learning much more about IT and taking part in tech conversations. ”





Contact Us

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Keep an eye on our website for more updates on our latest courses

