Talent Acquisition and Management in IT

- Program - studia podyplomowe

online part-time 1 semester IN OCTOBER English

Description of studies

You gain new knowledge and skills thanks to classes conducted on the MS Teams platform. You communicate with lecturers and students via the Internet, in real time (synchronously, at least 90% of hours in relation to all hours provided for in the study program). You participate in classes on weekends, according to the agreed schedule of meetings.

Purpose of the studies

The IT industry, year by year, successively increases the number of new jobs on the market, and adapts flexibly to the phenomena and job market changes. It generates new, unprecedented specializations, offering remuneration much higher than those in other sectors. And above all, it brings new, unused before solutions in the broadly understood talent acquisition and talent management. All thanks to the demand for highly qualified and talented employees, which still consistently exceeds the supply. Due to its specificity, the new technology industry requires a different approach to talent acquisition and management.

Tuition fees

	Tuition fees
10 installments 1 year	515 zł (10 x 515 zł)

	Tuition fees
2 installments 1 year	2475 zł (2 x 2475 zł)

Meet our lecturers

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Expert in the field of talent acquisition and talent development. For over 17 years, he has supported companies in building positive experiences for candidates and employees at the strategic and operational levels. Over the last decade, she has been closely associated with the IT industry, where she created and developed the area of talent acquisition, talent management and employer branding for companies such as Spartez/Atlassian and Dynatrace. A graduate of master's studies in the speciality of e-business at the Maritime University in Gdynia, postgraduate studies in Human Resources Management at the Gdańsk University of Technology and doctoral studies at the Faculty of Economics of the University of Gdańsk. Certified Reiss Profile Master. She has been an academic lecturer at the WSB School of Banking in Gdańsk and Gdynia for several years.

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Anna Brzeźińska - Mattos

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Sociologist. For over 22 years associated with the IT industry. Professional in operational talent management, with experience in implementing projects in the employee's life cycle (pre-onboarding, onboarding, legal documentation, full relocation service, transfers, de-recruitment, off-boarding). Expert in building infrastructure and tools enabling local and global operations and efficiency in fast-growing organizations. He has extensive experience implementing new employee benefit programs based on research and analysis.

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Agnieszka Korol

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A graduate of political science and middle east studies. HR expert who combines a passion for the world of technology and psychology and building products and processes focused on people based on data. He has high competence and qualifications in recruitment and diverse expertise in other areas of the employee life cycle, such as onboarding, performance evaluation, learning and development and off-boarding. She combines an analytical approach with empathy and openness to people in his work. Certified Reiss Profile Master. She has worked for IT companies such as Brainly, SII, Epam, Spartez/Atlassian, Dynatrace and PayU.

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Lucyna Grochowska

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Gosia Kowalska is Head of Product at Atlassian. She is responsible for the company's portfolio of self-managed products (including Jira, Confluence, Bitbucket) used by some of the largest companies in the world e.g. IBM, NASA and Audi. A psychologist and English philologist by education, Gosia has worked in the IT industry since the early 2000s. At the beginning of her career, she was responsible for content and project management (Arena.pl, NASK,

Wakacje.pl). For the last several years she has been a product manager (AirHelp, Spartez, Atlassian). During her career, Gosia has built strong product teams, leading by values, close relationship with customers and long-term strategy. When working with people, she manages by objectives and gives teams autonomy. Mentor and coach for a group of product managers in Poland and abroad.

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Małgorzata Gulgowska-Kowalska

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Stanisław Matczak is an IT manager and agile coach with over 20 years of experience. He has worked as a programmer, analyst, tester, and project manager, and has managed teams that develop software. Since 2013, he has been implementing agile methods in teams and organizations. Currently, he works as an agile coach in an international company that develops the enterprise hiring platform. Staszek is a co-organizer of the Agile3M community and the author of the blog www.trzeciakawa.pl.

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Stanisław Matczak

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Anna helps to lead organizations from today's vision to tomorrow's reality. She creates business strategies, supports their execution, advises management boards, and helps with digital transformation. Anna gained experience in cooperation with mature companies and startups. For the last ten years, she has held positions at the management level of companies operating in the fields of new technologies and innovative services. Associated with the E-Health and FinTech industries.

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Anna Szymczak

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A graduate of the University of Gdańsk and the Higher School of Social Communication. Headhunter, owner of the recruitment brand Librain.Repeatedly awarded for effective recruitment campaigns in IT. He has over 20 years of experience in many areas of Human Relations. She specializes in recruiting highly specialized experts: software engineers, architects, data engineers, business analysts or IT project managers, mainly for product development companies or for "software houses". At work, she focuses on the quality of recruitment processes. She loves sharing her experience, so she participates in mentoring and training projects. She also works as a coach and business trainer.

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Małgorzata Wasilewska

Key program features

Program 172 hours, 2 semesters, 9 month, 11 reunions

Form of credit: project work and final exam in the form of project

BROADEN PERSPECTIVE ON THE IT MARKET
(14 H.)

    CURRENT REALITY VS FUTURE (4 H)

    COOPERATION WITH BUSINESS ENVIRONMENT INSTITUTIONS   (6H)

    DIGITALIZATION AND AUDTOMATION AS PRIORITY TOPIC FOR IT INDUSTRY   (4H)

TALENT ACQUISITION
(62 H.)

    EMPOLYER BRANDING BEST PRACTICES   (6 H)

    DIGITAL MEDIA AS A SUPPORT FOR EMPLOYER BRANDING   (6 H)

    SELECTION, PLANNING AND IMPLEMENTATION OF A RECRUITMENT STRATEGY   (8H)

    DIVERSE AND INCLUSIVE RECRUITMENT PROCESSES   (8h)

    ACTIVE SOURCING VS PASIVE SOURCING   (8h)

    INTERNAL AND EXTERNAL REFFERAL PROGRAMS   (4h)

    CAMPUS RECRUITNG AND INTERNSHIP PROGRAMS   (4h)

    INTERNAL RECRUITMENT   (4h)

    DATA AND METRICS IN THE RECRUITMENT PROCESSES   (4h)

    KEY ROLES IN THE TALENT ACQUISITION PROCESS   (6h)

    CANDIDATE EXPERIENCE   (4h)

HIRING AND ONBOARDING
(20 H.)

    LEGAL ASPECTS OF EMPLOYMENT   (6H)

    HIRING INTERNATIONAL EMPLOYEES   (4H)

    PRE-ONBOARDING I ONBOARDING   (6H)

    RELOCATION PROGRAMS   (4H)

MANAGEMENT AND RETENTION
(56 H.)

BUILDING AND MANAGING AN ORGANIZATIONAL CULTURE IN TECH COMPANY   (4H)

BUILDING AND MANAGING DISTRIBUTED TEAM   (4H)

AGILE PRACTICES IN TALENT MANAGEMENT   (6h)

TRAINING AND DEVELOPMENT PROGRAMS   (8h)

MOTIVATION PROGRAMS   (6h)

BUILDING AN ENGAGED ORGANIZATION   (6h)

WELLBEING AND MENTAL HEALTH   (6h)

SUSTAINABILITY IN TALENT MANAGEMENT   (6h)

LEGAL ASPECTS OF TALENT MANAGEMENT   (6h)

METRICS SUPPORTING TALENT MANAGEMENT (4h)

OFFBOARDING
(12 H.)

BUILDING WIN-WIN OFFBOARDING PROCESSES (4h)

EXIT INTERVIEW VS STAY INTERVIEW   (4h)

ALUMNI PROGRAMS   (4h)

PROJECT
(8 H.)

PROJECT SEMINAR (8h)

Number of months of studying: **9**

Number of hours: **172**

Number of meetings: **11**

Number of semesters: **2**

Tuition fees

Dane zamieszczone w niniejszej karcie kierunku mają charakter wyłącznie informacyjny. Dane te nie stanowią oferty zawarcia umowy w rozumieniu art. 66 i nast. kodeksu cywilnego. Zgodnie z art. 160 ust. 3 ustawy z dnia 27 lipca 2005 roku Prawo o szkolnictwie wyższym, umowa między english_gdansk a studentem zawierana jest w formie pisemnej.