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Professor Wright is an expert in strategic human resource management and a faculty leader for the Cornell ILR Executive Education/NAHR program. He was lead editor of *The Chief HR Officer: Defining the New Role of Human Resource Leaders* and has published more than 60 journal articles and more than 20 book chapters.

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Recruitment and Selection Introduction In strategic Human Resource Management, second edition, Volume 1 Rees and Smith (2017, pp. 193) has proposed that recruitment as one of the fundamental activities of the HR department. This is deemed important to the organization as selecting qualified personnel will ensure workforce alignment to the overall strategy.

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