Sourcing Techquies on LinkedIn :

1.**Keyword Search:**

* + Use LinkedIn's search bar to find candidates based on specific keywords related to skills, job titles, or industries. This method allows for a targeted search within LinkedIn's vast database.

1. **Advanced Search Filters:**
   * LinkedIn's advanced search features enable recruiters to refine their search based on criteria such as location, industry, company size, and more. This helps in narrowing down the candidate pool.
2. **Boolean Search:**
   * Utilize Boolean operators (AND, OR, NOT) to create more complex and refined search queries. This allows for a more precise search by combining or excluding specific terms.
   * Example: (Sr. OR Senior OR Sr) AND (Java Developer OR DEVELOPER OR PROGRAMMER OR ENGINEER OR Software Engineer OR software Developer OR Fullstack Developer) AND (J2EE) AND (HIBERNATE OR JPA OR SQL OR ORACLE) AND (WEB API OR API) AND (MAVEN OR GIT OR JENKINS) AND (Spring Boot OR SPRING OR SPRING SECURITY)
   * Example: ("Site Engineer") AND (Groundwork OR Earthwork OR Railway OR Drainage OR "RC Frame" OR Roads AND Krebs)
3. **LinkedIn Recruiter:**
   * LinkedIn offers a dedicated platform called LinkedIn Recruiter, designed for talent acquisition professionals. It provides enhanced search capabilities, InMail credits, and additional features for efficient candidate sourcing.
4. **LinkedIn Groups:**
   * Join relevant LinkedIn Groups related to your industry or job function. Engaging in group discussions allows you to identify potential candidates and connect with them in a more community-oriented setting.
5. **Company Pages:**
   * Explore the Company Pages of organizations to identify employees with specific skills or roles. You can also see if any of your connections are connected to employees at target companies.
6. **Job Postings:**
   * Analyze the profiles of individuals who have applied to or expressed interest in similar job postings. This can help you identify candidates actively seeking opportunities.
7. **InMail Messaging:**
   * Use InMail credits (available in LinkedIn Recruiter) to send personalized messages directly to potential candidates. Craft compelling messages that highlight the value of the opportunity.
8. **Employee Referrals:**
   * Leverage your network connections to explore employee referrals. You can identify mutual connections who may be able to introduce you to potential candidates.
9. **Skill Endorsements and Recommendations:**
   * Review skill endorsements and recommendations on profiles to identify individuals with strong expertise in specific areas. This can be a valuable indicator of a candidate's capabilities.
10. **Alumni Tool:**
    * Utilize the LinkedIn Alumni Tool to connect with individuals who have attended the same educational institution. This can be particularly useful for campus recruitment or finding professionals with a shared educational background.
11. **Follow Industry Influencers:**
    * Follow and engage with industry influencers. This can help you identify professionals who are actively involved in industry discussions and may be open to new opportunities.