



Sourcing hacks

by

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AmazingHiring

Traditional channels

Traditional methods:

Job Boards

Social networks

(Facebook, Twitter, G+, LinkedIn)



Traditional channels

firstname:Yulia lastname:Kuzmane title:"business development manager" company:AmazingHiring

LinkedIn boolean:

site:[DOMAIN].linkedin.com/in OR site:
[DOMAIN].linkedin.com/pub -pub.dir



Fundamental: url's

**`https://www.linkedin.com/title/[title]-
at-[company, including spaces]`**

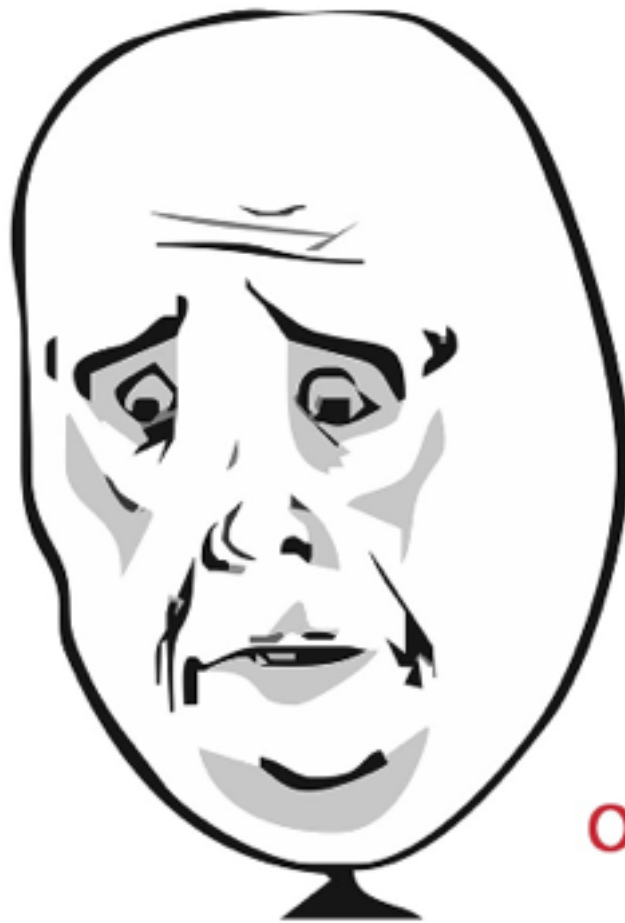
Linkedin Company review



Fundamental: actions

LinkedIn Alumni Search





Okay



Fundamental: actions

LinkedIn Alumni Search:

<https://www.linkedin.com/edu/alumni?name=university%20OR%20school%20OR%20institute%20OR%20course%20OR%20college>



Non-traditional channels

Specialized resources

Github, Stack Overflow, Bitbucket

Freelance boards (Upwork)



Non-traditional channels

Github Advanced Search

github.com/search/advanced

site:github.com "Popular repositories" (skill1 OR skill2) (location1 OR location2) -inurl:overview



Fundamental: url's

**api.github.com/users/
[username]/events/public**

Email sourcing



Fundamental: url's

**https://github.com/[username]/
[repository_name]/commit/
[commit_code].patch**

Email sourcing



Fundamental: tools

<https://recruit.now.sh/>

Email sourcing



Non-traditional channels

Stack Overflow Boolean

site:stackoverflow.com/users [technology] [location]



Non-traditional channels

Specialized communities

Dribbble, Behance, Revision

Kaggle, Researchgate, MathWorks

RubyGems, DjangoProject, CPAN, Google Play

AngelList



Non-traditional channels

Behance

site:behance.net "Moscow, Russian Federation"
intitle:"on Behance" "UI designer"
-inurl:following -inurl:followers



Fundamental: tools

Intelligent Search

Facebook search
online / extension tool



Fundamental: tools

AmazingHiring

People aggregator
online / extension tool



Fundamental: tools

Hunter

Contact generation & verification
online / extension tool



Fundamental: tools

VoilaNorbert
AnyMailFinder
FindAnyEmail

Email creators



Fundamental: tools

Rapporative

Email < > Linkedin profile matching

Gmail extension tool



Fundamental: tools

Followerwonk

Twitter users search



Fundamental: tools

Goodreads

inurl:user site:goodreads.com ("[technology]" OR
"[topic]") intitle:books



Fundamental: url's

**facebook.com/search/[id]/
[places-visited]
[stories-liked]
[photos-tagged]**

Personification points



Fundamental: url's

<https://namechk.com/>

Profiles sourcing



Fundamental: actions

Google Image Search

Google Face recognition

(Images—>tools—>type:faces)



Fundamental: actions

Google exact phrase search

“ ”

Taking into “_” any phrase/email/name
we want to source



Fundamental: actions

Sample random boolean #1

intitle:resume OR inurl:resume OR inurl:cv -job -jobs -sample -
samples -template -"resume service" -"resume writers" -"resume
writing" (location1 OR location2) (position1 OR position2)
(technology1 OR technology2)

CV sourcing by location / title / education



Fundamental: actions

Sample random boolean #2

(filetype:doc OR filetype:pdf) ~resume (technology1 OR
technology2) (location1 OR location2)

CV sourcing



CASE

Cant't find the link to the PDF cv of one CTO from Bay area. I recall he was good at Ruby, Redis and used to work with AWS. And his family name sounded like something greenish... I don't need this file right now, just his house number!



my linkedin profile

R, python, javascript, shiny, dplyr, purrr, ditto,
ggplot, d3, canvas, spark, sawk, pyspark, sparklyR,
lodash, lazy, bootstrap, jupyter, vulpix, git,
flask, numpy, pandas, feebas, scikit, pgm, bayes,
h2o.ai, sparkling-water, tensorflow, keras, onyx,
ekans, hadoop, scala, unity, metapod, gc, c#/c++,
krebbase, neo4j, hadoop.

I typically ask recruiters to point out which of these are pokemon.



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