



# USING JOB BOARDS

*Active seeking employment, one should know how to about the wide world of online job boards.*



## Active Job Search

Let's do more than just get started.

## FOR THE JOB BOARD LIST

[CLICK HERE](#)

Most job seekers are aware of the existence of online job boards. However, many do not know where to search, what the role is and how to make a job board work for them. This is going to touch upon some of that job board success but also we will be providing you with a great starter list of job boards to launch your job search forward. Something to keep in mind is that Recruiters do not usually hire from job boards alone, but your chances of success are greatly increased when combining your job board application with other efforts (networking, attending events of that company, saving them from a meteor shower, etc). You **SHOULD NEVER** just apply. Apply on a job board, but also network. Connect via LinkedIn with their Recruiting team and let them know you applied. Find their lead devs and follow them on Github or other platforms. Applying via a job board is a great thing but if you are not doing anything to increase your ability to stand-out, you are running a risk of getting lost in the job board masses.

## KEY POINTS TO REMEMBER

These points will definitely help to keep you going.

### TYPES OF JOB BOARDS

There are several job boards out there. There are job boards for types of jobs and job boards for types of companies, in person and Remote jobs, There are tech job boards and job boards for any industry out there which might also have tech employment / tech jobs available.

### STAND OUT FROM THE CROWD

Remember one of the most constant items that we share here at Outcomes is to differentiate from the crowd. When Recruiters are working fast, if you look like the rest of the candidates then you may be "lumped in" with those being dismissed for the role. Differentiate and stand out by not just applying. You should couple every job board application with an additional or several additional efforts to grab the Recruiter's attention. Never assume that your application on a job board instantly makes the Recruiter or Hiring Manager aware of you.

## A MESSAGE FROM OUTCOMES

**Remember that job boards are just one of many resources available to you to support your job search. However, they are admittedly one resource which should often be coupled with other job seeking activity.**

### HOW TO MAKE IT WORK

Never pay for job sites. There are thousands of free job sites where you can search and apply without paying for that service. If you see a job on a site and then when trying to apply it asks for you to pay - simply navigate directly to that company's "careers page" and find the job to apply to there.

**NEVER JUST APPLY.** All candidates are just applying. Stand out, if you apply on a job board you should also seek other opportunities to network, connect and communicate with that company. If you are **JUST APPLYING**, you are not doing more than the other candidates. Doing something extra to network, attend an event with that company or to speak with a member of their team will greatly increase the possibility for you to stand out to those making the hiring decisions.

### PITFALLS WITH SOME JOB BOARDS

Some job boards simply exist and share jobs for the purpose of driving traffic to their site. While this is great for their site / brand and partners, this is not so great for the job seeker. You might for example see a job site with a position that appears to be new and open, only to go directly to that specific company's careers page and find that the role is no longer open. This is common for sites that are just trying to keep their traffic consistent. Sites that are "job sites" posting multiple roles for multiple companies create this risk for you the job seeker. If you want to apply via the job site you can, but beware this risk. A simple fix would be to navigate to that company's page when that is possible and locate the job on their own careers page. If you do not see a company advertising the open role and only find that on a job site, then you can assume that the position is not actually "active".

### TRACK YOUR APPLICATIONS

A great way to maintain awareness on if your applications are yielding for you a response is to track your applications. Huntr.co, Trello Boards, Excel or Google Sheets all provide solutions for this. You should track your applications to understand and be aware of the progress, or limitations that you are experiencing. This data will be immensely helpful for the Outcomes Team or for You the jobseeker to understand challenges and make improvements as needed.

**Track and apply and keep your applications moving forward.**