**PeopleCaddie Recruiter Chrome Browser Plug-in to Capture LinkedIn Profile Data**

**Overview**

The idea is to have a PeopleCaddie Chrome browser plug-in that will enable us to capture and store information from LinkedIn profiles that are viewed by members of the PeopleCaddie recruiting team as they are conducting candidate searches through LinkedIn Recruiter. Ideally, this would not require us to make any incremental calls to LinkedIn servers. We would only be capturing information in the HTML that is already being sent to the PC Recruiter’s browser. This information would need to be stored in our unregistered candidate database or in a searchable fashion in a 3rd-party data store.

**Use Cases**

Plug-in to capture data for candidates who have clicked apply and show up as Apply Starters, candidates who have applied directly within the LinkedIn environment, or passive candidates who appear within a search performed by a PeopleCaddie recruiter. The plug-in could also be utilized by PeopleCaddie Sales Reps to capture lead data viewed through LinkedIn Sales Navigator.

*Example of Recruiter Apply Starter View*

Graphical user interface, application, Teams

Description automatically generated

*Detailed Profile View*

Graphical user interface, text, application

Description automatically generated

**Backend Requirements**

Capture desired candidate data contained within the HTML that is delivered to the PeopleCaddie recruiter’s browser within the recruiter’s normal workflow without requiring any incremental calls to LinkedIn servers or requiring the PeopleCaddie recruiter to take any incremental steps to capture the profile data beyond installing the plug-in.

The candidate data will need to be stored in the PeopleCaddie candidate database.

We will need to be able to check to see if the candidate already has a PeopleCaddie candidate profile - registered or unregistered.

If the candidate already has a PeopleCaddie candidate profile, we would need to store the information as metadata that is not visible in any way to the candidate.

If the candidate doesn’t have a PeopleCaddie candidate profile, we will need to check to see if they already have an unregistered candidate profile. If they do, we will need to add this information to the unregistered candidate profile.

If the candidate doesn’t have a registered or unregistered candidate profile, we will need to create an unregistered candidate profile and store the data there.

We need to make sure that this will not violate any laws surrounding user data – initially, U.S. laws but hopefully, GDPR and other relevant laws outside of the U.S. as well.

**Information to be Collected**

**LinkedIn URL for candidate’s profile**

**Personal Information**

First name, last name, LinkedIn profile job title, LinkedIn location, email addresses including primary designation, phone numbers

**Status**

Open to work flag value, open to work titles, open to work locations, open to work workplace types

**Experience**

Job title, company, job type (full-time, contract, etc.), employment start date, employment end date, employment location, description of responsibilities, skills

**Education**

Institution, degree, degree start date, degree end date

**Credentials/Certifications**

**Languages**

Language and proficiency

**Recommendations**

**Resume (**Resumes are often attached to candidate applications)

Question. If the candidate has attached a resume to their application and the PeopleCaddie recruiter downloads it to view it or views it in the browser, can we capture the resume and attach it to our candidate profile?

**Data Source, PeopleCaddie User, and Capture Date and Time Stamp**