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# SOURCING HACKS

THE RECRUITMENT  
NETWORK™

# Introduction

Now, more than ever, recruiters need to be unbelievably good at sourcing.

We need to uncover each and every technique and tool that will make us more agile, more efficient and more effective at unearthing candidates that others can't find.

We need to be able to get to candidates ahead of the rest of the market and be able to get them out to clients quicker than ever before.

Every day, new methodologies, tools and hacks are being unearthed as the market continues to evolve – we have spent time looking into some of these for you and we hope the first in our series of Sourcing Hacks helps you get that edge to outperform the rest of the market.

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# Expert Hacks



## Jan Tegze

Senior Recruiting Manager at SolarWinds and  
Author of Full Stack Recruiter.

### Hack 1

*I like simple things. Creating an advanced string is something anyone can do, but there is hidden beauty in simple things.*

*My favorite one is this string: intitle:index.of*

*This string will reveal all the folders that are not protected and that were indexed by Google. And, so far, it will show you around 22,400,000 results (based on your location)*

*But the power of the string lies with the additional keywords you are going to add.*

*Example: intitle:index.of resume*

*You can also use inurl: operator*

*Example: intitle:index.of inurl:resume*

*Or you can include more keywords.*

*Example: intitle:index.of (inurl:Resume OR inurl:CV OR inurl:”curriculum vitae”)*

## Hack 2

*There are many ways for this information to be leaked on the internet. Sometimes confidential information is leaked intentionally, sometimes it is leaked because of human error, and sometimes it is leaked because of a technical error.*

*However, as you know, “Everything posted online is there forever, even after it has been deleted.” So, when you combine the possibility of technical and human error, the result is that confidential information could easily appear on Google.*

*And we sourcers love secrets!*

### *Confidential Information*

*As a sourcers, we always depend on our carefully selected search keywords, and targeting confidential information is going to be no exception. We will need to target the keywords that are most relevant to our search.*

*There are many keywords that you can target like: confidential; internal use only; not for distribution; not for public distribution; classified; a document is private, etc. Don’t forget that these words are only applicable to a search for English documents. If you are living in France, Germany or another country, you should use these words and phrases in the relevant language. Creating the string when you are searching for confidential data is very easy; just generate the best list of the keywords for that search.*

*Example: (“confidential” OR “internal use only” OR “not for distribution” OR “not for public distribution” OR “classified”)*

*You can add more operators like intitle: with the current year, which should find all the pages with 2018 in the title of the page.*

*Example: (“confidential” OR “internal use only” OR “not for distribution” OR “not for public distribution” OR “classified”) intitle:2019*

*If you would like to target more years, you can just add more intitle: operators.*

*Example: (“confidential” OR “internal use only” OR “not for distribution” OR “not for public distribution” OR “classified”) (intitle:2018 OR intitle:2019)*



## Todd Raphael

Editor in Chief of ERE Media.

*I've heard employers say they "can't find enough good people" and "it has become very hard to find people." Then, after looking at their career sites, I find myself scratching my head. Clearly, they're turning off those who have either an aging parent, or kids. The party atmosphere at work, the retreats, the clubs, the games, the photos of people with huge smiles on their faces and their arms around each other ... those of course all sound nice and innocent. But for those who could be amazingly great employees but who aren't looking for a surrogate family, it just sends the message that they're not welcome.*



## Gordon Lokenberg

Talent Sourcing Specialist at Boolean Results.

*Start using Data miner, a simple to use web scraper (video tutorials at each step)*

*Scrape your Google Results e.g. after this xray search on Linkedin site:linkedin.com/in system engineer "amsterdam area", download these into csv.*

*Next step, upload this csv into pipl.com/files mark that you like to let them find phone numbers.*

*Within minutes you will have a list of System Engineers you are able to call.*

### Costs

*Data miner: free*

*Google: free*

*Pipl: 0.20 ct per phone number.*



# Marcel Rietveld

CEO & Co-Founder of TalentMapper.

## Sourcing via the Microsoft Tech Community

### What is the Microsoft Tech Community

The mission of this online community is to provide a platform for IT Pros, Developers, Office 365 and Azure Users, cloud fans and Microsoft to interact. It is a central destination for education and thought leadership on best practices, product news, live events, and roadmap. Get started by signing in. You'll need a Microsoft email to register (@outlook, @hotmail, @live, etc.) Head there with this link: <https://techcommunity.microsoft.com/>

80+ communities + 250k professionals with a personal profile

Azure: 2 Spaces, 10K Members  
Azure: 2 Spaces, 10K Members  
Azure Active Directory: 2 Spaces, 10K Members  
Azure Database: 2 Spaces, 10K Members  
Business Apps for Office: 2 Spaces, 50K Members  
Camera Platform and Experiences: 2 Spaces, 10K Members  
Cloud and AI International: 2 Spaces, 10K Members  
Core Infrastructure and Identity: 2 Spaces, 10K Members  
Customer Skills: 2 Spaces, 5,000 Members  
Customer Advisory Teams: 2 Spaces, 10K Members  
Deploying Cloud: 2 Spaces, 10K Members  
Diversity and Tech: 2 Spaces, 5,000 Members  
Driving Adoption: 2 Spaces, 10K Members  
Education Sector: 2 Spaces, 10K Members  
Enterprise Mobility + Security: 2 Spaces, 10K Members  
Excel: 2 Spaces, 50K Members

### Example community > Microsoft Excel Community

**Excel**  
5 Spaces      25.4K Members

The Excel community where you learn more about how to do something with Excel, discuss your work, and con...

✓ Member

<https://techcommunity.microsoft.com/t5/Excel/b-d-p/ExcelGeneral>

Start a New Conversation      Search this space  
Latest Activity      Newest      Popular      Experts      Unanswered      Unread

### Example community > Microsoft Excel Community

Peter Bar  
driver-as  
Contributor

71 Posts      6 Likes Received      2 Best Responses      37 Subscriptions

I am a Contributor on the Microsoft Tech Community since September 26, 2018

Send a message      Follow

Send to:  
New topic  
Message Subject

Message Body

Free message



# Tris Revill

Full Stack Recruiter, Co-Founder of DBR  
the worlds largest community for in-house  
recruiters in the world.

*Did you know you can Help your colleagues find potential people in their LinkedIn network to reffer to the role you are working on just by copying and pasting your search on linkedin and search and sending them a link?*

*This is really simple.*

*Use your normal linkedin account to build a search string of your first connecting.*

*Make sure you are using the filter search first connections so it shows you relevant profiles that you are connected to.*

*Copy the URL*

*Send it to anyone with a LinkedIn and it runs your search on their linkedin first connecting.*

**Here is one you can try:**

[https://www.linkedin.com/search/results/people/?facetNetwork=%5B%22F%22%5D&keywords=hacking&origin=FACETED\\_SEARCH&title=recuriter%20OR%20recruiting%20OR%20talent](https://www.linkedin.com/search/results/people/?facetNetwork=%5B%22F%22%5D&keywords=hacking&origin=FACETED_SEARCH&title=recuriter%20OR%20recruiting%20OR%20talent)

The screenshot shows the LinkedIn search interface with the following details:

- Search Bar:** Shows the query "hacking".
- Filter Options:** People, Keywords (set to "hacking"), 1st, Locations, Current companies, All Filters.
- Results:** Showing 25 results. The first result is for "Ar C... Am" with the note "Beschikbaar voor een interi...".
- Profile Fields:** First name, Last name, Title, Company, School.
- Actions:** Message button next to each result.



# Martin Lee

Martin Lee is the EU & MEA Sourcing manager for Philip Morris International supplying the talent to help build a smoke free future. He is a regular conference speaker and advisory committee member of the Executive Research Association.

## Search LinkedIn from Google.

This technique is known as “XRay” and enables you to see a high proportion of LinkedIn profiles including those out of network, even with a free account. Add additional keywords like skills, location and job titles as below.

site:uk.linkedin.com “full profile it's free”  
“python developer” “London, United Kingdom”

It also means you can use additional Google operators not available within LinkedIn itself.

For example \* in Google means any word(s) which in this case enables us to identify target companies.

site:uk.linkedin.com “full profile it's free” “senior python developer at \*” “London, United Kingdom”

## Search all of LinkedIn.

This is a simple Boolean string that is asking to show everyone (everyone with A or everyone without A). Notice how even with 3rd degree connections the full name appears. Works in other sites too, try it in Xing for example.

The screenshot shows the LinkedIn search bar with the query "A OR NOT A". Below the search bar, there are navigation links for Home, My Network, Jobs, and Messaging. Underneath these are People, Jobs, Content, More, People filters, Connections, Locations, and Current comp. A message at the bottom says "The Platinum Card® - Get more from life with Platinum on your side. Annual fee £4:" followed by "Showing 603,237,165 results". The results list includes entries for "A Stark" and "Ken Ward". At the bottom, there are entries for "Darina A. Shumskaya" and "THE RECRUITMENT NETWORK™".

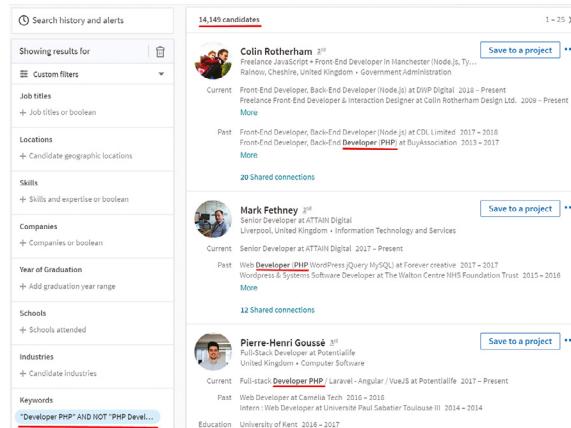


# Adam Dale

Commercial Director for SourceBreaker, an AI Driven End to End Search platform.

## Reversing job title

Try reversing the order of words in the job title - as an example, there are over 14,000(!) PHP Developers on LinkedIn that do not say “PHP Developer” anywhere on their profile, but in fact have PHP after the word Developer.



LinkedIn search results for "Developer PHP" AND NOT "PHP Dev..." showing 14,149 candidates.

Search filters applied:

- Job titles: "Developer PHP" AND NOT "PHP Dev..."

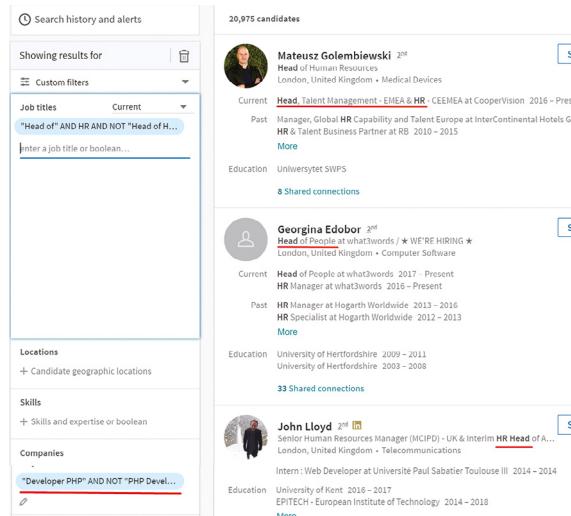
Sample candidate profiles shown:

- Colin Rotherham**: Front End Developer / Back-End Developer at Drip Digital (2018 - Present)
- Mark Fethney**: Senior Developer at ATTAN Digital (2017 - Present)
- Pierre-Henri Gousse**: Full-stack Developer at PotentiaLife (2017 - Present)

## Search job titles by splitting seniority and function

In job title fields, instead of searching “Head of HR”, try searching “Head of” AND HR

The reason for putting AND NOT “Head of HR” in the search below, is to demonstrate the number of candidates available that you would miss if you just put “Head of HR”.



LinkedIn search results for "Head of" AND HR AND NOT "Head of H..." showing 20,075 candidates.

Search filters applied:

- Job titles: "Head of" AND HR AND NOT "Head of H..."

Sample candidate profiles shown:

- Mateusz Golembiewski**: Head of Human Resources at CooperVision (2016 - Present)
- George Edoor**: Head of People at what3words (2016 - Present)
- John Lloyd**: Senior Human Resources Manager (MCIPD) - UK & Interim HR Head of A...



# Vivek Jothi

Manager Talent Research & Sourcing EMEA at adidas.

## *Theofficialboard*

*It is always tough to find the orgchart and structure for the companies especially if you are looking for executive talents its important to understand the org structure, titles etc. Theofficialboard is a free platform which gives you access to the org charts and structures which gives you an idea about various org structures. It is a life saver tool for people who run the executive searches. Also reduces your linkedin fatigue.*

## *Linkedin recruiter profiles vs public profiles*

*Every profile on linkedin is a source and helps you to find the hidden talents. If you are a linkedin recruiter user it is recommended to browse through the “similar profiles” and “people also viewed” profiles on the profile page in linkedin recruiter view but what we often miss is to visit the same candidate’s public profile which gives you a totally different set of candidates under “people also viewed” and thus unlocking the hidden candidates.*



# Dov Zovadkis

Talent Sourcer Expedia Group.

*1. Run a search on Skype. Even though Skype is not used as much as it used to, people still have accounts and the emails are associated with it.*

*2. In case you have gmail email, go into Google Drive, create a file and share a file entering the email you want to verify. Depending on the setting of the email, the name would be shown.*

*Extra Hack. You can even make your approach message on Google Docs and share it via google drive. If a potential candidate has Google Drive app on their phone, they will get a push notification straight into their screen.*

# Facebook Hacks

## 1. Facebook Search Bar

Use Facebook's search bar to research potential candidates. This can be done with your own personal Facebook account or via your company page. By using specific keywords such as location & skills, you can research candidates who might not be actively searching for another job.

E.g. By searching 'London Developer', you'll find a list of potential candidates who have Developer in their job title and London as their location.



## **2. Facebook Events**

Post events on Facebook which will interest potential candidates. Larger companies use Facebook to post any upcoming recruitment events that they are hosting as a driver for recruitment. These events can be a good way to generate interest in open job positions, especially if you have multiple roles you are recruiting for.

Events can include things such as a free skills workshop, interview help or an industry presentation. Whatever event that you choose to host, ensure that it is targeting and attracting the relevant candidates.

## **3. Use a Company Page**

Use a company page and post jobs to this. With Facebook being the largest social network on the planet, posting your jobs to your business page (for free) is certainly another way to try and attract new talent. If you're looking to try and catch the attention of passive candidates, do make sure that you have an up to date and eye-catching Facebook business page.

Once you've posted your jobs, you can also create some tips and tricks for job seekers which gives them some valuable advice.

## **4. Industry Groups**

Research potential candidates from local groups/industry groups. Facebook groups are popular and under-utilised with the platform featuring both closed and open groups. Depending on whether these groups need to accept you, you'll need to be careful how you go about interacting with them as people who tend to belong to these groups don't expect to be contacted by a recruiter. Instead, either use them for researching potential candidates and find other ways to contact them once you have some information, or, contribute with valuable information to the group which might spark some interaction.

Whichever method you choose, you'll have to use your personal Facebook profile, so make sure it's appropriate and you might just find some new passive candidates.

## **5. Facebook Referrals**

Use Facebook for referrals. Whether this is through an established referral programme or by using your own network of family/friends to share your job advertisements, referrals are one way to quickly share any jobs which you are recruiting for (either for a client or for your own business).

# GitHub Hacks

## 1. Find a User on Github Search

If you're in the tech space then Github is a fantastic resource used by millions of developers to upload and collaborate on projects.

We've listed out a few useful sourcing 'Hacks' perfect for the tech recruiter looking for a hidden gem of a developer.

Our first hack will be finding a user through Github's search function. It's not as advanced as LinkedIn with its Boolean capabilities, but we can still get some interesting results.

### Step 1:

Head over to their advanced search page.

The url is: <https://github.com/search/advanced>

### Step 2:

Scroll down the page until you find a selection of input fields called 'User Options'. From here you can enter search fields ranging from names to location and language.

For example, you could search for someone from London with > 5 public repositories working in the language of python -

(location:London repos:>5 language:Python)

Users options

With this full name	Grace Hopper
From this location	London
With this many followers	20..50, >200, <2
With this many public repositories	>5
Working in this language	Python

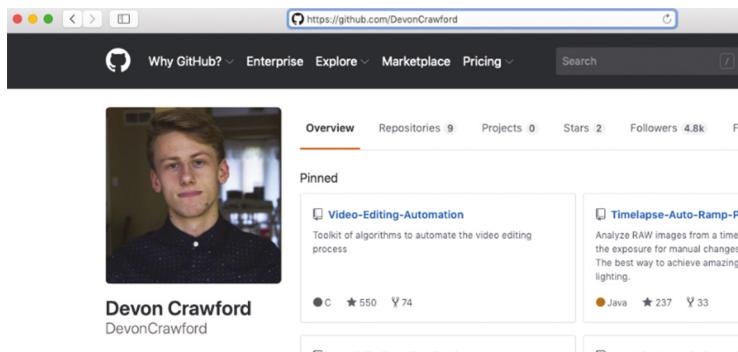
## 2. Find a User's Email on Github

Github allows you to view the skillset of developers as well as the coding languages they write in. This is especially useful to understand the 'Stack' of tools the brief requires vs. what the candidate possesses.

However, you may have found the perfect candidate but this does not give you access to their email address. This great little hack on Github will help you find out what is their associated email.

### Step 1:

Find the user on Github. You'll need their specific username which can be found at the end of their profile URL



### Step 2:

Paste this link into the browser

<https://api.github.com/users/PROFILE/events/public>

### Step 3:

Replace 'PROFILE' with their username

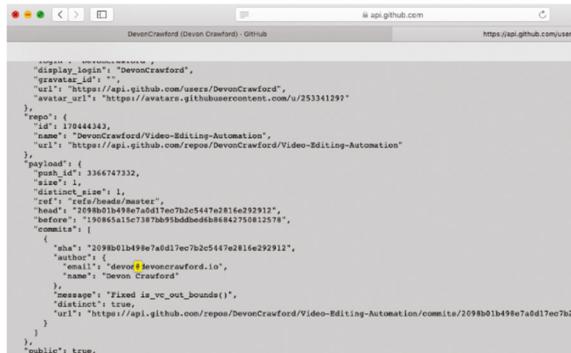
Step 4: When you find the API text page, use [CMD/CTRL F] and type '@'. This will help you find the @ from an email in your block of code.

## Step 4:

When you find the API text page, use [CMD/CTRL F] and type '@'.

This will help you find the @ from an email in your block of code.

And there you go, you've found an email for a user.



```
DevonCrawford (Devon Crawford) - GitHub
https://api.github.com/repos/DevonCrawford/Video-Editing-Automation/commits/2098b01b498e7ad17ec7b.../public", true,
```

The screenshot shows a browser window with the GitHub API URL. The page content displays a JSON object representing a GitHub commit. Key fields include the author's name ('Devon Crawford'), email ('devoncrawford.io'), and the commit message ('Fixed is\_vc\_out\_bounds()'). The commit hash is '2098b01b498e7ad17ec7b2c5447e2816e292912'. The payload section contains a single file named 'image.png' with a size of 1 byte.

## 3. Social proof developers

With your advanced search, you can look into things like followers and repositories. Then, when you go into a profile you'll see stars and forks on their repositories. These stats can give an insight into the social proof of the developer, their strength with collaborative coding and their experience through the popularity of their upload.

**Followers** = Like anywhere else, if people like their contributions and code, they're going to follow

**Repository (Repo's)** = An uploaded 'Folder' which will contain one of their coding projects.

**Stars** = A user can star a repo if they like it, showing the social proof of the code

**Pull request** = Shows that the author or a collaborator has made a change to the code and shows activity and commitment to code projects

### NLP-progress

Repository to track the progress in Natural Language Processing (NLP), including the datasets and the current state-of-the-art for the most common NLP tasks.



natural-language-processing machine-learning named-entity-recognition

Python ★ 9,655 1,505 MIT License 1 issue needs help Updated 2 days ago



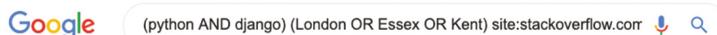
*Tip: If you're feeling brave you can download the repo and have a look at the code. If they've made extra effort to write lots of comments explaining their code it means they'll be more employable as this is a very sought after technique for developers who work in teams.*

# Stack Overflow Hacks

## 1. Use Google to search Stack Overflow

StackOverflow does have a built in search functionality, but this has been designed for searching topics and queries, not sourcing users. Luckily, Google gives you the ability to 'X-Ray' search using phrases which will unlock location based results.

Below is a Google search for a Django Python developer from London or surrounding counties through stack overflow.

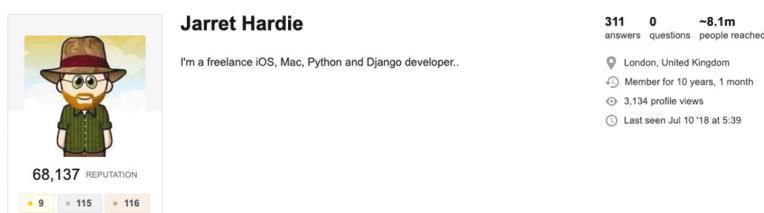


(python AND django) (London OR Essex OR Kent) site:stackoverflow.com

(python AND django) (London OR Essex OR Kent) site:stackoverflow.com/  
users

## 2. Using social proof to rank candidates

Like Github, Stack Overflow has their own form of social proof to rate users based on their interactivity and subsequent skill level on the platform; called reputation. Reputation is earned when other users 'vote' on their questions, answers and edits. This means that if an engineer is actively helping people, answering questions (well) and being a collaborative developer then they'll have a higher reputation.



**Jarret Hardie**  
I'm a freelance iOS, Mac, Python and Django developer..

311 0 ~8.1m  
answers questions people reached

Location: London, United Kingdom  
Member for 10 years, 1 month  
3,134 profile views  
Last seen Jul 10 '18 at 5:39

68,137 REPUTATION  
9 115 116

### 3. Find the right keywords for the role

The tech space is jammed full of acronyms, languages and frameworks.

When you're searching the term 'Python' so are hundreds of similar recruiters scratching the surface for talented developers. Luckily, Stack Overflow has a great section called 'tags' and if you search your language or keyword you'll be presented with a list of related tags to that language. However, if we dig a bit deeper we can find a trove of 'synonyms' to make your searching a little more precise.

#### Step 1

On the left hand side bar of the site click on the 'Tags' section, and filter by searching your desired keyword. I've chosen 'Python'.

The screenshot shows the 'Tags' section of the Stack Overflow website. A search bar at the top contains the word 'python'. Below it, a list of tags is displayed with their counts and descriptions. The tags include:

- python** × 1145709: a multi-paradigm, dynamically typed, multipurpose programming language designed to be quick (to learn, to use, and to understand), and to enforce a clean and uniform syntax. Two similar but incompatible versions of Python are commonly in use. Python 2.7 and 3.x. For version-specific Python questions, use the [python-2.7] or [python-3.x] tags, or more specific [python-3.6]. When using a Python variant (i.e. Jython, Pypy, etc...), please tag it.
- python-3.x** × 13593: For questions about Python programming that are specific to version 3.x of the language. Use the more generic [python] tag.
- python-2.7** × 8830: the last major version in the 2.x series. Do not use this tag simply to convey the version of Python you're using, unless the question asks for it.
- python-requests** × 8311: a full-featured Python HTTP library with an easy-to-use, logical API.
- python-3.6** × 3940: Version 3.6 of the Python programming language released in December 2016. For issues specific to Python 3.6. Use more specific tags like [python-3.6.1] or [python-3.6.2].
- python-wxpython** × 6204: a Python wrapper for the cross-platform C++ GUI API wxWidgets.
- ipython** × 6568: a feature-rich interactive shell for Python, and provides a kernel for frontends such as IPython Notebook and Jupyter Notebook.
- python-imaging-library** × 4534: The Python Imaging Library (PIL) provides the Python language with a de-facto standard foundation for image work. PIL's successor is the Python Imaging Library 2 (PIL2).
- python-3.4** × 2590: The version of the Python programming language released on March 16, 2014. For issues that are specific to Python 3.4. Use more specific tags like [python-3.4.1] or [python-3.4.2].
- python-sphinx** × 2376: a tool that makes it easy to create intelligent and beautiful documentation. Sphinx is especially suitable for Python projects.
- python-3.5** × 3272: The version of the Python programming language released on September 13, 2015. For issues that are specific to Python 3.5.
- python-import** × 3173: For questions about importing modules in Python.
- python-3.6** × 2590: The version of the Python programming language released on March 16, 2014. For issues that are specific to Python 3.4. Use more specific tags like [python-3.4.1] or [python-3.4.2].
- python-3.4** × 2590: The version of the Python programming language released on March 16, 2014. For issues that are specific to Python 3.4. Use more specific tags like [python-3.4.1] or [python-3.4.2].
- python-3.5** × 3272: The version of the Python programming language released on September 13, 2015. For issues that are specific to Python 3.5.
- python-3.6** × 3940: Version 3.6 of the Python programming language released in December 2016. For issues specific to Python 3.6. Use more specific tags like [python-3.6.1] or [python-3.6.2].

Filter buttons at the bottom right include 'Popular', 'Name', and 'New'.

#### Step 2

Click on the main search result. For this, I'd click on the 'Python' language. From here, click the 'Synonyms' link which appears underneath the description of the language. You'll now see some of the main mapped synonyms and you can click 'See all tag synonyms' where you'll get an extensive list you can use in your search.

#### Questions tagged [python]

[Ask Question](#)

Python is a multi-paradigm, dynamically typed, multipurpose programming language, designed to be quick (to learn, to use, and to understand), and to enforce a clean and uniform syntax. Two similar but incompatible versions of Python are commonly in use. Python 2.7 and 3.x. For version-specific Python questions, use the [python-2.7] or [python-3.x] tags, or more specific [python-3.6]. When using a Python variant (i.e. Jython, Pypy, etc...), please tag it.

[Watch Tag](#)

[Ignore Tag](#)

[Learn more...](#) [Improve tag info](#) [Top users](#) [Synonyms \(4\)](#) [python jobs](#)

1,145,709 questions

[info](#) [Newest](#) [30 Featured](#) [Frequent](#) [Votes](#) [Active](#) [unanswered](#)

# Reddit Hacks

## 1. Engage with subreddits which are either skill or profession based

By engaging with communities who participate in active subreddits dedicated to their skill or profession, you can tap into a source of talent which might not be accessible elsewhere. However, as a new user to Reddit, you shouldn't go in and post your job vacancy. Reddit is built on the community aspect of the forum and, therefore, you should either contribute and build relationships, or wait until there is a specific post or subreddit asking for job posts. Also, be careful when searching for relevant subreddits, as you won't be able to filter these by location. Instead, try searching for skills, industries or subreddits specific for cities.

## 2. Build a reputation & use Reddit to inform your research

Make a name for yourself on Reddit by actively replying on subreddits which interest you as well as ones which are relevant to your industry. Rather than directly going on there to post jobs, try and build relationships with users who have an interest in what your target audience are using Reddit for. By clicking usernames on Reddit, you can see what their latest activity is and what other subreddits they contribute to. This can help to form the basis of your candidate research and provide you with different avenues to build connections with people who might not be actively searching for work.

### 3. Use Reddit Flairs to find users.

Reddit flairs are tags which can be added to users or posts. Within a subreddit, these must be allowed on the post and if you click to make a post, you'll see this as an option if it has been enabled. Adding a Reddit Flair is a way to "tag" your post or your user, and works in a similar fashion to a hashtag on Twitter. In order to take advantage of these, you need to be able to use them as part of a search. Whilst Reddit is difficult to filter via location, you are able to gather a list of subreddits or posts which include the flair you've searched for. Although locations aren't used as flairs, you can still include some and get some results. For example, the flair "for hire" is popular and in this example, has been combined with the UK to filter out other search results.

Whilst this approach doesn't generate a specific list of candidates who you can directly contact, it does give you another area to research, engage with and potentially source candidates.

The screenshot shows a search results page on the Reddit mobile website. The search query is 'flair:"for hire" and UK'. The results are sorted by 'New'. There are four posts listed:

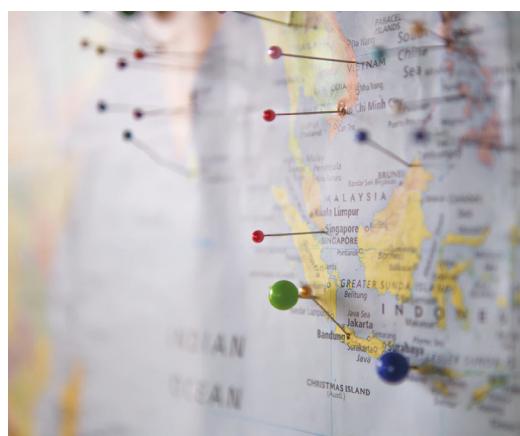
- [FOR HIRE] Accomplished, affordable editor For Hire  
r/forhire Posted by u/redditneek 6 hours ago
- [For Hire] Are you looking developer who can build you a website, app, scraper, automated service or a bot? REMOTE frontend / backend (ReactJS, Node.js, Laravel) For Hire  
r/jobbie Posted by uberclick04 1 day ago
- [For Hire] Are you looking developer who can build you a website, app, scraper, automated service or a bot? REMOTE frontend / backend (ReactJS, Node.js, Laravel) For Hire  
r/forhire Posted by uberclick04 1 day ago
- [For Hire] Freelance Graphic Designer For Hire  
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# Misc Hacks

## 1. Mapping

Mapping your client's competition is another way to find another source for candidates. By building a map of their organisation, you'll be able to get a list of potential candidates who already work within the industry and might be open to offers. Whilst you shouldn't waste time doing this for every role within an organisation, you should do it for the roles you're recruiting for and their immediate co-workers.

This should go hand in hand with your research on Glassdoor and other job postings the competition has. When looking at building your market map, research your client's competition. What benefits do they have, what roles are they recruiting for and what are their salaries like? By knowing what the competition is up to, you should be able to navigate any potential issues and negotiate with your client to ensure their competition doesn't take the best talent.



## **2. Talk To Silver Medalists First**

Most recruitment businesses have a forgotten talent pool which are underutilised. Those who were unsuccessful in their search but provided you with their information are a good source which can often be sidelined. This group of people become even more valuable if they have continued to develop their skills/qualifications in the meantime.

Providing that you have their permission to maintain their details/keep in contact, this group of candidates are another potential source for you to fill similar roles. Before you reach out to them, consider whether you have managed their expectations. For instance, are they aware that you might be in contact in the future and do you have their permission to contact them?

Whilst some might have been rejected for being over or underqualified, the chances are, there will be a lot of candidates who progressed through the process and are therefore vetted enough to stand a good chance for another position (whether that's in the original company, or a different one). If you have no way of managing this group of people, you need to implement these processes where you gain their permission and keep a record of their details.

### **3. Hold Sourcing “Parties”**

Every recruiter/sourcer has a different way of sourcing talent and therefore, by holding sourcing “parties”, it’s another way to collectively try to solve your hardest challenges. A sourcing “party” is another term used for getting other members of the team involved with your difficult roles. This type of get together is normally reserved for the most challenging of roles to fill once existing methods have already been used.

By utilising their personal network as well as any contacts they have, it might provide you with another candidate which you’d not necessarily have found by yourself. One way to host one of these events is to sit down with the team and create a list of contacts and utilise the personal network of each member. This can include other members of staff who are not recruiters in case they also have a candidate in mind from their own personal network.



## **4. LinkedIn Interests X-Reference MeetUp**

Another source of potential candidates which is under-utilised is the website, Meetup. This allows people with the same interests to meet at events and interact with other members of the website who share the same interests.

Creating an account on Meetup is free to do and is another tool you can use to find a list of potential candidates. Once you've created an account, you can search for events which are relevant for your industry and browse the list of members. This will give you a list of people who you can interact with through Meetup or contact through other platforms.



# Sourcing Communities

## ResearchGate

<https://www.researchgate.net/>

For those looking to engage with the talent hidden within the Data Science field. This German based social network is the spot.

## ProductHunt

<https://www.producthunt.com/>

Producthunt is the place where you launch your MVP. Find talented developers, interesting tools, entrepreneurial leaders and graphic designers alike through this awesome site.

## BetaList

<https://betalist.com/>

BetaList provides an overview of upcoming internet startups. A community of makers and early adopters showcasing their startups and exchanging feedback.

## **StackShare & TechStacks**

<https://stackshare.io/stacks> & <https://techstacks.io/>

What tech stacks do some of the leading businesses in the world use? Great for market intelligence and source sites for candidates.

## **Quora**

<https://www.quora.com/>

The internets bigger question and answer board, find questions and threads through various topics.

## **Facebook Groups**

<https://www.facebook.com/groups/>

Facebook groups have exploded in popularity and if there is a business niche then there is a bustling group of experts in it.

## **Eventbrite**

<https://www.eventbrite.co.uk/>

Eventbrite like Meetup can be used to monitor event hashtags. If the event organizer displays the registration list, you can easily pull the list and import into an excel spreadsheet to begin researching your list of potential candidates.

## **Behance**

<https://www.behance.net/>

A huge portfolio site for creative individuals, find talented designers and artists through this site.

## **Dribbble**

<https://dribbble.com/>

Same as Behance, an invite only site for creative professionals to engage and share their work.

## **Meetup . com**

<https://www.meetup.com/>

This site is a great resource to attend live in person events and engage and source your candidates directly. Meetup's platform offers simple search options. You can search communities without being a member and source potential candidate names by group. I recommend cross referencing and sourcing by Twitter search using the live event hashtag allowing you for more robust candidate research regarding the topics that have their attention.

## **Reddit**

<https://www.reddit.com/>

'Front page of the internet' the internet's biggest forum. Filled with 'sub-reddits' for a variety of different subjects, find active and engaged professionals through this social platform.

## **Slack Communities**

<https://slofile.com/slack>

A massive list of 'Slack' communities filled with interesting professionals discussing their issues and helping others.

# Sourcing Tools

## LinkedExport

<https://linkedexport.com/>

Chrome extension that will allow you to export a list of your LinkedIn connection complete with emails.

## Indeed Free CV Search

<https://resumes.indeed.com/>

Search Indeed's gigantic database of CV's for free, this is probably step number #1 for most recruiters.

## Hikido

<https://hikido.com/>

HIKIDO is a high quality lead database that connects you to the right candidates.

## Intelligence Search Chrome Plugin

[Chrome Web Store > Search > Intelligence Search](#)

A fantastic little Chrome plugin which will empower your Facebook, LinkedIn and Twitter Search. Find people by name, job, location, age, gender, their friends, the groups they are members of etc.

## ContactOut

<https://contactout.com/>

Simple to use app which will help you find anyone's personal email & phone number from social media.

## Hunter

[Chrome Web Store > Search > Hunter](#)

Another email finder.

## Trello

<https://trello.com>

A Kanban style workflow app. Start empowering your to-do lists into something that is organised and clear to see and master your productivity.

## IFTTT

<https://ifttt.com/>

Empower your productivity by creating advanced automation workflows to make your work smarter and automate the boring things.

## Recruiter Nerd

Chrome Web Store > Search > Recruiter Nerd

Automate all your work with LinkedIn network. Send invites, messages with personal information like name, company, school.

## Buffer

<https://buffer.com/>

A social media automation platform, push out your message to every social media at once!

## Prophet Chrome Extension

Chrome Web Store > Search > Prophet

Easy to use chrome plugin which will deep dive a social users account giving more detailed information about them.

## Sortd

<https://www.sortd.com/>

Re-design your gmail UI into a functional and efficient Kanban like interface. Allowing you to create an intuitive and organized workspace.

## Feedly

<https://feedly.com>

For social recruiting, keep on top of the latest news by pluggin your favourite industry blogs into the simple RSS tool.

## Hiretual

<https://hiretual.com/>

A jack of all trade recruitment sourcing plugin, helping make your talent pipeline smart and easy.

## Grammarly

<https://www.grammarly.com/>

Never get caught out by a typo again, this simple plugin will keep a constant eye on your spelling and grammar.

## Auto Text Expander

[Chrome Web Store > Search > Auto Text Expander for Google Chrome](#)

Hack your productivity by creating a series of text-templates which will write themselves out with a quick keyboard shortcut. Don't waste your time writing out the same sentence over and over again.

## Otter

<https://otter.ai>

Generate rich notes for meetings, interviews, lectures, and other important voice conversations with Otter, your AI-powered assistant.

## Octount

<https://octohunt.com/>

A handy search tool for finding developers in Github.

## Dux - Soup LinkedIn Automation

[Chrome Web Store > Search > Dux-Soup](#)

Dux-Soup makes it easy to find, attract and engage with prospects on LinkedIn. It automatically views prospect profiles, endorses skills, follows activity and sends personalized messages on your behalf.

## Yooying

<https://www.yooying.com/>

Search for relevant hashtags around a selected keyword. Allowing you to find events, challenges and location where there may be hidden talent.

## x.ai

<https://x.ai/>

‘Scheduling Sucks’ Advanced AI assistant that can help make scheduling an easier and more efficient process.

## Crystal Knows

<https://www.crystalknows.com/>

“Crystal provides personality assessments, predictions, and coaching tools for people-focused professionals.” A tool which will tell you a persons personality to help you create the right email to resonate with them.

## LinkedIn Sales Navigator

[Chrome Web Store > Search > LinkedIn Sales Navigator](#)

Cross-reference emails with LinkedIn profiles and so much more.

## Calend.ly

<https://calendly.com/>

Another tool which will exponentially increase your time management. Allow your candidates and client to book time with you around them, save the back and forth.

## Slack

<https://slack.com/>

An instant messaging tool for business. Slack has many communities which you can join and search for talent.

## Import.io

<https://www.import.io/>

A fantastic and advanced webscraper tool, pull off lists and information from websites.

## EmailHunter

<https://hunter.io/>

Email verification service. Type in the email you think is right, and emailhunter will test it for you before you send! Similar to Mailtester.com with better UI.

## **Adorito**

[Chrome Web Store > Search > Adorito](#)

Chrome plugin which will Automatically finds email & contact information for any web profile.

## **Amazing Hiring**

<https://amazinghiring.com/>

Search for social media profiles across the web. This tool helps find personal contact information and so much more.

## **Recruitin.net**

<https://recruitin.net/>

Generate Boolean strings. & x-ray search

## **Hubspot Email Tracking**

<https://www.hubspot.com/products/sales/email-tracking>

Find out whether those candidates are actually looking at your emails, Hubspots tool allows email tracking and information.

## AFS

[Chrome Web Store > Search > AFS](#)

Advanced Facebook Search (AFS) is a search tool that allows its users to perform specific graph searches.

## BuiltWith Technology Profiler

[Chrome Web Store > Search > BuiltWith Technology Profiler](#)

Find out what tech a website is built with. Perfect for looking at the tech-stacks of developer projects and portfolios.

## Liiist

[Chrome Web Store > Search > Liiist](#)

Save anything online into smart lists.

## GlossaryTech

[Chrome Web Store > Search > GlossaryTech](#)

Helps to define tech related keywords.

## Instant data scraper

[Chrome Web Store > Search > Instant Data Scraper](#)

Get all the information from a page instantly with this handy chrome plugin.

## DiG

[Chrome Web Store > Search > DiG](#)

Scrape Facebook groups for valuable intel data.

## LinkedIn Helper

[Chrome Web Store > Search > Linked Helper](#)

Use this tool to automate many basic LinkedIn tasks.

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