



# Sourcing Hacks

## Volume 1

# 1 GITHUB EMAIL SOURCING #1

Find any GitHub commit of the developer you are interested in. Click the commit name to open the commit page.  
Add **.PATCH** to the end of the page address in the address bar.

Search (Ctrl+F) “@”. Get the developer’s email.



The screenshot shows a GitHub commit page for a PostgreSQL commit. The URL in the browser's address bar is <https://github.com/postgres/pgweb/commit/d31728044e3cf08c6ded32f613f80b5d5ce7d67a.patch>. A red box highlights the ".patch" suffix. The page content displays the commit details and the diff between two versions of the file `templates/pages/download/linux/ubuntu.html`. The diff shows the addition of an `<h2>PostgreSQL Apt Repository</h2>` section and a dropdown menu for selecting Ubuntu versions. The developer's email, `Magnus Hagander <...@hagander.net>`, is visible in the commit message.

```
From d31728044e3cf08c6ded32f613f80b5d5ce7d67a Mon Sep 17 00:00:00 2001
From: Magnus Hagander <...@hagander.net>
Date: Sun, 23 Oct 2016 13:13:18 +0200
Subject: [PATCH] Remove reference to Ubuntu 15.10 for apt.postgresql.org

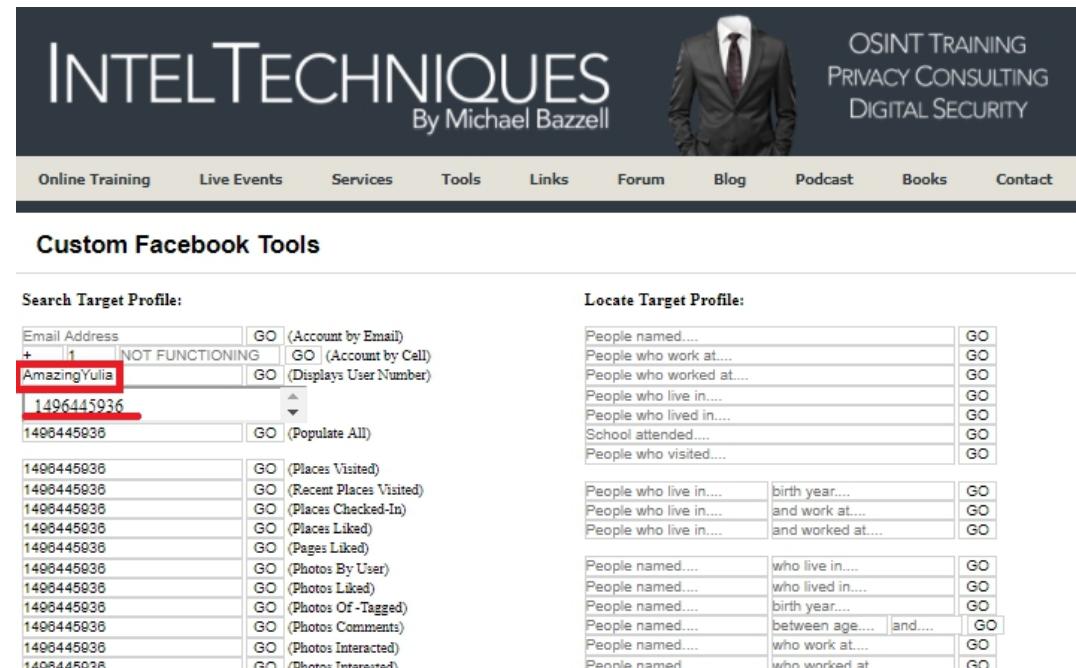
-- 
@@ -63,7 +63,6 @@ <h2>PostgreSQL Apt Repository</h2>
 <select id="field.series" name="field.series" onchange='updateSeries(this);'>
   <option selected="selected" value="YOUR_UBUNTU_VERSION_HERE">Choose your Ubuntu version</option>
   <option value="xenial">Xenial (16.04)</option>
-  <option value="wily">Wily Werewolf (15.10)</option>
   <option value="trusty">Trusty (14.04)</option>
   <option value="precise">Precise (12.04)</option>
 </select>
```

## 2 FACEBOOK SOURCING SWISS KNIFE

Go to <https://inteltechniques.com/osint/facebook.html>. You will find yourself on the page of Custom Facebook Tools of IntelTechniques.

Paste Facebook user name (from the address bar on the Facebook profile page) into the FB User Name field, get the user number and populate all the fields with this number.

You will get all the information that can ever be found on Facebook in one click.



The screenshot shows the IntelTechniques website with a dark header. The header includes the site's name, a portrait of Michael Bazzell, and links for OSINT TRAINING, PRIVACY CONSULTING, and DIGITAL SECURITY. Below the header is a navigation bar with links for Online Training, Live Events, Services, Tools, Links, Forum, Blog, Podcast, Books, and Contact.

The main content area is titled "Custom Facebook Tools". It features two search boxes: "Search Target Profile:" and "Locate Target Profile:". The "Search Target Profile:" box contains a dropdown menu where "AmazingYulia" has been typed, and "1496445936" is highlighted with a red box. The "Locate Target Profile:" box contains several search terms and their corresponding "GO" buttons.

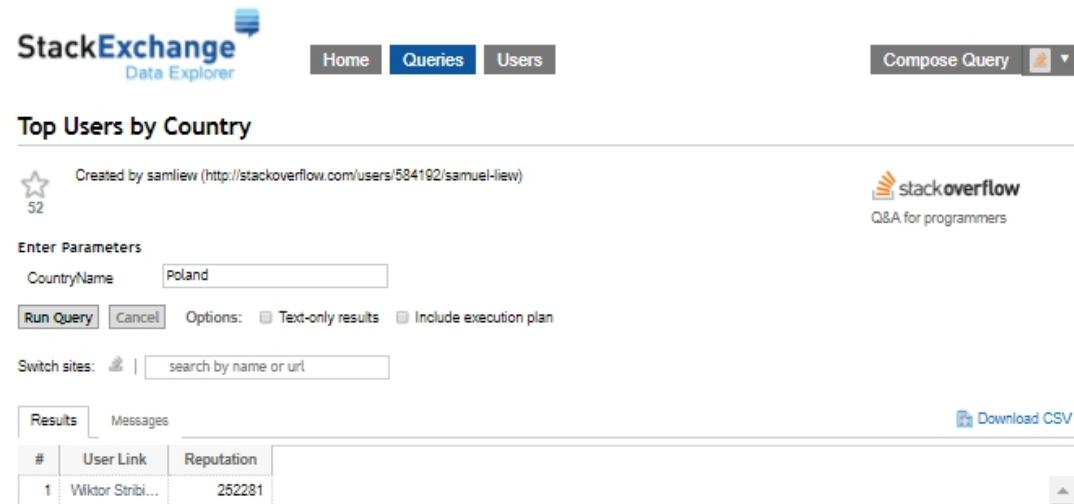
Search Term	Action
People named....	GO
People who work at....	GO
People who worked at....	GO
People who live in....	GO
People who lived in....	GO
School attended....	GO
People who visited....	GO
People who live in....	GO
birth year....	GO
People who live in....	GO
and work at....	GO
People who live in....	GO
and worked at....	GO
People named....	GO
who live in....	GO
People named....	GO
who lived in....	GO
birth year....	GO
People named....	GO
between age.... and....	GO
People named....	GO
who work at....	GO
People named....	GO
who worked at....	GO

# 3 EXPORT ALL STACK OVERFLOW PROFILES BY COUNTRY

Go to <http://bit.ly/2uhr6sU>. You will find yourself on the “Top Users by Country” query page at StackExchange Data Explorer.

Enter the country in the “CountryName” search field at the bottom of the page. Click “Run Query”.

You will get the clickable list of Stack Overflow users ranked by reputation from the country you are interested in. You can also download the list as a CSV file.



The screenshot shows the StackExchange Data Explorer interface. At the top, there's a navigation bar with 'Home', 'Queries', and 'Users' buttons. To the right is a 'Compose Query' button. Below the navigation, the title 'Top Users by Country' is displayed. A note indicates the query was created by samliew (<http://stackoverflow.com/users/584192/samuel-liew>). The search parameters show 'CountryName' set to 'Poland'. There are 'Run Query' and 'Cancel' buttons, along with 'Options' checkboxes for 'Text-only results' and 'Include execution plan'. A 'switch sites' dropdown and a search bar are also present. The results section shows a table with one row, where Wiktor Stribi... has a Reputation of 252281. A 'Download CSV' button is located at the bottom right of the results table.

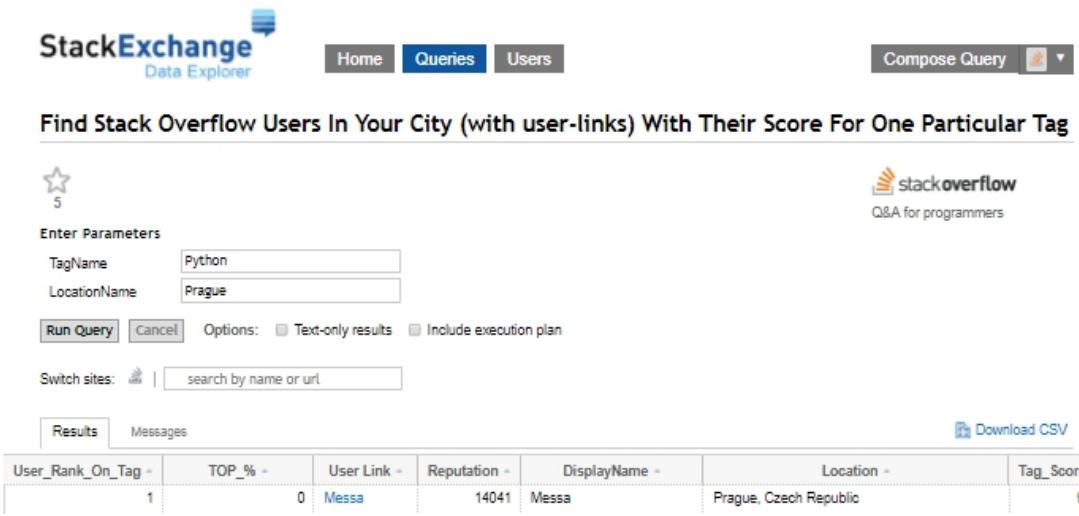
#	User Link	Reputation
1	Wiktor Stribi...	252281

## 4 EXPORT ALL STACK OVERFLOW PROFILES BY LOCATION AND SKILL

Go to <http://bit.ly/2ylrP6P>. You will find yourself on the “Find Stack Overflow Users in Your City (with user-links) With Their Score For One Particular Tag” query page at StackExchange Data Explorer.

Enter the skill in the “TagName” search field and the city you are interested in in the “LocationName” search field at the bottom of the page. Click “Run Query”.

You will get the clickable list of Stack Overflow users ranked by the tag score from the city you are interested in. You will also see the reputation and the ranking position of the users. The list can be downloaded as a CSV file.



The screenshot shows the Stack Exchange Data Explorer interface. At the top, there are tabs for Home, Queries, and Users, with 'Queries' being the active tab. A 'Compose Query' button is on the right. Below the tabs, the title of the query is 'Find Stack Overflow Users In Your City (with user-links) With Their Score For One Particular Tag'. The query parameters are set to 'TagName: Python' and 'LocationName: Prague'. There are options for 'Text-only results' and 'Include execution plan', both of which are unchecked. A 'Run Query' button is visible. Below the parameters, there's a 'Switch sites:' dropdown and a search bar. The main area shows a table titled 'Results' with one row. The row contains columns for User\_Rank\_On\_Tag (1), TOP\_% (0), User Link (Messa), Reputation (14041), DisplayName (Messa), Location (Prague, Czech Republic), and Tag\_Score (€). A 'Download CSV' button is at the bottom right of the table.

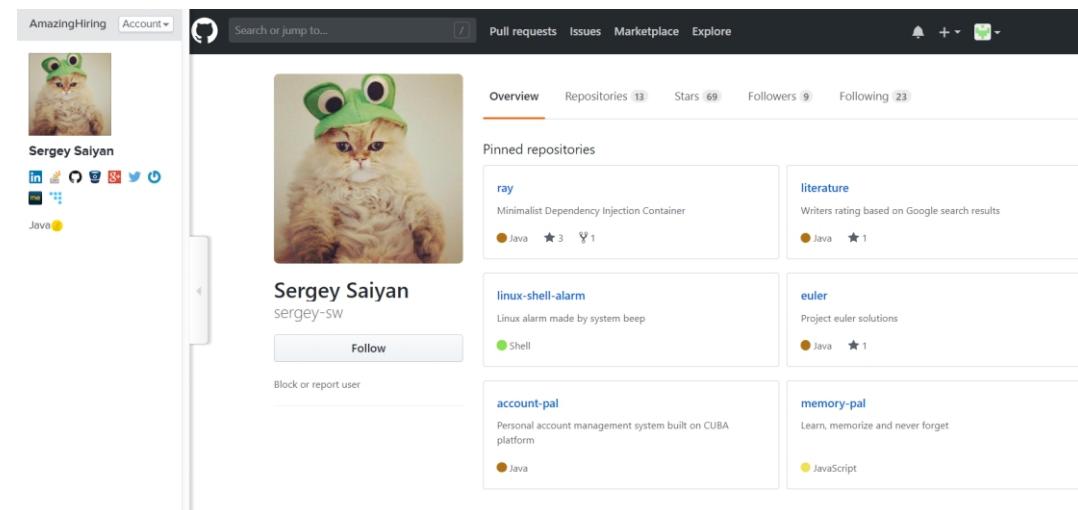
User_Rank_On_Tag	TOP_%	User Link	Reputation	DisplayName	Location	Tag_Score
1	0	Messa	14041	Messa	Prague, Czech Republic	€

# 5 AMAZINGHIRING PLUGIN

AmazingHiring free Chrome extension helps to see the candidate's social footprint and professional background.

The plugin activates automatically when you browse candidates' profile pages on social networks (Facebook, Twitter and etc.) and developers' resources like Github.

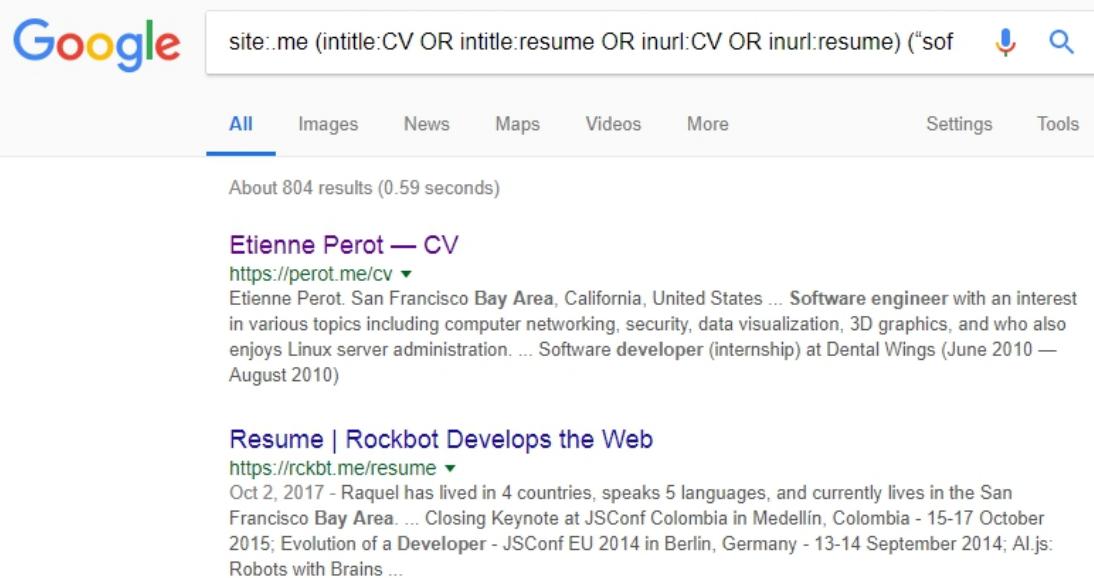
In the window on the left plugin shows you other accounts of the candidate and when you click on the icons you go straight to the needed page. You can also see the information about candidate's achievements on the developers' resources.



# 6 PERSONAL WEBSITES SEARCH

Use this X-Ray string to find CVs posted on the personal websites by position and location:

**site:.me (intitle:CV OR intitle:resume OR inurl:CV OR  
inurl:resume) ("SOFTWARE ENGINEER" OR DEVELOPER)  
"BAY AREA"**



The screenshot shows a Google search results page. The search query is "site:.me (intitle:CV OR intitle:resume OR inurl:CV OR inurl:resume) ("SOFTWARE ENGINEER" OR DEVELOPER) "BAY AREA"". The results show two entries:

- Etienne Perot — CV**  
<https://perot.me/cv> ▾  
Etienne Perot. San Francisco Bay Area, California, United States ... Software engineer with an interest in various topics including computer networking, security, data visualization, 3D graphics, and who also enjoys Linux server administration. .... Software developer (internship) at Dental Wings (June 2010 — August 2010)
- Resume | Rockbot Develops the Web**  
<https://rckbt.me/resume> ▾  
Oct 2, 2017 - Raquel has lived in 4 countries, speaks 5 languages, and currently lives in the San Francisco Bay Area. .... Closing Keynote at JSConf Colombia in Medellín, Colombia - 15-17 October 2015; Evolution of a Developer - JSConf EU 2014 in Berlin, Germany - 13-14 September 2014; AI.js: Robots with Brains ...

# 7 ANDROID DEVELOPERS' LINKEDIN PROFILES

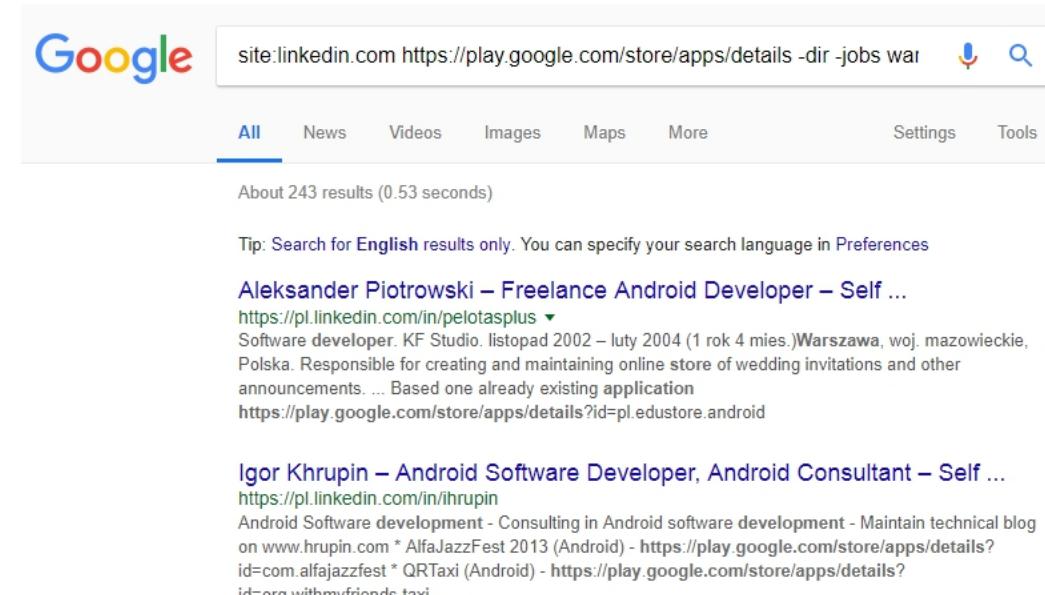
Use this X-ray string to find Linkedin profiles of Android developers by location and position:

**site:linkedin.com**

**https://play.google.com/store/apps/details -dir -jobs**

**WARSAW DEVELOPER**

\*<https://play.google.com/store/apps/details> - The typical link developers display on their Linkedin profile as a portfolio application on Google Play

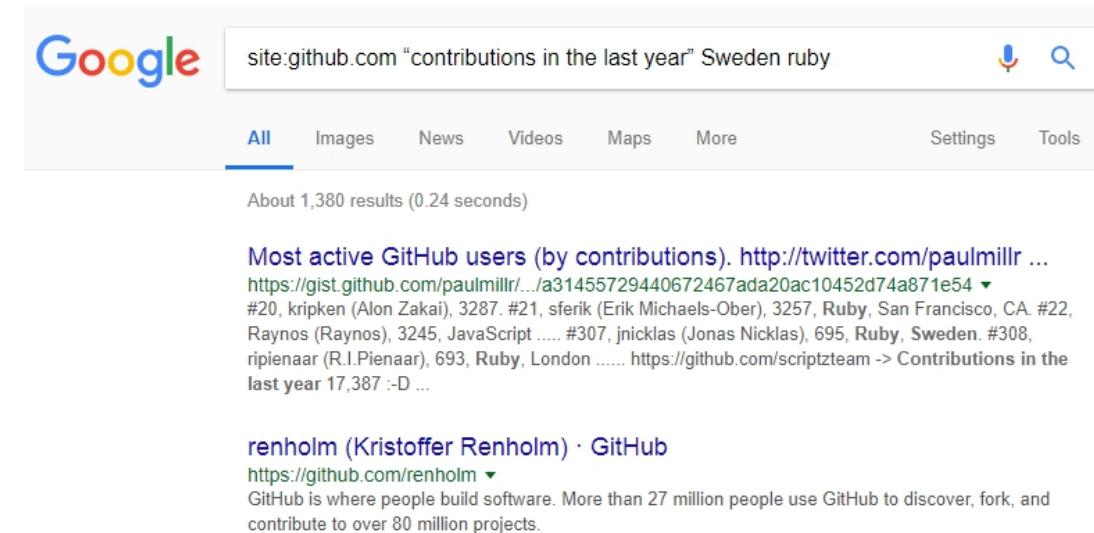


The screenshot shows a Google search results page. The search query in the bar is "site:linkedin.com https://play.google.com/store/apps/details -dir -jobs war". The results are filtered under the "All" tab, showing 243 results found in 0.53 seconds. A tip at the top says "Tip: Search for English results only. You can specify your search language in Preferences". The first result is for "Aleksander Piotrowski – Freelance Android Developer – Self ...". It includes a link to his LinkedIn profile (<https://pl.linkedin.com/in/pelotaspis>) and a snippet about him being a Software developer at KF Studio from November 2002 to February 2004, responsible for creating and maintaining an online store for wedding invitations. The second result is for "Igor Khrupin – Android Software Developer, Android Consultant – Self ...". It includes a link to his LinkedIn profile (<https://pl.linkedin.com/in/ihrupin>) and a snippet about him consulting in Android software development, maintaining a technical blog, and working on projects like AlfaJazzFest 2013 and QR Taxi.

# 8 GITHUB X-RAY

Use this X-Ray string to find developers' profiles on GitHub by location and skill:

**site:github.com “contributions in the last year” SWEDEN  
RUBY**



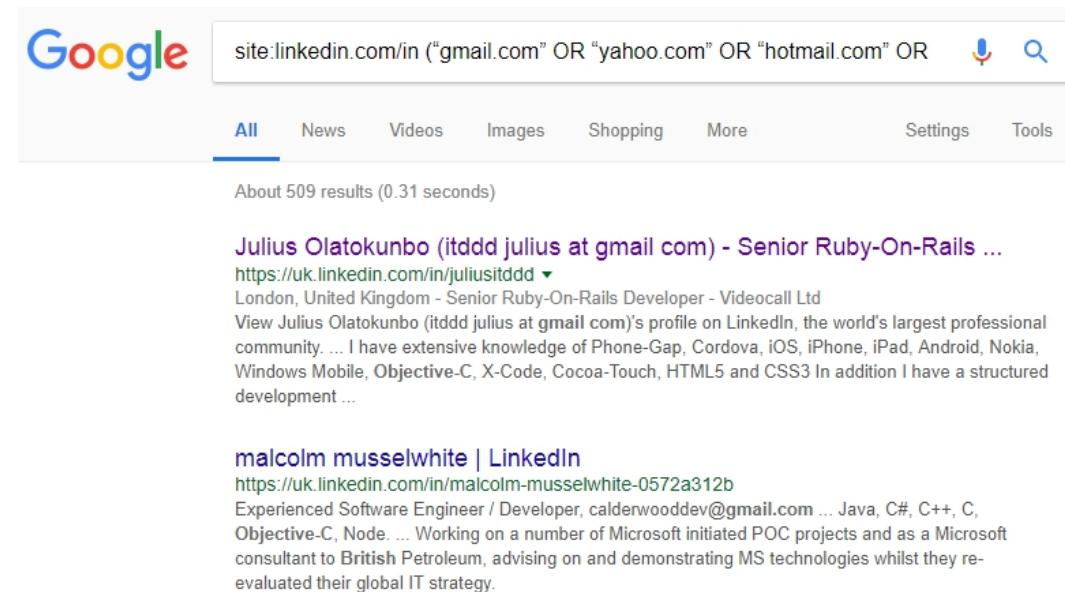
Google search results for the query "site:github.com “contributions in the last year” Sweden ruby". The results page shows the following information:

- Search bar: site:github.com “contributions in the last year” Sweden ruby
- Navigation bar: All, Images, News, Videos, Maps, More, Settings, Tools
- Results count: About 1,380 results (0.24 seconds)
- Top result: Most active GitHub users (by contributions). <http://twitter.com/paulmillr...>  
https://gist.github.com/paulmillr/.../a31455729440672467ada20ac10452d74a871e54 ▾  
#20, kripken (Alon Zakai), 3287. #21, sferik (Erik Michaels-Ober), 3257, Ruby, San Francisco, CA. #22, Raynos (Raynos), 3245, JavaScript ..... #307, jnicklas (Jonas Nicklas), 695, Ruby, Sweden. #308, ripienaar (R.I.Pienaar), 693, Ruby, London ..... https://github.com/scriptzteam -> Contributions in the last year 17,387 :-D ...
- Second result: renholm (Kristoffer Renholm) · GitHub  
<https://github.com/renholm> ▾  
GitHub is where people build software. More than 27 million people use GitHub to discover, fork, and contribute to over 80 million projects.

# 9 LINKEDIN PROFILES WITH EMAIL

Use this X-Ray String to find Linkedin profiles with publicly available emails by location and skill:

**site:linkedin.com/in (“gmail.com” OR “yahoo.com” OR “hotmail.com” OR “icloud.com”) UK “OBJECTIVE-C”**



The screenshot shows a Google search results page for the query "site:linkedin.com/in ("gmail.com" OR "yahoo.com" OR "hotmail.com" OR "icloud.com") UK "OBJECTIVE-C"". The search bar at the top contains the query. Below it, the Google logo is followed by the search bar. The navigation bar includes "All", "News", "Videos", "Images", "Shopping", "More", "Settings", and "Tools". A message indicates "About 509 results (0.31 seconds)". The first result is for "Julius Olatokunbo (itddd julius at gmail com) - Senior Ruby-On-Rails ...". It includes a link to his LinkedIn profile and a snippet of his bio mentioning "Senior Ruby-On-Rails Developer - Videocall Ltd" and "View Julius Olatokunbo (itddd julius at gmail com)'s profile on LinkedIn, the world's largest professional community. ... I have extensive knowledge of Phone-Gap, Cordova, iOS, iPhone, iPad, Android, Nokia, Windows Mobile, Objective-C, X-Code, Cocoa-Touch, HTML5 and CSS3 In addition I have a structured development ...". The second result is for "malcolm musselwhite | LinkedIn", with a link to his profile and a snippet about him being an "Experienced Software Engineer / Developer, calderwooddev@gmail.com ... Java, C#, C++, C, Objective-C, Node. ... Working on a number of Microsoft initiated POC projects and as a Microsoft consultant to British Petroleum, advising on and demonstrating MS technologies whilst they re-evaluated their global IT strategy."

# 10 GITHUB EMAIL SOURCING #2

Paste a username into the link in the address bar: <http://api.github.com/users/USERNAME/events/public>

Search (Ctrl+F) “mail” or “@”. Get the user’s email.

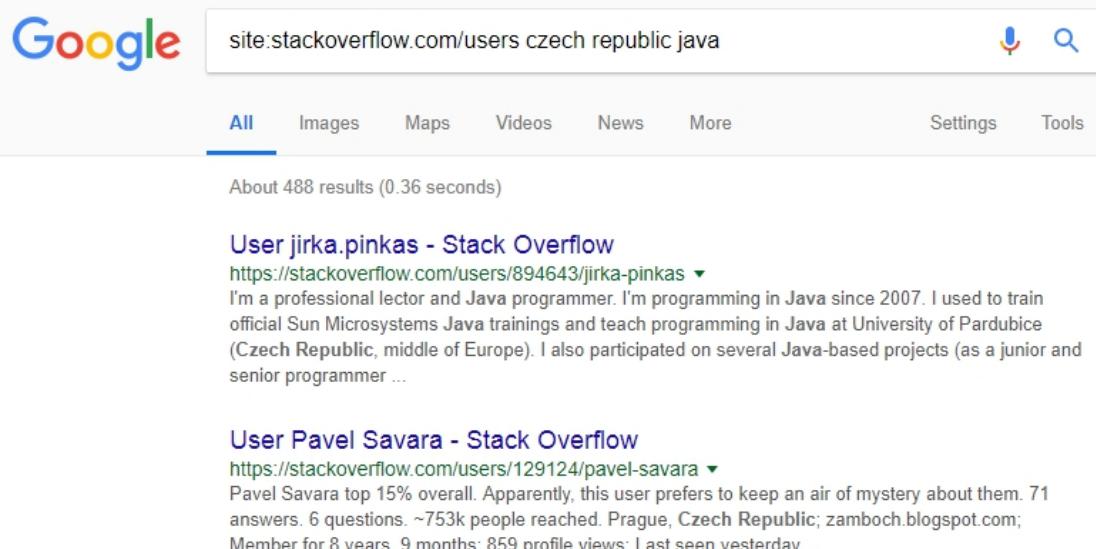


```
[{"id": "7493397206", "type": "PushEvent", "actor": { "id": 12372818, "login": "sergey-sw", "display_login": "sergey-sw", "gravatar_id": "", "url": "https://api.github.com/users/sergey-sw", "avatar_url": "https://avatars.githubusercontent.com/u/12372818?" }, "repo": { "id": 52747695, "name": "sergey-sw/literature", "url": "https://api.github.com/repos/sergey-sw/literature" }, "payload": { "push_id": 2464461111, "size": 1, "distinct_size": 1, "ref": "refs/heads/master", "head": "c6484b756bd864169b141b27309c61ddbe41088c", "before": "e6b6dc300eb2abd9d7c9cb1071f7d99dbb9e3564", "commits": [ { "sha": "c6484b756bd864169b141b27309c61ddbe41088c", "author": { "email": "sergey....@gmail.com" } } ] }}
```

# 11 STACK OVERFLOW X-RAY

Use this X-Ray string to find developers' profiles on Stack Overflow by location and skill:

**site:stackoverflow.com/users CZECH REPUBLIC JAVA**



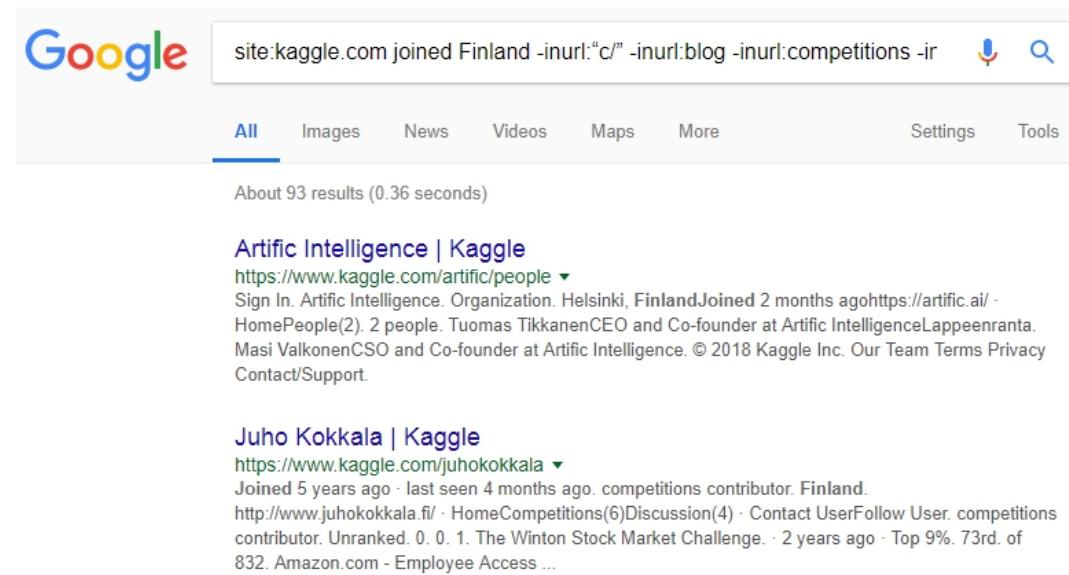
Google search results for the query "site:stackoverflow.com/users CZECH REPUBLIC JAVA". The results page shows two user profiles:

- User jirka.pinkas - Stack Overflow**  
<https://stackoverflow.com/users/894643/jirka-pinkas> ▾  
I'm a professional lector and Java programmer. I'm programming in Java since 2007. I used to train official Sun Microsystems Java trainings and teach programming in Java at University of Pardubice (Czech Republic, middle of Europe). I also participated on several Java-based projects (as a junior and senior programmer ...)
- User Pavel Savara - Stack Overflow**  
<https://stackoverflow.com/users/129124/pavel-savara> ▾  
Pavel Savara top 15% overall. Apparently, this user prefers to keep an air of mystery about them. 71 answers. 6 questions. ~753k people reached. Prague, Czech Republic; zamboch.blogspot.com; Member for 8 years, 9 months; 859 profile views; Last seen yesterday ...

# 12 KAGGLE X-RAY

Use this X-Ray string to find developers' profiles on Kaggle by location:

**site:kaggle.com joined FINLAND -inurl:"c/" -inurl:blog  
-inurl:competitions -inurl:organizations -inurl:kernels  
-inurl:discussion -inurl:followers -inurl:general**



Google search results for the query "site:kaggle.com joined Finland -inurl:c/ -inurl:blog -inurl:competitions -inurl:organizations -inurl:kernels -inurl:discussion -inurl:followers -inurl:general". The results show 93 results found in 0.36 seconds. The top result is for Artific Intelligence | Kaggle, followed by Juho Kokkala | Kaggle.

site:kaggle.com joined Finland -inurl:c/ -inurl:blog -inurl:competitions -inurl:organizations -inurl:kernels -inurl:discussion -inurl:followers -inurl:general

All Images News Videos Maps More Settings Tools

About 93 results (0.36 seconds)

**Artific Intelligence | Kaggle**  
<https://www.kaggle.com/artific/people> ▾  
Sign In. Artific Intelligence. Organization. Helsinki, FinlandJoined 2 months agohttps://artific.ai/ · HomePeople(2). 2 people. Tuomas TikkanenCEO and Co-founder at Artific IntelligenceLappeenranta. Masi ValkonenCSO and Co-founder at Artific Intelligence. © 2018 Kaggle Inc. Our Team Terms Privacy Contact/Support.

**Juho Kokkala | Kaggle**  
<https://www.kaggle.com/juhokokkala> ▾  
Joined 5 years ago · last seen 4 months ago. competitions contributor. Finland.  
<http://www.juhokokkala.fi/> · HomeCompetitions(6)Discussion(4) · Contact UserFollow User. competitions contributor. Unranked. 0. 0. 1. The Winton Stock Market Challenge. · 2 years ago · Top 9%. 73rd. of 832. Amazon.com - Employee Access ...

# 13 CV SOURCING ON BEHANCE

Use this X-Ray string to find CVs posted on Behance by location:

**site:behance.net “work experience” NETHERLANDS  
-inurl:following -inurl:“collections\_following” -  
inurl:appreciated -inurl:followers**



site:behance.net “work experience” Netherlands -inurl:following -inurl:“collections\_following” -inurl:appreciated -inurl:followers

All Images Maps News Videos More Settings Tools

About 2,600 results (0.39 seconds)

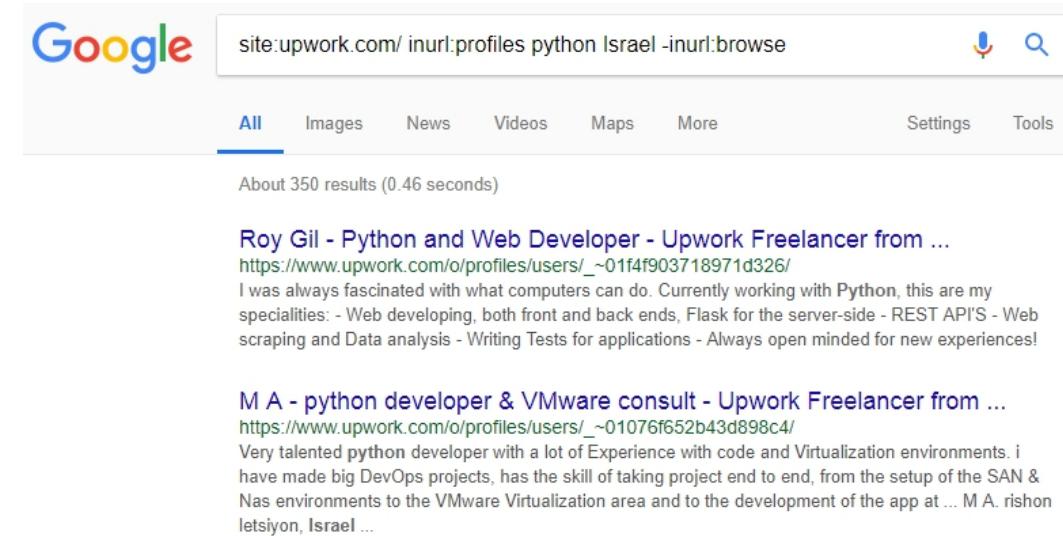
**Behance :: Work Experience**  
<https://www.behance.net/coenpohl/resume>  
Uncover. Creative Designer. Creating concepts & vector based illustrations which were lasercut into MacBooks. March 2012 - March 2013 Amsterdam, Netherlands ...

**Behance :: Work Experience**  
<https://www.behance.net/rutgergroothedde/resume>  
Rutger Groothedde. Entrepreneur at rutgergroothedde.nl. behance@rutgergroothedde.nl  
www.rutgergroothedde.nl. Work Experience. Mediavisie. Netherlands. Mediagroothedde. Netherlands. Studentenontwerp. Netherlands. Creative Builders. Netherlands. Broad Communications. Netherlands. Cibap Business. Netherlands.

# 14 UPWORK X-RAY

Use this X-Ray string to find Upwork profiles by skill and location:

**site:upwork.com/ inurl:profiles PYTHON ISRAEL - inurl:browse**



site:upwork.com/ inurl:profiles python Israel -inurl:browse

All Images News Videos Maps More Settings Tools

About 350 results (0.46 seconds)

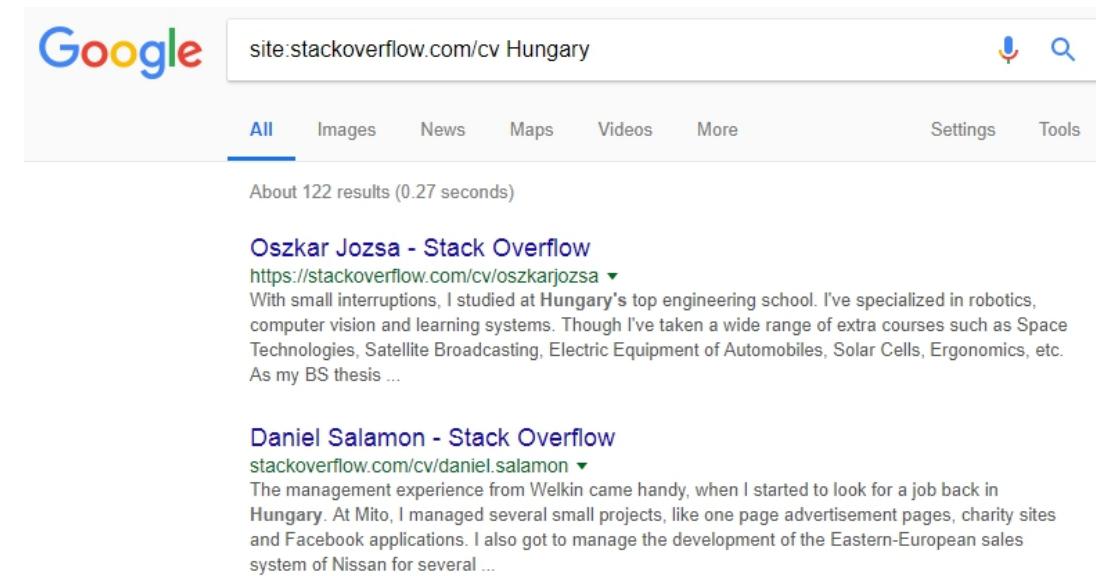
Roy Gil - Python and Web Developer - Upwork Freelancer from ...  
[https://www.upwork.com/o/profiles/users/\\_~01f4f903718971d326/](https://www.upwork.com/o/profiles/users/_~01f4f903718971d326/)  
I was always fascinated with what computers can do. Currently working with Python, this are my specialities: - Web developing, both front and back ends, Flask for the server-side - REST API'S - Web scraping and Data analysis - Writing Tests for applications - Always open minded for new experiences!

M A - python developer & VMware consult - Upwork Freelancer from ...  
[https://www.upwork.com/o/profiles/users/\\_~01076f652b43d898c4/](https://www.upwork.com/o/profiles/users/_~01076f652b43d898c4/)  
Very talented python developer with a lot of Experience with code and Virtualization environments. i have made big DevOps projects, has the skill of taking project end to end, from the setup of the SAN & Nas environments to the VMware Virtualization area and to the development of the app at ... M A. rishon letsyon, Israel ...

# 15 CV SOURCING ON STACK OVERFLOW

Use this X-Ray string to find CVs posted on Stack Overflow by location:

**site:stackoverflow.com/cv HUNGARY**



A screenshot of a Google search results page. The search query is "site:stackoverflow.com/cv Hungary". The results show two entries:

- Oszkar Jozsa - Stack Overflow**  
<https://stackoverflow.com/cv/oszkarjozsa> ▾  
With small interruptions, I studied at Hungary's top engineering school. I've specialized in robotics, computer vision and learning systems. Though I've taken a wide range of extra courses such as Space Technologies, Satellite Broadcasting, Electric Equipment of Automobiles, Solar Cells, Ergonomics, etc. As my BS thesis ...
- Daniel Salamon - Stack Overflow**  
<https://stackoverflow.com/cv/daniel.salamon> ▾  
The management experience from Welkin came handy, when I started to look for a job back in Hungary. At Mito, I managed several small projects, like one page advertisement pages, charity sites and Facebook applications. I also got to manage the development of the Eastern-European sales system of Nissan for several ...

# 16 VISUALCV AND CVMAKER SOURCING

Use this X-ray string to find CVs posted on VisualCV by skill and location:

**site:visualcv.com QA IRELAND**

Also works for CVMaker:

**site:cvmkr.com JAVA SWEDEN**



A screenshot of a Google search results page. The search bar contains the query "site:visualcv.com QA Ireland". Below the search bar, the "All" tab is selected, along with other options like Images, Maps, News, Videos, More, Settings, and Tools. The results section shows a snippet for Felix Gladitz, followed by another snippet for David Mulhall.

site:visualcv.com QA Ireland

All Images Maps News Videos More Settings Tools

About 66 results (0.32 seconds)

Felix Gladitz - QA Game Test Engineer, Activision Ireland Ltd ...  
<https://www.visualcv.com/fgladitz>  
May 2009 - Present: QA Game Test Engineer, Activision Ireland Ltd.. May 2008 - Oct 2008: QA Game Test Engineer, Lionbridge International. May 2007 - Dec 2007: QA Game Test Engineer, Bigpoint. May 2007 - Dec 2007: Customer Support / Localizer, Bigpoint. Jan 2007 - May 2007: Junior Licensing Manager, Bigpoint.

David Mulhall - Office Ninja / Optimisation Specialist - VisualCV  
<https://www.visualcv.com/davidmulhallninja>  
Apr 29, 2016 - Apr 2004 - Present: Officer Supervisor, G4S Ireland. Mar 2015 - Present: Manual QA, Fierce Fun Interactive. Dec 2002 - Mar 2004: Supervisor, Statoil Taylors lane. - Clonsilla, D.

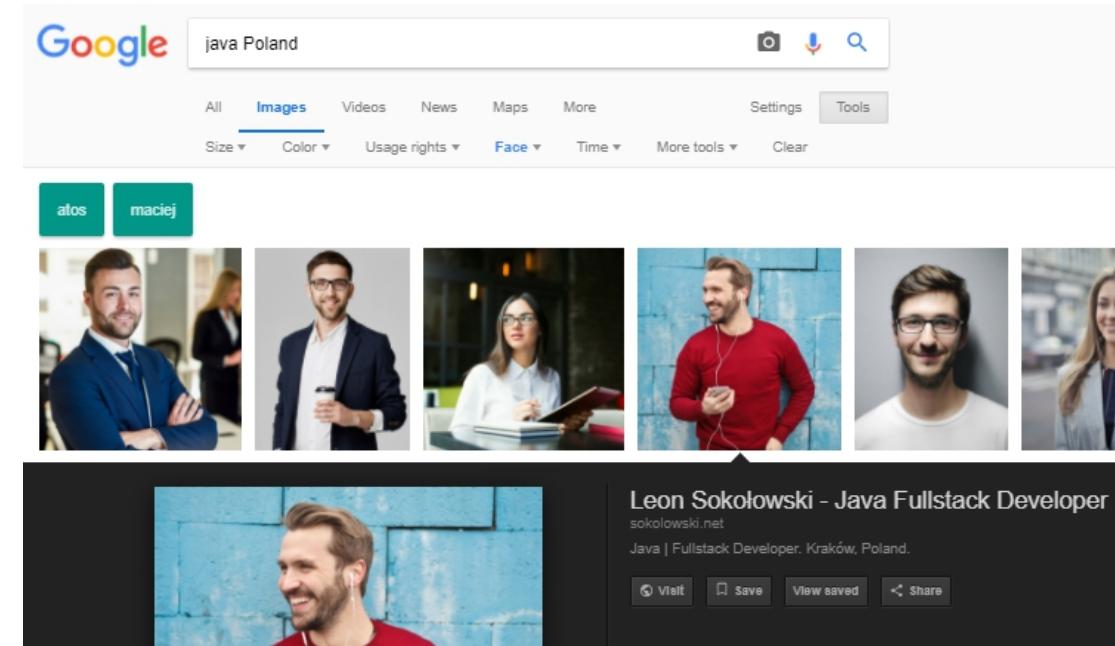
# 17 GOOGLE FACES SEARCH

Type skill and location into the Google search field:

**JAVA POLAND**

Follow the algorithm: images → tools → type → face.

Follow the links to find the source of photos and get new candidates.

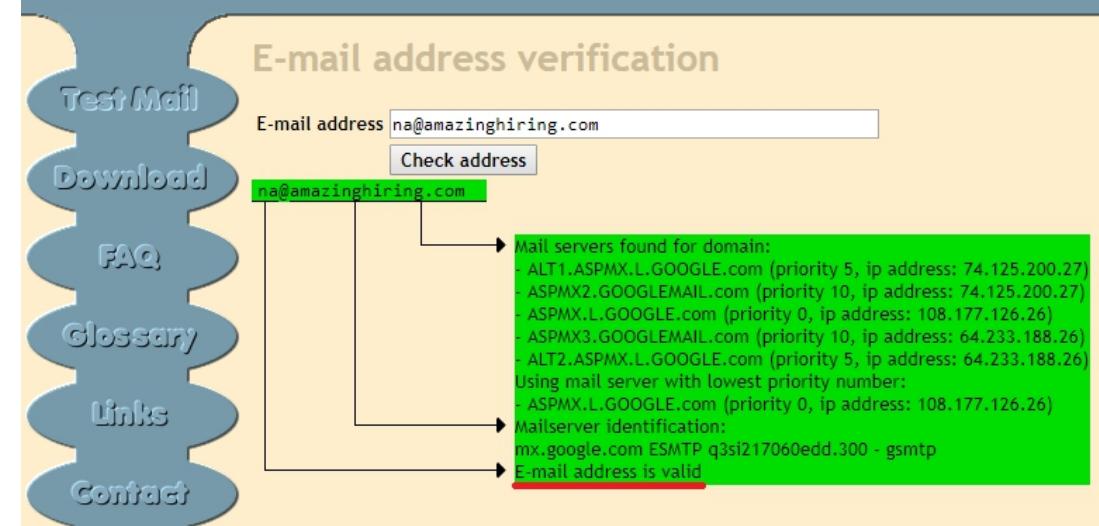


# 18 MAILTESTER.COM

Use [MailTester](#) to verify the candidate's email that you have found or generated yourself.

The service will check whether the email is valid.

## MailTester.com



The screenshot shows the MailTester.com website interface. On the left, there is a vertical menu with rounded blue buttons containing white text: "Test Mail", "Download", "FAQ", "Glossary", "Links", and "Contact". The main content area has a light blue header with the text "E-mail address verification". Below the header, there is an input field containing the email address "na@amazinghiring.com" and a "Check address" button. To the right of the input field, the results are displayed in a green box:

- Mail servers found for domain:
  - ALT1.ASPMX.L.GOOGLE.com (priority 5, ip address: 74.125.200.27)
  - ASPMX2.GOOGLEMAIL.com (priority 10, ip address: 74.125.200.27)
  - ASPMX.L.GOOGLE.com (priority 0, ip address: 108.177.126.26)
  - ASPMX3.GOOGLEMAIL.com (priority 10, ip address: 64.233.188.26)
  - ALT2.ASPMX.L.GOOGLE.com (priority 5, ip address: 64.233.188.26)
- Using mail server with lowest priority number:
  - ASPMX.L.GOOGLE.com (priority 0, ip address: 108.177.126.26)
- Mailserver identification:  
mx.google.com ESMTP q3si217060edd.300 - gsmtp
- E-mail address is valid

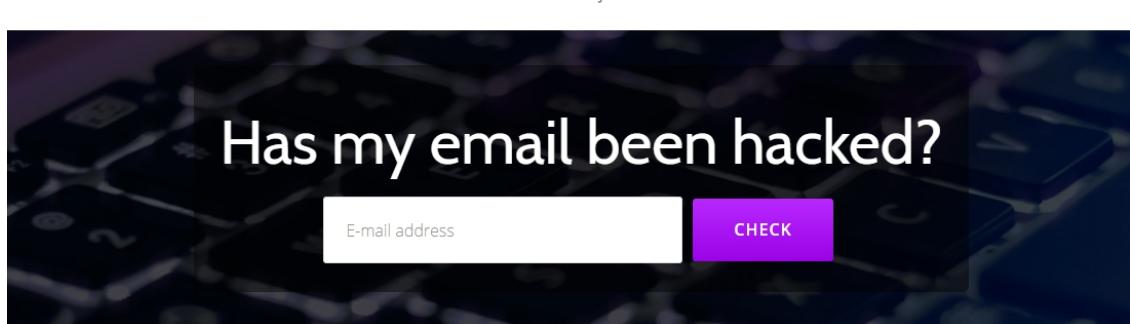


#tool #emailverification

# 19 HACKED EMAILS

Hacked Emails can help you check whether the email you have found or generated yourself has been hacked. If it has been, there is a strong possibility that the email is valid.

[HOME](#)   [CONFIRMED LEAKS](#)   [LATEST DATA LEAKS](#)   [API](#)   [ABOUT THE PROJECT](#)



Has my email been hacked?

E-mail address

CHECK

We have found **10** entries for n.aslikyan@gmail.com

# 20 INTELLIGENCE SEARCH

[Intelligence Search](#) is a free Chrome extension for stalking on Facebook, LinkedIn and Twitter by Shane McCusker.

The extension enables you to find people on Facebook by name, age, gender, location, job, education, their friends, the groups they are members etc. You can also search groups, pages, posts, events and photos using different parameters.

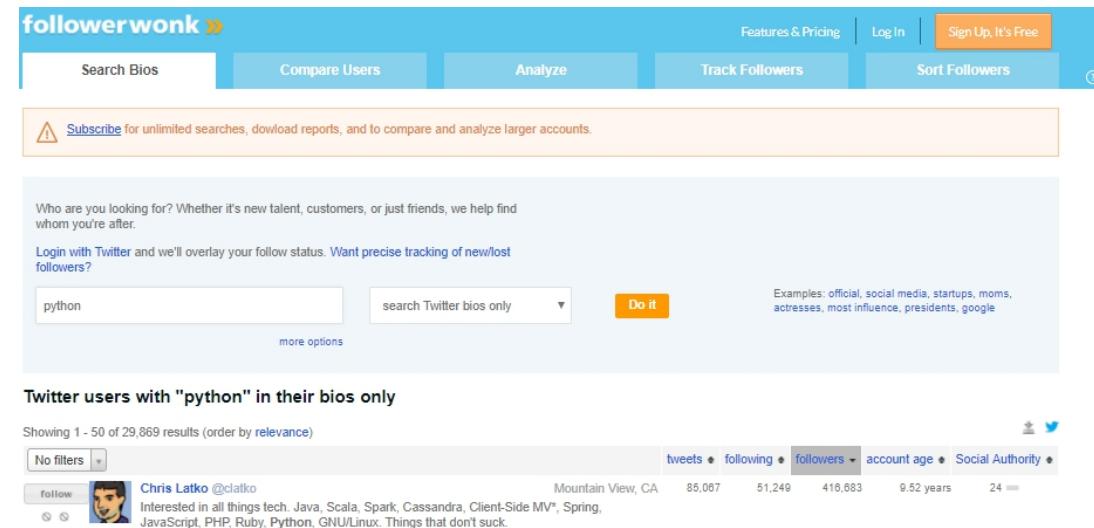
You can search on LinkedIn by location, job title or employer and keywords. And by keywords on Twitter.



# 21 TWITTER BIOS SOURCING

Go to <https://moz.com/followerwonk/bio>. You will find yourself on the Search Bios section on Followerwonk. With the help of this tool you can source candidates on Twitter by mentions of technical skills or IT companies' names in their bios.

Just enter the keywords in the search field to find profiles. You can also use the location filter to narrow the search output.

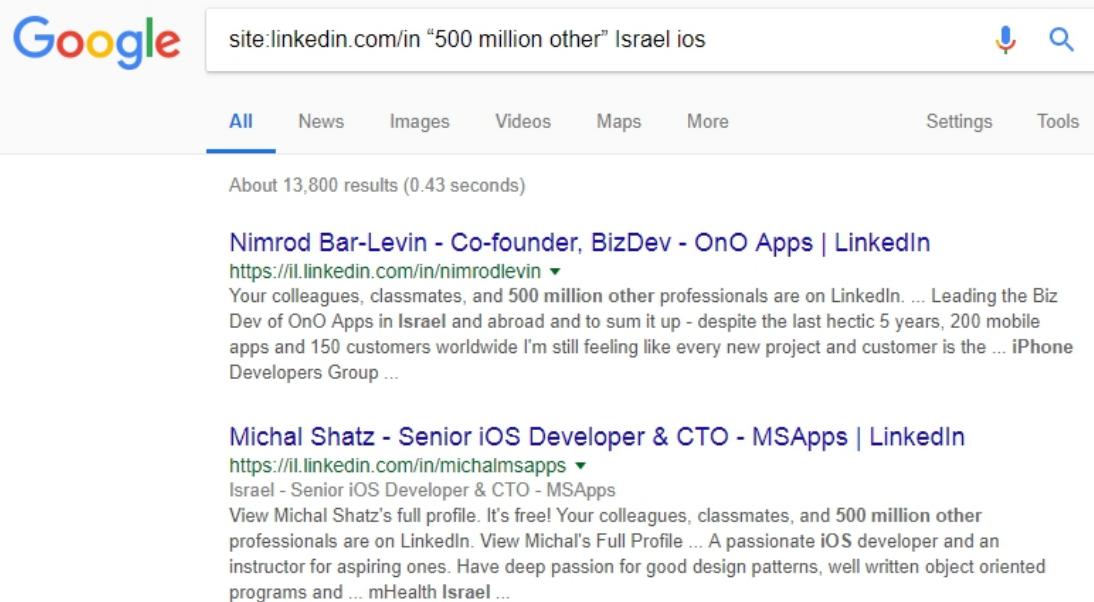


The screenshot shows the Followerwonk interface. At the top, there's a navigation bar with links for 'Features & Pricing', 'Log In', and 'Sign Up, It's Free'. Below the navigation, there are five main tabs: 'Search Bios' (which is active), 'Compare Users', 'Analyze', 'Track Followers', and 'Sort Followers'. A call-to-action button 'Subscribe' is visible above the search form. The search form itself has a placeholder 'python' and a dropdown menu set to 'search Twitter bios only'. To the right of the search form is a 'Do it' button. On the far right of the search bar, there's a note about examples: 'Examples: official, social media, startups, moms, actresses, most influence, presidents, google'. Below the search bar, a heading 'Twitter users with "python" in their bios only' is followed by a sub-heading 'Showing 1 - 50 of 29,869 results (order by relevance)'. A 'No filters' button is present. The first result listed is 'Chris Latko @clatko' from Mountain View, CA, with 85,087 tweets, 51,249 following, 416,683 followers, an account age of 9.52 years, and a social authority of 24. The bio for Chris Latko mentions interests in Java, Scala, Spark, Cassandra, Client-Side MV\*, Spring, JavaScript, PHP, Ruby, Python, and GNU/Linux.

# 22 LINKEDIN ALTERNATIVE X-RAY BY JAN TEGZE

Use this X-Ray string to find Linkedin profiles by location and skill.

**site:linkedin.com/in “500 million other” ISRAEL IOS**



Google search results for the query "site:linkedin.com/in “500 million other” ISRAEL IOS". The search yields approximately 13,800 results in 0.43 seconds. The results include profiles for Nimrod Bar-Levin and Michal Shatz, both described as Senior iOS Developers and CTOs.

site:linkedin.com/in “500 million other” ISRAEL IOS

All News Images Videos Maps More Settings Tools

About 13,800 results (0.43 seconds)

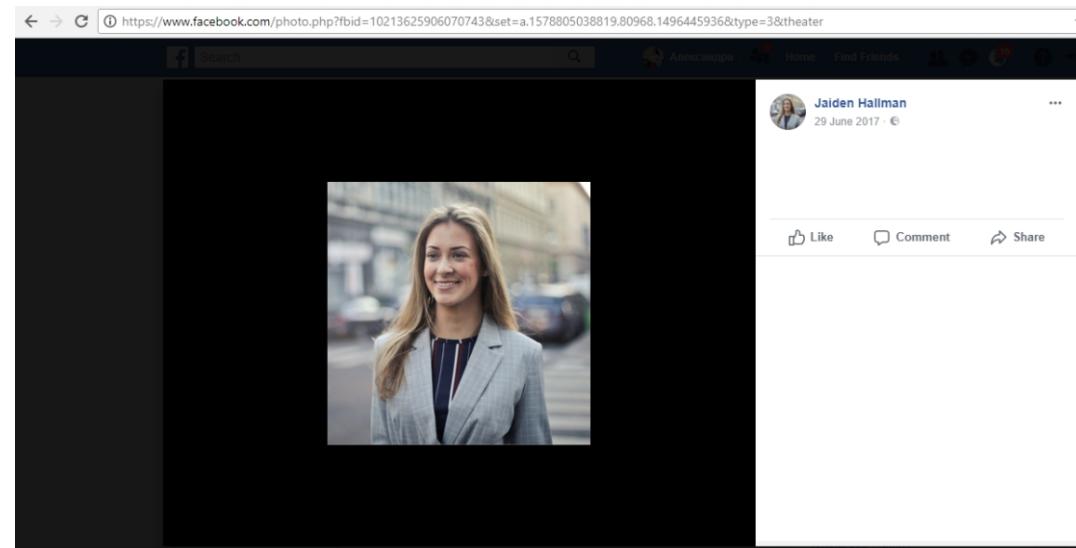
Nimrod Bar-Levin - Co-founder, BizDev - OnO Apps | LinkedIn  
<https://il.linkedin.com/in/nimrodlevin> ▾  
Your colleagues, classmates, and 500 million other professionals are on LinkedIn. ... Leading the Biz Dev of OnO Apps in Israel and abroad and to sum it up - despite the last hectic 5 years, 200 mobile apps and 150 customers worldwide I'm still feeling like every new project and customer is the ... iPhone Developers Group ...

Michal Shatz - Senior iOS Developer & CTO - MSApps | LinkedIn  
<https://il.linkedin.com/in/michalsapps> ▾  
Israel - Senior iOS Developer & CTO - MSApps  
View Michal Shatz's full profile. It's free! Your colleagues, classmates, and 500 million other professionals are on LinkedIn. View Michal's Full Profile ... A passionate iOS developer and an instructor for aspiring ones. Have deep passion for good design patterns, well written object oriented programs and ... mHealth Israel ...

# 23 FACEBOOK IMAGE REVERSE SEARCH

If the name of the picture that you have found on any resource contains the sequence: long number\_long number\_long number\_n  
(e.g.19510496\_10213625906070743\_3364773941770799984\_n), it is probably a picture from Facebook.

Copy the **MIDDLE** number and paste it after facebook.com/ in the Google address bar. You will find the source of the picture.

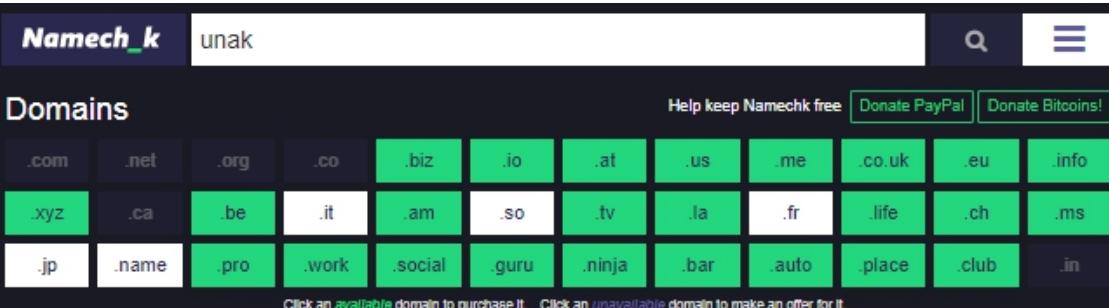


# 24 NAMECH\_K

Namech\_k is a tool to source using nicknames.

If you have found candidate's nickname on any web resource, you can check whether this nickname is used somewhere else.

An alternative way to find different candidate's accounts.

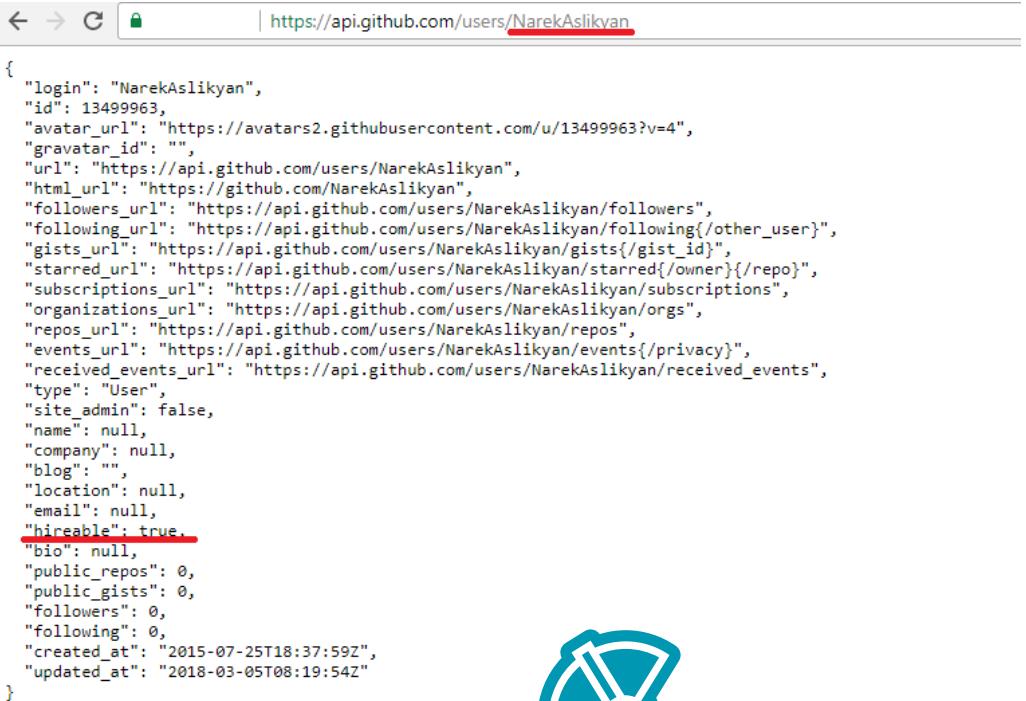


The screenshot shows the Namech\_k search interface. The search term 'unak' is entered in the search bar. Below the search bar, there is a grid of domain suffixes. Some are green (available) and some are white (unavailable). A message at the bottom of the grid says: "Click an available domain to purchase it. Click an unavailable domain to make an offer for it." Above the grid, there is a section titled "Domains". At the top right, there are links to "Help keep Namech free", "Donate PayPal", and "Donate Bitcoins!". Below the grid, there is a banner for "Senetic" which is a "Gold Microsoft Partner". The banner includes the text "Your dedicated IT partner" and a "SEE HOW WE CAN HELP" button. At the bottom, there is a section titled "Usernames" with a button "Have us register your usernames". Below this, there is a grid of social media and service icons, each representing a platform where a user might have an account.

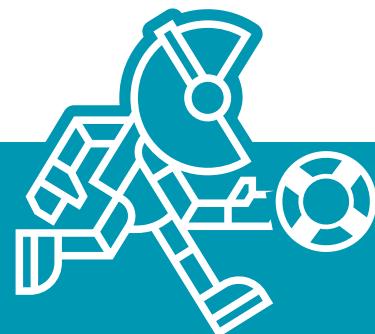
# 25 HIREABLE HACK

Paste a GitHub username into the link in the address bar:  
<https://api.github.com/users/USERNAME>

Find out the developer's status: hireable or unhirable.  
Users set these statuses in the account settings.



```
{  
  "login": "NarekAslikyan",  
  "id": 13499963,  
  "avatar_url": "https://avatars2.githubusercontent.com/u/13499963?v=4",  
  "gravatar_id": "",  
  "url": "https://api.github.com/users/NarekAslikyan",  
  "html_url": "https://github.com/NarekAslikyan",  
  "followers_url": "https://api.github.com/users/NarekAslikyan/followers",  
  "following_url": "https://api.github.com/users/NarekAslikyan/following{/other_user}",  
  "gists_url": "https://api.github.com/users/NarekAslikyan/gists{/gist_id}",  
  "starred_url": "https://api.github.com/users/NarekAslikyan/starred{/owner}{/repo}",  
  "subscriptions_url": "https://api.github.com/users/NarekAslikyan/subscriptions",  
  "organizations_url": "https://api.github.com/users/NarekAslikyan/orgs",  
  "repos_url": "https://api.github.com/users/NarekAslikyan/repos",  
  "events_url": "https://api.github.com/users/NarekAslikyan/events{/privacy}",  
  "received_events_url": "https://api.github.com/users/NarekAslikyan/received_events",  
  "type": "User",  
  "site_admin": false,  
  "name": null,  
  "company": null,  
  "blog": "",  
  "location": null,  
  "email": null,  
  "hireable": true,  
  "bio": null,  
  "public_repos": 0,  
  "public_gists": 0,  
  "followers": 0,  
  "following": 0,  
  "created_at": "2015-07-25T18:37:59Z",  
  "updated_at": "2018-03-05T08:19:54Z"  
}
```



WE ARE HERE TO  
**MAKE IT EASIER**



# Sourcing Hacks

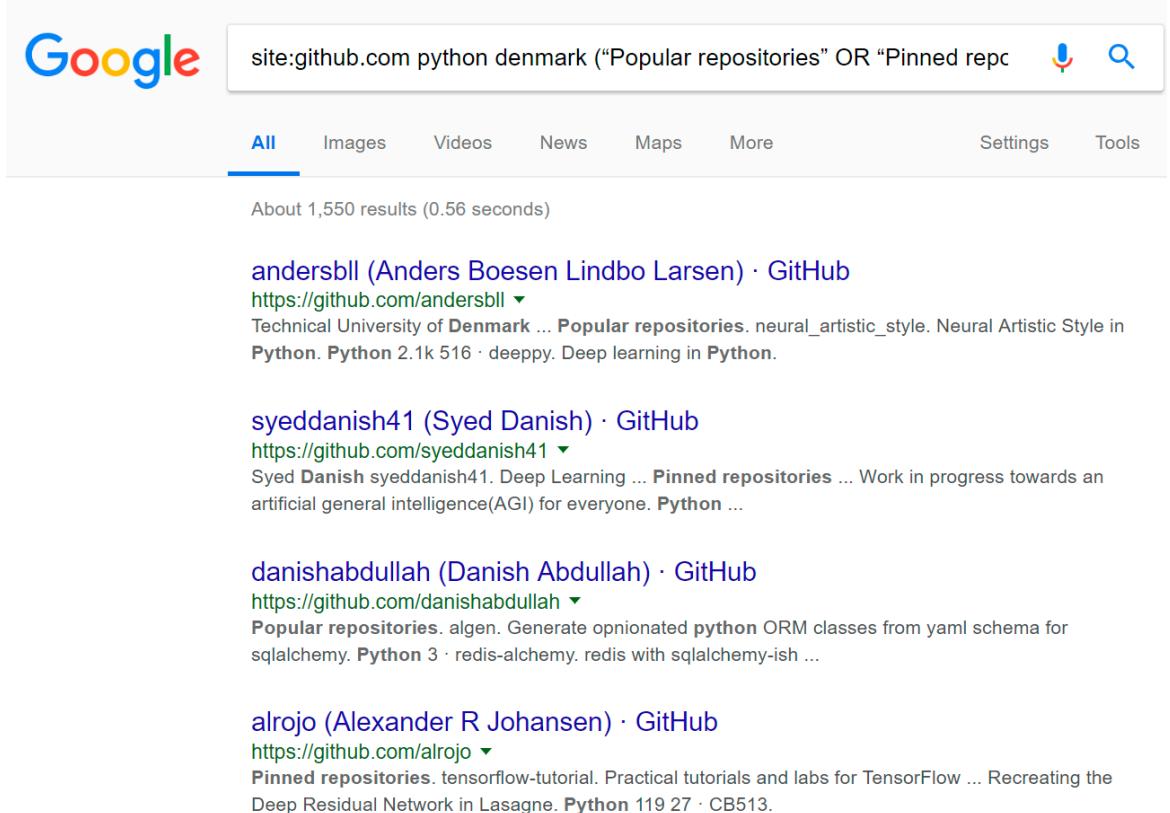
## Volume 2

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# 1 ALTERNATIVE GITHUB X-RAY

Use this X-Ray string to find more developers' profiles on GitHub by skill and location:

**site:github.com JAVA NETHERLANDS**  
("Popular repositories" OR "Pinned repositories") -inurl:overview



A screenshot of a Google search results page. The search query in the bar is "site:github.com python denmark ("Popular repositories" OR "Pinned repositories") -inurl:overview". The results are filtered under the "All" tab, showing approximately 1,550 results found in 0.56 seconds. The first result is for "andersbll (Anders Boesen Lindbo Larsen) · GitHub" with a link to <https://github.com/andersbll>. The second result is for "syeddanhish41 (Syed Danish) · GitHub" with a link to <https://github.com/syeddanhish41>. The third result is for "danishabdullah (Danish Abdullah) · GitHub" with a link to <https://github.com/danishabdullah>. The fourth result is for "alrojo (Alexander R Johansen) · GitHub" with a link to <https://github.com/alrojo>.

#X-ray  
#GitHub

# 2 FACEBOOK USERS WHO LIKE \_ AND WORK AT \_

#Facebook

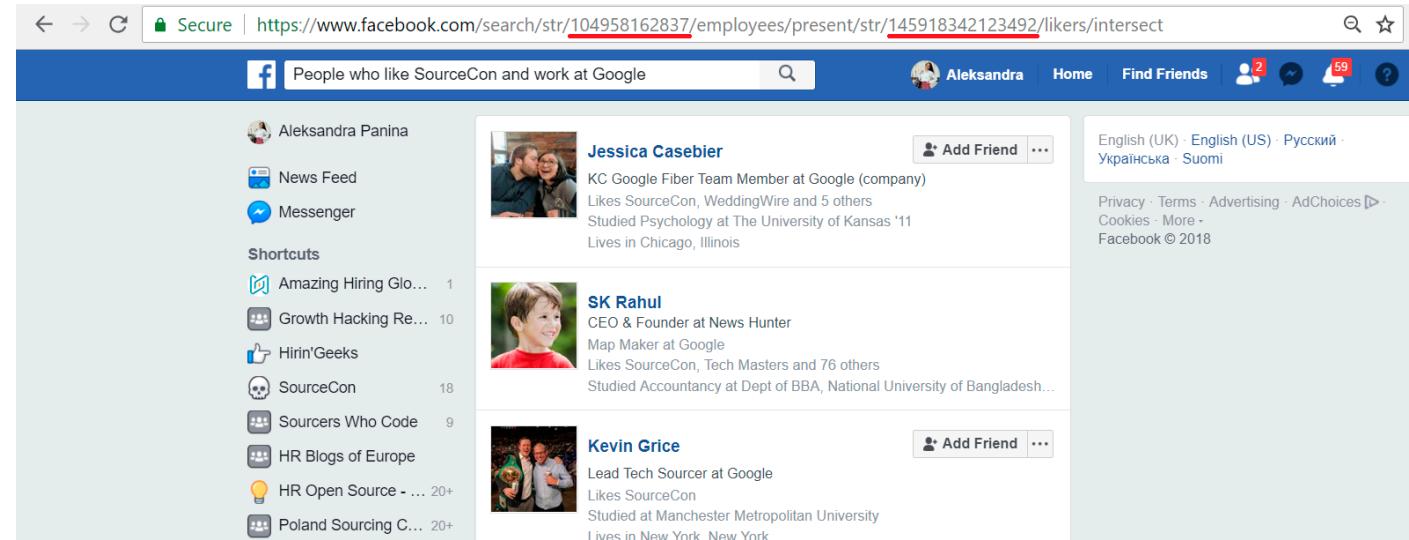
To find all the employees of some company who like a certain page on Facebook, follow the algorithm:

- Open a Facebook company page and click the right mouse button, choose “view page source”
- Search (Ctrl+F) “pageid” and copy the number
- Open another Facebook page you’re interested in, for example, the page of some event. Click the right mouse button, choose “view page source”
- Search (Ctrl+F) “pageid” and copy the number
- Combine the 2 page IDs in the URL:

[https://www.facebook.com/search/str/\*\*104958162837\*\*/employees/present/str/\*\*145918342123492\*\*/likers/intersect](https://www.facebook.com/search/str/104958162837/employees/present/str/145918342123492/likers/intersect)

\*the 2 page IDs are highlighted in the example URL

You can replace “present” in the URL with “past” or “ever” to see past or ever company’s employees accordingly.



The screenshot shows a Facebook search results page with the query "People who like SourceCon and work at Google". The results list three users:

- Jessica Casebier**: KC Google Fiber Team Member at Google (company). Likes SourceCon, WeddingWire and 5 others. Studied Psychology at The University of Kansas '11. Lives in Chicago, Illinois.
- SK Rahul**: CEO & Founder at News Hunter. Map Maker at Google. Likes SourceCon, Tech Masters and 76 others. Studied Accountancy at Dept of BBA, National University of Bangladesh...
- Kevin Grice**: Lead Tech Sourcer at Google. Likes SourceCon. Studied at Manchester Metropolitan University. Lives in New York, New York.

The sidebar on the left shows the user's news feed, messenger, and various shortcuts related to the search query.

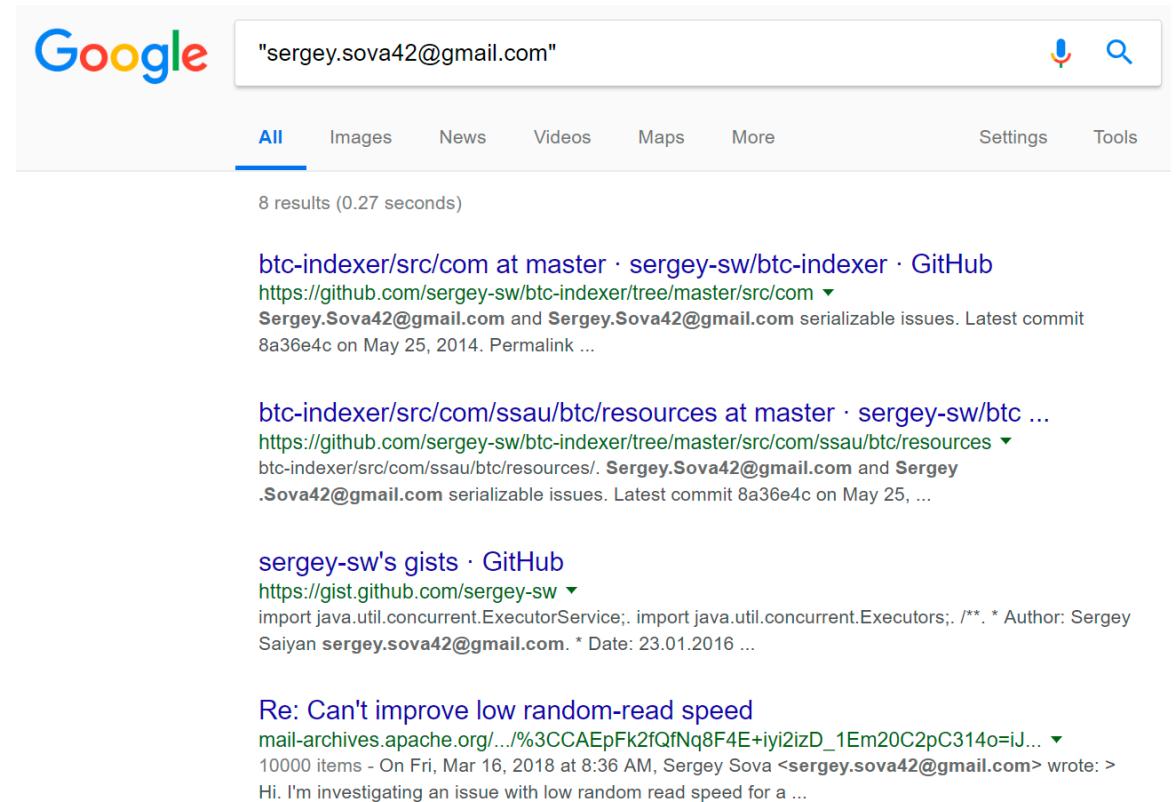
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## 3 GOOGLE EMAIL VERIFICATION

To verify the email you've found or generated yourself, search it on Google using quotation marks.

If the email was displayed on any internet resource it can be considered as valid.

**“NAME@DOMAIN.COM”**



A screenshot of a Google search results page. The search bar contains the query "sergey.sova42@gmail.com". The results are filtered by "All" and show 8 results found in 0.27 seconds. The first result is a GitHub repository named "btc-indexer/src/com" at master, showing a commit from Sergey.Sova42@gmail.com. The second result is another GitHub repository named "btc-indexer/src/com/ssau/btc/resources" at master, also showing a commit from Sergey.Sova42@gmail.com. The third result is a GitHub Gist for "sergey-sw" titled "sergey-sw's gists", which includes code snippets and author information for Sergey Sova. The fourth result is an email message titled "Re: Can't improve low random-read speed" from the Apache mailing list, dated March 16, 2018, where Sergey Sova discusses a performance issue.

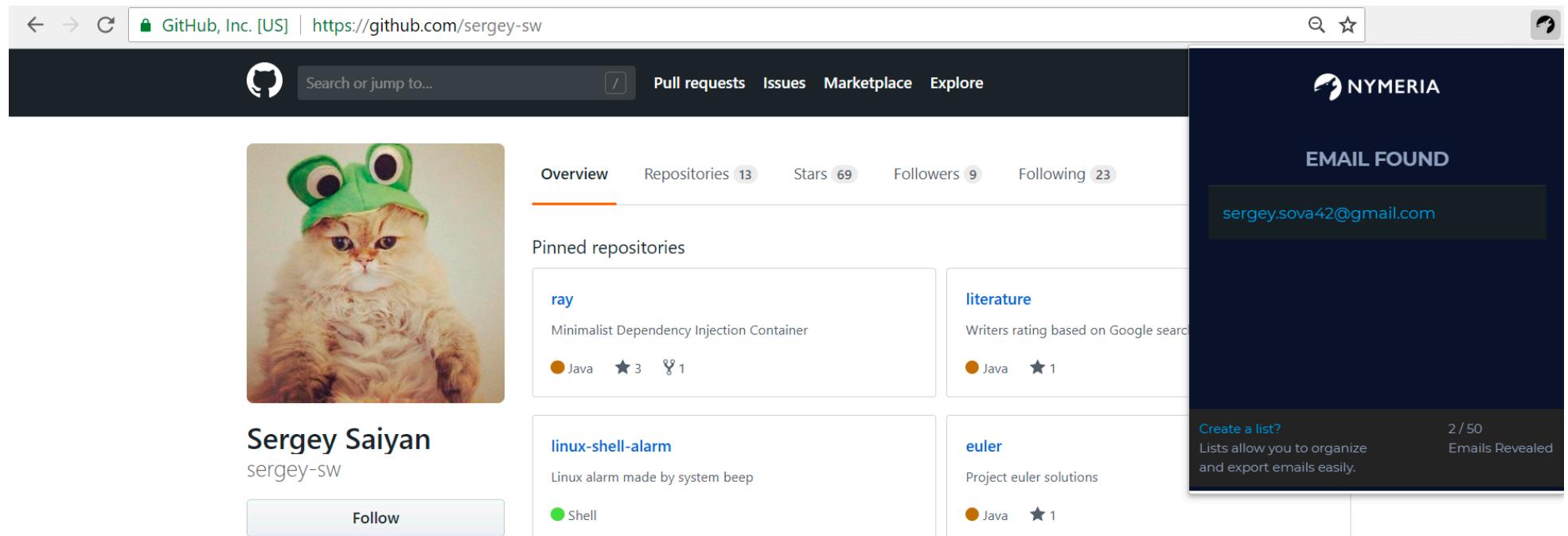
#emailverification

# 4 NYMERIA

#tool

[Nymeria](#) is a Chrome extension which will help you to find personal and work emails of Linkedin and GitHub users.

To open the user's email, click the extension's icon when you're on the GitHub or Linkedin user's page.



The screenshot shows a GitHub user profile for [sergey-sw](https://github.com/sergey-sw). The profile picture is a cat wearing a green frog hat. The user has 13 repositories, 69 stars, 9 followers, and 23 following. Below the profile picture, the user's name is Sergey Saiyan and their GitHub handle is sergey-sw. There is a 'Follow' button. On the right side of the profile, there is an overlay from the Nymeria extension. The overlay has a dark blue header with the Nymeria logo and the text 'EMAIL FOUND'. Below this, the email address [sergey.sova42@gmail.com](mailto:sergey.sova42@gmail.com) is displayed. At the bottom of the overlay, there is a button labeled 'Create a list?' with the subtext 'Lists allow you to organize and export emails easily.' To the right of the overlay, the GitHub interface continues with repository cards for 'ray', 'literature', 'linux-shell-alarm', and 'euler'.

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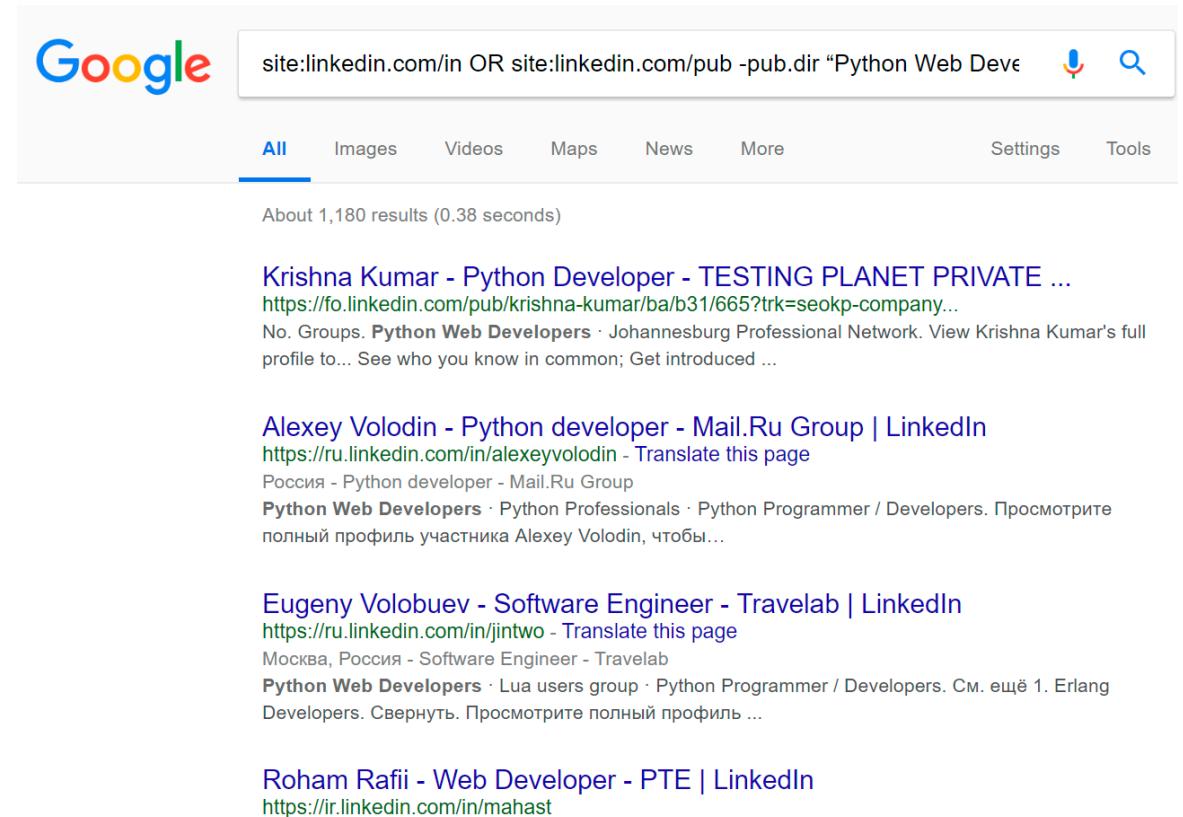
# 5 LINKEDIN GROUP MEMBERS X-RAY

#X-Ray  
#Linkedin

Use this X-Ray to find Linkedin profiles of a certain Linkedin group members:

**site:linkedin.com/in OR site:linkedin.com/pub -pub.dir “**PYTHON WEB DEVELOPERS**” -recruiter -recruitment -talent**

\*Note that the search output will consist only of those Linkedin group members whose profiles include the publicly available information about the group.



Google search results for the query "site:linkedin.com/in OR site:linkedin.com/pub -pub.dir “Python Web Developers” -recruiter -recruitment -talent". The results show 1,180 results in 0.38 seconds. The first few results are:

- Krishna Kumar - Python Developer - TESTING PLANET PRIVATE ...**  
<https://fo.linkedin.com/pub/krishna-kumar/ba/b31/665?trk=seokp-company...>  
No. Groups. **Python Web Developers** · Johannesburg Professional Network. View Krishna Kumar's full profile to... See who you know in common; Get introduced ...
- Alexey Volodin - Python developer - Mail.Ru Group | LinkedIn**  
<https://ru.linkedin.com/in/alexeyvolodin> - Translate this page  
Россия - Python developer - Mail.Ru Group  
**Python Web Developers** · Python Professionals · Python Programmer / Developers. Просмотрите полный профиль участника Alexey Volodin, чтобы...
- Eugen Volobuev - Software Engineer - Travelab | LinkedIn**  
<https://ru.linkedin.com/in/jintwo> - Translate this page  
Москва, Россия - Software Engineer - Travelab  
**Python Web Developers** · Lua users group · Python Programmer / Developers. См. ещё 1. Erlang Developers. Свернуть. Просмотрите полный профиль ...
- Roham Rafii - Web Developer - PTE | LinkedIn**  
<https://ir.linkedin.com/in/mahast>

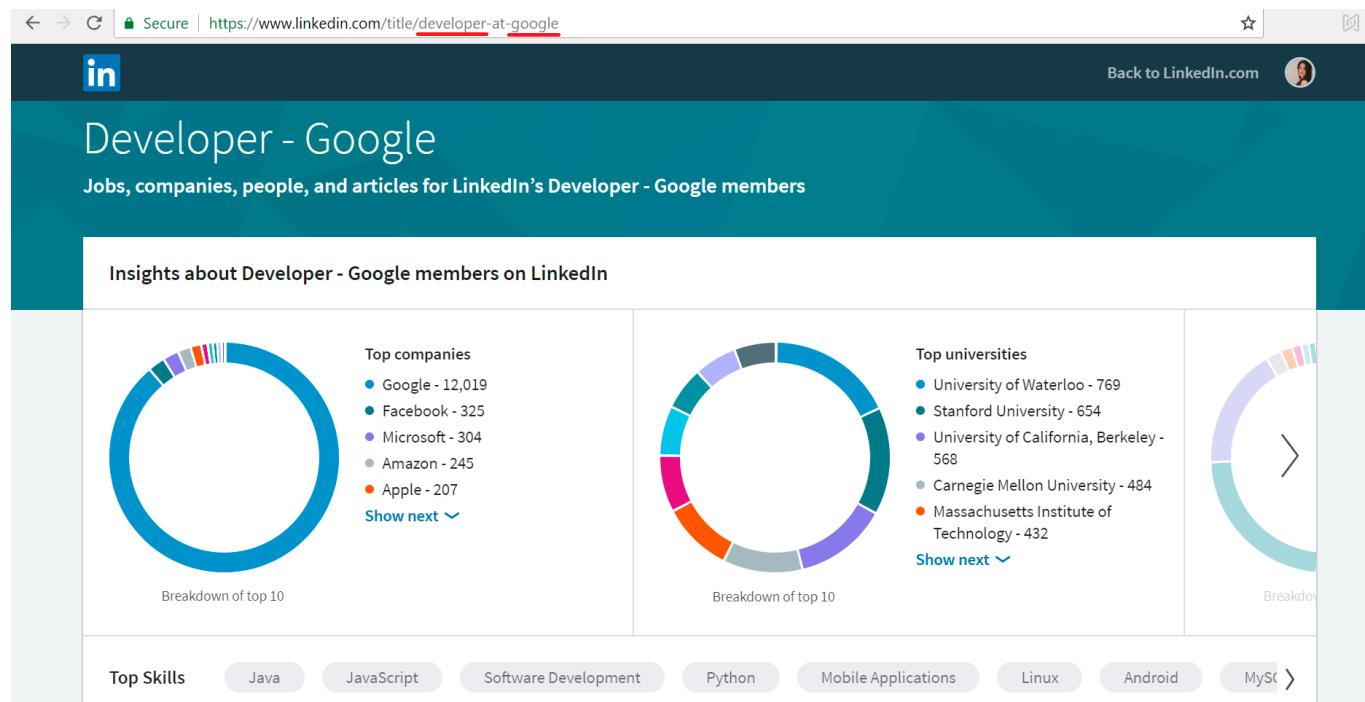
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# 6 LINKEDIN INSIGHTS

#Linkedin

Use this URL to find smart insights on LinkedIn by position and company, just paste the position and the company you're interested into the URL:

<https://www.linkedin.com/title/DEVELOPER-at-GOOGLE>

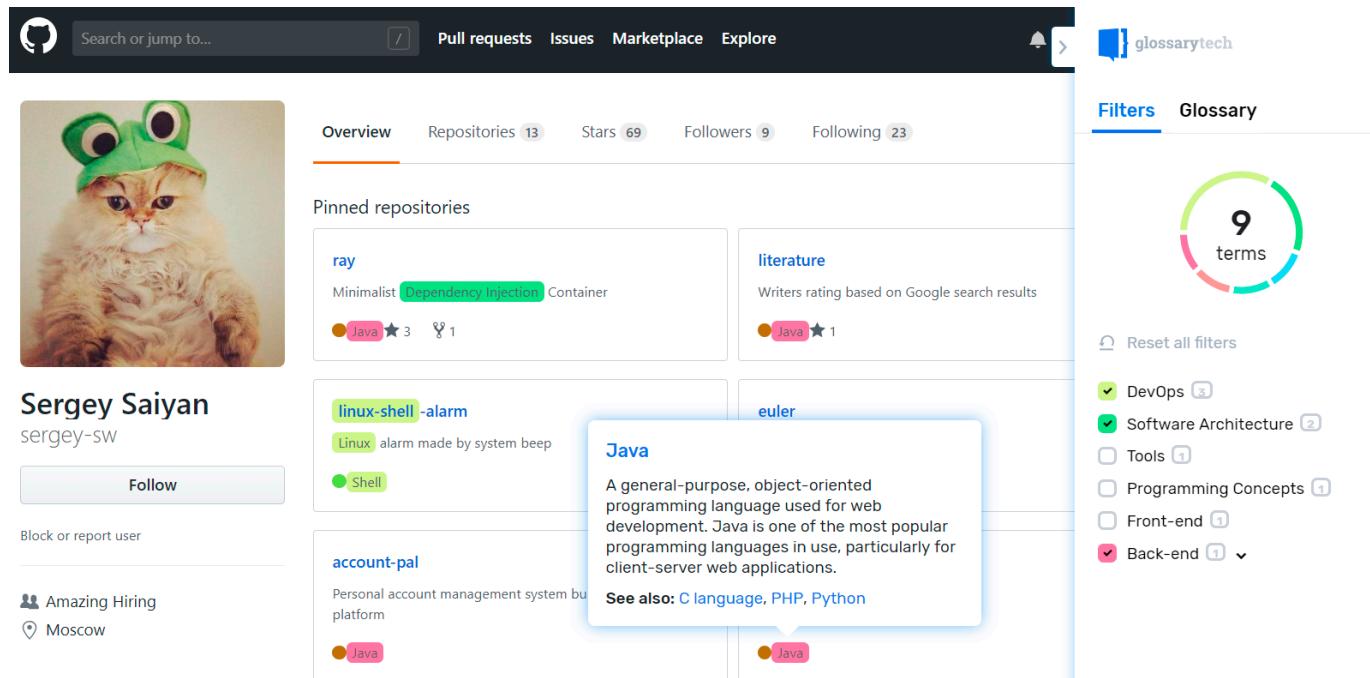


# 7 GLOSSARYTECH

#tool

[GlossaryTech](#) is a Chrome extension which can help you learn IT-related terms while you're sourcing candidates online.

It works on different resources including GitHub, Stack Overflow, LinkedIn and other and highlights technical terms, provides definitions for them and allows you to filter the terms by categories (back-end, front-end, software architecture and so on).



The screenshot shows a GitHub profile for a user named Sergey Saiyan. The profile features a cat wearing a green frog hat as the profile picture. The GitHub interface includes a search bar, navigation links for Pull requests, Issues, Marketplace, and Explore, and a notification bell icon. On the right side, the GlossaryTech extension is active, displaying a sidebar with the following details:

- Filters:** DevOps (checked), Software Architecture (checked), Tools (unchecked), Programming Concepts (unchecked), Front-end (unchecked), Back-end (checked).
- Glossary:** A circular icon indicates 9 terms.
- Reset all filters:** A button to clear the applied filters.
- Java definition:** A callout box provides a detailed definition of Java as a general-purpose, object-oriented programming language used for web development. It notes that Java is one of the most popular programming languages in use, particularly for client-server web applications. It also lists "See also: C language, PHP, Python".
- Pinned repositories:** A list of pinned repositories including "ray", "literature", "linux-shell-alarm", "euler", and "account-pal". Each repository entry includes a brief description, a star rating, and a Java tag.

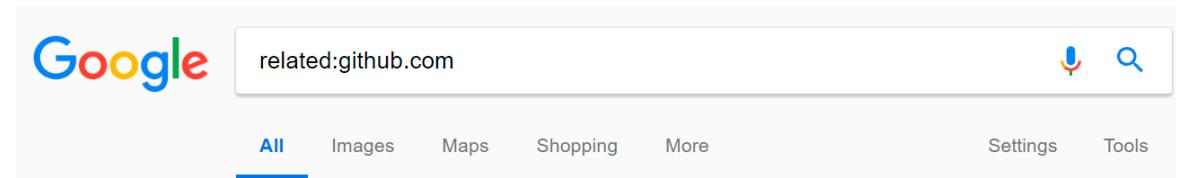
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# 8 SIMILAR RESOURCES

#X-Ray

Use related: to find more similar internet resources. Do not forget to include the domain of the resource site in the search query.

**related:GITHUB.COM**



Google search results for "related:github.com". The search bar shows the query. Below it, the "All" tab is selected, followed by other tabs: Images, Maps, Shopping, More, Settings, and Tools. The results section shows approximately 48 results found in 0.09 seconds. The first result is Bitbucket, described as "The Git solution for professional teams" with a link to <https://bitbucket.org/>. The second result is Git, described as "a free and open source distributed version control system designed to handle everything from small to very large projects with speed and efficiency" with a link to <https://git-scm.com/>. The third result is Stack Overflow, described as "Where Developers Learn, Share, & Build Careers" with a link to <https://stackoverflow.com/>. The fourth result is SourceForge, described as "Download, Develop and Publish Free Open Source ..." with a link to <https://sourceforge.net/>.

related:github.com

All Images Maps Shopping More Settings Tools

About 48 results (0.09 seconds)

**Bitbucket | The Git solution for professional teams**  
<https://bitbucket.org/> ▾  
Collaborate on code with inline comments and pull requests. Manage and share your Git repositories to build and ship software, as a team.

**Git**  
<https://git-scm.com/> ▾  
Git is a free and open source distributed version control system designed to handle everything from small to very large projects with speed and efficiency.

**Stack Overflow - Where Developers Learn, Share, & Build Careers**  
<https://stackoverflow.com/> ▾  
Stack Overflow is the largest, most trusted online community for developers to learn, share their programming knowledge, and build their careers.

**SourceForge - Download, Develop and Publish Free Open Source ...**  
<https://sourceforge.net/> ▾  
Free, secure and fast downloads from the largest Open Source applications and software directory - SourceForge.net.

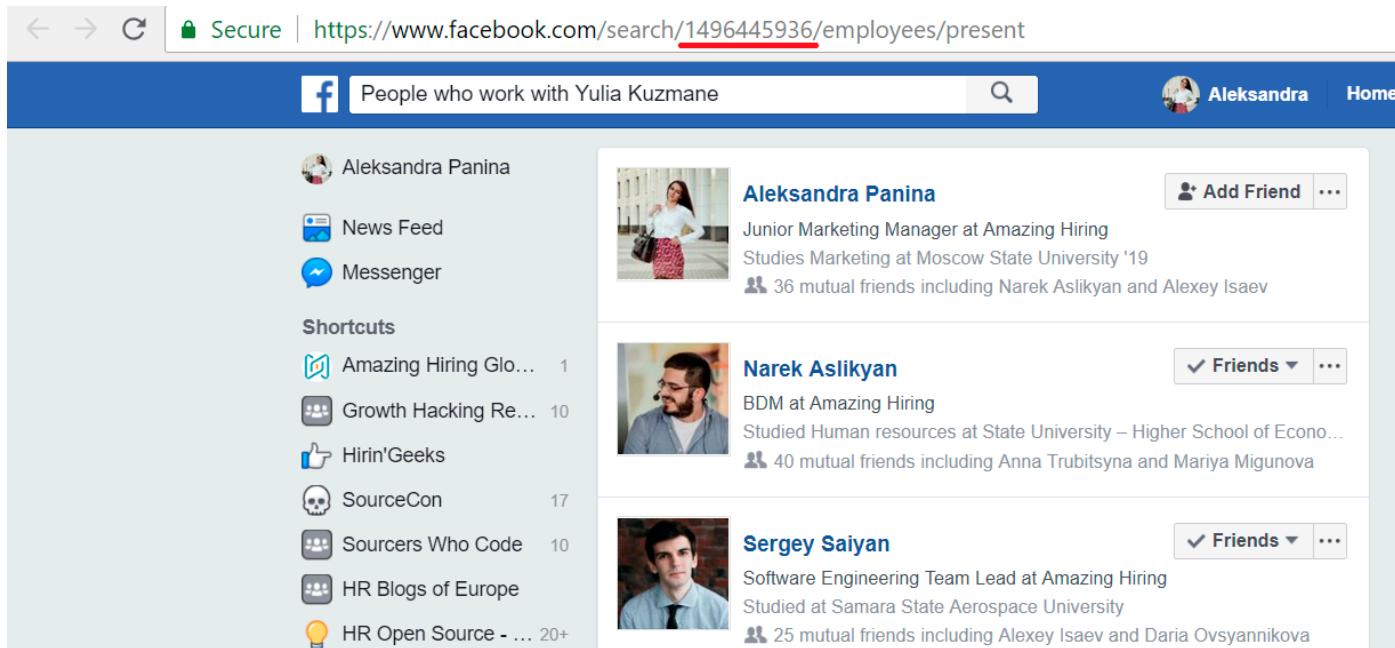
# 9 USER'S COLLEAGUES ON FACEBOOK

#Facebook

To find the co-workers of the Facebook user, open his avatar and copy the number between “.” and “&type” in the URL.

Paste the number in the URL:

<https://www.facebook.com/search/1496445936/employees/present>



The screenshot shows a Facebook search results page for "People who work with Yulia Kuzmane". The search bar at the top contains the URL <https://www.facebook.com/search/1496445936/employees/present>. The main content area displays three profiles of users who work with Yulia Kuzmane:

- Aleksandra Panina**: Junior Marketing Manager at Amazing Hiring, Studies Marketing at Moscow State University '19. 36 mutual friends including Narek Aslikyan and Alexey Isaev.
- Narek Aslikyan**: BDM at Amazing Hiring, Studied Human resources at State University – Higher School of Econo... 40 mutual friends including Anna Trubitsyna and Mariya Migunova.
- Sergey Saiyan**: Software Engineering Team Lead at Amazing Hiring, Studied at Samara State Aerospace University 25 mutual friends including Alexey Isaev and Daria Ovsyannikova.

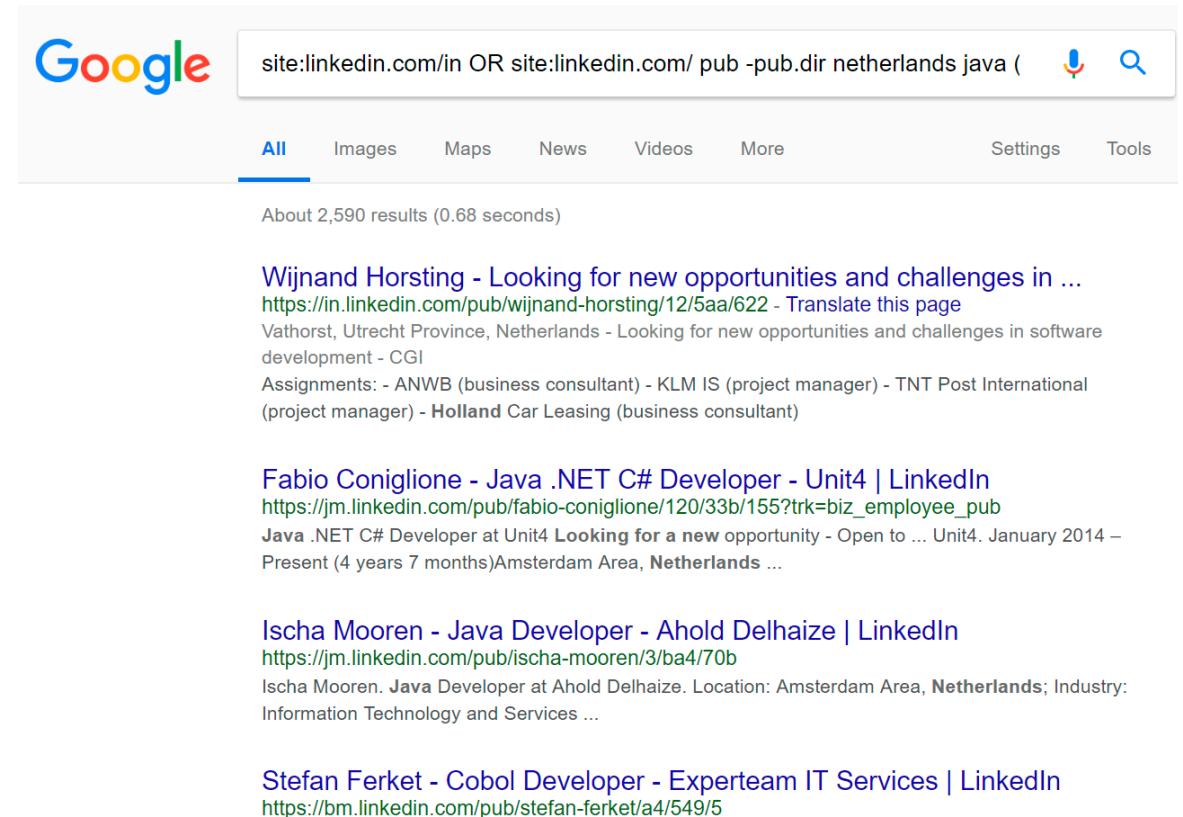
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# 10 HIREABLE DEVELOPERS ON LINKEDIN

Use this X-ray string to find Linkedin profiles of hireable developers by location and skill:

**site:linkedin.com/in OR site:linkedin.com/pub -pub.dir NETHERLANDS JAVA (“looking for new opportunities” OR “open for new opportunities” OR “looking for a job” OR “available for hiring” OR “hireable”)**

\*Feel free to add any synonyms for “open for new opportunities” you know



site:linkedin.com/in OR site:linkedin.com/ pub -pub.dir netherlands java ( 0.68 seconds)

All Images Maps News Videos More Settings Tools

About 2,590 results (0.68 seconds)

**Wijnand Horsting - Looking for new opportunities and challenges in ...**  
<https://in.linkedin.com/pub/wijnand-horsting/12/5aa/622> - Translate this page  
Vathorst, Utrecht Province, Netherlands - Looking for new opportunities and challenges in software development - CGI  
Assignments: - ANWB (business consultant) - KLM IS (project manager) - TNT Post International (project manager) - Holland Car Leasing (business consultant)

**Fabio Coniglione - Java .NET C# Developer - Unit4 | LinkedIn**  
[https://jm.linkedin.com/pub/fabio-coniglione/120/33b/155?trk=biz\\_employee\\_pub](https://jm.linkedin.com/pub/fabio-coniglione/120/33b/155?trk=biz_employee_pub)  
Java .NET C# Developer at Unit4 Looking for a new opportunity - Open to ... Unit4. January 2014 – Present (4 years 7 months) Amsterdam Area, Netherlands ...

**Ischa Mooren - Java Developer - Ahold Delhaize | LinkedIn**  
<https://jm.linkedin.com/pub/ischa-mooren/3/ba4/70b>  
Ischa Mooren. Java Developer at Ahold Delhaize. Location: Amsterdam Area, Netherlands; Industry: Information Technology and Services ...

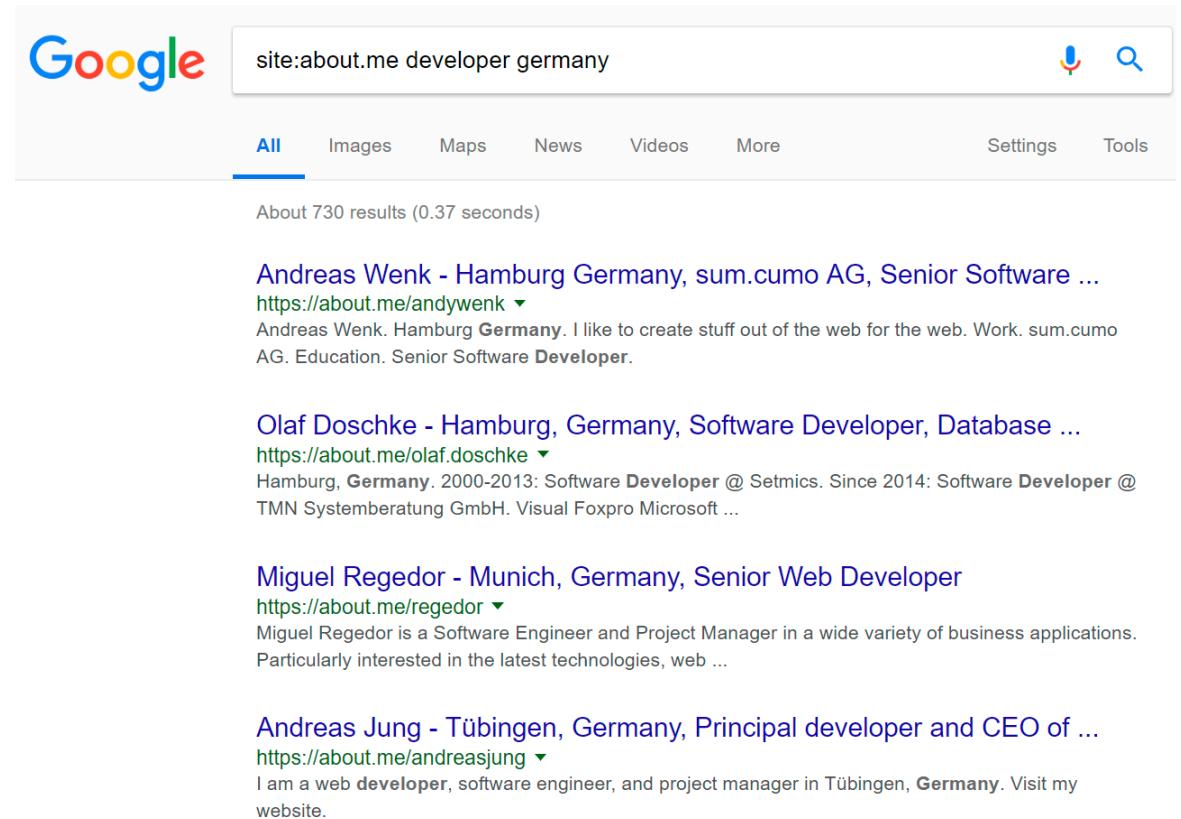
**Stefan Ferket - Cobol Developer - Expertteam IT Services | LinkedIn**  
<https://bm.linkedin.com/pub/stefan-ferket/a4/549/5>

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# 11 ABOUT.ME PROFILES SEARCH

Use this X-Ray string to search developers' profiles on about.me by location and skill:

**site:about.me DEVELOPER GERMANY**



Google search results for "site:about.me developer germany". The search bar shows the query. Below it, the "All" tab is selected, followed by other options: Images, Maps, News, Videos, More, Settings, and Tools. The results section shows approximately 730 results found in 0.37 seconds. The first result is for Andreas Wenk, a Senior Software Developer in Hamburg, Germany, with a link to his profile at <https://about.me/andywenk>. The second result is for Olaf Doschke, a Software Developer in Hamburg, Germany, with a link to his profile at <https://about.me/olaf.doschke>. The third result is for Miguel Regedor, a Senior Web Developer in Munich, Germany, with a link to his profile at <https://about.me/regedor>. The fourth result is for Andreas Jung, a Principal developer and CEO in Tübingen, Germany, with a link to his profile at <https://about.me/andreasjung>.

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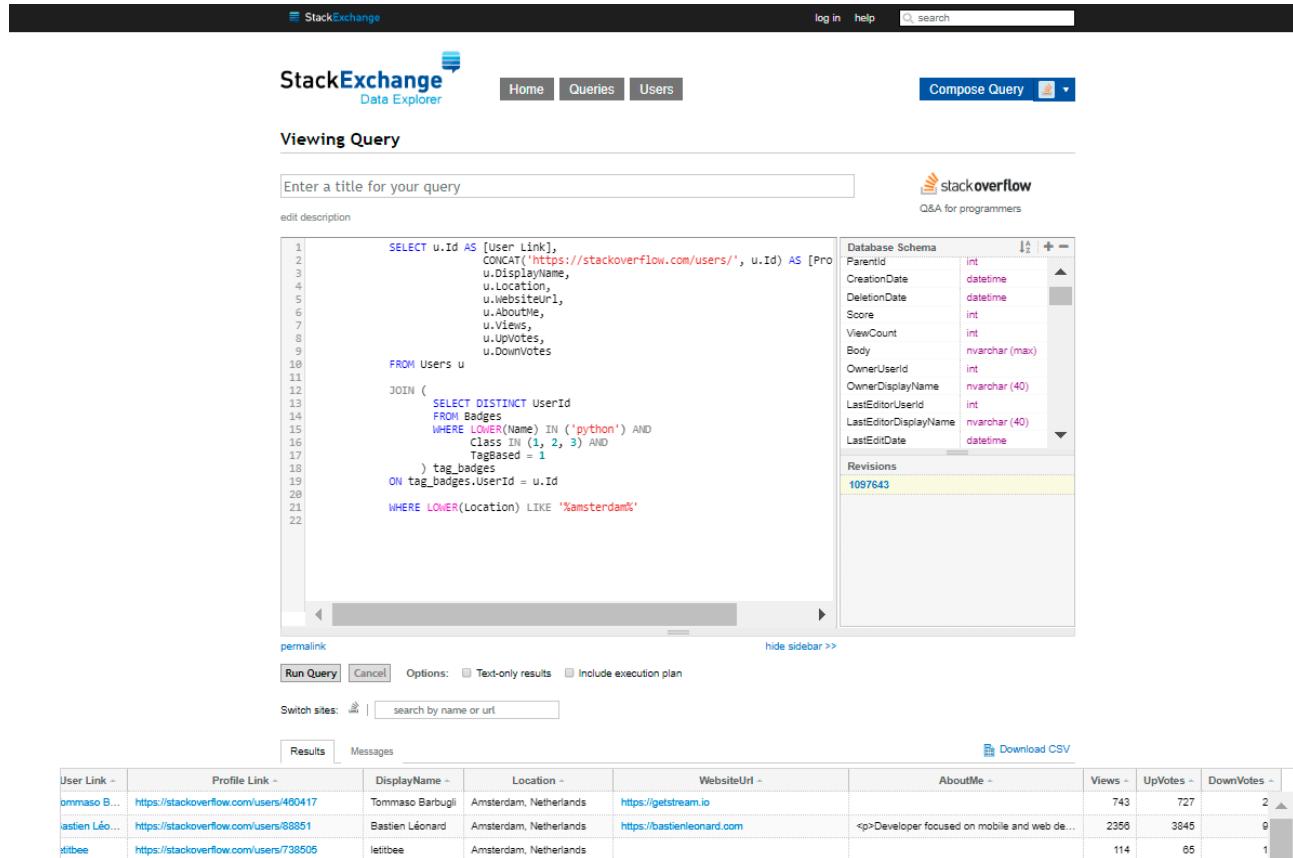
# 12 SQL QUERY GENERATOR

Go to <https://bit.ly/2vvQ3kj>. You will find yourself on SQL Query Generator to source developers on Stack Overflow.

Choose the User Locations and Skills and click “Copy query and go to data.stackexchange”.

Ctrl+V the query to the description field and click “Run Query”. You will get the clickable list of Stack Overflow users with certain skills and from the city you’re interested in. The list can be downloaded as a CSV file.

#StackOverflow



The screenshot shows the Stack Exchange Data Explorer interface. The main area displays a SQL query:

```

1   SELECT u.Id AS [User Link],
2       CONCAT('https://stackoverflow.com/users/', u.Id) AS [PRO
3       u.DisplayName,
4       u.Location,
5       u.WebsiteUrl,
6       u.AboutMe,
7       u.Views,
8       u.UpVotes,
9       u.DownVotes
10      FROM Users u
11      JOIN (
12          SELECT DISTINCT UserId
13          FROM Badges
14          WHERE LOWER(UserName) IN ('python') AND
15              Class IN (1, 2, 3) AND
16              Tagbased = 1
17      ) tag_badges
18      ON tag_badges.UserId = u.Id
19
20      WHERE LOWER(Location) LIKE '%amsterdam%'
21
22

```

To the right of the query, there is a sidebar titled "Database Schema" showing the structure of the "Users" table:

	Type
ParentId	int
CreationDate	datetime
DeletionDate	datetime
Score	int
ViewCount	int
Body	nvarchar (max)
OwnerUserId	int
OwnerDisplayName	nvarchar (40)
LastEditorUserId	int
LastEditorDisplayName	nvarchar (40)
LastEditDate	datetime

Below the schema, the revision number "1097643" is highlighted. At the bottom of the interface, there are buttons for "Run Query" and "Cancel", and checkboxes for "Text-only results" and "Include execution plan".

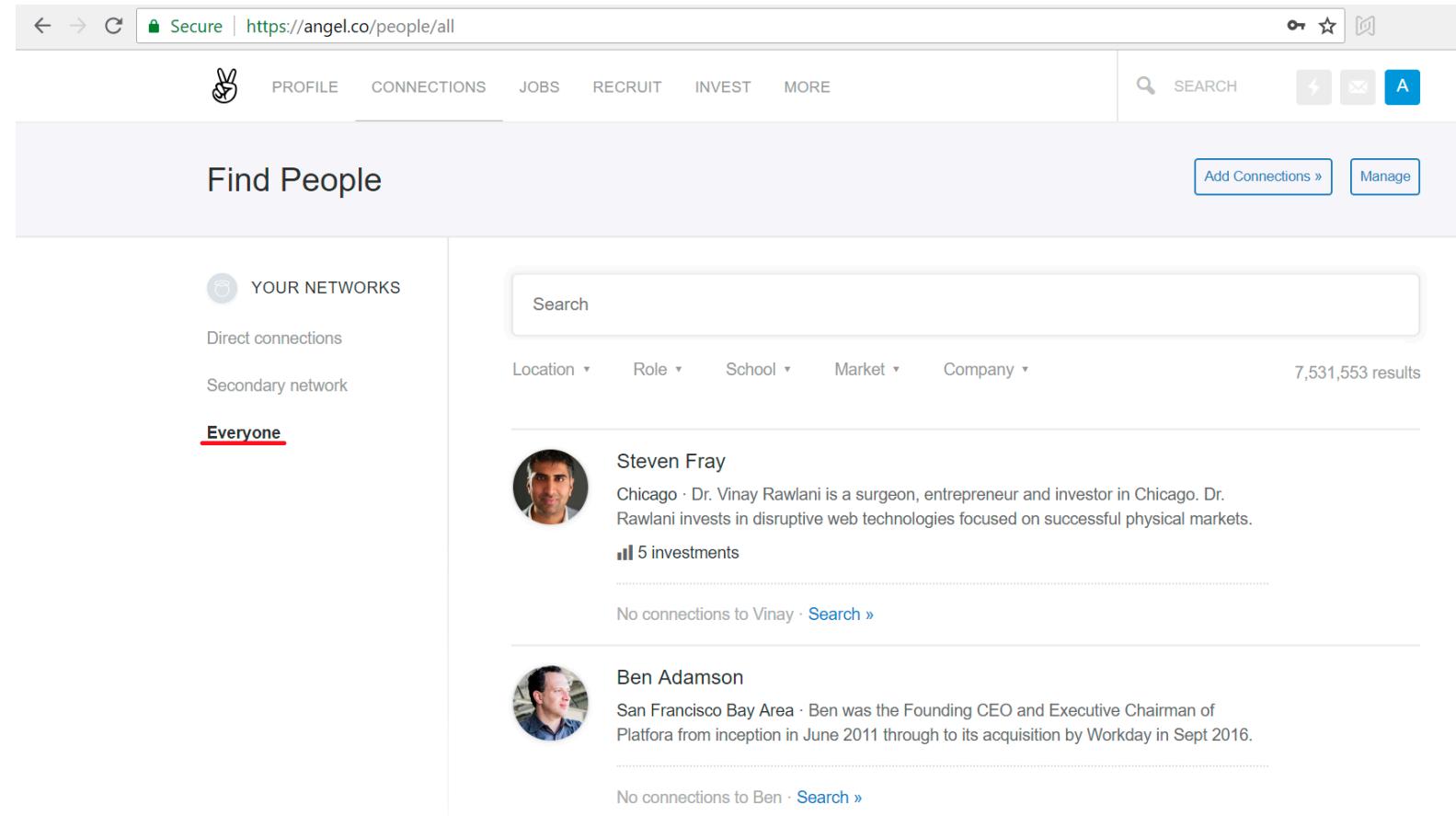
Time is money – let us show how to do it faster.  
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# 13 ANGEL.CO PROFILES SEARCH

#Angel.co

The only way to search profiles on Angel.co:

go to connections →  
your connections →  
everyone



The screenshot shows the Angel.co search interface. At the top, there's a navigation bar with links for PROFILE, CONNECTIONS, JOBS, RECRUIT, INVEST, and MORE. To the right of the navigation are buttons for SEARCH, Add Connections », and Manage. Below the navigation is a large search bar with the placeholder "Search". Underneath the search bar are filters for Location, Role, School, Market, and Company, with a total result count of 7,531,553. On the left side, there's a sidebar titled "YOUR NETWORKS" with options for Direct connections and Secondary network, and a selected "Everyone" option. The main content area displays two search results: Steven Fray and Ben Adamson. Each result includes a profile picture, name, location, a brief bio, and a "5 investments" link. Below each result is a "No connections to [name]" message followed by a "Search »" link.

Secure | https://angel.co/people/all

PROFILE CONNECTIONS JOBS RECRUIT INVEST MORE

SEARCH Add Connections » Manage

Find People

YOUR NETWORKS

Direct connections

Secondary network

Everyone

Search

Location ▾ Role ▾ School ▾ Market ▾ Company ▾ 7,531,553 results

Steven Fray  
Chicago · Dr. Vinay Rawlani is a surgeon, entrepreneur and investor in Chicago. Dr. Rawlani invests in disruptive web technologies focused on successful physical markets.  
5 investments

No connections to Vinay · [Search »](#)

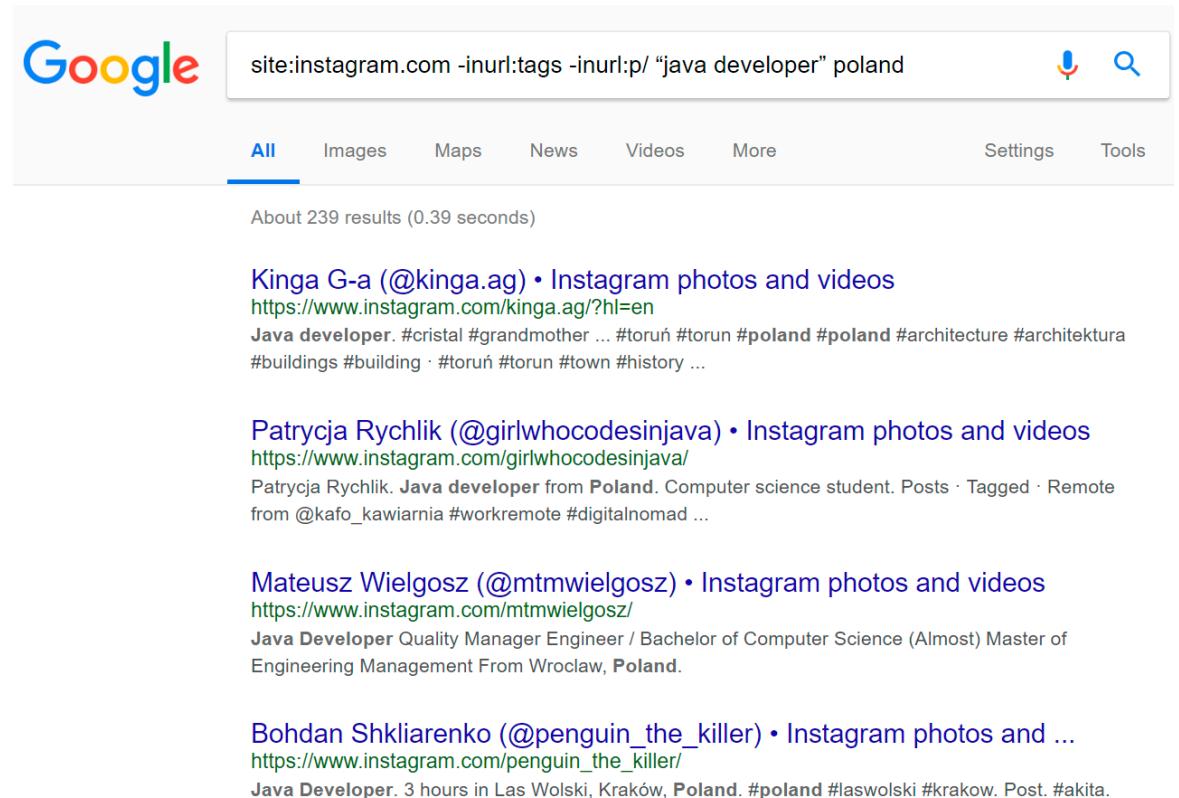
Ben Adamson  
San Francisco Bay Area · Ben was the Founding CEO and Executive Chairman of Platfora from inception in June 2011 through to its acquisition by Workday in Sept 2016.  
No connections to Ben · [Search »](#)

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# 14 Instagram X-Ray

Use this X-ray to find developers' profiles on Instagram by location and skill:

**site:instagram.com -inurl:tags -inurl:p/  
“JAVA DEVELOPER” POLAND**



Google search results for the query `site:instagram.com -inurl:tags -inurl:p/ “java developer” poland`. The results page shows a list of profiles for Java developers in Poland.

Results:

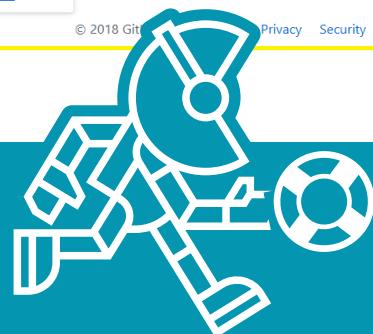
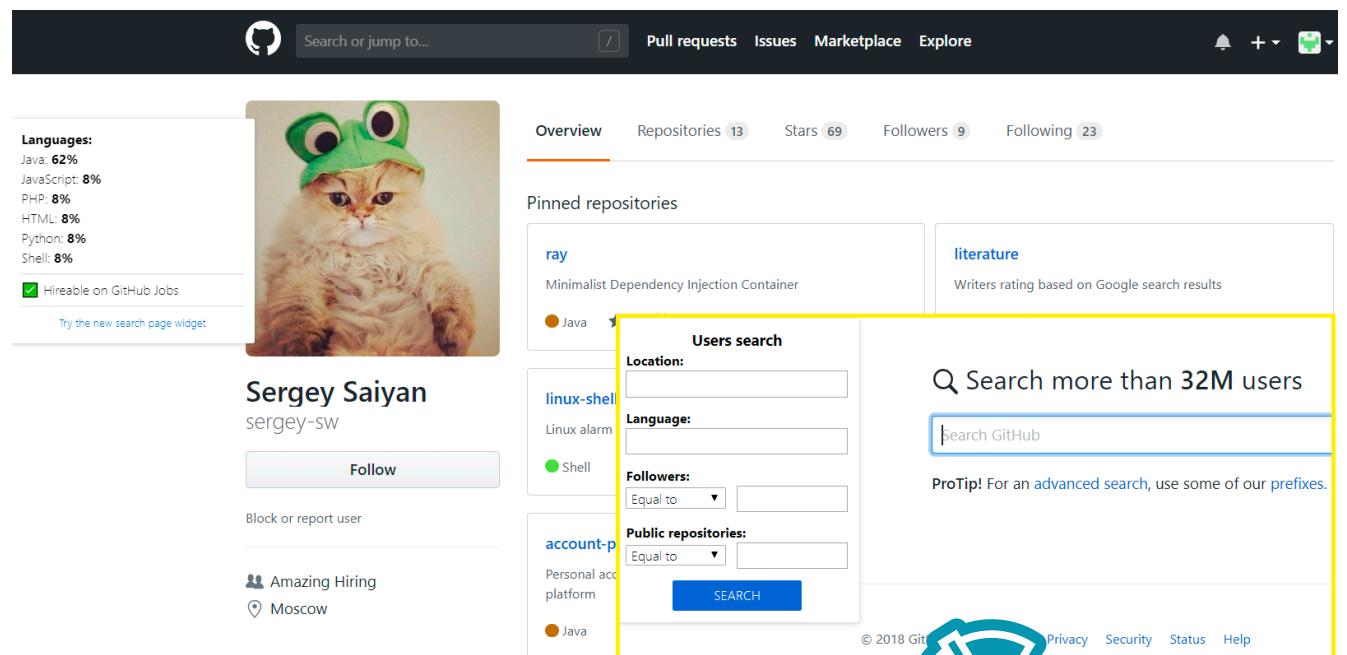
- Kinga G-a (@kinga.ag) • Instagram photos and videos**  
<https://www.instagram.com/kinga.ag/?hl=en>  
Java developer. #cristal #grandmother ... #toruń #torun #poland #poland #architecture #architektura #buildings #building · #toruń #torun #town #history ...
- Patrycja Rychlik (@girlwhocodesinjava) • Instagram photos and videos**  
<https://www.instagram.com/girlwhocodesinjava/>  
Patrycja Rychlik. Java developer from Poland. Computer science student. Posts · Tagged · Remote from @kafo\_kawiarnia #workremote #digitalnomad ...
- Mateusz Wielgosz (@mtm wielgosz) • Instagram photos and videos**  
<https://www.instagram.com/mtm wielgosz/>  
Java Developer Quality Manager Engineer / Bachelor of Computer Science (Almost) Master of Engineering Management From Wrocław, Poland.
- Bohdan Shkliarenko (@penguin\_the\_killer) • Instagram photos and videos**  
[https://www.instagram.com/penguin\\_the\\_killer/](https://www.instagram.com/penguin_the_killer/)  
Java Developer. 3 hours in Las Wolski, Kraków, Poland. #poland #laswolski #krakow. Post. #akita.

# 15 OCTOHR

[OctoHR](#) is a free Chrome extension to source developers on GitHub.

It shows the GitHub user's profile summary including skills and available for hiring status.

There is also a search functionality with convenient filters which simplifies the search of users on GitHub.



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# Sourcing Hacks

## Volume 3

# 1 FACEBOOK GROUP MEMBERS FROM A SPECIFIC COUNTRY

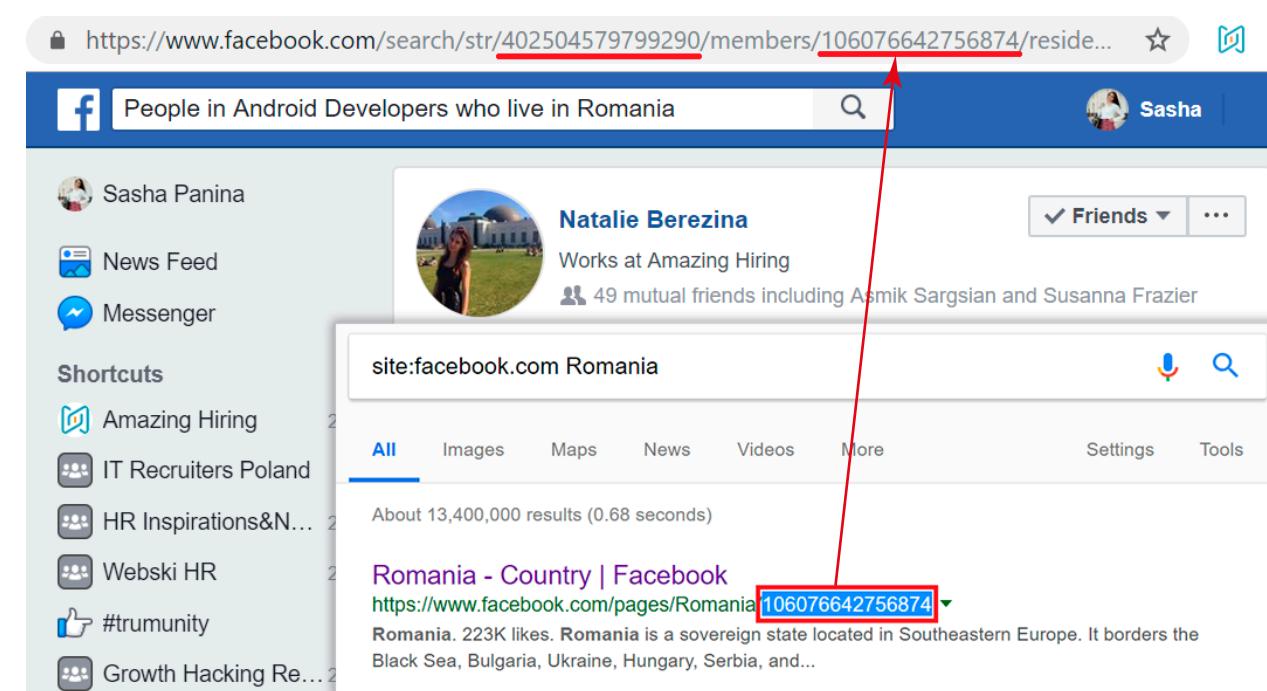
#Facebook

To find all the members of any Facebook group from a specific country, follow the algorithm:

- Open a Facebook group page and click the right mouse button, choose “view page source”
- Search (Ctrl+F) “groupid” and copy the number
- Make an X-Ray search on google to find the Facebook country ID:  
[site:facebook.com Romania](https://www.facebook.com/Romania)
- Copy the country ID from the Facebook country page URL
- Copy the group ID and country ID in the URL:

[https://www.facebook.com/search/str/  
402504579799290/members/  
106076642756874/residents/present/intersect](https://www.facebook.com/search/str/402504579799290/members/106076642756874/residents/present/intersect)

\*group ID and country ID are highlighted in the example URL



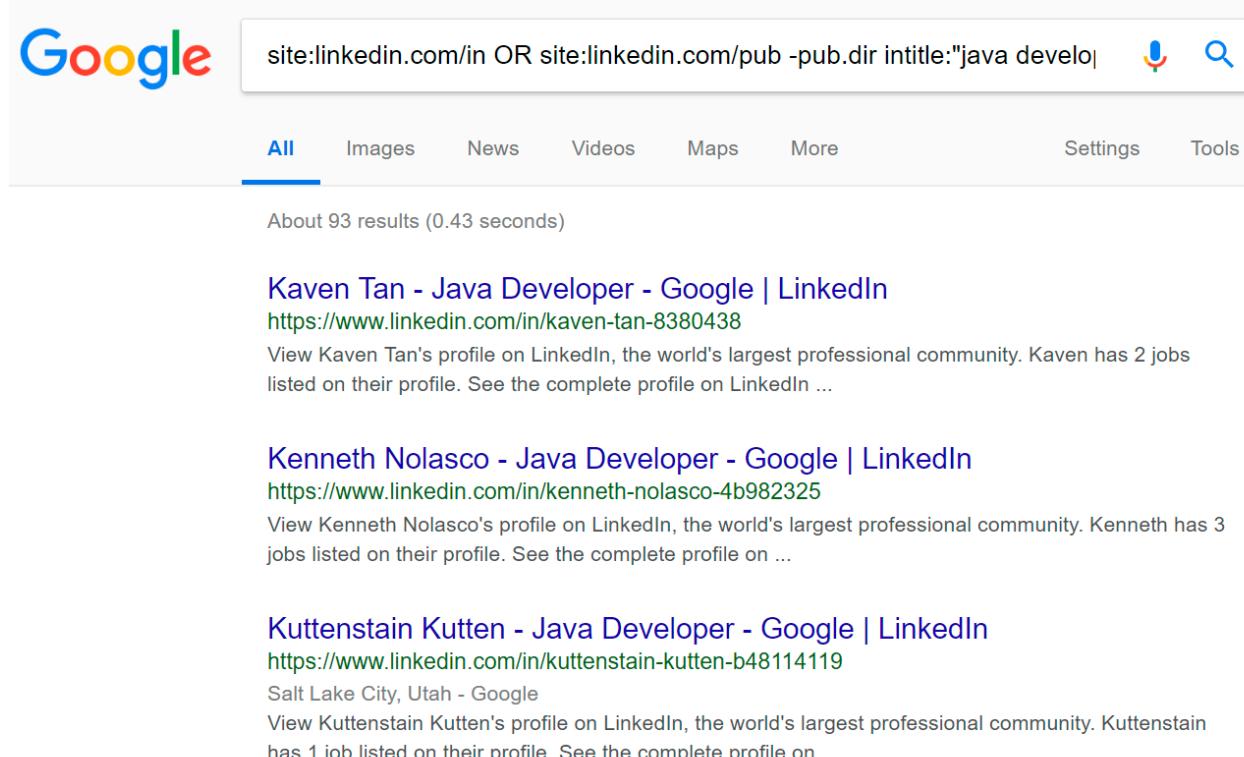
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# 2 LINKEDIN PROFILES BY TITLE AND COMPANY BY IRINA SHAMAEVA

#X-Ray  
#Linkedin

Use this X-Ray to search for Linkedin profiles by title and company:

**site:linkedin.com/in OR site:linkedin.com/pub -pub.dir intitle:"JAVA DEVELOPER" intitle:"GOOGLE"**



The screenshot shows a Google search results page. The search query in the bar is "site:linkedin.com/in OR site:linkedin.com/pub -pub.dir intitle:'java developer' intitle:'google'". The results are filtered under the "All" tab, showing 93 results found in 0.43 seconds. The first three results are listed:

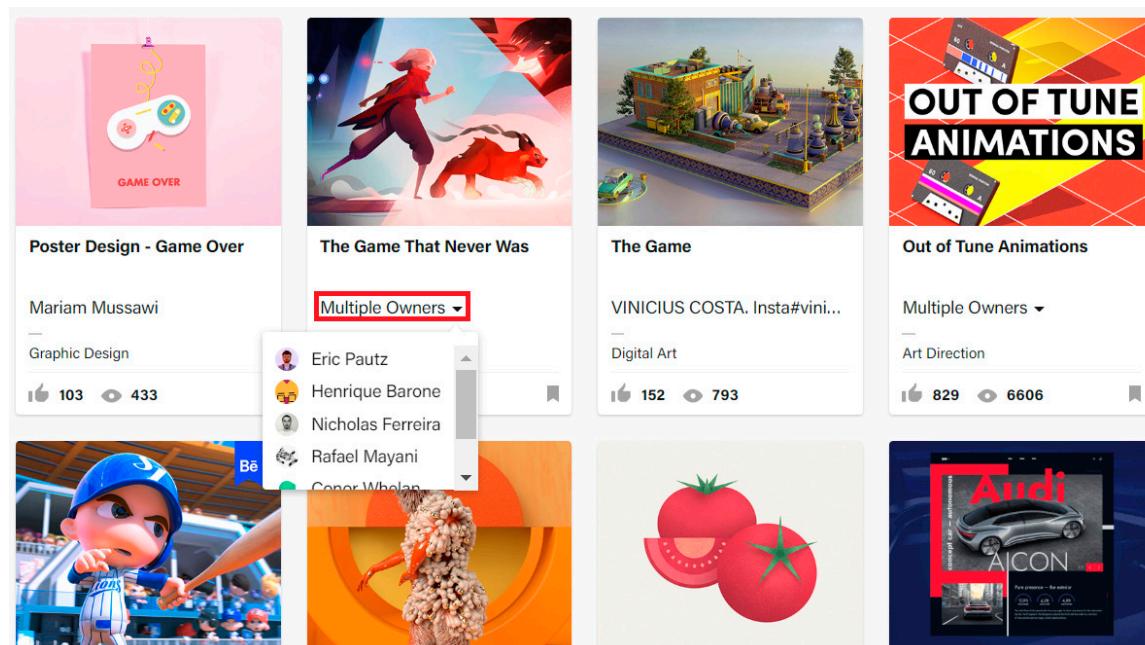
- Kaven Tan - Java Developer - Google | LinkedIn**  
<https://www.linkedin.com/in/kaven-tan-8380438>  
View Kaven Tan's profile on LinkedIn, the world's largest professional community. Kaven has 2 jobs listed on their profile. See the complete profile on LinkedIn ...
- Kenneth Nolasco - Java Developer - Google | LinkedIn**  
<https://www.linkedin.com/in/kenneth-nolasco-4b982325>  
View Kenneth Nolasco's profile on LinkedIn, the world's largest professional community. Kenneth has 3 jobs listed on their profile. See the complete profile on ...
- Kuttenstain Kutten - Java Developer - Google | LinkedIn**  
<https://www.linkedin.com/in/kuttenstain-kutten-b48114119>  
Salt Lake City, Utah - Google  
View Kuttenstain Kutten's profile on LinkedIn, the world's largest professional community. Kuttenstain has 1 job listed on their profile. See the complete profile on ...

# 3 CO-AUTHORS ON BEHANCE

#Behance

If you have found the dream designer portfolio on [Behance](#) but were not successful in hiring the author or want to employ more than 1 designer for similar tasks it will be a good idea to find projects with multiple owners.

It's a way to find designers working in the same style. You can also ask one of the authors to introduce you to his co-authors to start communication easier.



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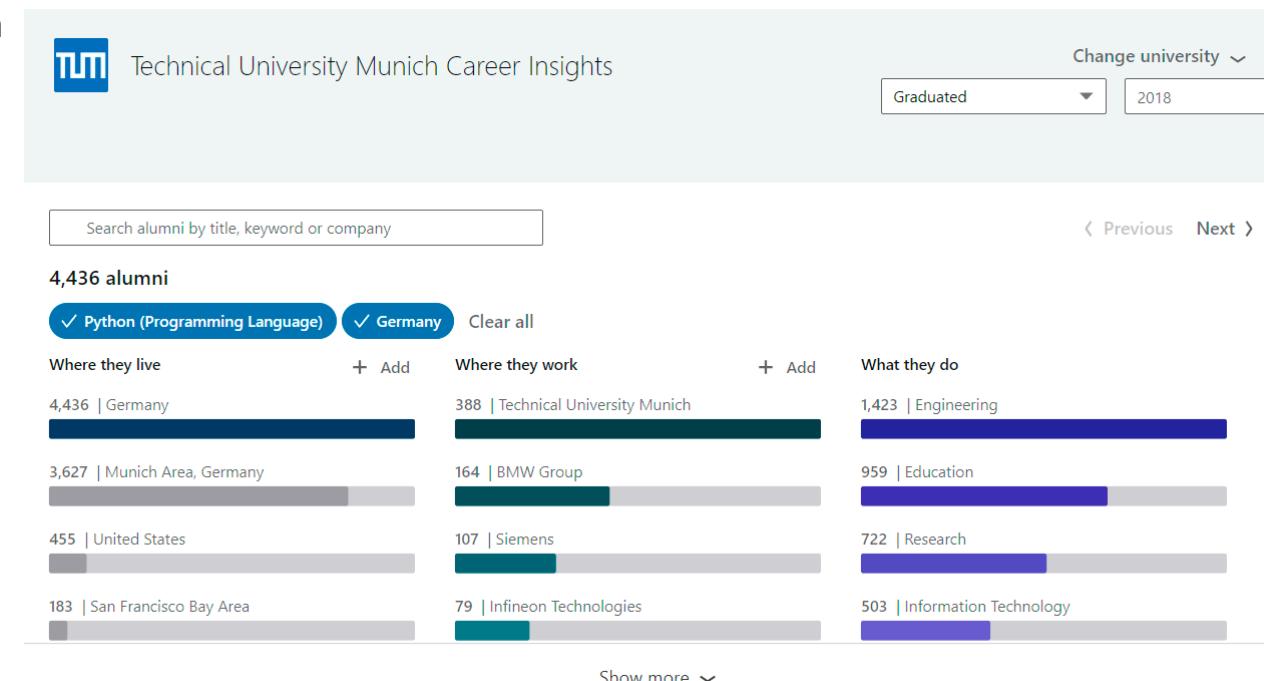
# 4 LINKEDIN ALUMNI SEARCH

#Linkedin

[Career insights by Linkedin](#) enable you to search among the alumni of a certain university. You'll find out where the alumni live, work, what they do, what they are skilled at and more.

You can also search by title, keyword and company in the search field or add parameters in the statistics sectors.

\*The parameters will be searched using OR boolean operator logic if combined inside one sector and using AND operator for different sectors.

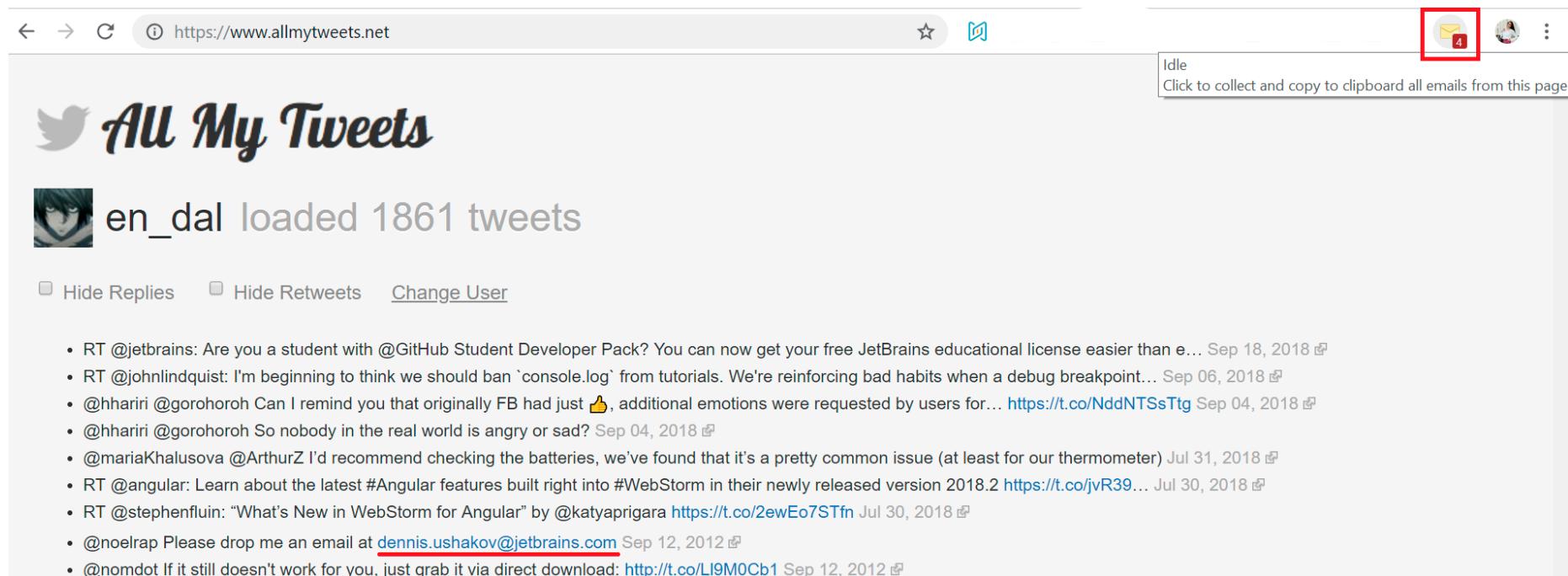


# 5 ALL MY TWEETS & EMAIL EXTRACTOR

#tool  
#Twitter  
#EmailSourcing

An alternative way to find the contact email is to use [All My Tweets](#) together with [Email Extractor](#).

Just type the target's Twitter nickname on All My Tweets and use Email Extractor extension to collect email addresses shared by the person on Twitter.



The screenshot shows a web browser displaying the [All My Tweets](https://www.allmytweets.net) website. The URL in the address bar is `https://www.allmytweets.net`. The page title is "All My Tweets". Below the title, it says "en\_dal loaded 1861 tweets". On the left, there is a profile picture of a person with dark hair. Below the profile picture are three buttons: "Hide Replies", "Hide Retweets", and "Change User". The main content area lists 1861 tweets from the user "en\_dal". The tweets are displayed as a vertical list of bullet points, each containing a timestamp and a link. At the top right of the browser window, there is a toolbar with several icons. One of the icons, which looks like an envelope with a number "4" on it, is highlighted with a red box. A tooltip for this icon says "Idle Click to collect and copy to clipboard all emails from this page".

- RT @jetbrains: Are you a student with @GitHub Student Developer Pack? You can now get your free JetBrains educational license easier than e... Sep 18, 2018 ↗
- RT @johnlindquist: I'm beginning to think we should ban 'console.log' from tutorials. We're reinforcing bad habits when a debug breakpoint... Sep 06, 2018 ↗
- @hhariri @gorohoroh Can I remind you that originally FB had just 🙅, additional emotions were requested by users for... <https://t.co/NddNTSsTtg> Sep 04, 2018 ↗
- @hhariri @gorohoroh So nobody in the real world is angry or sad? Sep 04, 2018 ↗
- @mariaKhalusova @ArthurZ I'd recommend checking the batteries, we've found that it's a pretty common issue (at least for our thermometer) Jul 31, 2018 ↗
- RT @angular: Learn about the latest #Angular features built right into #WebStorm in their newly released version 2018.2 <https://t.co/jvR39...> Jul 30, 2018 ↗
- RT @stephenfluin: "What's New in WebStorm for Angular" by @katyaprígara <https://t.co/2ewEo7STfn> Jul 30, 2018 ↗
- @noelrap Please drop me an email at [dennis.ushakov@jetbrains.com](mailto:dennis.ushakov@jetbrains.com) Sep 12, 2012 ↗
- @nomdot If it still doesn't work for you, just grab it via direct download: <http://t.co/LI9M0Cb1> Sep 12, 2012 ↗

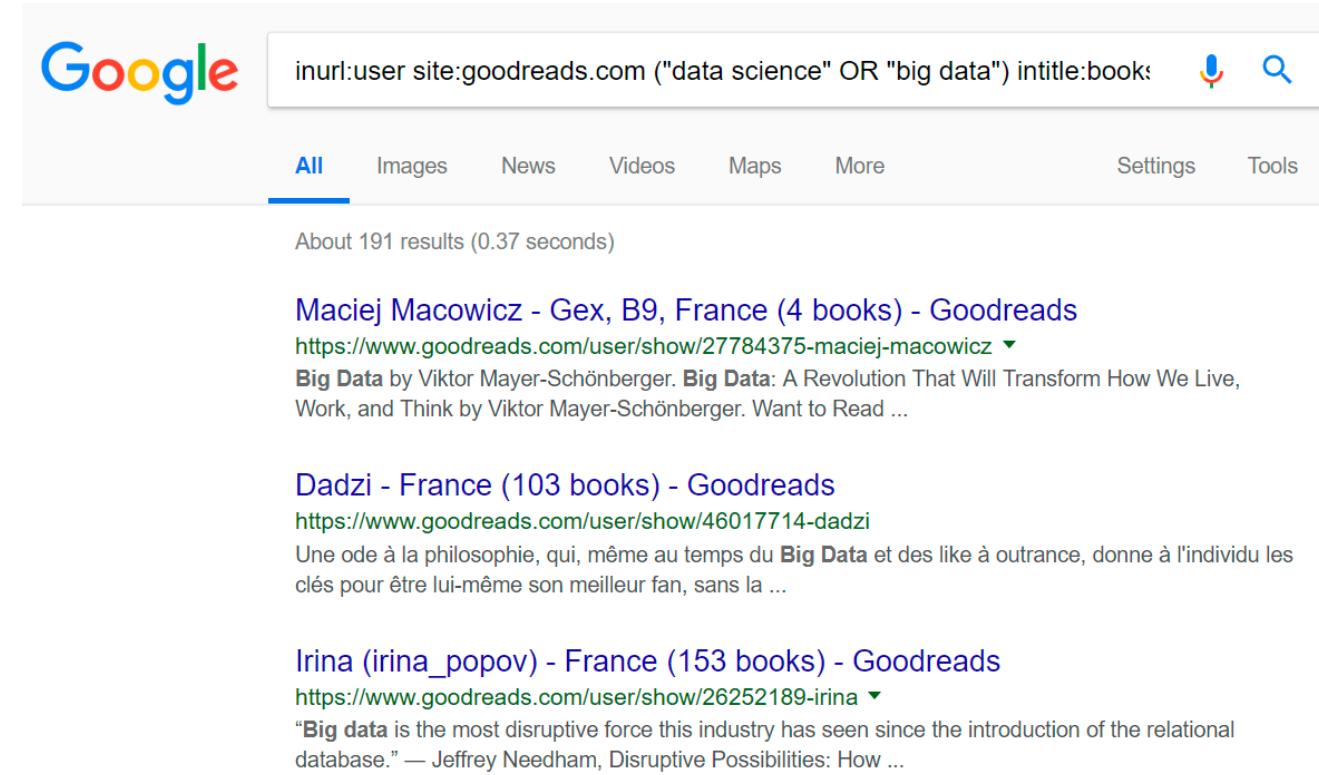
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## 6 GOODREADS X-RAY

#X-Ray  
#Goodreads

Use this X-Ray to find Goodreads users who read books on the specific topic by location:

inurl: user site:goodreads.com  
("DATA SCIENCE" OR "BIG DATA")  
intitle:books FRANCE



Google search results for the query "inurl: user site:goodreads.com ("data science" OR "big data") intitle:books FRANCE". The results page shows three user profiles from Goodreads:

- Maciej Macowicz - Gex, B9, France (4 books) - Goodreads**  
<https://www.goodreads.com/user/show/27784375-maciej-macowicz> ▾  
Big Data by Viktor Mayer-Schönberger. Big Data: A Revolution That Will Transform How We Live, Work, and Think by Viktor Mayer-Schönberger. Want to Read ...
- Dadzi - France (103 books) - Goodreads**  
<https://www.goodreads.com/user/show/46017714-dadzi>  
Une ode à la philosophie, qui, même au temps du Big Data et des like à outrance, donne à l'individu les clés pour être lui-même son meilleur fan, sans la ...
- Irina (irina\_popov) - France (153 books) - Goodreads**  
<https://www.goodreads.com/user/show/26252189-irina> ▾  
"Big data is the most disruptive force this industry has seen since the introduction of the relational database." — Jeffrey Needham, Disruptive Possibilities: How ...

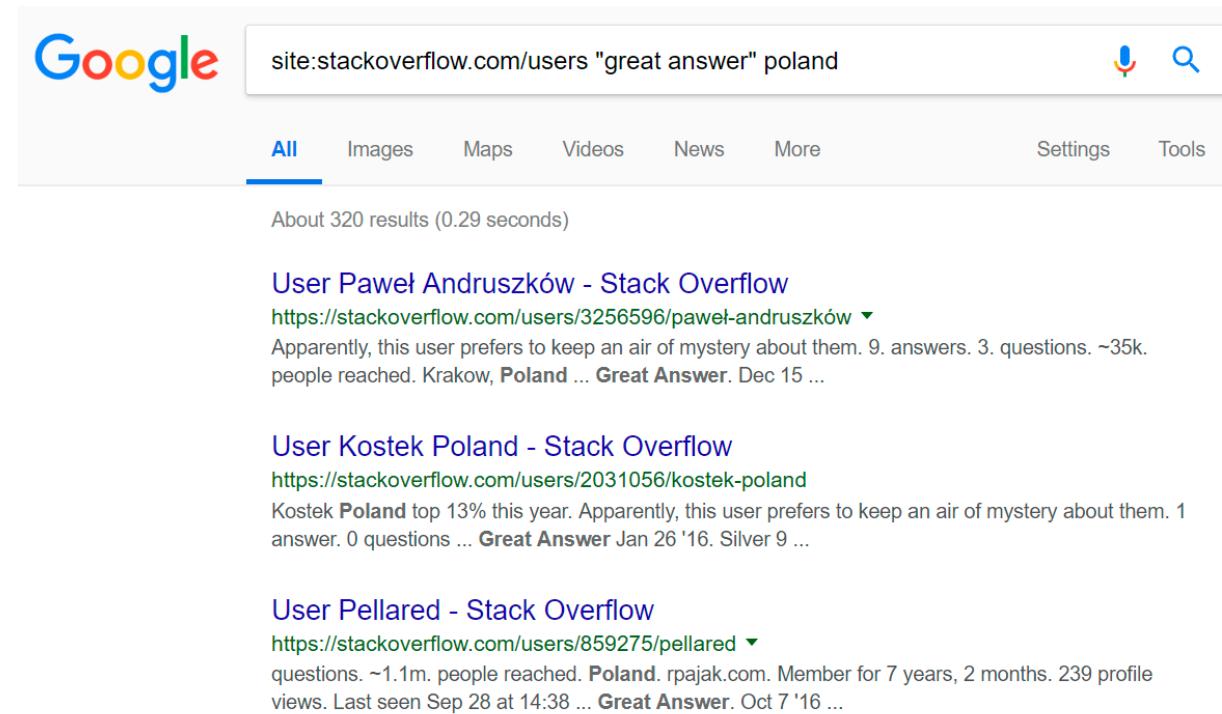
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## 7 STACK OVERFLOW BADGE SOURCING

Use this X-ray to find more qualified developers' profiles on Stack Overflow by location:

**site:stackoverflow.com/users  
"GREAT ANSWER" POLAND**

Great answer badge is given to answers scored of 100 or more – it can indicate the star developer. You can search by different badges, see all of them [here](#).



Google search results for the query "site:stackoverflow.com/users \"great answer\" poland". The results page shows three user profiles: Paweł Andruszków, Kostek Poland, and Pellared.

site:stackoverflow.com/users "great answer" poland

All Images Maps Videos News More Settings Tools

About 320 results (0.29 seconds)

User Paweł Andruszków - Stack Overflow  
<https://stackoverflow.com/users/3256596/pawel-andruszkow> ▾  
Apparently, this user prefers to keep an air of mystery about them. 9. answers. 3. questions. ~35k. people reached. Krakow, Poland ... Great Answer. Dec 15 ...

User Kostek Poland - Stack Overflow  
<https://stackoverflow.com/users/2031056/kostek-poland>  
Kostek Poland top 13% this year. Apparently, this user prefers to keep an air of mystery about them. 1 answer. 0 questions ... Great Answer Jan 26 '16. Silver 9 ...

User Pellared - Stack Overflow  
<https://stackoverflow.com/users/859275/pellared> ▾  
questions. ~1.1m. people reached. Poland. rpajak.com. Member for 7 years, 2 months. 239 profile views. Last seen Sep 28 at 14:38 ... Great Answer. Oct 7 '16 ...

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# 8 NAME2EMAIL & LINKEDIN SALES NAVIGATOR

#tool

#EmailSourcing

#EmailVerification

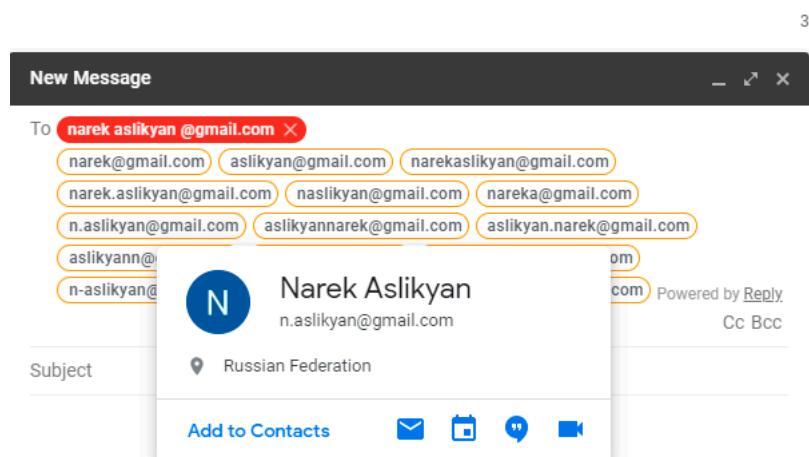
[Name2Email](#) allows you to find email based on someone's name right from Gmail.

Enter **FIRSTNAME LASTNAME @EMAILDOMAIN.COM** into “To” field and the tool will generate the most common email address patterns for the person.

\*note that the input format with gaps is necessary

Go with your mouse over generated emails. Once you see a popup with a correct person name – this is the right email address.

Use [Linkedin Sales Navigator](#) to validate the generated email – check whether the relevant Linkedin account was found.



The screenshot shows a Gmail inbox with a 'New Message' window open. In the 'To' field, the email 'narek aslikyan@gmail.com' is entered, and a list of generated email variations is shown below it, each with a small orange box around it. The variations include 'narek@gmail.com', 'aslikyan@gmail.com', 'narekaslikyan@gmail.com', 'narek.aslikyan@gmail.com', 'naslikyan@gmail.com', 'nareka@gmail.com', 'n.aslikyan@gmail.com', 'aslikyannarek@gmail.com', 'aslikyan.narek@gmail.com', 'aslikyann...', and 'n-aslikyan@...'. Below the 'To' field, there is a 'Subject' field with the placeholder 'Russian Federation'. At the bottom of the message window, there are buttons for 'Add to Contacts', 'Send', and other message options. To the right of the message window, there is a sidebar for 'SALES NAVIGATOR Lite' for the user 'Narek Aslikyan'. The sidebar includes a profile picture, the user's name, their title 'Business development manager at AmazingHiring Global', '1 current positions', and 'Armenia'. It also shows '28 shared connections' with several small profile pictures, an 'Icebreakers' section, and a 'Unlock Full Version' button.

# 9 PHANTOMBUSTER

#tool  
#Linkedin

Go to [Phantom Buster](#) API store to stalk Linkedin. Use [Linkedin Group Members](#) API to scrape Linkedin profiles of certain group members and download them as a CSV file. Then use [Linkedin Network Booster](#) to add profiles to your network with a customised message → you have effortlessly reached out for many potentially relevant candidates.

\*note that you must be a member of a Linkedin group to scrape it and you will be able to gather up to 2500 profiles

Follow the instructions on the APIs' pages to start easier: [Linkedin Group Members](#); [Linkedin Network Booster](#).



## LinkedIn Group Members

Scrape LinkedIn profiles, names & position of up to 2500+ members of a LinkedIn group

7



## LinkedIn Network Booster

Add profiles to your network and get in touch using a personalized message

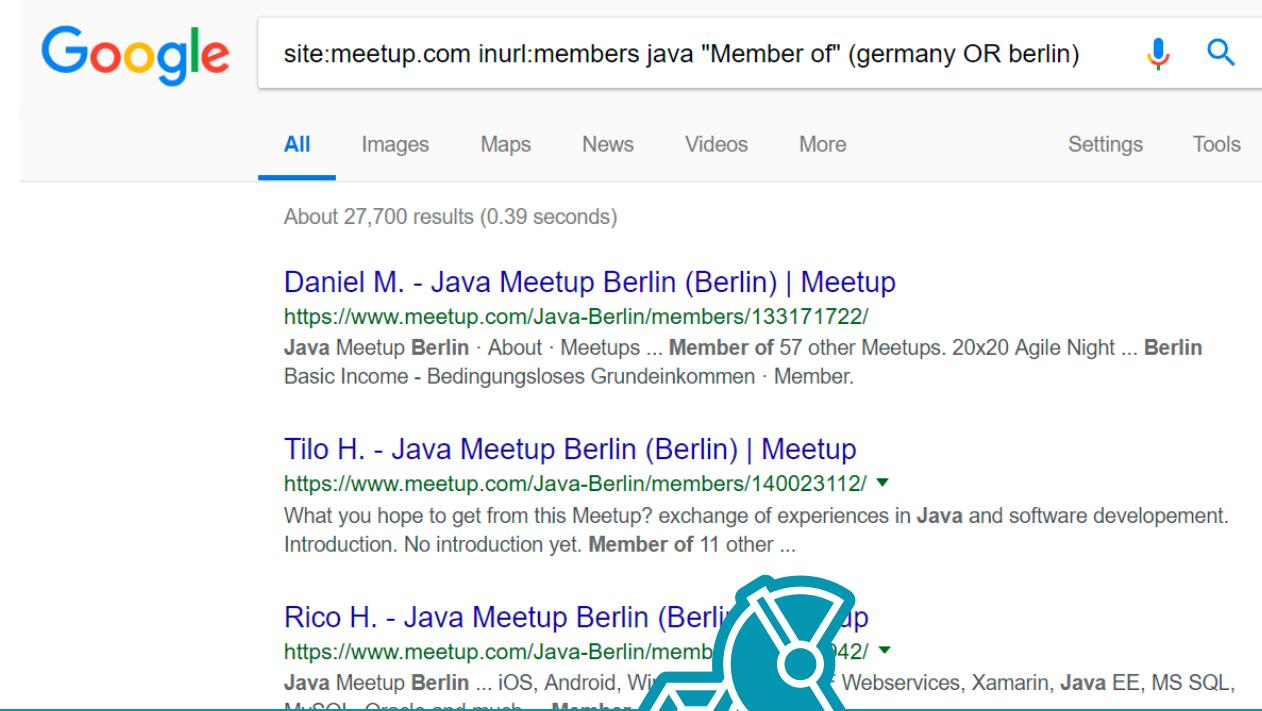
45

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# 10 MEETUP.COM X-RAY

Use this X-Ray to find the profiles of meetup members by meetup topic and location:

**site:meetup.com inurl:members JAVA  
"Member of" (GERMANY OR BERLIN)**



site:meetup.com inurl:members java "Member of" (germany OR berlin) Google

All Images Maps News Videos More Settings Tools

About 27,700 results (0.39 seconds)

**Daniel M. - Java Meetup Berlin (Berlin) | Meetup**  
<https://www.meetup.com/Java-Berlin/members/13317172/>  
Java Meetup Berlin · About · Meetups ... Member of 57 other Meetups. 20x20 Agile Night ... Berlin Basic Income - Bedingungsloses Grundeinkommen · Member.

**Tilo H. - Java Meetup Berlin (Berlin) | Meetup**  
<https://www.meetup.com/Java-Berlin/members/140023112/> ▾  
What you hope to get from this Meetup? exchange of experiences in Java and software developement. Introduction. No introduction yet. Member of 11 other ...

**Rico H. - Java Meetup Berlin (Berlin) | Meetup**  
<https://www.meetup.com/Java-Berlin/members/140023112/> ▾  
Java Meetup Berlin ... iOS, Android, Windows Phone, Java, Java EE, Java ME, Java Web, Webservices, Xamarin, Java EE, MS SQL, MySQL, Oracle, and much ... Member

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Do you know that **AmazingHiring search engine** can replace hundreds of sourcing hacks?

- It **aggregates publicly available information** from 50+ resources
- **Displays it in the consolidated profile:** skills, achievements, experience, etc.
- Refines your search with **boolean operators and smart filters**
- **Pre-assesses candidate's achievements**
- Shows candidate's **publicly available contacts**

**Book a call** and our team of sourcing evangelists will show you how it can boost your sourcing effectiveness.



# Sourcing Hacks

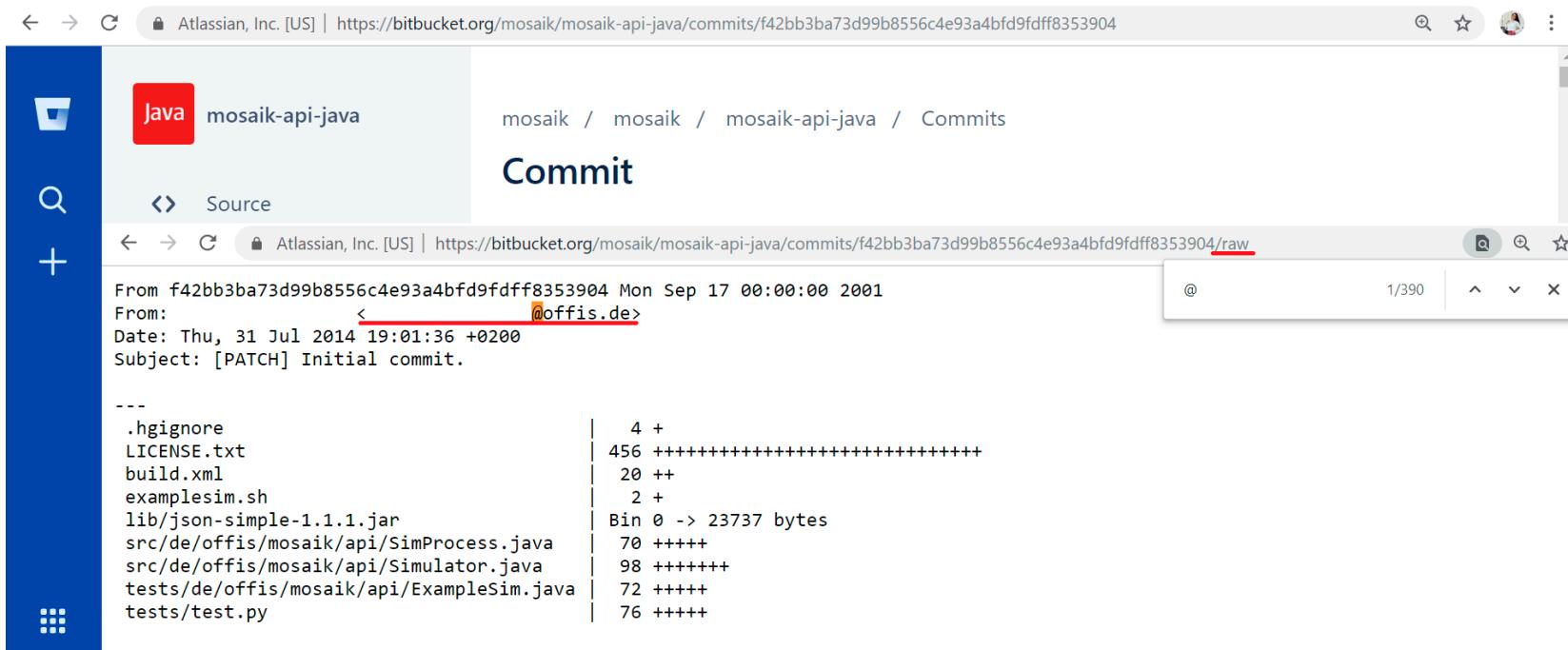
## Special Edition

# 1 BITBUCKET EMAIL SOURCING

#Bitbucket  
#EmailSourcing

Find any Bitbucket commit of the developer you are interested in. Click the commit name to open the commit page.  
Add **/RAW** to the end of the page address in the address bar.

Search (Ctrl+F) “@.” Get the developer’s email.



The screenshot shows a Bitbucket commit page for a Java project named "mosaik-api-java". The commit message is displayed in a monospaced font. The word "@offis.de" is highlighted with a red box. The URL in the browser's address bar is https://bitbucket.org/mosaik/mosaik-api-java/commits/f42bb3ba73d99b8556c4e93a4bfd9fdff8353904/raw.

```
From f42bb3ba73d99b8556c4e93a4bfd9fdff8353904 Mon Sep 17 00:00:00 2001
From: <@offis.de>
Date: Thu, 31 Jul 2014 19:01:36 +0200
Subject: [PATCH] Initial commit.

---
.hgignore          |  4 +
LICENSE.txt       | 456 ++++++=====
build.xml         | 20 ++
examplesim.sh     |  2 +
lib/json-simple-1.1.1.jar | Bin 0 -> 23737 bytes
src/de/offis/mosaik/api/SimProcess.java | 70 ++++++
src/de/offis/mosaik/api/Simulator.java  | 98 ++++++++
tests/de/offis/mosaik/api/ExampleSim.java | 72 +++++
tests/test.py      | 76 +++++
```

BY



GLENN GUTMACHER



## 2 MULTILINGUAL SEARCH BY TITLE AND TECHNOLOGY

#X-Ray

Combining keywords in English (or other official languages of your job opening's location and their native language equivalents of your target talent can dramatically increase your qualified pool. Even those who know English are more comfortable (and likely) to post CVs, profiles, etc., in their native language.

For tech talent, combine job titles with universal keywords, e.g. for a Google search of Microsoft developers' Spanish and English CVs:

**(intitle:cv OR inurl:cv OR intitle:resume OR inurl:resume OR intitle:resumen OR inurl:resumen) (engineer OR ingeniero OR developer OR desarrollador) "C#" ".NET" -apply -aplica -example -ejemplo -jobs -ofertas -your -tu**

You can get more native results by restricting to one language at a time (regardless of the language, include -jobs in order to eliminate LinkedIn job postings) as well as use shorter strings on Google, besides:

**(intitle:cv OR inurl:cv OR intitle:resumen OR inurl:resumen) (ingeniero OR desarrollador) "C#" ".NET" -aplica -ejemplo -jobs -ofertas -tu**

This works equally well when searching profiles with the site:github.com and site:linkedin.com methods described in previous editions of AmazingHiring's sourcing hacks.

You can even include terms from 16-bit/double-byte character languages such as Chinese (add intitle:简历 OR inurl:简历 to the CV part of the query, at a minimum), Japanese and Korean.

Use <http://translate.google.com> for each desired term, then copy and paste the result into your query, but double-check with a fluent speaker to make sure you're using appropriate synonyms.

The screenshot shows a Google search results page. The search bar contains the query: (intitle:cv OR inurl:cv OR intitle:resumen OR inurl:resumen) (ingeniero OR ). The results are filtered by 'All' and show approximately 1,270 results found in 0.51 seconds. The first result is a PDF from Universidad La Salle titled 'curriculum vitae - Universidad La Salle', with a link to [https://www.ulassalle.edu.pe/.../cv/franco\\_tejada\\_cv\\_ULASALLE.pdf](https://www.ulassalle.edu.pe/.../cv/franco_tejada_cv_ULASALLE.pdf). The second result is a PDF from Nouapps titled 'Curriculum Vitae - Nouapps', with a link to [www.nouapps.com/cv/CV\\_Sergio\\_Cantos\\_Maqueda.pdf](http://www.nouapps.com/cv/CV_Sergio_Cantos_Maqueda.pdf). The third result is a Wix.com page titled 'memotronmx | Curriculum Vitae (Resume) - Wix.com', with a link to [gmartinezslr.wixsite.com/memotronmx/cv](http://gmartinezslr.wixsite.com/memotronmx/cv).

Google search results for the query: (intitle:cv OR inurl:cv OR intitle:resumen OR inurl:resumen) (ingeniero OR )

All Images Videos News Maps More Settings Tools

About 1,270 results (0.51 seconds)

[PDF] [curriculum vitae - Universidad La Salle](#)  
[https://www.ulassalle.edu.pe/.../cv/franco\\_tejada\\_cv\\_ULASALLE.pdf](https://www.ulassalle.edu.pe/.../cv/franco_tejada_cv_ULASALLE.pdf) ▾ [Translate this page](#)  
Ingeniero de Sistemas en la Universidad Nacional de San Agustín de ... Curso de Programación en Plataforma .NET: Asp.Net – VB.Net – C#.Net - BS Grupo.

[PDF] [Curriculum Vitae - Nouapps](#)  
[www.nouapps.com/cv/CV\\_Sergio\\_Cantos\\_Maqueda.pdf](http://www.nouapps.com/cv/CV_Sergio_Cantos_Maqueda.pdf) ▾ [Translate this page](#)  
Dec 16, 2015 - (embedded C++/VB/C# .net) BBDD Sql Server y Navision Financials BD. 2005 -2009 [ LIBRE ]. \* Desarrollador de aplicación móvil GDICONS ...

[memotronmx | Curriculum Vitae \(Resume\) - Wix.com](#)  
[gmartinezslr.wixsite.com/memotronmx/cv](http://gmartinezslr.wixsite.com/memotronmx/cv) ▾ [Translate this page](#)  
Líder técnico/Desarrollador Web .NET. De enero del 2017 a la fecha: ... Adquirí conocimiento de Sharepoint y reforcé mis conocimientos de C#. \* Colaboré ...

# 3 OCTOHUNT

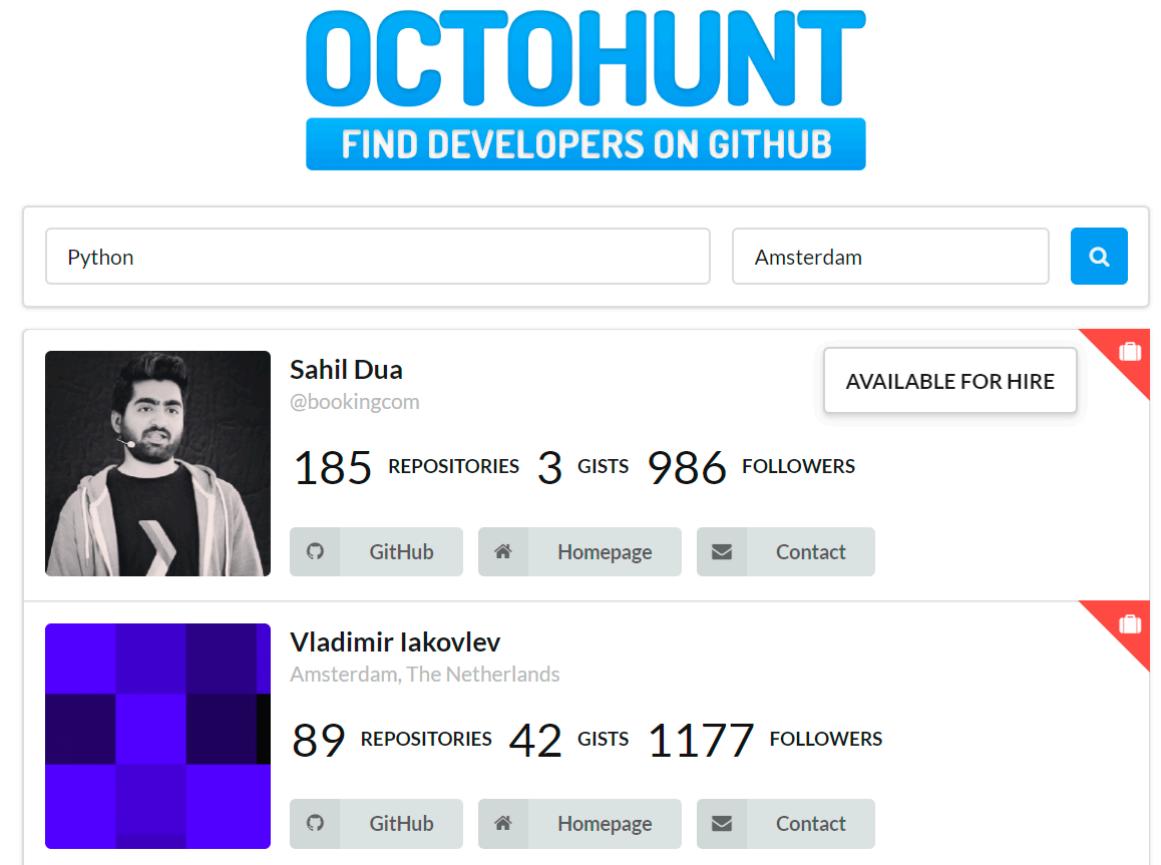
[Octohunt](#) is a web application which allows you to easily search the GitHub's userbase by skill and location.

The tool gives quick access to Github profiles and the most important information from them: repositories, gists, followers, link to the personal website and contact details.

Octohunt also shows whether the users indicate themselves as available for hire which can be a very useful feature for sourcers.

\*Note that if you are not authorised to GitHub the number of search requests per hour would be limited.

#GitHub  
#Tool



The screenshot shows the Octohunt homepage with a search bar at the top containing "Python" and "Amsterdam". Below the search bar, there are two search results. The first result is for Sahil Dua (@bookingcom), who is listed as "AVAILABLE FOR HIRE". His stats are: 185 REPOSITORIES, 3 GISTS, 986 FOLLOWERS. Below his profile are links for GitHub, Homepage, and Contact. The second result is for Vladimir Iakovlev (Amsterdam, The Netherlands). His stats are: 89 REPOSITORIES, 42 GISTS, 1177 FOLLOWERS. Below his profile are links for GitHub, Homepage, and Contact.

# 4 FACEBOOK GROUPS MEMBERS BADGE SOURCING

#Facebook

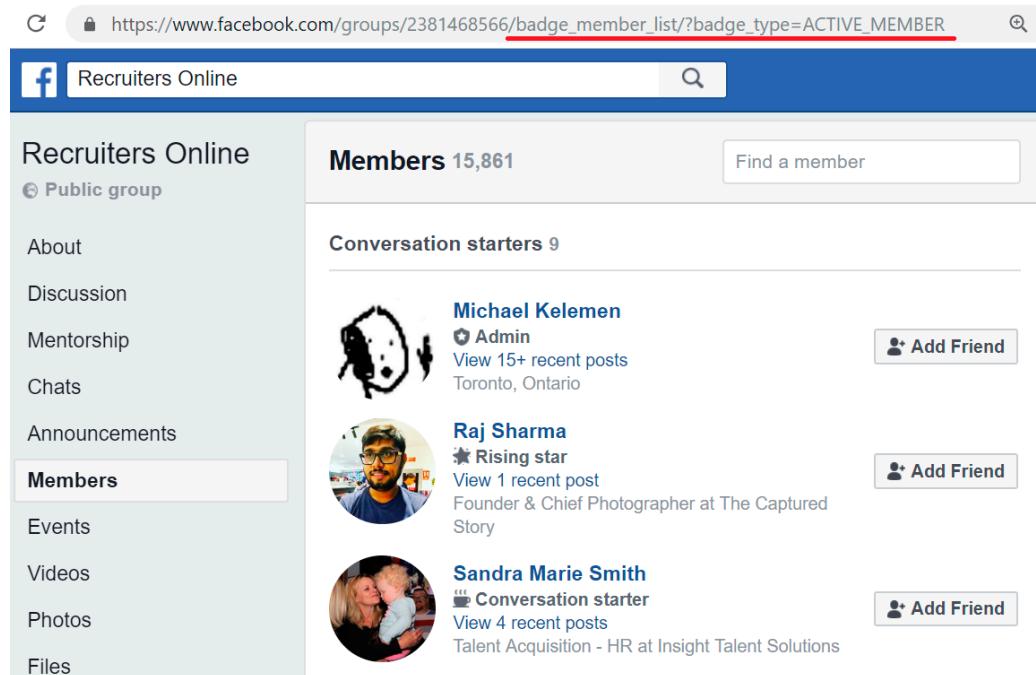
To find the most active members of any Facebook group add **/badge\_member\_list/?badge\_type=ACTIVE MEMBER** to the group's URL:

[https://www.facebook.com/groups/2381468566/badge\\_member\\_list/?badge\\_type=ACTIVE\\_MEMBER](https://www.facebook.com/groups/2381468566/badge_member_list/?badge_type=ACTIVE_MEMBER)

You can also use other Facebook group badges types like:

- NEW\_MEMBER = New members
- ACTIVE\_MEMBER = Conversation Starters
- RISING\_STAR = Rising Star Badge
- VISUAL\_STORYTELLER = Visual sharers
- and so on

\*Note that you have to be a member of the group to see the list of active users.



The screenshot shows the Facebook group 'Recruiters Online' with 15,861 members. The 'Members' tab is selected, displaying three active members: Michael Kelemen (Admin), Raj Sharma (Rising star), and Sandra Marie Smith (Conversation starter). Each member has a profile picture, a brief bio, and an 'Add Friend' button.

Member	Type	Profile Picture	Action
Michael Kelemen	Admin		Add Friend
Raj Sharma	Rising star		Add Friend
Sandra Marie Smith	Conversation starter		Add Friend



BY

MARCEL VAN DER MEER

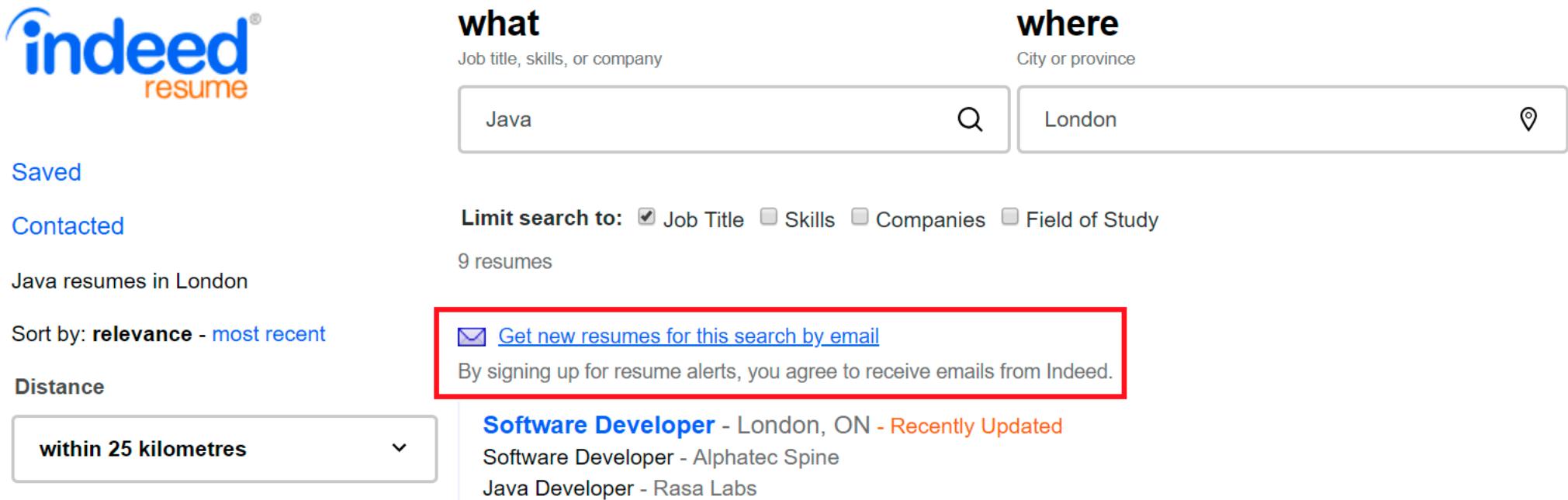


# 5 INDEED RESUME ALERT

#Indeed

Due to policy changes, all the resumes in the Indeed database have been anonymized.

Make a resume alert and you'll receive all the names to your mailbox on a daily basis.



The screenshot shows the Indeed Resume search interface. On the left, there are filters for 'Saved' (blue), 'Contacted' (blue), and 'Java resumes in London'. Below these are sorting options ('Sort by: relevance - most recent') and a distance filter ('Distance: within 25 kilometres'). The main search area has 'what' set to 'Java' and 'where' set to 'London'. A red box highlights the 'Get new resumes for this search by email' button, which is described as a resume alert. The search results show 9 resumes, with the top result being a 'Software Developer' position.

what

Job title, skills, or company

Java

where

City or province

London

Saved

Contacted

Java resumes in London

Sort by: relevance - most recent

Distance

within 25 kilometres

Limit search to:  Job Title  Skills  Companies  Field of Study

9 resumes

Get new resumes for this search by email

By signing up for resume alerts, you agree to receive emails from Indeed.

Software Developer - London, ON - Recently Updated

Software Developer - Alphatec Spine

Java Developer - Rasa Labs

# 6 LINKEDIN RECOMMENDATIONS X-RAY

#Linkedin  
#X-Ray

Use this X-Ray string to source for candidates basing on their recommendations on Linkedin:

**site:linkedin.com/in recommendations ("Given"|"received") "GREATER CHICAGO AREA" (DEVOPS|AWS)**



site:linkedin.com/in recommendations ("Given"|"received") "greater chicag"  

All

Images

News

Maps

Videos

More

Settings

Tools

About 16,700 results (0.28 seconds)

[Geoff Nyheim - Director, US Central Area - Amazon Web Services ...](#)

<https://www.linkedin.com/in/geoffnyheim> ▾

Recommendations, 11 people have recommended Geoff Nyheim ... Join our AWS Innovate Online Conference – Machine Learning. .... Greater Chicago Area .... has received unprecedented national and international recognition from media, ...

[Angela Ruohan Wang - Senior Solutions Architect - Enterprise ...](#)

<https://www.linkedin.com/in/angelaruohanwang> ▾

Recommendations, 1 person has recommended Angela Ruohan Wang ... On episode 297 of the AWS Podcast series, Simon Elisha and. .... Greater Chicago Area ... Received the "Best Intern Award" out of 160+ globally recruited interns ...

# 7 KAGGLE TOP PERFORMERS X-RAY

#Kaggle  
#X-Ray

Use this X-Ray string to find top 1% performers on Kaggle:

**site:kaggle.com/\*/competitions "top 1%"**



Google search results for **site:kaggle.com/\*/competitions "top 1%"**:

All Images Videos Maps News More Settings Tools

About 11,900 results (0.28 seconds)

**Medrr | Kaggle**  
<https://www.kaggle.com/media/competitions>  
KDD Cup 2012, Track 1. Predict which users (or information sources) one user might follow in Tencent Weibo. Featured 6 years ago. Medrr. 6/657. **Top 1%**.

**Alexander Guschin | Kaggle**  
<https://www.kaggle.com/aguschin/competitions>  
Top 1%. Springleaf Marketing Response. Determine whether to send a direct mail ... **Top 1%**. Learning Social Circles in Networks. Model friend memberships to ...

**Shize Su | Kaggle**  
<https://www.kaggle.com/sushize/competitions>  
3/1323. **Top 1%**. PAKDD 2014 - ASUS Malfunctional Components Prediction ... 4/1326. **Top 1%**. How Much Did It Rain? II. Predict hourly rainfall using data from ...



BY

IRINA SHAMAEVA



# 8 HACK TO FIND FACEBOOK GRAPH SEARCH URLs

#Facebook

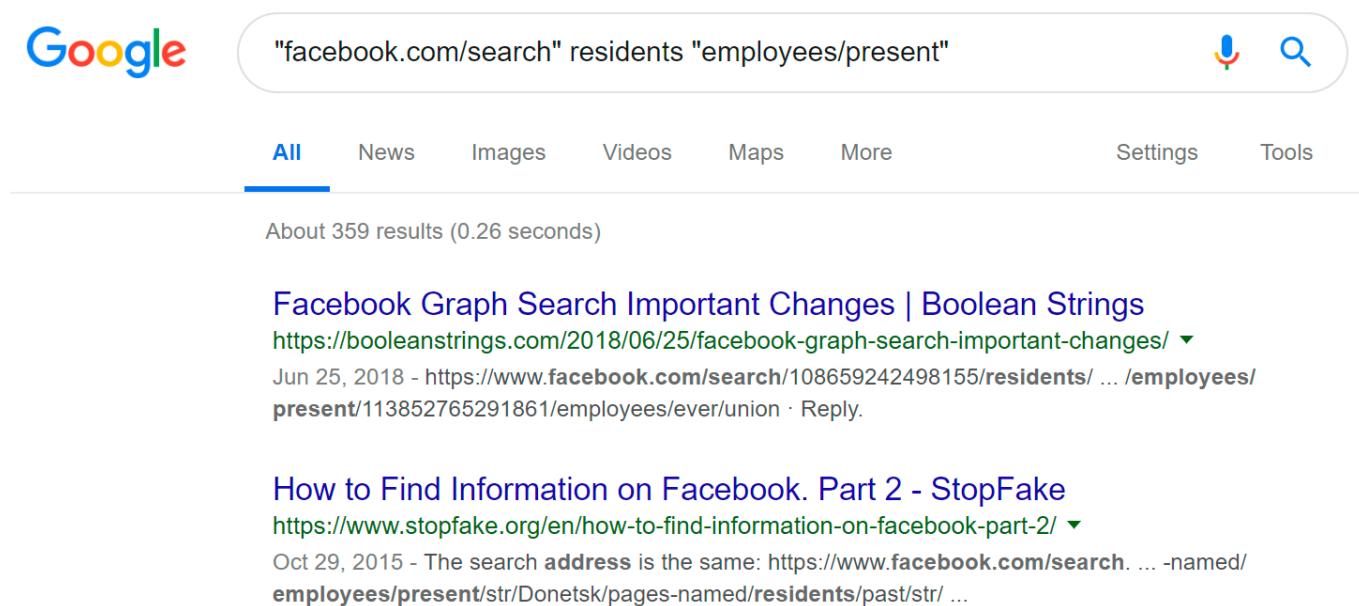
Constructing a page URL is a popular hacking technique for sourcers. To easily learn to construct the search URLs, google for parts of the URLs in question, and you will find full URLs – and more URLs – to use in your Sourcing.

Examples of search strings to find Facebook Graph Search URLs:

**“facebook.com/search”  
-site:facebook.com**

**“facebook.com/search/str \* \*  
pages-named”**

**“facebook.com/search”  
residents “employees/present”**



The screenshot shows a Google search results page. The search query in the bar is "facebook.com/search" residents "employees/present". The results show approximately 359 results found in 0.26 seconds. The top result is a link to a blog post titled "Facebook Graph Search Important Changes | Boolean Strings" from booleanstrings.com. Below it is another link to a post on stopfake.org about finding information on Facebook.

"facebook.com/search" residents "employees/present"

All News Images Videos Maps More Settings Tools

About 359 results (0.26 seconds)

[Facebook Graph Search Important Changes | Boolean Strings](https://booleanstrings.com/2018/06/25/facebook-graph-search-important-changes/)  
https://booleanstrings.com/2018/06/25/facebook-graph-search-important-changes/ ▾  
Jun 25, 2018 - https://www.facebook.com/search/108659242498155/residents/ ... /employees/present/113852765291861/employees/ever/union · Reply.

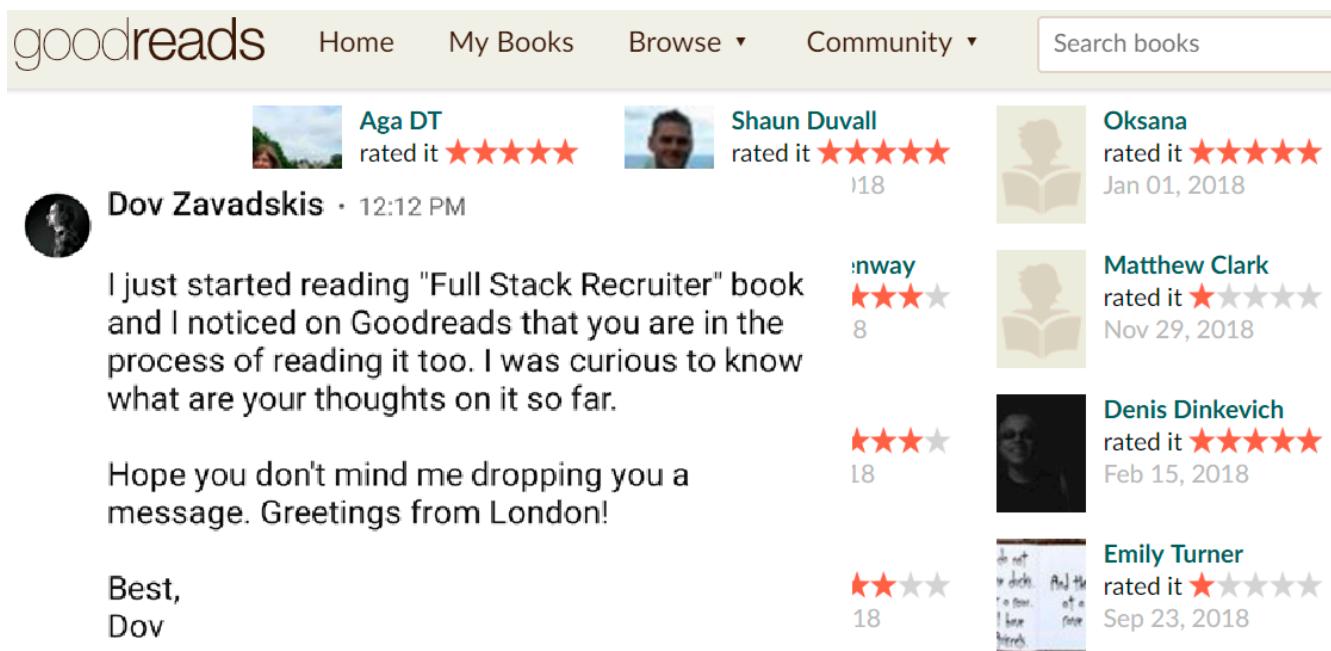
[How to Find Information on Facebook. Part 2 - StopFake](https://www.stopfake.org/en/how-to-find-information-on-facebook-part-2/)  
https://www.stopfake.org/en/how-to-find-information-on-facebook-part-2/ ▾  
Oct 29, 2015 - The search address is the same: https://www.facebook.com/search. ... -named/employees/present/str/Donetsk/pages-named/residents/past/str/ ...

# 9 USING GOODREADS FOR REACHING OUT

#Goodreads

Check the community reviews of the book you are interested in on [Goodreads](#). Cross-reference the users who rated or marked the book on LinkedIn. Pay attention to the status the user gave to the book: read, currently reading, want to read.

A common interest in some book can be a good topic for the ice-breaking message.



The screenshot shows a Goodreads post from Dov Zavadskis. The post text reads:

I just started reading "Full Stack Recruiter" book and I noticed on Goodreads that you are in the process of reading it too. I was curious to know what are your thoughts on it so far.

Hope you don't mind me dropping you a message. Greetings from London!

Below the post, Dov's signature is shown:

Best,  
Dov

At the bottom of the post, there are several user reviews for the book, each with a profile picture, name, rating, and date:

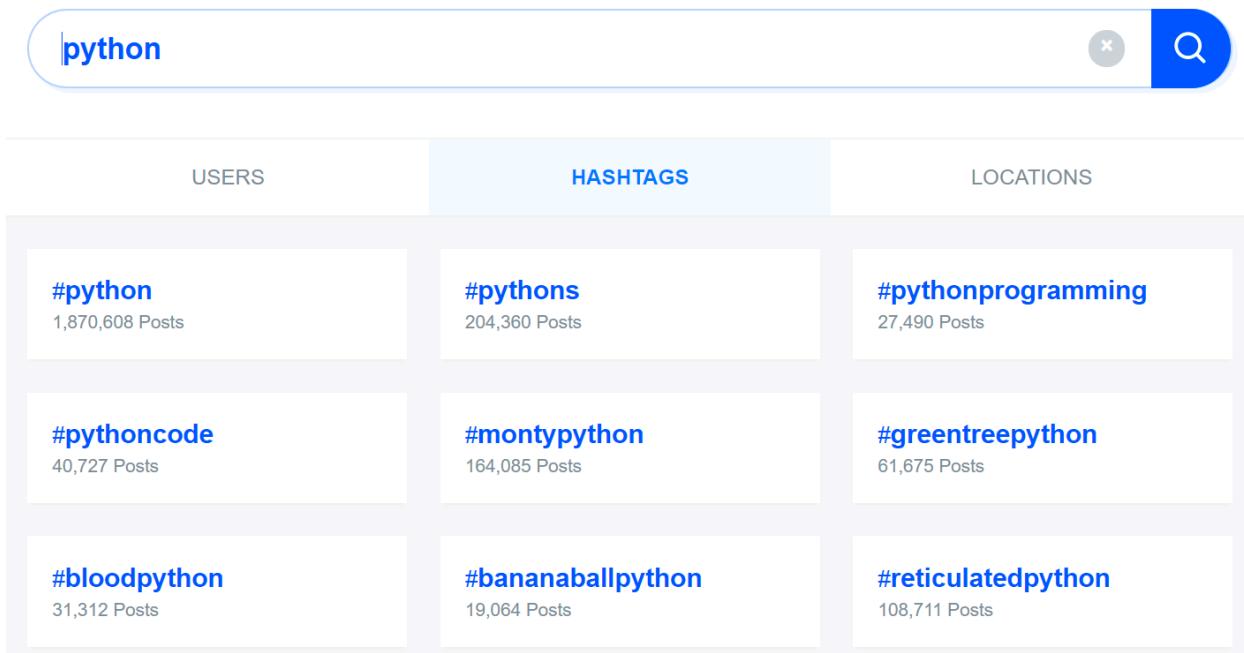
- Aga DT rated it ★★★★★ 18
- Shaun Duvall rated it ★★★★★ 18
- Oksana rated it ★★★★★ Jan 01, 2018
- Matthew Clark rated it ★★★★★ Nov 29, 2018
- Denis Dinkevich rated it ★★★★★ Feb 15, 2018
- Emily Turner rated it ★★★★★ Sep 23, 2018

# 10 YOOYING

#Tool  
#Instagram

Use [Yooying](#) web service to discover relevant hashtags and IG posts.

Hence, you can find people who visit professional conferences or create relevant content. Discover their profiles and find their social media accounts using [AmazingHiring Chrome extension](#).



The screenshot shows the Yooying search interface with the query 'python'. Below the search bar, there are three tabs: 'USERS', 'HASHTAGS' (which is selected), and 'LOCATIONS'. The main content area displays a grid of nine hashtag cards:

Hashtag	Post Count
#python	1,870,608 Posts
#pythons	204,360 Posts
#pythonprogramming	27,490 Posts
#pythoncode	40,727 Posts
#montypython	164,085 Posts
#greentreepython	61,675 Posts
#bloodpython	31,312 Posts
#bananaballpython	19,064 Posts
#reticulatedpython	108,711 Posts



Powered by AI technology, trusted by 6000+ recruiters

Do you know that **AmazingHiring sourcing platform** can replace hundreds of sourcing hacks?

- It **aggregates publicly available information** from 50+ resources
- **Displays it in the consolidated profile:** skills, achievements, experience, etc.
- Refines your search with **boolean operators and smart filters**
- **Pre-assesses candidate's achievements**
- Shows candidate's **publicly available contacts**

**Request a demo** to see how it can boost your sourcing effectiveness!

# OSINT Playbook

by Denis Dinkevich

- 
- 

In this playbook by Denis Dinkevish, a professional sourcer, we will be discussing various OSINT techniques that help recruiters and sourcers get essential or additional information about the candidates. Let's see how to receive this free information from messengers, social media, search engines, etc. using various tools.



- How to find a LinkedIn profile using a person's email address?

[linkedin.com/sales/gmail/profile/viewByEmail/<EMAIL>/](https://www.linkedin.com/sales/gmail/profile/viewByEmail/<EMAIL>)

Add the email to this link and discover corresponding LinkedIn profile:

You can follow the same technique to find profiles on pipl.com, intelx.io, dehashed.com, and other websites:

[pipl.com/search/?q=<EMAIL>/](https://www.pipl.com/search/?q=<EMAIL>)

[intelx.io/?s=<EMAIL>/](https://intelx.io/?s=<EMAIL>)

[dehashed.com/search?query=<EMAIL>/](https://dehashed.com/search?query=<EMAIL>)

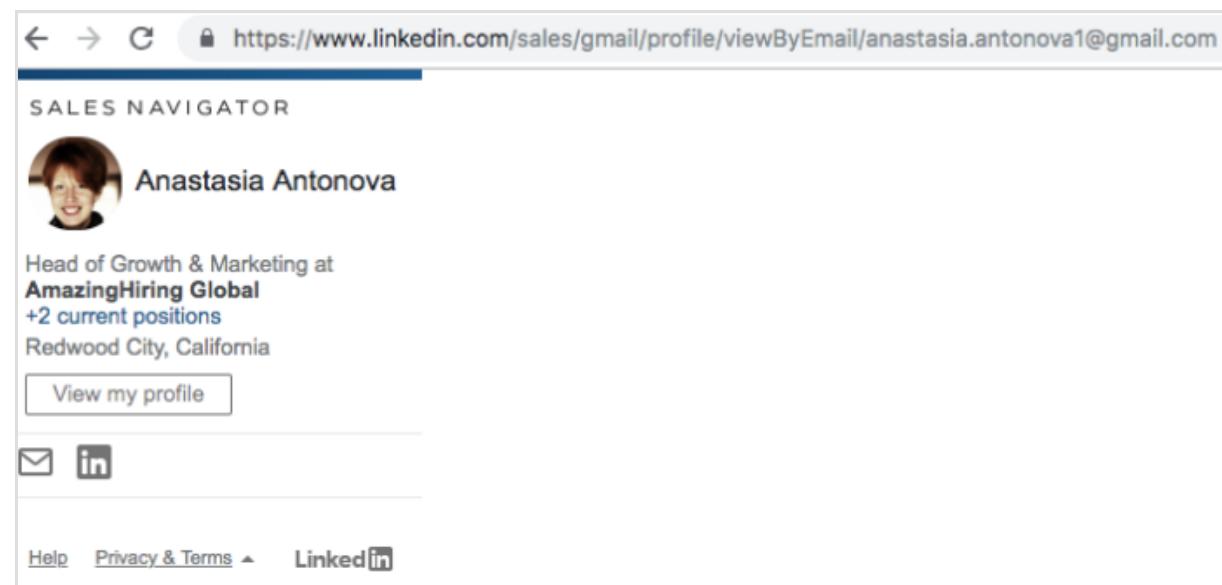
[api.trumail.io/v2/lookups/json?email=<EMAIL>/](https://api.trumail.io/v2/lookups/json?email=<EMAIL>)

[thatsthem.com/email/<EMAIL>/](https://thatsthem.com/email/<EMAIL>)

[spytox.com/email-search/<EMAIL>/](https://spytox.com/email-search/<EMAIL>)

[data.ocrp.org/search?q=<EMAIL>/](https://data.ocrp.org/search?q=<EMAIL>)

[en.gravatar.com/site/check/<EMAIL>/](https://en.gravatar.com/site/check/<EMAIL>)



- How to find an email using a Skype nickname?

- Use this tool to extract Skype user email  
[https://webresolver.nl/tools/skype\\_to\\_email](https://webresolver.nl/tools/skype_to_email)

Output:

The email from this user is:  
denisrecru.it@gmail.com  
dinkevich.hr@gmail.com

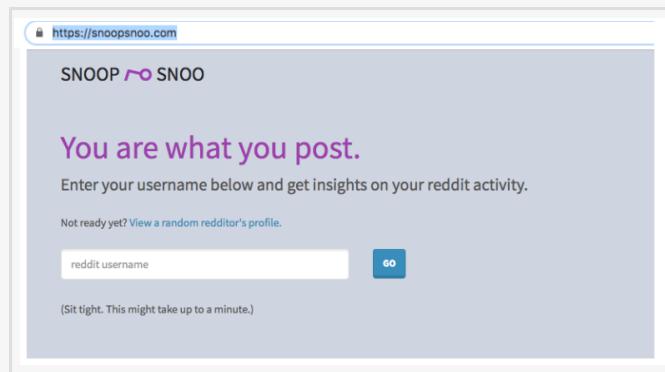
- And vice versa find a Skype name by email  
[https://webresolver.nl/tools/email\\_to\\_skype](https://webresolver.nl/tools/email_to_skype)

Output:

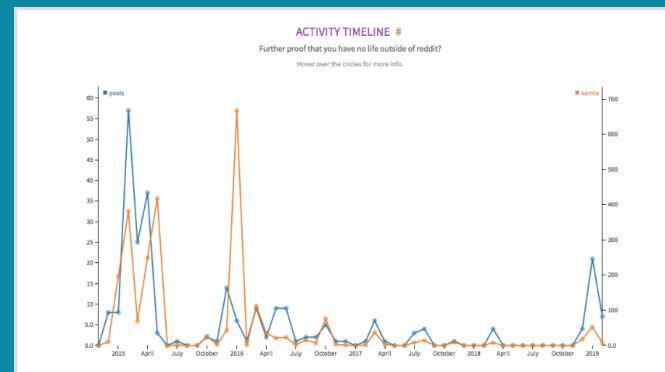
dinkevich.hr@gmail.com  
denis.dinkevich

# • ● How to see all user activity on Reddit?

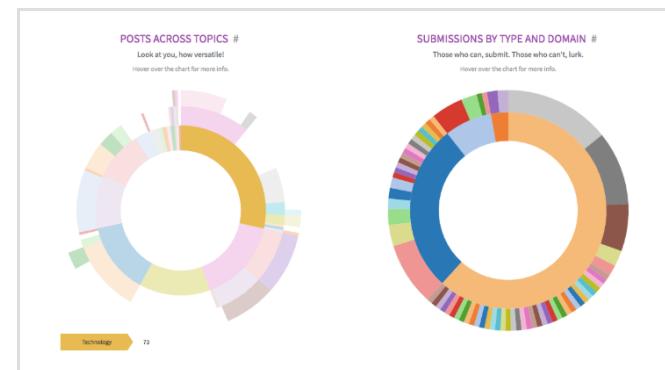
Click <https://snoopsnoo.com/> and enter user's name on Reddit



You can find user activity timeline and decide when is the best time for the communication



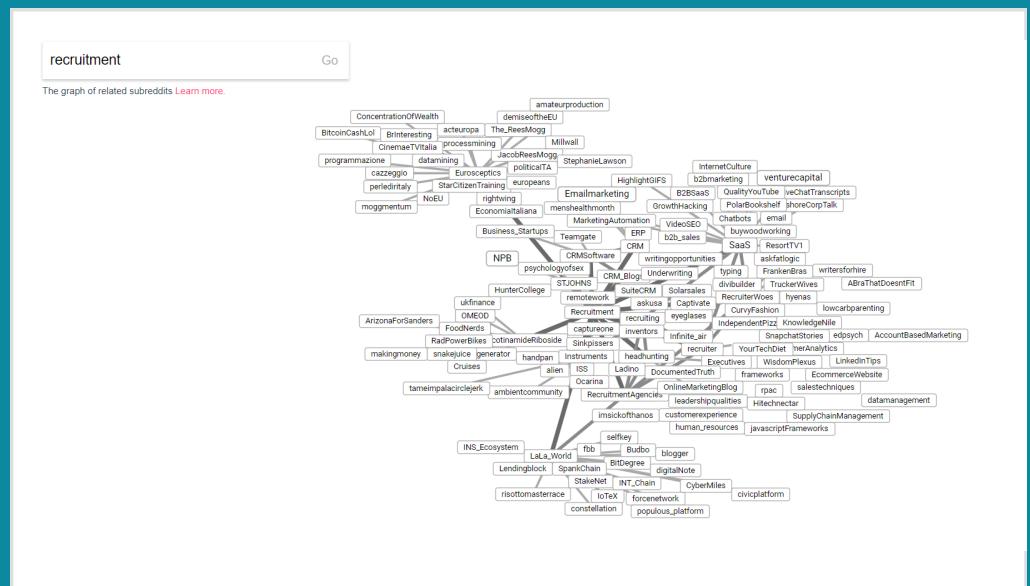
There are also a list of topics that are most interesting for the user (based on the number of submissions to the subreddits)



- How to find relevant communities on Reddit?

Need to find subreddits where your potential candidates may contribute? Sometimes it is not obvious, so the graph of related subreddits is the best to help you find relevant communities on Reddit by topic:

<https://anvaka.github.io/sayit/?query=reruitment>



# • ● How to use Instagram for recruiting?

Use Yooying web service to discover relevant hashtags and IG posts. For example:

<https://www.yooying.com/search?q=python&c=hashtags>

Hence, you can find people who visit professional conferences or create relevant content. Discover their profiles and find their social media accounts using

**AmazingHiring Chrome extension.**

The screenshot shows the Yooying search interface with the query 'python' entered in the search bar. Below the search bar, there are three tabs: 'USERS', 'HASHTAGS', and 'LOCATIONS'. The 'HASHTAGS' tab is selected, displaying a grid of hashtags related to Python. Each hashtag entry includes the hashtag name, the number of posts, and a small preview image. The hashtags listed are: #python (1,862,729 Posts), #pythons (203,520 Posts), #pythonprogramming (26,927 Posts), #pythoncode (40,455 Posts), #montypython (163,811 Posts), #greentreepython (61,415 Posts), #bloodpython (31,288 Posts), #bananaballpython (18,987 Posts), #reticulatedpython (108,444 Posts), #python3 (5,417 Posts), #pythonregius (179,577 Posts), #burmesepython (74,189 Posts), #ballpythonmorph (72,350 Posts), #pythonsofig (33,645 Posts), and #carpetpython (78,674 Posts).

# • ● How to use Instagram for recruiting?



In order to stay updated of any profile change from the people you follow (location, profile bio, etc) use the Spoonbill tool: <https://spoonbill.io/>

The screenshot shows a web browser window with the URL <https://spoonbill.io/data/justinmduke/>. The page is titled "SPOONBILL". On the left, there's a sidebar with a blue icon and the text "Showing: all changes". Below it are four checkboxes: "name changes", "bio changes", "website changes", and "location changes", with "all changes" being checked. The main content area displays three recent profile changes for the user @justinmduke:

- Aug. 26, 2016, 8:06 a.m.**: @justinmduke changed their bio to:  
@tenantbase • previously @williamandmary, @amazon  
http://jmduke.com  
Seattle, WA
- Aug. 22, 2016, 10:55 p.m.**: @justinmduke changed their bio to:  
@tenantbase • previously @williamandmary, @amazon
- Aug. 22, 2016, 10:45 p.m.**: @justinmduke changed their bio to:  
@tenantbase • previously @williamandmary, @amazon

Each item has a "Tweet" button below it.

- How to specify your Google search?  
(Tip from Irina Shamaeva)

For example, you need to narrow the search results by a single website or social network. Apply CSE built with Structured Data. Let's see the example with a Xing search:

Xing CSE =>

<http://cse.google.com/cse?cx=012951739560700154499%3Aib-nggcqqnk>



Add the profile found to the investigation tool and receive user's structured data:

<https://search.google.com/structured-data/testing-tool/u/0/>

hcard		0 FEHLER 0 WARNUNGEN
@type	hcard	
fn	Anastasia Antonova	
title	Key Account Manager	
photo	<a href="https://www.xing.com/image/2_f_6_c6631e32b_18081979_1/anastasia-antonova-foto.256x256.jpg">https://www.xing.com/image/2_f_6_c6631e32b_18081979_1/anastasia-antonova-foto.256x256.jpg</a>	
org		
@type	org	
organization-name	IT-Dienstleister	
adr		
@type	adr	
locality	Saint Petersburg	

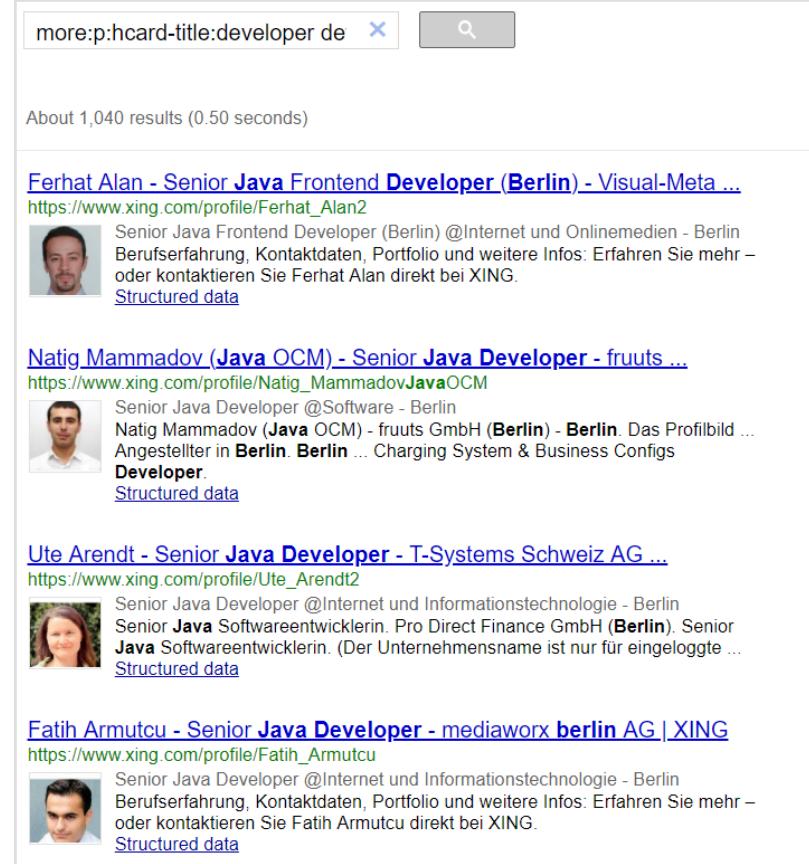
Person		0 FEHLER 0 WARNUNGEN
ID:	<a href="https://www.xing.com/profile/Anastasia_Antonova">https://www.xing.com/profile/Anastasia_Antonova</a>	
@type	Person	
@id	<a href="https://www.xing.com/profile/Anastasia_Antonova">https://www.xing.com/profile/Anastasia_Antonova</a>	
givenName	Anastasia	
familyName	Antonova	
jobTitle	Key Account Manager	
honorificSuffix	Master in International Business	
name	Anastasia Antonova	
image	<a href="https://www.xing.com/image/2_f_6_c6631e32b_18081979_1/anastasia-antonova-foto.1024x1024.jpg">https://www.xing.com/image/2_f_6_c6631e32b_18081979_1/anastasia-antonova-foto.1024x1024.jpg</a>	
workLocation		
@type	Place	
address		
@type	PostalAddress	

- How to specify your Google search?  
(Tip from Irina Shamaeva)

In order to let Google search within the Structured Data we need to use **more:p:** operator  
And than adding the most relevant operator,  
discovered from the screenshots above:  
**hcard + title**, separated via - as follows: **hcard-title:**  
=> **more:p:hcard-title:**

The same situation with **person-location:** operator  
as below:

**more:p:hcard-title:developer developer**  
**more:p:person-location:berlin berlin php**



more:p:hcard-title:developer de

About 1,040 results (0.50 seconds)

[Ferhat Alan - Senior Java Frontend Developer \(Berlin\) - Visual-Meta ...](https://www.xing.com/profile/Ferhat_Alan)  
https://www.xing.com/profile/Ferhat\_Alan2  
 Senior Java Frontend Developer (Berlin) @Internet und Onlinemedien - Berlin Berufserfahrung, Kontaktdaten, Portfolio und weitere Infos: Erfahren Sie mehr – oder kontaktieren Sie Ferhat Alan direkt bei XING.  
[Structured data](#)

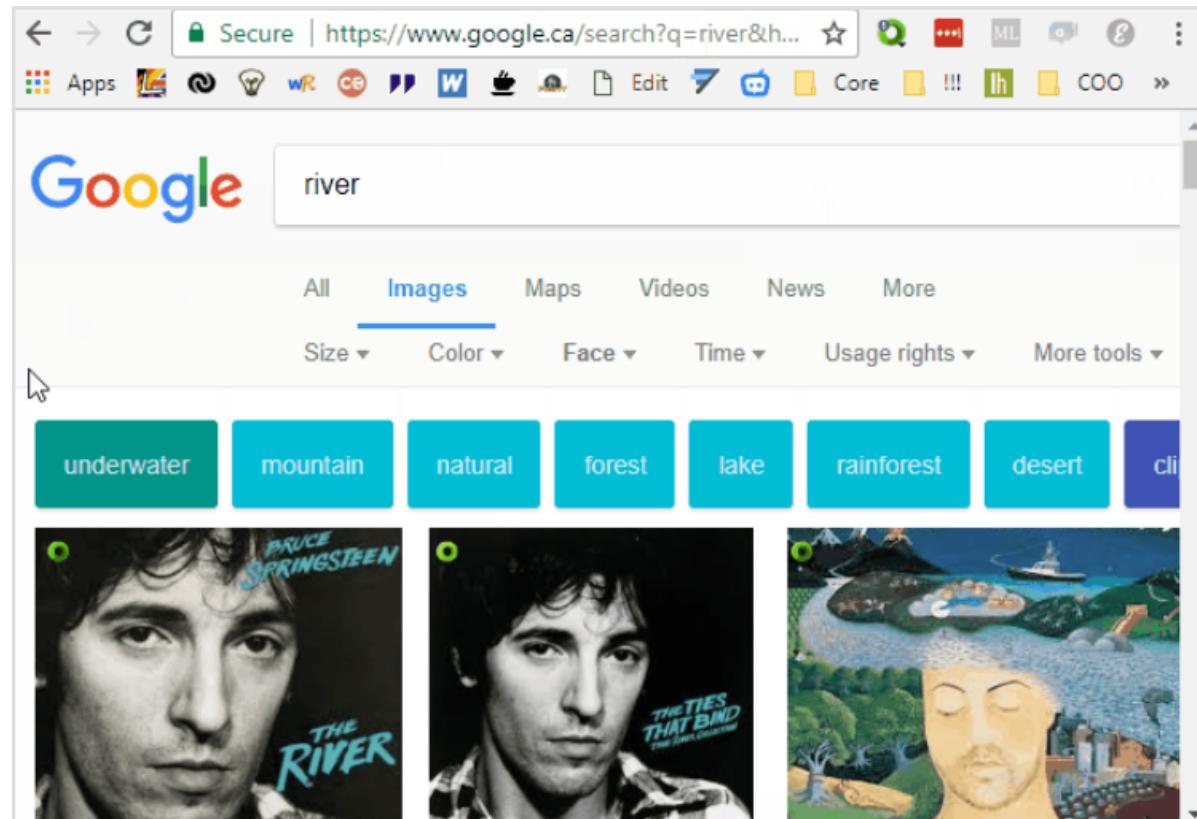
[Natig Mammadov \(Java OCM\) - Senior Java Developer - fruuts ...](https://www.xing.com/profile/Natig_MammadovJavaOCM)  
https://www.xing.com/profile/Natig\_MammadovJavaOCM  
 Senior Java Developer @Software - Berlin Natig Mammadov (Java OCM) - fruuts GmbH (Berlin) - Berlin. Das Profilbild ... Angestellter in Berlin. Berlin ... Charging System & Business Configs  
[Developer](#)  
[Structured data](#)

[Ute Arendt - Senior Java Developer - T-Systems Schweiz AG ...](https://www.xing.com/profile/Ute_Arendt)  
https://www.xing.com/profile/Ute\_Arendt  
 Senior Java Developer @Internet und Informationstechnologie - Berlin Senior Java Softwareentwicklerin. Pro Direct Finance GmbH (Berlin). Senior Java Softwareentwicklerin. (Der Unternehmensname ist nur für eingeloggte ...  
[Structured data](#)

[Fatih Armutcu - Senior Java Developer - mediaworx berlin AG | XING](https://www.xing.com/profile/Fatih_Armutcu)  
https://www.xing.com/profile/Fatih\_Armutcu  
 Senior Java Developer @Internet und Informationstechnologie - Berlin Berufserfahrung, Kontaktdaten, Portfolio und weitere Infos: Erfahren Sie mehr – oder kontaktieren Sie Fatih Armutcu direkt bei XING.  
[Structured data](#)

- How to find a person by photo?

You can make Google search for faces only by adding a small bit of code. When you go to Google Images Search, enter your query, hit Enter, and then add “`&imgtype=face`” (without quotes)





# AmazingHiring

by AI Technology, trusted by 6000+ recruiters

Try **AmazingHiring sourcing platform** to grow your recruiting superpowers:

- It aggregates publicly available information from 50+ resources
- Displays it in the consolidated profile: skills, achievements, experience, etc.
- Refines your search with boolean operators and smart filters
- Pre-assesses candidate's achievements
- Shows candidate's publicly available contacts

**Request a demo** to see how it can boost your sourcing effectiveness!