

HOW TO FILL YOUR FUNNEL & FIND JOBS No ONE Even Sees!

- Learn how to use updated Hitlist Magic to surface thousands of jobs hidden on Google
- Find companies who just raised money and have jobs they haven't even posted yet
- Find the email and contact information for any job lead FOR FREE
- Bend LinkedIn to your will and find the right folks to talk to for any role
- Learn how to use Github to find jobs - wtf yesss
- PLUS a SYSTEM to do all of this and MORE...

Well crafted story, answers to behavioral/technical questions, CAR, EUE, redone resume, redone linkedin, we have all the pieces we need for the hunt.

They think just clicking apply is enough. It is not enough. It's about a process that is working vs not working. You can get lucky but it is more worthwhile to have a process. Imagine you've been coming to hunt over, you've been putting everything we talked about into practice.

Thinking like a recruiter: Do you have a body of work that proves that you can do the work? Can you get a word of mouth referral from a trusted friend? The recruiter is afraid of getting scammed. Have the proof that you're a safe bet. Think about the actual result about what would get somebody to hire you. What would the actual way you would want to bring somebody into your company. It's going to cost you 30/40/50 grand to get an engineer hired and get into the door. It's a lot of time/money/energy to do so! Don't just click apply!!!! To get to the top of the list, get a referral and have the proof of the body of work.

The two steps:

- 1) Have the proof of work
- 2) Networking your way in, get somebody who can refer you!

A hitlist is a list of companies that you're actively trying to work your way into. Leon's HITLIST.

<https://docs.google.com/spreadsheets/d/1Be-6gYvrfi8l-M0RnObzdysRIG7N7Yu6rlF0OHw0Q4/edit?usp=sharing>

Only 30% of jobs ever get posted, therefore we need to find a way to find the hidden ones. We are shooting for 60 networked applications where somebody is referring you into the org. It doesn't have to be explicit, it can be implicit where you reach out to somebody at XYZ corp and then you ask 'I'm applying to XYZ corp who is the best person to talk to?' And they reply, 'oh you can talk to Sarah in recruiting.' And then they shoot Sarah an email. That counts.

It takes time to calibrate, to learn how to interview correctly. The goal is to find a hiring manager, an engineer on the team, and a recruiter. Ideally you find all three but at least you find the recruiter. The amount of effort you put into the message varies by the person you're reaching out to. A recruiter is paid to respond to you. You can put a little less energy into the msg for the recruiter and invest that energy into the engineer/hiring manager.

The goal is to find roles before other people find them → Where do jobs actually get posted? Many companies use third party applications that manage their job process (workday, greenhouse, workable). Two different hitlist magic prompts!

site:dice.com | site:indeed.com | site:greenhouse.io | site:myworkdayjobs.com | site:workable.com |
site:jobs.jobvite.com | site:lever.co | site:ashbyhq.com | site:smartrecruiters.com |
site:boards.greenhouse.io | site:angel.co | site:wellfound.com | site:remotive.com |
site:weworkremotely.com | site:remoteok.com | site:stackoverflow.com/jobs | site:builtin.com |
site:recruiting.paylocity.com | site:jobs.lever.co | site:jobs.ashbyhq.com (engineer | developer)
("javascript" AND "boston") -senior -staff -sr. -lead -principal after:2025-08-01

(site:dice.com OR site:indeed.com OR site:greenhouse.io OR
site:myworkdayjobs.com OR site:workable.com OR site:jobs.jobvite.com OR
site:lever.co OR site:ashbyhq.com OR site:smartrecruiters.com OR
site:boards.greenhouse.io OR site:angel.co OR site:wellfound.com OR
site:remotive.com OR site:weworkremotely.com OR site:remoteok.com OR
site:stackoverflow.com/jobs OR site:builtin.com OR site:recruiting.paylocity.com
OR site:jobs.lever.co OR site:jobs.ashbyhq.com) ("javascript" AND ("boston" OR
"Boston, MA")) (engineer OR developer) -senior -sr -sr. -"staff engineer" -lead
-principal after:2025-08-01

HITLIST MAGIC!!! It lists all the job boards and the places where the actual applications reside. You can throw this into Google and find the jobs that are on these pages that haven't even been put on the bigger job sites. You can find jobs that nobody else has even seen yet.

LinkedIn → If their messages are open then easy, send them a message!

Two free tools to help find peoples contact info:

- 1) apollo.io
- 2) hunter.io

For Apollo, they have a completely free trial. You can type in any company from your HITLIST magic and you can find every single person's email. If every single day you pull down a list of companies that you find through hitlist magic and find individuals and shoot them a message, you're going to eventually network your way into an opportunity.

Alternatives include: signalhire, rocketreach, Lusha – emme

To find just the corporate sites: Hiring.cafe

This scrapes all the corp websites and posts them here.

Q: What do you think about networking into companies that have had open roles in the past year, but don't at the moment?

A: If it's local and a good fit Yes. I'm going to do my process and network my way in

How do I coffee chat? What messages do I send?

<https://resilientcoders.notion.site/100devs-Email-Templates-ea2a8c9bef5646549b3b1702281b0a45>

<https://abrupt-acoustic-c3f.notion.site/How-to-Coffee-Chat-12d4b7b6398f8075baf4f7a4e550bc31>

<https://www.thewatchlist.ai/> Site that lists companies that have just raised money. You can come out and pitch their CEO/CTO/Engineer/recruiter that body of proof why your past is a really good fit for their mission why you are the best engineer to join the team. You stand out significantly. They're not just looking for raw engineering talent, and they're looking for fit. Do you understand the mission, do you understand what it's like to work in this industry. You can find something that matches your past experience, your story and use this to find the company, find their contact info, send a message.

Growjo.com is an alternative but Leon has a big caveat where its a bit janky/weird. It's a bit easier to search by city/state but it's kind of yucky to use.

Linkedin search prompt: "software engineer" and "hiring" in the search bar. You find posts on linkedin abt ppl who are posting abt job listing. You can just leave a contact. This is a way to just get in front of the right people. You can do this same search on TWITTER as well.

Twitter search prompt: "hiring software engineer" ("react" OR "node") min_faves:5

Github search prompt: "we are hiring" language:markdown

"join our team" path:README.md

- The reason why searching like this is so good is because you can directly talk to this person who is posting the job!
- Not only is the company listed, but the person's direct contact. "I saw you were hiring in your github readme"

Q: Hitlist stuff, as you're looking for these companies, how long do you invest in the relationship until you mention the job part?

A: Two strategies. (Leon said two but listed three lol)

- 1) Some people don't care abt the relationship, they just shoot their shot and they send out hundreds of messages each week, just enough to be personable, if they find the right person it works. They go through the numbers.
- 2) Some take the hybrid approach where they go for the kill with recruiters but take their time w/ hiring managers+engineers.
- 3) Some people take their time, take the time to craft the message and get 60 well networked interviews.

Q: Do you still suggest asking for the coffee chat outright on first contact?

A: Yes, Leon has videos on youtube going through that process. He has 3 or 4 different videos, plus two docs with all the messages you can copy/paste if you need more examples.

Q: I didn't click apply and heard back about a Junior Java role! I've only done LeetCode problems in Java. How do I present my resume and sell myself effectively?

A: Remember what you were trying to do w/ the contractor. What would do you think the recruiter would have to see, no fear, no reservation to not go with you as a candidate. Get rid of all their concerns, all their fears. You have a client, volunteer, 100 hours project, badass resume, linkedin, etc. You have the body of work that proves you're an engineer.

Q: If we find someone on Apollo or Hunter.io - is it appropriate to send a cold email or should we always use linkedin?

A: Yes! The company is actively trying to find good engineers. You are a good engineer that would be a good fit for their opportunity. You are reaching out to them in a professional way to inquire about a job they posted. Do not be afraid about that, they want to get reached out to! Take that weight of your shoulders, let yourself fly a bit. Find your momentum.