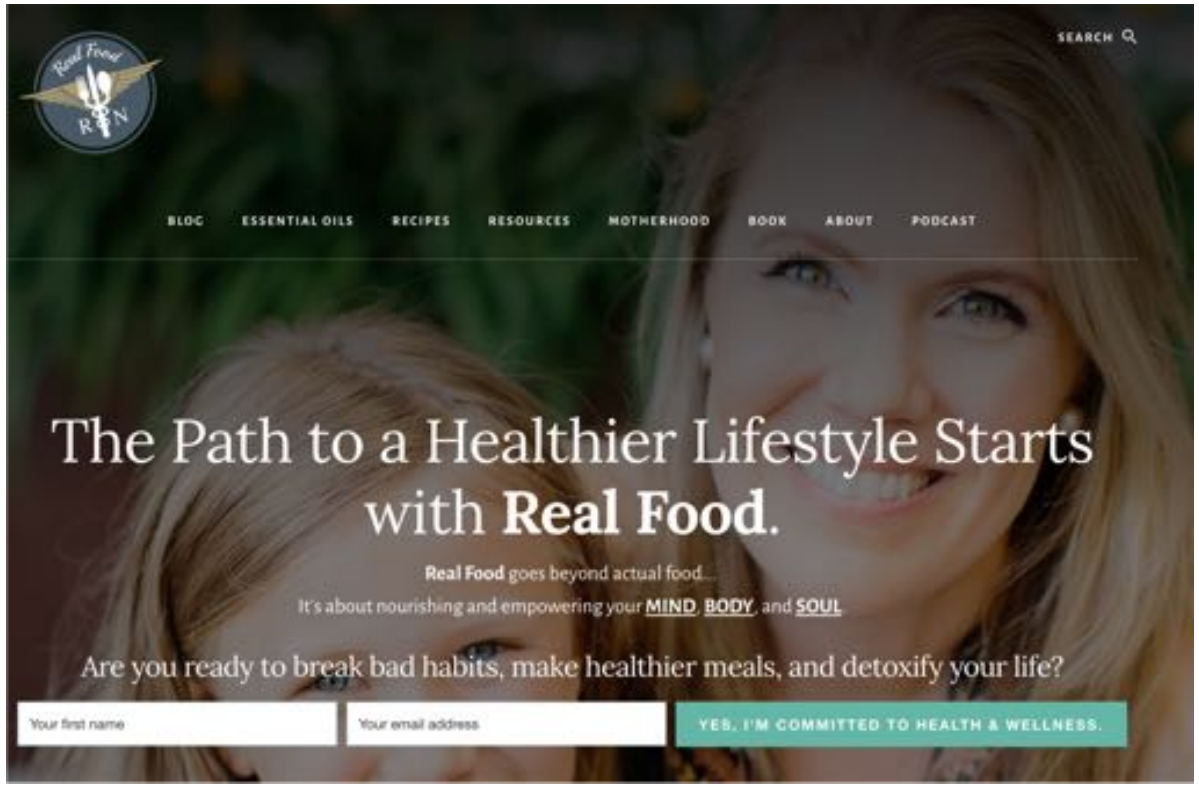
RECRUITER CENTRAL

presents

Spooky

Good Sourcing: Sourcing Tools, Hacks and Tips

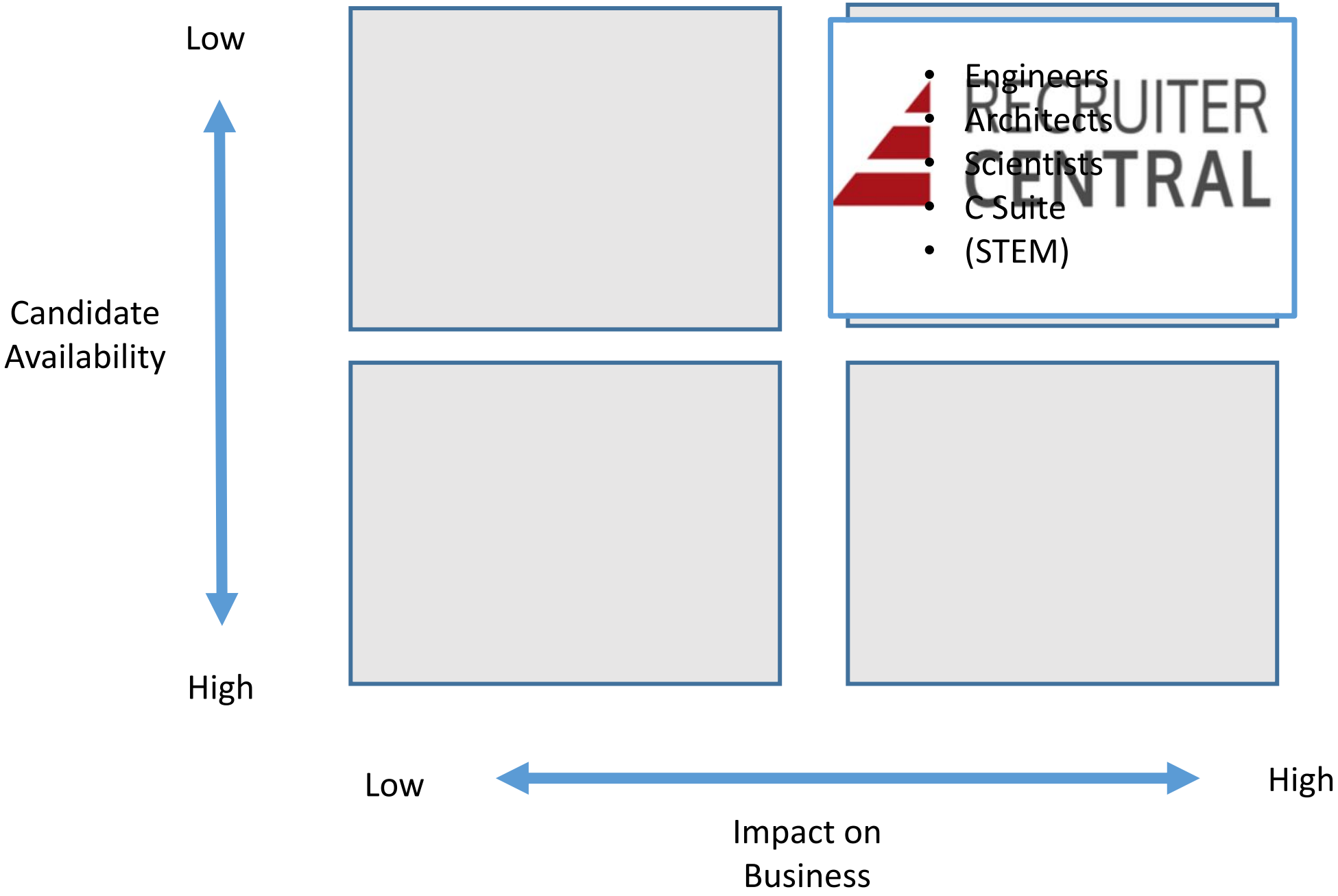
RECRUITER CENTRAL



Part I: Tools for Finding Candidates

Part II: Tools for Candidates to Find You

Part I Tools for Finding Candidates


Low
Candidate Availability
High
Engineers
Architects
Scientists
C Suite
(STEM)
RECRUITER CENTRAL
Low
High
Impact on Business

to

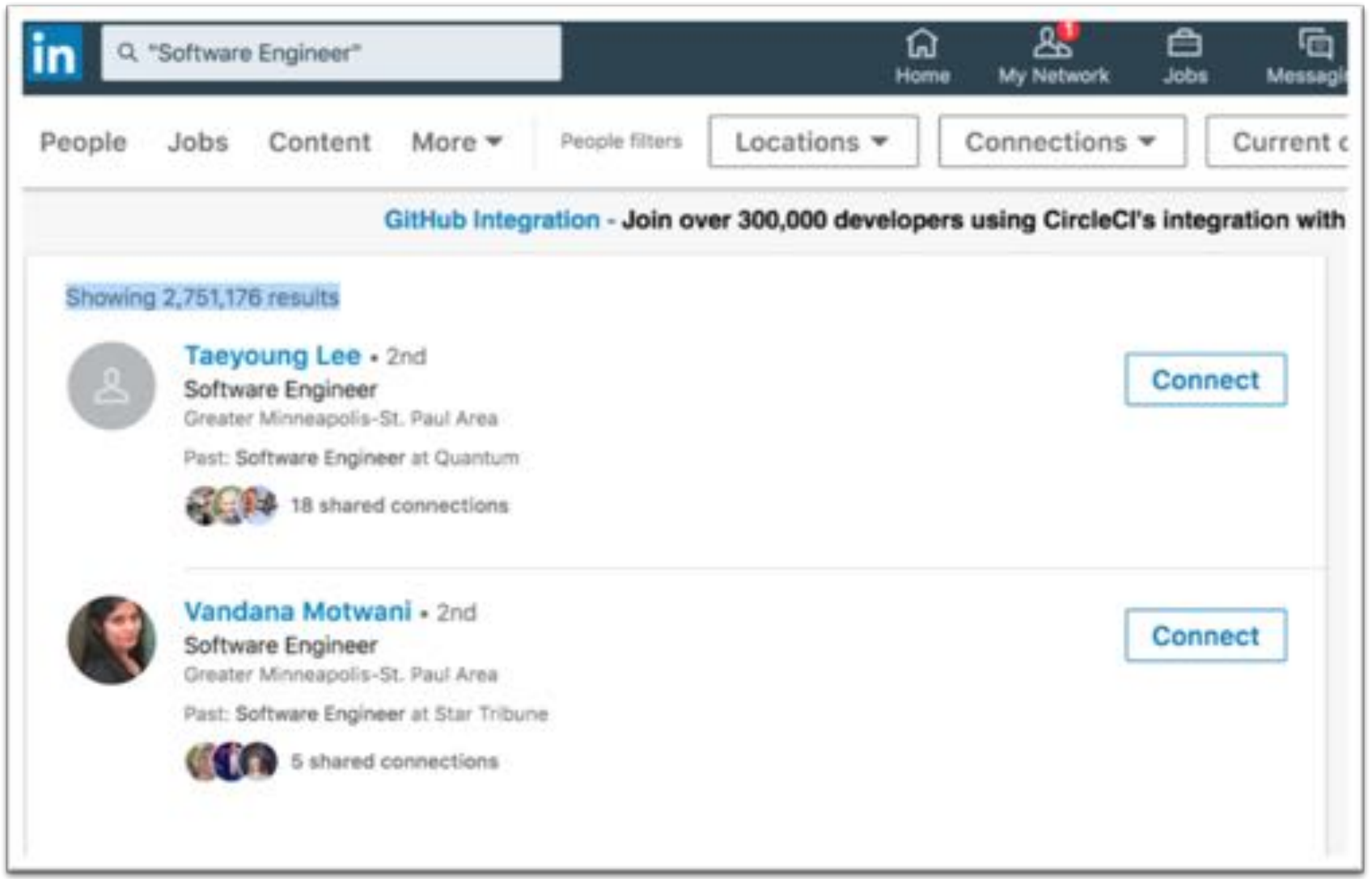
!!!

are no more

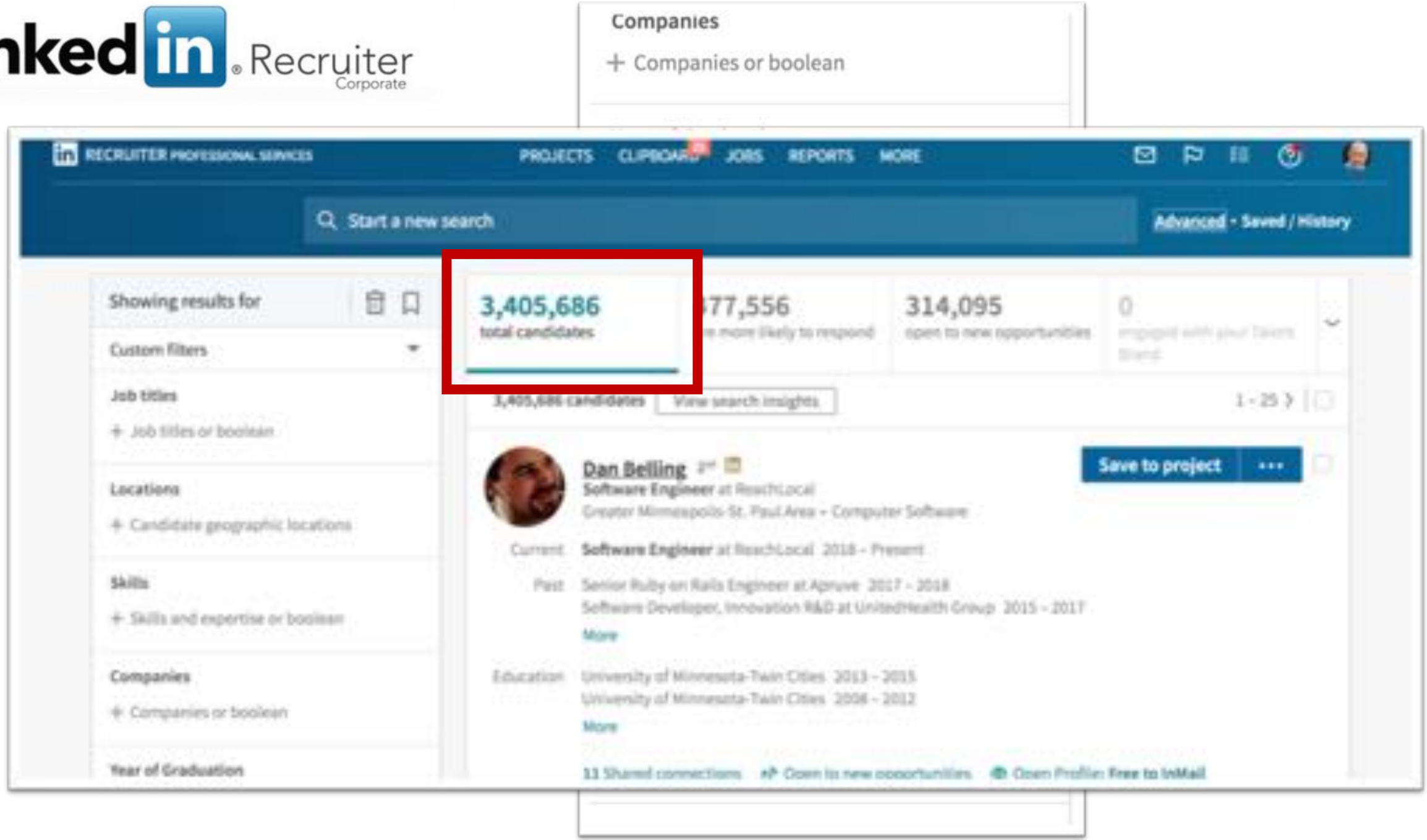
ndidates.

LinkedIn

NO
MORE
LIES


"Software Engineer"
Home
My Network
Jobs
People
Jobs
Content
More
People filters
Locations
Connections
GitHub Integration - Join over 300,000 developers using CircleCI's integration with
Showing 2,751,176 results
Taeyoung Lee • 2nd
Software Engineer
Greater Minneapolis-St. Paul Area
Past: Software Engineer at Quantum
18 shared connections
Connect
Vandana Motwani • 2nd
Software Engineer
Greater Minneapolis-St. Paul Area
Past: Software Engineer at Star Tribune
5 shared connections
Connect

LinkedIn Recruiter Corporate



LinkedIn

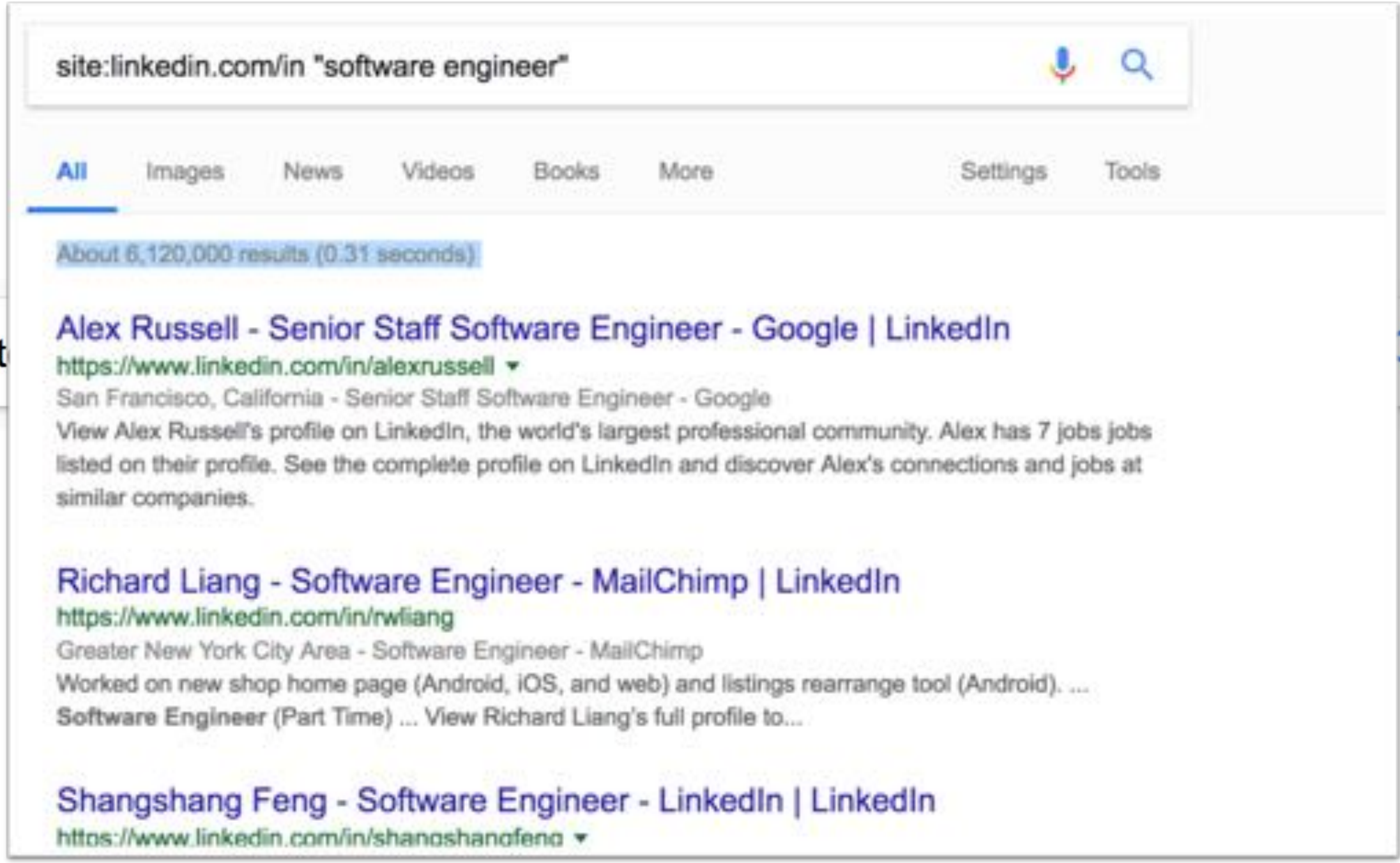
VS

LinkedIn Recruiter Corporate

3,405,686

− 2,751,176

654,510 more candidates!!!

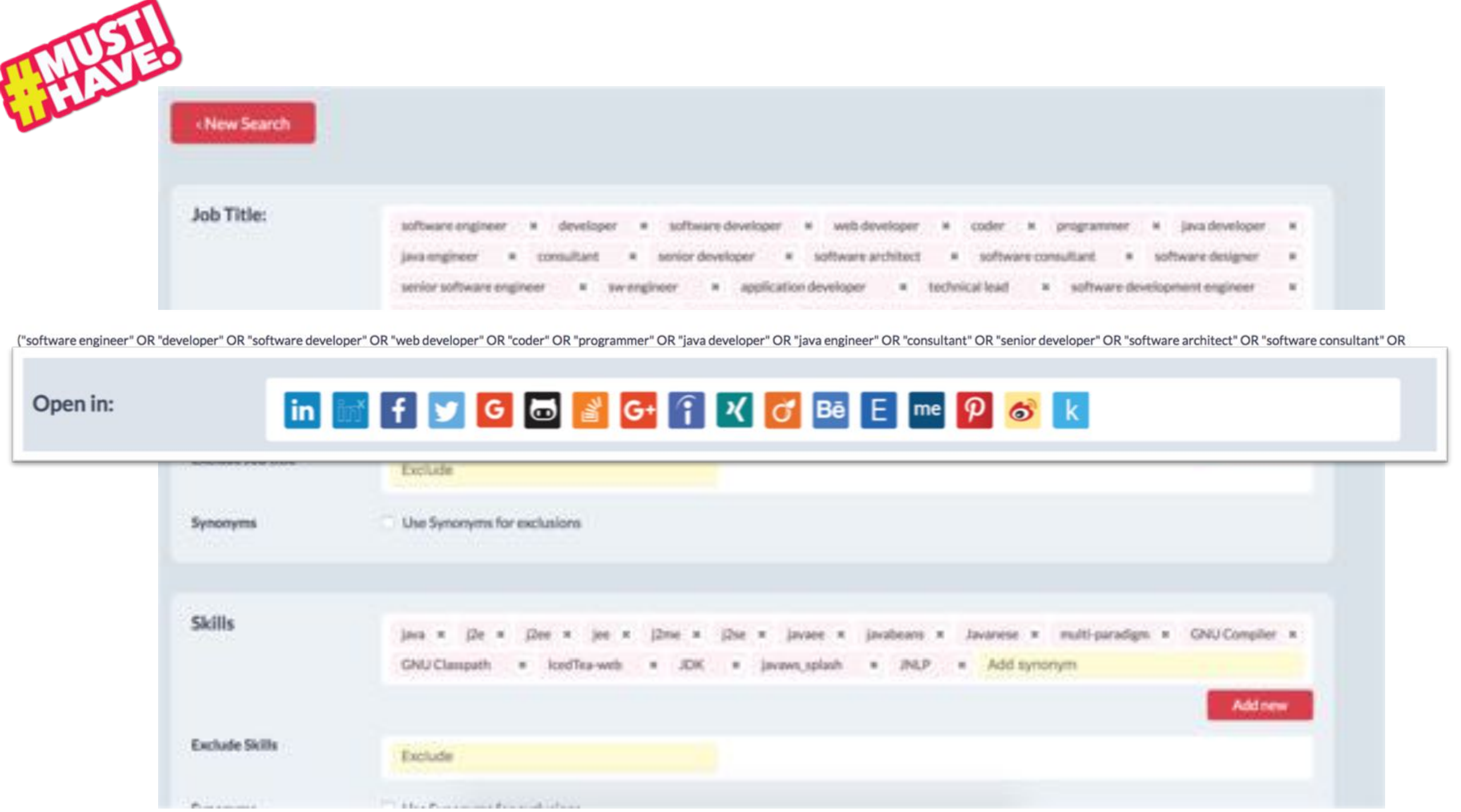

site:linkedin.com/in "software engineer"
All
Images
News
Videos
Books
More
Settings
Tools
About 6,120,000 results (0.31 seconds)
Alex Russell - Senior Staff Software Engineer - Google | LinkedIn
https://www.linkedin.com/in/alexrussell
San Francisco, California - Senior Staff Software Engineer - Google
View Alex Russell's profile on LinkedIn, the world's largest professional community. Alex has 7 jobs jobs listed on their profile. See the complete profile on LinkedIn and discover Alex's connections and jobs at similar companies.
Richard Liang - Software Engineer - MailChimp | LinkedIn
https://www.linkedin.com/in/rwliang
Greater New York City Area - Software Engineer - MailChimp
Worked on new shop home page (Android, iOS, and web) and listings rearrange tool (Android). ...
Software Engineer (Part Time) ... View Richard Liang's full profile to...
Shangshang Feng - Software Engineer - LinkedIn | LinkedIn

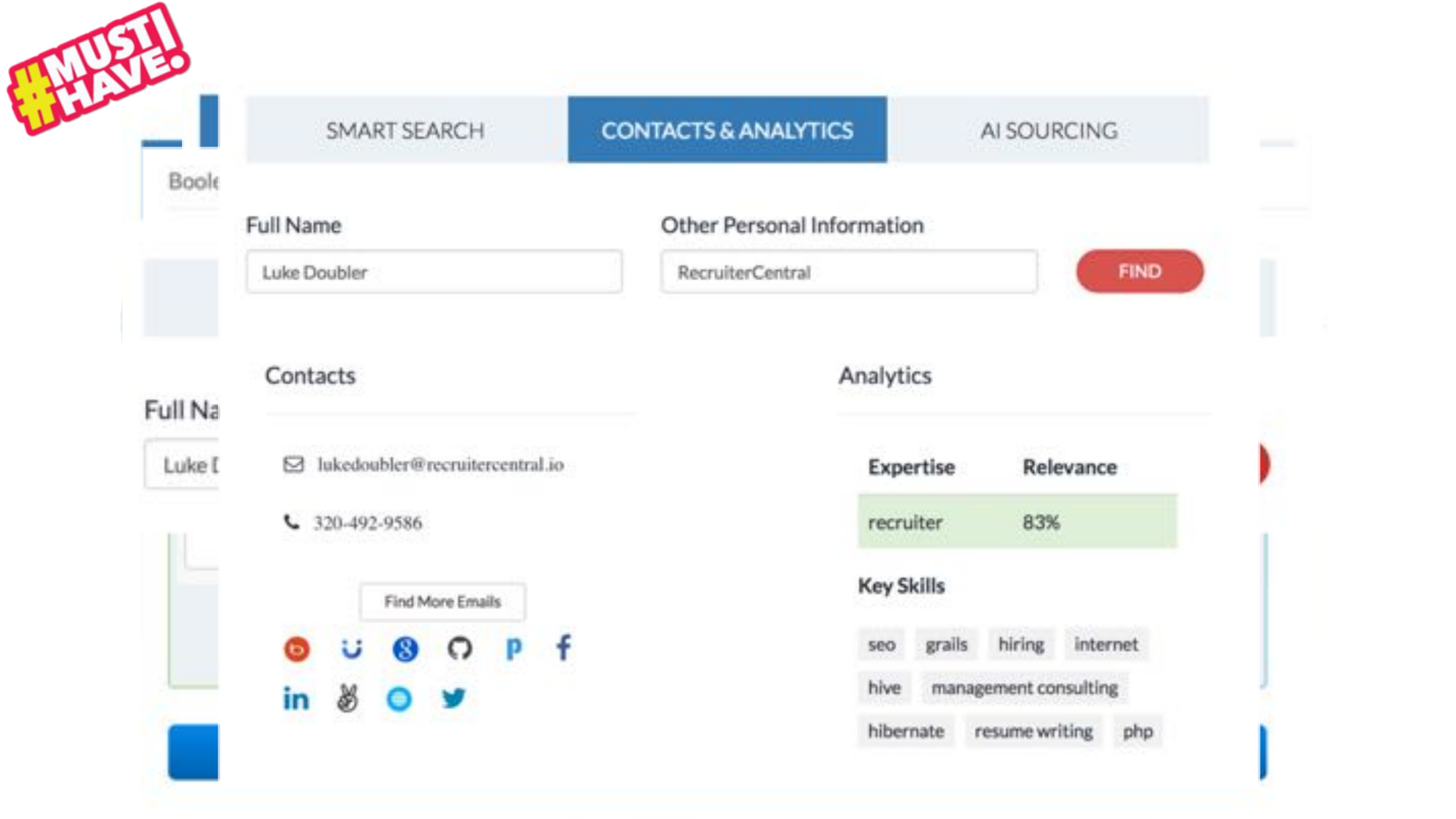
LinkedIn

VS

6,120,000
− 2,751,176

3,368,824 more candidates!!!


#MUSTI HAVE.
New Search
Job Title:
software engineer
developer
software developer
web developer
coder
programmer
java developer
java engineer
consultant
senior developer
software architect
software consultant
software designer
senior software engineer
sw engineer
application developer
technical lead
software development engineer
("software engineer" OR "developer" OR "software developer" OR "web developer" OR "coder" OR "programmer" OR "java developer" OR "java engineer" OR "consultant" OR "senior developer" OR "software architect" OR "software consultant" OR
Open in:
Exclude
Synonyms
Use Synonyms for exclusions
Skills
java
j2e
j2ee
jee
j2me
j2se
javaee
javabeans
Javanese
multi-paradigm
GNU Compiler
GNU Classpath
IcedTea-web
JDK
javaws_splash
JNLP
Add synonym
Add new
Exclude Skills
Exclude


#MUST HAVE!
SMART SEARCH
CONTACTS & ANALYTICS
AI SOURCING
Full Name
Luke Doubler
Other Personal Information
RecruiterCentral
FIND
Contacts
lukedoubler@recruitercentral.io
320-492-9586
Find More Emails
Analytics
Expertise
Relevance
recruiter
83%
Key Skills
seo
grails
hiring
internet
hive
management consulting
hibernate
resume writing
php

#MUST HAVE!

Amazon News

Amazon: Amazon to open new 416K square-foot office in Vancouver, will hire for 3,000 new jobs

Vancouver, B.C. (BigStock Photo). Amazon is expanding in Vancouver again. The Seattle tech giant today announced plan...

USA Science News | 12:35 PM

Amazon: Amazon's one-day PC gaming sale: Save up to 35%

Today's a great day to get some gaming deals, as Amazon is taking up to 35% off a selection of PC gaming equipment. (Non...

USA Science News | 12:02 PM

Amazon: Nutanix's Amazon Cloud Killer Delayed by Engineering Issues

Nutanix will be a rare new entrant in the public cloud battle, where Amazon has a commanding lead and Microsoft and...

DevPro Connections | 12:22 PM

Amazon: BRIEF-Amazon Announces Plans To Expand Vancouver Tech Hub And Create 3,000 High Tech Jobs

* AMAZON ANNOUNCES PLANS TO EXPAND VANCOUVER TECH HUB AND CREATE 3,000 HIGH TECH JOBS

Reuters | 12:02 PM

Amazon: Alexa exec Charlie Kindel leaves Amazon to spend more time with his smart home - CNET

Citing a desire to catch his breath, Charlie Kindel, who helped scale Alexa for the mainstream, is leaving Amazon after five...

Killer Apps TV | 12:16 PM

Amazon: Deal: Fitbit Alta For $100, Fitbit Alta HR for $120 - 4/30/18

Amazon currently has the Fitbit Alta on sale for $100 and the Alta HR for just $120. Which is good for $30 off of both model...

AndroidHeadlines | 11:36 AM

Amazon: Why Softbank wants Amazon - not Walmart - to acquire Flipkart

The future of e-commerce pricing in India may hinge on this deal.The post Why Softbank wants Amazon - not Walmart - to...

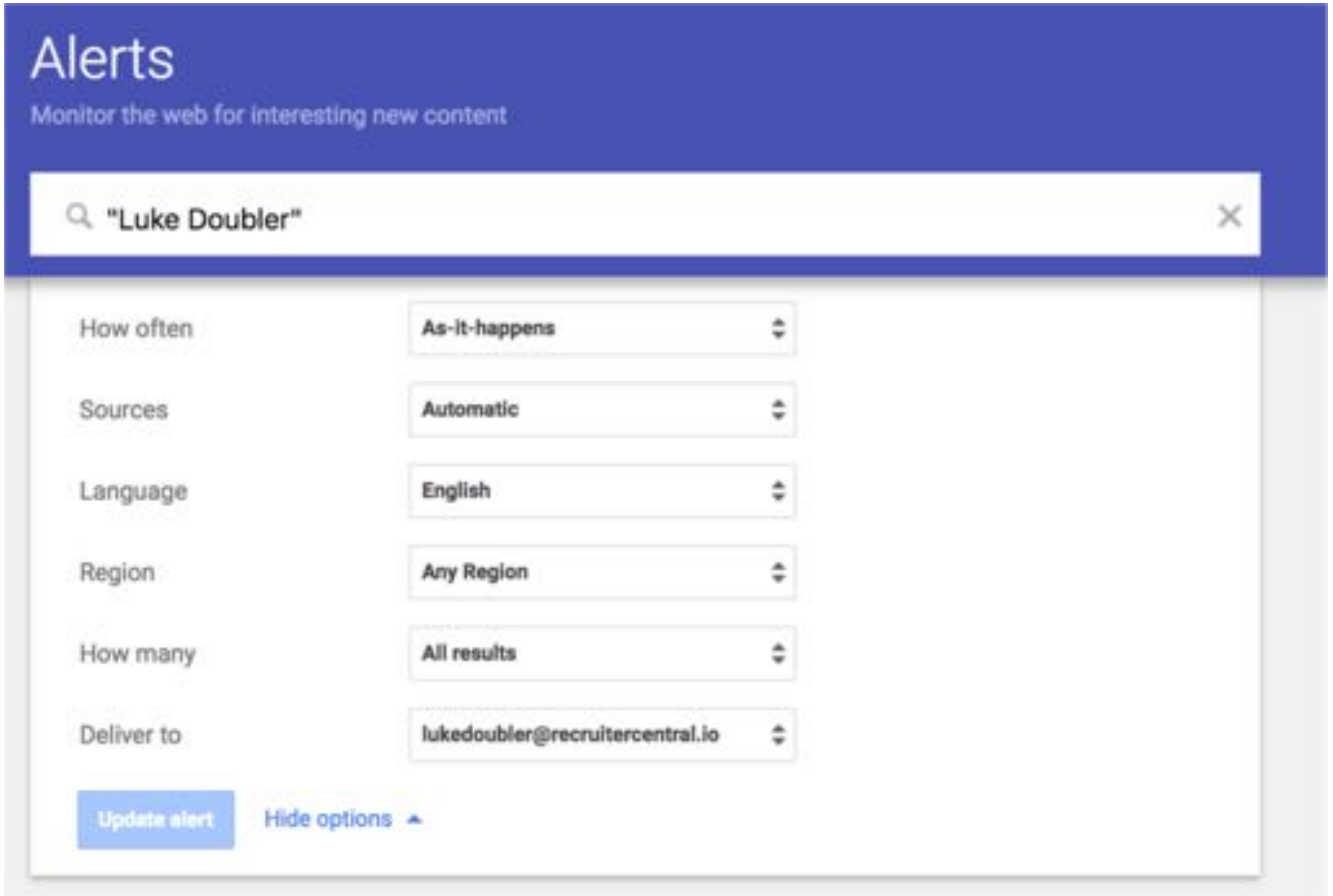
Killer Apps TV | 12:16 PM

Amazon: Amazon starts offering smart home security packages

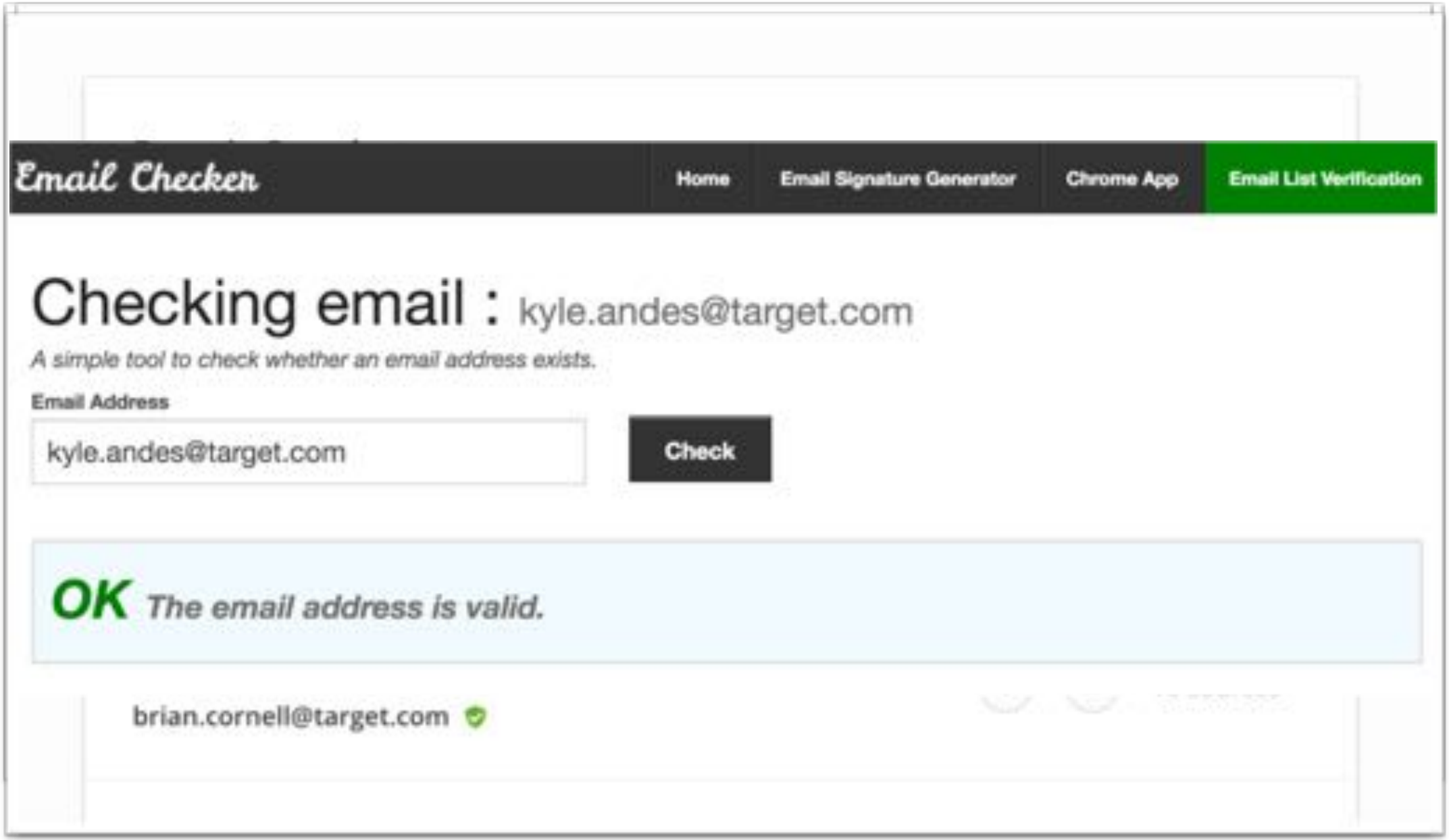
Amazon apparently has expanded into smart home security services, including installation.

Retail Dive | 11:29 AM

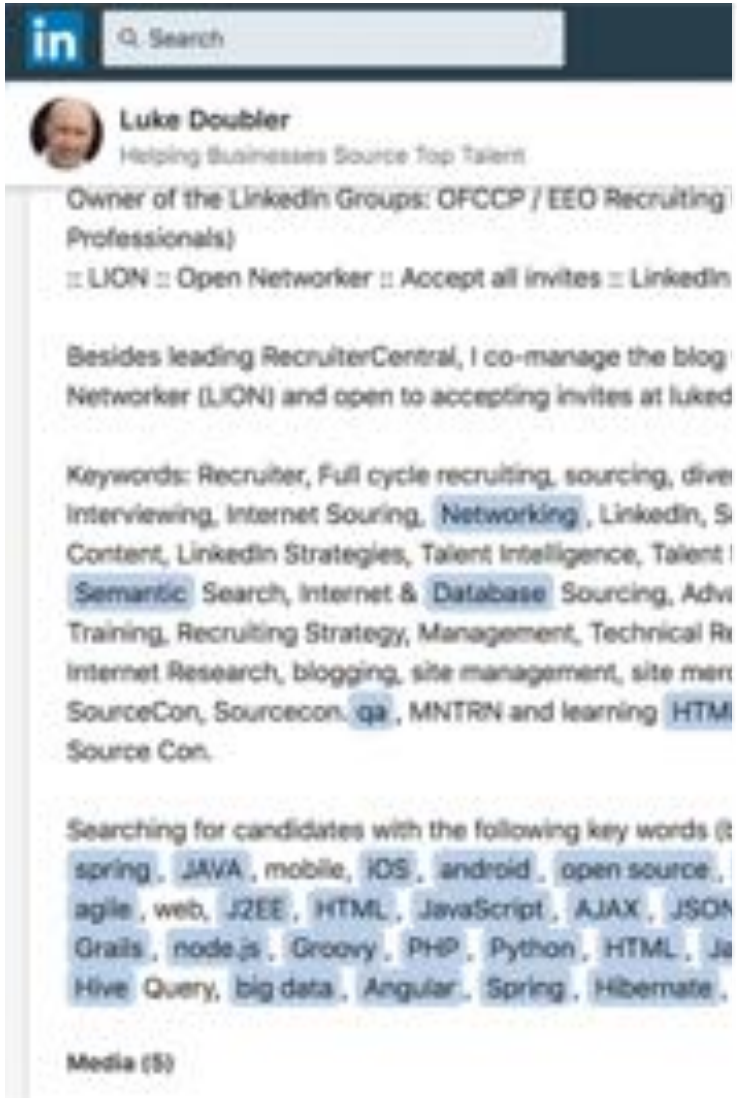
#MUST HAVE!


Alerts
Monitor the web for interesting new content
"Luke Doubler"
How often
As-it-happens
Sources
Automatic
Language
English
Region
Any Region
How many
All results
Deliver to
lukedoubler@recruitercentral.io
Update alert
Hide options

#MUST HAVE!


Email Checker
Home
Email Signature Generator
Chrome App
Email List Verification
Checking email : kyle.andes@target.com
A simple tool to check whether an email address exists.
Email Address
kyle.andes@target.com
Check
OK The email address is valid.
brian.cornell@target.com

#MUST HAVE!



glossarytech

Filters | Glossary | My terms 0

HTML Front-end

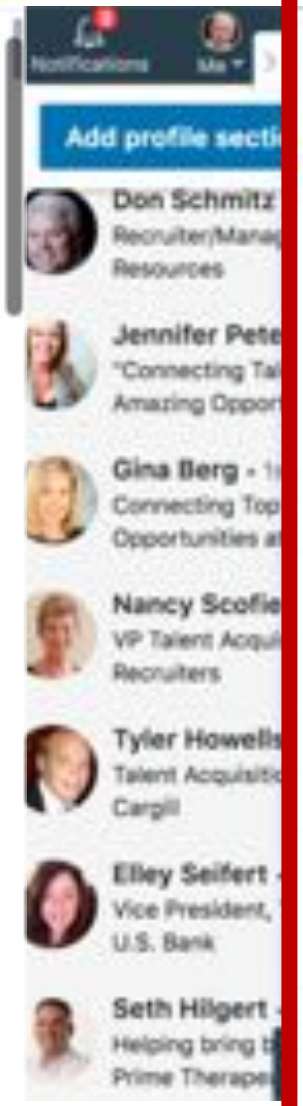
HyperText Markup Language, the document standard of the World Wide Web for creating web pages and web applications. HTML describes the structure of a web page semantically and originally included cues for the appearance of the document.

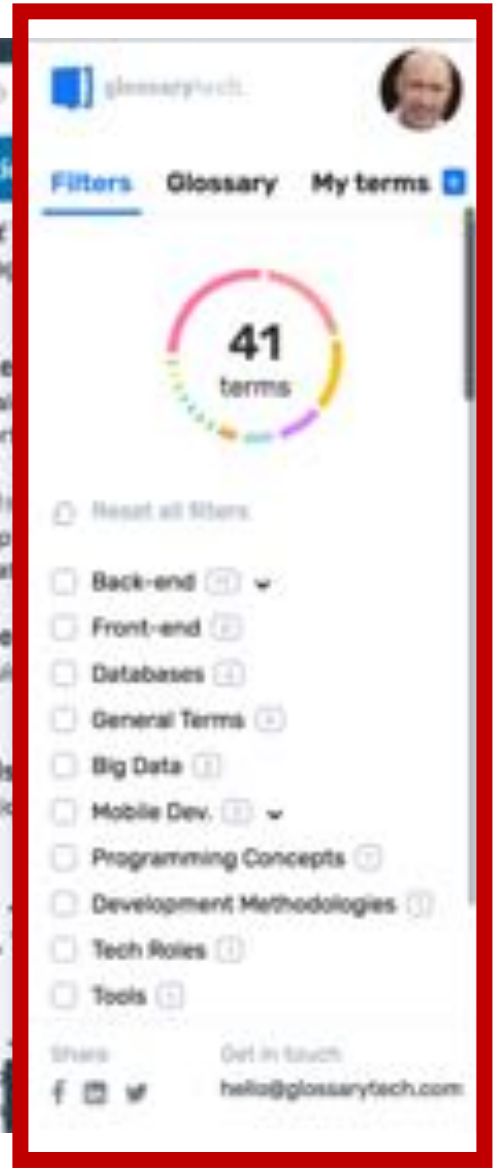
See also: CSS, DOM, JavaScript

Angular Front-end

A client-side JavaScript framework which is based on MVC architecture. It simplifies web development by offering automatic view/model synchronization. Angular is lightweight, supports all major browsers, and built for creating testable JavaScript code.

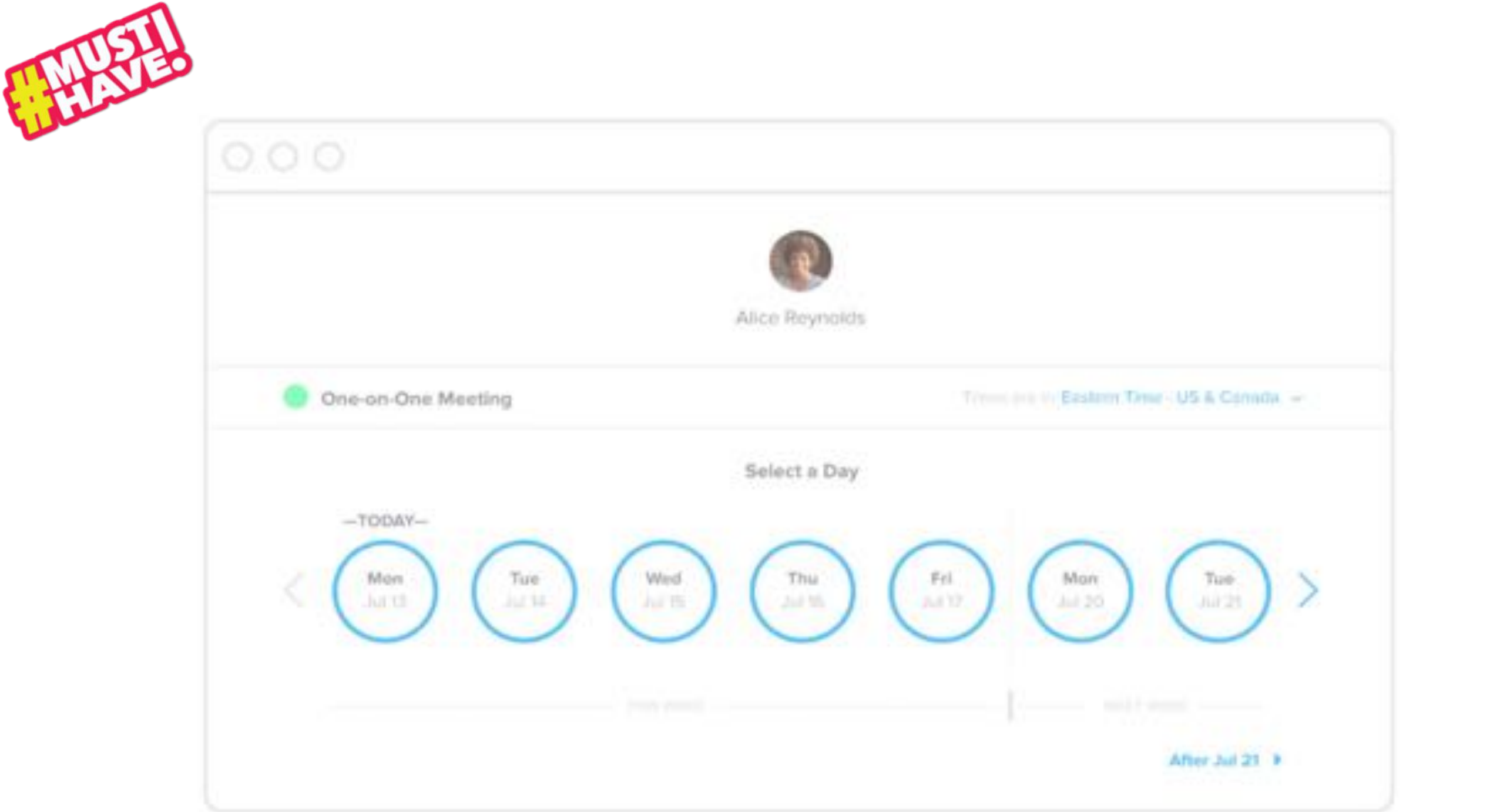
See also: Angular 2, Angular CLI, Express.js, Node.js, Polymer, Vue





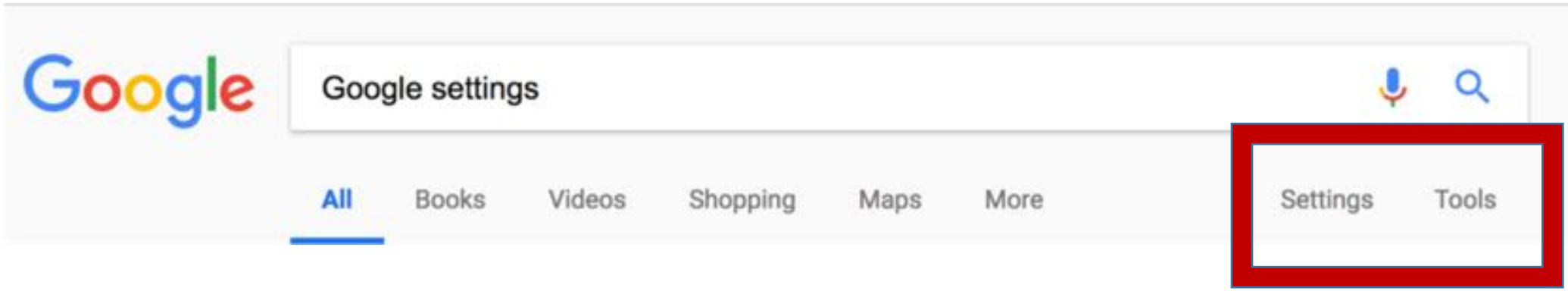
#MUST HAVE!

https://keywordtool.io/google-trends

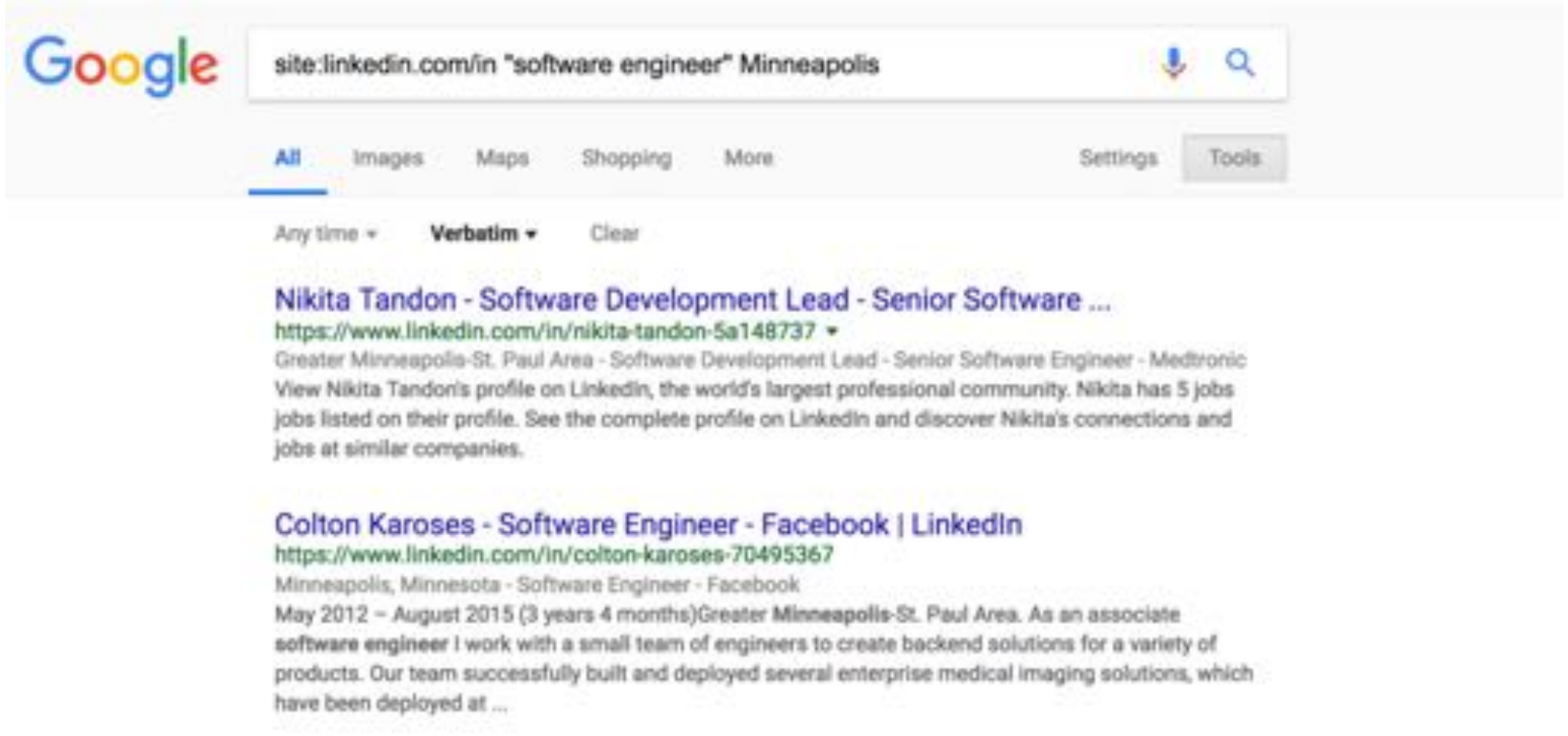

#MUST HAVE!
Alice Reynolds
One-on-One Meeting
Eastern Time - US & Canada
Select a Day
—TODAY—
Mon
Jul 13
Tue
Jul 14
Wed
Jul 15
Thu
Jul 16
Fri
Jul 17
Mon
Jul 20
Tue
Jul 21
After Jul 21

#MUST HAVE!

Google Tools



#MUST HAVE!


Google
site:linkedin.com/in "software engineer" Minneapolis
All
Images
Maps
Shopping
More
Settings
Tools
Any time
Verbatim
Clear
Nikita Tandon - Software Development Lead - Senior Software ...
https://www.linkedin.com/in/nikita-tandon-5a148737
Greater Minneapolis-St. Paul Area - Software Development Lead - Senior Software Engineer - Medtronic
View Nikita Tandon's profile on LinkedIn, the world's largest professional community. Nikita has 5 jobs jobs listed on their profile. See the complete profile on LinkedIn and discover Nikita's connections and jobs at similar companies.
Colton Karoses - Software Engineer - Facebook | LinkedIn
https://www.linkedin.com/in/colton-karoses-70495367
Minneapolis, Minnesota - Software Engineer - Facebook
May 2012 – August 2015 (3 years 4 months)Greater Minneapolis-St. Paul Area. As an associate software engineer I work with a small team of engineers to create backend solutions for a variety of products. Our team successfully built and deployed several enterprise medical imaging solutions, which have been deployed at ...

Then narrow your results by...

language:	any language	Find pages in the language you select.
region:	any region	Find pages published in a particular region.
last update:	anytime	Find pages updated within the time you specify.
site or domain:	linkedin.com/in	Search one site (like `wikipedia.org`) or limit your results to a domain like `.edu`, `.org` or `.gov`
terms appearing:	anywhere in the page	Search for terms in the whole page, page title, or web address, or links to the page you're looking for.
SafeSearch:	Show most relevant results	Tell SafeSearch whether to filter sexually explicit content.
file type:	any format	Find pages in the format you prefer.
usage rights:	not filtered by license	Find pages you are free to use yourself.

Advanced Search

print download

Luke Doubler

Luke is likely comfortable delivering important messages verbally and communicating a bold vision.

INFLUENCER

ADVENTUROUS CASUAL VISIONARY

Conversation Coach

I want to... Call Luke

so I can... Give feedback

VIEW ADVICE

or try an example

I want to call Luke to give feedback

Accuracy

How accurate is this profile?

- [ ] Very Accurate
- [ ] Mostly Accurate
- [ ] Somewhat Accurate
- [ ] Mostly Inaccurate
- [ ] Very Inaccurate

Get Free Reports

Google

Luke Doubler

All Images Shopping News Videos More Settings Tools

About 1,480,000 results (0.65 seconds)

Luke Doubler - Founder - RecruiterCentral | LinkedIn

https://www.linkedin.com › lukedoubler

Luke Doubler. Recruiting Innovator, Blogger, and Business Leader. Founder at RecruiterCentral.

Meet the Team - RecruiterCentral

https://recruitercentral.io › about-recruitercentral

Luke Doubler is an innovator in talent sourcing. He has trained 1000s of corporate and agency recruiters to be the best at what they do: source talent to achieve ...

Images for Luke Doubler

More images for Luke Doubler

Report images

Luke Doubler (@MrTalentSourcer) | Twitter

HACKING

https://api.github.com/users/xxxxxxx/events/public

HACKING

```
  "login": "tototoshi",
  "display_login": "tototoshi",
  "gravatar_id": "",
  "url": "https://api.github.com/users/tototoshi",
  "avatar_url": "https://avatars.githubusercontent.com/u/2644697?"
},
"repo": {
  "id": 29237658,
  "name": "flyway/flyway-play",
  "url": "https://api.github.com/repos/flyway/flyway-play"
},
"payload": {
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  "size": 2,
  "distinct_size": 1,
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  "commits": [
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        "name": "Toshiyuki Takahashi"
      },
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        "name": "Toshiyuki Takahashi"
      },
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      "distinct": true,
      "url": "https://api.github.com/repos/flyway/flyway-play/commits/c757b4da12190c0eb79579dfda99d58b054aae96"
```

HACKING

LinkedIn RECRUITER

HACKING

Recently joined LinkedIn

1 day ago (296,020)

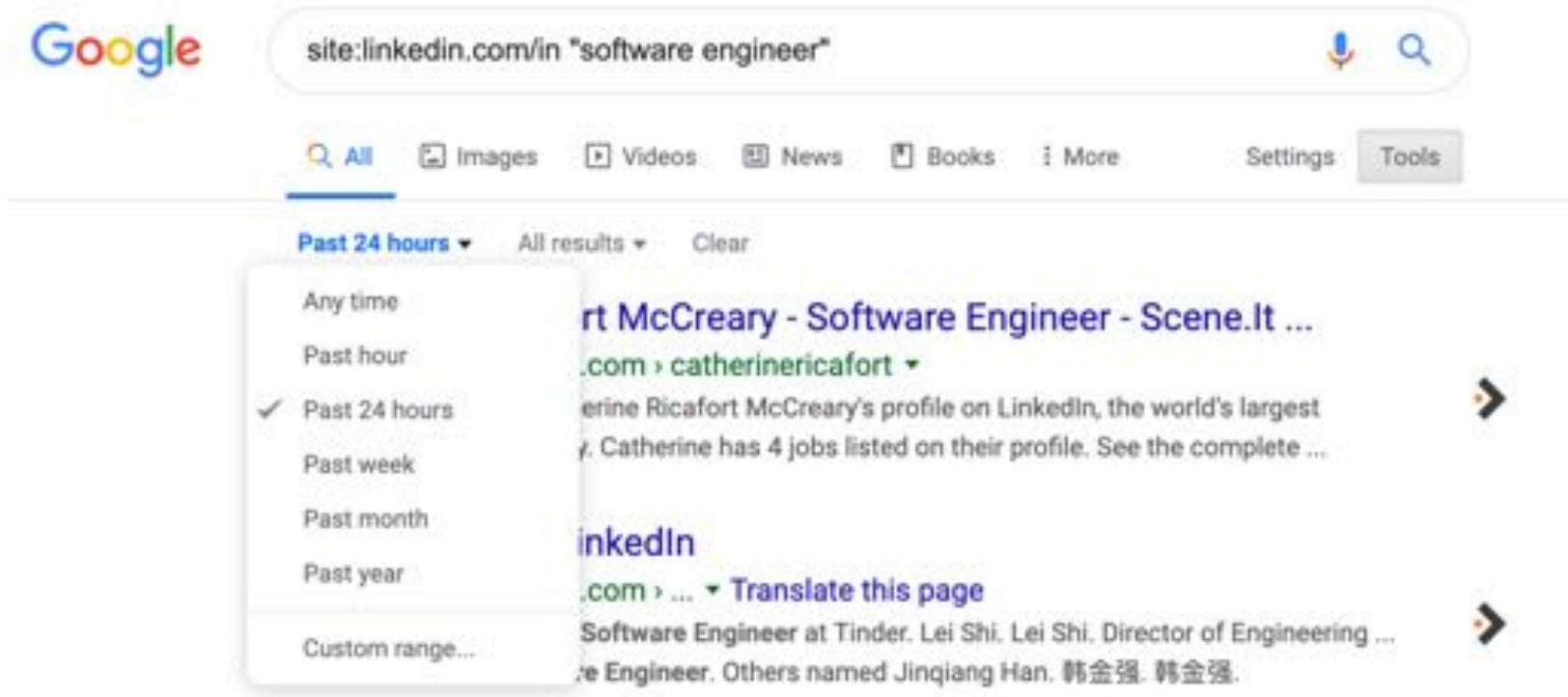
2-7 days ago (3,393,101)

8-14 days ago (2,877,256)

15-30 days ago (2,942,910)

1-3 months ago (13,309,685)

LinkedIn



HACKING

Instead of “Java Engineer”

("software engineer" OR "developer" OR "software developer" OR "web developer" OR "coder" OR "programmer" OR "java developer" OR "java engineer" OR "consultant") ("j2e" OR "j2ee" OR "jee" OR "j2me" OR "j2se" OR "javaee" OR "javabeans" OR "Javanese" OR "multi paradigm" OR "GNU Compiler") NOT Java

LinkedIn Updates

HACKING

1. Keep you abreast of what's going on in the professional lives of candidates that are of interest to you (you can get updates on up to 150 of them).
2. Alert you when prospects make changes to their profiles so that you can use those as signals to reach out at just the right moment.

HACKING

Message | View in Recruiter | More...

Joe Branco · 1st

Senior Vice President of Technology

Greater Minneapolis-St. Paul Area · 500+ connections · Contact info

Gradient Financial Group

University of Alaska Southeast

LinkedIn Network
"Jogging Session"

People | 1st | Joe Branco | Locations | Current companies | All Filters | Clear 2

Find Top Executive Jobs - Get access to Experteer's confidential network of verified headhunters. Ad

Continue Search in Recruiter 8+ additional advanced filters

Showing 293 results

Angela Salmela • 1st
Senior Corporate Recruiter at Protolabs
Greater Minneapolis-St. Paul Area
Rick Deare, Stephanie Yoraway, and 424 other shared connections
Message

Krista Buddington • 1st
IT Project Consultant
Greater Minneapolis-St. Paul Area
Cathy Harrington, Mary Welch, and 140 other shared connections
Message

Thao Nguyen Ha • 1st
Senior Corporate Recruiter - Healthcare Economics & Operations at UnitedHealth Gr...
Greater Minneapolis-St. Paul Area
Daniel Fischer, Mary Welch, and 303 other shared connections
Message

Give yourself a different p... marketin...

Essential reading for m... out nov...

Read no...

BEST PRACTICE

- “Non spamy” subject line
- Personalized opening sentences
- Make it all about them
- DO NOT include the job description
- A coupe sentences about the job and company
- CLEAR AND SIMPLE call to action

- The goal is to get a candidate on the phone, not sell on the first email!

Hey Luke,

I've been a regular attendee/speaker/volunteer of Fall Sourcecons for several years and I know we've shaken hands before. I thought since we were both in the fraternity that is SourceCon that I could pick your brain a little.

I'm looking to conduct some benchmarking. We are evaluating our TA tools and are curious which technologies are considered standard, especially in the retail industry.

Would you have 10 minutes either today or tomorrow to chat with me about your experience with Target Talent Acquisition?

Please forgive the short timeline but hopefully it's not too inconvenient for a really quick call.

Thanks in advance,

Sears Holdings Company
Talent Sourcing and Recruiting Operations
832-610-6646 office
Natalie.Dunphy@searshc.com

Luke Doubler

Hi, Hope you are doing well. I reviewed your LinkedIn profile, it looks interesting. Just wanted to get in touch with you and want to know more about your experience and job search. Could you please take some time and let me know if you are interested in hearing any Contract/ Perm. Role?

[redacted]
Recruiter at [redacted]
Greater New York City Area

View profile Accept

MATT,

You have an excellent LinkedIn profile and [redacted] is hiring.

We have a Sr Recruiter role open supporting our engineering team. Let me know if you or anyone you know would be open to a chat.

[redacted]
Sr Recruiter for [redacted]
[redacted]
[redacted]

Classification: Personnel/HR Mgr/Director/VP

Compensation: DOE
We have an exciting opportunity available for a Senior IT Recruiter in our [redacted] office. The Senior IT Recruiter is responsible for recruitment of professional to executive level Information Systems candidates. In this role, you will become fully engaged with leadership in businesses while executing strategies designed to attract and hire top talent into our organization. Accountabilities include leading the development of ongoing creative and cost-effective sourcing strategies for assigned open positions, consulting with managers throughout the hiring process, providing detailed assessments for all candidates sourced as well as managing the presentation, selection, offer, negotiation, closing and administrative components involved in making a hire. POSITION COMPONENTS: • Demonstrates best practices troubleshoot with team members and serve as a mentor/coach on recruitment initiatives in a matrixed organization. • Assist in managing/auditing the requisition process. • Work with the hiring manager to build an overall understanding of position/department/organization. • Define and execute appropriate sourcing strategies defined by the business need, to include all internal and external resources available, including support of our Affirmative Action Plan. • Develop an effective pipeline of candidates and manage candidate flow throughout the process. Where

NEMO
IT Solutions, Inc.

Happy Tuesday!

I have excellent **Senior ETL/Informatica Developer** ready for an immediate start date anywhere in the USA. **Contact me @** [redacted] or **mailto:** [redacted] if you or anyone you know could benefit from these skill-sets

SUMMARY

Senior ETL/Informatica Developer with around Seven years of experience in processing (Migrating, Converting, Replicating, Supporting) data from various sources into EDW, ODS and Data marts using Data Integration Tool Informatica Power Center 9.x/8.x/7.x and experience in Data Modeling using Relational and Dimensional data modeling (Star and Snow-Flake). Strong exposure to various Databases like Oracle, DB2, MS SQL Server, Teradata, Microsoft Access and worked on integrating data from Flat files like fixed width /delimited and XML files. Good experience in writing UNIX shell scripts in automation of the ETL processes. Used Informatica Data Quality (IDQ) to perform Data Quality, Data Cleansing and Data Validation.

Part II Tools for Candidates Finding You

EMPLOYER
Brand

+

HELLO
MY BRAND IS

=

Success.

- ✓ Innovative Business Owner
- ✓ A Thought Leader in Recruiting
- ✓ A Leading Technology Recruiter and Sourcer
- ✓ Trustworthy and Passionate

-so start acting like one!!!

1. Know basic SEO

2. Identify the primary "product" (service, resource, special ability, etc.) you have to offer others.

3. Write a paragraph emphasizing your specialty and your key talents, weaving in your most important values, passions and skills. **Focus on keywords**.

4. Add a tag line to your brand.

5. **Consistently** create and/or post **relevant** content.

Google

Luke Doubler

All Images Shopping Videos News More Settings Tools

About 93,800 results (0.61 seconds)

Luke Doubler - Chief Talent Guide - RecruiterCentral | LinkedIn

https://www.linkedin.com/in/lukedoubler

Greater Minneapolis-St. Paul Area · Chief Talent Guide - RecruiterCentral

National speaker, recruiting blogger, sourcing innovator and recruiter trainer. ... LinkedIn Open Networker (LION) and open to accepting invites at lukedoubler@recruitercentral.io. ... As an Executive Sourcer (recruiter) I am a part of the core recruiting team in Target Talent Acquisition.

About - RecruiterCentral

https://recruitercentral.io/about-recruitercentral/

Luke Doubler is an innovator in talent sourcing. He has trained 1000s of corporate and agency recruiters to be the best at what they do: source talent to achieve a purpose. His listen first, transformational leadership style and commitment to peer development is unique in the search firm industry. Notable Career ...

Luke Doubler (@MrTalentSourcer) · Twitter

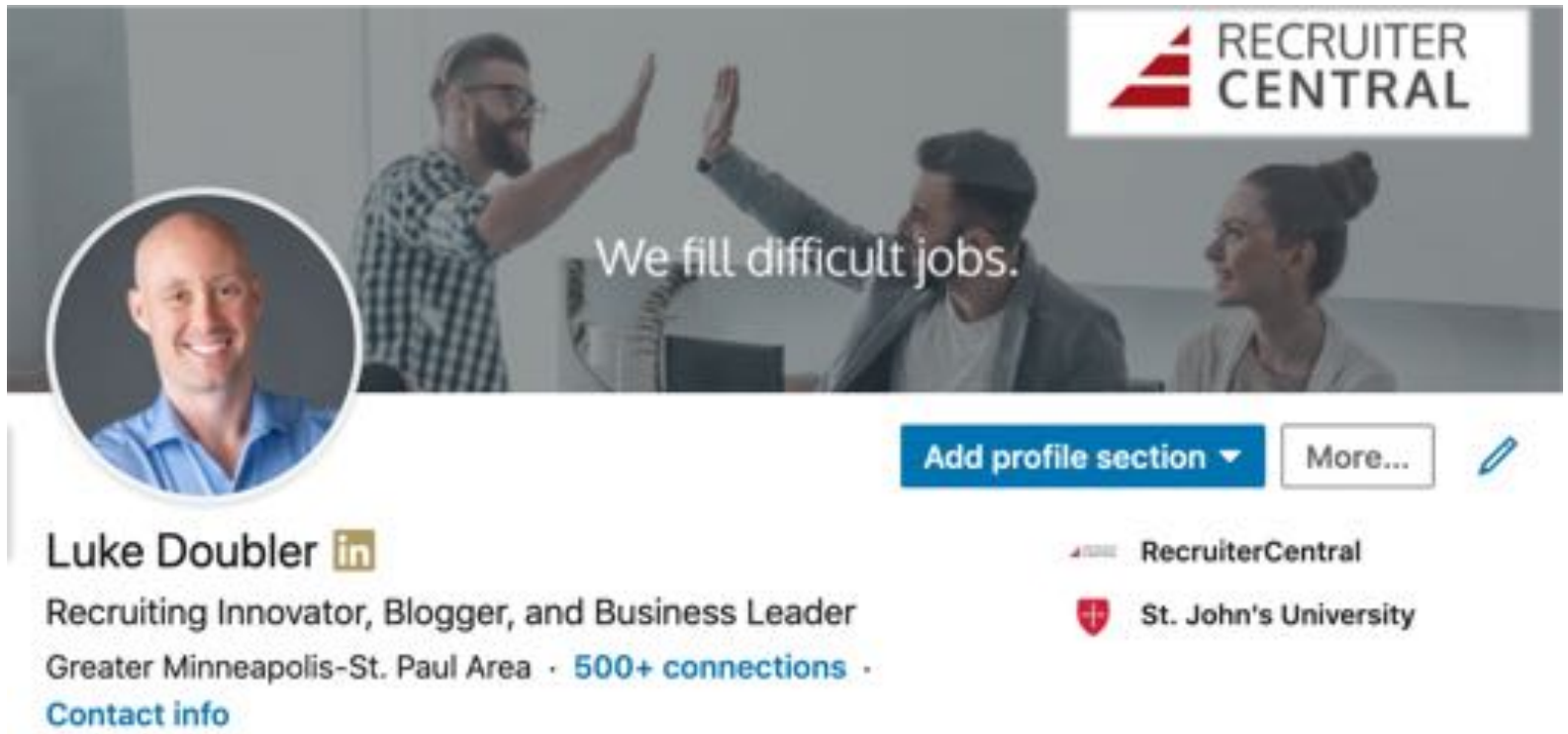
https://twitter.com/MrTalentSourcer

Do you have 'phone phobia'? None of the top recruiters do. - mailchi.mp/recruitercen...

2 days ago · Twitter

Images for Luke Doubler

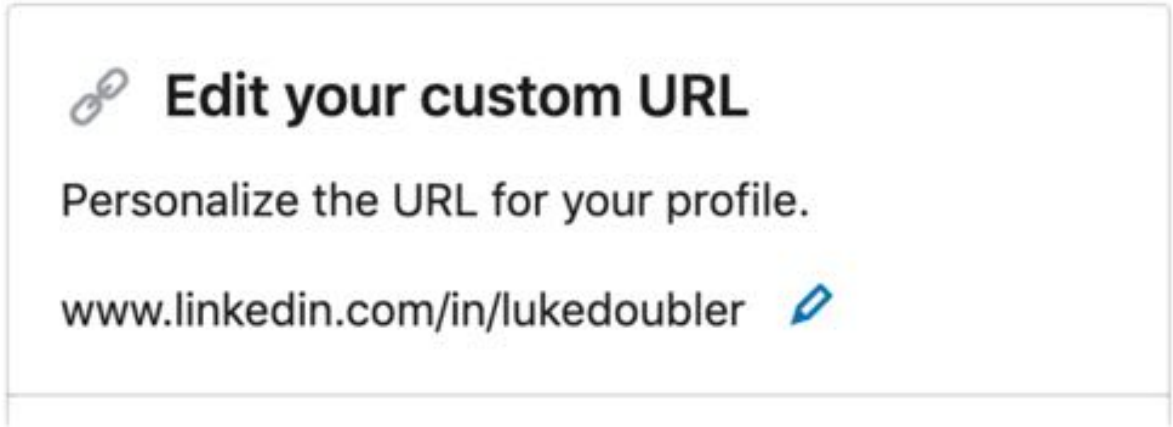
SEO

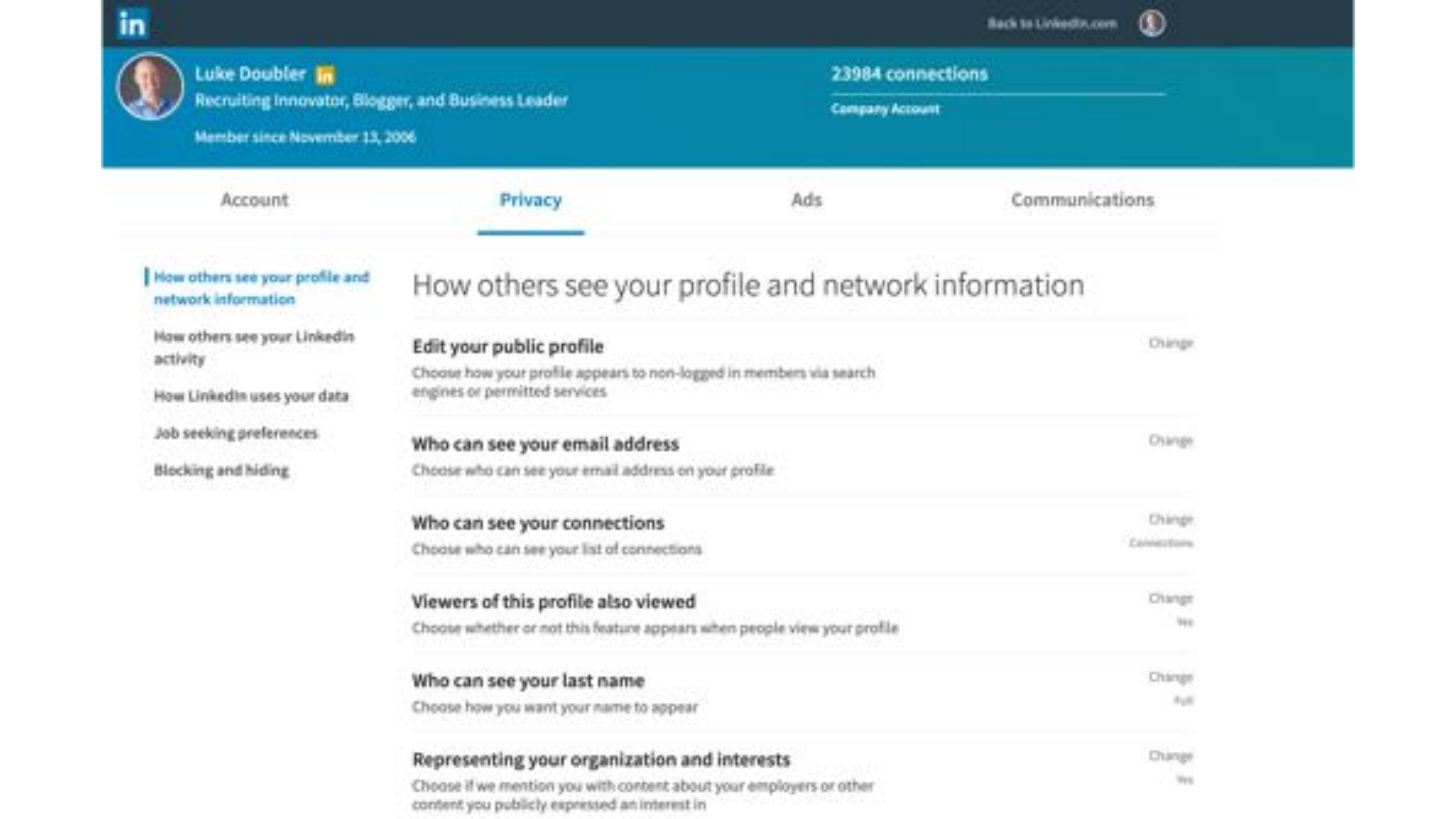

RECRUITER CENTRAL
We fill difficult jobs.
Add profile section
More...
Luke Doubler
Recruiting Innovator, Blogger, and Business Leader
Greater Minneapolis-St. Paul Area · 500+ connections ·
Contact info
RecruiterCentral
St. John's University

https://www.linkedin.com/public-profile/settings

Public profile settings

You control your profile and can limit what is shown on search engines and other off-LinkedIn services. Viewers who aren't signed in to LinkedIn will see all or some portions of the profile view displayed below.




Back to LinkedIn.com
Luke Doubler
Recruiting Innovator, Blogger, and Business Leader
Member since November 13, 2006
23984 connections
Company Account
Account
Privacy
Ads
Communications
How others see your profile and network information
How others see your LinkedIn activity
How LinkedIn uses your data
Job seeking preferences
Blocking and hiding
How others see your profile and network information
Edit your public profile
Choose how your profile appears to non-logged in members via search engines or permitted services
Change
Who can see your email address
Choose who can see your email address on your profile
Change
Who can see your connections
Choose who can see your list of connections
Change
Connections
Viewers of this profile also viewed
Choose whether or not this feature appears when people view your profile
Change
Yes
Who can see your last name
Choose how you want your name to appear
Change
Full
Representing your organization and interests
Choose if we mention you with content about your employers or other content you publicly expressed an interest in
Change
Yes

Edit Content

This is your public profile. To edit its sections, update your profile.

Edit contents

Edit Visibility

You control your profile's appearance for people who are not signed in to LinkedIn. The limits you set here affect how your profile appears on search engines, profile badges, and permitted services like Outlook.

Learn more

Your profile's public visibility On

Basic (required)

- (•) Name, number of connections, and region

Profile Photo

Profile Photo

- ( ) Only 1st-degree connections
  LinkedIn members directly connected to you.
- ( ) Your network
  Your connections, up to three degrees away from you.
- ( ) All LinkedIn members
- (•) Public
  All LinkedIn members on or off LinkedIn. Your content could be visible in search results (Google, Bing, etc.).

Creating a whole new search and training firm concept @ www.recruitercentral.io.
National speaker, recruiting blogger, sourcing innovator and recruiter trainer.
Top 10 most connected recruiter in Minneapolis/St. Paul with 20K+ first round connects.
LinkedIn Open Networker (LION) and open to accepting invites at lukedoubler@recruitercentral.io.
Twitter: @mrtalentsourcer

Owner of the LinkedIn Groups: OFCCP / EEO Recruiting Compliance and EAP (Employee Assistance Professionals)

:: LION :: Open Networker :: Accept all invites :: LinkedIn Open Networker :: I never IDK

Besides leading RecruiterCentral, I co-manage the blog www.realfoodrn.com.

FOCUS ON KEYWORDS!!!

https://keywordtool.io/google-trends

Keywords: Recruiter, Full cycle recruiting, sourcing, diversity sourcing, HR best practices, Social Media, Interviewing, Internet Souring, Networking, LinkedIn, Social Networking, Social Trends, Social Content, LinkedIn Strategies, Talent Intelligence, Talent Mining, Talent Identification, Acquisition, Semantic Search, Internet & Database Sourcing, Advanced Boolean Searching OR Logic, Hiring, Training, Recruiting Strategy, Management, Technical Recruiting, Consulting, Passive Recruiting, Internet Research, blogging, site management, site merchandising, SEO, MN Recruiters OR MNREC, SourceCon, Sourcecon.qa, and learning HTML- intermediate, recruiter, ERE, ERE Media, Source Con.

Searching for candidates with the following key words (but not limited to): Front End, Back End, spring, JAVA, mobile, iOS, android, open source, Apache, Ruby on Rails, Cassandra, Solr, agile, web, J2EE, HTML, JavaScript, AJAX, JSON Hadoop, SQL, NoSQL Spring Boot, Grails, node.js, Groovy, PHP, Python, HTML, JavaScript, jQuery, CSS, SQL, PL/SQL, Hive Query, big data, Angular, Spring, Hibernate, Web based, full stack, cyber security, git.

the talent agency

Message | View in Recruiter | More...

Stacy Donovan Zapar · 1st

Founder, The Talent Agency | Recruiting for Recruiting Search (R4R) | Talent Acquisition Speaker | Recruiter Training

Greater San Diego Area · 500+ connections · Contact info

The Talent Agency ★

Washington and Lee University

About

We help companies build world class talent acquisition teams - through consulting, training and R4R search services. Now interviewing Talent Acquisition Managers, Recruiters & Sourcers for top employers across the US. Join The Talent Agency today at http://thetalentagency.io to be considered.

Summary:
♦ link2stacy@gmail.com
♦ 20 year recruiting veteran turned recruiting strategist, speaker, advisor, trainer & search specialist
♦ Founder of Tenfold, a boutique recruitment consultancy specializing in talent attraction training, consulting and search for world-class employers including Zappos, TripAdvisor, Netflix, Amazon, Walmart, Petco, Virgin, Booking.com, Restoration Hardware, Best Buy, Blizzard and many others

Highlights:
♦ Most Connected Woman on LinkedIn since 2008
♦ SHRM's Trendsetter of the Year in Talent Acquisition
♦ Top 100 HR Influencer by Human Resource Executive magazine 2019

Specialties:
♦ Recruiting for Recruiting Search
♦ Relationship-Based Recruiting
♦ Sourcing
♦ Talent Attraction
♦ Recruiter Training
♦ Talent Acquisition Speaker

+4

Articles

347,654 followers

Life Lessons Learned... at a Conference?

Stacy Donovan Zapar
Published on LinkedIn

What you're about to read is probably the most personal blog post I've written to date. Wonder if I'm the only one who's ever had this type of experience. At a conference. A couple of years ago, I attended my very first real conference. Ever. Most of you have heard of SouthBy, but for those who aren't familiar, South By Southwest Interactive Festival (SXSWi) is an annual conference held in Austin, TX where tech-lovers from all over get together to networ ...see more

Like Comment Share

226 · 41 Comments

Experience

Founder & Principal Recruiter

The Talent Agency ★

May 2017 – Present · 2 yrs 6 mos

Greater San Diego Area

The Talent Agency (a Tenfold company) is a boutique recruiting-for-recruiting search firm that specializes in full-time Talent Acquisition placements (Recruiter, Sourcer, Employer Branding, Talent Ops, Recruiting Management, Head of Talent, and more).

Currently hiring for full-time, salaried positions at all levels in Talent Acquisition (Executive, Management, Recruiters and Sourcers) with great client companies across the US.

Interested in being considered? Join The Talent Agency at http://thetalentagency.io

Recommendations

Ask for a recommendation | Recommend Stacy Donovan

Received (26) | Given (8)

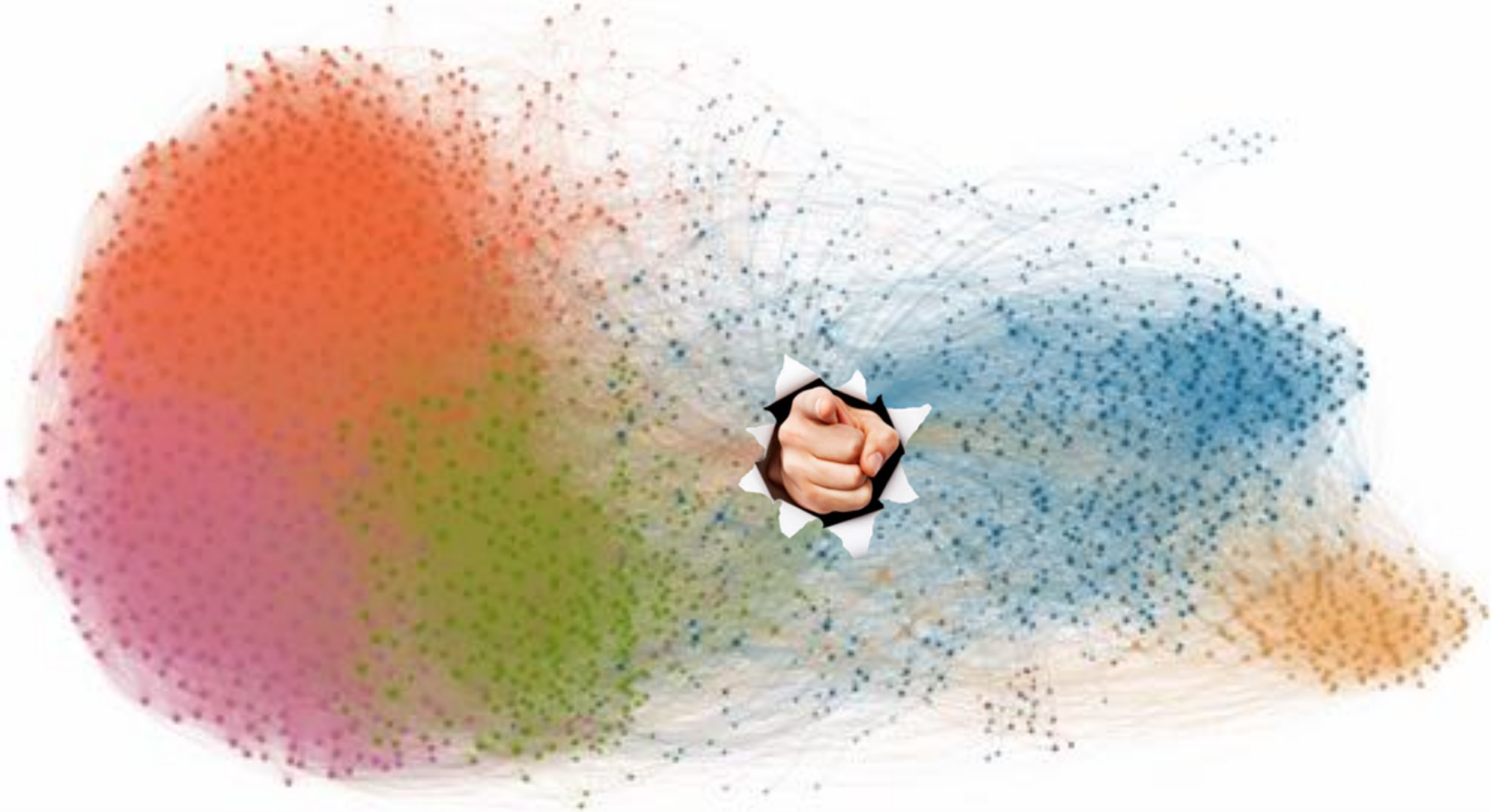
Zeynep Tunalıoğlu
Senior Tech Recruiter at Mobiquity Inc - Europe
January 8, 2018, Zeynep was a client of Stacy Donovan's

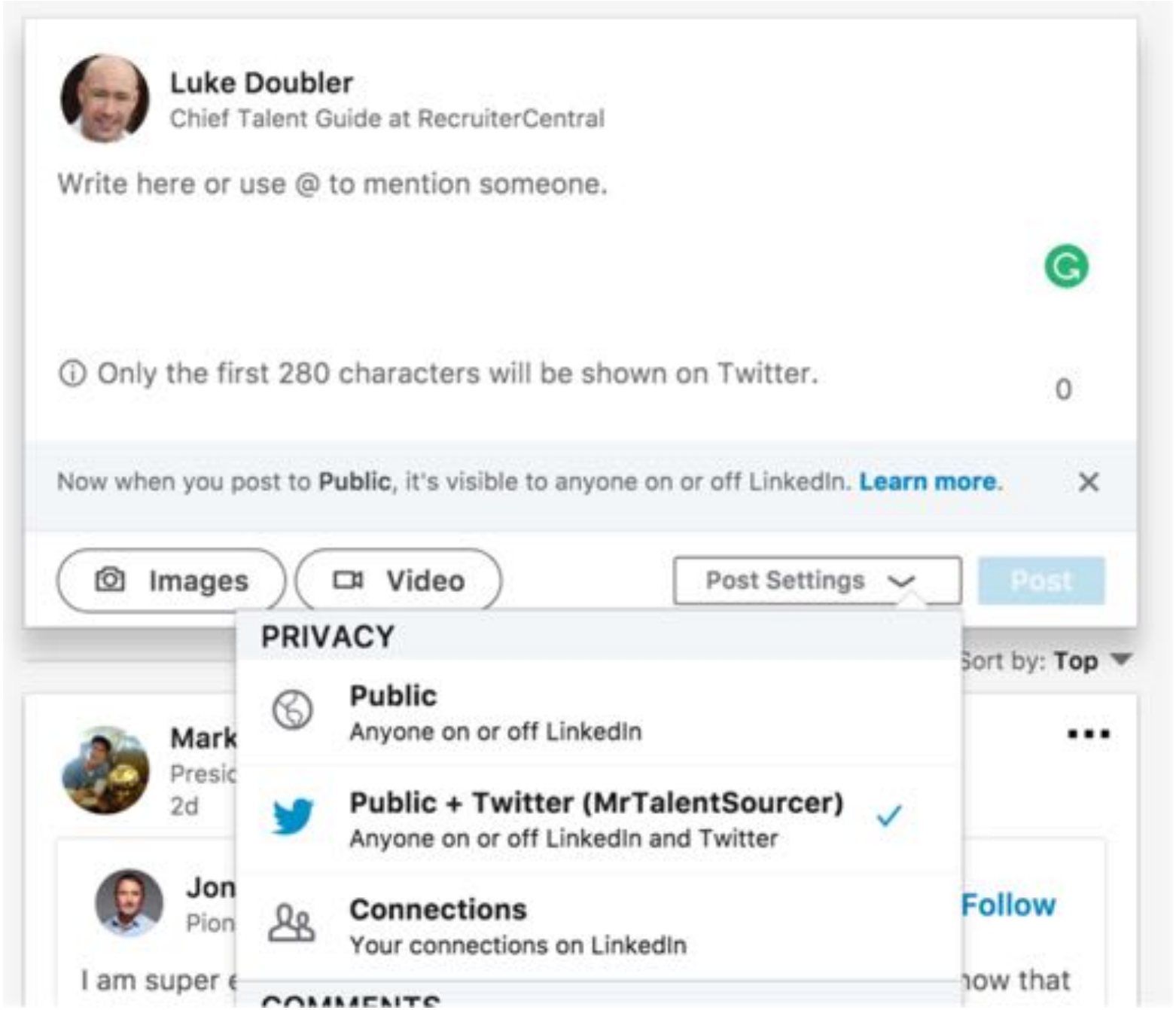
I met Stacy through Social Talent. She is guest lecturer on a section called "Recruit Like a Boss"and her presentations are full of tips that are directly usable and shows immediate results! She really is a great presenter and a teacher, in as little as 30 minutes she was able to truly communicate a "way of working... See more

Erik Elliott
Talent Advisor at Expedia, Inc.
November 15, 2017, Erik and Stacy Donovan were students together

This recommendation is a bit late.....but better late than never. Stacy was a guest speaker at Talent Connect a few years back when I had the chance to attend. Her presentation was on her "Special Sauce" and how to write compelling messages to candidates. Before attending her session, I had a typ... See more

Show more




Luke Doubler
Chief Talent Guide at RecruiterCentral
Write here or use @ to mention someone.
Only the first 280 characters will be shown on Twitter.
0
Now when you post to Public, it's visible to anyone on or off LinkedIn. Learn more.
Images
Video
Post Settings
Post
PRIVACY
Public
Anyone on or off LinkedIn
Public + Twitter (MrTalentSourcer)
Anyone on or off LinkedIn and Twitter
Connections
Your connections on LinkedIn
Sort by: Top
Follow

IF YOU COULD JUST MAKE CONTENT
THAT EVERYONE LOVES EVERY DAY
THAT WOULD BE GREAT

PREMIUM

Who viewed your profile

632 profile viewers in the past 90 d

PREMIUM RECRUITER

Luke Doubler

Helping Businesses Source Top Talent

632

Who's viewed your profile

1,841

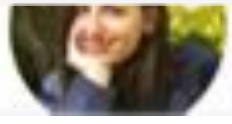
Views of your post

All profile viewers

2

7 work at Cargill

2h



HACKING

✓Give (reality-based) testimonials and recommendations to others.

✓Share your expertise and write helpful articles.

✓Be a curator of great ideas and share others' expertise.

✓Make introductions for other people to help them get or give help.

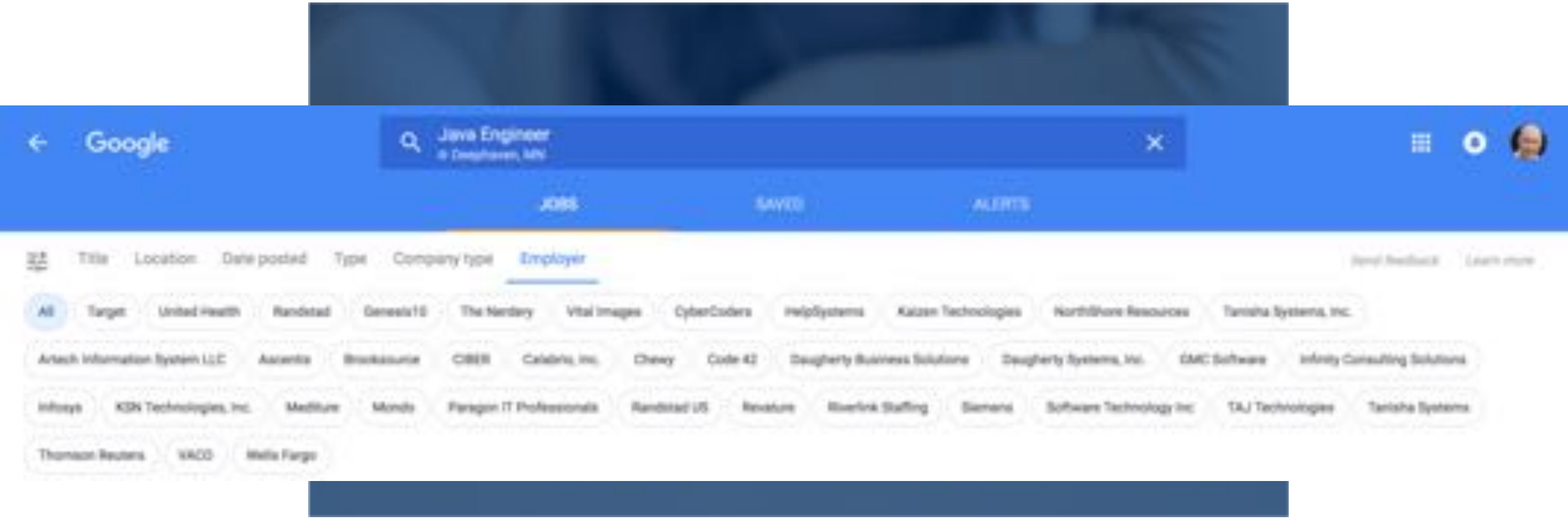
✓Like and share things that **your target audience** will care about and post.

✓Form alliances by sharing share someone's most helpful piece of information with your network.

✓Answer questions, give feedback and share an article specific to someone's unique challenges.

✓Cultivate a LinkedIn group for people with a specific interest or facing a specific challenge.

Simple steps to greatly increase the visibility of your job postings


Google
Java Engineer
JOBS
SAVED
ALERTS
Title
Location
Date posted
Type
Company type
Employer
All
Target
United Health
Randstad
Genesis10
The Nerdery
Vital Images
CyberCoders
HelpSystems
Kaizen Technologies
NorthShore Resources
Tanisha Systems, Inc.
Artech Information System LLC
Ascentis
Brooksource
CIBER
Calabrio, Inc.
Chewy
Code 42
Daugherty Business Solutions
Daugherty Systems, Inc.
GMC Software
Infinity Consulting Solutions
Infosys
KSN Technologies, Inc.
Mediture
Mondo
Paragon IT Professionals
Randstad US
Revature
Riverlink Staffing
Siemens
Software Technology Inc
TAJ Technologies
Tanisha Systems
Thomson Reuters
VACO
Wells Fargo

Keywords

Add around 15-20 keywords.

These are the search terms that may trigger your ad to appear next to search results.

Keyword	Search popularity
recruitment courses	880
java engineer	1300
java developer	27100
java programming	110000
java developer jobs	40500
software engineer	201000
software developer	90500
computer software engineer	5400
software engineers	5400

More like this

Enter more keywords separated by commas

Add

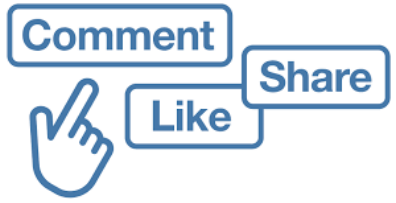
Save

Cancel

Other Considerations

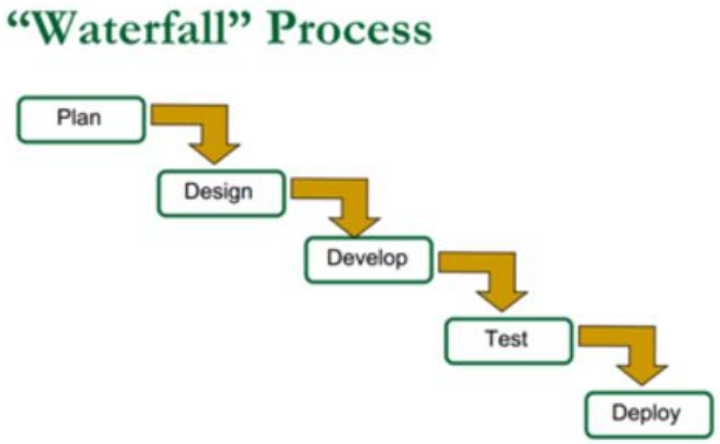
- ✓ Don’t have an obscure job title or ”insider speak”
- ✓ Include a picture, video is even better
- ✓ Keep it simple and relatable
- ✓ Include links to other pages: company info, career site, social media
- ✓ Have your hiring manager share the job post and speak about the position

- ✓ Have your colleagues



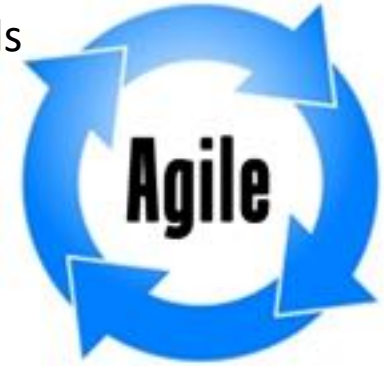
”Recruiter Centric Talent Sourcing Model”

- ✓ The Recruiter is at the front of the process
- ✓ “Take my word for it”
- ✓ Manager plays secondary role
- ✓ Screening calls
- ✓ Rigid process



”Manager Centric Talent Sourcing Model”

- ✓ Manager plays a major role
- ✓ “Let me show you”
- ✓ Recruiter plays a supporting role
- ✓ Limited ”screening calls”
- ✓ There is still an interview process, but the sourcing methods vary per candidate needs



are more likely to respond if the hiring manager reaches out instead

Credit: Gregory Lewis, LinkedIn post 2018

socialtalent

SOURCECON Sourcing Knowledge

Boolean Black Belt-Sourcing/Recruiting

fistful of talent

Opinion from the Worlds of HR, Recruiting and Talent

ZAPinfo

RECRUITER CENTRAL

Luke Doubler

Helping Businesses Source Top Talent

Greater Minneapolis-St. Paul Area

Staffing and Recruiting