

1. What is a job portal?
2. Why job portals become more and more popular?
3. Why job portals can be useful for sources and recruiters?
4. The list of job portals that might be interesting to source candidates at.
5. Tips and tricks on how to source candidates on job portals.
6. Final words

The days of walk-in applications for jobs have passed. People are no more interested in meetings with a recruiter and handing them their resumes personally. At the same time it requires a lot of energy and time, which makes the process not efficient enough.

Sourcing candidates without effective sourcing tools is like walking through a jungle without equipment. Experienced sourcers and recruiters might still find their way to hidden treasures. But, it doesn't have to be that difficult. Sometimes, a creative approach to candidate sourcing tools can make a recruiting job easier (and maybe even more fun).

It's important to find relevant and qualified candidates in a timely manner to maintain a company's smooth hiring process. Using job portals can be beneficial to streamline the candidate search and help your company make the right hire.

In this article, we discuss what job portals are, why they're important and becoming more popular, how to use them, and tips on how to source candidates there.

1. What is a job portal?

Job portals, also known as recruitment portals, job boards, job sites, job websites or employment websites are online platforms that help job-seekers to find an applicable job and aid the employer to locate candidates as per their experience, qualifications, skillsets, etc.

There are 3 types of ranges for job portals:

- Local - the job portal only covers a region within a country e.g. only the New York State in the USA or the Rotterdam area in the Netherlands.
- National - the job portal operates at a national scale.
- Multi-countries - covers several countries, e.g. a job portal operating in the whole of Europe.

Using job portals you can advertise jobs and search for resumes. These platforms are an essential part of almost every hiring process and using them effectively will help you to find qualified and relevant candidates in a more cost- and time-efficient way.

2. Why job portals become more and more popular?

Needless to say, that job portal has become quite essential in today's web world. Nowadays, everything is available on the internet, and the job portal is such a platform that bridges the gap between job seekers and recruiters.

Job hunters can easily contact plenty of job vacancies through job search engines, at their phase. Away from that, most job portals have filters that can be useful for slighting down the results.

At the same moment, job portals can help employers speed up their hiring process. It would be easy for recruiters or hiring managers to verify job applications online and for sourcers to find qualified candidates by using search practices. Hence, job portals help them save time and efforts.

Benefits of Using Job Portals for Job Seekers

- **Receiving job alerts:**

Plenty of job portals provide standard job notifications for job hunters whenever there are interesting job openings for them.

- **A lot of job opportunities:**

Job portals offer a full collection of job choices from different companies. It means that job seekers have a chance to search for the job they want anywhere.

Resourceful:

With these portals, job seekers can become relevant for a job effortlessly. Instead of going somewhere, the person can submit the resume online and wait for future employers to take action.

Benefits of Using Job Portals for Sourcers and Recruiters

- **Promotion of company's name:**

Job portals give a company possibility to make an advertisement in a better beam. When job hunter makes research on different job opportunities, the first thing they'll look at is a company's background. They'd want to know something about the work culture, environment, and career development opportunities the company has.

- **Easy resume research:**

The filters available in job portals will help sourcers and recruiters to select the most relevant candidates for the job. Likewise, they can show resumes with the right set of skills, qualifications and experiences. These filters will screen out inappropriate resumes to get the most competent applicants as soon as possible.

- **Easy way of choosing candidates:**

Recruiter's and sourcer's aim is to fill the position with an excellent candidate. Using a job portal in the hiring procedure makes it easier to choose the best applicant for the job. With this, it's possible to have a list of applicants with the necessary skills, achievements, and experience.

3. Why job portals can be useful for sources and recruiters?

- *It's where candidates are.*

A job portal is not just a place where employers post their job vacancies. It offers a huge candidate pool where job seekers upload their resumes so that recruiters can easily find them. A resume database works well for people who aren't actively looking for a job but who are open to new opportunities.

- *You can discover qualified applicants.*

Job portals let recruiters apply filters on searches by parameters like industry, location, experience level and specific keywords. Some platforms even pull keywords from job advertisements to find candidates that may be a good fit for your open positions.

- *It can reduce screening time.*

When recruiters post a job advertisement, they get the chance to determine requirements and exclusion factors. This way, only relevant profiles reach their inbox. Instead of looking through a

big amount of resumes to find matching candidates, recruiters evaluate resumes that meet their minimum requirements.

- *Job portals help simplify the hiring process.*

You can manage the entire process from recruitment to communication and hiring with a job portal. These platforms can be synchronized to your ATS and help you look through applications in a more time- and cost-efficient way.

- *You can meet job hunters halfway.*

Job portals offer candidates and recruiters the same opportunities to find each other. Recruiters get relevant resumes and candidates receive notifications about job openings that match their preferences.

- *It helps recruiters to focus on their desired audience.*

Every job portal has a different niche – based on location, industry, seniority, etc. Recruiters can strategically choose specialized job portals to get closer to the people they want to hire.

- *A lot of job portals are free!*

Whether it's a completely totally free service or it just has a free trial, you have nothing to lose when looking for the absolute best fit for a position. Job portals can save you time and money and open your hiring practices up to a lot of great candidates you may not have had access to before.

4. The list of job portals that might be interesting to source candidates at.

There is a large pool of job portals that might be interesting to source candidates and post your vacancies at. Which one will work for you better is a matter of what you're looking for. There are free and paid job portals. Some platforms can offer a pay-per-applicant option, meaning you'll be only charged after receiving an application/candidate's resume. Most job portals require a subscription to give you full access to their resume database or you can use a free trial to test it and understand if it's enough convenient. Here's a list of the most popular:

Best free job portals

[Angellist](#)
[Adzuna](#)
[Glassdoor](#)
[Indeed Organic Listings](#)
[Jobcase](#)
[Jooble](#)
[Juju](#)
[Recruit.net](#)
[US.Jobs](#)

Paid job portals

[Arbeitnow](#)
[Bayt](#) (Middle East)
[Behance](#)
[Beyond](#)
[Bumeran](#) (Argentina)
[Cadremploi](#) (France)
[Careerbuilder](#)

[Coroflot](#)
[Dice](#)
[Dribbble](#)
[Glassdoor Premium](#)
[Hire a hero](#)
[Indeed](#)
[Jobs.lu](#) (Luxembourg)
[JobStreet](#) (Singapore, Malaysia, Philippines, Indonesia, Vietnam)
[Monster](#)
[Remotive](#)
[Resume-library](#)
[Seek](#)
[Stack Overflow](#)
[StepStone](#) (Europe)
[TotalJobs](#) (UK)
[ZipRecruiter](#)
[XING](#)

Popular job portals by country:

Poland
[Pracuj.pl](#)
[Just join it](#)

Ukraine
[EmployUkraine.org](#) (free)
[Work.ua](#)
[DOU.ua](#)
[Rabota.ua](#)
[Djinni](#)
[Jooble](#)
[Jobs.ua](#)

Hungary
[Profession.hu](#)

Bulgaria
[Remoters.net](#)
[Jobs.bg](#)

Columbia
[Opcionempleo](#)

Chile
[Laborum](#)

Mexico
[Computrabajo](#)

Brazil

[Talent.com](#)

[Infojobs](#)

Costa Rica

[Talent.com](#)

Nigeria

[Jobberman](#)

[Grabjobs](#)

Kenya

[BrighterMonday](#)

[Devex](#)

South Africa

[Remoters.net](#)

Egypt

[Wuzzuf.net](#)

Armenia

[Staff.am](#)

[Careercenter.am](#)

Cyprus

[Ergodotisi](#)

[Cyprus.jobs](#)

[Carierista](#)

Greece

[Skywalker.gr](#)

[Kariera.gr](#)

[Xe.gr](#)

[Careerjet.gr](#)

[Jobfind.gr](#)

[Gr.talent](#)

Serbia

[poslovi.infostud](#)

[helloworld](#)

[joberty](#)

[startit.rs/poslovi](#)

5. Tips and tricks on how to source candidates on job portals.

A job portal is one of the essential and important tools in your sourcing arsenal. A well-designed job platform facilitates the entire process, from sourcing to screening and scheduling interviews.

Most job portals ask job seekers to post their resumes so that the job search software can find the most relevant positions based on keywords and experience. That means that sourcers and recruiters can search through the portal's database to find matching candidates by setting specific criteria to narrow down the resume search.

But how to source potential candidates from job portals? Here are some tips and tricks for finding resumes and effectively recruiting talent on job search platforms.

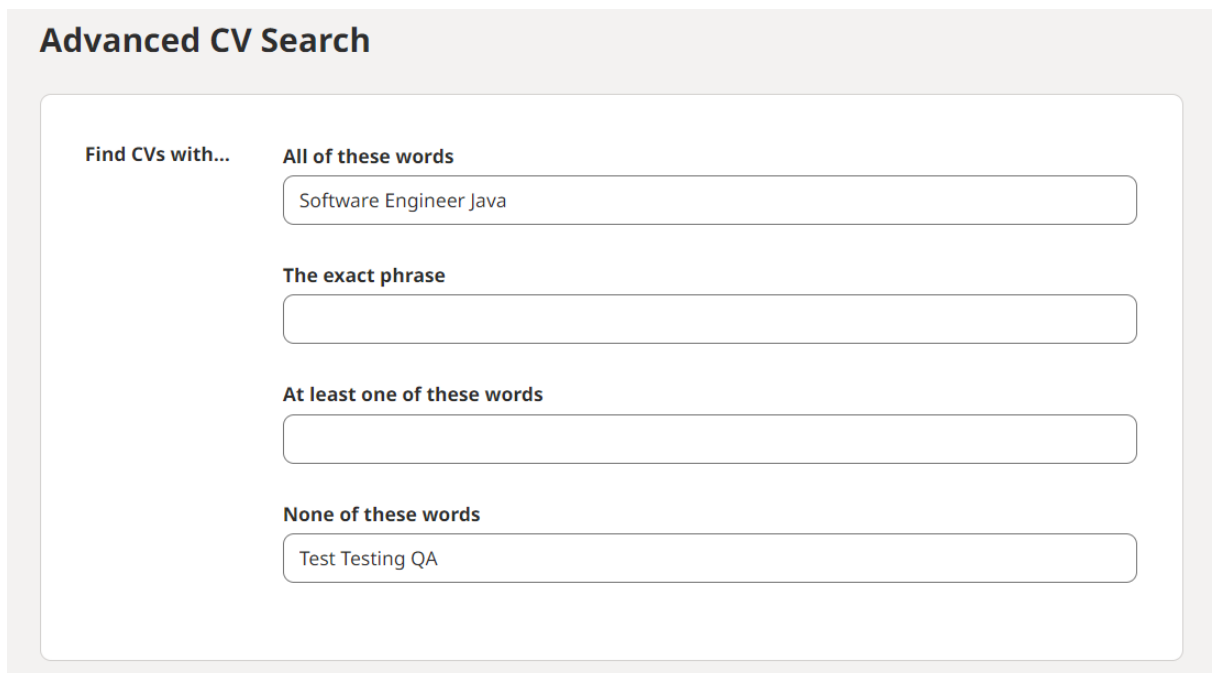
1. Use the Advanced Search function

By using the advanced search function on the job portal, it is possible to narrow down the results from the pool of resumes and find resumes that match the specific requirements of the open position. You can search: by location, skills, education level and experience. Plenty of job portals allow searching for resumes online using multiple filters without posting a job advertisement. You can also set up an email alert or synchronize with your ATS to get notifications for matching profiles.

This can save time and effort and help ensure that the results show only the most relevant and qualified candidates. In addition, the advanced search function can help identify potential candidates who may not be actively searching for a new job.

Here is an example of what the Advanced Search looks like (screenshots taken from the job portal [Indeed.com](https://www.indeed.com)).

The search query was to find a Software Engineer with knowledge of Java based in London.



The screenshot displays the 'Advanced CV Search' interface. It features a search bar with the text 'Find CVs with...' and a dropdown menu showing 'All of these words'. Below this, there are four input fields for search criteria:

- All of these words:** Software Engineer Java
- The exact phrase:** (Empty field)
- At least one of these words:** (Empty field)
- None of these words:** Test Testing QA

Education

College or University name

Field of study

Location

Where

London, Greater London

Find candidates

Clear

Find CVs in

United Kingdom

© 2021

Distance

Within 25 miles of London, Greater London

5 miles100 miles

CV last updated

within last 6 months

Exclude candidates contacted

within last 30 days

Availability

Ready to work now

235

Job Titles

Software Engineer

56

Senior Software Engineer

25

Software Developer

11

Software engineer intern

7

Sales Assistant

6

Junior Software Engineer

5

Senior Software Developer

4

Associate Software Engineer

4

Lead Software Engineer

4

Software Engineering

2

← Collapse filters

501 CVs

Sort by: relevance - most recent

Senior Software Engineer • London	Senior Software Engineer - Tata Consultancy Services (TCS) Senior Software Engineer - Cognizant Technology Solutions Bachelor's
Java Developer • London	Java Developer - Vodafone Senior Java Developer - Walmart Labs (Contractor) Engineer/ Programmer Analyst - Fidelity Information Services (FIS) India Pvt Ltd., as Senior Software Bachelor of Technology - K L University
Senior Software Engineer • London	Senior Software Engineer - Medidata Solutions Senior Software Engineer - Visokio (UK) Ltd. Java Developer - Bridge Consulting S.R.L. Master Degree in Computer Systems Engineering - University of Florence
SOFTWARE ENGINEER • Kingston upon Thames	SOFTWARE ENGINEER - Name of Company: Netcore Solutions Pvt. Ltd. WEB AND API DEVELOPER - Name of Company: PetKonnnect Pvt. Ltd. WEB DEVELOPER - Name of Company: DIRAC Industries Pvt. Ltd. Master's in Software Engineering - Kingston University
Data Engineer • London	

Company			
☐	Infosys	7	Technical Project Leader - Huawei Technologies
☐	Accenture	6	Software Engineer - CGI
☐	TATA CONSULTANCY SERVICES	5	Master's - Queen Mary University of Londo
☐	Self Employed	4	Software Engineer • Harrow
☐	Capgemini	3	Software Engineer - Aspire Software Solution. (Ahmedabad)
☐	Cognizant Technology Solutions	3	Java Developer - Expert web designing
☐	University College London	2	Java Developer - Softvan Pvt Ltd
☐	Oracle	2	GTU (Gujarat Technological University) - Apollo Institute of Engineering
☐	Google	2	Senior Software Engineer • Croydon
☐	HCL Technologies	2	Senior Software Engineer - AdroitMinds Software Labs
See more ▾			Software Engineer - Srishti Innovative Computer Systems Pvt. Ltd
Years of Work Experience			
☐	3-5 years	129	Software Engineer • London
☐	6-10 years	120	Software Engineer - IB S.R.L.
☐	More than 10 years	85	Software Engineer Internship (Bogliasco - Abo Data)
☐	1-2 years	71	Luxury Leisure Admiral Casino Relief Supervisor - IIS Natta Deambrosis
☐	Less than 1 year	55	Diploma

As a result, we have 501 resumes of candidates who might be relevant for a position. Filters are quite similar to the ones that LinkedIn has. You can narrow your search by using filters like job titles, availability, years of experience, etc.

501 CVs Sort by: **relevance** - most recent

There is also a possibility to set up an email alert to receive new resumes directly in your mailbox.

2. Use keywords

Keywords are another good way to filter resumes on job portals. For example, if you are looking for a Software Engineer with experience in Java, you might use the keywords “Software Engineer” or “Software Developer”, etc. Enter these words or phrases into the search bar when looking for a specific type of resume.

Using keywords, you can be sure that the resumes you receive will be relevant to the position you are trying to fill.

See an example above :)

3. Choose the right platform

Of course, there is an enormous pool of job portals existing on the internet. However, sourcing from all of them might be time- and energy-consuming.

First of all, it's better to do research on popular job portals of the city/country/region you are looking for a candidate in. The best thing is to concentrate on sourcing from the most well-known and reliable platforms. This will save you time and energy and will increase your chances of finding high-quality resumes.

It's also good to check and test different job portals according to your specific needs. You can experiment and track your results to identify those sources that bring the most qualified candidates.

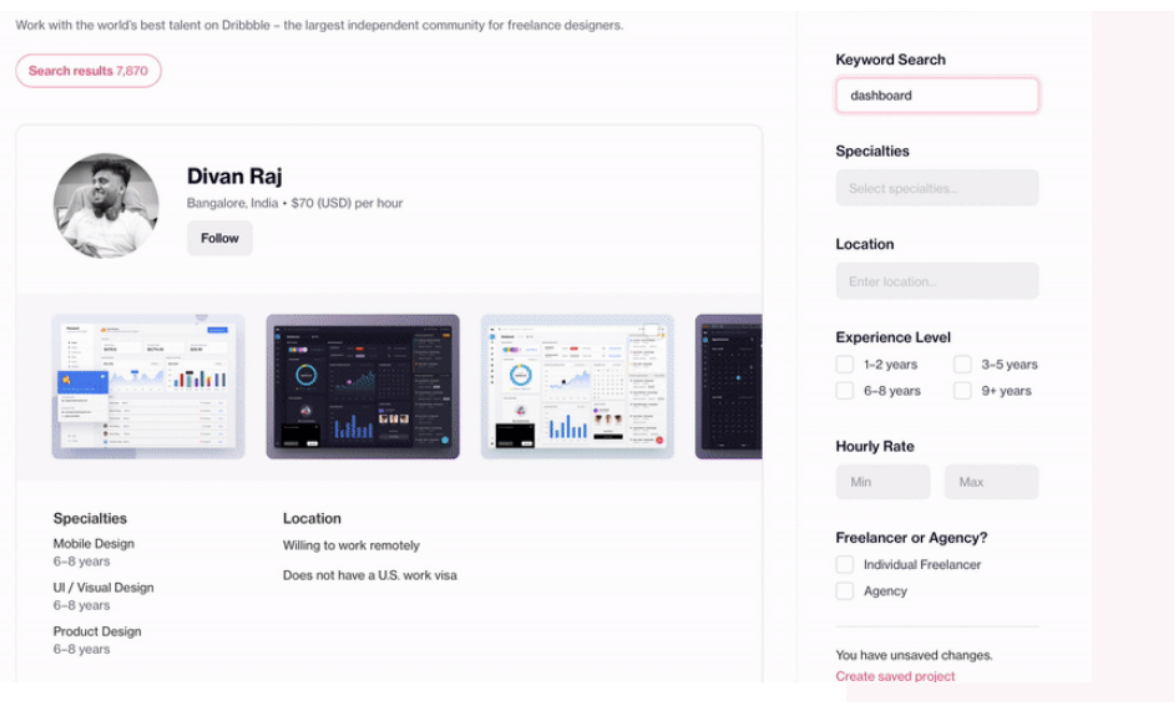
Check the list of job portals that might be interesting to source candidates from above :)

4. Consider non-traditional job portals

Different websites can serve as de-facto job portals, without being created as one. Their main advantage is that they gather and connect people interested in a specific area and allow sourcers and recruiters to look through their profiles and find their resumes. It is very useful in sourcing candidates with a specific skill set and qualification.

For example, [Dribbble](#) and [Behance](#) are the most common places for designers not only to hang out, but also to upload their resumes and share their work. [Github](#) and [StackOverflow](#) can also be used by sourcers and recruiters to get in touch with developers.

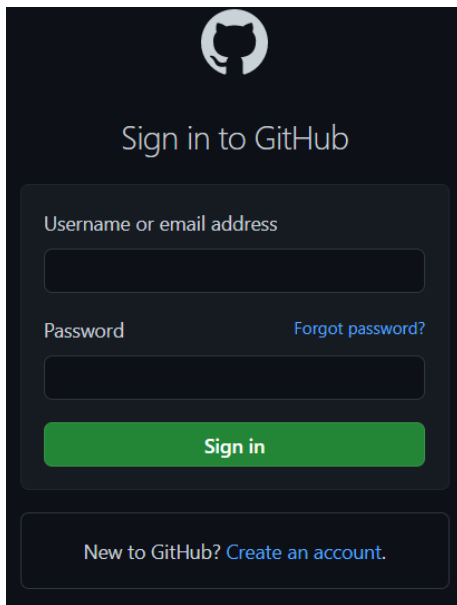
For example, on Dribbble you can also use some keywords and filters like location, years of experience, etc. to find the best match.



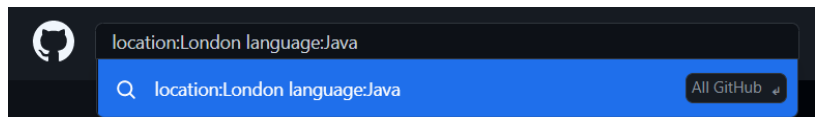
Here is the easiest way to find candidates on GitHub in just 3 steps:

1. **Sing in to GitHub** or create a personal account. It's quick and easy!
2. **Use the top search bar.** You can filter developers based on location, programming language, number of followers, etc. (E.g. I'm looking for a developer with knowledge of Java based in London. In the search bar I enter "location:London language:Java" and as a result, we have 7,5K users who might be interested including false/positives).

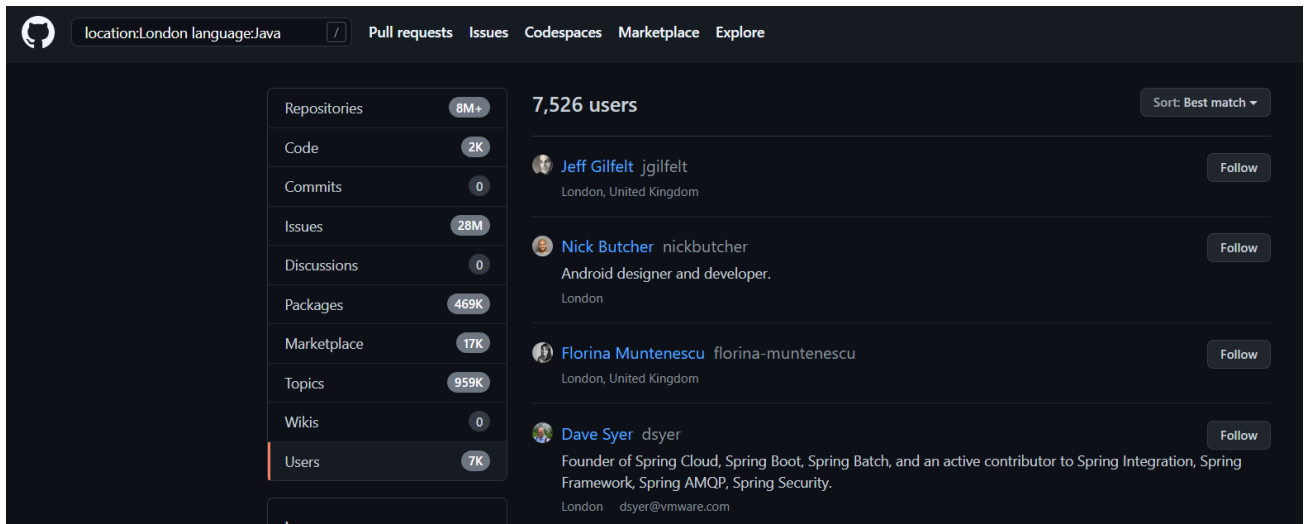
3. Check for the candidates' **contact details** in the bio to reach out.



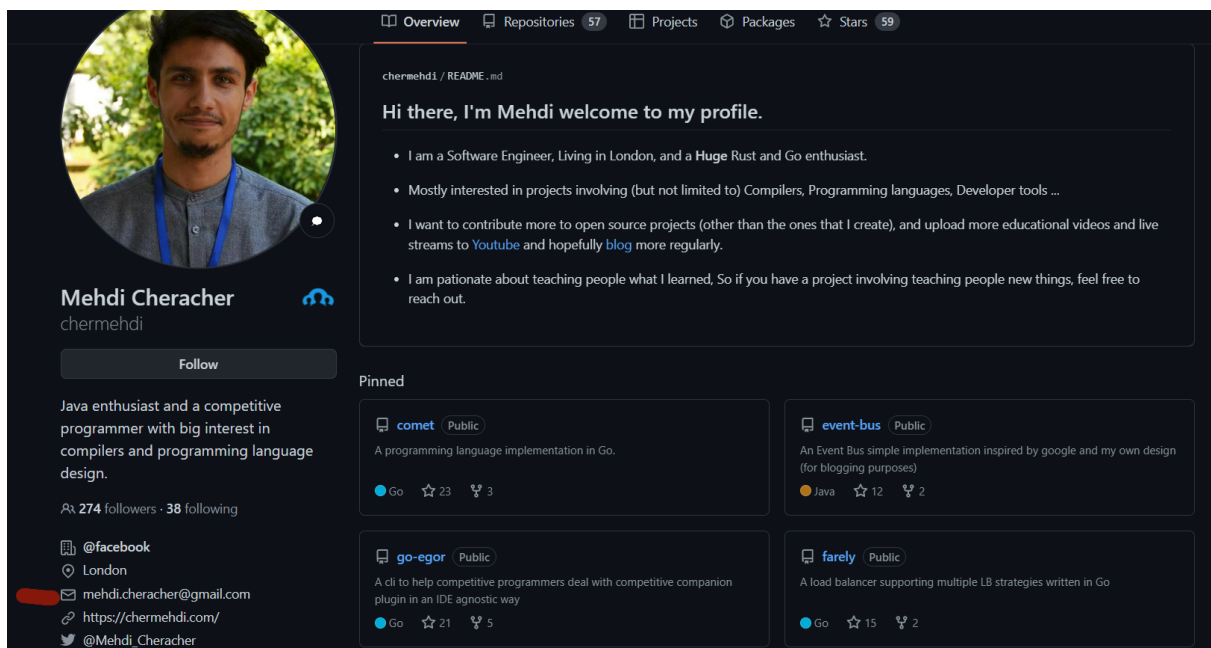
The image shows the GitHub sign-in page. At the top is the GitHub logo and the text "Sign in to GitHub". Below this is a form with two input fields: "Username or email address" and "Password". There is a link "Forgot password?" next to the password field. A green "Sign in" button is at the bottom of the form. Below the form is a link "New to GitHub? Create an account."



The image shows a GitHub search bar. It contains the text "location:London language:Java". To the right of the search bar is a button labeled "All GitHub".



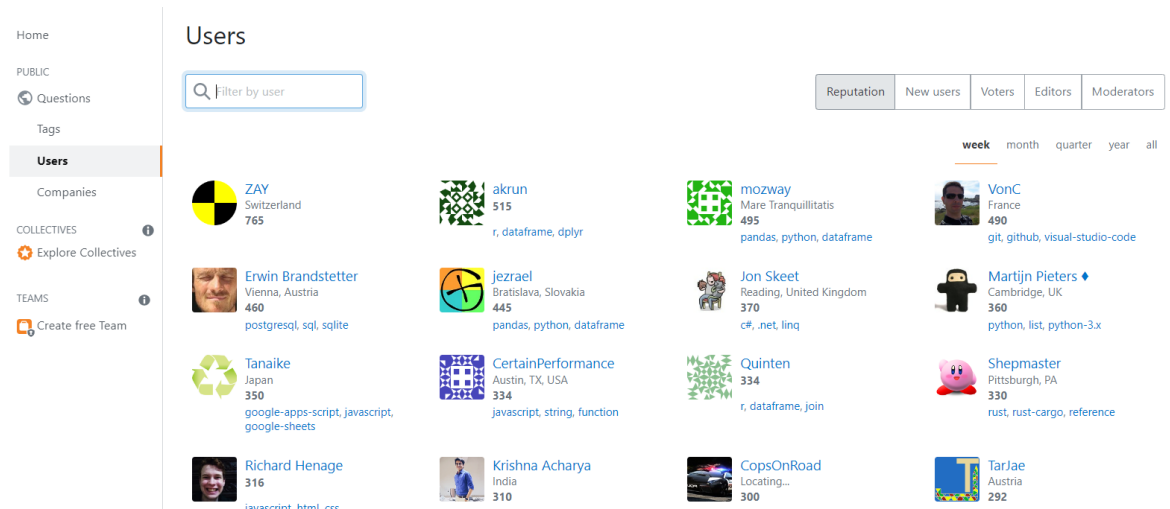
The image shows the GitHub search results page for the query "location:London language:Java". The page has a dark theme. At the top, there is a navigation bar with the GitHub logo, the search query, and links to "Pull requests", "Issues", "Codespaces", "Marketplace", and "Explore". Below the navigation bar, there is a sidebar on the left with a list of categories and their counts: Repositories (8M+), Code (2K), Commits (0), Issues (28M), Discussions (0), Packages (469K), Marketplace (17K), Topics (959K), Wikis (0), and Users (7K). The main content area shows the search results for "Users". There are 7,526 users found. The results are sorted by "Best match". The first three users listed are: Jeff Gilfelt (jgilfelt), Nick Butcher (nickbutcher), and Florina Muntescu (florina-muntescu). Each user entry includes their profile picture, name, username, location, and a "Follow" button. Below the list of users, there is a section for "Languages" which is currently empty.



The image shows the GitHub profile page for Mehdi Chercher. The profile is for the user "chermehti". The profile picture is a circular image of a man with dark hair and a beard. The bio says "Hi there, I'm Mehdi welcome to my profile." and lists four bullet points: "I am a Software Engineer, Living in London, and a Huge Rust and Go enthusiast.", "Mostly interested in projects involving (but not limited to) Compilers, Programming languages, Developer tools ...", "I want to contribute more to open source projects (other than the ones that I create), and upload more educational videos and live streams to Youtube and hopefully blog more regularly.", and "I am pationate about teaching people what I learned, So if you have a project involving teaching people new things, feel free to reach out." Below the bio is a "Follow" button. The page also shows a list of pinned repositories: "comet" (Public), "event-bus" (Public), "go-egor" (Public), and "farely" (Public). Each repository entry includes the repository name, its visibility, a brief description, and statistics for stars, forks, and downloads. The page also shows the user's social media links: "@facebook", "London", "mehdi.chercher@gmail.com", "https://chermehti.com/", and "@Mehdi_Chercher".

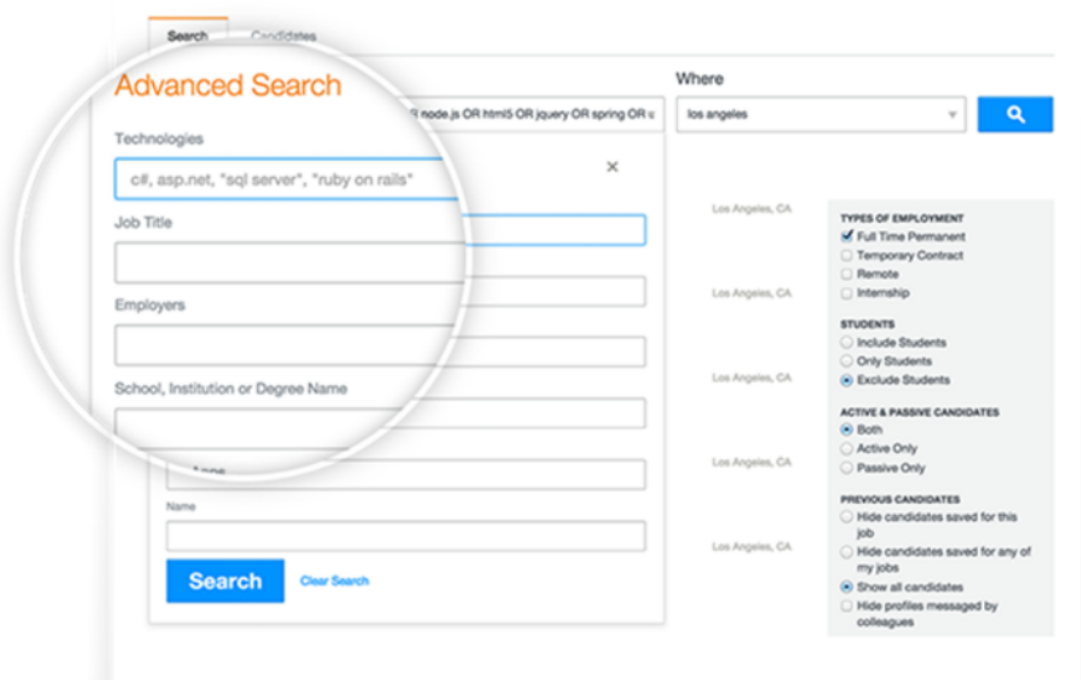
Here are some examples of how to source candidates on StackOverflow:

1. **Filter by user.** You can source candidates by entering keywords related to what you are looking for in the search bar.



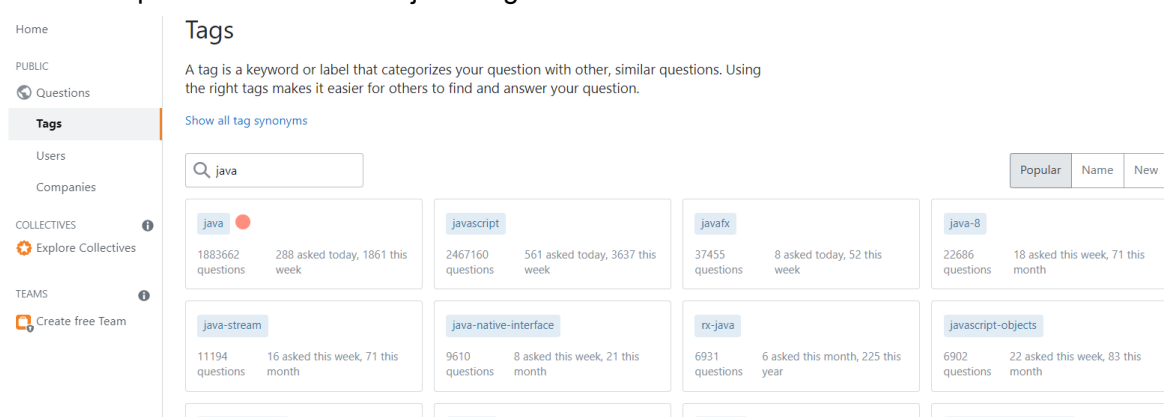
2. **Use advanced candidate search.** Stack Overflow offers its paying customers access to their users' profiles.

This option allows you to find, message and recruit from Stack Overflow's pool of developer candidates who are interested to be contacted by employers.



3. **Tag search.** You can also use Stack Overflow's tag search option to find relevant potential candidates.

The tag is actually a skill. For example, enter "java" in the search bar to find Java developers and click on the "java" tag.



The result will look like this:

Home

PUBLIC

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Questions tagged [java]

Ask Question

Java is a high-level object-oriented programming language. Use this tag when you're having problems using or understanding the language itself. This tag is frequently used alongside other tags for libraries and/or frameworks used by Java developers.

Watch tag Ignore tag

Learn more... Improve tag info Top users Synonyms (11)

1,883,715 questions

Newest Active Bountied 21 Unanswered More Filter

0 votes 0 answers 9 views

How to calculate checksum with InputStream and then use it again

I want to calculate the CRC3 checksum of a given InputStream and then use to get the string out of it. Here's what I've tried so far private long calculateChecksum(InputStream stream) throws ...

java

nick 1,609 asked 3 mins ago

0 votes 0 answers 4 views

Not utilising the full capacity of Amazon Kinesis Data Stream

I am sending data to kinesis data stream using putRecords request asynchronously (500 records every time). There are 4 shards in the stream in which multiple putRecords requests continuously sends ...

aws java aws-sdk amazon-kinesis aws-kinesis amazon-kinesis-kpl

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- Stack Gives Back 2022!
- Commit to something big: all about monorepos (Ep. 527)

Featured on Meta

- 2022 Community-a-thon Recap
- Temporary policy: ChatGPT is banned

Hot Meta Posts

- 32 Post with "confidential information" repeatedly vandalized
- 27 Should self-deleted posts by users who violate rules be flagged?
- 12 Synonymize [javax.persistence] to [jpa]

Custom Filters

Now click on the "top users" to get a list of developers:

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Questions

Tags

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Tag Info

users ho

java Questions

1,816 Last 7 Days 60.3% unanswered

6,570 Last 30 Days 59.9% unanswered

1,883,660 All Time 29.1% unanswered

Top java Answerers

Last 30 Days	All Time
89 57 Arvind Kumar Avinash 68.5k 5 64 106	155.7k 10.6k Jon Skeet 1.4m 848 9033 9129
75 62 Alexander Ivanchenko 24k 5 12 39	80.1k 6.4k BalusC 1.1m 369 3584 3535
55 39 Stephen C 686k 94 787 1197	55k 14.4k Stephen C 686k 94 787 1197
53 36 knittl 233k 52 306 354	51.3k 13.2k Peter Lawrey 521k 75 742 1123
51 14 Su Sweeper	48.9k 4.4k Bozho

1,883,660 questions tagged java

Synonyms

- jdk
- openjdk
- jre
- javax
- .java
- more »

Related Tags

- java × 1886951
- android × 279834
- spring × 125436
- swing × 79293

You can also narrow your search by using an additional filter and entering a couple of tags (skills) related to what you are looking for.

Home

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Ask Question

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Watch tag Ignore tag

Learn more... Improve tag info Top users Synonyms (11)

1,883,715 questions

Newest Active Bountied 21 Unanswered More Filter

Filter by

- ☐ No answers
- ☐ No accepted answer
- ☐ Has bounty

Sorted by

- ☒ Newest
- ☐ Recent activity
- ☐ Highest score
- ☐ Most frequent
- ☐ Bounty ending soon

Tagged with

- ☐ My watched tags
- ☒ The following tags:

java

Apply filter Save custom filter Cancel

The Overflow Blog

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Custom Filters

5. *Create engaging job advertisements*

Job seekers usually spend very little time reading job advertisements before deciding whether or not to apply. That's why it's really important to ensure that the job advertisements you post are engaging.

Here is a short checklist that will help you to make a job advertisement more catchy:

1. **Personalize the advert.** Think about people who do a similar job to the one you're hiring for. So it's important that you personalize your advert with the right person in mind.
2. **Talk about company culture.**
3. **Make it easy to read.** Remember that job seekers spend only a few seconds on an advert, so ensure that the post is easy to read and enlightens the main points.
4. **Avoid academic words, buzzwords and cliches.** Natural language is much more attractive :)
5. **Make an accent on your values.**
6. **Show your lifestyle.** One very simple perk could be the natural lifestyle advantage.

Also, make sure that your job posting provides enough information about the position to catch the interest of potential candidates.

The great thing is to also use keywords in your advertisement. This will help to ensure that your job posting appears in the search results of the potential candidate looking for a job that matches their skills, qualification and experience.

[Here](#) are some nice examples of job advertisements to inspire yourself :)

6. *Use extensions*

This will help you to make your work easier and to find the best candidates in a more cost- and time-efficient way.

Check our article [24 Google Chrome Extensions for Recruiters & Sourcing](#) to get more insights :)

6. **Final words**

To finalize, job portals can open your way into a more productive and efficient recruitment process. It gives you a big pool of data that provides a broader perspective for sourcing candidates from all around the world.

Using the tips in this article, you can ensure that you are getting the most out of job portals and sourcing high-quality candidates.

As a result, you can save time, energy and money while finding the perfect match for the job.