

Best hiring websites (the good, bad and ugly)

By Michaela Light, author of “Intuitive Leadership Mastery” and “What Would It Take?”
www.intuitiveleadershipmastery.com

These job hiring sites are for both FT and PT jobs. And some are for one off gigs.

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The Good

- [Dynamite Jobs](#) primarily for “internet marketing, operations and customer support professionals” those with skill sets ranging from operations, customer service, copywriting, SEO, funnels, coding, PPC, etc. Dynamite Jobs is probably not the place to find folks for temporary or apprentice-type gigs. Free for [DCers](#) to post. DJ will help you craft a great job ad and get the word out on your job to 1000s of remote workers in their email blasts. Is mainly FT focused (vs PT). Many candidates are fans of the TMBA podcast and want the remote lifestyle and US pay rates. Job ads and search candidate database. 25% DCer discount.
- [Fiverr](#) - can not post a job but easy to search and with the 2nd level gigs they can be high quality. Inflexible on what a gig can do - if you need it different from the description it is likely to be canceled. Business Tools (formerly Team accounts) let you delegate the gig details to your team while having one fund of money to pay for gigs. Most high volume gigs are really run by companies with a PM in charge of several workers. FYI a gig is not just \$5 - higher quality ones can be way more. I have used for book covers, Kindle formatting,

podcast intro/outro voice over, transcription, SEO report and more. Fast turn around. If you stay in the platform you have some assurance that the person will do a good job due to review feature.

- [VirtualStaffFinder](#) - I used a few years ago to source high-quality VA in PH. They do all the screening and give you 3 candidates to pick from. Once they gave me 3 poor fit ones and when I complained they gave me 3 new ones. Only sources general VAs. DCer owned.
- [Jobrack](#) - higher quality Eastern European candidates for most kinds of jobs. Both FT and PT long term. They help source good candidates. They have a new turnkey hiring solution too. DCer owned and operated by Noel Andrews with flat fee job postings. Currently \$249 for DYI job posts. Also have DWY and DFY services.
- [ProBlogger](#) - for writing jobs - lots of good candidates (have your easter eggs ready to filter!)
- [Indeed](#) - a friend in mastermind I am in recommended this site to me. I have not tried yet. Another DCer had recent success hiring local candidates from it. It's a more traditional job board, and like any job board, requires a fair amount of sifting/sorting/screening, but overall I've been impressed with the applicant quality. I've also had some good experiences with Indeed, although you can easily expect a bunch of submissions from people who didn't bother to read your ad. If you don't mind filtering through that, there can be some incredible gems. Indeed has best traffic for job ads (and PPC type format you can turn off whenever you want, vs traditional 30 day job spots, not so much for resume browsing but their resume database is growing.
- [FlexJobs](#) - Higher quality US-based professionals. Not sure if the platform is international or not. Several DCers have had success with it. I've used flexjobs before with success. Lots of responses and some great high-quality candidates.
- Reddit jobs sub-boards eg Phoenix job-seeking subreddit called phxjobs. [reddit.com/r/forhire](https://www.reddit.com/r/forhire) has been stellar for me (but please don't ruin this hidden gem!). or specific subreddits. I've had a lot of success finding subject matter expert writers there.
- [Angel.co](#) - sort of a LinkedIn for Startups - maybe not a great fit for all, however, if you have a decent budget and fall into that category, there is a good pool of candidates on there for design, engineering, marketing and sales who are startup minded. I found the quality of candidates to be above average depending on the domain and location. Job posts are free on Angel. They also have an excellent recruitment/ hiring management platform. You can proactively express interest in candidates, the candidates can respond with mutual interest and vice versa. Those matches then go into the hiring pipeline. You can then score the candidates, colleagues can also score the candidates,

you can setup automated emails, manage scheduling and move the candidate through a hiring pipeline to a hire. Initially thought it was a dud because I was too lazy to dig around it properly, but seems to have some good opportunities. No hires from there yet but a few promising conversations going.

- [99 Designs](#) - hire a designer via a competition. Multiple levels. Only the winning design gets a money prize you provide.
- [Upwork](#) - easy to post, millions of potential candidates, high percentage fees, lots of low-quality candidates to wade through. Best for short term gigs. If you stay in the platform you have some assurance that the person will do a good job due to review feature (but beware there are some hacks that gig providers can do to get around this).
- College **alumni email listservs** where you can post jobs. Often times, segmented by industry or major and completely free. It can be a goldmine to get the word out and find talent. Especially if you are looking to hire recent grads. If you don't have a connection to someone at the particular college or university, then contact someone in the alumni relations or anyone who organizes any of the career fairs.
- [Outsourcely](#). It's been the best hiring experience I ever had. This is focused on long-term workers and I have 5 full-time staff that I found on here. I get 1-200 applicants to each job and can search through to find the gold. As long as you have a good filtering/interview process you can find some real diamonds at killer prices. \$19-229/mo no commission.
- [Codeable](#) WP expert hiring. Works out to around \$60 / hour. One of the co-founder's names is Per and he is super responsive. If you know your shit and are good at sourcing, you can recruit for cheaper from UpWork. But they keep a huge list of curated coders staffed so that the less tech savvy (or those with more money than time) can be assured good talent with no hassle.
- [Jobs.WordPress.net](#) WP jobs from developers, designs, plugin creators and more.
- [Codeable.io](#) for Wordpress project tasks. Based upon the information you provide on your task, available developers give estimates. The Average + 15% Codeable Fee = Your Quote.
- [Cloud Peeps](#). Great place for hiring remote SEO, ppc, content, marketing talent for one-time or ongoing projects. Job postings are free. A go-to for quality marketing hires... 'peeps' are pre-vetted and really know their stuff.
- [PeoplePerHour](#) hourly and fixed price gigs. Similar features to UpWork plus contests for gigs.
- [WiggleWork](#) - Jobs must be fully remote, part time, and \$35+/hour
- Your network (not a website) I think we often overlook our own network, and the families of good employees, i.e brothers and sisters of your existing staff may be good too.

- [2ndOffice](#) - PH professionals PT or FT staff leasing for ebay listings, Amazon, eCommerce, Custom service, SEO, market research. Not clear what they charge from website.
- [VirtualValley](#) - PH VAs for General VA, Sales/Marketing, web development, customer service, graphic design, video and finance. Similar to Upwork model with 20% fee and work tracking.
- [Freelancer](#) - hourly or fixed price freelancers. You post your project, they bid.
- [Zirtual](#) - Dedicated US-based college-educated Virtual Assistant. Starting from \$368/mo for 12 hours of work.
- [FreeUp](#) - Vetted top freelancers in 65+ skill areas.
- [WeWorkRemotely](#) - remote jobs only. Claims 130k users visit per month. \$299/mo to post a job. Includes jobs for Design, Programming, Business/Exec & Management, DevOps & Sysadmin, All Other, Marketing, Customer Support, Copywriting
- [AuthenticJobs](#) for UI/UX designers, developers, and creative professionals.
- [Acadium](#) for hiring remote apprentices. You have to mentor them. For 3 months then you might hire them. The apprentice is unpaid but the site charges a \$299 fee.

The Middling

Tip: Anywhere you can get an account rep on one of the following expensive job boards - call in, act like you want to buy \$5-10K of product, and ask for a really cheap trial 1-2 month trial. Most job sites will do that, then you can see what works. From there keep negotiating the rep down, it costs \$3-4 to publish a job posting for main job boards and niche job sites so they have ridiculous margins.

Paid sites

- [Monster](#) - I used for FT positions a few years ago. Expensive rack rate. Monster will go the cheapest by far on discounting, their job post and resume database are OK.
- [CareerBuilder](#) - I used for FT positions a few years ago. Expensive rack rate. Careerbuilder is quality but expensive. Their resume database is the best option next to LinkedIn Recruiter.
- [Dice](#) - They keep cold emailing me to try them and I have resisted due to expensive. For tech jobs. Dice is good for IT but you need to way negotiate down your rep.

- [LinkedIn](#) - not a job site per se but lots of high-quality candidates on there if you are ok doing proactive outreach to people with existing jobs and making them an offer. All good for creating a Rolodex of future job candidates for when you either do have an opening or they are changing jobs. You can post job ads too. Last time I did that I don't recall getting lots of candidates, but it could be I used a bad ad :-)
- LinkedIn Sales Navigator hack - I've been using linkedin sales navigator to locate people, and then a tool like Linked Helper to scrape the results and send them an invite. In invites now, you can include a URL, so I'll point them to a Google Form that asks some initial interview questions.
- LinkedIn Recruiter - this is a paid version of LI that lets you search more records and send more messages. Try a free premium one month trial. it is definitely the biggest resume database in the world, you only get to message candidates within their system on LinkedIn, hard to get the email address.
- [TechFetch](#) - tech jobs. Search their 300k tech resume database. About \$2k/year.

Free/cheaper sites

- [HireMyMom](#) - can have US based stars, slow to post a job and site is a bit clunky. Hire my mom provided me with only a few candidates and they weren't that great. It's more for admin and VA type work.
- [Amazon Mechanical Turk](#) - good for repetitive tasks that you want a bunch of people working on simultaneously. Cheap
- [Craigslist](#) - I have used many years ago for job ads - got lots of candidates and lots of wading through the bad ones to find good ones. Craigslist has lots of traffic, good for entry-level job ads and usually free or very cheap.
- [GitHub](#) - this is an open source repository and developers have profiles here and you can find good ones and reach out to them via other methods. They have a job board too but not sure how used it is.
- [OnlineJobs.ph](#) - I never had good luck with this site but may be some diamonds in there.
- [Kijiji](#) has good traffic in Canada and is very cheap.
- [JobBank](#) is great in Canada and free.
- Use designers portfolio sites to find designers. eg: Behance.net, artstation.com, dribbble.com (tend to be more expensive here, I use this less)
 - Behance is probably the one I have most success with. There are other sites as well - cgsociety.org, deviantart.com... off the top of my head.

The Unknown

- [TopTal](#) - developer jobs. Expensive. Top 3% (A-players only) is their differentiator. I have not tried yet.
- [StackOverflow](#) - developer jobs. I have not tried yet. You can either post an ad or do an active search of candidates
- [We Work Remotely](#) - not tried yet
- [Remote Ok](#) - not tried yet. Some of the listings seem to be aggregated from other job sites eg TopTal ones.
- [Working Nomads](#) - not tried yet. Lots of job categories.
- [Get Apprenticeship](#) - not tried yet. "connect remote startups with talented sales, marketing, and operations hustlers."
- [FreeeUp](#) - connects businesses with reliable freelancers in eCommerce, digital marketing, virtual assistance, and web development. I haven't tried it myself.
- [Handshake](#) - jobs and internships
- **Local universities and colleges**
 - Classified sites
 - Talking with college/uni professors in a related subject area to recommend top students for job openings.
 - I also posted fliers on notice boards at campuses. I have heard of companies doing that on multiple campuses for a fee.
- [Erasmus interns](#) free intern ads and search student database. The students are from around the world, the university is in Belgium. Includes PT and FT. And paid or unpaid. I am not clear if it is for in person work only or remote too.
- [HubStaff Talent](#) - hire a remote team for your business without any fees or markups
- [Escape The City](#) for Entrepreneurial: pursuing an exciting, ambitious vision, Innovative product: building original & unique products or services with creative problem solving, Social Impact: using business to support a social or environmental cause or Off the grid: operating in exotic locations or offering the option to work remotely
- [Ziprecruiter](#) lists 8 million jobs from FT to PT and local to remote. The cost is \$299 to \$399/mo to advertise on Ziprecruiter.
- [Remotive.io](#) lists itself as having a pool of high qualified educated candidates who are connected via email, the Remotive community and their blogs. It costs \$299 and the job will be published for 30 days, highlighted in yellow and tweeted to Remotive's 13K followers on twitter

- [Periodix](#) provides you with qualified remote job candidates fast using our database of active job seekers. Optional search to FB, LI and Reddit. \$149-\$249 for 3 job posts.
- [GrowthAssistant](#) embeds the best offshore Growth Marketers into your company. Top 1%; all vetted. \$3k/mo. I believe this is unlimited job posting, and I have not tried.
- [RemotelyTalents](#). Central/Eastern Europe recruiting service. Seems to be Ukraine focused.

WWIT to find your ideal candidate fast?

As well as using a good job posting method you want to have

- A clear job description
- An effective applicant gating process that doesn't involve tons of your personal time
- A good hiring mindset
- A clear onboarding process so the new hire successfully joins your team and is productive straight away
- I also use the WWIT (What Would It Take) question throughout my hiring process to make things easy, intuitive and successful.

I hope you've enjoyed this guide to hiring websites. If you have any more suggestions or feedback on the ones above then let me know at michael (at) teratech.com. Meanwhile you can find my books and podcast on business intuition, including a chapter on hiring, at <http://intuitiveleadershipmastery.com/>

WHAT WOULD IT TAKE?

CRUSH CRAZINESS, CHANGE AND CHAOS TO
DOUBLE YOUR PROFITS AND HALVE STRESS



MICHAELA LIGHT