

Boolean:

Boolean Logic on LinkedIn

- <https://www.linkedin.com/help/linkedin/answer/75814/using-boolean-search-on-linkedin?lang=en>

Make your life easier with boolean builders

- <https://recruitin.net/>

Boolean libraries:

- <https://resources.workable.com/boolean-search-cheatsheets/>

Building up your sourcing strategy:

Planning the project by weeks examples:

Recruitment Timeline		
1st week	1.Sourcing strategy -> 1st day 2.Reach-out template -> 1st day 3.Sourcing -> 1st day 4.Reach-outs -> 2nd day & onward 5.Screening template -> ready by the end of the 1st week 6.Weekly catch-up agenda/notes/action points file -> ready by the first check-in	- All the prep work is done and first sourcing is done
2nd week	1.Additional sourcing & reach-outs 2.Screenings 3.Candidate submitting	- By the end of the 2nd week 1st candidate is in HM interview stage
3rd week:	1.Additional screenings 2.Additional submittings 3.Shadowing interviews 4.Stakeholder & candidate communication	- 2-3 more candidates are in HM interview - Backup candidates in screening stage - Active support for stakeholders&candidates
4th week:	1.Validation process continues 2.We do regular check-ins with candidates & stakeholders	- Ensure we are getting close to offer
5th week:	1.We support the offer process from both sides	- Offer is accepted
6th week:	1. We support closing from both sides.	- Feedback of the process

Key people involved: Kati, Manni, Juku
Contacts, emails, phone etc: 5555555 company@company.com

Timeline: Aim to close in 7 weeks

Week 34 - Prepwork & initial sourcing.

Main goals:

- Screening guide done
- Reach-outs template's done
- 30 profiles sourced
- 25 reachouts sent

Week 35 - Active sourcing & reachouts, 1st screenings

Main goals:

- Sourcing boost:
 - 50 profiles sourced
- Reachout boost:
 - 50 profiles reached out
- Screen 3 candidates
- Submit 1 candidate

Week 36 - Active sourcing/reachouts & screening

Main goals:

- 5 screenings
- Submit 2 candidates

Week 37 - Active screening / HM interviews

Main goals:

- 2 candidates pass HM interview and move to tech task
- Screen 2 backup candidates

Week 38 - Further validation

Working memory/research/brainstorming file examples:

- https://docs.google.com/spreadsheets/d/1oanUDxRCspF3iKL7NtS9eV7AX_tjaubtLUmvAMBzpWs/edit?usp=sharing

Keywords (everything from possible job title variants to tech):

Companies to target (what sort of background is required? Might be listing Fintech or Gaming companies in your desired market; might be listing companies that use specific programming languages):

Special criteria (diversity, location etc - anything that's a must or nice have in the profiles that you need to consider):

Example profile(s):

- Boolean history:

Market mapping example:

- https://docs.google.com/document/d/1loZ_xjPCR1JAIHz_ofXmJe7ZeV1-vHMf6C2d1s9lW68/edit?usp=sharing

Github search bookmarklet:

Save time with this bookmarklet!

1. Follow the steps below
2. Highlight a name in your browser
3. With the name highlighted, click on your newly created bookmarklet
4. Voilà!

Steps:

- In Chrome, click Bookmarks->Bookmark Manager.
- You should see a new tab with the bookmarks and folders listed.
- Select the “Bookmarks Tab” folder on the left.
- Click the “Organize” link, then “Add Page” in the drop down.
- You should see two input fields. Type the name of the bookmark you would like (i.e., Github search) in the first field.
- Paste the javascript code below into the second field.
- Save

Javascript code:

```
javascript:function findIt(doc){var qr = doc.getSelection(); if( qr.toString() !== '') {return qr; } var
els=doc.getElementsByTagName('iframe'); for(var i=0;i<els.length;i++){qr =
findIt(els[i].contentWindow.document); if(qr.toString() !== '') break; } return qr; }; function
openIt(){loc = findIt(document); window.open('https://github.com/search?q='+loc+', '_blank');}
openIt();
```

LinkedIn search bookmarklet:

Javascript code:

```
javascript:function findIt(doc){var qr = doc.getSelection(); if( qr.toString() !== '') {return qr; } var
els=doc.getElementsByTagName('iframe'); for(var i=0;i<els.length;i++){qr =
findIt(els[i].contentWindow.document); if(qr.toString() !== '') break; } return qr; }; function openIt(){loc
= findIt(document); window.open('https://www.linkedin.com/search/results/all/?keywords='+loc+',
'_blank');} openIt();
```

Facebook search bookmarklet:

Javascript code:

```
javascript:function findIt(doc){var qr = doc.getSelection(); if( qr.toString() !== '') {return qr; } var  
els=doc.getElementsByTagName('iframe'); for(var i=0;i<els.length;i++){qr =  
findIt(els[i].contentWindow.document); if(qr.toString() !== '') break; } return qr; }; function  
openIt(){loc = findIt(document);  
window.open('https://www.facebook.com/search/top/?q='+loc+', '_blank');} openIt();
```

Xing search bookmarklet:

Javascript code:

```
javascript:function findIt(doc){var qr = doc.getSelection(); if( qr.toString() !== '') {return qr; } var  
els=doc.getElementsByTagName('iframe'); for(var i=0;i<els.length;i++){qr =  
findIt(els[i].contentWindow.document); if(qr.toString() !== '') break; } return qr; }; function  
openIt(){loc = findIt(document);  
window.open('https://www.xing.com/search/members?hdr=1&keywords='+loc+', '_blank');}  
openIt();
```

Chrome extensions:

Extensity:

<https://chrome.google.com/webstore/detail/extensity/ijmflmamggggndanpgfnpelongoepncg?hl=en>

OneTab:

<https://chrome.google.com/webstore/detail/onetab/chphlpgkkbolifaimnlloiipkdnihall?hl=en>

AmazingHiring:

<https://chrome.google.com/webstore/detail/amazinghiring/didkfdopbfffjkpolefhpcjkohcpalid?hl=en>

OctoHR:

<https://chrome.google.com/webstore/detail/octohr/beiklbdjdmfkgchmiabjejdlpaoicbef?hl=en>

Ad-blocker:

<https://chrome.google.com/webstore/detail/ublock-origin/cjpalhdlnbpafiamejdnhcphjbkeiagm?hl=en>

Tracker Blocker:

<https://chrome.google.com/webstore/detail/privacy-badger/pkehgiicmpdhfdbbnkijodmdjhbjlq>

Piwaa (linkedin inbox organization):

<https://chrome.google.com/webstore/detail/piwaa/bkcibcjbhgioddeldfmgkbaipjkidpf?hl=en>

GlossaryTech:

<https://chrome.google.com/webstore/detail/glossarytech-learn-tech-w/lkfaknngnekohfmljebdikgefjfhkgkp?hl=en>

Cross-referencing/candidate lookup:

<https://chrome.google.com/webstore/detail/candidate-lookup-by-cod%CE%BE/ibfmahfoahgpmfplfkppmgpkjomked>

More tools:

Data scraping: <https://phantombuster.com/>

Verifying phone numbers on FB: <https://bytexd.com/look-up-unknown-phone-numbers/>

Instagram search: <https://toolzu.com/search-instagram-profiles/>

OSINT: <https://inteltechniques.com/tools/index.html>

Booleans/X-ray search strings (not up to date):

site:facebook.com "to present" "java developer" tallinn -posts

site:facebook.com "Python for machine learning-data scientist" "profile photo" - for sourcing profiles who have liked specific pages. Replace the orange text with the desired page name.

site:meetup.com java tallinn "member since"

site:github.com "in the last year" java vilnius

site:github.com (cv|resume)

site:github.io "about me"

site:behance.com/?username= tallinn ui

site:dribbble.com tallinn ux "hire me"

site:xing.com/profile "system analyst" vilnius

site:slideshare.net (resume OR cv)

site:researchgate.net/profile -inurl:publication -inurl:post yourdesiredkeyword

site:kaggle.com/profile

site:vk.com "write message" "software developer" russia

site:tiktok.com "following" "software developer"

site:about.me "IT consultant" "germany"

site:xing.com/profile "HR manager" "united kingdom"

site:viadeo.journaldunet.com/p/ "software developer" "canada"

site:youtube.com/user/ "software developer" CA

site:youtube.com/c/ "software developer" CA

site:vimeo.com "message" "software engineer"

site:soundcloud.com "software developer"

site:twitch.tv inurl:about "software engineer"

site:crunchbase.com/person cto berlin female

filetype:(pdf OR doc OR docx OR rtf) (CV OR resume) "marketing manager" Berlin -job -sample

site:wellfound.com/company/*/jobs/ intitle:"recruiting|talent"

site:wellfound.com/company/*/jobs/ intitle:"product manager"

"uk|london|ireland|dublin|paris|france"

Search engines & stuff:

<https://duckduckgo.com/>

<https://search.brave.com/>

<https://www.bing.com/>

<http://bvsg.org/>

<https://millionshort.com/>

<https://www.freepatentsonline.com/>

<https://intelx.io/>

<https://intelx.io/tools?tab=facebook>

Github search & stuff:

<http://159.100.250.9/> -> Gitawards

<https://www.gitlogs.com/>

<https://www.sourcecon.com/reading-github-profiles-when-youre-not-an-engineer/>

<https://wizardsourcer.com/massive-list-of-sourcing-tools-to-recruit-on-github/>

Alternative to the .patch email trick:

api.github.com/users/USERNAME/events/public

Stackoverflow & stuff:

<https://data.stackexchange.com/stackoverflow/query/209517/find-users-by-exact-location>

<https://recruiterflow.com/tools/stackoverflow-query-generator>

`site:stackoverflow.com/cv vilnius`

`site:stackoverflow.com/users/ tallinn java`

Meetup scraper:

<https://github.com/andrebradshaw/meetup-member-scraper>

Steps:

- In Chrome, click Bookmarks->Bookmark Manager.
- You should see a new tab with the bookmarks and folders listed.
- Select the "Bookmarks Tab" folder on the left.
- Click the "Organize" link, then "Add Page" in the drop down.
- You should see two input fields. Type the name of the bookmark you would like (i.e., meetup scraper) in the first field.
- Paste the javascript code below into the second field (URL).
- Save

Save time with this bookmarklet!

Follow the steps below

1. Go to the members page of a meetup group
2. Click the bookmark
3. After a little bit, a CSV file will download with the scraped names
4. Voilà!

site:meetup.com java tallinn "member since"

Developers:

- [https://www.dropbox.com/s/d1dp2aqftnxjfpj/The Ultimate Guide to Sourcing Developers.pdf](https://www.dropbox.com/s/d1dp2aqftnxjfpj/The%20Ultimate%20Guide%20to%20Sourcing%20Developers.pdf)
- <https://recruitingdaily.com/booleanstrings-how-to-search-for-bios-on-github/>
- <https://blog.bydrec.com/must-have-technical-recruiting-cheat-sheet-for-technical-roles>
- <https://www.sourcecon.com/reading-github-profiles-when-youre-not-an-engineer/>
- <https://amazinghiring.com/searching-for-developers-on-github/>

Big lists of stuff:

<https://start.me/p/GE7Ebm/ssar>

<https://github.com/Sjamilla>

<https://wizardsourcer.com/tools/>

Facebook groups:

<https://www.facebook.com/groups/213517665463174/>

<https://www.facebook.com/groups/SourcersWhoCode/>

<https://www.facebook.com/groups/BadAss.Recruiters.Sourcers/>

https://www.facebook.com/groups/151466298380729/?ref=group_browse

Twitter search tools:

<https://tweetbeaver.com/>

<https://followerwonk.com/>

Cool resources/people to follow:

- <https://www.youtube.com/c/GregHawkes-SourcingIRL> → Youtuber & sourcer extraordinaire [Greg Hawkes](#)
- <https://booleanstrings.com/> → Blog of the kickass grand dame of sourcing [Irina Shamaeva](#)
- <https://www.recruitingbrainfood.com/> → Amazing weekly curated newsletter by [Hung Lee](#)
- <https://www.facebook.com/groups/sourcerswhocode> → Created by 3 time SourceCon hackathon champion [Susanna Frazier](#)
- <https://conferences.recruitingdaily.com/> → HR TX Community that hosts a lot of free events.
- <https://www.youtube.com/c/SourcingChallengeShow/featured> → Get to know sourcers of the world via [Mark Lundgren](#)
- <https://github.com/Sjamilla/awesome-recruitment> → List of [Sjamilla van der Toorens](#) favorite tools