

Sourcing

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About me



Talent Sourcer Lead

**Dedicated Recruiter for the
Center of Excellence (Big
Data, Data Science Groups)**

**Previously HR Generalist, BA,
TSL**

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Sourcing and sourcers

Sourcers Vs Recruiters

Sourcer's cooperation with Recruiters

Linkedin account creation – examples (good-bad)

Sourcing and Souters

Sourcing is the process of choosing or procuring information technology resources from a party outside of the organization

Souters perform an essential function in the recruitment process, using tools such as string searches and data mining to identify qualified candidates who have not actively applied for a position with the company.

Recruitment Researcher
Assists the recruit team in identifying suitable candidates, makes initial contact with candidates, qualifies their motivations, salary expectations, work location preferences

Souter: "I can find anything about anyone online"

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Why Sourcing?

New

About 70% of IT Companies don't have sourcers, but there is a huge demand

Excellent Skill

Skill not just to find candidates using known sources but understanding when to switch to other ones.

Analysis

Important to analyze the market, know the IT community, be able to build a communication with a potential candidate

Information search

Sourcer can quickly find and information using networking sites, Internet to build a strategy to find candidates

INNOVATION

HUMAN EXPERIENCES

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So

Sourcing helps:

- Make it easier to find candidates
- Make the conversion funnel bigger
- Let work with candidates that don't want to change job but could in the future
- Strategically solve a problem with sources
- Analyze the market to find relevant candidates
- Using paid and free canals efficiently



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Advantages of being a sourcer:

- Big quantity of vacancies – big quantity of candidates
- No negotiations with hiring managers
- No posting vacancies
- No time-consuming activities
- Knowledge of competencies
- Deep dive in IT market



Sourcers Vs Recruiters

Sourcer:

- Identifying qualified candidate profiles by using various sourcing techniques (e.g. Boolean search) and attracting relevant professionals
- Interaction with potential candidates through creative messages on social media and professional networks
- Development of talent pipelines for future hiring needs and maintaining candidates' databases
- Asking for referrals from current employees and external networks
- Active participation in professional events and sourcing campaigns

Recruiter:

- Evaluation of the candidates if they meet the position requirements
- Organizing and conducting HR, Technical, Project, Client Interviews
- Maintaining all interview outcomes data in the HR DB
- Providing candidates with feedback after each interview
- Conducting regular follow-up meetings with vacancy requestor to determine the effectiveness of recruiting up to date



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Sourcers + Recruiters

Why there is a huge potential for Sourcers

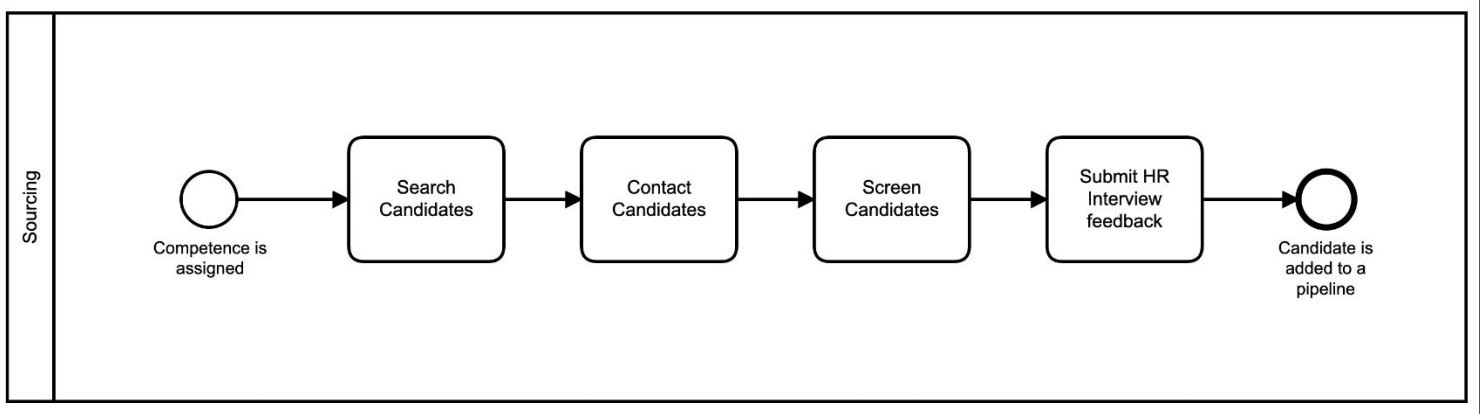
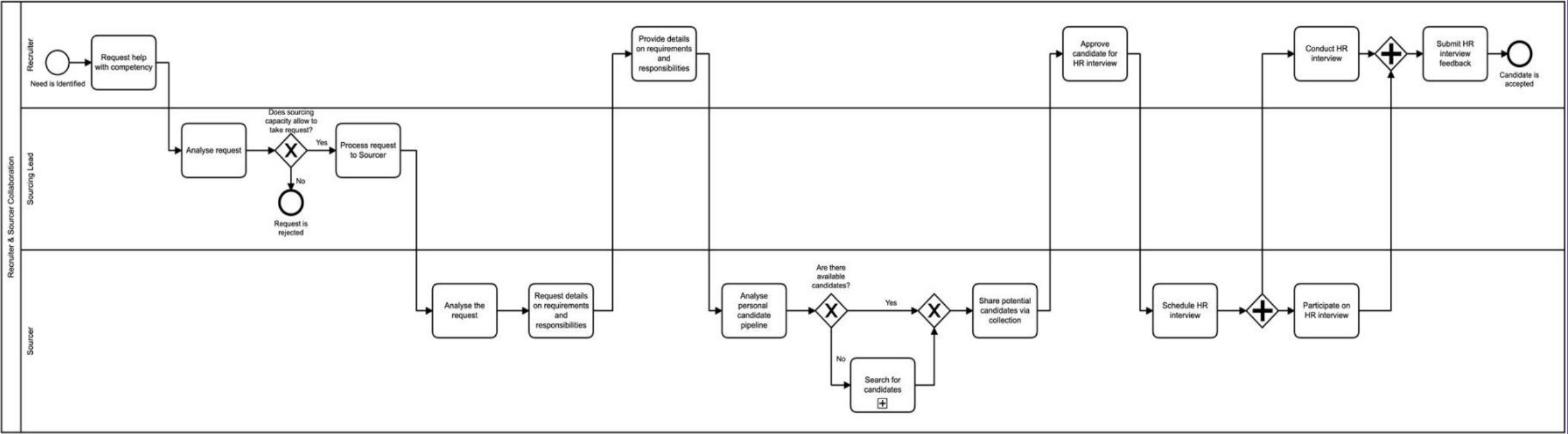
Best Practices in working with cooperation with Recruiters

Process flow in the cooperation with Recruiters and Lead



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Cooperation with Recruiters flow



TRANSFORM

Sourcing Strategy

Gathering key requirements

Making a list of sources

Add tools and plugins that can help

Prioritize the list of sources and tools to find more relevant candidates first

Start from making narrow request, continue with wider



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Home Work



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