



# Sourcing hacks

by



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AmazingHiring



Non-traditional channels

# **Github Advanced Search**

[github.com/search/advanced](https://github.com/search/advanced)



Non-traditional channels

# Stack Overflow Boolean

site:ru.stackoverflow.com/users [technology] [location]



Non-traditional channels

# Specialized communities

Dribbble, Behance, Revision

Kaggle, Researchgate, MathWorks

RubyGems, DjangoProject, CPAN, Google Play

AngelList





Non-traditional channels

# Forums

Gamedev, SQL, RSDN, Javataalks



Non-traditional channels

# Day-to-day resources

Goodreads

Blogspot / Blogger

Slideshare



# Sourcing Fundamentals

**TOOLS | URLs | ACTIONS**



Fundamental: tools

# Intelligent Search

Facebook search  
online / extension tool





Fundamental: tools

# AmazingHiring

People aggregator  
online / extension tool



Fundamental: tools

# Hunter

Contact generation & verification  
online / extension tool



Fundamental: tools

**VoilaNorbert**  
**AnyMailFinder**  
**FindAnyEmail**

Email creators



Fundamental: tools

# Rapportive

Email < > Linkedin profile matching

Gmail extension tool



Fundamental: tools

# Followerkonk

Twitter users search





Fundamental: tools

# Whois

Website owners information



Fundamental: tools

# Indeed

Global career seekers



Fundamental: tools

# Goodreads

inurl:user site:goodreads.com (“[technology]” OR  
“[topic]”) intitle:books



Fundamental: url's

**facebook.com/search/[id]/**

**[places-visited]**

**[stories-liked]**

**[photos-tagged]**

Personification points



Fundamental: url's

**api.github.com/users/  
[username]/events/public**

Email sourcing





Fundamental: url's

**`https://github.com/[username]/  
[repository_name]/commit/  
[commit_code].patch`**

Email sourcing



Fundamental: url's

**<https://namechk.com/>**

Profiles sourcing



Fundamental: actions

# Google Image Search

Right click



Fundamental: actions

# Google exact phrase search

“        ”

Taking into “\_“ any phrase/email/name  
we want to source



Fundamental: actions

# **Google boolean operators**

## **OR, AND, NOT**

Basic google search operators





Fundamental: actions

# Google boolean operators

filetype: inurl: intitle: site: related:



Fundamental: actions

# Sample random boolean #1

```
intitle:resume OR inurl:resume OR inurl:cv -job -jobs -sample -  
samples -template -"resume service" -"resume writers" -"resume  
writing" (location1 OR location2) (position1 OR position2)  
(technology1 OR technology2)
```

CV sourcing by location / title / education



Fundamental: actions

## Sample random boolean #2

filetype:xls "mail.ru" "yandex.ru" "gmail.com" sergey dmitry  
(developer OR "software engineer" OR "software development")

Mailbase sourcing



Fundamental: actions

# Sample random boolean #3

(filetype:doc OR filetype:pdf) ~resume (technology1 OR technology2)  
(location1 OR location2)

CV sourcing



Fundamental: actions

## Sample random boolean #4

(filetype:xls OR filetype:pdf) AND (intitle:registrants OR inurl:registrants OR intitle:attendees OR inurl:attendees OR intitle:members OR inurl:members OR intitle:speakers OR inurl:speakers OR intitle:participants OR inurl:participants OR intitle:участники OR inurl:участники) AND (topic1 OR topic2) AND (location1 OR location2)

Participants sourcing



Fundamental: actions

# Sample random boolean #5

site:visualcv.com (keyword1 OR keyword2)

Sources:

visualcv.com, cvmkr.com, resumup.com, jresume.com, connectcv.com

visualized CV sourcing





Fundamental: actions

# Sample random boolean #6

site:slideshare.net (inurl:cv OR inurl:resume) –sample –template  
location technology

Slideshare CV sourcing



Fundamental: actions

# Google face recognition

keyword location

Google image search



Fundamental: actions

# Static sentence search



Fundamental: actions

# MailTester

Email verification



Fundamental: actions

**[“id@domain.com”]**

Email verification



Fundamental: actions

**rapportive search**

**gmail search**

**facebook search**

Email verification





Fundamental: actions

# ePochta Verifier

Mass email verification



Fundamental: actions

# Sign up everywhere

Privacy is not for sourcers



Fundamental: actions

# LinkedIn Alumni Search

The most convenient search interface



**Промокод на неделю бесплатного пользования  
системой: MINSKMEETUP  
Оставить заявку: [amazinghiring.ru](http://amazinghiring.ru)**



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