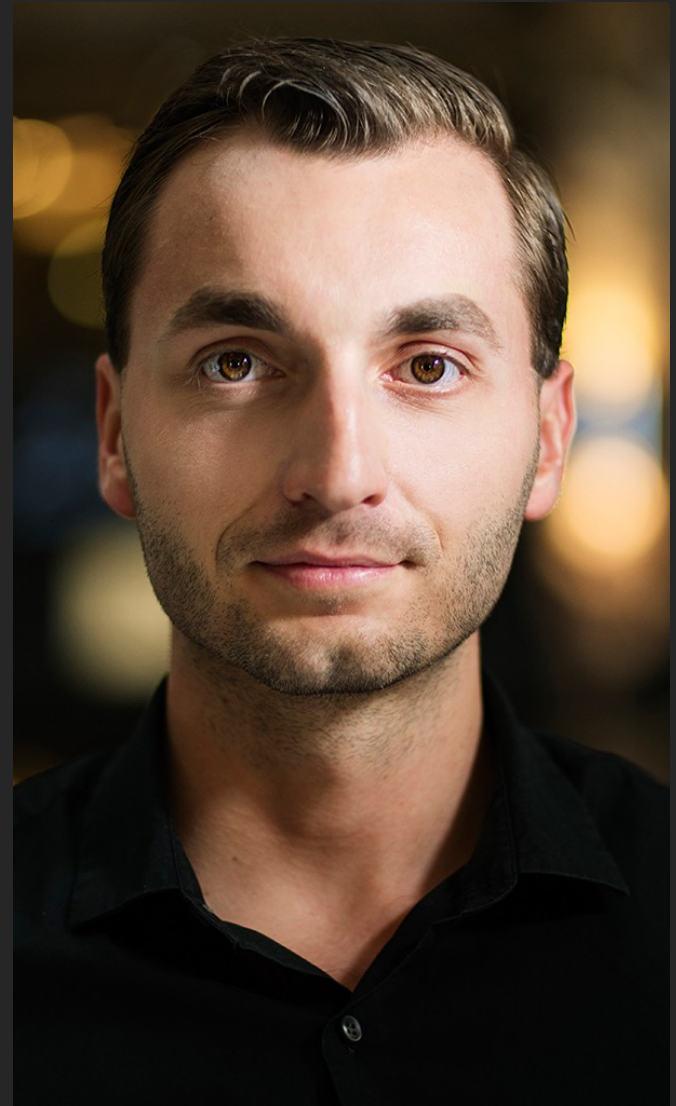




# Recruitment Engineering in the Transhuman Age

Josef “josé”  
Kadlec







**Alexander Emelianenko**



15 year challenge : )





A portrait of Richard Stallman, a man with a full beard and long dark hair, wearing a maroon t-shirt. He is looking slightly upwards and to the right. The background is a plain, light-colored wall.

**RICHARD STALLMAN**

**"THE LAST M.I.T. HACKER"**

Let's go

blackhat



I TRIED THAT AT HOME







HDTV USB DVB-T

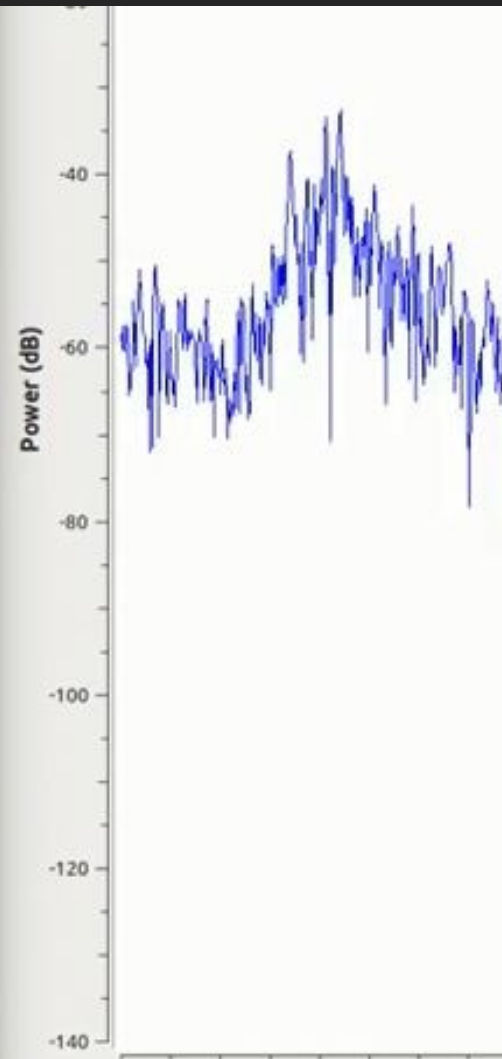
273	3.209189000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (RR)	Paging Request Type 1
275	3.215602000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (RR)	Paging Request Type 1
277	3.222098000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (RR)	Paging Request Type 1
279	3.274592000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (RR)	Paging Request Type 1
281	3.283928000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (RR)	Paging Request Type 1
283	3.291345000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (RR)	Paging Request Type 1
285	3.341744000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (RR)	Paging Request Type 1
287	3.347451000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (RR)	Paging Request Type 1
289	3.354777000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (RR)	System Information Type 3
291	3.409409000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (SS)	
293	3.418225000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (RR)	Paging Request Type 1
295	3.425129000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (RR)	Paging Request Type 1
297	3.475571000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (RR)	Paging Request Type 1
299	3.481178000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (RR)	Paging Request Type 1
301	3.536828000	127.0.0.1	127.0.0.1	GSMTAP	81 (CCCH) (RR)	Paging Request Type 1

```

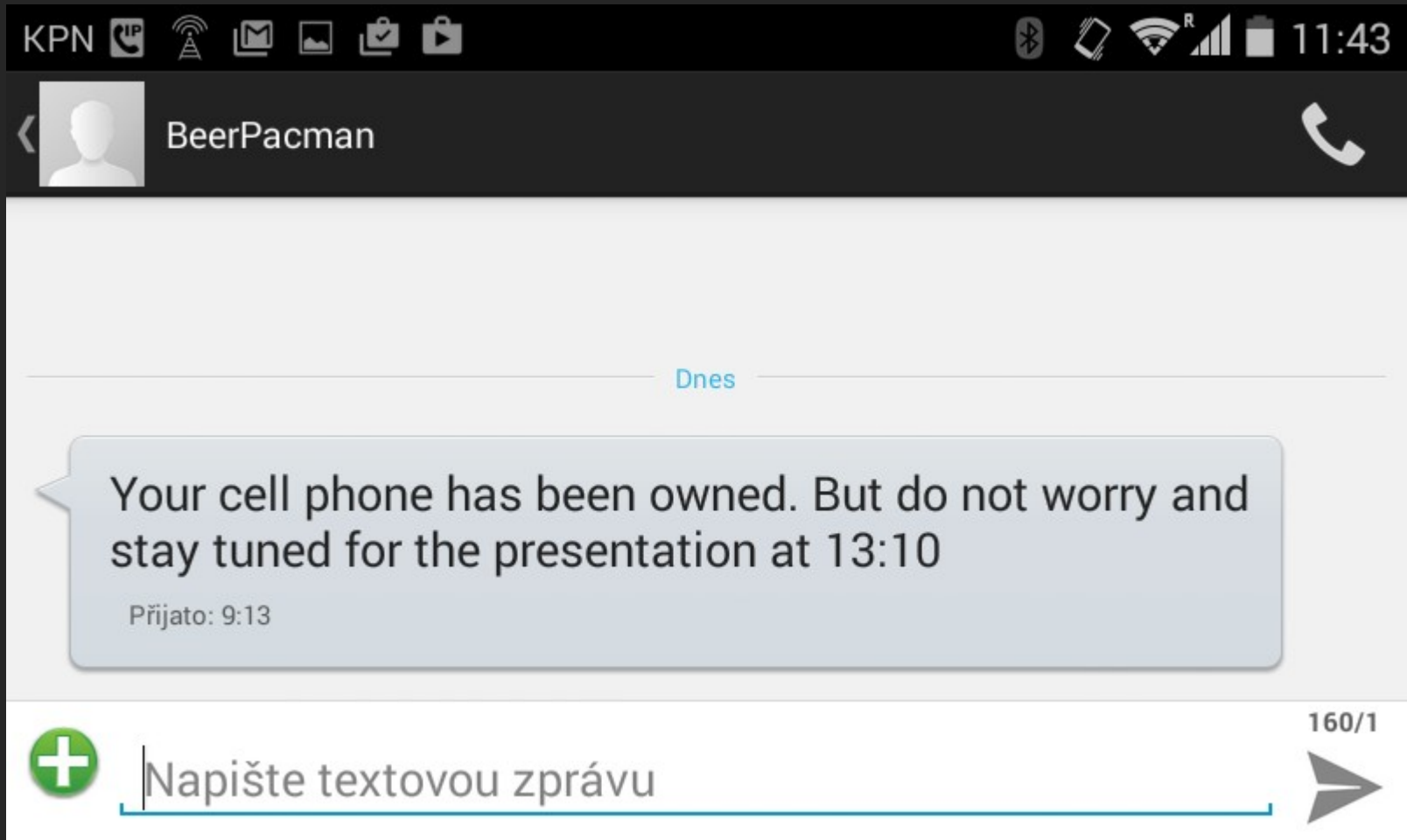
▶Frame 249: 81 bytes on wire (648 bits), 81 bytes captured (648 bits) on interface 0
▶Ethernet II, Src: 00:00:00_00:00:00 (00:00:00:00:00:00), Dst: 00:00:00_00:00:00 (00:00:00:00:00:00)
▶Internet Protocol Version 4, Src: 127.0.0.1 (127.0.0.1), Dst: 127.0.0.1 (127.0.0.1)
▶User Datagram Protocol, Src Port: 45678 (45678), Dst Port: 4729 (4729)
▶GSM TAP Header, ARFCN: 0 (Downlink), TS: 0, Channel: BCCH (0)
▼GSM CCCH - System Information Type 1
  ▶L2 Pseudo Length
  ▶Protocol Discriminator: Radio Resources Management messages
    .... 0110 = Protocol discriminator: Radio Resources Management messages (0x06)
    0000 .... = Skip Indicator: No indication of selected PLMN (0)
  Message Type: System Information Type 1
  ▼Cell Channel Description
    00.. 000. = Format Identifier: bit map 0 (0x00)
    List of ARFCNs = 78 77 76 75 74 73 72 71 70 69 68 36 35 31 16 15
  ▼RACH Control Parameters
    10.. .... = Max retrans: Maximum 4 retransmissions (2)
    ..11 10.. = Tx-integer: 32 slots used to spread transmission (14)
    .... ..0. = CELL_BARR_ACCESS: The cell is not barred (0)
    .... ...1 = RE: Call Reestablishment not allowed in the cell (1)
    0000 0000 0000 0000 = CRC-8
  
```

```

0000 00 00 00 00 00 00 00 00 00 00 00 00 00 00 45 00 .....E.
0010 00 43 53 a5 40 00 40 11 e9 02 7f 00 00 01 7f 00 .CS.@. ....
0020 00 01 b7 6e 17 78 00 7f 7e 42 02 04 01 00 00 00 .....
  
```



# Real GSM Phone Sourcing





# GSM Area Based Sourcing aka Phone



# Real GSM Phone Sourcing

IMSI	COUNTRY	ORIGINAL NETWORK	IMEI	PHONE MODEL
262032943598369	Germany	E-Plus	357652075054360	ALCATEL Pixy 4
230019804025528	Czech Republic	T-Mobile	358959053728930	NOKIA 101
262032942745160	Germany	E-Plus	356907061951680	VODAFONE SMART 6S
262074998660355	Germany	02	358240059900980	LG NEXUS 5
231060101010264	Slovak Republic	02	868695027661100	LENOVO A2010-A
262073953828659	Germany	02	13352007143970	?
262073991451988	Germany	02	353264070491770	IPHONE 6S (A1688)
262073975995994	Germany	02	356980062921210	IPHONE 6 (A1586)
262073977770531	Germany	02	359259068558380	IPHONE 6 (A1586)
262073974723673	Germany	02	355424074265290	IPHONE 6S (A1688)
262032283773278	Germany	E-Plus	357197057908290	SAMSUNG GT-I9505
262032691330147	Germany	E-Plus	13030006610170	?
262073979851966	Germany	02	353269073100120	IPHONE 6S (A1688)
262073975632561	Germany	02	358810076725610	SAMSUNG SM-G930F
262073991838929	Germany	02	359901046637780	HTC ONE S
230020300806355	Czech Republic	02	353314077442480	IPHONE 6S (A1688)



FREE CANDY



# Why care?

## Global Analysis

- ~ 100+ million Vkontakte users
- ~ 500+ million LinkedIn users
- ~ 2,27 billion active Facebook users
- ~ 3,1 billion people online
- ~ 4,68 billion unique mobile phone subscribers



14:42

Sunday, 25 September



**+31 (0) 6 18 84 56 96** now

Text Message

slide to reply



# SMS Spoofing

## How You Can Do It



Credit  
€9.92

Remaining credit



Messages  
4

Total messages sent



Sent OK  
3

Successfully sent



Errors  
1

Failed messages

Send a new message

Sender

440653261473

Recipient

490683461433

Message text

The text of the SMS....

23 / 160 characters

SEND MESSAGE

<http://sms.databus.cz>

Login: sourcing Password: welovehacking

+31 (0) 000000000

Netherlands



Remind Me



Message

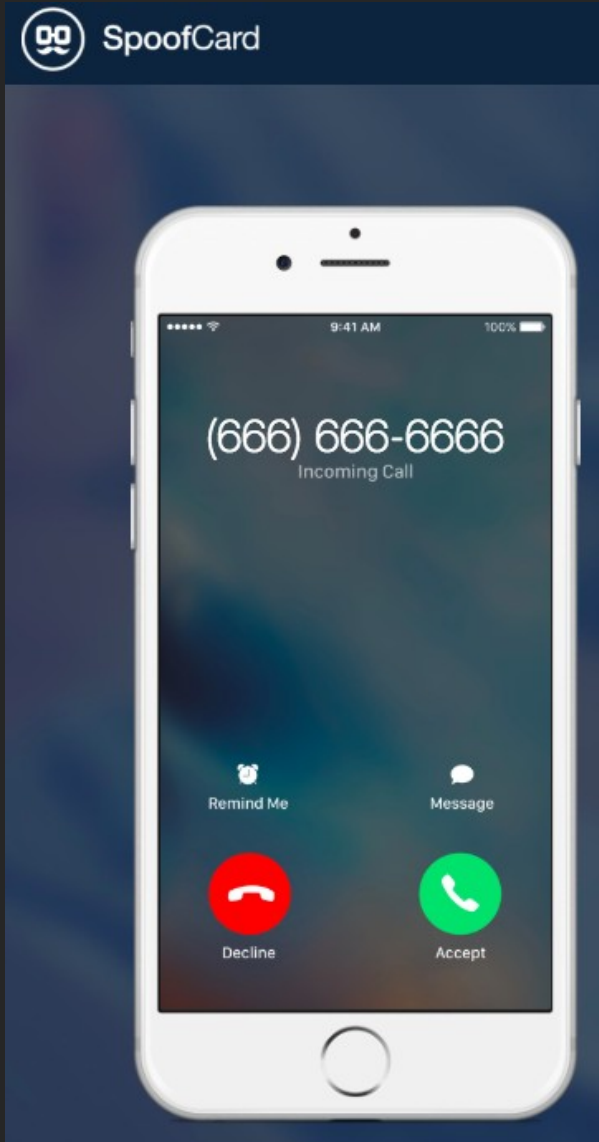


Decline



Accept

# Mobile Number Spoofing



**SpoofCard**

[www.spoofcard.com](http://www.spoofcard.com)

- + group spoofing
- + background noises
- + change your voice  
(man / woman)
- + any mobile platform

1 Your Package Based on calls to Germany

**Subscribe & Save**

Monthly Membership **Pay as you go**

MOST POPULAR OPTION

\$9.95 45 Credits	\$19.95 100 Credits	<b>\$29.95</b> 160 Credits	\$49.95 280 Credits	\$99.95 600 Credits
45 minutes of call time	100 minutes of call time	160 minutes of call time	280 minutes of call time	600 minutes of call time
Select	Select	<b>Select</b>	Select	Select



Liberator 1.1





Liberator 1.1



**3D Printed Handgun  
created thanks to Wikipedia**



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# List of 3D printed weapons and parts

From Wikipedia, the free encyclopedia  
(Redirected from [List of notable 3D printed weapons and parts](#))

This is a **list of notable 3D printed weapons and parts**. The table below lists noteworthy [3D printed](#) weapons and parts of weapons as well as items with a defense-related background. It includes 3D printed weapons and parts created using plastic producing printers as well as metal producing printers.

Some milestones in the field of 3D printed weapons include the [Liberator .380](#) which was the first 3D printed plastic gun, it was a single shot pistol made using a [Stratasys](#) Dimension SST 3-D printer.<sup>[1][2]</sup>

The [Solid Concepts](#) replica of [Browning 1911](#) was the first 3D printed metal gun<sup>[3][3][4][4]</sup> created using more than 38 printed parts,<sup>[5]</sup> it successfully fired more than 600 bullets without damaging the gun.<sup>[4]</sup> The metal printer used to create the weapon cost between US\$500,000 to \$1,000,000 at the time the gun was created (November 2013).<sup>[4]</sup>

## List of weapons and parts [\[ edit \]](#)

### Key/Legend

Plastic -Weapon/Part used plastic 3D-printer  Metal -Weapon/Part used metal 3D-printer  Both -Weapon/Part uses both metal and plastic 3D-printers

Name	Date made public	Type of weapon/part or other	Printing method	Printer used	Creator	Noteworthy facts
<b>Raptor Grip M500</b> <sup>[6]</sup>	December 15, 2011 <sup>[7]</sup>	<b>Part: Mossberg 500</b>	Fused deposition modeling (FDM)	Makerbot Cupcake #1460 from Batch #14,	Shockwave Technologies	<p>Prototypes of the grip were 3D printed and tested by firing. Production grips are <a href="#">injection moulded</a> in a <a href="#">glass-filled polymer</a>.</p> <ul style="list-style-type: none"> <li>The Raptor Grip M500 allows an individual to start with a pistol-grip-only (PGO) 12- or 20-gauge Mossberg 500 or Maverick 88 firearm and legally install a 14-inch barrel, without prior ATF approval or any additional tax paid, as an OAL of 26.5" is maintained.<sup>[13]</sup></li> </ul>

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<p><b>Solid Concepts 1911 DMLS</b><sup>[3][4]</sup></p>	<p>November 2013<sup>[3][4]</sup></p>	<p><b>Weapon:</b> <a href="#">Browning 1911 handgun</a><sup>[2][3][4]</sup></p>	<p>Direct metal laser sintering (DMLS)<sup>[3][4]</sup></p>	<p>EOSINT M270 Direct Metal 3D Printer<sup>[56]</sup></p>	<p><a href="#">Solid Concepts</a><sup>[2][3][4]</sup></p>	<ul style="list-style-type: none"> <li>• Fired more than 600 bullets without any damage to the gun.<sup>[4]</sup></li> <li>• The metal printer used to create the weapon cost between US\$500,000 to \$1,000,000 at the time the gun was created (November 2013).<sup>[4]</sup></li> <li>• The gun is made up of 34 3D-printed components.<sup>[5]</sup></li> </ul>
<p><b>The Israel drum magazine</b><sup>[57][58]</sup></p>	<p>December 2013<sup>[57][58]</sup></p>	<p><b>Part:</b> <a href="#">AR-15 semi automatic rifle 75-round drum magazine</a><sup>[57][58]</sup></p>		<p>Many plastic 3D printers<sup>[57]</sup></p>	<p>FOSSCAD members<sup>[57][58]</sup></p>	<p>It is a 75-round drum magazine for .223 Remington/5.56 NATO AR-15 rifles. It is can be installed into a <a href="#">Charon 3D-printed lower receiver</a>.<sup>[57][58]</sup></p>
<p><b>The Yee drum magazine</b><sup>[57][58]</sup></p>	<p>December 2013<sup>[57][58]</sup></p>	<p><b>Part:</b> <a href="#">AK-family (e.g. AK-47, AK-102, AK-104 and compatible variants) 75-round drum magazine</a><sup>[57][58]</sup></p>			<p>FOSSCAD members<sup>[57][58]</sup></p>	<p>75-round drum magazine for 7.62×39mm AK-pattern rifles<sup>[57][58]</sup></p>
<p><b>Tornado multi-role aircraft spare and repair parts:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Landing gear guard</a></li> <li>• <a href="#">Covers for cockpit radios</a></li> </ul>	<p>January 2014<sup>[59]</sup></p>	<p><b>Part:</b> <a href="#">Tornado parts</a><sup>[59]</sup></p>	<p>Direct metal laser sintering (DMLS) method according to Russian government-owned</p>		<p><a href="#">BAE Systems</a><sup>[59]</sup></p>	<ul style="list-style-type: none"> <li>• It is the first fighter jet to fly with 3D printed parts<sup>[59]</sup></li> <li>• The company claims that with 3D printing some of the parts costing less than £100 per piece to manufacture, resulting in savings of more than £300,000 and will</li> </ul>





fosscad



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Obrázky

Nákupy

Videa

Mapy

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Vyhledávací nástroje

Přibližný počet výsledků: 9 380 (0,35 s)

## FOSSCAD | Free Open Source Software & Computer Aided Design

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What Does FOSSCAD Do? The FOSSCAD community creates and releases open source computer aided designs (CAD) including, but not limited to, many of ...

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## FOSSCAD IRC (@fosscad) | Twitter

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The latest Tweets from FOSSCAD IRC (@fosscad). A decentralized group of 3d Makers & defcaders into awesomeness & Firearms. This group has no leaders or ...

## GitHub - maduce/fosscad-repo: Official FOSSCAD Library Repository

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Official FOSSCAD Library Repository. Contribute to fosscad-repo development by creating an account on GitHub.

## GitHub - maduce/fosscad-host: Generates a website that will update ...

<https://github.com/maduce/fosscad-host> ▾ Přeložit tuto stránku

fosscad-host - Generates a website that will update itself with the latest from fosscad-repo.



# WELCOME :D

## What Does FOSSCAD Do?

The FOSSCAD community creates and releases open source computer aided designs (CAD) including, but not limited to, many of the designs seen in the DEFCAD Megapacks. This community has also been releasing the Megapacks since version 4.2 (Saito). The community's mad-machinists make new 3d printer and filament hardware while the FOSSCADers with printers test out new designs and hardware. Hanging out with FOSSCAD on the intertubez it also just fine if you are new to 3d printing, CAD, CNC and all things awesome.



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votes

**3**  
remarks

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kicked off Apr 21 in [Show and Tell](#) by [duce](#) (760 points)  
edited Aug 18 by [duce](#)

megapack

**+1**  
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**3**  
remarks

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3dprinted shotgun

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votes

**0**  
remarks

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conversion

**0**  
votes

**0**  
remarks

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## Official FOSSCAD MEGA PACK v4.8 (Ishikawa) Release

 +3  
votes

### **Official FOSSCAD MEGA PACK v4.8 (Ishikawa)**

*There are three options for downloading the megapack below, a zipped and unzipped torrent and a link for direct download. There is also a photo album with pictures of the new and upgraded items introduced in this megapack.*

**Megapack (ZIPPED/1.12GB) Torrent HERE:** <http://ur1.ca/plx0g>

**Megapack Direct Download here** <http://ur1.ca/owqmy>

**Megapack Changelog Photo Album** <http://ur1.ca/owx6l>

**Megapack 4.8 release on Twitter:** <http://ur1.ca/ox3eq>

Welcome to the FOSSCAD Exchange, where you can confabulate with the FOSSCAD community.

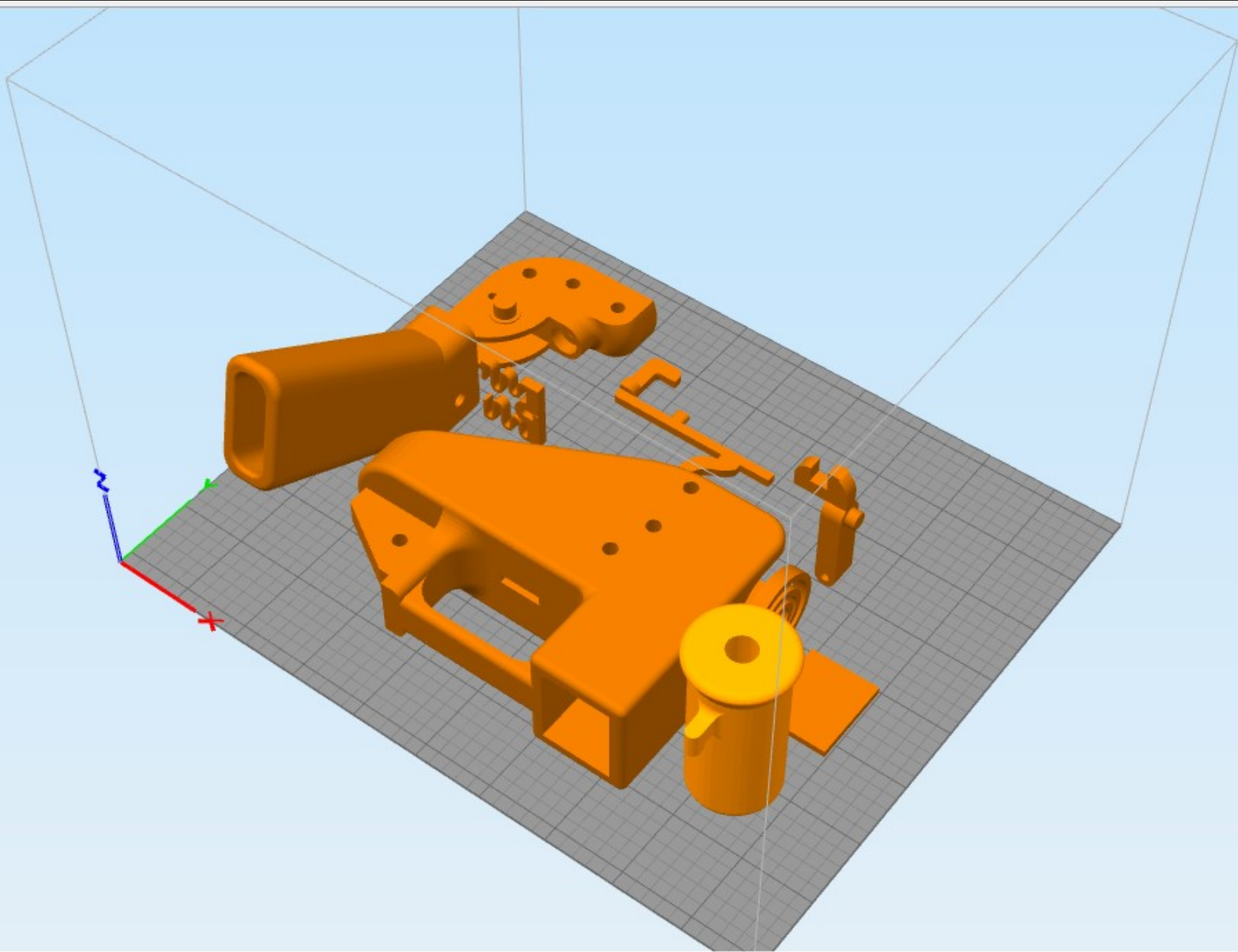
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Ammo		8/10/2016 9:36 PM	Složka souborů		
Firearms					
Grenades	12_Gauge_Flare_Pistol	8/10/2016 9:36 PM	Složka souborů		
Misc	22_Compact_Pistol-Proteus	8/10/2016 9:36 PM	Složka souborů		
Muzzle_Devices	22_Semi_Automatic_Pistol_v1.1-Proteus	8/10/2016 9:36 PM	Složka souborů		
Pistols	26.5mm_Flare_Pistol	8/10/2016 9:36 PM	Složka souborů		
Rifles	Double_Barrel_Derringer-PaulNoiseLess	8/10/2016 9:36 PM	Složka souborů		
LICENSE	Grizzly_Handgun-Canadiangunnut	8/10/2016 9:36 PM	Složka souborů		
README.md	Liberators	8/10/2016 9:36 PM	Složka souborů		
	Parlor_Pistol-Caboos	8/10/2016 9:36 PM	Složka souborů		
	PASS-44_Pistol-Proteus	8/10/2016 9:36 PM	Složka souborů		
	Pentagon_Derringer_Pepperbox_6mm_v1-franco	8/10/2016 9:36 PM	Složka souborů		
	PM422_Songbird_22lr_Pistol_v2.1-JamesRPatrick	8/10/2016 9:36 PM	Složka souborů		
	PM522_Washbear_Revolve	8/10/2016 9:36 PM	Složka souborů		
	Protector_9mm_v1.0-Proteus	8/10/2016 9:36 PM	Složka souborů		
	Reprringer_6mm_v2.0-free	8/10/2016 9:36 PM	Složka souborů		
	Reprringer_6mm_v2.2	8/10/2016 9:36 PM	Složka souborů		
	Reprringer_Hexen_v3.0_De	8/10/2016 9:36 PM	Složka souborů		
	Revenant_Pistol_v1.1-Proteus	8/10/2016 9:36 PM	Složka souborů		
	Sacramento_Pistol-Caboos	8/10/2016 9:36 PM	Složka souborů		
	Baby_Biden_Pistol_v1.0-Proteus	8/10/2016 9:36 PM	Složka souborů		
	Cerberus_Liberator_Pistol_v0.1-Proteus	8/10/2016 9:36 PM	Složka souborů		
	Compact_Liberator_Frame-zylex	8/10/2016 9:36 PM	Složka souborů		
	Custom-16_Liberator_Round_Grip-RollaTroll	8/10/2016 9:36 PM	Složka souborů		
	Hydra_Liberator_Rifle_v2.0-Proteus	4/19/2016 5:02 AM	Soubor SLDprt	380_barrel_(threaded).sldprt	4/19/2016 5:02 AM
	Liberator_Glock_Frame-Proteus	4/19/2016 5:02 AM	Soubor SLDprt	bottom_cover.sldprt	4/19/2016 5:02 AM
	Liberator_Round_Grip-Proteus	4/19/2016 5:02 AM	Soubor SLDprt	firing_pin_bushing.sldprt	4/19/2016 5:02 AM
	Liberator_v1.1	4/19/2016 5:02 AM	Soubor SLDprt	frame_(no_sn).sldprt	4/19/2016 5:02 AM
	Pepperbox_Liberator_v1.1-Caboos	4/19/2016 5:02 AM	Soubor SLDprt	frame_pins_(x3).sldprt	4/19/2016 5:02 AM
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		4/19/2016 5:02 AM	Soubor SLDASM	HammerSpringAssem.sldasm	4/19/2016 5:02 AM
		4/19/2016 5:02 AM	Soubor SLDASM	LiberatorSWNative.sldasm	4/19/2016 5:02 AM
		4/19/2016 5:02 AM	Soubor SLDprt	Spring.sldprt	4/19/2016 5:02 AM
		4/19/2016 5:02 AM	Soubor SLDprt	spring_connecting_rod.sldprt	4/19/2016 5:02 AM
		4/19/2016 5:02 AM	Soubor SLDprt	spring_connecting_rod_bushing.sldprt	4/19/2016 5:02 AM
		4/19/2016 5:02 AM	Soubor SLDprt	trigger.sldprt	4/19/2016 5:02 AM
		4/19/2016 5:02 AM	Soubor SLDprt	trigger_spring.sldprt	4/19/2016 5:02 AM







ORIGINAL PRUSA i3 MK2  
by Josef Prusa

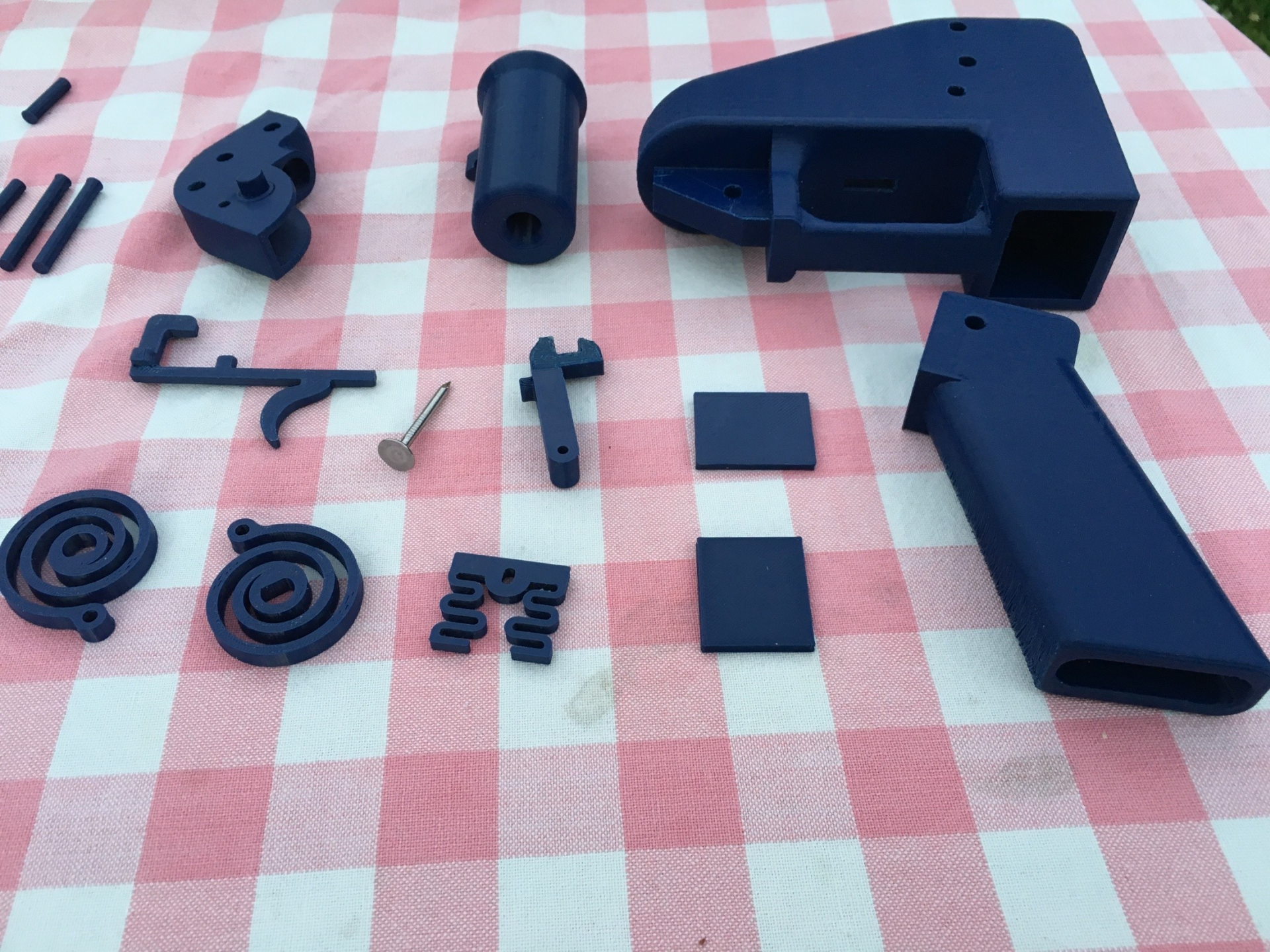


HeatBed MK2 by prusa3d.com

DIKE  
BE  
SAO MCI KST, VYMAHA

PESTR







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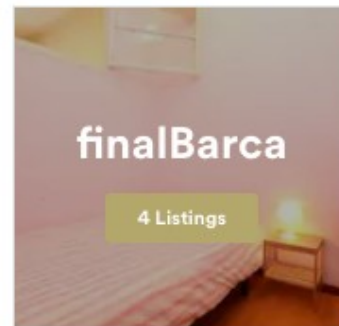
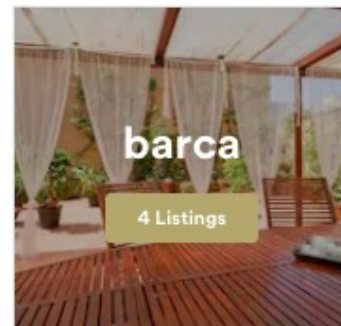
### About me

**School**  
University of Economics -  
Prague, Gymnázium Jiřího  
Ortena

**Work**  
Java developer

**Languages**  
English, Čeština

## Wish Lists (2)



## Reviews (12)

### Reviews From Guests



Helena

Pepa and his girlfriend were really nice and their flat a second home. I would definitely spent an other vacation there.

From Emmendingen, Germany · July 2016 ·

[Sunny living room \(old town 12 min\)](#)



Geti

We stayed at Pepa's for 3 nights and we're very content. The flat is beautiful, clean and easy to find with good connection to public transports. completely recommendable!

From Wetzikon, Switzerland · July 2016 ·

[Sunny living room \(old town 12 min\)](#)

# Personal Data Theft via Aquarium Thermometer





# The Case of Cambridge Analytica





# LinkedIn Hacker Yevgeniy Nikulin in Prague





**Steve Levy** @LevyRecruits · 25 Mar 2015

"I know it looks a lot like **cyberstalking** but in the recruiting world it's called research" @SourceCon #sourcecon



16



20





... I want to point  
... I have decided to put together a sufficient body of free  
... I'm asking individuals for donations of programs  
... One consequence you can  
... The machine had better be able to operate in a  
... For most  
... Most interface specifications are fixed by Unix  
... I view this as a way of enabling dedicated  
... people to devote their full energies to working on GNU by sparing them the need to make a living in another way.

If I get donations of money, I may be able to hire a few people full or part time. The salary won't be high, but I'm looking for people for whom knowing they are helping humanity is as important as money. I view this as a way of enabling dedicated people to devote their full energies to working on GNU by sparing them the need to make a living in another way.

For more information, contact me.  
Agnance mail:  
RMS@MIT-MC.ARPA

Usenet:  
...lmi-eddie:RMS@OZ  
...lmi-vax:RMS@OZ

US Mail:  
Richard Stallman  
166 Prospect St  
Cambridge, MA 02139

Happy Hacking  
Richard Stallman





CANDIDATE FOCUSED

EMPLOYER FOCUSED

SOURCE

ENGAGE

SELECT

HIRE



Individual Career Management | Job Advertising | Peer to Peer Recruitment | Social Networks & Search | Online Staffing | Candidate Communication | Employer Branding | Assessment Tools | Interview Process | Matching Technology | Tracking Systems | Platform Tools

# Recruiter Hunt

recruiterhunt.com

## Interviewing, Screening and Assessment

[View this collection →](#)

[🔗 104](#)

## Job Boards

[View this collection →](#)

[🔗 69](#)

## Name Gen

[View this collection →](#)

[🔗 50](#)

## Networking, Sharing and Improving Recruiting Skills

[View this collection →](#)

[🔗 9](#)

## Productivity

[View this collection →](#)

[🔗 97](#)

## Recruitment Marketing, Job Distribution, Job Descriptions

[View this collection →](#)

[🔗 83](#)

## Research/ Competitive Intelligence

[View this collection →](#)

[🔗 71](#)

## Search/Boolean

[View this collection →](#)

[🔗 83](#)

## SourceCon 10th Anniversary

[View this collection →](#)

[🔗 81](#)

# HR Stack by Improver

hrstack.improver.io

## Analytics / Reporting

[View this collection](#) →

[🔗](#) 77

## Applicant Tracking Sys. (ATS)

[View this collection](#) →

[🔗](#) 128

## Artificial Intelligence

[View this collection](#) →

[🔗](#) 48

## Automation

[View this collection](#) →

[🔗](#) 37

## Benchmarking

[View this collection](#) →

[🔗](#) 6

## Big Data

[View this collection](#) →

[🔗](#) 9

## Blogs

[View this collection](#) →

[🔗](#) 19

## Books

[View this collection](#) →

[🔗](#) 12

## Brand Creation / Management

[View this collection](#) →

[🔗](#) 16

## Brand Storytelling

[View this collection](#) →

[🔗](#) 10

## Browser Plugin

[View this collection](#) →

[🔗](#) 14

## Campaign Management

[View this collection](#) →

[🔗](#) 12



# Martin Freeman

[bit.ly/2LtkBce](https://bit.ly/2LtkBce)

ALL

BOOLEAN

X-RAY

HACKS

CHROME EXTEN

SCRAPER

CSE

AGGREGATOR

API

PERMUTATOR

EMAIL LOOKUP

EMAIL EXTRACTOR

IMAGE

SOCIAL

LINKEDIN

FACEBOOK

GITHUB

TWITTER

EMAIL

OSINT

DOMAIN SEARCH

ARCHIVE

EMAIL VERIFICATION

M.I.

FUN

STACK

GOOGLE

CRM

DOC FIND

RESOURCES

BOOKMARKLETS

VID2EMAIL

DOCUMENTARY

BOTS

DECRYPTORS

FIREFOX

SEARCH ENGINES

REDDIT

MEDIUM

AMAZON

OTHER



# Susanna Frazier

## ohsusannamarie.com/tools

### Scraping

- [Instant Data Scraper](#) uses AI to guess which data is most relevant on a page and allows alternative selections. Crawling can be done with a customized delay interval.
  - Free Chrome extension.
- [Data Miner](#) is a data extraction tool that lets you scrape any HTML web page. You can extract tables and lists from any page and upload them to Google Sheets or Microsoft Excel.
  - Free Chrome extension with [optional subscription plans](#).
- [Recipe Creator](#) helps you make custom recipes for [Data Miner](#).
  - Free Chrome extension.

### Search

- [LinkedIn Search Tool](#) enables you to easily search for people on LinkedIn by simply highlighting their name and right-clicking.
  - Free Chrome extension.
- [Hiretual](#) assists with Boolean building, provides 24/7 AI Sourcing, searches across 20+ platforms, quickly generating shortlists, & finds accurate contact information and professional analytics.
  - Free Chrome extension and web-based tool with [optional subscription plans](#).
- [SourceHub](#) assists with Boolean building and searches across 15+ platforms.
  - Free web-based tool.

### Research

- [Relink Labs](#) provides meaningful hiring data and insights based on your entered job title.

# Irina Shamaeva

## [booleanstrings.com/tools](http://booleanstrings.com/tools)

### Contact Verification

- [Spydialer](#) – verify phone numbers
- Carrier lookup: <https://www.carrierlookup.com> (one free search per day)
- Carrier lookup: <https://freecarrierlookup.com>
- Caller ID database: <https://www.opencnam.com> (worldwide)
- Caller ID database: <https://www.phonevalidator.com> (US only)
  
- [MailTester](#)

### Email Tracking

- [Yesware](#)
- [Sidekick](#) by Hubspot

### Real-Time Search / Social Media Monitoring

Real-time social search:

- [socialmention\\*](#)
- [Mention](#) (limited free use)
- [SocialSearcher](#)

# Todd Davis

bit.ly/2uBwoP9

Airtable

The Candidate Generator Tools List

Search Tools and Extensions

Main View Hide fields Filter Group Sort

Title	Category or Categories	Link	Overview
Snapmyscreen	Data Extraction	<a href="https://chrome.google.com/webstore/detail/snapmyscreen/pj...">https://chrome.google.com/webstore/detail/snapmyscreen/pj...</a>	Take screenshots with the free Snap...
Social Fixer for Facebook	Utility	<a href="https://chrome.google.com/webstore/detail/social-fixer-for-fac...">https://chrome.google.com/webstore/detail/social-fixer-for-fac...</a>	Social Fixer for Facebook lets you filt...
Social Mention	Search	<a href="http://socialmention.com/">http://socialmention.com/</a>	Social Mention is a social media sear...
Social Search	Search	<a href="https://chrome.google.com/webstore/detail/social-search/jelm...">https://chrome.google.com/webstore/detail/social-search/jelm...</a>	Add a 'Social' tab to searches on Go...
Socialleadgold 5.0 Super Engine	Search Data Extraction	<a href="https://chrome.google.com/webstore/detail/socialleadgold-50...">https://chrome.google.com/webstore/detail/socialleadgold-50...</a>	Social Lead Gold ( SLG ) VERSION 5.0...
SourceHub	Search	<a href="https://chrome.google.com/webstore/detail/sourcehub/enaam...">https://chrome.google.com/webstore/detail/sourcehub/enaam...</a>	This extension keeps you logged in, a...
Spotify Search	Search	<a href="https://chrome.google.com/webstore/detail/spotify-search/bk...">https://chrome.google.com/webstore/detail/spotify-search/bk...</a>	Adds context menu item to search se...
Startup Tracker	Utility	<a href="https://chrome.google.com/webstore/detail/startup-tracker/oo...">https://chrome.google.com/webstore/detail/startup-tracker/oo...</a>	Keep tabs on cool, up-and-coming a...
Storyful Multisearch	Search	<a href="https://chrome.google.com/webstore/detail/storyful-multisear...">https://chrome.google.com/webstore/detail/storyful-multisear...</a>	Storyful are happy to announce a re-
Streak	Email	<a href="https://www.streak.com/">https://www.streak.com/</a>	CRM, inside Gmail
Streak CRM for Gmail	Email	<a href="https://chrome.google.com/webstore/detail/streak-crm-for-gm...">https://chrome.google.com/webstore/detail/streak-crm-for-gm...</a>	Manage customers or deals right visi...
Table Capture	Data Extraction	<a href="https://chrome.google.com/webstore/detail/table-capture/iebp...">https://chrome.google.com/webstore/detail/table-capture/iebp...</a>	Copies HTML tables to the clipboard
Tailored Audiences ( Twitter ) Extractor	Data Extraction	<a href="https://chrome.google.com/webstore/detail/tailored-audiences...">https://chrome.google.com/webstore/detail/tailored-audiences...</a>	Tailored Audiences ( Twitter ) Extract...
Tech Ladies	Leads	<a href="http://www.hiretechladies.com/">http://www.hiretechladies.com/</a>	We connect women with the best job...
Text Mode	Utility	<a href="https://chrome.google.com/webstore/detail/text-mode/adelhe...">https://chrome.google.com/webstore/detail/text-mode/adelhe...</a>	Browse the web without distractions
Textio	Utility	<a href="https://textio.com/">https://textio.com/</a>	Great job listings attract great hires.
TextRecruit	Utility	<a href="http://www.textrecruit.com/">http://www.textrecruit.com/</a>	TextRecruit is the first centralized pla...
thinkery	Utility	<a href="https://chrome.google.com/webstore/detail/thinkery/hjfiaafen...">https://chrome.google.com/webstore/detail/thinkery/hjfiaafen...</a>	Easily add URLs, text selections and



# Jonathan Kidder

wizardsourcer.com/tools

## People Search Engines and Aggregators:

**Aevy:** Social search and more, paid service, free to try. Pro account starts at \$599

**Context Scout:** Web search, automated professional assistance, and task based IR tool.

**Custom Search Engines:** Advanced search engines created by Boolean Strings.

**Dosi.io:** Find out everything about that person you just met.

**Elite People Search:** Perform searches for people by state, county, and city.

**Email Qualifier:** The Email Qualifier extension for Chrome discovers the social-profiles associated to any email ID: LinkedIn, Facebook, Twitter..

**Entelo:** Search for social media profiles across the web.

**Facebook Graph Search Generator:** Facebook search tool.

**Falcon:** It allows you to discover people's rich contact details by hovering over their names or email addresses within your inbox and social networks.

**Findera:** People search engine with over 140 million profiles. (Recently shut down)


**FindThatLead:** The ultimate tool for finding emails of people's profiles in LinkedIn.

**FullContact for Gmail:** Know everything about your Gmail contacts, right from your inbox.

**Github-find:** A plugin for searching within Github repos.

# Dean Da Costa
























<https://start.me/p/GE7Ebm/deans-ssa>


 Deans SSaR

 Google Custom Search  

 Sign in


























[Get started](#)


















- ### SSaR Tools Sites and Forms
-  Recruiter Stack
  -  Recruiter Hunt
  -  ETools
  -  Hire4Ce tools
  -  Search Authority tools page
  -  Product Hunt
  -  Roll App
  -  Wizard Sourcer Tools list
  -  Martin Freeman's Sourcing Toolkit
  -  80 Legs tools
  -  HR Sourcing Toolbox
  -  Candidate Generator tools list
  -  Talent Hero Toos list
  -  Recruiting On Line Resource List
  -  Boolean String Tools list
  -  Ohsusannamarie Tools
  -  Bluedogscientific.blogspot.com
  -  Recruitinglibrary.com
  -  SHREATEH Tools and More
  -  eGrabber And Other Tools
  -  HR Stack
  -  Tool Llist
  -  OSINT Tools | Internet Investiga...







- ### Finding Tools
-  Recruiter Stack
  -  Recruiter Hunt





























### Email for new tools and sites





























[pro43@comcast.net](mailto:pro43@comcast.net)

- ### SSaR YouTube pages
-  Dean Da Costa Search Authorit...
  -  Untech
  -  Greg Hawkes
  -  Brett Feig
  -  Boolean Black Belt-Sourcing/R...
  -  [www.youtube.com/user/davidj...](https://www.youtube.com/user/davidj...)
  -  [www.youtube.com/user/adp/fe...](https://www.youtube.com/user/adp/fe...)
  -  [www.youtube.com/channel/UCf...](https://www.youtube.com/channel/UCf...)
  -  [www.youtube.com/channel/UC...](https://www.youtube.com/channel/UC...)
  -  [www.youtube.com/channel/UCi...](https://www.youtube.com/channel/UCi...)
  -  [www.youtube.com/user/Firefish...](https://www.youtube.com/user/Firefish...)
  -  [www.youtube.com/channel/UC...](https://www.youtube.com/channel/UC...)
  -  [www.youtube.com/channel/UC...](https://www.youtube.com/channel/UC...)
  -  [www.youtube.com/user/deewilli...](https://www.youtube.com/user/deewilli...)
  -  [www.youtube.com/user/HCIaT...](https://www.youtube.com/user/HCIaT...)
  -  [www.youtube.com/user/fishdog...](https://www.youtube.com/user/fishdog...)
  -  [www.youtube.com/channel/UC...](https://www.youtube.com/channel/UC...)
  -  [www.youtube.com/channel/UC...](https://www.youtube.com/channel/UC...)
  -  [www.youtube.com/channel/UC...](https://www.youtube.com/channel/UC...)
  -  [www.youtube.com/user/BestJo...](https://www.youtube.com/user/BestJo...)
  -  [www.youtube.com/user/LITalen...](https://www.youtube.com/user/LITalen...)
  -  [www.youtube.com/channel/UC...](https://www.youtube.com/channel/UC...)
  -  [www.youtube.com/channel/UC...](https://www.youtube.com/channel/UC...)
  -  [www.youtube.com/channel/UC...](https://www.youtube.com/channel/UC...)
  -  [www.youtube.com/user/josefka...](https://www.youtube.com/user/josefka...)

- ### People to Follow sites & Feeds
-  Dean Da Costa The Search Aut...
  -  AmyBeth Hale
  -  Gerry Crispin
  -  Kay Kellison
  -  Glen Cathey
  -  Marvin Smith
  -  Jim Stroud
  -  Shannon Pritchett
  -  Stacy Donovan Zapar
  -  Aaron Lintz
  -  Derek Zeller
  -  Mark Tortorici
  -  Greg Hawkes
  -  Steve Levy
  -  Shally Steckerl
  -  Susanna Frazier (@ohsusan...
  -  Sourcecon/ERE
  - [www.thecandidategenerator.com](http://www.thecandidategenerator.com)

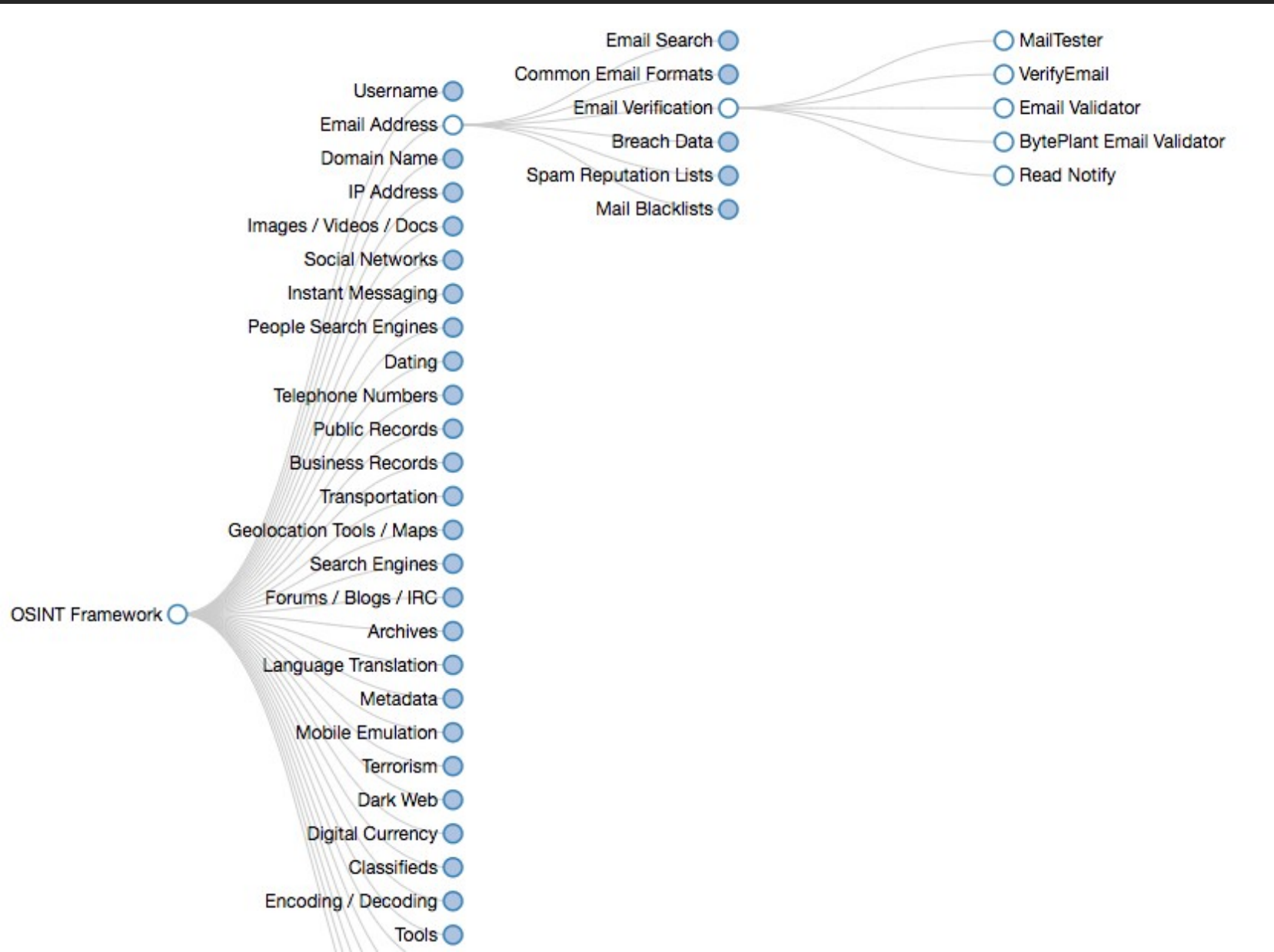
- ### Maps
- Maps, satellite and street imagery
-  Google Maps
  -  OpenStreetMap
  -  Bing Maps
  -  Wikimapia
  -  Sentinel Hub
  -  OpenStreetCam

- ### Social Media - Sites Misc
-  Ask and Answer - ASKfm
  -  Baidu map, "Kam" you see
  -  BizSugar
  -  BlackPlanet.com - Member Find
  -  Classmates
  -  Keybase
  -  Myspace - Find Search New Pe...
  -  OK.RU - Russia
  -  Periscope
  -  photobucket.com
  -  PinGroupie - Pinterest Group B...
  -  Pinterest
  -  Quora - A place to share knowl...
  -  QZone - China
  -  Renren.com, China's leading re...
  -  Taringa! - Latin America
  -  Telegram Channels Catalog: ex...
  -  tsearch.ch - Telegram searchengin...
  -  Vimeo
  -  Vine
  -  VK - FindFace - Login
  -  VK - Russia
  -  Worldstarhiphop: Breaking New...
  -  Yandex.Images: search for imag...
  -  YouNow | Live Stream Video Ch...
  -  Kontakter Chrome Ext
  -  UVRX Social Search
  -  NerdyData.com

- ### Phone/Email/People LookUp Plus
-  usphonebook
  -  Verify 550 Email Verify
  -  Pipl
  -  LittleSis Who Knwos who in Bu...
  -  Hunter Email finding
  -  Email Permutator
  -  Identify the owner of any phone...
  -  CEO Email Search
  -  WebMii Visibility Score
  -  Gethuman Company Phone
  -  Fullcontact
  -  TOOFR findemails.com/
  -  Phone Numbers salesintel.io/
  -  Truecaller
  -  Lullar People and email search
  -  Fast People Search
  -  Genealogic. Find people, and p...
  -  Email header tracker
  -  Advacned Background Check fi...
  -  People Public Data Search
  -  JohnDoe People Lookup
  -  That's Them Find People for Free
  -  FindThatLead
  -  Nuwber People Finder
  -  True People Search
  -  MailDB
  -  Free Email Search
  -  Find Domain Names

# OSINT [Open-Source Intelligence]













osintframework.com





# OSINT Resources by Michael Bazzell

inteltechniques.com

Target Data:	
 General Search:	<
 Email Address:	<
 Facebook Profile:	<
 Twitter Profile:	<
 Instagram Profile:	<
 Real Name:	<
 User Name:	<
 Telephone Number:	<
 Domain Name:	<
 IP Address:	<
 Video:	<
 Image:	<

# OSINT Resources by Marc Kranat CISSP

## 300m.com/osint

- 😊 **People Engines**
  - [Person Search \(Custom Tool Combo\)](#)
  - [Spokeo \(People Search\)](#)
  - [Pipl \(Person Search\)](#)
  - [PeepDB \(Person Search\)](#)
  - [ThatsThem \(Person Search\)](#)
  - [Advanced Backgrounds \(Person Search\)](#)
  - [Reverse Genie \(Person Search\)](#)
  - [Nuwber \(Person Search\)](#)
  - [DossiYa \(Combined Search\)](#)
  - [WhatsPublic \(Person Search\)](#)
  - [Radaris \(Person Search\)](#)
  - [Profile Engine \(Person Search\)](#)
  - [Lullar \(Email/Moniker Search\)](#)
  - [Yasni \(People Meta-Search\)](#)
  - [Zaba Search \(Addresses and Numbers\)](#)
  - [Intelius \(Personal Info\)](#)
  - [Zoominfo \(Company Searches\)](#)
  - [InfoSpace \(People Search\)](#)
  - [PeekYou \(People Search\)](#)
  - [YoName \(People Search\)](#)
  - [Whozat \(People Search\)](#)
  - [Waatp \(People Search\)](#)
  - [Webmii \(People Search\)](#)
  - [CVGadget \(People Search\)](#)
  - [HowManyOfMe \(Census by Name\)](#)
  - [Classmates \(Alumni Search\)](#)
  - [Mocavo \(Yearbooks\)](#)



# "Sensitive" LinkedIn Plugins

JOSEF "JOSÉ" KADLEC

About

Business

Events

Contact

Blog

## The Complete List of Blacklisted LinkedIn Plugins VOL 2



[www.josefkadlec.com/blog](http://www.josefkadlec.com/blog)



# LinkedIn Advanced Sourcer Plugin



Q java



**Lubomír Mayer** • 2nd

Josef Kadlec visited 23 days ago

Java developer/programmer  
District Plzen-City, Czech Republic

23 shared connections

Connect



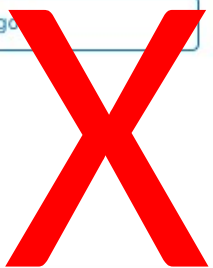
**Jan Kratyina** • 2nd

Josef Kadlec visited 1 month 16 days ago

Java Developer at  
Prague, The Capital, Czech Republic  
Past: Java Developer at Ceska pojistovna

28 shared connections

Connect



**Přemysl Kafka** • 2nd

V Jave je zacatecnik.

Josef Kadlec visited 17 days ago

Java designer  
Prague, The Capital, Czech Republic  
Past: Software Designer (Alm Octane) at Hewlett Packard Enterprise

68 shared connections

Connect

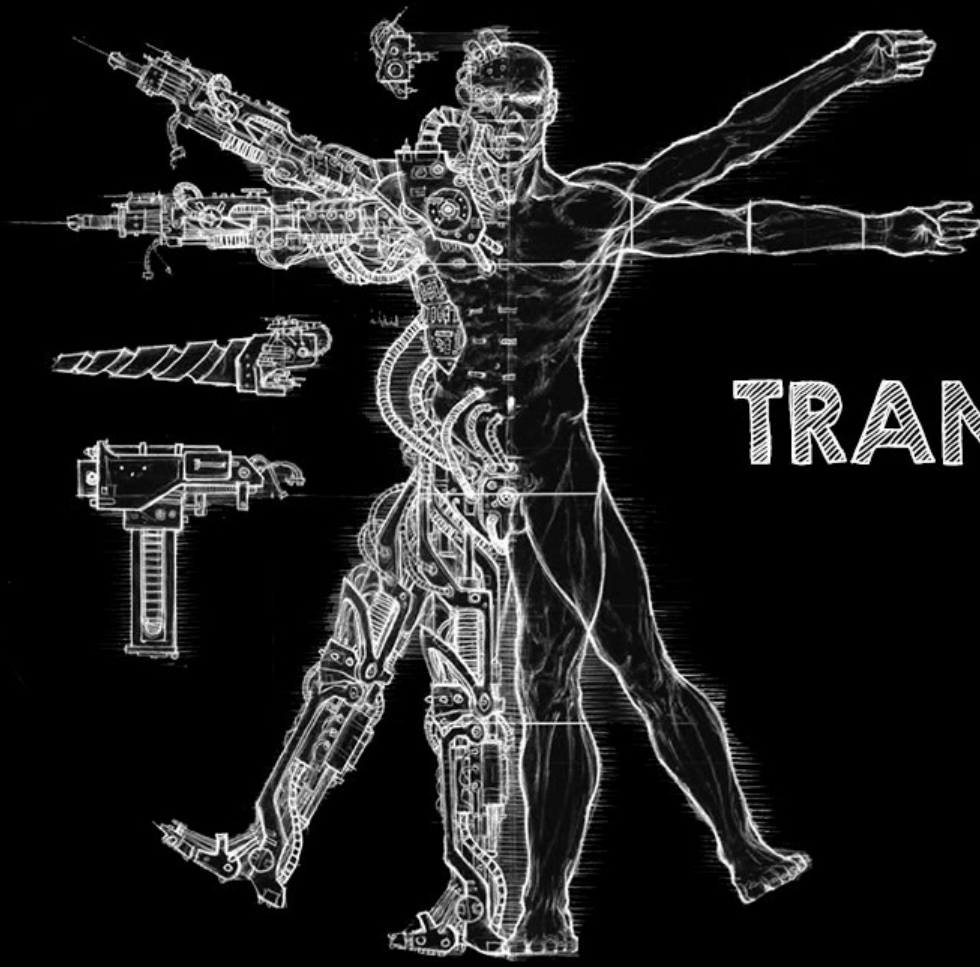


**Martin Sykora** • 2nd

Java Developer  
District Plzen-City, Czech Republic

59 shared connections

Connect



# TRANSHUMANISM



# LinkedIn Automation with People.camp, Linked Helper, Dux Soup and Machine Sourcer

https://www.linkedin.com/search/result...  
Bookmarks Recruitment Acad... Quarterly Product...

in Search Home My Network 8

People Keywords Bucharest, Romania Connections

### G-Summit Prague 2018 - A CX Conference That Is Gathering Vision

Showing 1,631 results

- Madlene Deliu** • 2nd  
Chief Accountant  
Bucharest, Romania  
46 shared connections
- Gabriela Radu** • 2nd  
Accountant at Omnicvert Srl  
Bucharest, Romania  
1 shared connection
- Chitu Marius-Bogdan** • 2nd  
Contabil at Raiffeisen Bank Romania  
Bucharest, Romania
- Daniel Voinea** • 2nd  
Senior Accountant at Euler Hermes  
Bucharest, Romania

peoplecamp v1.1.37  
josef.kadlec@gmail.com

Connect Message

Message to send

Hello `_FN_` :-)

I've noticed that you work as `_TL_` for `_CN_`. It's very interesting to be in `_IN_` industry especially in the area of `_LO_`.

I would like to connect with you to provide you with a more info about our company.

Cheers!

--josef

Skip profiles in company database

The following (case insensitive) markers can be used to personalise your connection requests and direct messages:  
`_FN_` (First Name), `_LN_` (Last Name), `_TL_` (Current Title), `_CN_` (Current Company Name), `_LO_` (Location), `_IN_` (Industry)

Warning: Using these markers can make your message exceed the 300 characters limit in which case the robot will discard the characters beyond that limit

**Start robot**

Go to [Recent connections](#)

Tags  
Add comma-separated tags.

# Speech-to-Text Progress

## CLOUD SPEECH-TO-TEXT

Speech to text conversion powered by machine learning and available for short or long-form audio

 TRY IT FREE

## Powerful Speech Recognition

Google Cloud Speech-to-Text enables developers to **convert audio to text** by applying powerful **neural network models** in an easy to use API. The API **recognizes 120 languages and variants**, to support your global user base. You can enable voice command-and-control, transcribe audio from call centers, and more. It can process **real-time streaming or pre-recorded audio**, using Google's **machine learning technology**.



<https://cloud.google.com/speech-to-text/>



# Copy the voice of anyone (Lyrebird)



## LYREBIRD

We are developing speech synthesis technologies for developers

## Copy the voice of anyone

Record 1 minute from someone's voice and Lyrebird can compress her/his voice's DNA into a unique key. Use this key to generate anything with its corresponding voice.

### Design your own voice

Choose among thousands of predefined voices or design your own unique voice for your app.

### Real-time generation

Our GPU clusters generate 1000 sentences in less than half a second.

### Control the emotion

Anger, Sympathy, Stress. Lyrebird allows to control the emotion of the generated voice.

# AI Virtual Anchor XINHUA





**How to Translate  
Transhumanism into a Real  
Sourcing Business?**



# From Geek to Talent Sourcing Freak



**Founded 5 years ago**

**9 branches (CZ + SK + PL)**

**140+ employees**

**4 mil+ EUR annual turnover**

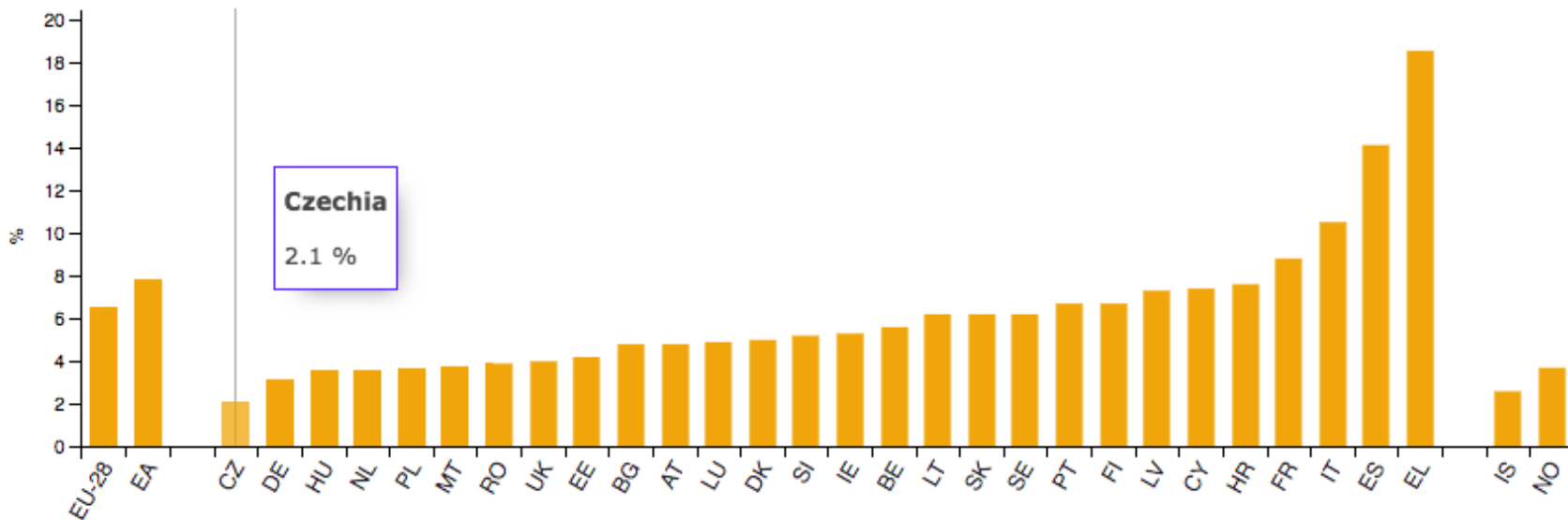
**600+ placements (CZ + SK) per year**





# What You Can Learn from The Toughest Market in Europe

Unemployment rates, seasonally adjusted, January 2019 (%)



November 2018 data: Greece and United Kingdom

December 2018 data: Estonia, Hungary, Iceland and Norway

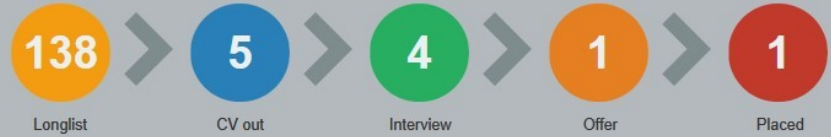
Source: Eurostat (online data code: une\_rt\_m)

# Case Study: JavaScript Developer [iBillboard]

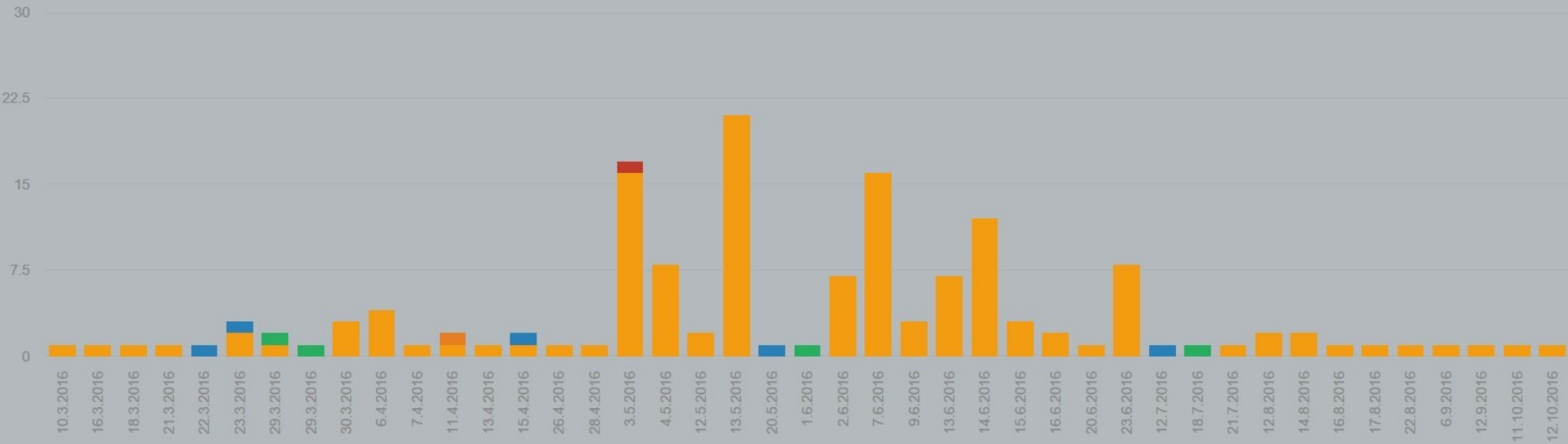
iBillboard | JavaScript Developer

Date created: 10.3.2016  
 Last activity: 12.10.2016  
 Date filled: 14.4.2016

Days to fill: 35  
 Recruiter: Nižaradzeová Martina  
 Baník Tomáš  
 Brunerová Tereza  
 Sourcer: Horák Ondřej  
 Kolářová Monika  
 Nižaradzeová Martina  
 Pohorský Jan



Legend: Longlist (Orange), CV out (Blue), Interview 1 (Light Green), Interview 2 (Medium Green), Interview 3 (Dark Green), Offer (Light Orange), Placement (Red)





# Case Study: PHP Developer [Economia]

Economia, a.s. | PHP vývojář

Date created: 4.6.2015

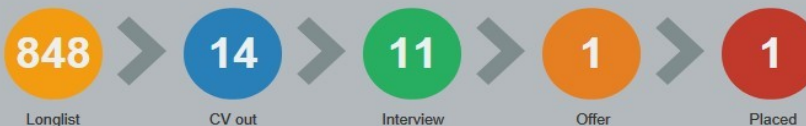
Last activity: 12.10.2016

Date filled: 15.4.2016  
25.4.2016

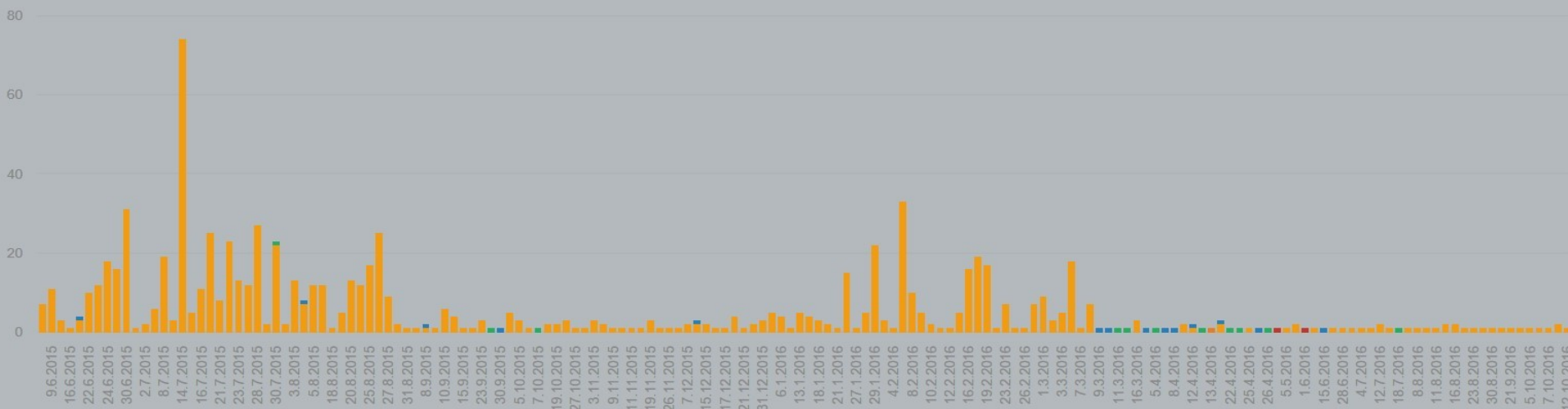
Days to fill: 316,326

Recruiter: Horák Ondřej  
Pelikánová Hana  
Steklíková Eliška

Sourcer: Baník Tomáš  
Budský Tomáš  
Ečegiová Mariana  
Fojtů Jan  
Frydrychová Linda  
Guzhavina Elizaveta  
Hartošová Veronika  
Horák Ondřej  
Ivanecká Mária  
Kalivoda Tomáš  
Medřický Ludvík  
Nízaradzeová Martina  
Novák Vladimír  
Šokalová Denisa



Legend: Longlist (orange), CV out (blue), Interview 1 (green), Interview 2 (dark green), Interview 3 (black), Offer (light orange), Placement (red)



Source: GoodCall & Datacruit ATS 2019

# Outbound Sourcing Funnel





# Talent Sourcing

- **Searching – Longlisting**
  - LinkedIn, XING, Amazing Hiring, Intelligence Search  
...



# Talent Sourcing

- **Searching – Longlisting**
  - LinkedIn, XING, Amazing Hiring, Intelligence Search, ...
- **Searching – Candidate Information Gathering**
  - Google search, Stalkscan, Connectifier, ...

# Talent Sourcing

- **Searching – Longlisting**
  - LinkedIn, XING, Amazing Hiring, Intelligence Search, ...
- **Searching – Candidate Information Gathering**
  - Google search, Stalkscan, Connectifier, ...
- **Approaching – Contact Details Searching**
  - ContactOut, Hiretual, Lusha, Sales Navigator, ...

# Talent Sourcing

- **Searching – Longlisting**
  - LinkedIn, XING, Amazing Hiring, Intelligence Search, ...
- **Searching – Candidate Information Gathering**
  - Google search, Stalkscan, Connectifier, ...
- **Approaching – Contact Details Searching**
  - ContactOut, Hiretual, Lusha, Sales Navigator, ...
- **Approaching – Pre-screening / shortlisting**
  - Mixmax, Lemlist, Loom, Bombbomb, MightyText, ...

# Talent Sourcing

- **Searching – Longlisting**
  - LinkedIn, XING, Amazing Hiring, Intelligence Search, ...
- **Searching – Candidate Information Gathering**
  - Google search, Stalkscan, Connectifier, ...
- **Approaching – Contact Details Searching**
  - ContactOut, Hiretual, Lusha, Sales Navigator, ...
- **Approaching – Pre-screening / shortlisting**
  - Mixmax, Lemlist, Loom, Bombbomb, MightyText, ...
- **Namesourcing aka Headhunting**
  - Pick up a phone<sup>≡</sup>



# Talent Sourcing

- **Searching – Longlisting**
  - LinkedIn, XING, Amazing Hiring, Intelligence Search, ...
- **Searching – Candidate Information Gathering**
  - Google search, Stalkscan, Connectifier, ...
- **Approaching – Contact Details Searching**
  - ContactOut, Hiretual, Lusha, Sales Navigator, ...
- **Approaching – Pre-screening / shortlisting**
  - Mixmax, Lemlist, Loom, Bombbomb, MightyText, ...
- **Namesourcing aka Headhunting**
  - Pick up a phone<sup>≡</sup>
- **Offline Sourcing – Events**
  - Conference apps, Facebook/Meetup event scraping

# Talent Sourcing

- **Searching – Longlisting**
  - LinkedIn, XING, Amazing Hiring, Intelligence Search, ...
- **Searching – Candidate Information Gathering**
  - Google search, Stalkscan, Connectifier, ...
- **Approaching – Contact Details Searching**
  - ContactOut, Hiretual, Lusha, Sales Navigator, ...
- **Approaching – Pre-screening / shortlisting**
  - Mixmax, Lemlist, Loom, Bombbomb, MightyText, ...
- **Namesourcing aka Headhunting**
  - Pick up a phone<sup>≡</sup>
- **Offline Sourcing – Events**
  - Conference apps, Facebook/Meetup event scraping
- **Sourcing automation, inbound sourcing, etc**

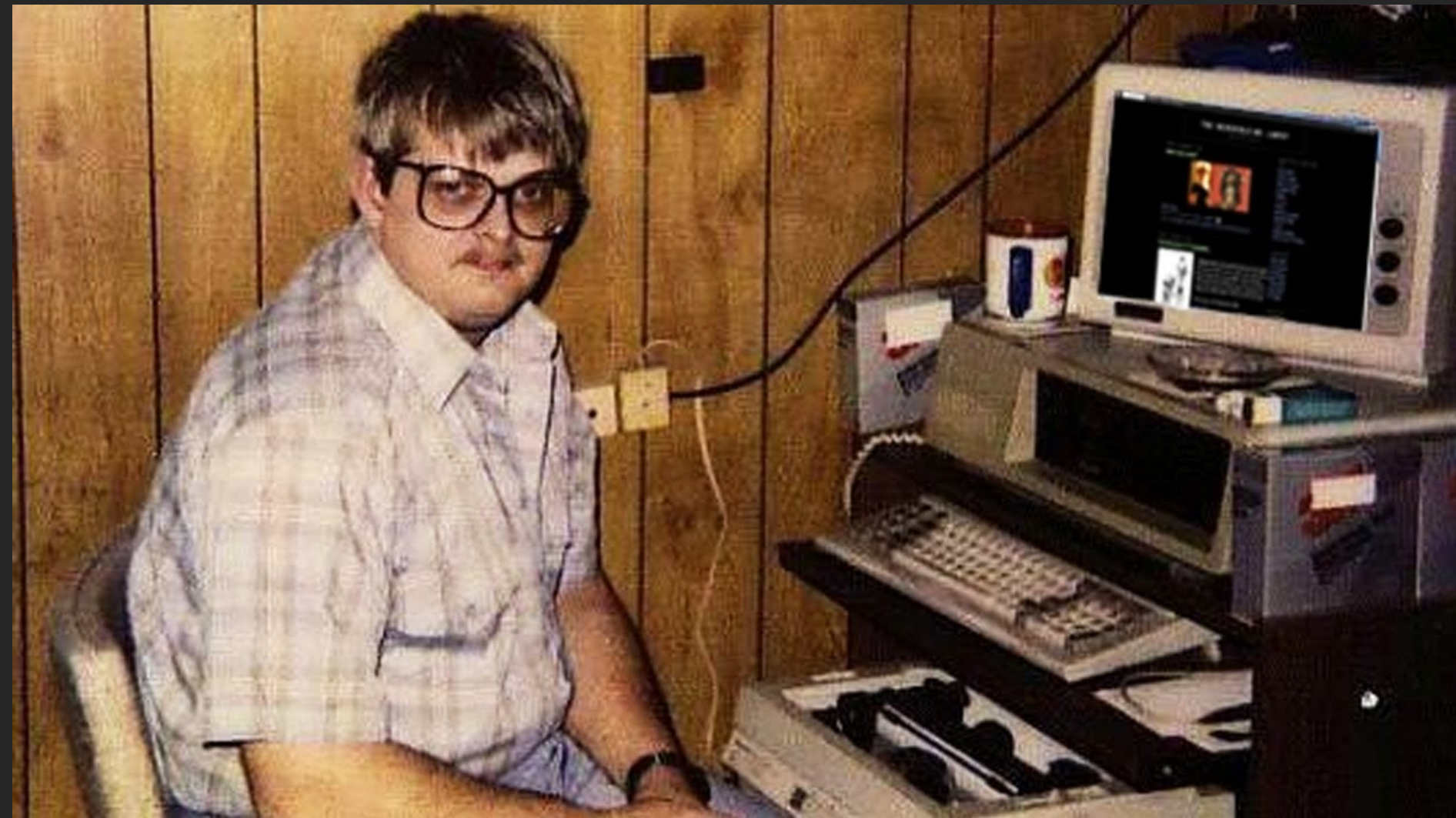


# Talent Sourcer Searching



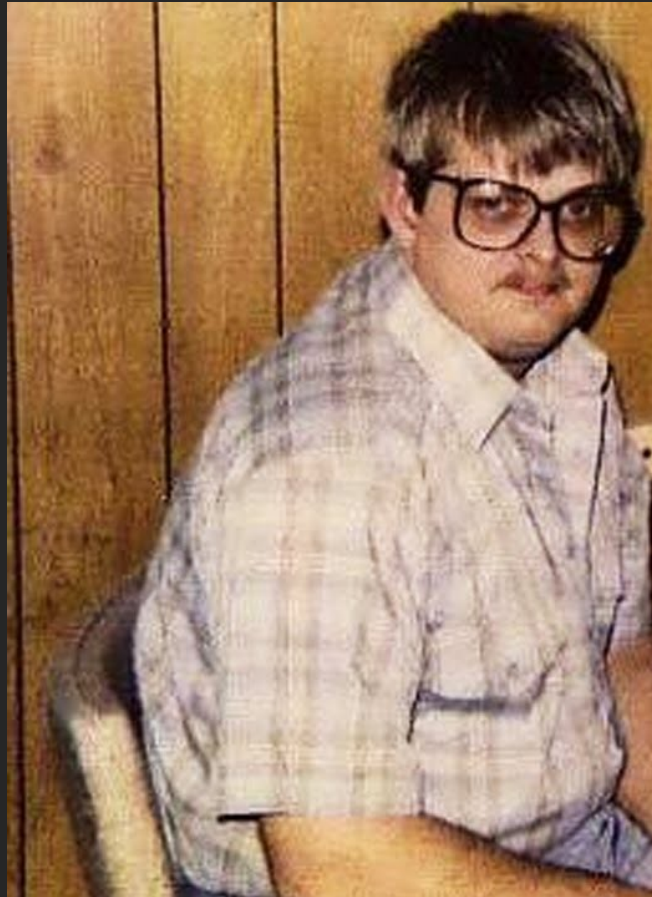


# Talent Sourcer Automation





# Talent Sourcer Automation



# Talent Sourcer Approaching











# How to Separate Efficient from Non-efficient Sourcers?

Hours	Longlisted	Longlisted per Hour	Qualified	Hours to Qualified	H2Q compared to avg	CvOut	Hours to CVout
144	159	1,10	22	6,55	-0,12	11	13,09
148	270	1,82	57	2,60	-4,06	25	5,92
101,5	133	1,31	13	7,81	1,15	12	8,46
144,5	217	1,50	34	4,25	-2,41	20	7,23
144	259	1,80	34	4,24	-2,43	16	9,00

Avg: 6,66

Avg: 11,02

An effective Sourcer produces 1 presentable candidate for a hiring manager per one man-day as minimum.

# How to Separate Efficient from Non-efficient Sourcers?

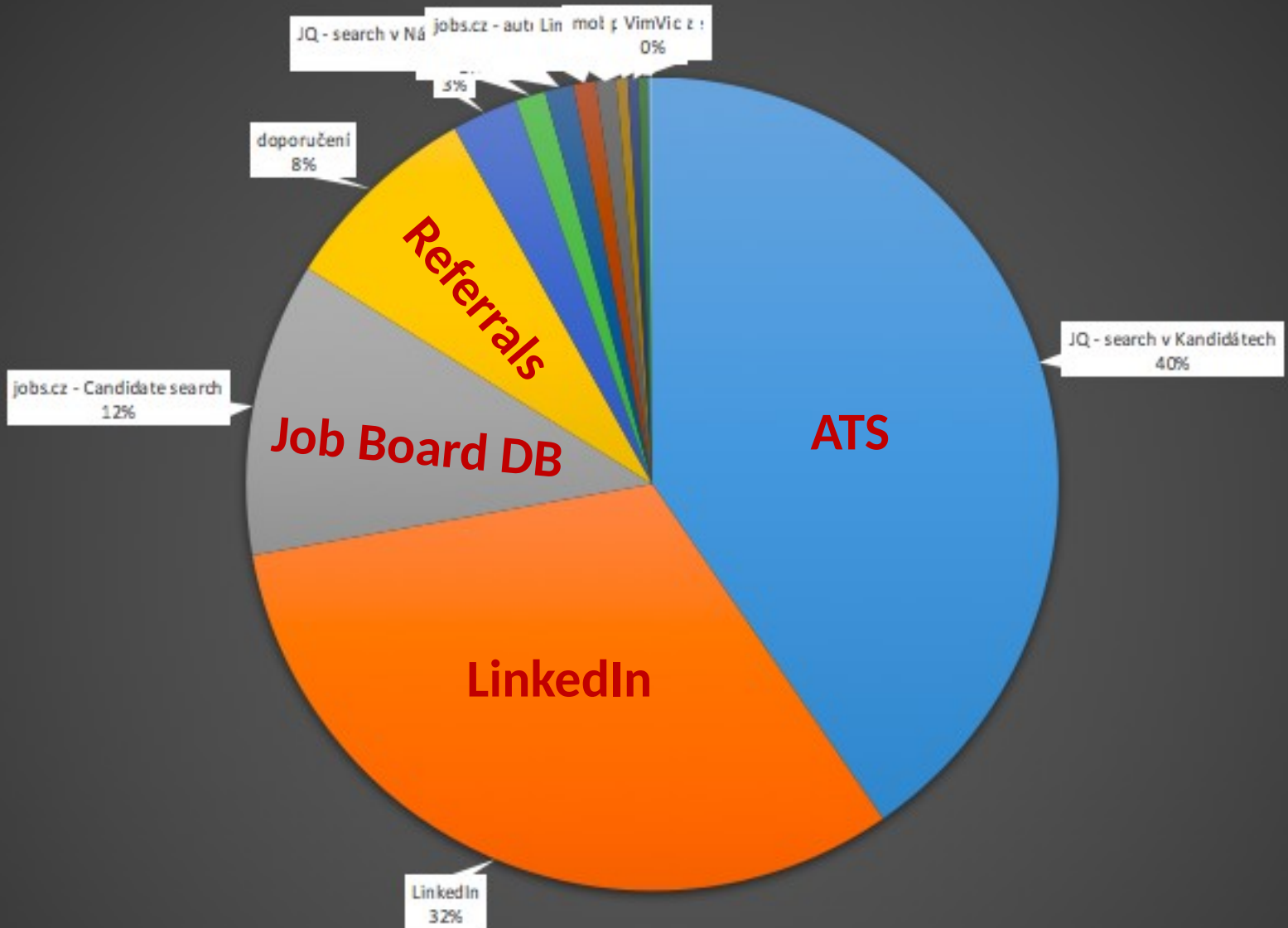
1st interview on client's side	H2Cvout compared to avg	CVouts/hour	%LL: Cvout	%Qualif/CVout	Prescreenings	Prescreenings/Hour
5	2,07	0,08	6,92%	50,00%	40	0,2777777778
14	-5,10	0,17	9,26%	43,86%	81	0,5472972973
8	-2,56	0,12	9,02%	92,31%	55	0,5418719212
8	-3,79	0,14	9,22%	58,82%	47	0,3252595156
7	-2,02	0,11	6,18%	47,06%	48	0,3333333333

An effective Sourcer does 3-4 prescreens a day.

# Compare the Whole Branches/Teams and Calculate Cost per Hire

Longlist	LL	20222	23819	13167
Pre-screen	PS	2610	5447	899
Longlist per hour	LL/H	1,527	1,621	1,51
Pre-screen per hour	PS/H	0,19	0,37	0,103
	GC IW	1073	2450	983
	PS/GCIW	2,43	2,23	0,91
	LL/GC IW	18,8	9,72	13,394
Presented candidates	CV OUT	1037	2493	763
Longlisted per 1 presented	LL/CV OUT	19,5	9,55	17,2
Placements	Plc	50	178	67
Hours per 1 placement	PLC/H	264,75	82,5	129,55

# Homogenous Market Source of Hire





# Tools to Manage Sourcers

## Sourcing Checklist

**Daily Report**

**Weekly (self management)**

**Monthly (KPIs performance)**

**Quarterly (KPIs + development)**



**1) Be exhaustive with your searches**



# T Product Manager at St Petersburg Using Industry

LinkedIn navigation bar with Home, My Network, Jobs, Messaging (1), and Notifications (5) icons.

Search bar with 'in' logo and 'Search' text.

All people filters Clear 10

**Connections**

- 1st
- 2nd
- 3rd+

**Connections of**

Add connection of

**Locations**

Add a location

- Saint Petersburg, Russian Federation
- Czech Republic
- Russian Federation
- United States
- Prague, The Capital, Czech Republic

## Industries

Add an industry

- Telecommunications
- Computer Hardware
- Computer Networking
- Computer Games
- Computer & Network Security
- Information Technology & Services
- Computer Software
- Internet

First name

Last name

Title

Company

School





# T Product Manager at St Petersburg Using Keywords

software OR "information technology" OR telecommunications OR computer OR software OR "information technology" OR telecommunications OR computer OR компьютер OR софтвэр

software OR "information technology" Home My Network Jobs Messaging 1 Notifications 5

All people filters Clear 10

**Connections**

1st  
 2nd  
 3rd+

**Connections of**

Add connection of

First name

Last name

Title

Company

School

**Locations**

Add a location

Saint Petersburg, Russian Federation  
 Czech Republic  
 Russian Federation  
 United States  
 Prague, The Capital, Czech Republic



# T Product Manager at St Petersburg Using Company

in Search

Home My Network Jobs Messaging 1 Notifications 5

All people filters Clear 10

Connections

- 1st
- 2nd
- 3rd+

Connections of

Add connection of

Locations

- Saint Petersburg, Russian Federation
- Czech Republic
- Russian Federation
- United States
- Prague, The Capital, Czech Republic

First name

Last name

Title

Company

School

Current companies

- EPAM Systems
- Veeam Software
- Yandex
- Luxoft
- Dino Systems



# T Product Manager at St Petersburg Using School

in Search

Home My Network Jobs Messaging Notifications

All people filters Clear 10

Connections

1st

2nd

3rd+

Connections of

Add connection of

Locations

Add a location

Saint Petersburg, Russian Federation

Czech Republic

Russian Federation

United States

Prague, The Capital, Czech Republic

First name

Last name

Title

product OR products OR продукт

Company

School

technical OR technology OR softwa



# IT Product Manager at St Petersburg Using Groups

+ Current companies

+ Past companies

+ Company types

+ Company sizes

+ Company followers

+ Job functions

## ^ Recruiting & candidate activity

+ Recruiting activity

+ Tags search

+ Projects search

+ Notes search

+ Reviews search

+ Reminders search

+ Hide previously viewed

### All groups

IT product management

Product Management - IT

Product Management - IT

IT Product Management Leadership, Phoenix, Arizona ...

IT Product Management Network

Product Management, IT Business Analysis Leadership...

Product Management in IT

Product Management - IT and Software

Product Management Approaches To Enterprise IT Eco...

IT Project/Product Management Community (Armenia)

Leaders in Product Management | Healthcare | IT in Sa...



# The Problem of LinkedIn ZIP Codes



**Darya Kurmakaeva** • 2nd

Chief Specialist  
Russian Federation



Marian Matta is a shared connection



**Фёдор Матвеев** • 3rd

Project Manager / Product manager  
Saint Petersburg, Russian Federation



**Armen Madoyan** • 3rd

Head of Product Quality at BSH Home Appliances Group  
Saint Petersburg, Russian Federation



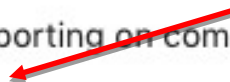
**Irina Zaytseva** • 2nd

Product manager  
Russian Federation



**Dmitry Mishchenko** • 2nd

RMA.Researching, reviewing & reporting on competitors & rival pro...  
Vologda Region, Russian Federation







# Exhaustive Title Search

*“Software Tester” OR “Verification Engineer” OR “Quality Assurance Engineer” OR “QA Engineer” OR “SW Tester” OR “test engineer” OR “testing specialist” OR “validation tester”*

*Software Tester OR Verification Engineer OR Quality Assurance Engineer OR QA Engineer OR SW Tester OR test engineer OR testing specialist OR validation tester*

*Tester OR testing OR test OR Verification OR Quality Assurance OR QA OR validation*

*+ local language terms*



# LinkedIn Onion Search

## LinkedIn Onion Search

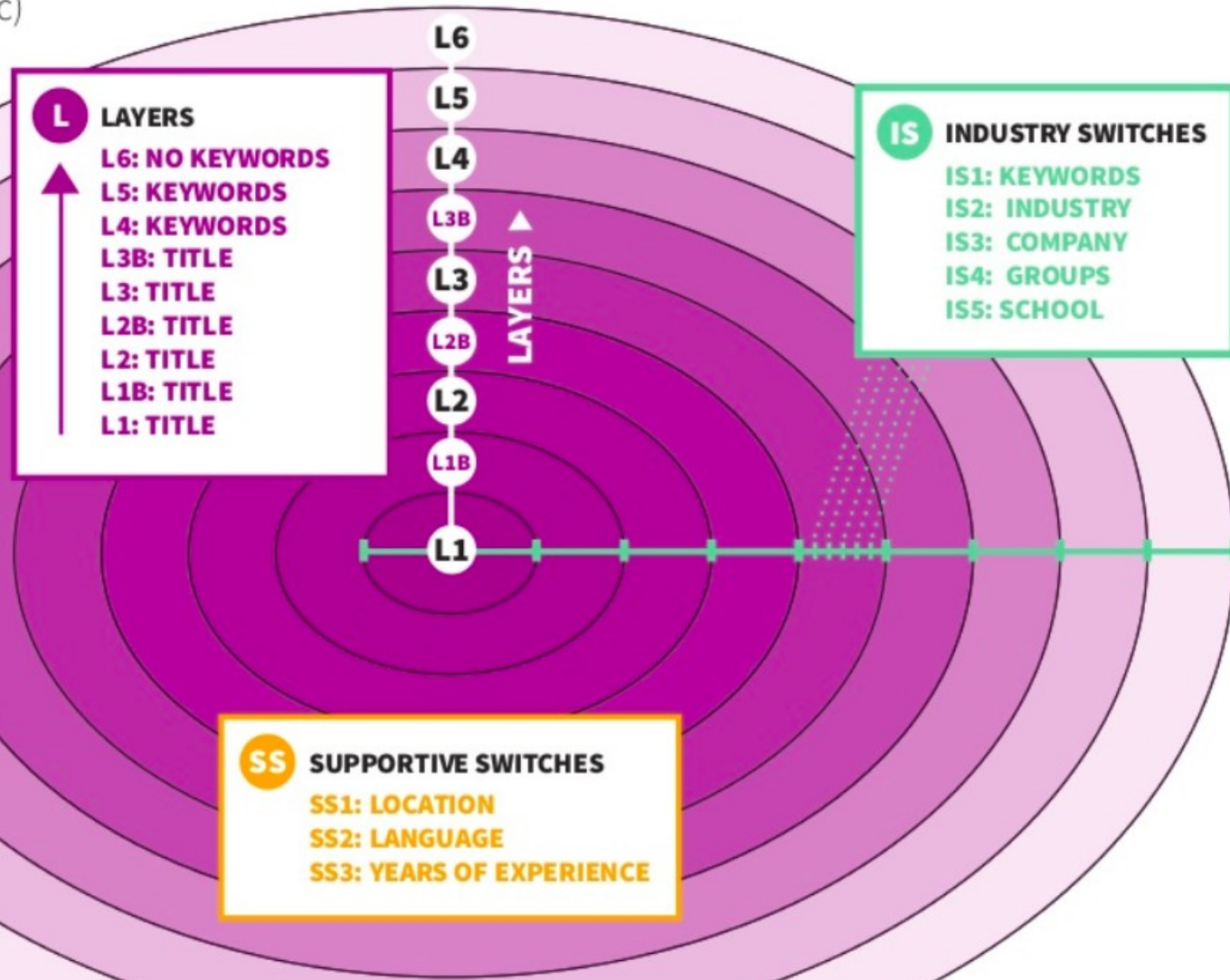
by Josef Kadlec (@JosefKadlec)

Onion Search is the ultimate LinkedIn efficiency formula to find all relevant LinkedIn profiles along with being able to screen the most relevant ones first. It provides a clear system and guide that improves upon ad hoc searching which is subject to your knowledge and pure chance.

Each layer contains the results of layers underneath (cumulative search queries) or unique results when you do not want to go through already visited profiles.

Start with any layer based on your LinkedIn sourcing experience (L1 for beginners, L3+ for experienced talent sourcers).

Open LinkedIn Advanced People Search, adjust relationship parameters to search through the whole network (1st + 2nd + 3rd + everyone else connections) and set location to the desirable country of your search.



**2) Be disciplined, efficient and systematic**







# ContactOut, Lusha and Similar Plugins

The screenshot shows a LinkedIn profile for Jan Muzik. The browser address bar displays <https://www.linkedin.com/in/muzik/>. The profile header includes the text "Holistic Supply Chain - Implement an early payme". The profile picture shows a man with long hair and a goatee. The name "Jan Muzik" is followed by "• 2nd". His bio reads: "CIO and co-owner at CleverTech, Assistant Professor at CTU and Charles University" and "Czech Republic". At the bottom of the profile are buttons for "Connect", "Message", and "More...".

The ContactOut plugin overlay is positioned on the right side of the screen. It features the following elements:

- Header: "ContactOut" with a search icon and a menu icon.
- Contact list:
  - Email: \*\*\*@gmail.com with a "Show »" link.
  - Email: \*\*\*@clevertch.cz with a "Show »" link.
  - Phone: +42\*\*\*\*\* with a "Show »" link.
  - Phone: +42\*\*\*\*\* with a "Show »" link.
- Search: "Find work email »" with a magnifying glass icon.
- Actions:
  - "Save Profile" with a download icon and a dropdown arrow.
  - "View Saved Profiles" with a grid icon.
  - "Notes" with a list icon.
- Company and Education:
  - CleverTech s.r.o. with a company logo icon.
  - Czech Technical University in Prague Faculty of... with a university logo icon.
- Additional info:
  - "See contact info" with a person icon.
  - "366 connections" with a group of people icon.



# ContactOut, Lusha and Similar Plugins

The screenshot shows a LinkedIn profile for Jan Muzik. The browser address bar displays <https://www.linkedin.com/in/muzik/>. The profile header includes the LinkedIn logo, a search bar, and navigation links for Home and My Activity. A banner image features a blue background with a network diagram. Below the banner is a circular profile picture of Jan Muzik. His name and 2nd-degree connection status are shown, along with his current roles: CIO and co-owner at CleverTech, Assistant Professor at CTU and Charles University, and his location in the Czech Republic. Action buttons for Connect, Message, and More... are visible at the bottom of the profile section.

The ContactOut plugin overlay on the right side of the profile provides the following contact information:

- ✉ muzikj@gmail.com
- ✉ jan.muzik@clevertch.cz
- ☎ +42.0234262000
- ☎ +420.777568945
- 🔍 Find work email »
- ⬇ Save Profile ▾
- 📄 View Saved Profiles
- 📝 Notes

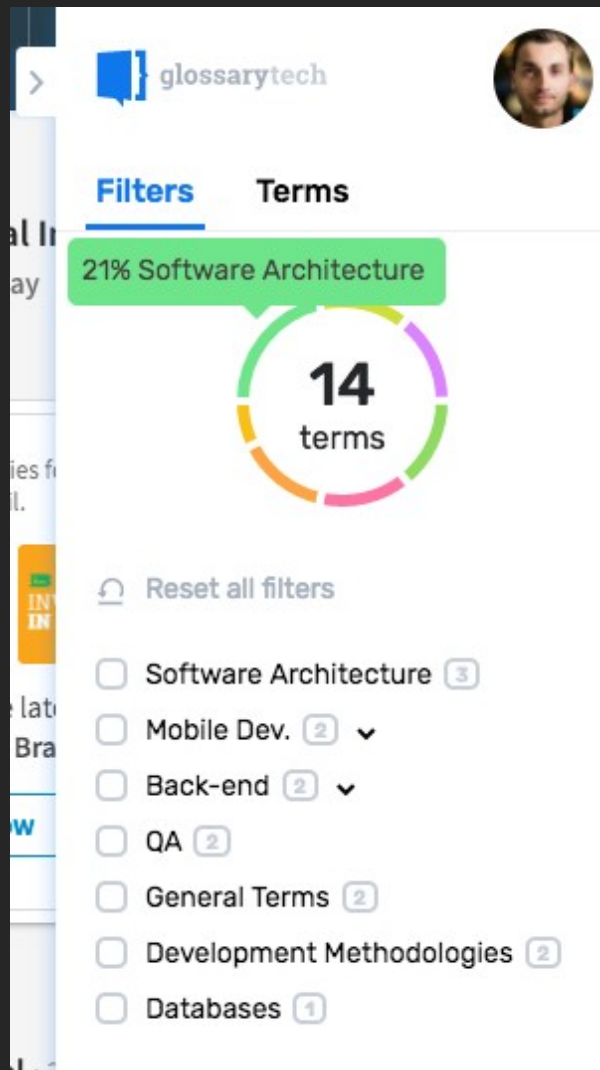
Below the profile information, a list of organizations and connections is shown:

- CleverTech s.r.o.
- Czech Technical University in Prague Faculty of...
- See contact info
- 366 connections

On the right side of the page, there is a partial view of an AI CONFERENCE banner and a 'People Also Viewed' section with profile pictures.

# GlossaryTech Plugin

[glossarytech.com/plugin](https://glossarytech.com/plugin)



glossarytech

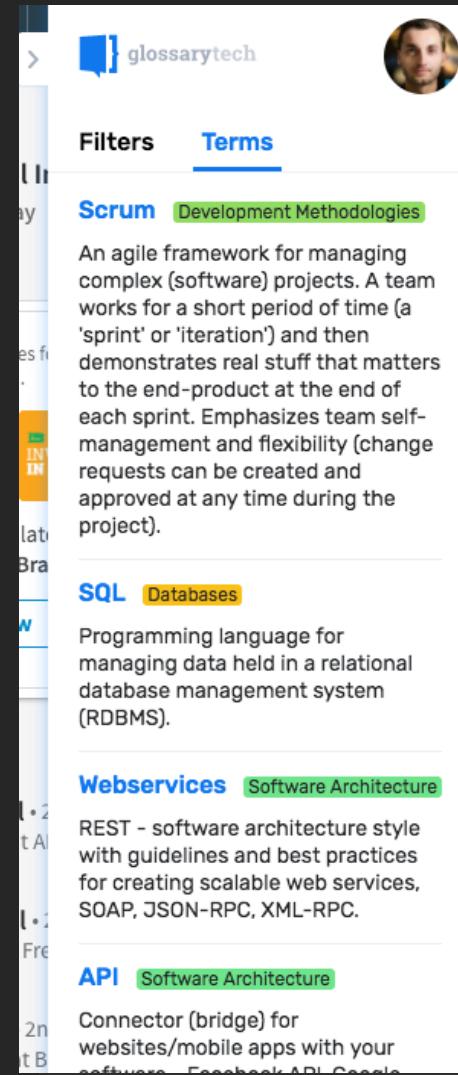
**Filters** Terms

21% Software Architecture

14 terms

Reset all filters

- Software Architecture (3)
- Mobile Dev. (2) ▾
- Back-end (2) ▾
- QA (2)
- General Terms (2)
- Development Methodologies (2)
- Databases (1)



glossarytech

**Filters** **Terms**

**Scrum** Development Methodologies

An agile framework for managing complex (software) projects. A team works for a short period of time (a 'sprint' or 'iteration') and then demonstrates real stuff that matters to the end-product at the end of each sprint. Emphasizes team self-management and flexibility (change requests can be created and approved at any time during the project).

**SQL** Databases

Programming language for managing data held in a relational database management system (RDBMS).

**Webservices** Software Architecture

REST - software architecture style with guidelines and best practices for creating scalable web services, SOAP, JSON-RPC, XML-RPC.

**API** Software Architecture

Connector (bridge) for websites/mobile apps with your software. Facebook API, Google



# How to Skype without Skype

## Appear.in or Talky.io



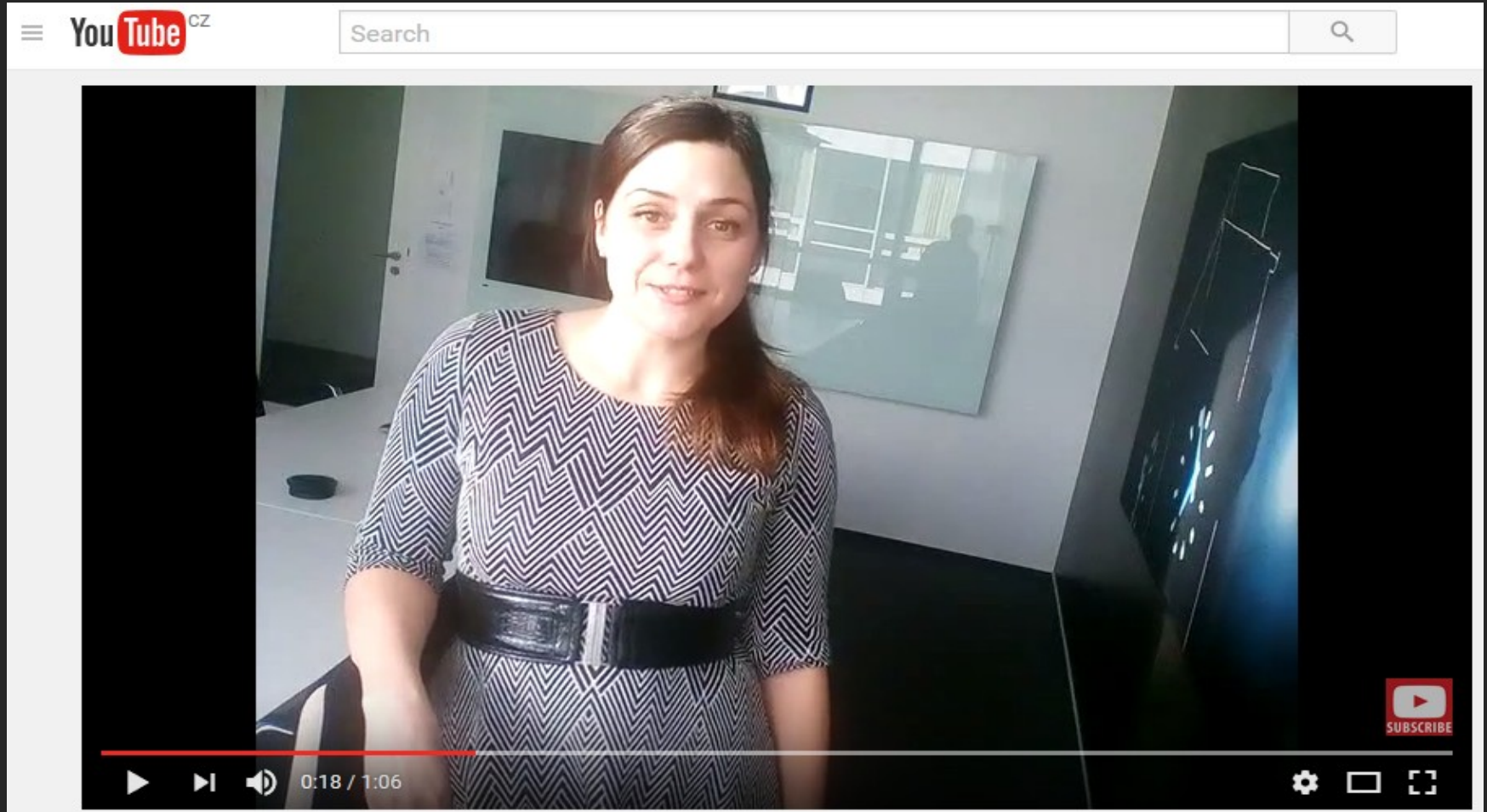




**3) Use extreme candidate engagement only  
when necessary**

# Video Sourcing

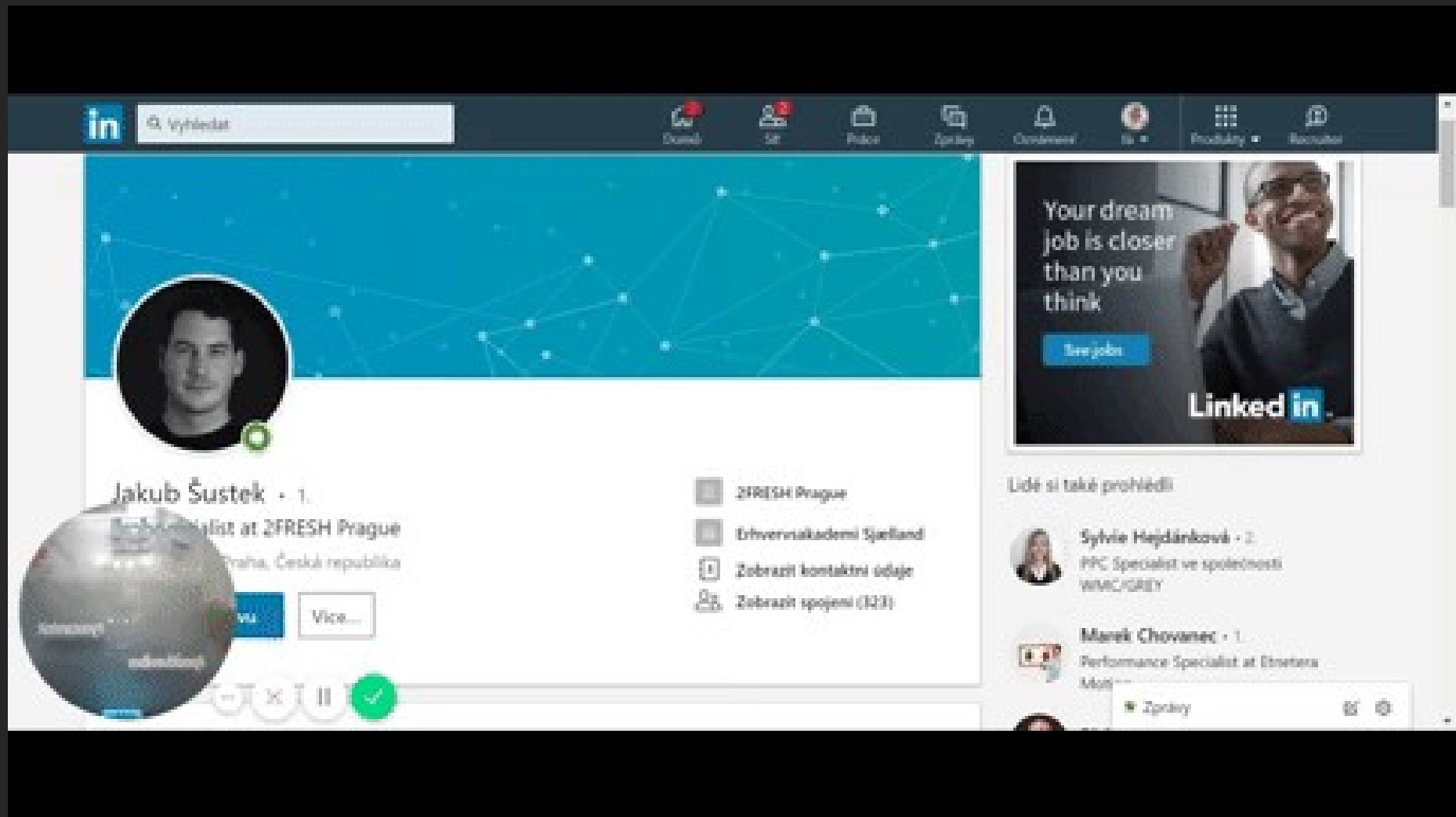
## Individual Video Approach with Youtube



Role: ECM Specialist at Tieto  
20 qualified candidates, LinkedIn response rate: **100%**

# Video Sourcing

## Individual Video Approach with UseLoom.com



# Video Sourcing

## Video Job Description for Sourcing



**Martin Sýkora**  
Senior Backend Developer

Senior Backend Developer

154 views

👍 2    💬 1    ➦ SHARE    ⚙️ SAVE    ⋮

**Response rate: 59%**



# Postal IT Sourcing

## Use Postcards to Overcome Receptionists

Justin Brice Guariglia, *Untitled*, 2016 (detail), acrylic print on paper, 27 1/2 x 39 1/2 inches.  
Courtesy the artist. © Justin Brice Guariglia. "Give Voice" Postcard Project. [neumeraki.com](http://neumeraki.com)

Dear Senator Booker,  
I wanted to thank you  
for your contributions  
to climate change  
policing and protection.  
Your work towards  
cleaner + healthier  
communities is invaluable.  
I urge you to continue this  
necessary work, especially  
as detrimental cuts are  
being proposed in the FY18  
budget.

Many Thanks,  
JTG



The Honorable Cory A. Booker  
One Port Center  
2 Riverside Drive, Suite 505  
Camden, NJ 08101



# Live Videos

Facebook, Twitter, Instagram, Youtube, Periscope, (LinkedIn)



**4) Educate yourself and stay up-to-date**

# Never-ending Live Sourcing Labs and Continuous Education

The image shows a LinkedIn search results page with various filters applied. At the top, the LinkedIn logo and a search bar containing "(fuel OR oil OR gas OR coal)" are visible. The navigation bar includes Home, My Network (with 4 notifications), Jobs, Messaging (with 3 notifications), Notifications (with 3 notifications), Me, Work, and Recruiter. Below the navigation bar, the search results are filtered by "All people filters". The filters are organized into several sections: "First name" and "Last name" (both empty text boxes); "Company" (empty text box); "School" (empty text box); "Connections" (checkboxes for 1st, 2nd, and 3rd+); "Title" (a dropdown menu with "category manager OR trade OR tra" selected and a tooltip showing "(category manager OR trade OR trader OR procurement OR buyer OR purchase OR purchaser)"); "Connections of" (text box with "Add connection of"); "Locations" (text box with "Add a location" and checkboxes for United Kingdom, Czech Republic, United States, India, and Houston, Texas Area); "Current companies" (text box with "Add a company" and checkboxes for BP, Shell, ExxonMobil, EDF Trading, and Wood); "Past companies" (empty text box); "Industries" (empty text box); and "Profile language" (empty text box). At the bottom left, a profile card for Lucie Kulhava (Kaclova) is partially visible, showing her name, title "Regional Category Logistics Manager at Asahi", and location "Prague, The Capital, Czech Republic". A "Connect" button is next to her profile. In the bottom right corner, there is a small image of two men sitting at a table with laptops, and a "SIGN UP NOW" button.

in (fuel OR oil OR gas OR coal)

Home My Network Jobs Messaging Notifications Me Work Recruiter

All people filters Clear 3 Cancel Apply

First name  
Last name  
Company  
School  
Connections  
Title  
Connections of  
Locations  
Current companies  
Past companies  
Industries  
Profile language

category manager OR trade OR tra  
(category manager OR trade OR trader OR procurement OR buyer OR purchase OR purchaser)

United Kingdom  
Czech Republic  
United States  
India  
Houston, Texas Area

BP  
Shell  
ExxonMobil  
EDF Trading  
Wood

Lucie Kulhava (Kaclova) - 2nd  
Regional Category Logistics Manager at Asahi  
Prague, The Capital, Czech Republic

Connect

SIGN UP NOW

# RecruitingBrainfood.com by Hung Lee



**Hung Lee**

It's recruiting brainfood for the week ahead

8831 SUBSCRIBERS 101 ISSUES [Twitter](#) [Facebook](#) [Medium](#) [LinkedIn](#) [Instagram](#)

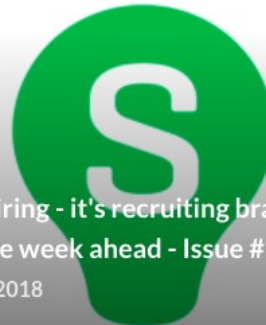
Subscribe to my list

Subscribe now

## Previous issues



On Hiring - it's recruiting brainfood  
for the week ahead - Issue #101  
best  
Sep 16, 2018 #101



On Hiring - it's recruiting brainfood  
for the week ahead - Issue #100  
best  
Sep 9, 2018 #100



On Hiring - it's recruiting brainfood  
for the week ahead - Issue #99  
best  
Sep 2, 2018 #99

# Hireonomics Show

HIREONOMICS

Smart Search | LinkedIn Recruit

https://www.linkedin.com/recruiter/smartsearch?searchHistoryId=7574536783&searchC

RECRUITER PROFESSIONAL SERVICES

PROJECTS CLIPBOARD JOBS REPORTS MORE

✉ 🚩 ☰ ? 🌐

Start a new search

Advanced • Saved / History

Search history and alerts

Showing results for

Custom filters

Job titles

+ Job titles or boolean

Locations

+ Candidate geographic locations

Skills

+ Skills and expertise or boolean

Companies

+ Companies or boolean

Year of Graduation

+ Add graduation year range

Schools

+ Schools attended  
3:23 / 10:58

0 total candidates

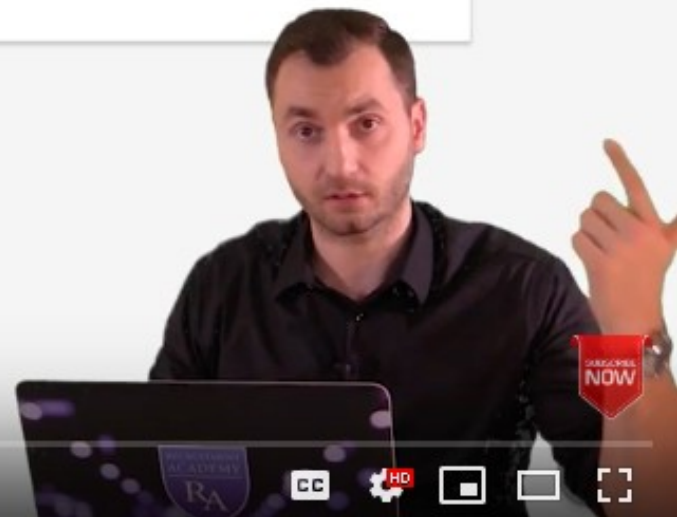
0 are more likely to respond

0 open to new opportunities

0 have company connections



No candidates found





## 5) Innovate

# BESTSELLERS

99.-  
99.-  
99.-  
149.-

\$7

Thinking Fast and Slow  
The Inner Workings of the Mind  
Daniel Kahneman

THE MATHS MAN  
The Story of a Genius  
John Edensor Littlewood

THE LIFE OF  
THE LIFE OF  
THE LIFE OF

PARISIAN  
HOW TO BE  
PARISIAN

ELON MUSK  
THE RISKY BUSINESS OF  
INNOVATION  
Ashlee Vance

NORWEGIAN WOOD  
CHOPPING,  
STACKING,  
AND  
DRYING WOOD  
THE  
SCANDINAVIAN  
WAY  
LARS MITTING

HOSTS  
ON OUR  
AST

WHAT IF  
RANDALL MUNROE

THE WEB  
THE WEB  
THE WEB  
THE WEB

THE IDIOT  
BRAIN  
DEAN BURNETT

Uwe  
Talkamp  
The Tower  
Ideas from a Lost Country

PEOPLE  
AS  
MERCHANDISE  
Track the Code to LinkedIn Recruitment  
Joel Kubit  
Foreword by David E. Perry

STRUCK BY LIGHTNING  
You are Not Enough  
York at  
ble  
STARTS  
PEOPLE



# 20-hour Sourcing Training IN A BOX

200 pieces limited

## Video Sourcing Toolkit Edition



# 20-hour Sourcing Training IN A BOX

200 pieces limited

## Video Sourcing Toolkit Edition




# HR API 2019 => TODAY





# HR API 2019 => TODAY

Join "#HR API FREE"



Эл. адрес:

[Подключиться](#)

<http://captive.apple.com/hotspot-detect.html> Cancel



# Sourcing Conference Germany 2019

Join "#SOSUDE FREE"

**#SOSUDE**  
SOURCING SUMMIT GERMANY

Email:



Sign in with LinkedIn




<http://captive.apple.com/hotspot-detect.html>

Cancel

# Sourcing Conference Germany 2019

Join "#SOSUDE FREE"



Be great at what you do  
Get started - it's free.

First name

Last name

Email

Password (6 or more characters)

By clicking Join now, you agree to the LinkedIn User Agreement, Privacy Policy, and Cookie Policy.

<http://captive.apple.com/linkedin>





# Sourcing Conference Germany 2019

E-mail address	LinkedIn password
selina.heinzmann@hays.de	Wal
Christine.seagar@personio.de	e3b
Fdm@hrspecs.de	471
n.irmak@kigroup.de	MFM
michael.lanzensberger@outlook.com	mit3
Laura.herker@bfft.de	Som
kirstin.birner@lego.com	s2w
zkovacs@gitlab.com	Fels
apshegodskaya@gitlab.com	qwe
ninawessels@yahoo.de	laco
m.barhainski@senator-partners.de	Pre
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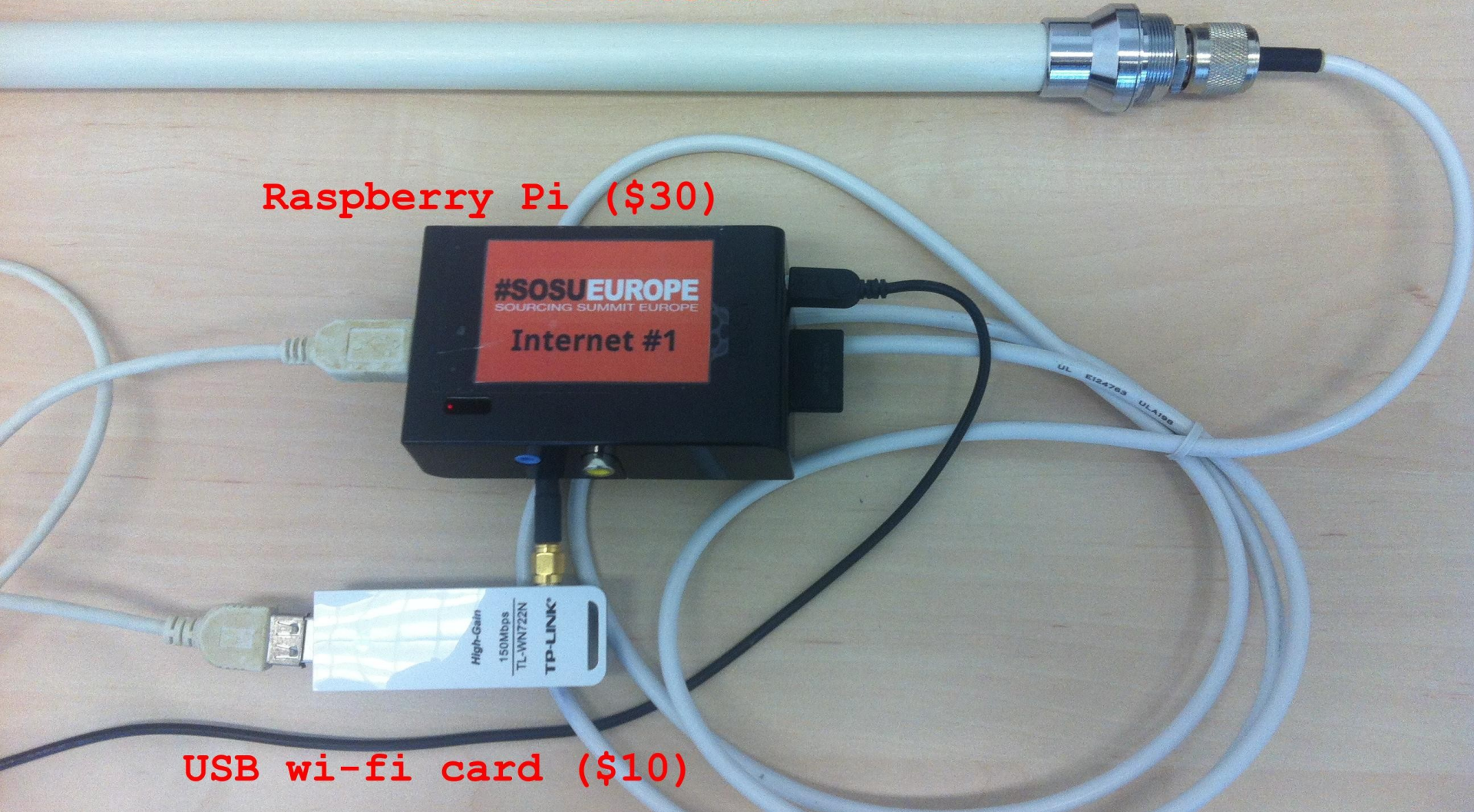


# Wi-Fi Area Based Sourcing

wi-fi antenna

Raspberry Pi (\$30)

USB wi-fi card (\$10)





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**BE**

**OVEROBSESSED!**

*Josef*

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