

# INTELLIGENT RECRUITING



Presented by: Amitai Givertz



**Amitai Givertz**

AMG Management Advisors



**BEGINNING**

**MIDDLE**

**END**

**From Filtering to Finding and  
Research to Recruiting Online**

**Making Connections and  
Candidate Contact**

**Top Picks, Tools, Tips and  
Techniques**

[Linear thinking it ain't!]

**TWO CENTRAL  
THEMES...**

**Recruiting is a  
whole brain activity**

# LEFT BRAIN RECRUITING

**I know...**

**Process-driven...**



# RIGHT BRAIN RECRUITING

**I believe...**  
**Relationship-**  
**driven...**



**Intelligence is a whole brain  
activity**

TWO CENTRAL  
THEMES...

**...ONE SIMPLE  
PREMISE**



INTELLIGENT RECRUITING IS  
BETTER THAN UNINTELLIGENT  
RECRUITING

[Duh!]

# Part One: From Filtering to Finding and Research to Recruiting Online

**1**

**A three-step approach to creating an online sourcing strategy on-the-fly**

# Part One: From Filtering to Finding and Research to Recruiting Online

**2**

**“Dumpster diving,” or how to sift through other recruiters stuff to find new leads and sources...**

# Part One: From Filtering to Finding and Research to Recruiting Online

**3**

**Five must-have tools that cost you nothing but produce qualified leads and resumes online every time [...well, almost!]**

# STEP ONE: QUESTION YOUR ASSUMPTIONS

**Know who you're looking for**

**Know the recruiting landscape**

**You have to be able to relate**



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# STEP TWO: FIND THE KEYS

**Competitors and  
sources**

**Words and phrases**

**Open the  
door...**

# **STEP THREE: QUESTION YOUR ASSUMPTIONS AGAIN**

**Continue filtering to refine your  
product/thinking**

**Compare and contrast data**

**Create meaningful filters**

**Integrate strategy and possibility thinking**



# DUMPSTER DIVING...

Sift through other  
recruiters stuff to  
find new leads and  
sources...

**FIVE MUST HAVE  
TOOLS...**





Basic search terms and strategies...

**Search engines, search aggregators, meta-search, etc...**



Basic search terms and strategies...

Search engines, search aggregators, meta search, etc...

**Divining rods [for finding talent pools]...**





Basic search terms and strategies...

Search engines, search aggregators, meta search, etc...

Divining rods [for finding talent pools]...

Look-up tools for digging deeper...

**An internal database...**



BEGINNING

**MIDDLE**

**END**

From Filtering to Finding and  
Research to Recruiting Online

**Making Connections and  
Candidate Contact**

**Top Picks, Tools, Tips and  
Techniques**

[Linear thinking it ain't!]

# Part Two: Making Connections and Candidate Contact

**1**

**Building a profile: From where to contact,  
when to contact and how to contact**

# Part Two: Making Connections and Candidate Contact

**2**

**Warm referrals: How to make “cold calls”  
without getting cold feet or the cold-  
shoulder**

# Part Two: Making Connections and Candidate Contact

**3**

**How to use your intelligence to make  
personal connections that will be valued**

A person in a suit is seen from behind, looking towards a bright horizon. The image is in grayscale, with the person's silhouette in the foreground and a bright, hazy background. The text is overlaid in red.

Job and candidate profiles

Professional profiles

Personal profiles

**WHAT DOES A PROFILE  
CONSIST OF?**

# WHERE TO CONTACT?

Professional profiles

Personal profiles

# WHEN TO CONTACT?

A silhouette of a person with long hair, seen from behind, holding a large sheet of paper. The background is a gradient from dark grey at the top to light grey at the bottom.

Professional profiles

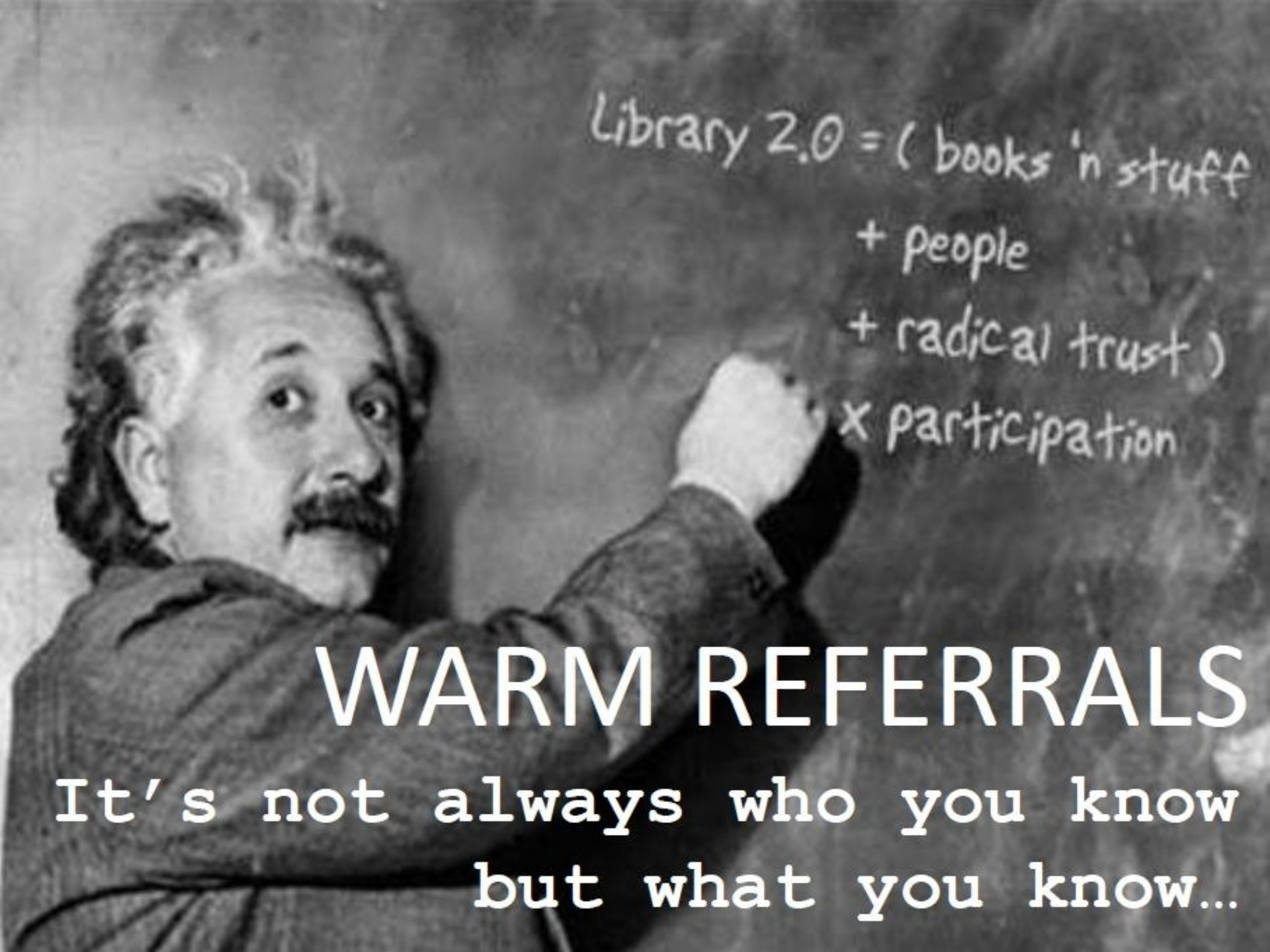
Personal profiles

# HOW TO CONTACT?



Professional profiles

Personal profiles

A black and white photograph of Albert Einstein, looking over his shoulder with a surprised expression while writing on a chalkboard. The chalkboard contains the text: "Library 2.0 = ( books 'n stuff + people + radical trust ) x participation".

Library 2.0 = ( books 'n stuff  
+ people  
+ radical trust )  
x participation

# WARM REFERRALS

It's not always who you know  
but what you know...

**DO YOU WANT  
TO BE VALUED?**

DO YOU WANT  
TO BE VALUED?

**CHANGE YOUR  
ATTITUDE!**

BEGINNING

MIDDLE

END

From Filtering to Finding and  
Research to Recruiting Online

Making Connections and  
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**Top Picks, Tools, Tips and  
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**“YOU CAN’T  
TEACH A KID TO  
RIDE A BIKE AT  
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Virtual Recruiter II: Workshop and Clinic

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