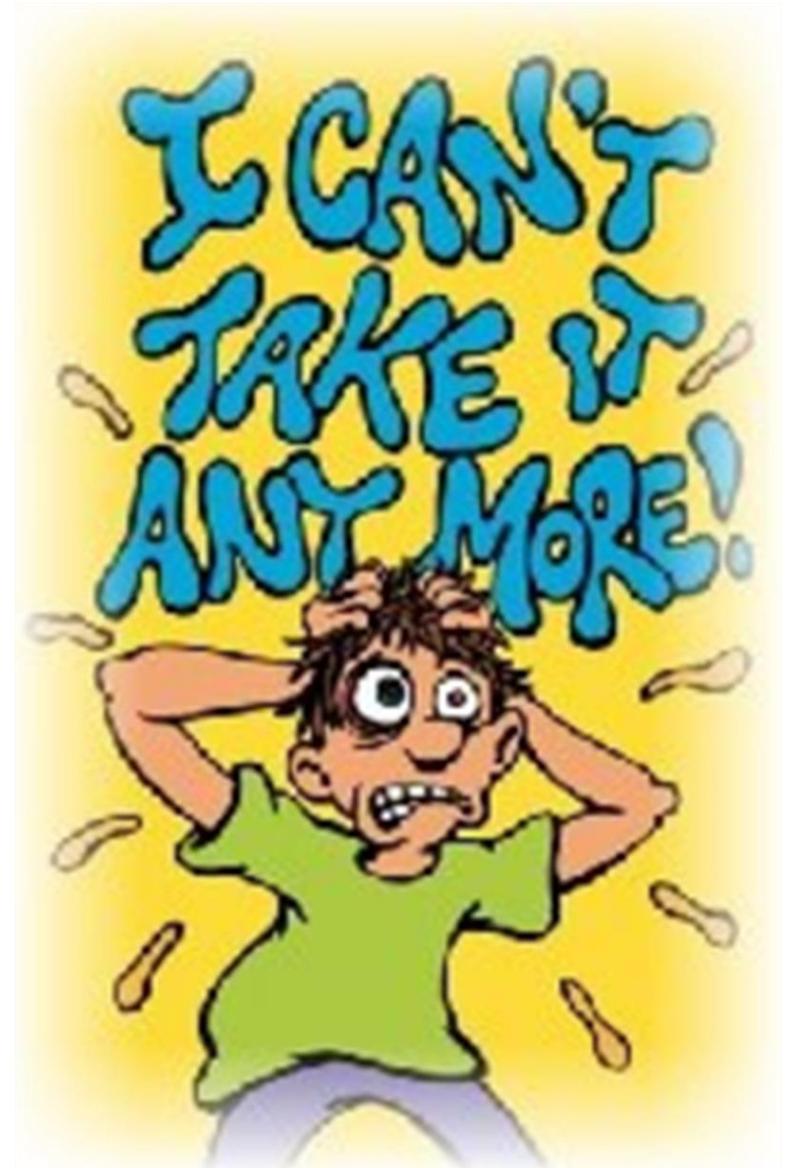


How to manage a talk about “The Future of Sourcing” without having piles of slides about Artificial Intelligence, deep learning, NLP etc.....



CHALLENGE



ACCEPTED!



**Global Sourcer, International Lecturer,
Advanced Sourcing Trainer, Hrtech Evangelist**

**Oops, I mean, SOON-TO-BE-OUT-OF-A-JOB sourcer
In the process of re-inventing myself, as should you if
you want to generate income in a few years....**

Disclaimer:

**I am representing my own ideas
They are as good as anyone else
talking about the future of
anything. ALL OF US DON'T
KNOW.**

**THE GREATEST
ENEMY
OF KNOWLEDGE
IS NOT IGNORANCE,
IT IS
THE ILLUSION
OF KNOWLEDGE**

Expect the unexpected

Like...What Are Microsoft and LinkedIn up to?....



Europe says employers must warn job applicants before checking them out on Facebook

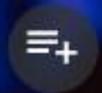
Europe has a message for employers: Think twice before you check the social media profiles of job applicants.



**Why even
discuss future
of anything?**



Share



Add to list



Like



Rate

ANAB JAIN

Why we need to imagine different futures



14:41



“...We have learned in our work that one of the most powerful means of effecting change is when people can directly, tangibly and emotionally experience some of the future consequences of their actions today.”



“... we have the chance to change direction, a chance to have our voices heard, a chance **to write ourselves into a future we want.** Other worlds are possible.”

My post on Recruiters online:

Is there a group or committee
anywhere bringing the future of
sourcing / recruiting into life?

Simulating new processes?

What can be outcomes we are not
thinking about beyond the obvious?

We should investigate a range of scenarios!

Forces to Drive Innovation in Recruitment

**Investors &
Foudners**

**Sourcers &
Recruiters**

Job seekers



Technology

PAINS (some of them..)

- * TIME CONSUMING!!
- * Irrelevant search results!
- * Bad JDs
- * Reading through too many profiles & CVs
- * Lean profiles – Missing info
- * Exposure to people not on LinkedIn
- * Not enough filters to fine tune searches (stability)
- * Missing information about the person – Like how are we connected across all social platforms
- * Personalizing emails takes time
- * Not understanding the career path – what to offer them as a logical next step
- * Determine culture-fit
- * Data – Reports/analytics/Trends
- * Costs of tools
- * Time to fill



Wish-List

- * Superb quality of search results
- * More filters to search by
- * Precise matching to role & company
- * 360° info about potential candidate in 1-click
- * Automation of personalization 😊
- * Comprehensive search in ALL of the internet!
- * Profile summary – Quick view
- * How are we connected across all Social Networks in 1-click
- * SMART understanding of future roles
- * Quicker turn-around



Advanced
Sourcing
Tools
That
We
Use
Today



ADVANCED TOOLS

Honorary Mention.. Recap.work Chrome Extension

A sample of what could
be...

The screenshot shows a Glassdoor profile for a user named Matt [redacted]. The profile includes a salary estimate of \$94,766 per year, a 4.4/5 star rating from 27 reviews, and a list of programming languages: Ruby and JavaScript. It also shows a 'Probable Satisfaction Level' of 80% and a 'Manage my account' link. The profile is powered by Glassdoor v4.1.

USD \$

Matt [redacted] probably earns around \$94,766 as a Developer

me f . . F g+ o K Q t v YouTube

Contact and

in Matt: linked

- GitHub has great reviews (4.4/5) from 27 reviews
- Pretty loyal. On average, stays at positions for a few years
- Programming Languages: Ruby JavaScript
- 17 years of professional experience

Web: mara

Roles Matt [redacted] may be interested in:

- Senior Developer (\$95,000)
- Senior Software Engineer (\$100,000)

github

github

Probable Satisfaction Level 80%

Manage my account

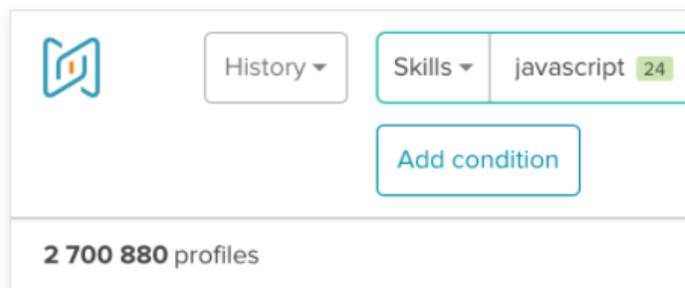
Some of this data powered by glassdoor

v4.1 [x] close

The Ultimate Search Engine for Technical Talent

The best developers don't polish resumes. They contribute to Github, post at StackOverflow, compete at Kaggle. They blog, code and impact communities across hundreds of sites.

We gather millions of profiles, online activities and work histories. We crank through terabytes of web pages to discover key contributors, their public contacts, and evaluate their skills and community influence. We deliver precise and exhaustive search that surfaces 30% more qualified talent than any competitive solution.

[Request demo](#)[Take tour](#)

The screenshot shows a search interface with the AmazingHiring logo on the left. To the right of the logo is a 'History' dropdown menu. Further right is a 'Skills' dropdown menu with 'javascript' selected and a green badge showing '24' results. Below the 'Skills' dropdown is a blue 'Add condition' button. At the bottom of the interface, a white box displays '2 700 880 profiles'.

Unsurpassed talent volume

Online profiles often omit critical skills. Commodity talent search may miss half of qualified prospects as a result. But if a candidate commits to a github — his skills are apparent without a resume. By merging online activity from 50+ Internet sources with profiles found on professional networks we achieve radical increase in candidates volume.



History ▾

Java • Germany • Koeln, Regierungsbezirk Koeln, North Rhine-westphalia, Germany • Architect X

Search

Vacancies



330 profiles

Sort by consolidated rating

Hide profiles viewed within last 3 days

Show only hidden stars ?

OFF

previous **1** 2 3 4 5 ... next

FILTERS

reset filters x

EXPERIENCE



DURATION OF CURRENT JOB



DURATION OF EACH JOB



DIVERSITY BETA

- Female (19)
- Middle East (12)
- Hispanic (11)
- Asian (3)
- African American (1)

CONTACTS

- Email (50)
- Skype (5)
- Phone (4)

ACCOUNTS ON SITES

Instant search

- LinkedIn.com (311)
- Github.com (64)
- Stackoverflow.com (41)
- Twitter.com (34)
- Plus.google.com (24)
- Superuser.com (15)

more ▾

COMPANY

Instant search

- Freelance (20)
- REWE Digital GmbH (7)
- Recommind (6)
- RWTH Aachen University (6)
- Digital River (5)
- ArangoDB (4)

more ▾

EDUCATION

Instant search

- RWTH Aachen University (15)



Veronica Manfredola

Koeln

Java Developer, IBM Deutschland GmbH

Earlier: Pitech srl, NTT DATA Italia on behalf of Pitech srl, Engineering Ingegneria Informatica SPA on behalf of OpenPrj s.r.l, Accenture

Java



SELECT CANDIDATE



Maxime Mènard

Koeln

Gameplay Programmer, Ubisoft Bluebyte

Earlier: Personal Projects, KTM Advance, Beyondthepillars SAS and 2 more companies

Java

IUT de Vélizy



SELECT CANDIDATE



Wilfried Goesgens

Koeln

Application Developer, ArangoDB

Earlier: Gemalto, Almado AG, Sevenval Technologies GmbH

C++

Technische Informatik FH GM



SELECT CANDIDATE



Max Neunhöffer

Koeln

Senior Software Developer, ArangoDB

Earlier: triAGENS, University of St Andrews, RWTH Aachen University

C++

RWTH Aachen University



SELECT CANDIDATE



Stefan Schler

Koeln

Senior Software Developer, Schlüter-Systems KG

Earlier: Yum! Restaurants International, Wincor-Nixdorf International, QIAGEN and 12 more companies



SELECT CANDIDATE



Dennis Kehrig

Koeln - 1

Software Engineer, Adobe

VACANCIES

[My vacancies](#)

You have no vacancies. Click the button to create the first one

Olaf Dietsche

Senior Software Developer, Freelance

Koeln, Regierungsbezirk Koln, North Rhine-westphalia, Germany



Edit contacts

Updates will be available only for Amazing Hiring users from your company

ACHIEVEMENTS

- Among top **1%** of **PHP** developers on Stackoverflow, author of many answers to **PHP**-related questions highly rated by other developers.
- Among top **1%** of **C++** developers on Stackoverflow, author of many answers to **C++**-related questions highly rated by other developers.
- Among top **2%** of **C** developers on Stackoverflow, author of many answers to **C**-related questions highly rated by other developers.
- Among top **2%** of **SQL** developers on Stackoverflow, author of many answers to **SQL**-related questions highly rated by other developers.
- Among top **4%** of **Java** developers on Stackoverflow, author of many answers to **Java**-related questions highly rated by other developers.
- Among top **4%** of **JavaScript** developers on Stackoverflow, author of many answers to **JavaScript**-related questions highly rated by other developers.

SKILLS

★★★★★ **PHP** ● Wordpress ● Mysql ● Pdo ● Codeigniter ● Laravel ● Magento ● Phpmyadmin ● Opencart Joomla Yii Cakephp Drupal Mamp Prestashop Symfony2 Wamp Zend-framework

★★★★★ **C++** ● Stl ● Fgets ● G++ ● Qt ● Boost ● Visual-c++ ● Shared-ptr Eclipse Cdt Mfc Opengl Wxwidgets

★★★★★ **C** ●

★★★★★ **SQL** ● Mysql ● Postgresql ● Sqlite ● Sql-server ● Oracle ● Tsql Oltp Pl/sql Prepared-statement Query-optimization Sql-insert Stored-procedures

★★★★★ **Java** ● Jni ● Tomcat ● Jdbc Servlets Glassfish Jsp Apache Commons Eclipselink Ejb Groovy Java Enterprise Edition Jpa Scala Solr Spring Framework Websphere

★★★★★ **JavaScript** ● jQuery ● Twitter-bootstrap ● JQuery-mobile Knockout.js Angularjs Backbone.js Cordova Extjs Highcharts JQuery-plugins Jsonp Responsive-design Three.js Twitter Bootstrap Underscore.js

Show 7 more



Select candidate

Connect Greenhouse

Comments

Add comment



FILTERS

reset filters ×

-  LinkedIn.com (32544)
-  Github.com (3134)
-  Stackoverflow.com (2986)
-  Meetup.com (2392)
-  Plus.google.com (1959)
-  Twitter.com (1297)
-  Facebook.com (1080)
-  Superuser.com (1061)
-  Slideshare.net (836)
-  Serverfault.com (814)
-  Askubuntu.com (703)
-  Unix.stackexchange.com (375)
-  Math.stackexchange.com (359)
-  About.me (335)
-  Play.google.com (301)
-  Codereview.stackexchang(299)
-  Blogspot.com (264)
-  Quora.com (252)
-  Youtube.com (195)
-  Wordpress.com (189)
-  Coderwall.com (186)
-  Npmjs.com (172)
-  Livejournal.com (126)

-  Vk.com (125)
-  Molkrug.ru (108)
-  Physics.stackexchange.co(107)
-  Bitbucket.org (95)
-  Flickr.com (93)
-  Wix.com (89)
-  Instagram.com (84)
-  Picasaweb.google.com (75)
-  Tumblr.com (72)
-  Foursquare.com (71)
-  Github.io (65)
-  Keybase.io (63)
-  Rubygems.org (59)
-  Sqa.stackexchange.com (59)
-  Sites.google.com (56)
-  Ru.stackoverflow.com (48)
-  Kaggle.com (45)
-  Blogger.com (41)
-  Itunes.apple.com (39)
-  Djangoproject.com (31)
-  Habrahabr.ru (30)
-  Brainstorage.me (24)
-  Behance.net (24)
-  Vimeo.com (24)

-  Metacpan.org (17)
-  Last.fm (16)
-  Angel.co (15)
-  Programmers.stackexchan(15)
-  Dou.ua (14)
-  Deviantart.com (14)
-  Weebly.com (12)
-  Myspace.com (12)
-  Microsoft.com (11)
-  Pinterest.com (11)
-  500px.com (10)
-  Soundcloud.com (10)
-  Dribbble.com (9)
-  Delicious.com (8)
-  Friendfeed.com (5)
-  Amazon.com (4)
-  Researchgate.net (4)
-  Toster.ru (4)
-  Xing.com (4)
-  Profile.live.com (4)
-  Orkut.com (3)
-  Webs.com (3)
-  Narod.ru (2)
-  Steamcommunity.com (2)

10x Faster Talent Sourcing

Sourcer/Recruiter's best friend.

Get Started for Free

Add to Chrome it's free

"Sourcing as a team."

- Derek Zeller





The Solution

Hiretual Enterprise and their AI Sourcer

- Real AI, no manual process (unlike some other nautical themed competitors)
- Consistent, reliable, replicable results
- Clean UI and easy to use interface
- 10X sourcing in both speed to get started, time saved, and quality of results

 Discovery Pipeline AI Tasks Team Integration Help Center Upload JD

Job Titles

Related Skills

Mandatory Skills

Seniority

[Hide advanced filters](#) 

Current Companies

Industry

Included in Current Title

Excluded from Current Title

Excluded from Current Company

Locations

Years of Experience

Schools

Education/Degree

21 min to have high quality results!



Regional Sales Manager

By karen Az At 2017-09-16 09:25:03

Updated at 2017-09-16 09:46:00 

Deliver candidates to project: Regional Sales Manager Australia

People searched : 34041 Analyzed : 1240 Sourced : 300

FILTER

Clear

Keywords

e.g., (Android OR ios) AND "Social Apps"

Notes/Tags

e.g., New "good candidate" "call tomorrow"

Location

e.g., San Francisco bay area

Expertise

e.g., Business analyst

Skills

e.g., sales, medical device, healthcare

Years of Experience

Select experience

Search across all my projects

SEARCH



Network architect Israel

Export



97 NEW

0 REVIEWED

0 CONTACTED

0 REPLIED

All

Change stage

Remove

Copy to

Tags

Sync

Export



Avihai Simany

Israel

Product Manager, NFV at Amdocs - 2 years, 3 months

avichaisi@gmail.com

Find more emails



10+ years Product manager Network engineer network architecture scrum use cases authentication virtualization networking presentation skills more

New Add tag

Add notes Analytics



shimon wahnich

Israel

Solutions Architect at Amdocs - 0 years, 5 months

*****@ericsson.com

*****@walla.com



10+ years Network engineer switches ip mpls orchestration voip telecommunications network design wireless more

New Add tag

Add notes Analytics



Liviu Cohen

Israel

Sales Engineer at Sedona Systems - 0 years, 5 months

liviu.cohen@veraznetworks.com

liviu.cohen@gmail.com

549709047

Find more emails



10+ years Sales engineer Network engineer pre-sales juniper routers switches tcp/ip ip network vpn more

New Add tag

Add notes Analytics



Yoav Kluger

*****@nsn.com



Sourcing at its best.



Call: 303.248.0285

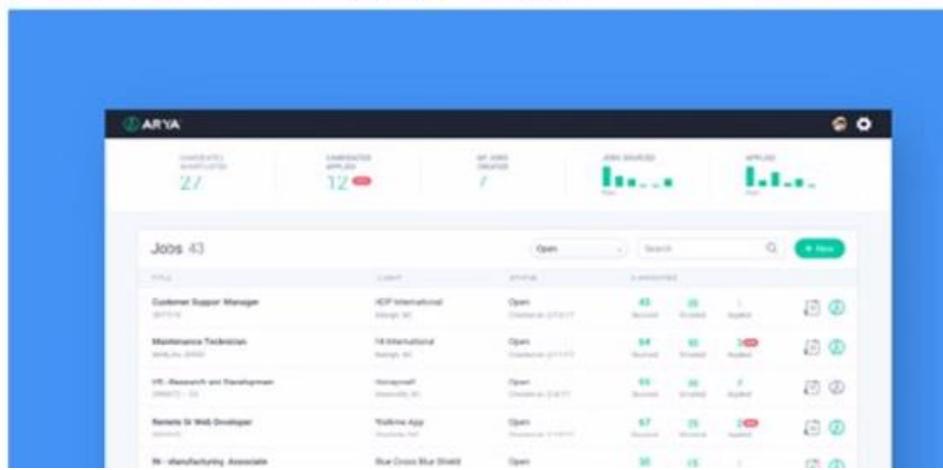
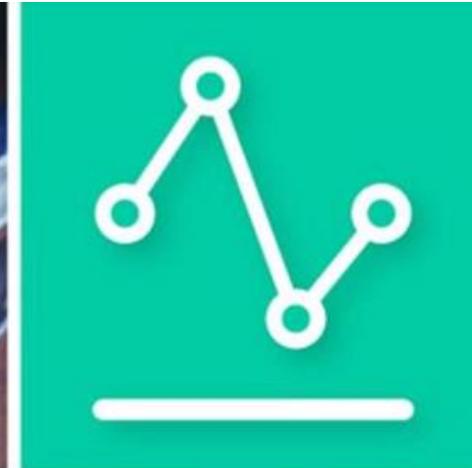
Access Code: 6059550

OUR MISSION

Empowering recruiters with artificial intelligence

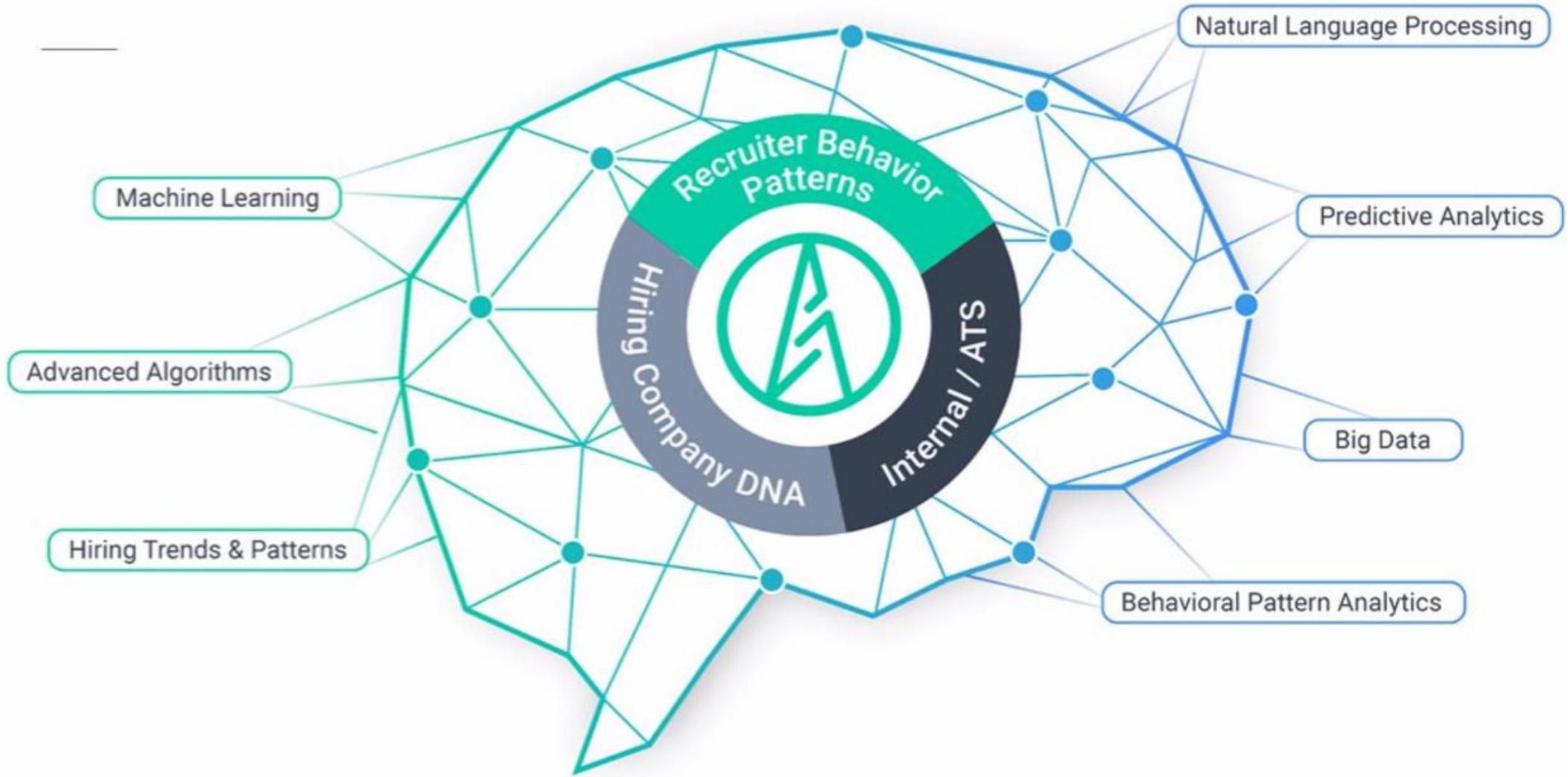
Meet **Arya**: Your Virtual Sourcing Assistant

Providing an insight-driven, data-powered experience – enabling organizations to find and engage with the best talent faster than the competition.



ARYA INTELLIGENCE

How it works



Why I like Arya..

- 1. It searches the ATS, Job boards and the social networks**
- 2. The candidates it generates already fit into the company's DNA, without being told to do so.**
- 3. Scans JD, sources, emails, nurturing campaigns based on behavior, tracks)**

Source from Social



Java Developer

Internal <input type="checkbox"/> On	Job Boards <input type="checkbox"/> Off	Social <input type="checkbox"/> On
--------------------------------------	---	------------------------------------

What would you like to do with candidates you have sourced?

- Keep All
- Keep Shortlisted
- Delete All

ON

Arya Sourcing

Close



Mark Mula



Inside Sales Representative

Nutanix | Raleigh-Durham, North Carolina Area



Push Candidate



Summary :



Skills:

Sales, Highly personable, SEM, Sales Process, Recruiting, Technical Recruiting, Integrated Marketing, Social Networking, Marketing, Salesforce.com, Business Savvy, Talent Acquisition, Digital Marketing, Outstanding interpersonal communication skills, Sourcing, Temporary Staffing, Customer Service, IT Recruitment, Networking, Leadership, Training, Management, Time Management



Experience :

PocketRecruiter – A partial solution (IMHO) - Seem to be very strong with their searches (ATS & Jobboards & internal employee DB) and matching algorithms.



CATS Teams Up With Pocket Recruiter!

Pocket Recruiter and CATS Announce Partnership to Reduce Time to Hire and Increase Recruiter Productivity.

[VIEW PRESS RELEASE](#)



More Exciting Articles & Media



iCIMS Teams Up With Pocket Recruiter!

Pocket Recruiter and iCIMS Announce Partnership to Help Recruiters Enhance Candidate Selection and Improve Hiring Metrics

Great talent exists in your user base. Let's find it.

How it works

1 Discover

We discover talent from the most valuable network you have: your user base. These individuals are highly engaged in your brand, and we know they can make great potential employees

2 Analyze

We analyze your users for people that fit your talent needs - developers, marketers, and more - and using a recommendation engine we determine who are the best

3 Meet

We send you the top candidates, allowing you to contact them to see if they are interested. With each candidate we send, we get smarter about making recommendations to you

These companies, along with others, use WeFind.

coursehorse*

 **HOTELSBYDAY**

OF / MERCER



A DAY

vibond

Why employers should use WeFind



Find better candidates

We leverage both public data and private company data to find the best candidates that are most engaged with your brand. Our candidates are more likely to fit your needs



A private talent network

You own your customer network on WeFind, and this means no other recruiters can contact those candidates except for you. No more worrying about competing with other companies for top candidates



Save time searching

We do all the work of searching and provide you with a short, curated list of candidates. Less time searching, more time meeting the right candidates



Discover hidden talent

We search talent pools, like your customers, that have never been analyzed before. We can find the best people you never knew existed



Crowd-Based Sourcing Platform

- *Technology is killing the middle man, right? No! **Fillip.co** revives the middle man:*
 - *Allowing the crowd to be the new middle man.*
 - *Providing the man from the street deep technology to help him become an amazing mediator.*
- *Tech:*
 - *Matching ML that predict which of your friend suits which of the job openings*
 - *Help the mediator manage the mediation process from connection to hiring*

In this race, machines can't win because humans can use machines, while machines can't use humans.





hometalk

Product Design Manager
Hometalk | Jerusalem

3,000 ₪
Your Reward

07.11.2016

hometalk

Website Data Analyst (BI)
Hometalk | Jerusalem

3,000 ₪

04.11.2016

iOS SDK Developer
Gamestar Search | Tel-Aviv

7,000 ₪

04.11.2016

Quicargo

Front End Developer
Quicargo | Tel-Aviv

9,000 ₪

03.11.2016

Algorithm Developer
Browzwear | Merkaz

6,000 ₪

03.11.2016

System Administrator
LivePerson | Merkaz

3,000 ₪

26.10.2016

PPC / SEM Account
LivePerson | Merkaz

3,000 ₪

26.10.2016

SENIOR JAVASCRIPT /
Browzwear | Merkaz

6,000 ₪

13.10.2016

JAVA Programmer

https://www.fillip.co/?s=h419

Data Expert

Almost Completed

VP R&D





[Customers](#)

[Features](#)

[Use Cases](#)

[Solution](#)

[About](#)

[Blog](#)

[Schedule Demo](#)

The World's Leading Personalized Selling Platform

Harness AI to Accelerate Sales and Increase Revenue

[Schedule Demo](#)



How Does Nova's Personalization Work?

Nova Researches Your Accounts and Contacts



Interests,
Personal Info



Recent Events,
Articles



Firmographic
Attributes

Nova Auto-Generates
Personalized Content

Personalization Topics:

-  Commonalities & affinity
-  Recent news, publications
-  Education-related
-  Geographic, firmographic
-  Interests, volunteer work

Nova Prepares
Content for Review



Content **automatically prepared**
for emails and calls

Personalized Email Review

SDR2: Marketing VP - Stage 1 of 7

Resume Later x

Mail -

Compose

nova

Flows

Contacts

Inbox (827)

Starred

Sent Mail

Drafts (1,117)

Hidden

Machina

Notes

Nova Reminders

More -

Reviewing Email (Task) - Stage 1

Tasha Reasor (alooma.com)

Scaling quality



SDR2: Marketing VP



Hi Tasha,

Congratulations on Aloomo being recognized as a finalist in Computing's inaugural Big Data and IoT Excellence Awards. That's an impressive accomplishment and speaks to the amazing work you're doing.

I'm writing to discuss the tradeoff your team faces when prospecting into CTO's at technology enabled companies.

Doing the research to personalize each email or call means more engagement from prospects, but also means contacting fewer of them. Nova eliminates this forced choice.

Teams at GitPrime, Segment, and have utilized Nova's AI-powered platform to more than double appointment-setting with technical buyers using high-engagement, personalized messaging in a fraction of the time.

When are you available for a 20 minute call to learn more?

Send Now



Tasha Reasor

Role: VP of Marketing

Company: Aloomo

Phone: (208) 484-0715



Personalize

About

Contact



Recent company deal



Recent product launch



Work anniversary



Recent company recognition



Choose a tone

Professional/Casual

Recognition

finalist in two categories in Computing's inaugural Big Data and IoT Excellence Awards

Date

May 2017



Professional skill



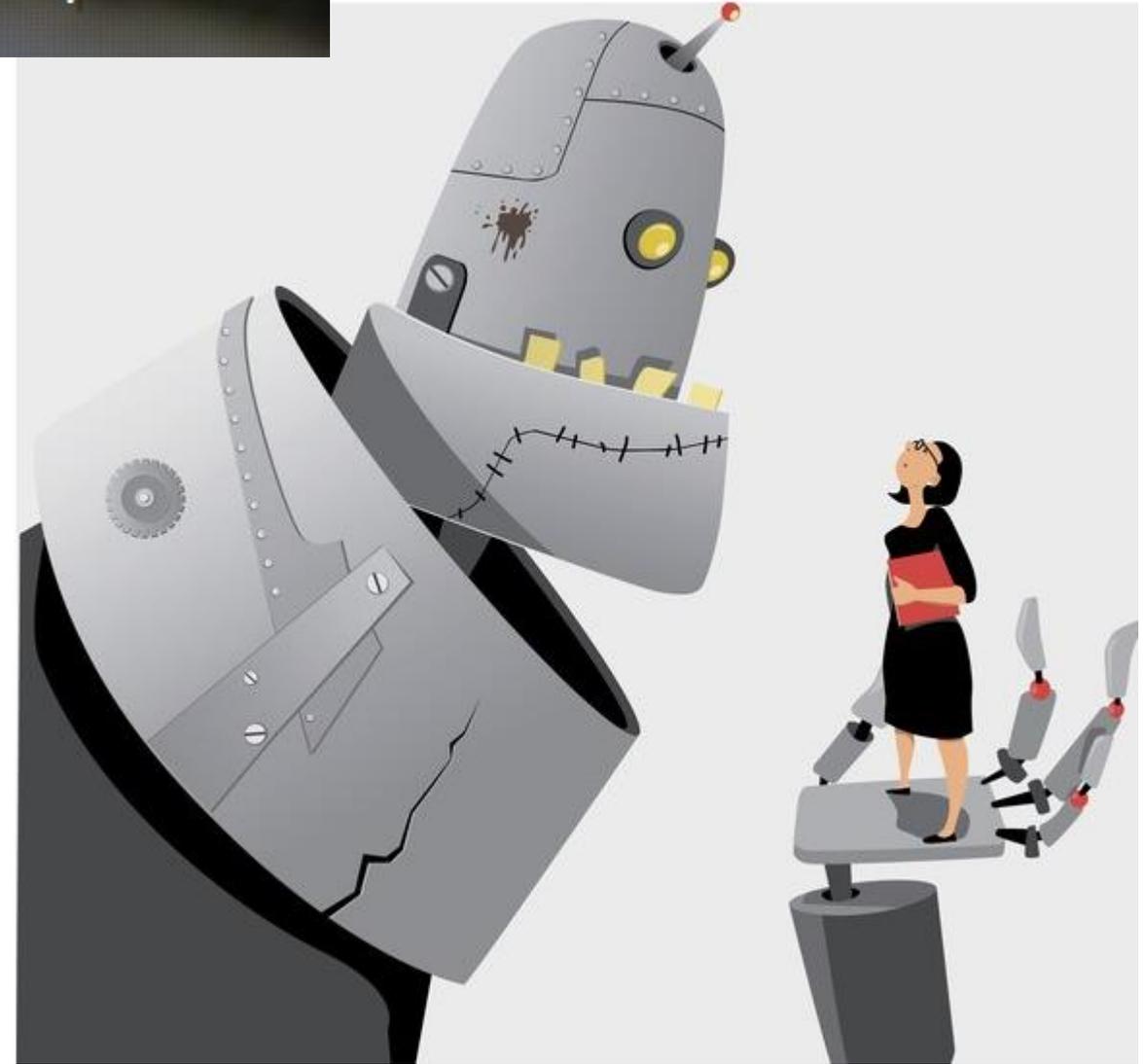
Recent company press mention



No personalization

Chatbots are people too

**“Smart
Chatbots”
or
“AI powered
Chatbots”**



Moonshot Thinking about recruiting with smart chatbots

Me: Find me a “pretty senior” candidate with “vast” experience in software management

SC (smart chatbot..): Here’s that candidate, but I also have this candidate, who doesn’t comply with all of the criteria, but based on what you said about this company in the past, I think he/she could be interesting fit for this role.

A smart recruiting chatbot is a bot that has added value – It is **INSIGHTFUL**.

“The Fascinating World of Smart Chatbots and Recruiting”
by Karen Azulai, published May 15, 2017

What can recruiting smart chatbots do?

- * They are available 24/7/365
- * They are available on all platforms
- * Enable natural language
- * Save 75%-80% of our time
- * Enable a HYBRID option – Chatbot + Recruiter
- * They will be **INSIGHTFUL**, have an engaging **PERSONALITY AND A PLEASANT INTONATION** and YES, **EMPATHIC** 😊



What can 1st generation smart recruiting chatbots already do?

- * Candidate 1st contact email generation based on skills, title and context (rai).
- * Basic interview scheduling via email (rai).
- * Knowledge of candidate status / workflow (rai).
- * Create rich candidate profiles and shortlists candidates (Mya)
- * Handle large applicant volume (mya) While working with existing ATS
- * Screening - analysis of candidates' declared competencies vs. the job description (talkpush)
- * Immediate response – engage when THEY are most interested
- * Do phone interviews

And much more...

Generation 1 - AI Based Chatbots – Smart Chatbots



She's already produced great results for our customers

Here's what companies have seen after using Mya to qualify, engage and schedule candidates.

70%

decrease in the time to hire when a recruiter works with Mya

80%

of candidates re-engage with Mya in app or over SMS

91%

of candidates complete the screen from Mya

 These values are based on Mya campaigns run with a sample size of at least 4000 candidates.



[BLOG](#)

[TEST VCV](#)

Find, Screen & Select Job Candidates in Minutes

VCV is an AI-powered Robot-Recruiter that searches for candidates, calls them with questions using voice recognition, and then invites them to record a video interview.

Pick-and-Mix Different Chat Scenarios

JOBOTI



JobSelect: Help candidates with Q&A and selecting jobs to avoid mismatches.



Apply&PreSelect: Assess candidates and get structured data to make hiring decisions



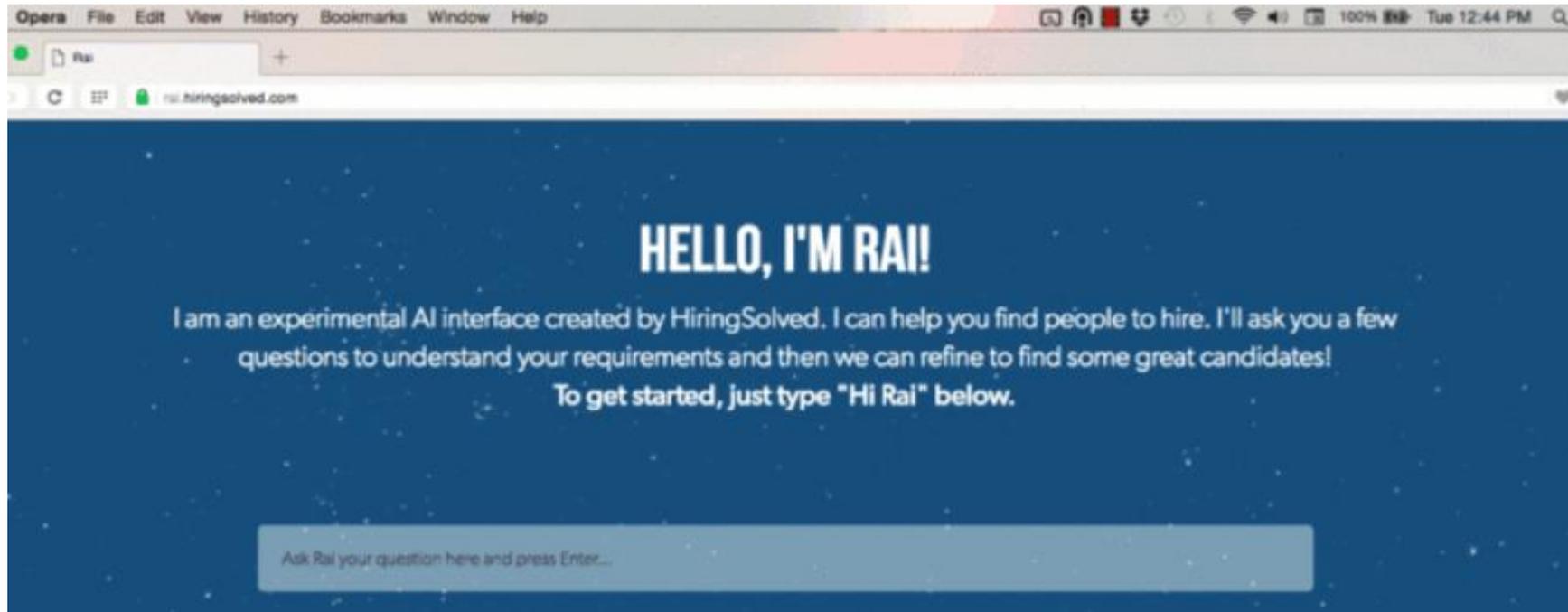
Reject&Engage: Potential candidates can be engaged into the next successful hire.



Onboard: Keep track of onboarding, engage and supply information



Learn&Develop: Continuous performance reviews, monitor engagement & coach.



- * I need to find 10 female developers with experience using WordPress, within 10 miles16.1km of Milwaukee.” Or, perhaps,
- * “What was the most common previous title of a systems engineer at Raytheon?”
- * Brings **INSIGHTS** - Like supply and demand, male-female ratio at a company, or the skills available in a metro area.

Meet the
world's
first virtual
interviewer



DATA DRIVEN HUMAN PREDICTIVE ANALYSIS



Facial Analysis

Advanced micro-facial gesture analysis reveals hidden emotional intentions.



Intonation Analysis

True emotional sentiments are exposed using sensitive prosodic features analysis.



Personality Insights

Data driven psychology analysis assesses intrinsic behavioral attributes.



Semantic Analysis

Deep natural language processing evaluates response quality and relevance.



Data Science

Advanced machine learning algorithms and data analytics ensure statistical validity.



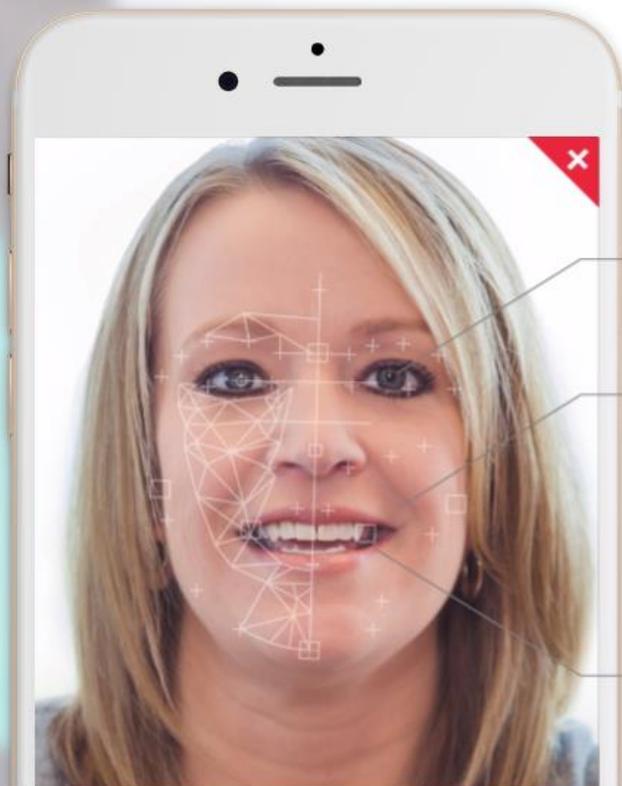
Cognitive Ability

Scientific cognitive aptitude analysis determines cerebral dexterity.

HireVue Video Intelligence

Discover The Best Talent, Faster

LEARN MORE



Emotion Facial Expression



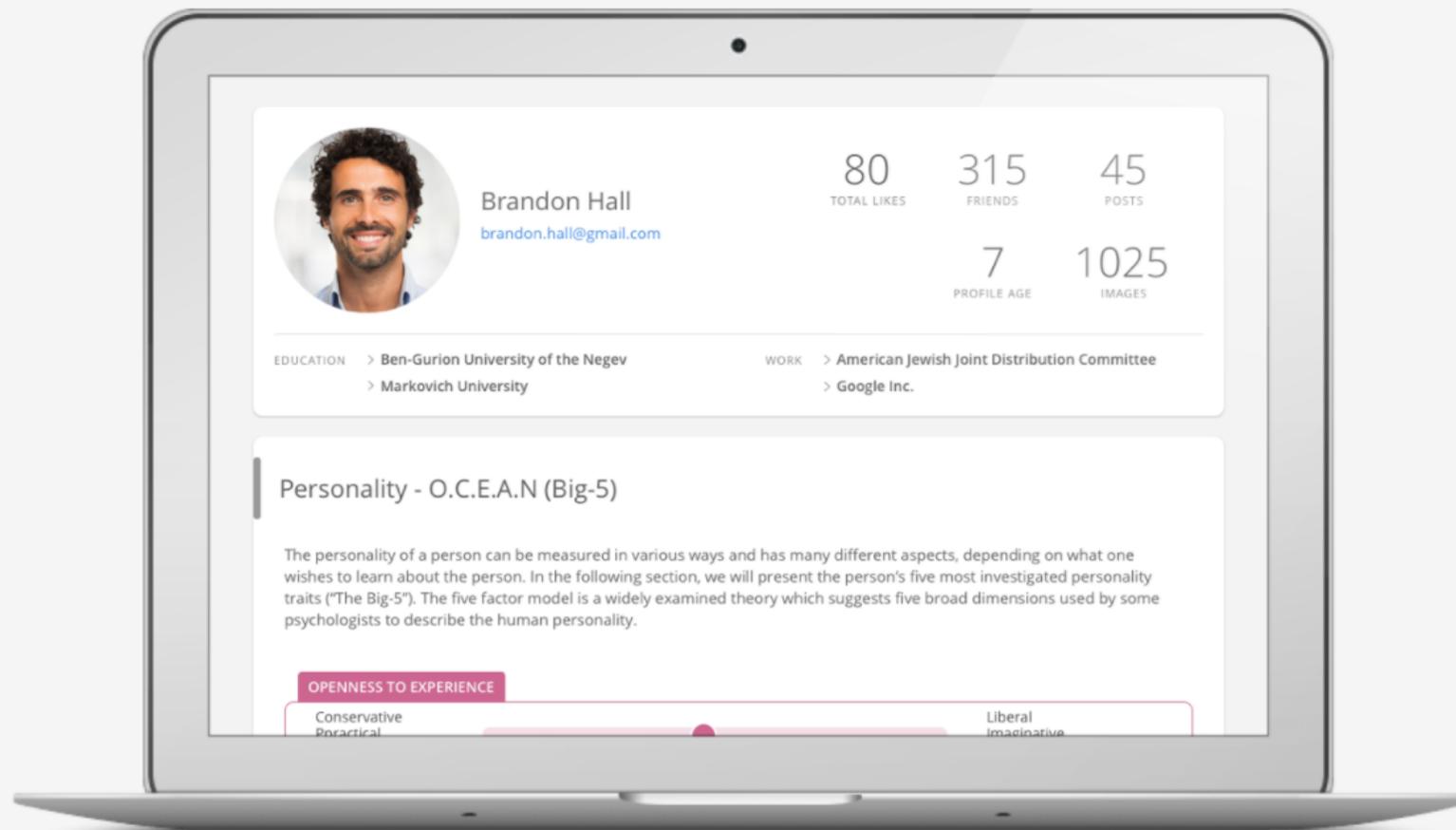
Language Patterns Word Choice

More than **4 million interviews** completed

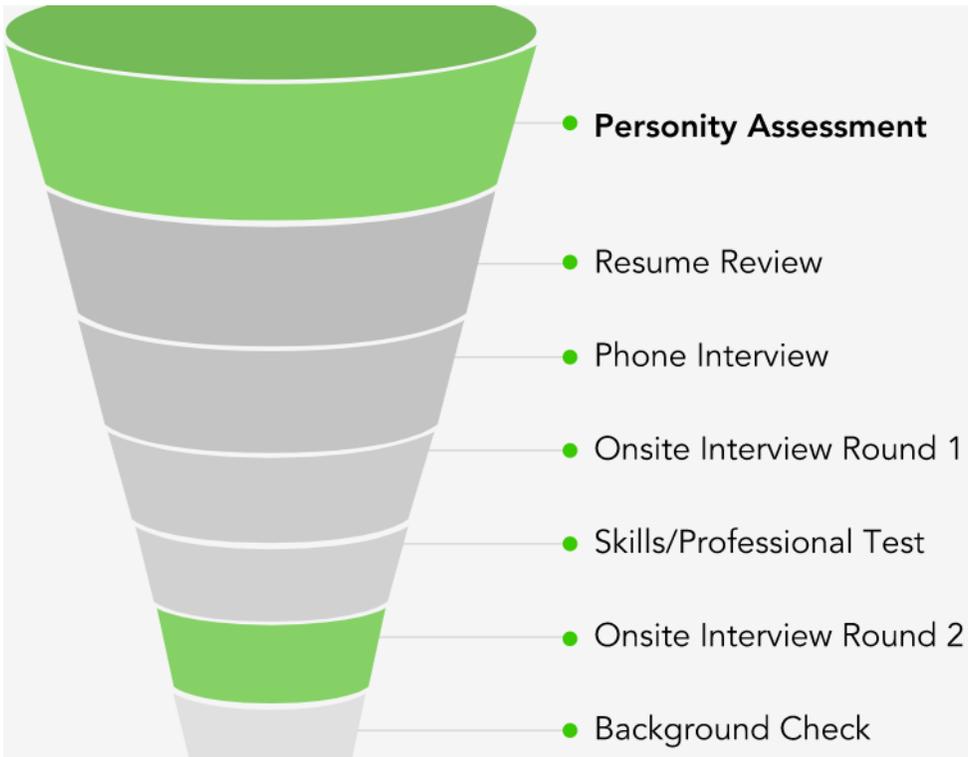
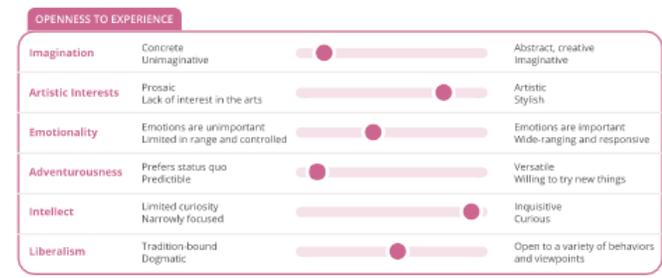
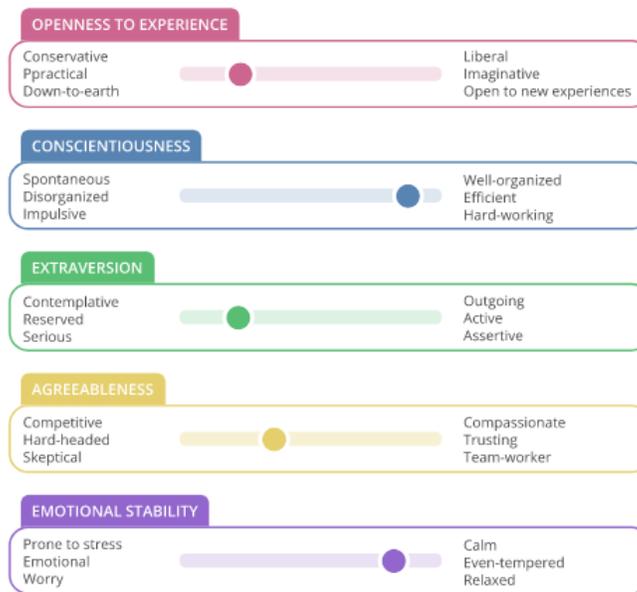
HireVue is transforming the way companies discover, hire and develop talent with Video Intelligence.

Go beyond the resume.

For recruiting professionals, Personity instantly reveals essential personality traits across your candidates to improve job matching, accelerate the hiring funnel, and optimize your workforce choices like never before.



Personality harnesses the power of artificial intelligence and machine learning to provide recruiters with immediate, detailed and non-biased personality analysis backed by the most popular model for assessment (OCEAN/Big5) enabling increased hiring success, every time.



Cuts cost-per-hire up to **↓ 40%** Cuts time-to-hire up to **↓ 50%**

See anyone's personality

Do: use expressive language

Don't: use lengthy, formal language



Do: speak clearly and directly

Don't: stray from the task at hand



GET STARTED FOR FREE



Learn about your contacts

Import your contacts from Google or social media and immediately see personality reports.



Improve communication

Crystal for Gmail feeds you real-time personality suggestions as you compose emails.



Access our personality data

See millions of profiles to learn about new contacts and make better first impressions.



Search



Hire a Part-Time CFO - Access an elite network of former bankers, consultants, and CFOs. Ad ...



Wolfgang Brickwedde • 1st

Let's take (your) recruiting to the next level! Director at ICR, Institute for Competitive Recruiting

ICR, Institute for Competitive Recruiting • University of Hamburg
Frankfurt Am Main Area, Germany • 500+ &

Message

View in Sales Navigator

Competitive Recruiting, Employer Branding, Talent Management, Social Media Recruiting, Recruiting Controlling, Recruiting KPI, Recruitment Performance Management, Setting up Recruitment Centers, Job Boards, Job Portals, C...

See more

Highlights



86 Mutual Connections

You and Wolfgang both know Gerry Crispin, Jim Stroud, and 84 others



5 Mutual Groups

You and Wolfgang are both in the Boolean Strings - The Internet Sourcing Community, Cool (free) tools for recruiting, and 3 other groups

Wolfgang's Articles & Activity

5,546 followers

Following

Contact and Personal Info



Wolfgang's Profile

linkedin.com/in/wolfgangbrickwedde



Websites

competitiverecruiting.de (Company Website)

candidatereach.de (Company Website)

recruitingjobs.de (Company Website)



Phone

01607852859 (Mobile)



Email

wb@competitiverecruiting.de



Twitter

I4CR



Connected

March 6, 2014

Show less

AdChoice

"Loving Pipedrive! An excellent CRM tool that keeps everything on track."
Zeke Howard, The Brigade Inc

Try it free

People Also Viewed



Sarah Knoll • 3rd

Recruiting & HR Marketing, Specialist Planning & Steering, BMW Group



80% CONFIDENCE

Wolfgang thrives in an unstructured environment, loves exploring new ideas, and occasionally makes gut-driven decisions that might seem risky.

CHARMING

CHARISMATIC

INFLUENTIAL

Quick Tip: Share ideas and initiate collaboration.

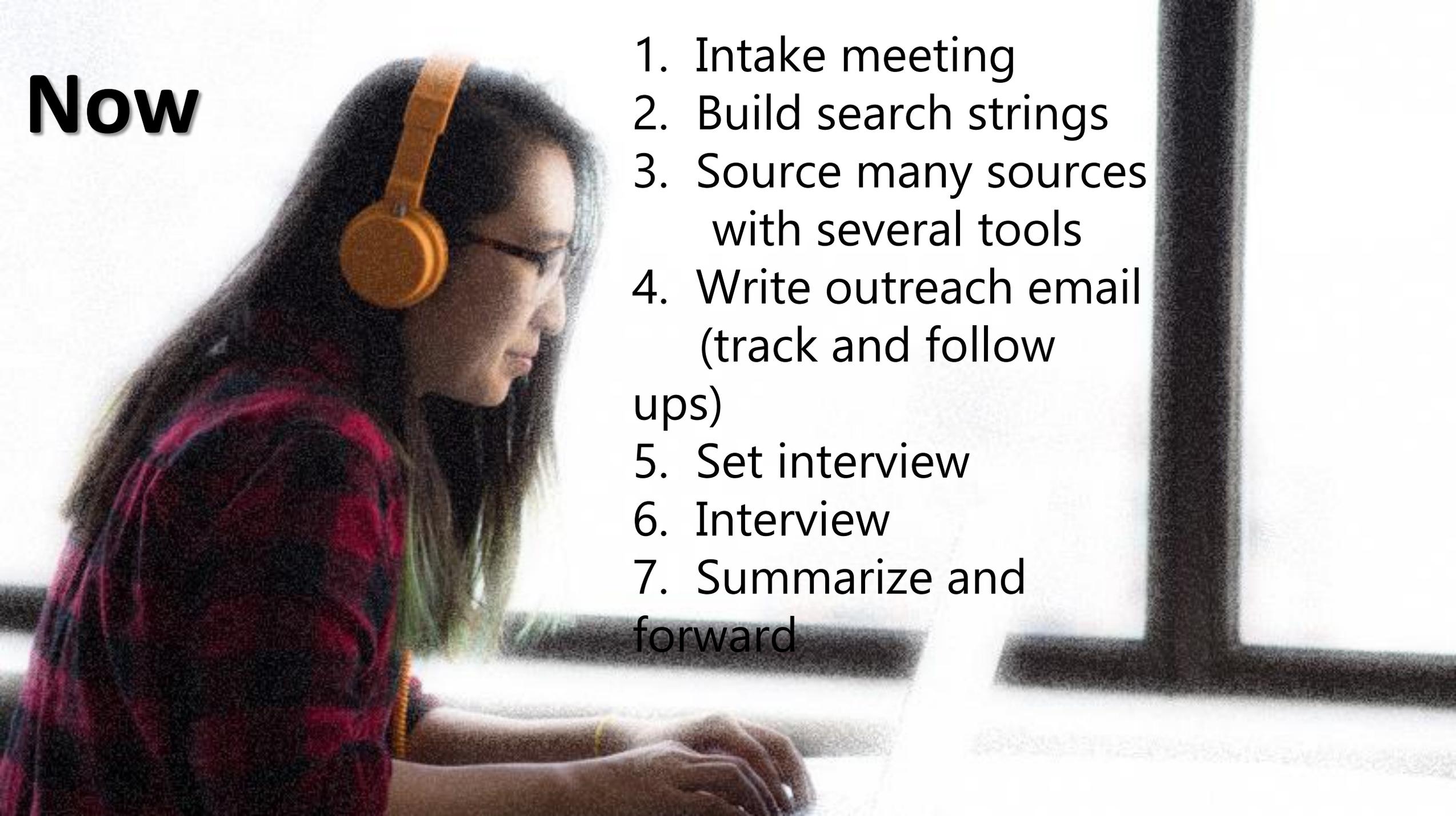
VIEW FULL PROFILE



Personality

Wolfgang's outgoing personality gives them natural confidence when they walk in the room. They are social, personable, and it is second nature for them to be a source of energy and momentum around the office.

Now



1. Intake meeting
2. Build search strings
3. Source many sources with several tools
4. Write outreach email (track and follow ups)
5. Set interview
6. Interview
7. Summarize and forward

Within 5-10 years

1. Intake meeting
2. Activate fully automated sourcing process – Automated sourcing/engagement/screening/interviewing
3. Review results of shortlist, ranking and grades
4. Forward to recruiter anyone above a grade of 90





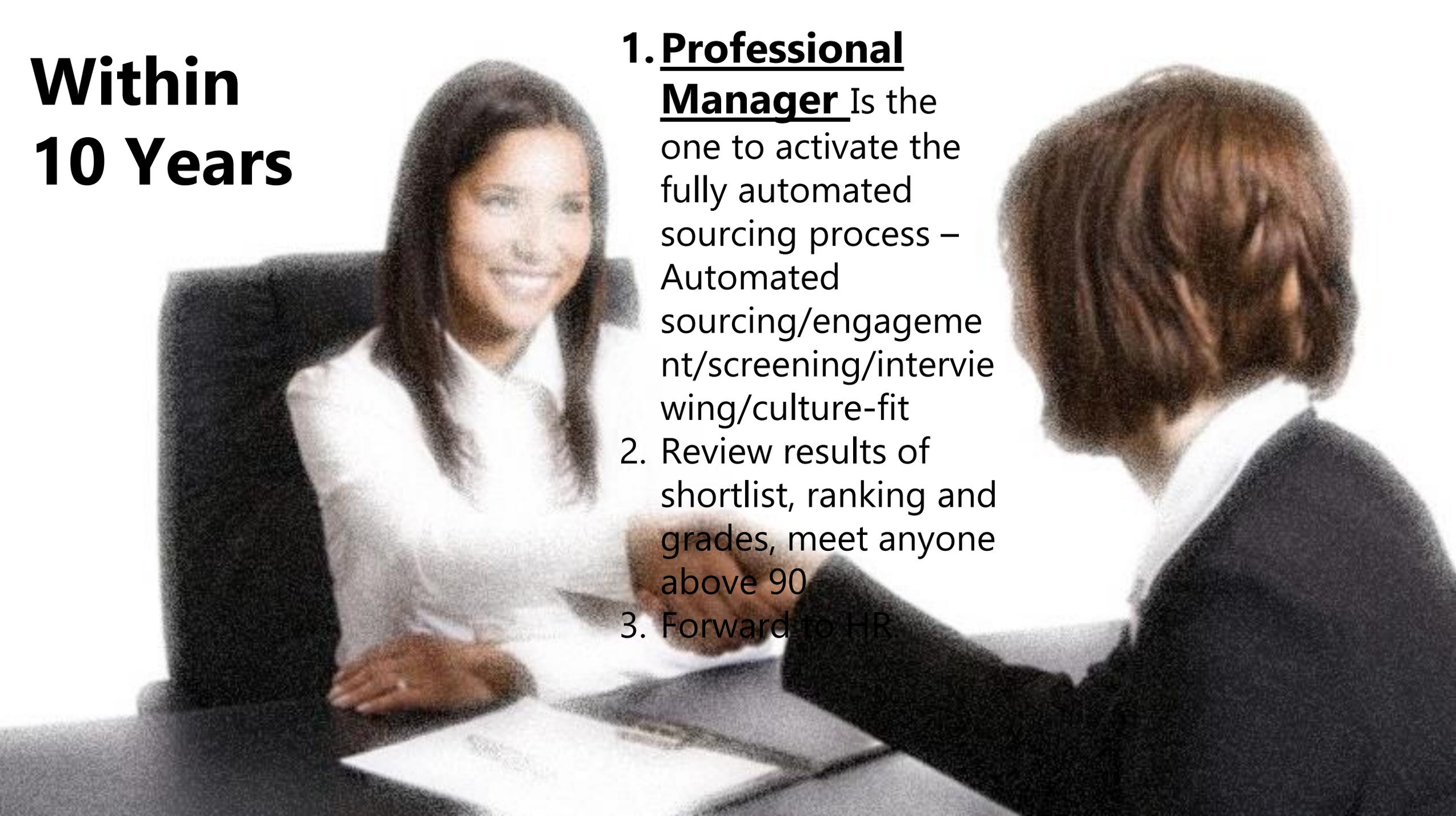
**Jobs That
Won't Exist in
2030**

MoneyNomad.com



Within 10 Years

1. **Professional Manager** Is the one to activate the fully automated sourcing process – Automated sourcing/engagement/screening/interviewing/culture-fit
2. Review results of shortlist, ranking and grades, meet anyone above 90
3. Forward to HR.



My Vision (only 1 possible path of many..)



Many of the HRTech, stand-alone, sourcing/engagement/screening/interviewing applications today will be integrated within “1-stop shop” mega sourcing tools or platforms, either purchased or serving as 3rd party white label providers. Those will have a mobile presence. Sourcing for a candidate will be possible anytime, anywhere, with 1 click, from

As such, I predict sourcing roles will completely disappear by 2030.

Things to think about !!

1. The unknown – Future regulations (privacy, security), public opinion etc
2. “Algorithms are just computerized opinions”
3. Identifying flaws in AI – “Black Box”
4. Technological Singularity
5. Teaching the systems
6. Creation of standards and regulations



FINAL WORDS

Start using advanced sourcing tools
Adapt or die! Knowledge
Hire new generation sourcers
Become an agent of change in your company

GOOD LUCK!



#everything sourcing

A large, stylized 'Thank You' sign hanging from a string. The sign is made of a light blue material with a white outline and is hanging from a thin brown string. The words 'Thank' and 'You' are stacked vertically in a bold, rounded font.

Feel free to contact me anytime at karen@everything sourcing.com;
Whatsapp: +972-54-5791865