

What makes an Active Sourcer great?



What makes an Active Sourcer great?

1. Knowing the tools

- With what Networks/Platforms/Tools are you familiar?
- What accounts do you use to access the Networks/Platforms/Tools?

2. Smart approach of candidates

- What is in the content of your message to a potential candidate?
- Do you remind candidates you have approached?

3. Getting results

- What is the percentage of actively sourced candidates on all your applicants?
- What is the percentage of positive reactions in all responses ?

Let's compare

unsuccessful with successful

Active Sourcers

via the results in response rates

below 5% vs 41-50%

1. Knowing the tools

What is your familiarity with these Networks/Platforms/Tools for AS?

70%



100%

1,3 x

< 5 %
response rate

41-50 %
response rate

1. Knowing the tools

What is your familiarity with these Networks/Platforms/Tools for AS?

15%



71%

4,5 x

< 5 %
response rate

41-50 %
response rate

1. Knowing the tools

What is your familiarity with these Networks/Platforms/Tools for AS?



25%

2x

48%

< 5 %
response rate

41-50 %
response rate

1. Knowing the tools

What is your familiarity with these Networks/Platforms/Tools for AS?



33%  monster® 1,5 x 55%

< 5 %
response rate

41-50 %
response rate

1. Knowing the tools

What is your familiarity with these Networks/Platforms/Tools for AS?

Boolean Searches

6%

4 x

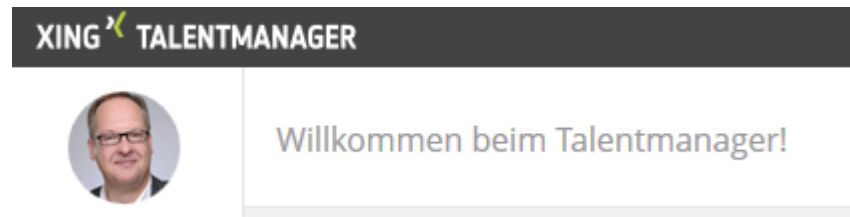
23%

< 5 %
response rate

41-50 %
response rate

1. Knowing the tools

What accounts do you use to access the Networks/Platforms/Tools



21%

3 x

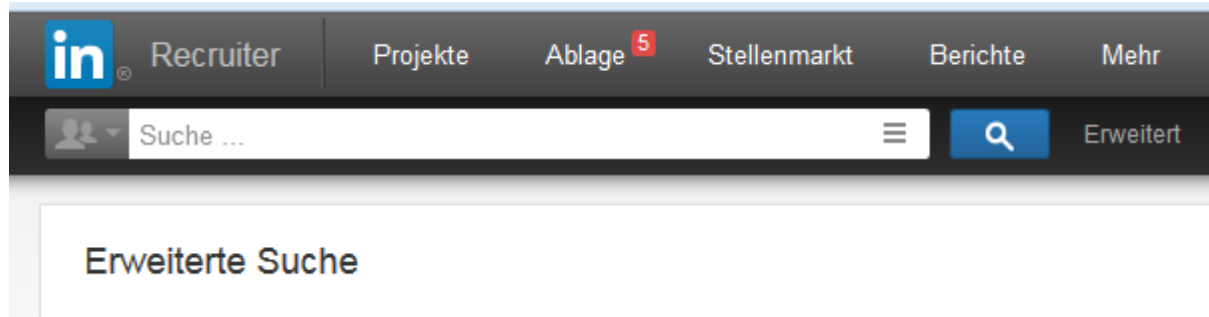
57%

< 5 %
response rate

41-50 %
response rate

1. Knowing the tools

What accounts do you use to access the Networks/Platforms/Tools



10%

4 x

38%

< 5 %
response rate

41-50 %
response rate

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2. Smart approach of candidates

What is the percentage of actively sourced candidates on all your applicants?

Below 5 %

62%

3 x

19%

**< 5 %
response rate**

**41-50 %
response rate**

2. Smart approach of candidates

What is the percentage of actively sourced candidates on all your applicants?

31-40 %

5%

2,5 x

13%

< 5 %
response rate

41-50 %
response rate

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2. Smart approach of candidates

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3. Getting results

- What is the percentage of actively sourced candidates on all your applicants?
- What is the percentage of positive reactions in all responses ?

3. Getting results

What is the percentage of positive reactions in all reponses ?

Below 5 %

70%

0%

**< 5 %
response rate**

**41-50 %
response rate**

3. Getting results

What is the percentage of positive reactions in all reponses ?

21-30 %

3%

10 x

31%

< 5 %
response rate

41-50 %
response rate

A great Active Sourcer...

- ... is familiar and uses XING, LinkedIn, CV-Databases, Google**
- ... can apply Boolean search technologies**
- ... has an Xing Talentmanager and an LinkedIn Recruiter Account**
- ... reaches a relatively high percentage of candidates via proactive sourcing**
- ... reaches a high percentage in response rates and a high percentage of positive responses among those**



Thanks for listening

Any Questions?



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