**Recruitment Sourcing Strategy Template**

## **Company name**

XYZ Tech

## **Goal**

To fill 5 open positions for senior software developers within the next 2 months.

## **Job Descriptions**

Write clear and detailed job descriptions for the open positions that accurately reflect the responsibilities, requirements, and qualifications of the role.

**For example**, the job description for a senior software developer may include responsibilities such as designing and developing software applications, collaborating with cross-functional teams, and mentoring junior developers.

The requirements may include a bachelor's degree in computer science or a related field, 5+ years of experience in software development, and proficiency in programming languages such as Java and Python.

**→** [**Download a sample job description for a technology job role**](https://docs.google.com/document/d/1BUGrkoQlT784aVM9r-cj2y3IrORjiz0jDwcKnCBNch0/edit?usp=sharing)

## **Sourcing Strategies**

**1. Employee Referrals:** Encourage current employees to refer qualified candidates for open positions. Offer a referral bonus of $2,000 for successful hires.

**2. Social Media:** Use social media platforms like LinkedIn and Twitter to promote open positions and attract potential candidates. Share job postings on the company's LinkedIn page and use targeted ads to reach potential candidates.

**3. Job Boards:** Post the open positions on popular job boards such as Indeed and Glassdoor. Use sponsored postings to increase visibility and attract more applicants.

**4. Technical Conferences:** Attend technical conferences and events like the Grace Hopper Celebration and the O'Reilly Software Architecture Conference to network with potential candidates and promote open positions.

**5. Recruitment Agencies:** Partner with recruitment agencies such as Robert Half Technology and CyberCoders that specialize in sourcing technical talent.

**6. Using WebPipl for technical recruitment:** Add a short description

## **Sourcing Tools**

Utilize sourcing tools such as LinkedIn Recruiter, WebPipl and Boolean search techniques to identify and engage potential candidates.

For example:

* Use LinkedIn Recruiter to search for candidates with specific skills and experience.
* Use Boolean search techniques to refine your search results.
* Use WebPipl, an AI-assisted recruitment software to find top technical candidates

## **Metrics and KPIs**

* Number of candidates sourced through each strategy
* Number of interviews conducted
* Number of successful hires
* Time-to-hire
* Cost-per-hire

## **Insights and results**

* Employee referrals have been the most successful sourcing strategy in the past, resulting in 50% of successful hires.
* Attending technical conferences has been effective in attracting highly skilled and experienced candidates. In the past year, 30% of successful hires were sourced through technical conferences.
* Partnering with recruitment agencies has resulted in a shorter time-to-hire. The average time-to-hire for candidates sourced through recruitment agencies is 2 weeks shorter than for candidates sourced through other strategies.

## **Action Plan**

* Write clear and detailed job descriptions for the open positions.
* Launch an employee referral program and promote it to current employees.
* Create a social media campaign to promote the open positions.
* Post the open positions on job boards and monitor the response rate.
* Attend technical conferences and events to network with potential candidates.
* Utilize WebPipl, an AI-based recruitment software to identify and engage potential candidates for tech hiring.
* Partner with reputable recruitment agencies that specialize in sourcing technical talent.