

Sourcing Strategy

Staffing & Recruitment

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Builds a sourcing strategy for a role or niche — channels, search techniques, talent pools, referrals and outreach — to fill roles faster and cheaper. Use it to plan sourcing. For search strings use the Boolean / Search String Builder.

Purpose of this tool & output

Find the right candidates faster

How the output is used

Use it to find the right candidates faster — a sourcing strategy across channels, boolean and referrals.

Important cautions

Match sourcing channels to the role — portals work for active volume roles, but scarce and passive talent needs referrals, communities and targeted outreach. Building a nurtured talent pool pays off for repeat requirements. Respect candidate data-protection norms when sourcing.

Companion documents

- Job Description Builder
- Boolean / Search String Builder
- Candidate Screening & Shortlisting Guide
- Interview Kit & Evaluation Scorecard
- Assessment Design
- Talent Pipeline / Bench Plan

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.