



# Tools & techniques to find and attract technical talent

Martin Lee

[sourcingcertification.com](http://sourcingcertification.com)

# Tools and techniques

Before I show you some of ours...

What is the best sourcing tool you know?

A woman's profile is shown in silhouette against a bright blue background. From the top of her head, a dense array of colorful fiber optic lines radiates outwards, creating a vibrant, multi-colored glow. The lines are primarily purple, pink, red, and yellow, with some white and blue lines interspersed. The overall effect is one of digital connectivity and intellectual activity.

**Correct !**

# Your challenge as an IT recruiter in Russia is ...

All sites and search engines have different search operators.

**KNOW THEM ALL**

If everyone has the same tools

**USE THEM DIFFERENTLY / THINK DIFFERENTLY**

Think about how the information you are trying to find appears

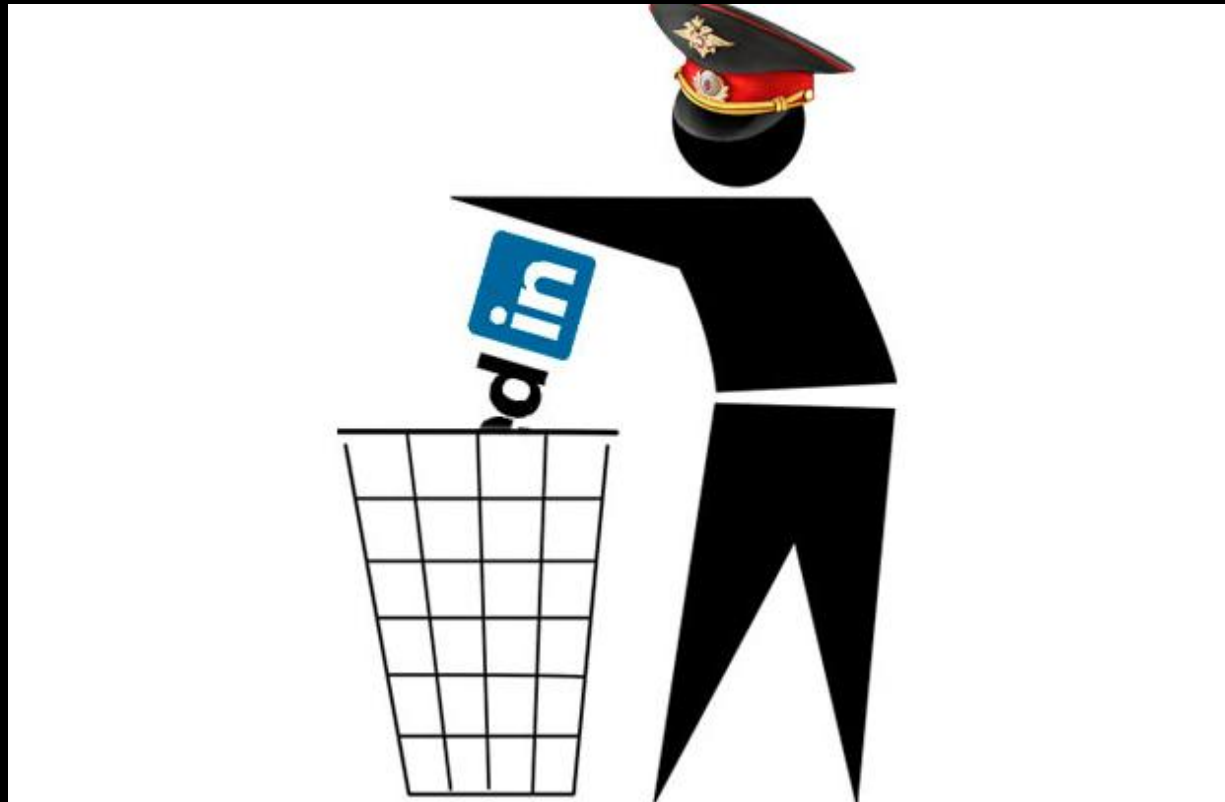
**SEARCH FOR NATURAL LANGUAGE / "GEEK WORDS" / CODE OR / WHATEVER IT TAKES**

All sites people go to are potential places to source

**PRESS BUTTONS / INVESTIGATE. WHERE DO YOUR CANDIDATES GO?**



Linkedin ?



[Frigate Chrome Extension](#)

VPN

# Andrew Neil

Developer at JPM

London, United Kingdom | Banking

Connect

Send InMail



3rd

1  
connection

uk.linkedin.com/pub/andrew-neil/0/b41/721

## Background



Experience

Developer

JPM

J.P.Morgan

## Following

## People Similar to Andrew



Doug Tran 3rd

Developer at JP Morgan

Connect

J.P.Morgan

Work with us at

J.P. Morgan

J.P. Morgan - Model Risk and Dev...

London / New York [Apply now »](#)

J.P. Morgan - Counterparty Risk ...

London / New York [Apply now »](#)

Asset Management - Global Market...

GB-ENG-LND [Apply now »](#)

[Careers at J.P. Morgan »](#)



**Drew Neil**  
nelstrom

📍 London, UK  
✉ [andrew.jr.neil@gmail.com](mailto:andrew.jr.neil@gmail.com)  
🌐 <http://drewneil.com>  
🕒 Joined on Apr 13, 2008

**604** followers  
**505** starred  
**35** following

📄 Contributions   📁 Repositories   📡 Public Activity

+👤 Follow   ⚙️

Filter nelstrom's repositories...

All Sources Forks Mirrors

📄 **vim-americanize** VimL ★ 4 🍴 1  
Auto-"correct" British spellings to their American equivalent.  
Last updated 13 days ago

📄 **radiant-sheets-extension** Ruby ★ 0 🍴 13  
forked from [radiant/radiant-sheets-extension](#)  
Manage CSS and Javascript content in Radiant CMS as Sheets, a subset of Pages. This is bundled with Radiant  
Last updated a month ago

📄 **radiant-page-event** Ruby ★ 1 🍴 7  
forked from [mghaught/radiant-page-event](#)  
Radiant extension for page-based event calendar for associating time-based events with your Radiant pages  
Last updated 2 months ago



**WHAT IF I TOLD YOU**

**THERE IS AN ALGORITHM**





**Search** 227,036 results

Advanced >

All  
**People**  
More...


Keywords

First Name

Last Name


Title

---

 **Sally Kennard - FIRP** in 2nd  
Recruitment Business Partner - Recruiting the best in class Engineering, **Manufacturing** and Compliance professionals United Kingdom • Food & Beverages  
▶ 43 shared connections • Similar

Current: Talent Solutions Consultant - **Manufacturing** at United Biscuits  
Past: Senior Consultant - HR - South England at Hudson  
FMCG Manufacturing & Distribution Recruitment Consultant at Re...  
Manufacturing & FMCG Recruiter at People Source Consulting

---

 **Bryan Flood** in 2nd  
Managing Consultant - **Manufacturing** Permanent Division at NES Global Talent  
Manchester, United Kingdom • Staffing and Recruiting  
▶ 47 shared connections • Similar

Current: Managing Consultant - **Manufacturing** Permanent Division at NE...  
Past: Senior Permanent Recruitment Consultant at NES Global Talent  
Recruitment Consultant/Account Manager at Cordant Recruitment...  
Recruitment Consultant at JAM Recruitment

**Search** 17,049 results

Advanced >

All  
**People**  
More...


Keywords

First Name

Last Name


Title

---

 **Gopalan Rajagopalan** in 2nd  
Head - TCS Scotland & UK Sales (**Mfg**, Life Sciences, Energy & Hitech)  
Edinburgh, United Kingdom • Information Technology and Services  
▶ 1 shared connection • Similar


Current: Head - TCS Scotland & UK Sales (**Mfg**, Life Sciences, Energy & H...  
Past: Head - TCS Scotland & UK Public Sector (interim) at Tata Consult...  
Head - TCS Scotland at Tata Consultancy Services  
Lead Consultant - Strategic Deals at Tata Consultancy Services

---

 **Darren Moyer** in 2nd  
Connecting People & Opportunity, Executive Recruiter  
Manufacturing Workforce Solutions  
Greater Denver Area • Executive Office  
▶ 27 shared connections • Similar

Current: Executive Recruiter, **Mfg** Finance & Operations at Precision Searc...  
Past: Executive Recruiter at Accounting & Finance, Investment Banking

---

 **Phil Harrison** in 3rd  
HPC Storage System **Mfg** Test Development Engineer at Seagate

**Search** 553 results

Advanced >

All  
**People**  
More...


Keywords

First Name

Last Name


Title

---

 **Graham Clark** in 3rd  
Consultant **Manuf** Engineer Rolls Royce Deutschland  
Bristol, United Kingdom • Aviation & Aerospace  
Similar


Current: **Manuf** Eng Consultant at Rolls Royce Deutschland

---

 **Wes Sloan** in 3rd  
Six Sigma Black Belt Candidate/Lean **Manuf** Engineer at Decoma Merplas  
Wigan, United Kingdom • Automotive  
Similar

Current: Six Sigma Black Belt Candidate/Lean **Manuf** Engineer at Decoma...

---

 **Ian Wilson** in 3rd  
Plant Production Controller ( **Manuf** Accountant) at Armstrong World Industries  
Cleveland, United Kingdom • Building Materials  
Similar

Current: Plant Production Controller ( **Manuf** Accountant) at Armstrong Wor...

A search for Ruby on Rails in Moscow gives ...

The image shows a LinkedIn profile for Peter Savichev. At the top is a circular profile picture of a man with long hair. Below it, the name "Peter Savichev" is displayed, followed by "Ruby Developer" (highlighted in yellow) and "at UChi.RU". The company name "UChi.RU" is followed by its Russian name and location: "Moscow, Russian Federation • 171 &". There are three buttons: "View in Recruiter", "InMail", and "Hunter". Below these is a text box for writing a note, with a "Save" button. A notification at the bottom says "Martin Lee visited 3 minutes ago". The "Experience" section is partially visible, showing "UChi.RU Ruby Developer" (highlighted in yellow) from "Feb 2017 - Present • 4 mos" in "Moscow, Russian Federation".

What is  
your next  
search?

His colleague spent less time on his profile.

3rd

**Alexey Pustobaev**  
**Developer**  
UChi.RU • Lomonosov Moscow State University (MSU)  
Moscow, Russian Federation • 21

[View in Recruiter](#) [InMail](#) [Hunter](#)

Write a note...  
[Save](#)





Experience

**Developer**  
UChi.RU  
UChi.RU  
Jun 2014 - Present • 3 yrs

No mention  
of Ruby !

# His groups...

Interests

 <b>Ruby on Rails in Russia</b> 1,218 members	 <b>Big Ideas &amp; Innovation</b> 21,712,607 followers
 <b>Erlang Developers</b> 5,456 members	 <b>UCHi.RU</b> 87 followers


Let's take a  
look...



# Searching within “Ruby on Rails in Russia Group”

(developer OR  
programmer)  
NOT ruby NOT  
rails NOT ror

Showing 135 results





**Yegor Dumnov**  
Programmer, Entrepreneur, Video Designer  
Vladimir Region, Russian Federation

Current: Java Developer at BSC Moscow

1 shared connection

[Connect](#)







**Albert Pak** • 2nd  
Web Developer / UI & UX / Web & Graphic Designer / Growth Hacker  
Greater Chicago Area

Current: Web Application Developer / EmberJS Engineer at iLoan, a OneMain Company

5 shared connections

[Connect](#)





**Augustin Colesnic** • 2nd  
Senior Web Developer at Temenos  
Bucharest, Romania

[Connect](#)

Even with a free LinkedIn account we can save searches.

Create search alert ✕

---

ror OR "ruby on rails" OR ruby  
Saint Petersburg, Russian Federation

Receive alert Weekly ▼

Get notified via  Email

---

Cancel Save

Share with your team / colleagues / hiring manager

The screenshot shows a web browser window with the LinkedIn search page. The address bar contains the URL `https://www.linkedin.com/vsearch/p?keywords=javascript%`. The search bar at the top of the page contains the text "javascript html". The navigation menu includes "Home", "Profile", "My Network", "Learning", "Jobs", "Interests", and "Business".

The search results section displays "37 results for javascript html". A filter for "1st Connections" is active, with a "Reset" button. The results list includes:

- Rob Shan Lone** (1st connection): Tech Lead/Visualisation developer at MullenLowe Profero, London, United Kingdom • Entertainment. 43 shared connections • Similar • 500+ connections. Current role: Digital Director/Polyglot developer/Motionographer/ at The Old C... To pioneer a film orientated web agency for use... various d3.js chart. \* HTML, CSS, JavaScript..
- Srinivas Gundelli** (1st connection): Leadership Search Consultant, London, United Kingdom • Human Resources. 107 shared connections • Similar. Past role: Resourcing Consultant at European Recruitment Network. Sourcing IT professionals and web development... , HTML, XML, CSS, JavaScript skills. GUI Developers...

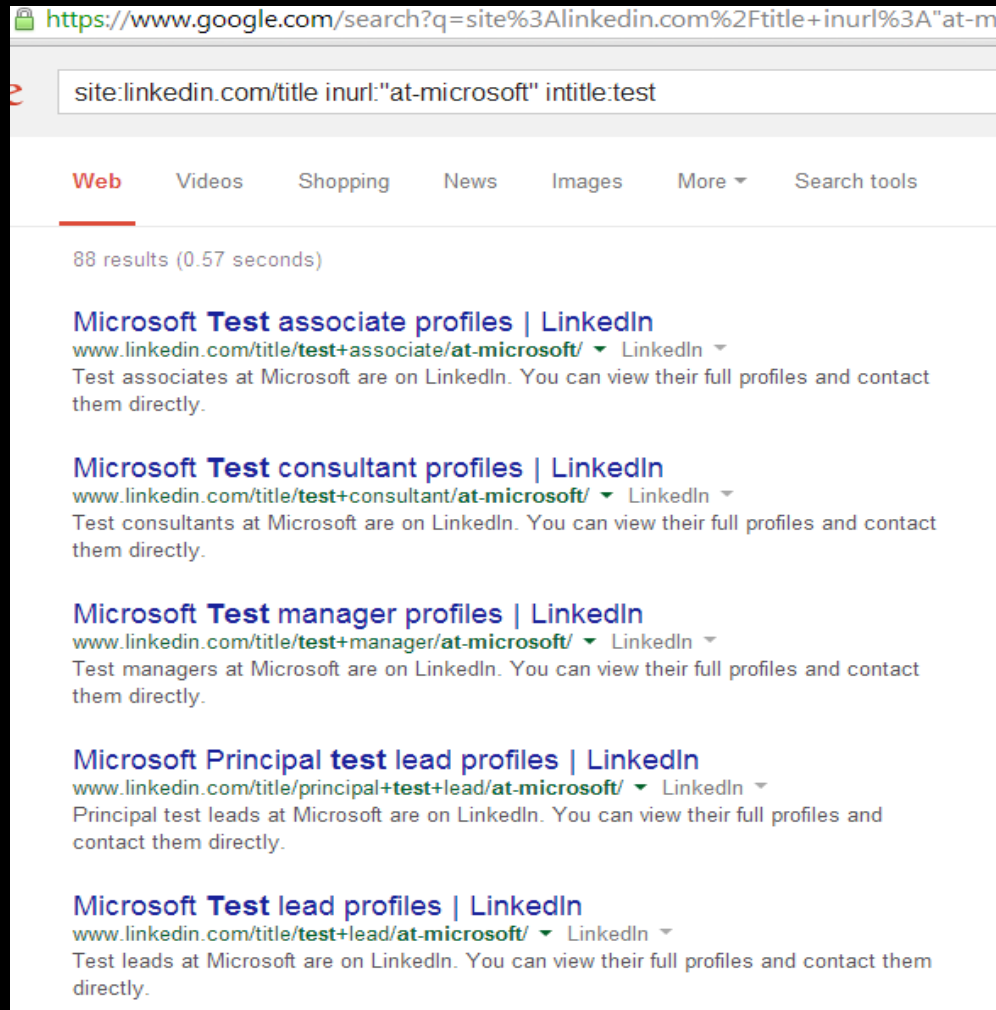
The left sidebar contains search filters: "All", "People" (selected), "More...", "Keywords" (with input "javascript html"), "First Name", "Last Name", and "Title".

# Examples of Titles – Microsoft: QA OR Test

Director of test	Senior test manager	Software test engineer
Group test manager	Software design engineer in test	Software test engineer 2
Hardware test engineer	Software design engineer in test 2	Software test engineer 3
It test engineer	Software design engineer in test ii	Software test engineer contractor
Lead software design engineer in test	Software design engineer in test lead	Software test engineer ii
Lead software development engineer in test	Software design engineer in test sdet	Software test engineer iii
Lead software engineer in test	Software design engineer test	Software test engineer lead
Principal test lead	Software design engineer test lead	Software test lead
Principal test manager	Software development engineer in test	Software test manager
Principle test manager	Software developer engineer in test	Sr test lead
Qa	Software developer engineer in test ii	Sr test manager
Qa engineer	Software developer in test	Test
Qa manager	Software developer in test ii	Test architect
Search Results	Software development engineer in test	Test associate
Senior software design engineer in test	Software development engineer in test 2	Test associate 2
Senior software developer in test	Software development engineer in test ii	Test consultant
Senior software development engineer in test	Software development engineer in test lead	Test engineer
Senior software test engineer	Software development engineer in test sdet	Test lead
Senior test engineer	Software development engineer test	Test lead ii
Senior test lead	Software engineer in test	Test manager
	Software test	

# Here's how I found the titles

[site:linkedin.com/title inurl:\"at-microsoft\" intitle:test](https://www.google.com/search?q=site:linkedin.com/title+inurl:\)

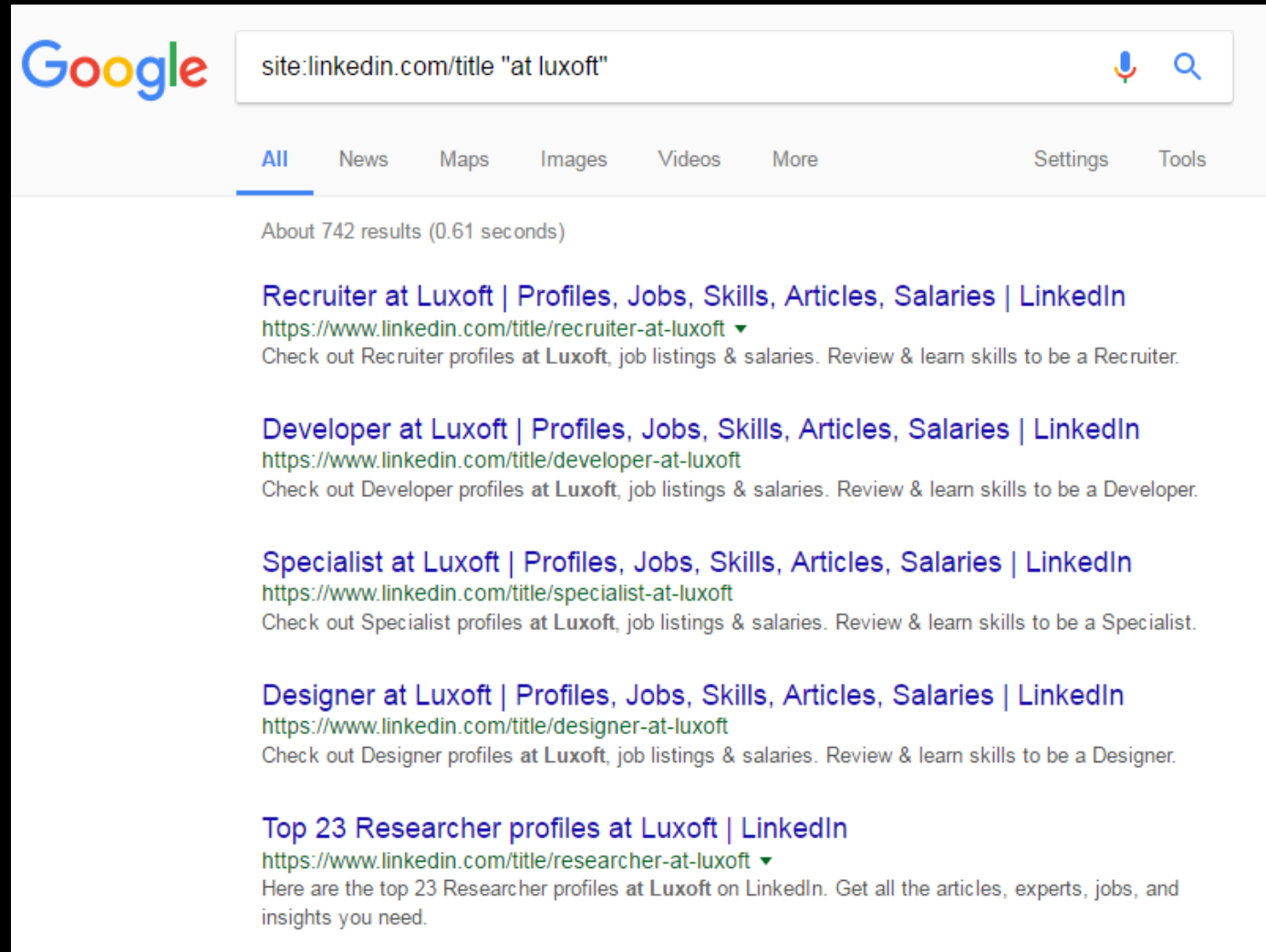


The screenshot shows a Google search results page. The search bar contains the query: `site:linkedin.com/title inurl:"at-microsoft" intitle:test`. The search results are filtered to the 'Web' tab. There are 88 results in 0.57 seconds. The first five results are all from LinkedIn and describe various roles at Microsoft:

- Microsoft Test associate profiles | LinkedIn**  
[www.linkedin.com/title/test+associate/at-microsoft/](https://www.linkedin.com/title/test+associate/at-microsoft/) LinkedIn  
Test associates at Microsoft are on LinkedIn. You can view their full profiles and contact them directly.
- Microsoft Test consultant profiles | LinkedIn**  
[www.linkedin.com/title/test+consultant/at-microsoft/](https://www.linkedin.com/title/test+consultant/at-microsoft/) LinkedIn  
Test consultants at Microsoft are on LinkedIn. You can view their full profiles and contact them directly.
- Microsoft Test manager profiles | LinkedIn**  
[www.linkedin.com/title/test+manager/at-microsoft/](https://www.linkedin.com/title/test+manager/at-microsoft/) LinkedIn  
Test managers at Microsoft are on LinkedIn. You can view their full profiles and contact them directly.
- Microsoft Principal test lead profiles | LinkedIn**  
[www.linkedin.com/title/principal+test+lead/at-microsoft/](https://www.linkedin.com/title/principal+test+lead/at-microsoft/) LinkedIn  
Principal test leads at Microsoft are on LinkedIn. You can view their full profiles and contact them directly.
- Microsoft Test lead profiles | LinkedIn**  
[www.linkedin.com/title/test+lead/at-microsoft/](https://www.linkedin.com/title/test+lead/at-microsoft/) LinkedIn  
Test leads at Microsoft are on LinkedIn. You can view their full profiles and contact them directly.



# To adapt to Russia - name the company



The image shows a Google search interface. The search bar contains the text "site:linkedin.com/title \"at luxoft\"". Below the search bar, there are navigation tabs for "All", "News", "Maps", "Images", "Videos", "More", "Settings", and "Tools". The "All" tab is selected. Below the tabs, it says "About 742 results (0.61 seconds)". The search results are listed below, each with a title, a URL, and a short description.

Google

site:linkedin.com/title "at luxoft"

All News Maps Images Videos More Settings Tools

About 742 results (0.61 seconds)

**Recruiter at Luxoft | Profiles, Jobs, Skills, Articles, Salaries | LinkedIn**  
<https://www.linkedin.com/title/recruiter-at-luxoft> ▼  
Check out Recruiter profiles at Luxoft, job listings & salaries. Review & learn skills to be a Recruiter.

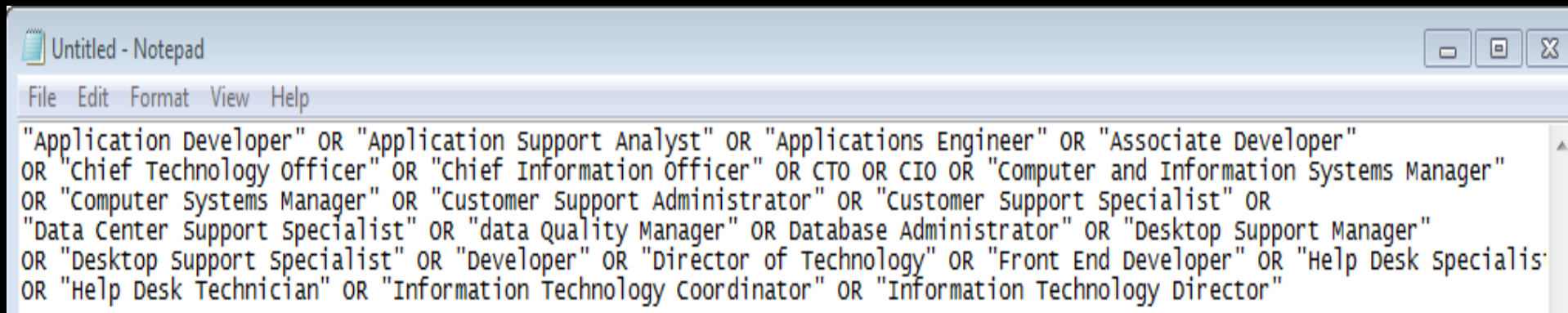
**Developer at Luxoft | Profiles, Jobs, Skills, Articles, Salaries | LinkedIn**  
<https://www.linkedin.com/title/developer-at-luxoft>  
Check out Developer profiles at Luxoft, job listings & salaries. Review & learn skills to be a Developer.

**Specialist at Luxoft | Profiles, Jobs, Skills, Articles, Salaries | LinkedIn**  
<https://www.linkedin.com/title/specialist-at-luxoft>  
Check out Specialist profiles at Luxoft, job listings & salaries. Review & learn skills to be a Specialist.

**Designer at Luxoft | Profiles, Jobs, Skills, Articles, Salaries | LinkedIn**  
<https://www.linkedin.com/title/designer-at-luxoft>  
Check out Designer profiles at Luxoft, job listings & salaries. Review & learn skills to be a Designer.

**Top 23 Researcher profiles at Luxoft | LinkedIn**  
<https://www.linkedin.com/title/researcher-at-luxoft> ▼  
Here are the top 23 Researcher profiles at Luxoft on LinkedIn. Get all the articles, experts, jobs, and insights you need.

How many of you create lists of alternative job titles / skills / target companies ?



```
File Edit Format View Help
"Application Developer" OR "Application Support Analyst" OR "Applications Engineer" OR "Associate Developer"
OR "Chief Technology Officer" OR "Chief Information Officer" OR CTO OR CIO OR "Computer and Information Systems Manager"
OR "Computer Systems Manager" OR "Customer Support Administrator" OR "Customer Support Specialist" OR
"data Center Support Specialist" OR "data Quality Manager" OR Database Administrator" OR "Desktop Support Manager"
OR "Desktop Support Specialist" OR "Developer" OR "Director of Technology" OR "Front End Developer" OR "Help Desk Specialis
OR "Help Desk Technician" OR "Information Technology Coordinator" OR "Information Technology Director"
```

Alumni Search – will default to the school / University you added to your profile

<https://www.linkedin.com/edu/alumni?name>

Home Profile My Network Education Jobs Interests Business Services Go to Recruiter

[Is Lloyds exposed? - Find out how to reduce your vulnerability to operational risks.](#)

## Wellingborough School

LinkedIn for Education

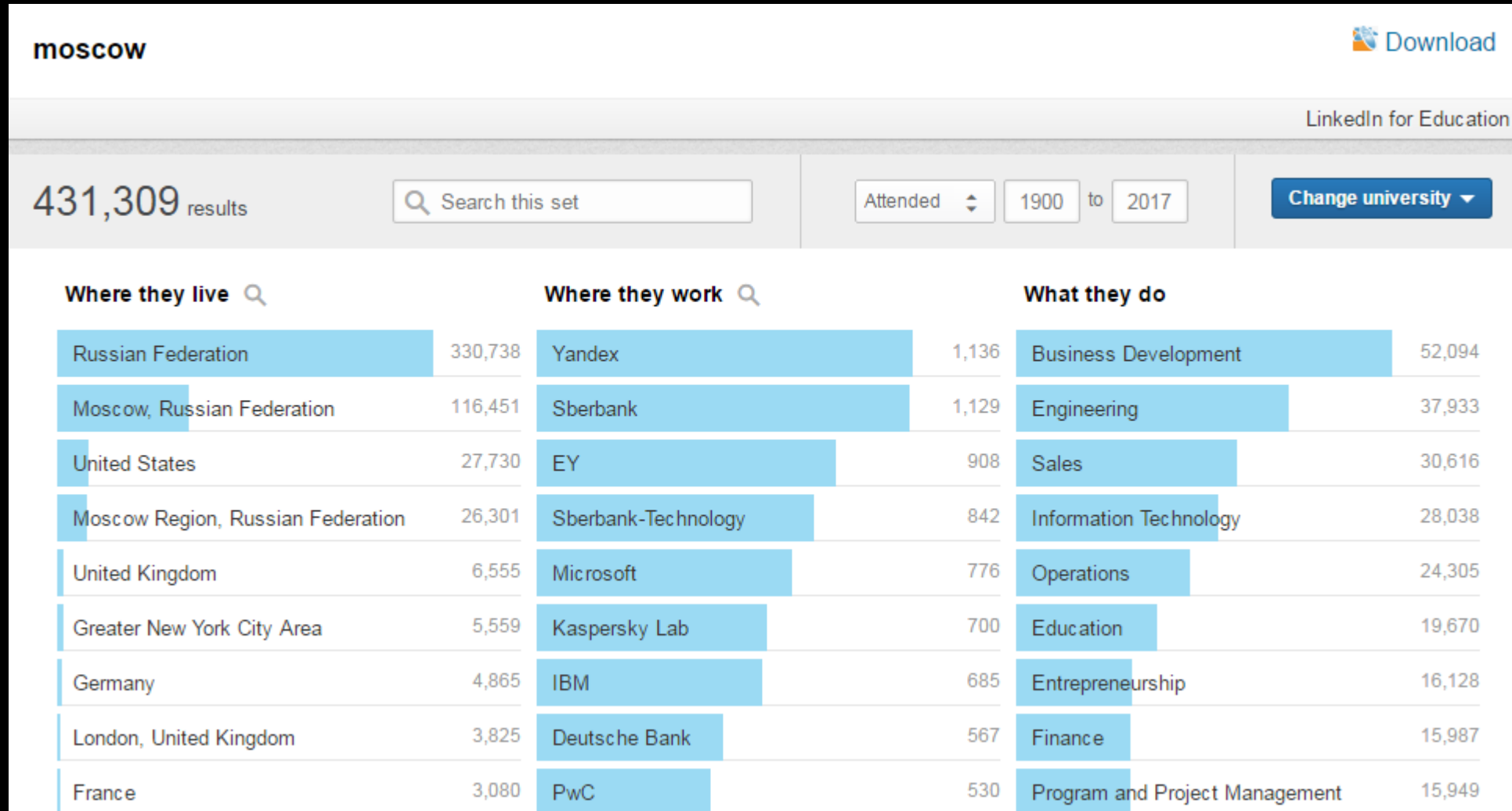
2,136 results  Attended 1900 to 2016 [Change university](#)

Where they live	Where they work	What they do
United Kingdom 1,954	Northamptonshire County Council 11	Sales 261
Northampton, United Kingdom 387	Barclaycard 9	Operations 215
London, United Kingdom 152	NHS 6	Entrepreneurship 157
Australia 40	HSBC 5	Consulting 121
Milton Kevnes, United Kingdom 36	Barclays 5	Finance 108

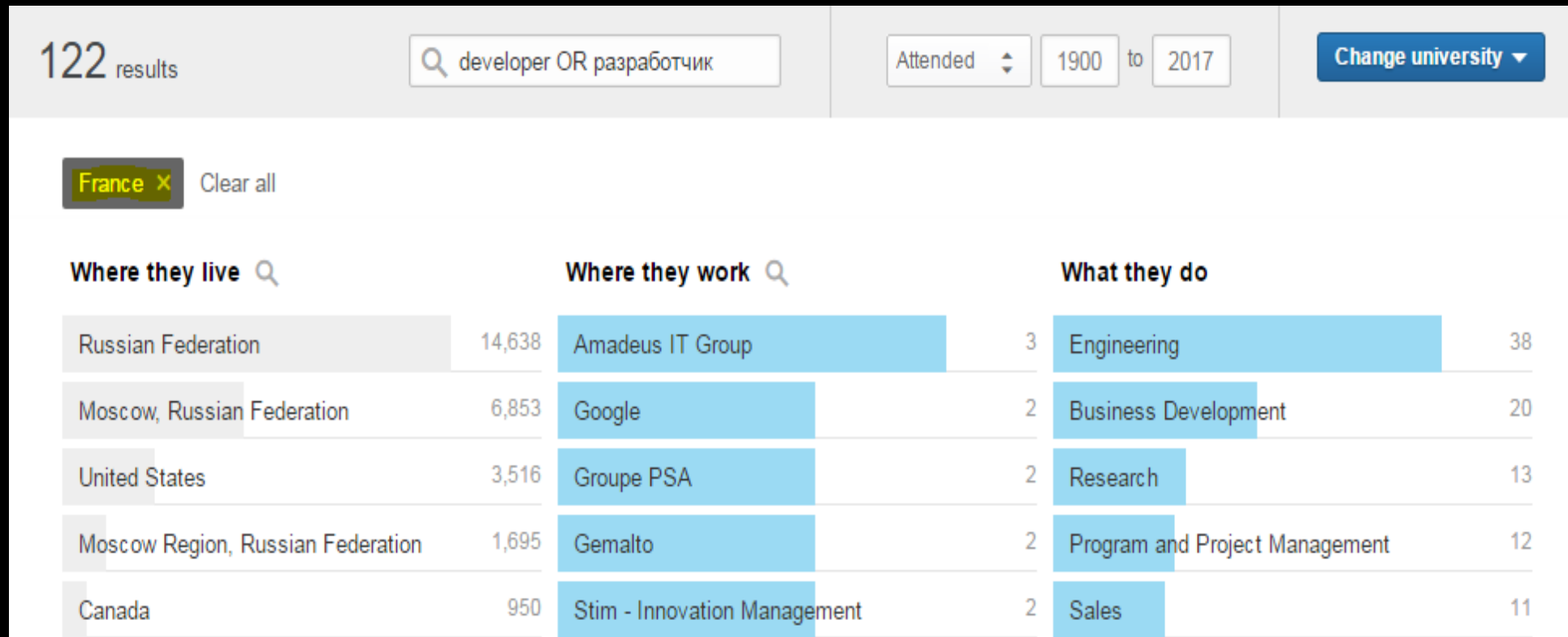
Show More

# Search across all cities with a little hack

<https://www.linkedin.com/edu/alumni?name=moscow>

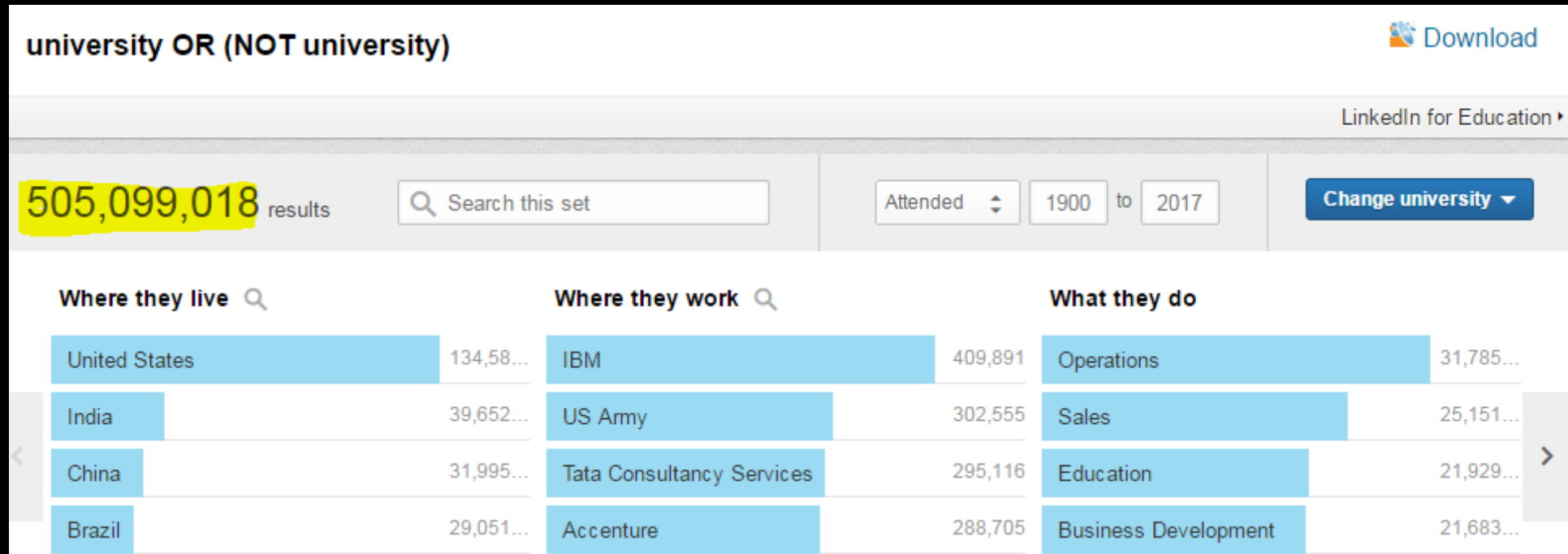


# People who speak Russian & French ?

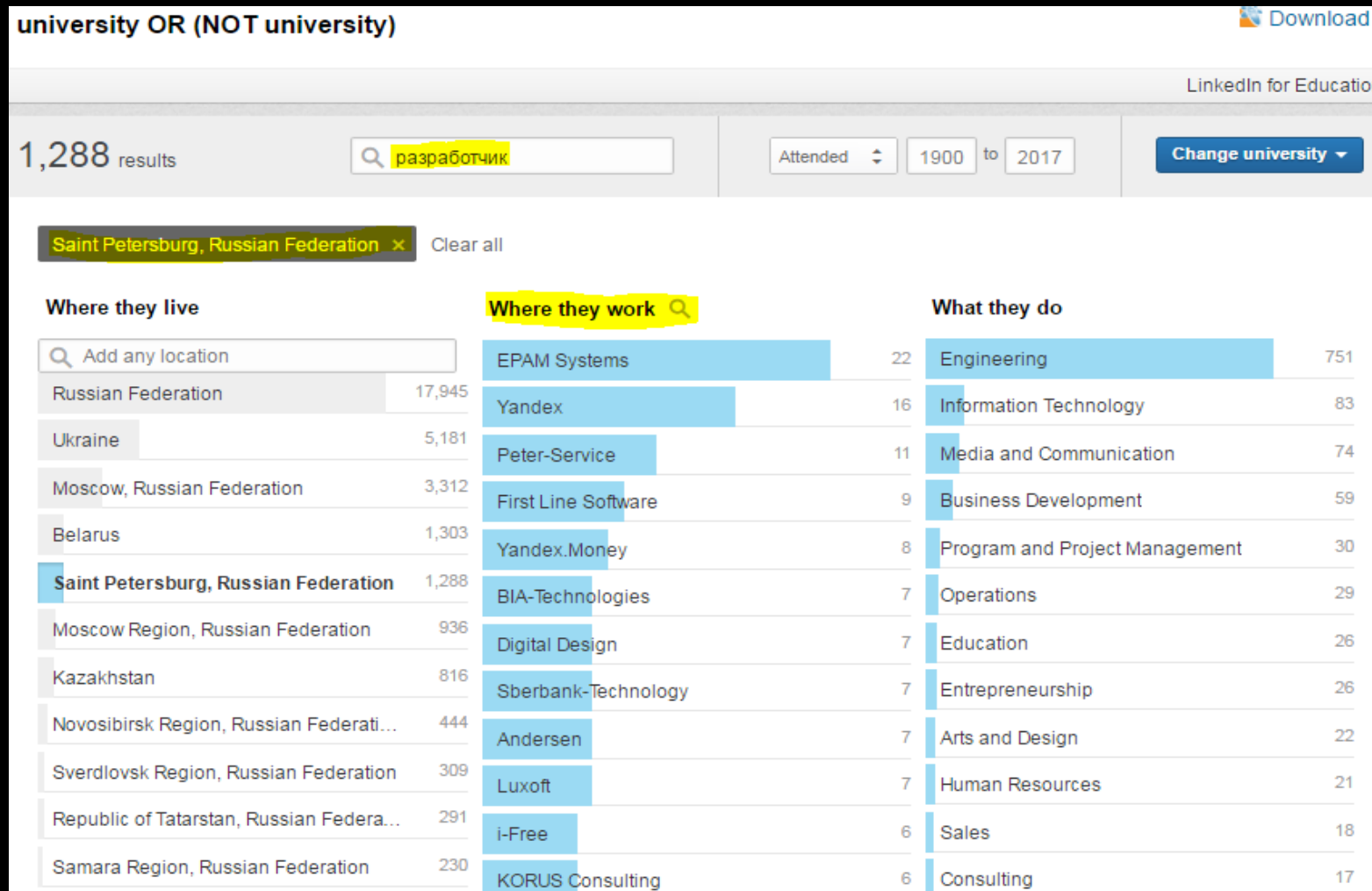




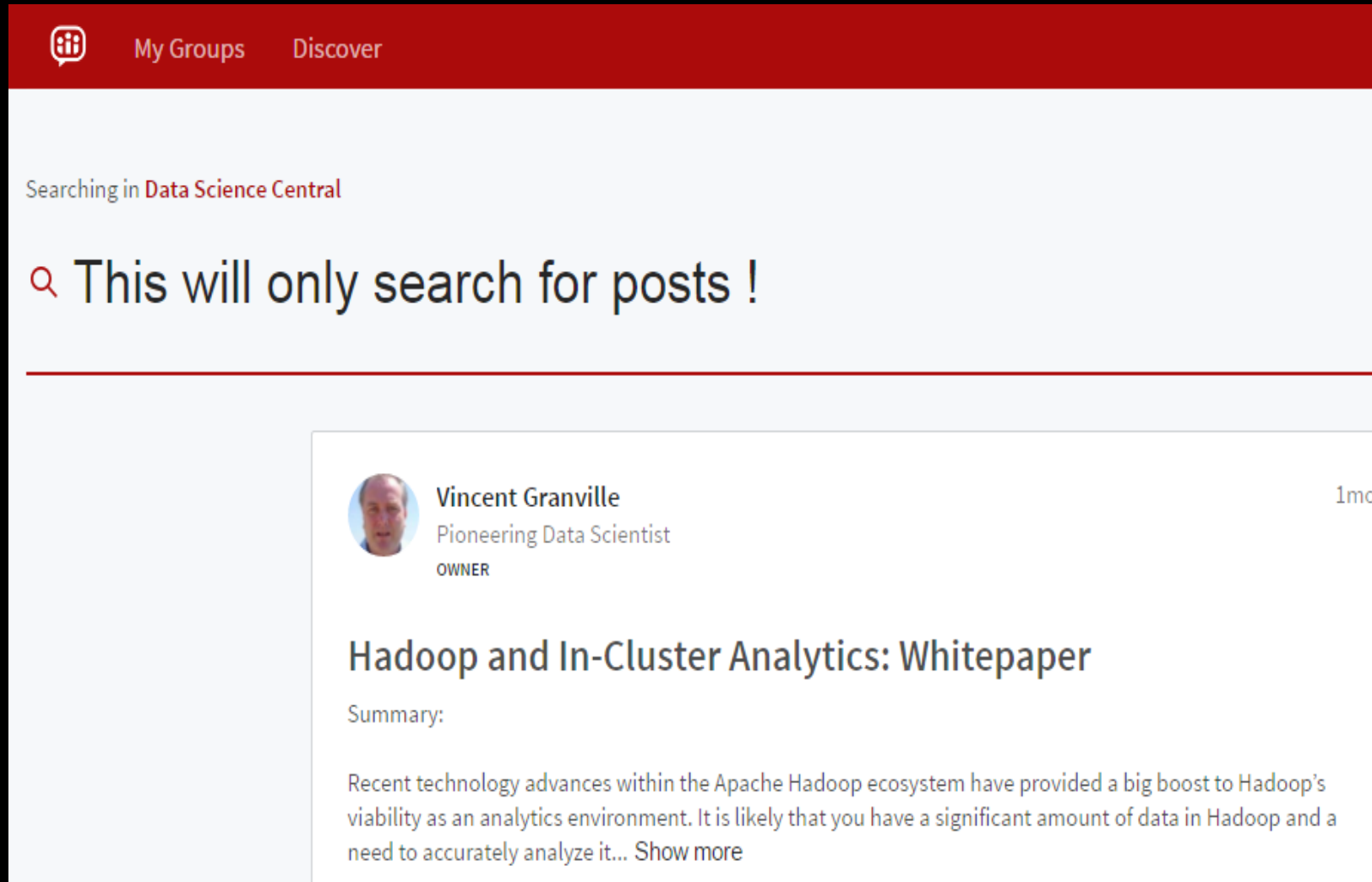
See everyone (avoids search limitations)  
[https://www.linkedin.com/edu/alumni?name=university%20OR%20\(NOT%20university\)](https://www.linkedin.com/edu/alumni?name=university%20OR%20(NOT%20university))



# Is this a useful research tool ?



# LinkedIn Group search hack




The screenshot shows the LinkedIn interface for a group search. At the top, there is a red navigation bar with the LinkedIn logo, 'My Groups', and 'Discover'. Below this, the search context is 'Searching in Data Science Central'. A search bar contains the text 'This will only search for posts !'. Below the search bar, a post by Vincent Granville is displayed. The post includes a profile picture, name, title, role, and a summary of a whitepaper.

My Groups Discover

Searching in Data Science Central

🔍 This will only search for posts !

---

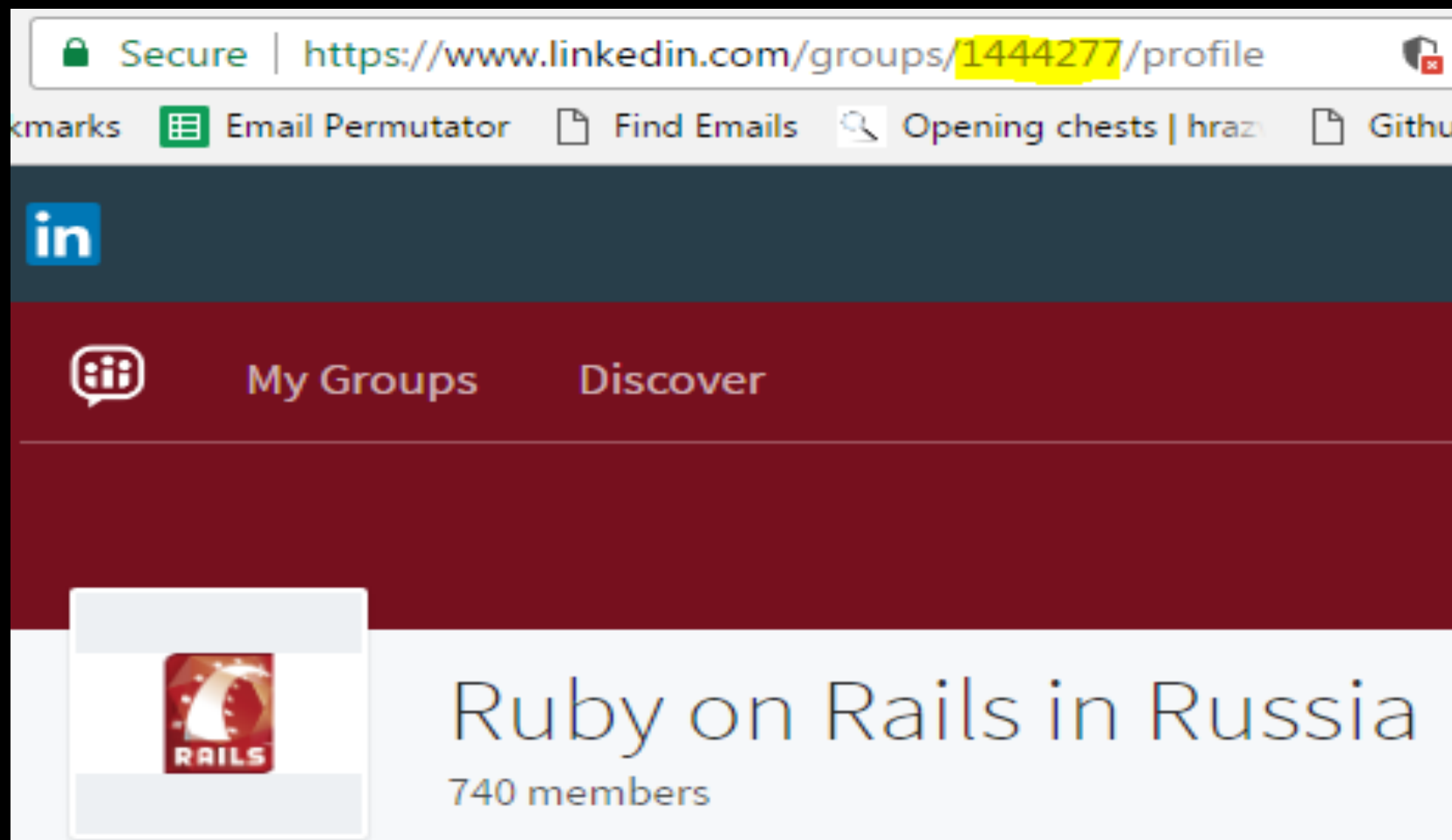
 **Vincent Granville** 1mo  
Pioneering Data Scientist  
OWNER

### Hadoop and In-Cluster Analytics: Whitepaper

Summary:

Recent technology advances within the Apache Hadoop ecosystem have provided a big boost to Hadoop's viability as an analytics environment. It is likely that you have a significant amount of data in Hadoop and a need to accurately analyze it... [Show more](#)

Start by finding the group number

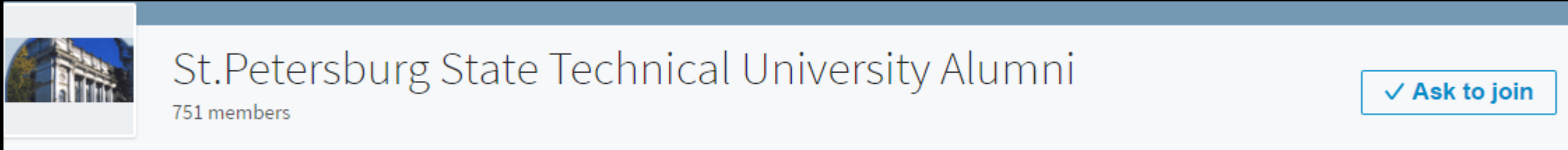


The image shows a browser window displaying a LinkedIn group profile. The address bar shows the URL `https://www.linkedin.com/groups/1444277/profile`, with the group ID `1444277` highlighted in yellow. The browser's bookmark bar includes 'Email Permutator', 'Find Emails', 'Opening chests | hraz', and 'Githu'. The LinkedIn navigation bar features the 'in' logo and 'My Groups' and 'Discover' links. The group profile header for 'Ruby on Rails in Russia' is visible, showing a group icon with the Rails logo and the text '740 members'.

Add it here

- [https://www.linkedin.com/search/results/people/?facetGroup=%5B%GROUPNUMBER%22%5D&origin=FACELETED\\_SEARCH&title=](https://www.linkedin.com/search/results/people/?facetGroup=%5B%GROUPNUMBER%22%5D&origin=FACELETED_SEARCH&title=)

# You can now search any group (and see full profiles)





St. Petersburg State Technical University Alumni


751 members

[✓ Ask to join](#)


Showing 750 results.




**Yuri Misnik**  • 2nd  
Global Head of Digital IT, Digital CIO at HSBC  
London, United Kingdom


 18 shared connections

[Follow](#)







**Oxana Fedorova** • 2nd  
Director of Recruiting - Masters Europe  
Zürich Area, Switzerland


 4 shared connections

[Connect](#)






**Igor Kovalev** • 2nd  
PD IT Manager, UK at Ford Motor Company  
Southend on Sea, United Kingdom

 79 shared connections

[Connect](#)

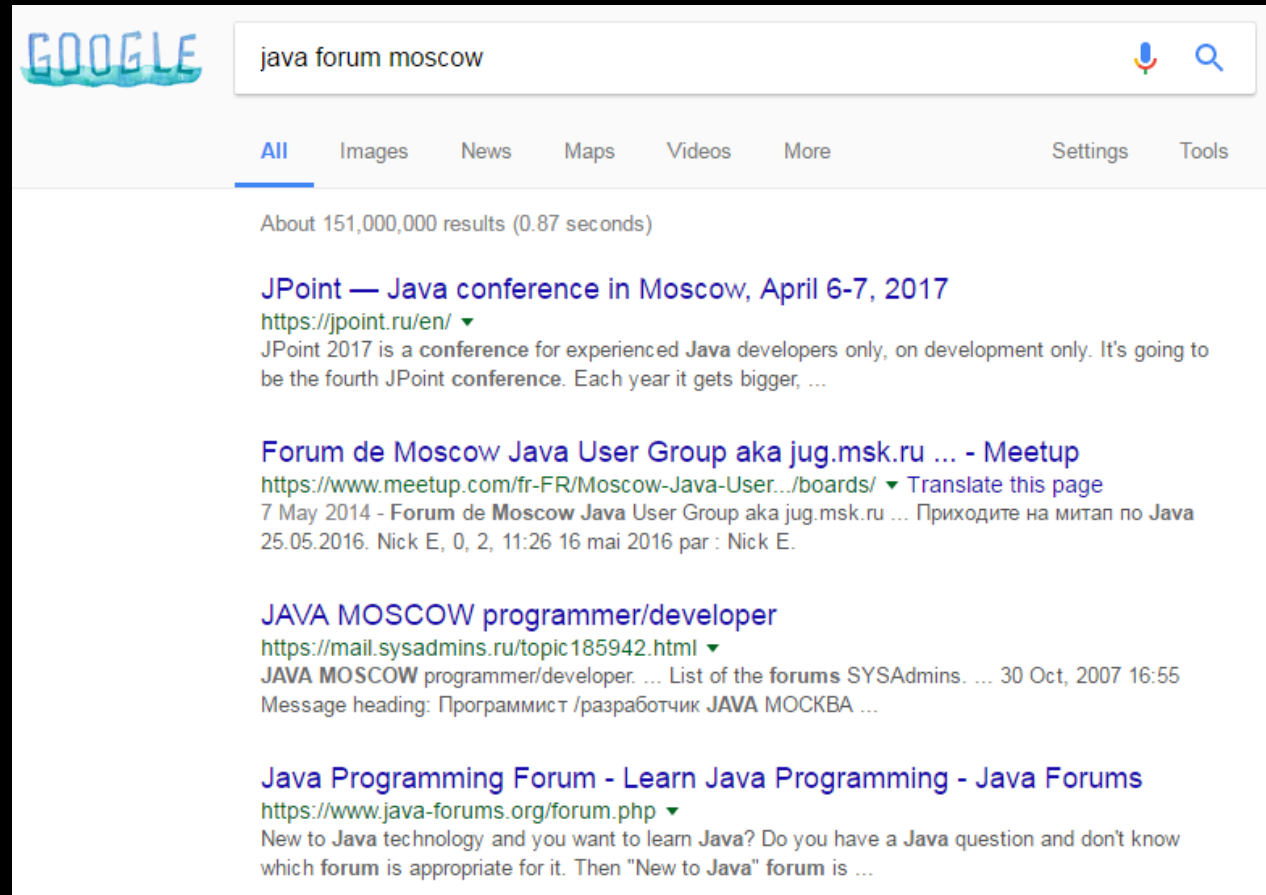


Where else do IT people in Russia hang out ?





IT people like to talk to... other IT people.



The image shows a screenshot of a Google search results page. The search query is "java forum moscow". The results are sorted by "All". The first result is "JPoint — Java conference in Moscow, April 6-7, 2017" with a URL "https://jpoint.ru/en/". The second result is "Forum de Moscow Java User Group aka jug.msk.ru ... - Meetup" with a URL "https://www.meetup.com/fr-FR/Moscow-Java-User.../boards/". The third result is "JAVA MOSCOW programmer/developer" with a URL "https://mail.sysadmins.ru/topic185942.html". The fourth result is "Java Programming Forum - Learn Java Programming - Java Forums" with a URL "https://www.java-forums.org/forum.php".

GOOGLE

java forum moscow

All Images News Maps Videos More Settings Tools

About 151,000,000 results (0.87 seconds)

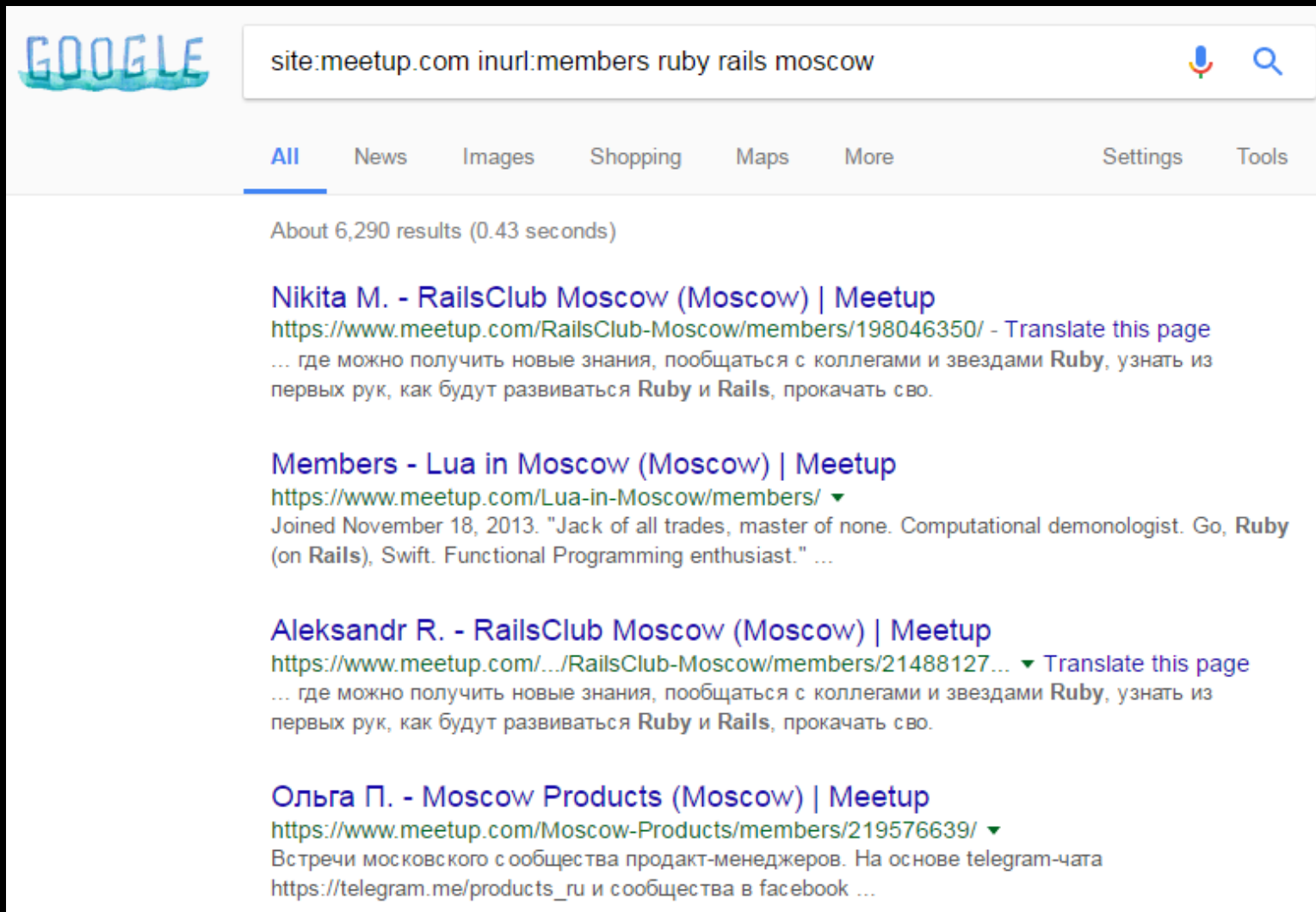
**JPoint — Java conference in Moscow, April 6-7, 2017**  
<https://jpoint.ru/en/> ▼  
JPoint 2017 is a conference for experienced Java developers only, on development only. It's going to be the fourth JPoint conference. Each year it gets bigger, ...

**Forum de Moscow Java User Group aka jug.msk.ru ... - Meetup**  
<https://www.meetup.com/fr-FR/Moscow-Java-User.../boards/> ▼ [Translate this page](#)  
7 May 2014 - Forum de Moscow Java User Group aka jug.msk.ru ... Приходите на митап по Java 25.05.2016. Nick E, 0, 2, 11:26 16 mai 2016 par : Nick E.

**JAVA MOSCOW programmer/developer**  
<https://mail.sysadmins.ru/topic185942.html> ▼  
JAVA MOSCOW programmer/developer. ... List of the forums SYSAdmins. ... 30 Oct, 2007 16:55  
Message heading: Программист /разработчик JAVA МОСКВА ...

**Java Programming Forum - Learn Java Programming - Java Forums**  
<https://www.java-forums.org/forum.php> ▼  
New to Java technology and you want to learn Java? Do you have a Java question and don't know which forum is appropriate for it. Then "New to Java" forum is ...

# Lots of examples



The image shows a Google search interface. The search bar contains the query "site:meetup.com inurl:members ruby rails moscow". Below the search bar, the "All" tab is selected. The search results show approximately 6,290 results in 0.43 seconds. Four results are visible, each with a title, URL, and a snippet of text.

GOOGLE

site:meetup.com inurl:members ruby rails moscow

All News Images Shopping Maps More Settings Tools

About 6,290 results (0.43 seconds)

**Nikita M. - RailsClub Moscow (Moscow) | Meetup**  
<https://www.meetup.com/RailsClub-Moscow/members/198046350/> - Translate this page  
... где можно получить новые знания, пообщаться с коллегами и звездами Ruby, узнать из первых рук, как будут развиваться Ruby и Rails, прокачать сво.

**Members - Lua in Moscow (Moscow) | Meetup**  
<https://www.meetup.com/Lua-in-Moscow/members/> ▼  
Joined November 18, 2013. "Jack of all trades, master of none. Computational demonologist. Go, Ruby (on Rails), Swift. Functional Programming enthusiast." ...

**Aleksandr R. - RailsClub Moscow (Moscow) | Meetup**  
<https://www.meetup.com/.../RailsClub-Moscow/members/21488127...> ▼ Translate this page  
... где можно получить новые знания, пообщаться с коллегами и звездами Ruby, узнать из первых рук, как будут развиваться Ruby и Rails, прокачать сво.

**Ольга П. - Moscow Products (Moscow) | Meetup**  
<https://www.meetup.com/Moscow-Products/members/219576639/> ▼  
Встречи московского с общества продакт-менеджеров. На основе telegram-чата [https://telegram.me/products\\_ru](https://telegram.me/products_ru) и сообщества в facebook ...

# RailsClub Moscow

[Home](#) [Members](#) [Photos](#) [Discussions](#) [More](#)

[Join us!](#)


Moscow, Russia

Founded Aug 26, 2015

[About us...](#)

Ruby programmers 176

Past Meetups 3

Our calendar 

Organizer:



[Elena Voronina](#)

 [Contact](#)

## Members

[All members \(176\)](#) [The Leadership Team \(1\)](#)

Sort by:

[Connection to you](#)

[Name](#)

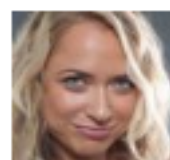
[Date joined](#)

Find a member:



[Михаил Тунгусов](#)

Joined January 25, 2016



[Ekaterina Gaika](#)

Joined May 9, 2017



[Mikhail](#)

Joined May 10, 2017

Some (not all) allow you to message directly

## RailsClub Moscow

Home **Members** Photos Discussions More

Join us!

Moscow, Russia  
Founded Aug 26, 2015

About us...

Ruby programmers 176  
Past Meetups 3  
Our calendar

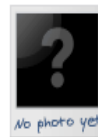
Organizer:

 **Elena Voronina**

Contact

### Михаил Тунгусов

Message Report Block



Location: Moscow  
Member since: January 25, 2016

Introduction  
No introduction yet

Looking to post a greeting? Start a conversation instead.  
Send a message to Михаил Тунгусов.

#### Member of 6 other Meetups



#RuPostgres  
Member



DevOps Moscow in Russian  
Member



Docker Moscow  
Member

Send a message to...

To: Михаил Тунгусов

Sent from RailsClub Moscow

Say something nice...

Discussions More

Send

SHIFT+ENTER

# Other ways to get their interest ?

- 1. Send a boring message with details about your job.
- 2. Sponsor their meeting with beer and pizza. Which would work best ?



We are creatures of habit (same username)



**Dmitry Semenov**

**dimsemenov**

Tabs.

Follow

Block or report user

📍 Ukraine, Kiev

✉ [diiiiimaaaa@gmail.com](mailto:diiiiimaaaa@gmail.com)


🌐 <http://dimsemenov.com>

🕒 Joined on 19 Sep 2011

# Just search for it


**Yandex**  Search

21 thousand results found


**Web**  [Dmitry Semenov \(@dimsemenov\) | Twitter](#)  
twitter.com > [dimsemenov](#)


**Images** [@dimsemenov](#). Web developer. UX designer. ... [dimsemenov.com](#). Joined July 2009. 22 Photos and videos Photos and videos.


**Video**


**Translate**  [I'm Dmitry, a user experience designer and web developer.](#)  
[dimsemenov.com](#)


**More** Links to the page contain: [://www.dimsemenov.com...](#)

 [Magnific Popup: Responsive jQuery Lightbox Plugin](#)  
[dimsemenov.com](#) > [plugins/magnific-popup/](#)  
Light and open source responsive lightbox plugin with focus on performance, for jQuery and Zepto.js. High-DPI (retina) display support, fast tap for touch devices.

 [dimsemenov \(Dmitry Semenov\) · GitHub](#)  
[github.com](#) > [Dimsemenov](#)  
[dimsemenov](#) has 12 repositories available. ... Report or block [dimsemenov](#). Hide content and notifications from this user.


 [GitHub - dimsemenov/Magnific-Popup: Light and responsive...](#)  
[github.com](#) > [Dimsemenov](#) > [Dimsemenov/Magnific-Popup](#)  
[dimsemenov/Magnific-Popup](#). Code. Issues 458. ... Latest commit 6b7a808 Feb 20, 2016  
[dimsemenov](#) 1.1.0 version bump & build.



 [Dmitry Semenov | LinkedIn](#)  
[linkedin.com](#) > [in/dimsemenov](#)  
View Dmitry Semenov's professional profile on LinkedIn. LinkedIn is the world's largest business network, helping professionals like Dmitry Semenov discover inside connections...

















































 [dimsemenov](#)  
[npmjs.com](#) > [~dimsemenov](#)  
[dimsemenov](#). 2 Packages by [dimsemenov](#). [magnific-popup - v1.1.0](#) - Lightbox and modal dialog plugin.



# https://namechk.com/

**Namech\_k**  dimsemenov ☰

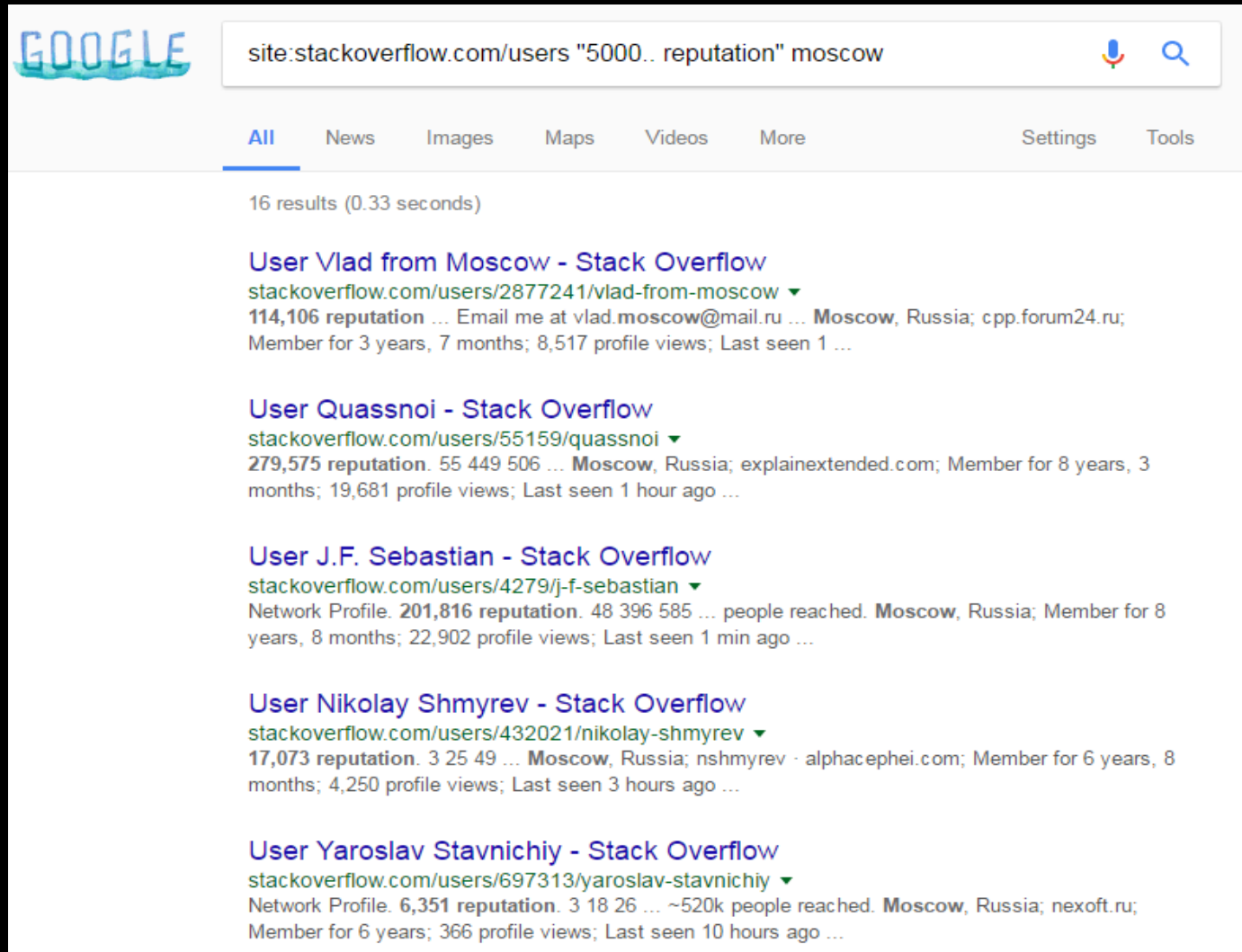
Legend: ● Available ● Unavailable ● Error ● Invalid Please share Namechk!  

 Facebook 	 YouTube 	 Twitter 
 Instagram 	 Blogger 	 GooglePlus 
 Twitch 	 Reddit 	 Ebay 
 Wordpress 	 Pinterest 	 Yelp 
 PayPal 	 Slack 	 Github 
 Vine 	 Basecamp 	 Tumblr 
 Flickr 	 Spotify 	 Pandora 
 ProductHunt 	 Steam 	 MySpace 

# Stackoverflow & Github – do you have a profile ?

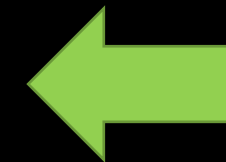
- IT people are more comfortable and active here
- Users upload their work and it is rated by others, it means we can search for the best talent.
- Alternative ways to attract (and test) i.e. Code Golf  
<http://codegolf.stackexchange.com/>
- Direct contact details (not going into a LinkedIn recruiter spam filter).
- See asked and answered questions
- Gives you a warmer introduction message
- Search within groups

# Example Xray search



The screenshot shows a Google search interface with the query "site:stackoverflow.com/users '5000.. reputation' moscow". The search results are filtered to show 16 results in 0.33 seconds. The top five results are listed below:

- User Vlad from Moscow - Stack Overflow**  
stackoverflow.com/users/2877241/vlad-from-moscow  
114,106 reputation ... Email me at vlad.moscow@mail.ru ... Moscow, Russia; cpp.forum24.ru; Member for 3 years, 7 months; 8,517 profile views; Last seen 1 ...
- User Quassnoi - Stack Overflow**  
stackoverflow.com/users/55159/quassnoi  
279,575 reputation. 55 449 506 ... Moscow, Russia; explainextended.com; Member for 8 years, 3 months; 19,681 profile views; Last seen 1 hour ago ...
- User J.F. Sebastian - Stack Overflow**  
stackoverflow.com/users/4279/j-f-sebastian  
Network Profile. 201,816 reputation. 48 396 585 ... people reached. Moscow, Russia; Member for 8 years, 8 months; 22,902 profile views; Last seen 1 min ago ...
- User Nikolay Shmyrev - Stack Overflow**  
stackoverflow.com/users/432021/nikolay-shmyrev  
17,073 reputation. 3 25 49 ... Moscow, Russia; nshmyrev - alphacepei.com; Member for 6 years, 8 months; 4,250 profile views; Last seen 3 hours ago ...
- User Yaroslav Stavnichiy - Stack Overflow**  
stackoverflow.com/users/697313/yaroslav-stavnichiy  
Network Profile. 6,351 reputation. 3 18 26 ... ~520k people reached. Moscow, Russia; nexoft.ru; Member for 6 years; 366 profile views; Last seen 10 hours ago ...



Wow !

Who is this ?

But a nice internal search too

<https://github.com/search/advanced>

### Users options

With this full name

From this location

With this many followers

With this many public repositories

Working in this language

### Repositories options

With this many stars

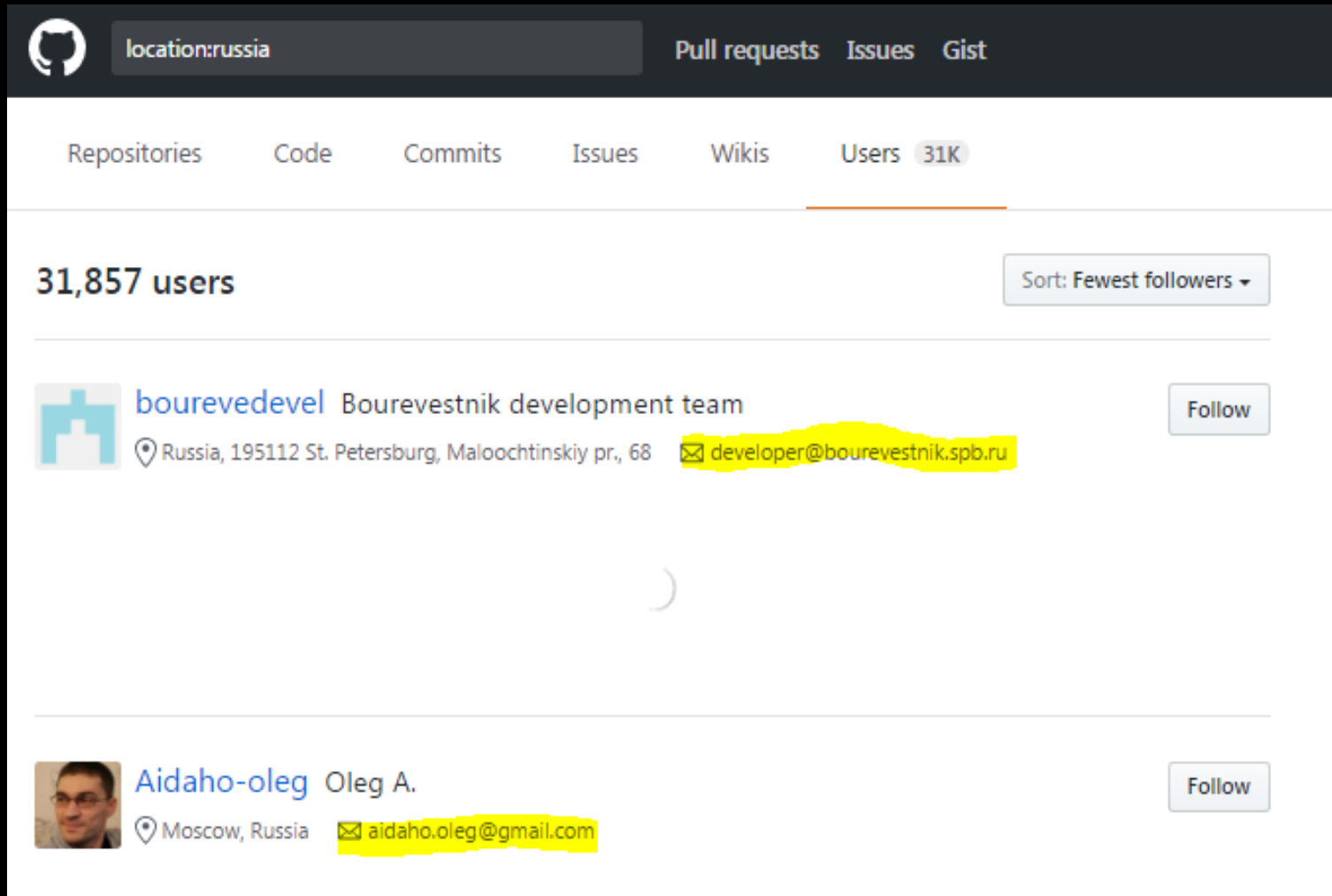
With this many forks

Of this size

Pushed to

Return repositories  including forks.

# Github (most people give their personal email)



The screenshot shows a GitHub search results page for the query "location:russia". The search bar at the top contains "location:russia" and the GitHub logo. Navigation links for "Pull requests", "Issues", and "Gist" are visible. Below the search bar, there are tabs for "Repositories", "Code", "Commits", "Issues", "Wikis", and "Users" (with a "31K" badge). The "Users" tab is selected, and the page displays "31,857 users" with a "Sort: Fewest followers" dropdown menu.

The first user profile shown is for "bourevedevel", identified as the "Bourestnik development team". The location is "Russia, 195112 St. Petersburg, Maloochtinskiy pr., 68" and the email address "developer@bourestnik.spb.ru" is highlighted in yellow. A "Follow" button is present to the right.


The second user profile is for "Aidaho-oleg", identified as "Oleg A.". The location is "Moscow, Russia" and the email address "aidaho.oleg@gmail.com" is highlighted in yellow. A "Follow" button is also present to the right.

# Notice the difference of keywords


## MOSCOW

**16,616 users**

---

 **ternsip** Ternsip  
My bed is a magical place where I suddenly remember everything I forgot to do.  
📍 Russia, Moscow | Saratov


---

 **bobuk** Grigory Bakunov  
📍 Russia, Moscow ✉ thebobuk@ya.ru


## Москва

**635 users** Sort: Best match ▾

---

 **lexnekr** Алексей Задойный Follow  
Занимаюсь 1С-Битрикс с 2008, опытный менеджер проектов и администратор сайтов на платформе. Ментор ряда курсов на Coursera.  
📍 Москва ✉ a@coffeediz.ru

---

 **splincode** Maxim Ivanov Follow  
Я занимаюсь популяризацией программирования для школьников и студентов вузов.  
<http://youtube.com/c/splincodewd>  
📍 Москва, Архангельск ✉ omaxphp@yandex.ru





Add their username to  
<https://api.github.com/users/XXX/events>



```
    "display_login": "ternsip",
    "gravatar_id": "",
    "url": "https://api.github.com/users/ternsip",
    "avatar_url": "https://avatars.githubusercontent.com/u/10179239?"
  },
  "repo": {
    "id": 82938001,
    "name": "ternsip/StructPro",
    "url": "https://api.github.com/repos/ternsip/StructPro"
  },
  "payload": {
    "push_id": 1725176553,
    "size": 1,
    "distinct_size": 1,
    "ref": "refs/heads/master",
    "head": "6c0f558fe85dd818801534dcb1f07872f3255833",
    "before": "53e46c6d83ddba5c41dc6d1874d46e5d08a32980",
    "commits": [
      {
        "sha": "6c0f558fe85dd818801534dcb1f07872f3255833",
        "author": {
          "email": "bruksabigail@gmail.com",
          "name": "Camelot"
        },
        "message": "3.7 release generation progress",
        "distinct": true,
        "url": "https://api.github.com/repos/ternsip/StructPro/commits/6c0f5
```

How would a software engineer react if you told them how you did this ? 😊

# Just Google the username – let's talk Minecraft !

ternsip

All Maps Images Videos Shopping More Settings Tools

About 4,670 results (0.80 seconds)

**ternsip (Ternsip) · GitHub**  
<https://github.com/ternsip>  
ternsip has 6 repositories available. Follow their code on GitHub.

**ternsip - Codeforces**  
[codeforces.com/profile/ternsip](https://codeforces.com/profile/ternsip)  
Contribution: 0; Friend of: 22 users; Last visit: 3 weeks ago; Registered: 5 years ago; ternsip's blog  
Blog entries (0), comments · Your talks with ternsip ...

**Ternsip Osipov - YouTube**  
<https://www.youtube.com/user/Tornsip>  
[Fluid simulation] Ice cream 2D - Duration: 26 seconds. 89 views; 1 year ago. 5:33. Play next; Play now. Verlet integration 3D (Physical model) ...

## ternsip (Members) - GAMEBANANA

[gamebanana.com/members/1446081](https://gamebanana.com/members/1446081)

11 Jan 2016 - Status: Offline; Last Seen: 7 months ago @ Half-Life > Maps > Deathmatch > CrossX.  
Bio. No bio set! Contact Info. No contact info set! Medals.

## Profile of ternsip - Minecraft Schematics

[www.minecraft-schematics.com/user/ternsip/](https://www.minecraft-schematics.com/user/ternsip/)

This is the profile of ternsip, a user from Minecraft Schematics.

## ternsip – Minecraft Mod Review

[minecraftmodreview.com/tag/ternsip/](https://minecraftmodreview.com/tag/ternsip/)

18 Apr 2016 - We take a look at the Gatemod by Ternsip. This mod allows you to easily craft teleportation gates to other areas in your Minecraft world. Further ...

## OpenEye - Placemod Minecraft mod by Ternsip

<https://openeye.openmods.info/mod/placemod>

mod icon Placemod by Ternsip. This mod spawns various structures taken from schematics during world generation. Credits: Authored by Ternsip. Raw data Go ...

## Minecraft StructPro Mod by Ternsip - Patchmod

[patchmod.com/minecraft-structpro-mod-by-ternsip/](https://patchmod.com/minecraft-structpro-mod-by-ternsip/)

25 Mar 2017 - Minecraft StructPro Mod (Fast Schematic Spawning System). Download Minecraft Mod StructPro by Ternsip. Minecraft versions: [1.10.2], [1.11.2].

# A (few) recommended tools

- 1. Sidekick <http://www.getsidekick.com/email-tracking-outlook>

The screenshot displays a Gmail 'Compose' window for an email titled 'Following Up' sent to Michael Clark (michael.clark@quantify.ly). The email content includes a greeting, a follow-up message, and a sign-off. A Sidekick Insights overlay is positioned on the right side of the screen, providing detailed tracking information for the recipient. The overlay includes the recipient's name, title, and social media links, followed by a list of activities such as 'Opened email' and 'Clicked link' with timestamps. At the bottom of the overlay, the company name 'Quantify.ly' and employee count '1k-5k' are visible.

**BIGLYTICS**

Gmail

COMPOSE

Following Up

Michael Clark <michael.clark@quantify.ly> to me

Starred

Following Up

Templates | Save As Template |  Log in CRM

michael.clark@quantify.ly

Re: Following Up

Hi Michael,

Hope all is well! I wanted to follow up after our meeting last week. How did the chat with your go? Let me know if there's anything I can do to help.

Best,  
David

Send Now

Sidekick Insights Chat

**Michael Clark**  
CIO

Twitter LinkedIn

More

CIO @Quantifyly, Traveler, Web Addict, A Human Being.

HubSpot Records

**Michael Clark**  
Contact • Jeffrey Russo 2014-08-08

Activities

- Opened email opened Following Up an hour ago
- Clicked link clicked <https://support.quantify.ly> an hour ago
- Opened email opened Following Up an hour ago
- Opened email opened Following Up

**Quantify.ly**  
quantify.ly

Employees 1k-5k

# Activity Stream

☰ ALL

🏠 OPENED

✉ NOT OPENED

🔗 CLICKS

🔍 REVISITS

📖 Learn wh

🔍 Search by keyword



**Someone** has not opened RE: Urgent contract - Berlin - ReactJS (etc)

Email sent: Today at 15:34



**Someone** has opened RE: results so far // RE: Brief

🏠 OPENED Today at 14:28 in New Jersey, United States 🖥

🔕 Mute Thread

2 views (2 in the last two days) ▾



**arun.prasad@bankofamerica.com** and 1 other have opened Recording - Candidate Sourcing Best Practices Showcase.

🏠 OPENED Today at 13:34 in Atlanta, Georgia 🖥

🔕 Mute Thread

5 views (2 in the last two days) ▾



**Julian Oates** has opened [Re: Hi](#)

🏠 OPENED Today at 13:13 in United Kingdom 🖥

🔕 Mute Thread

3 views (3 in the last two days) ▾

# Email hunter

<https://emailhunter.co/chrome>

The image shows a screenshot of a LinkedIn profile for Eugene Ilnytskyi. The profile includes a profile picture of a man with glasses speaking into a microphone, a header with the text "Train Hard, Re...", and a "Background" section. The "Experience" section lists his role as "Head of International Sales" at "Unitrade Group" from "September 2015 – Present (1 year 2 months) | Ukraine". The Unitrade Group logo is visible in the bottom right corner of the profile area. An email hunter overlay is positioned over the top right of the profile, displaying the email address "e.ilnytskyi@unitrade-group.com" with a 96% confidence level. The overlay also shows "6 email address for unitrade-group.com" and "1 / 150 requests". Below the email address is a "Write a note..." field with a "Save" button. At the bottom of the overlay are "Connect" and "Send Eugene InMail" buttons. The background shows the LinkedIn interface with a "People Also View" section on the right.

ame&authToken=Gci&trk=prof-sb-browse\_map-name

permutator Find Emails

**Eugene Ilnytskyi**

**e.ilnytskyi@unitrade-group.com**

96% confidence

6 email address for unitrade-group.com · Try with an other domain name

My leads 1 / 150 requests

Write a note...

Save

Connect Send Eugene InMail 409 connections

https://us.linkedin.com/in/ilnytskyi Contact Info

**Background**

**Experience**

**Head of International Sales**  
Unitrade Group  
September 2015 – Present (1 year 2 months) | Ukraine

**UNITRADE GROUP**

**People Also View**

**Yulia S**  
Chief Ma  
LeBoutic

**Roman**  
Internet t

**Olga F**  
Internet t

**Юля Ф**  
открыта

**Ekaterin**  
Chief Op  
ExpoPro

# Lusha (especially good for phone numbers)

**Lusha**  
offered by [lusha.co](https://lusha.co)  
★★★★★ (187) | [Search Tools](#) | 19,680 users

ADDED TO CHROME

OVERVIEW | REVIEWS | RELATED | G+ | 21

Compatible with your device

Lusha is the easiest way to find email addresses & phone numbers from anywhere on the web, with just one click

Simply find phone numbers and emails. Our hit rate is probably the best in the industry, give it a try and compare it with: Connectifier, Prophet, Discoverly, FTL, 360Social, Connect6, Rapportive, Email Hunter or any other product out there!

About Lusha:  
Website: <https://www.lusha.co>  
Twitter: @Lushaplugin

Report Abuse

**Additional Information**  
Version: 3.51  
Updated: April 23, 2017  
Size: 644KiB  
Language: English

**Remy Danton**  
✉ ...@Glendonhill.com [Show]  
✉ ...@gmail.com [Show]  
☎ +1-202-... [Show]

Auto Open | Get Free Credits | Support

Prophet – <http://bit.ly/1WZSroR> find emails and other SM sites

The image shows a LinkedIn profile for David Galley. A modal window is open over the profile, asking "Does David have these skills or expertise?". The modal contains several skill tags: Sourcing, Recruiting, Temporary Placement, Technical Recruiting, and Applicant Tracking Systems. Below the tags is a text input field for "Type another area of expertise..." and buttons for "Endorse" and "Skip".

The profile header for David Galley includes:

- David Galley** (1st)
- Program Director at People Sourcing Certification Program
- Greater Philadelphia Area | Staffing and Recruiting
- Current: People Sourcing Certification Program (CPSP), Brain Gain Recruiting
- Previous: On-Board Services, Spherion, Staffing Now
- Education: Colorado Technical University

On the right side of the profile, there is a sidebar with contact information:

- David Galley**
- People Sourcing Certification Program (CPSP)
- Philadelphia
- +1 609-630-0154
- +1 609-439-1310
- dave.galley@gmail.com
- david.galley@onboardusa.com
- david@braingainrecruiting.com
- Find email button

Below the contact information, there are sections for "SOCIAL PROFILES" (Facebook, Github, Google+, LinkedIn, Meetup, Twitter) and "WEBSITES" (Google+, Klout, booleanstrings.ning.com, braingainrecruiting.com, sourcingcertification.com, youtube.com).

At the bottom of the profile, there is a "People Also Viewed" section with recommendations for Irina Shamaeva, Delia Isabel Soto, and Barbara Nelson.



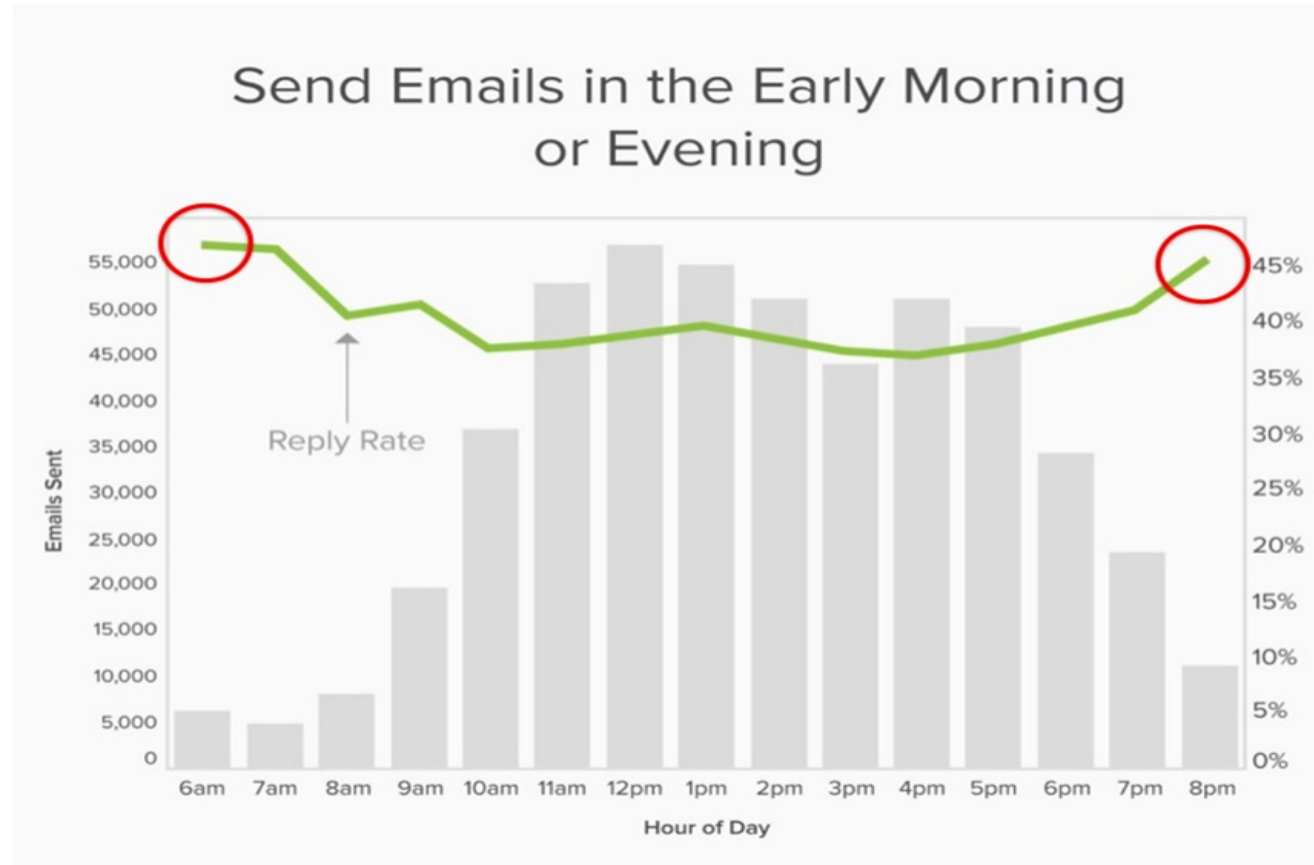
Making contact



I am here to challenge the way you do things



# Does the time of day matter?



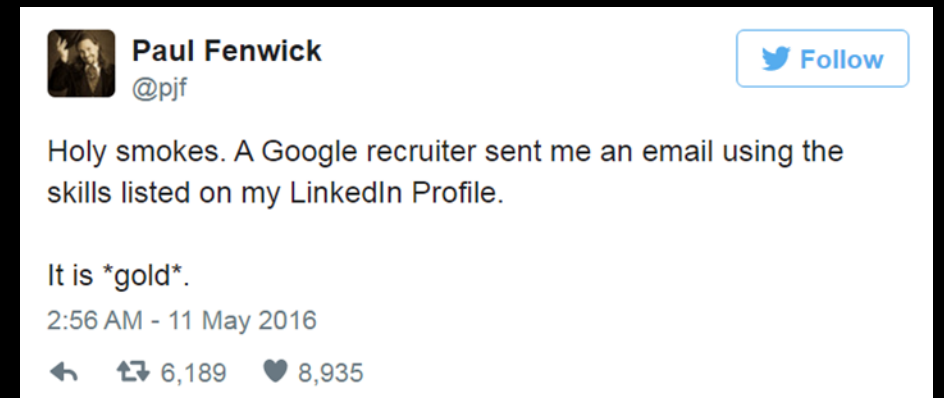


1. In the message, on the *Options* tab, in the More Options group, click *Delay Delivery*

2. Click *Message Options*

3. Under Delivery options, select the *“Do Not Deliver Before”* check box, and then click the delivery date and time that you want

# Western recruiters are doing this ...



# Without an interested candidate we have nothing

- How are you going to contact?
- What? Talk about you, the job or them?
- When?
- What is the objective of your message?
- How would you respond?
- How many times before you give up?

HOW EASY IS IT FOR THEM TO IGNORE YOU ?

“the best subject lines tell what’s inside, and the worst subject lines sell what’s inside”

- “First name, I want to talk about your experience of implementing XXX at XXX”.
- “First name, are you working on XXX version of software?”
- “Is working at XXX company a good location for you ?”
- “First name, do you get to pick your own hardware at XXX company”
- [Insert person’s name] referred you – heard you were an unbelievable developer.

# Warmth AND competence

		Competence	
		Competent	Incompetent
Warmth	Warm	“Wow, smart <i>and</i> nice— you’d be great to work with!”	“You’re so sweet—but I’d have to hold your hand on everything...”
	Cold	“Sure, you’re good at your job—but life is too short to work with people like you.”	“Ugh—no.”



# Listen don't tell.

- To hire someone there needs to be a match on both sides.
- If you only tell them about the job you can not overcome objections, build a rapport or make a match.
- You are damaging your brand (even if others do it).
- The purpose of your first contact is only to have a conversation.
- Less is more. Make it personal.
- “I’m not looking”. Most of the people I talk to aren’t either.
- FOMO – don’t tell everything, make them curious and want to respond.
- Be human.

Blog <http://booleanstrings.com>

Largest Sourcers' Online Community  
["Boolean Strings" Group on LinkedIn](#)  
[Boolean Strings Network](#)

People Sourcing Certifications  
<http://sourcingcertification.com>

Tools list <http://booleanstrings.com/tools/>

