

# Everything you need to know about Boolean

*Vanessa Raath*

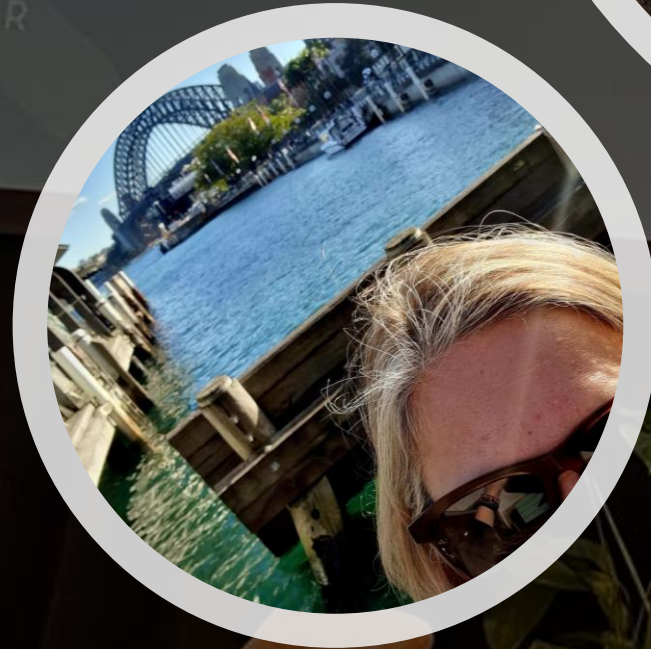
THE TALENT HUNTER

# Who am I?

- I am a Global Talent Sourcing Trainer and have trained global teams from Seattle to Sydney to be better sourcers of Talent
- I am still active in the sourcing space and look forward to being more involved this year
- This has been keeping me very busy: <https://academy.vanessaraath.com/>
- I currently work from home in Johannesburg, South Africa and my superpower is my ADHD 😊

# My Side Hustles

- International Keynote Speaker
- Budding Wildlife Photographer



# My Sourcing Philosophy

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# To be a great Sourcer of Talent, you need to master the following...

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1. Have a solid digital footprint with an awesome online brand. You need to have established your online credibility.
2. You need to be able to find candidates that no one else can find.
3. You need to be able to compose a compelling message that passive Talent will respond to.

<https://www.facebook.com/groups/thetalenthunters>

# The Talent Hunters

A GROUP FOR LIKE MINDED PEOPLE  
IN THE TALENT SOURCING INDUSTRY



# Boolean and X-ray Searches, your new BFFs

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Before we begin, let's go Fishing

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**TO CATCH THE FISH**

**YOU MUST BECOME THE FISH**

# What is Boolean?

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GEORGE BOOLE (1815–864). Professor of Mathematics at Queen's University, Cork.  
Reproduced by permission of University Coll

# Mister George Boole

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- George Boole, born in 1815, a British mathematician, logician & philosopher whose work served as the basis for modern computer science
- He has been called the 'Father of the Information Age'
- A Shoemaker's son, he became a Teacher at the age of 16 despite lacking any formal education





# Does the Role Description give us all the Information that we need?

## Job description 02

<b>Job title</b>	Art director	<b>Job description</b>
<b>Department</b>	Communication	Mercury is the closest planet to the Sun and the smallest one
<b>Location</b>	Manhattan	<b>Responsibilities</b>
<b>Duration</b>	Indefinite contract	Venus has a beautiful name and is the second planet from the Sun
<b>Hours</b>	40h per week	<b>Education and experience</b>
		Earth is the third planet from the Sun and the only one that harbors life



# Must Haves vs Nice to Haves

<b>Criteria</b>	<b>Must-have</b>	<b>Nice-to-have</b>
Agile Environment	<b>X</b>	
User involvement	<b>X</b>	
Web System	<b>X</b>	
User interaction with UI techniques	<b>X</b>	
HCD techniques	<b>X</b>	
Involvement of stakeholders		<b>X</b>

# Boolean Fundamentals

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## AND

– Used to combine multiple search terms to narrow down results

CFO **AND** Sydney –  
will find a CFO living in Sydney

**OR / |**

– (Must be in CAPITALS)  
used to broaden a  
search to include either  
search parameters

(CFO **OR** Accountant):  
will find a CFO or an  
Accountant

# Most Keywords will have a synonym

## Sales who?

Sales Representative

Sales Rep

Sales Manager

Salesperson

Sales Consultant

Sales Professional

Sales Advisor

Sales Executive

Sales Specialist

Sales Associate

Sales Engineer

Account Executive

Account Manager

Account Representative

Account Associate

Account Specialist

Client Success Manager

Customer Success Manager

Customer Happiness Manager

Client Success Consultant

Client Advisor

Client Relationship manager



()

- Put similar search terms inside the parenthesis (Always use with the OR function)

(“Sales Manager” OR Salesman) AND (Johannesburg OR Pretoria)

- will find a Sales Manager or Salesman living in Johannesburg or Pretoria

**NOT / -**

– used to narrow a search to exclude certain search terms

CFO **NOT** Accountant |

CFO **-**Accountant :

Will find only a CFO, not an Accountant

“”

– Used to search for the exact search term

“Management Consultant”  
– will find a Management Consultant only, not a Manager or a Consultant

## \* / Wildcard

- Replaces a missing word

“Cloud\*Architect”

-will find a Cloud *Security* Architect AND a Cloud *Solutions* Architect

## \* / Wildcard

- Replaces a missing word

“Cloud\*Architect”

-will find a Cloud *Security* Architect AND a Cloud *Solutions* Architect



# site:\*.co.uk “I am a UX designer” London

<https://www.francoisbrendenkamp.com> › about-francois-... ⋮

## About - Francois Brendenkamp | UX Design Portfolio

**ABOUT ME.** I am a **UX Designer** based in London UK, with a degree in Fine Art, ... fine artist with a 3 year National Diploma gained in my native **South Africa**.

<https://www.jonathannelsonux.com> › aboutme ⋮

## About — Jonathan J Nelson

**About me.** I am a **UX designer** and researcher who creates captivating and ... the Study of AIDS in **South Africa** as well as the Social Support Initiative in ...

<https://www.upwork.com> › information-architects-in-ca ⋮

## 27 Best Information Architects For Hire In California - Upwork™

Having lived in Russia, the U.S., **South Africa** and Argentina, ... I am a **UX designer** fueled by a passion to better lives by creating with a human-centric ...

## AROUND(X)

- Replaces up to X number of words

(Java **AROUND(5)** FNB)

- will find anyone with the word Java within 5 words of FNB

**present**

– Not foolproof but definitely worth a try

site:www.linkedin.com/in  
"store manager" **“present 5..7  
years”**

- Will find a Store Manager who has been in his current role for between 5 and 7 years

# How to find Female Candidates

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site:linkedin.com/in  
"HR Manager"  
"Cape Town" (she  
OR her)

za.linkedin.com > ... ▾

### Serene Salie - Cape Town Area, South Africa | Professional ...

Having taken over **her** role in **Cape Town** when **she** moved to London as Group HR manager for Tullow, Serene's legacy of placing people first in the ...

za.linkedin.com > ... ▾

### Malikah Moosa - Jnr HR Manager at GetSmarter®, a brand of ...

**She** values opinions and focuses on growing and developing me as a working professional. I admire **her** work ethic, **her** approach on how to handle difficult ...

za.linkedin.com > ... ▾

### Nicole Bodenham - Group Head HR Africa - Coty | LinkedIn

**She** is true to **her** value system at all times and does not compromise on principles and ethics. Nicole gives...

za.linkedin.com > stacey-swartz-76029550

### Stacey Swartz - HR Manager - CTP Flexibles, a Division of ...

Cape Town Area, South Africa - CTP Flexibles, a Division of CTP Packaging  
CTP Flexibles, a Division of CTP Packaging University of **Cape Town**. **Cape Town** ... **She** is functionally excellent in **her** role as **HR Manager** and a team player.

# How to find candidates based on their languages & interests

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site:linkedin.com/in  
"HR Manager"  
"Cape Town" (Swati  
OR Tsonga OR Zulu  
OR Sotho OR  
Xhosa)

za.linkedin.com > ... ▾

### Serene Salie - Cape Town Area, South Africa | Professional ...

Having taken over **her** role in **Cape Town** when **she** moved to London as Group **HR manager** for Tullow, Serene's legacy of placing people first in the ...

za.linkedin.com > ... ▾

### Malikah Moosa - Jnr HR Manager at GetSmarter®, a brand of ...

**She** values opinions and focuses on growing and developing me as a working professional. I admire **her** work ethic, **her** approach on how to handle difficult ...

za.linkedin.com > ... ▾

### Nicole Bodenham - Group Head HR Africa - Coty | LinkedIn

**She** is true to **her** value system at all times and does not compromise on principles and ethics. Nicole gives...

za.linkedin.com > stacey-swartz-76029550

### Stacey Swartz - HR Manager - CTP Flexibles, a Division of ...

Cape Town Area, South Africa - CTP Flexibles, a Division of CTP Packaging  
CTP Flexibles, a Division of CTP Packaging University of **Cape Town**. **Cape Town** ... **She** is functionally excellent in **her** role as **HR Manager** and a team player.

# Some new Boolean Search Operators...

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# Search Operators

- **site:** Shows results only from that website
- And now for some more Boolean search tools...

**intitle:** Find  
the word in the  
title of the web  
page

intitle:(CV OR vitae OR  
Resume) Java Berlin  
-job -jobs

nirenstein.com > ...

[Resume](#) / [CV](#) / Curriculum [Vitae](#) | [www.nirenstein.com](http://www.nirenstein.com)

EMSS June 2000 – February 2003 (2 years 9 months), Stellenbosch, [South Africa](#). I wrote visualization software for EM simulations. Skills/Tools: C++, [Java](#), Qt, ...

Images for intitle:("[CV](#)" OR "[vitae](#)" OR "[Resume](#)") AND "[Java](#)" AND "[South Africa](#)" -job -jobs



→ More images for intitle:("[CV](#)" OR "[vitae](#)" OR "[Resume](#)") AND "[Java](#)" AND "[South Africa](#)" -job -jobs [Report images](#)

www.paces.me > Josef\_Paces\_CV

CURRICULUM [VITAE](#) - Josef Pačes

CURRICULUM [VITAE](#) - Senior Analyst & Lead ... NET, [Java](#), JavaScript – good knowledge ...  
o Enabler – Billing system for Standard Bank of [South Africa](#).

**intitle example 2:**  
To x-ray into a  
specific site and  
to find the title

site:linkedin.com/in  
intitle:developer Java  
Liverpool

za.linkedin.com > ...

Mfundo Sibisi - Java Developer - FNB South Africa | LinkedIn  3 m

Mfundo Sibisi. Java Developer at FNB South Africa. FNB South Africa University of Johannesburg. Johannesburg Area, South Africa 71 connections.

za.linkedin.com > ...

Nonhlanhla Mthembu - Java Developer - ubank | LinkedIn

ubank. Johannesburg Area, South Africa 28 connections ... intermediate Java Developer at MMI Software PTY LTD at Momentum Metropolitan Holdings Limited. Johannesburg Area, South Africa - ubank

za.linkedin.com > darrylsmithrsa

Darryl Smith - Senior Java Developer - Entelect | LinkedIn  2 months

Senior Java Developer at Entelect ... Johannesburg Area, South Africa ... WebSphere Application Server 7.0, WebSphere Application Server 8.5 Java EE 5, EJB

za.linkedin.com > ...

Vusumuzi Nkomo - Java Developer - FNB South Africa ...  about a m

Vusumuzi Nkomo. Senior Java Developer at FNB. FNB South Africa University of Johannesburg. Johannesburg Area, South Africa 500+ connections.

**inanchor:** Finds the word in the body of the page's headline

site:linkedin.com/in  
inanchor:CIMA  
London Accountant

<https://uk.linkedin.com> > hetalshah21 ▾

Hetal Shah - **London**, England, United Kingdom | Professional ...

A **CIMA** **accountant** who is well-motivated and possesses an abundance of **accountancy** experience. Displays a consistent approach to work and has a keen eye ...

<https://uk.linkedin.com> > ...

Sarah Sedgwick - Finance Manager - PWC | LinkedIn

United Kingdom · Finance Manager · PWC

**CIMA** qualified financial professional with management **accounting**, ... Victoria Alawode-Williams ACCA. Portfolio Financial Lead at M&G Prudential. **London**.

<https://uk.linkedin.com> > daniel-losana

Daniel Sanchez Losana / **CIMA** Finalist - Assistant ... - LinkedIn

Isleworth, Greater **London**, United Kingdom · Assistant Management **Accountant** · Savills  
I recently started as an Assistant Management **Accountant** at Savills, which is listed on the **London** Stock Exchange, and I am responsible for the financial ...

<https://uk.linkedin.com> > alicia-noble-98298153

Alicia Noble - Financial **Accountant** - PVH Corp. | LinkedIn

**London**, England, United Kingdom · Financial **Accountant** · PVH Corp.  
Financial **Accountant** at PVH Corp. PVH Corp. ... **London**, England, United Kingdom  
309 connections ... Chartered Institute of Management Accountants (**CIMA**).

**inurl:** Finds the word in the web address

site:linkedin.com/in  
inurl:engineer Paris

au.linkedin.com > sam-anderson-goldcoast-engineer

Sam Anderson - Queensland, Australia | Professional Profile ...

Sam Anderson | Queensland, Australia | I am a highly motivated Civil Engineering student currently in my 3rd year of study at Griffith University Gold Coast and ...

au.linkedin.com > christopher-morrison-engineer

Christopher Morrison - Structural Engineer - ESEN Engineers ...

Christopher Morrison. Structural Engineer delivering positive solutions for a resilient community. ESEN Engineers Gold CoastThe University of Queensland.

au.linkedin.com > david-messenger-engineer-australia

David Messenger - Queensland Alumina Limited - LinkedIn

Professional Engineer and Improvement Specialist with extensive experience in mining, construction and manufacturing. Queensland Alumina LimitedUniversity ...

Brisbane, Queensland, Australia · Business Improvement Specialist · Queensland Alumina Limited

au.linkedin.com > james-forbes-engineer

James Forbes - Brisbane, Queensland, Australia ... - LinkedIn

Senior Certifying Engineer. Studco Building Systems - AUS / NZ. Mar 2020 – Aug 2020 6 months. Brisbane, Queensland, Australia. Integral Engineering Pty Ltd ...

# CV & Resume Searches

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**filetype:** Will show results in the requested format

**filetype:PDF CFO (CV OR Resume OR Vitae) London -job -jobs -vacancy**

www.michaelgoldman.com > Michael Goldman Curricu... PDF

### Curriculum Vitae Michael Goldman

Controller. • Handy Andy Home Improvement Centers, Inc. Schaumburg, Illinois. Vice President of Finance, Controller. • Silvestri Corporation. Chicago, Illinois.

carey.jhu.edu > default > files > TONG, Dalton\_CV PDF

### Curriculum Vitae - Johns Hopkins Carey Business School

Curriculum Vitae. Name: Dalton A Tong ... and Chief Financial Officer (CFO). In recent years has ... Association, Chicago, Illinois, 1991. • Integration of Fiscal and ...

static1.squarespace.com > 2018+ CV + resume mark+lee

### Mark Lee, CPA CV 2017 - Squarespace

Curriculum Vitae. 2009 – Present Sole Practitioner CPA and Consultant (U.S.). Business Process, Tax Compliance and Dispute, Corporate Finance, Technical ...

www.edarabia.com > sample-resume.pdf

### Financial Executive/ CFO Resume (Template) - Edarabia

Financial Executive/ CFO Resume (Template) PDF. SAM JOHNSON, CPA. 108 South ... WESTERN CORPORATION, Chicago, IL. One of the largest providers of ...

**filetype:** Will show results in the requested format

**filetype:PDF CFO (CV OR Resume OR Vitae) London -job -jobs -vacancy**

www.michaelgoldman.com > Michael Goldman Curricu... PDF

### Curriculum Vitae Michael Goldman

Controller. • Handy Andy Home Improvement Centers, Inc. Schaumburg, Illinois. Vice President of Finance, Controller. • Silvestri Corporation. Chicago, Illinois.

carey.jhu.edu > default > files > TONG, Dalton\_CV PDF

### Curriculum Vitae - Johns Hopkins Carey Business School

Curriculum Vitae. Name: Dalton A Tong ... and Chief Financial Officer (CFO). In recent years has ... Association, Chicago, Illinois, 1991. • Integration of Fiscal and ...

static1.squarespace.com > 2018+ CV + resume mark+lee

### Mark Lee, CPA CV 2017 - Squarespace

Curriculum Vitae. 2009 – Present Sole Practitioner CPA and Consultant (U.S.). Business Process, Tax Compliance and Dispute, Corporate Finance, Technical ...

www.edarabia.com > sample-resume-pdf

### Financial Executive/ CFO Resume (Template) - Edarabia

Financial Executive/ CFO Resume (Template) PDF. SAM JOHNSON, CPA. 108 South ... WESTERN CORPORATION, Chicago, IL. One of the largest providers of ...



# filetype:(doc OR docx) "Marketing Manager" (cv OR resume OR vitae) Dublin -job -jobs -vacancy

www.fawe.org > files > images > DOC

## Emily Nyatichi - CV\_..

CURRICULUM **VITAE** -NYATICHI ... Account **Manager** – Gong Communications **Kenya** ... media leveraging opportunities for Garden City and presenting these to the **Marketing Manager**. Creating and building relationships with journalists and ...

fdocuments.in > Documents

## CV - Symon MUCHIRI - [DOCX Document] - FDOCUMENTS

Apr 6, 2017 — CURRICULUM **VITAE** I. BACKGROUND INFORMATION Name: Symon Njagi Muchiri Address: P.O. Box 37715-00100, Nairobi, **Kenya** ...

pitstoplimited.com > 2018/08 > Elsa-Sian-Marima > DOC

## The Panari Hotel Nairobi - Pitstop Limited

CURRICULUM **VITAE** Name: Elsa Sian Marima ... Oct 2012-Oct 2015: **Kenya** Utalii College. Diploma in Hotel ... **Marketing Manager**. Panari Hotel Nairobi,.

vdocuments.mx > Documents >

## CV OSCAR Amended new 3 (2) (2) - [DOCX Document]

Apr 6, 2017 — **RESUME** CURRICULUM **VITAE** ... **cv** oscar amended new 3 (2) (2) ... Obtained **Kenya** Certificate of Primary Education with a score of 53 Points PROFESSIONAL SKILLS ... Nairobi Region Radiology **Marketing Manager**.



Luyt, Louis CV  
slideshare.net



Solicitant Albert J Faul Co...  
slideshare.net



Operations Manager in L...  
scribd.com



Operations Manager in L...  
scribd.com



Luyt, Louis CV  
slideshare.net



SIMONCV 21. new docx  
slideshare.net

# (CV OR Resume OR Vitae) (Accountant OR “Financial Manager”) “Cape Town” -job -jobs –sample

www3.unifr.ch › assets › public › CV-GB-2018-11 ▾ 5 PDF

## Curriculum vitae de Franck Missonier-Piera - Université de ...

(Chartered Professional **Accountant**, Certified Management **Accountant**). EXPERIENCE ...  
**sample** of small loans», Corporate Ownership and Control, (2015), with J. Bilodeau. - «Opting  
for ... annual conference, **Dublin** (Ireland). March 2006.  
by I Oliveira · 2000

pt.slideshare.net › jamesritchie › James-Ritchie-CV-01 ▾ ..

## James Ritchie Full CV 010909 - SlideShare

James Ritchie's Full **CV** in PDF format. ... Key Skills Restructuring / insolvency specialist  
(European Chartered **Accountant** = US CPA) Extensive corporate ...

www.trcroke.com › inc › index3 › p=15700-Sales-And-...

## Sales And Marketing Officer **Resume** - TR Croke

Best Curriculum **Vitae** Ghostwriter Website For Mba ... Michelle, **Dublin** ... Essay **Sample**  
**Resume** **Accountant** India, **Sample** **Resume** Publishing Company.

e-carabin.anemf.org › ... › Discussions Générales ▾

## sample **resume** format for computer teacher - E-Carabin

Prince Roberts from Mountain View was looking for **sample resume** format for computer  
teacher. Deshawn Hopkins found the answer to a search query **sample resume** format for ...  
**sample tax accountant resume** ... thesis centre **dublin** map

Also try putting  
**intitle:** and **inurl:** in  
front of this search  
string

(inurl:resume OR  
intitle:resume OR  
inurl:vitae OR intitle:vitae  
OR inurl:CV OR intitle:CV)  
(Accountant OR “Financial  
Manager”) “New York”  
-job -jobs -sample

profiles.uonbi.ac.ke > charles\_osemba > files > charles\_... ▾ PDF

## CURRICULUM **VITAE** CHARLES OMONDI OSEMBA (B.COM ...

POSITION HELD: **ACCOUNTANT** ... Office, **sage** accounting & Quick books. MEMBERSHIP  
TO ... IAVI Finance workshop, **Johannesburg** July 2006. IAVI Finance ...

www.slideshare.net > AndreLamprecht1 > curriculum-vita...

## Curriculum **Vitae** - SlideShare

Oct 5, 2016 — ... Position 1: **Financial Manager** Period: Employer: Ernst & Young,  
**Johannesburg** Position: Chartered **Accountant** traineeship Period: 2006 – 3. ... operational  
risk and cost; • Spearheaded an ERP migration project (**Sage** X3).

donovanmarais.com > wp-content > uploads > 2020/06

## CURRICULUM **VITAE** - DONOVAN MARAIS

I am an Integration Architect at Netcash (formerly **Sage** . Pay - South ... NDip Law University of  
**Johannesburg** (Paralegal Studies), Grade 12 Senior Certificate,.

# site:docs.google.com (resume OR cv OR vitae OR portfolio) developer Spain

<https://docs.google.com> > document > preview

## Resume of Rafi Jacoby - Google Docs

... Brazil, and Mexico offices - in addition to projects in Japan and **South Africa** ... Led hardware and iOS **development** for a Twitter Studio, a custom photo booth ...

<https://docs.google.com> > document

## Resume Pradyumna Swain - Google Docs

More than 8 Years of Experience in Application **Development** using Java/Spring ... Senior Software **Engineer**, Tranway Technologies ... Quicksure, **South Africa**.

<https://docs.google.com> > document > edit

## Resume Research and Community Engagement March 2016 ...

United Nations Association of **South Africa**, Stellenbosch, **South Africa** Jan.-July 2014.  
Educator ... Stellenbosch, **South Africa**. Community **Developer** Jan.

# What about trying to use other Search Engines?

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 Bing

Google



Connect with  
me on  
LinkedIn -

<https://www.linkedin.com/in/vanessaraath/>





Sign up for  
some free  
training –  
[academy.vanessaraath.com](https://academy.vanessaraath.com)

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## WELCOME TO MY ACADEMY

*Hi, I'm Vanessa*

After 4 years of running my business, I have decided to take my business to the next level. In 2023, I will be launching my new online academy.

This online academy will include free and paid training courses and resources. I am also embracing the magic of a proper CRM system which means that I will now be able to share content and information with you that is relevant to your interests.

### Join My Email List

I promise not to spam you or flood your inbox with mails. I use my mailing list to share valuable content, educate, and send notifications of training sessions and events.

Full Name \*

Email \*

[Sign Up](#)



Thanks for joining  
me!

van@vanessaraath.com

www.vanessaraath.com

+27 (0) 78 4600 189

@Van\_Raath

<https://academy.vanessaraath.com>