



Sourcing Outside of LinkedIn

Presenter – Irina Shamaeva

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



Sourcing Training Library
and Certification

<https://sourcingcertification.com/webinars>

Outline

- The Need to Explore Non-Traditional Resources
- Brainstorming: Who Do You Want to Find?
- Reframing Your Search
- Types of Sites to Explore
 - Professional Associations & Societies
 - Licensing & Certification Verifications
 - Resume Builders & Document Storage
 - Conferences / Meetups / Events
 - Company Websites
 - Niche Social Sites / Mailing Lists
- Email Tools



Tip Sheet

by SourcingCertification.com

Basic Google Operators

- *site:*
 - Search *only* within the specified site (X-ray)
 - *site:gov site:uk.linkedin.com/in*
- *filetype:* (same as *ext:*)
 - Search for file types
 - *ext:PDF*
- *intitle:*
 - Search the titles
 - *intitle:CV*
- *inurl:*
 - Search URLs (i.e. web addresses)
 - *inurl:profile*
- *intext:*
 - Search within the page text
 - *site:linkedin.com/in -intitle:gmail intext:gmail*

Assumptions and Focus

- Not everyone is on LinkedIn:
 - For example, LinkedIn has ~60% of UK workforce
- Of those on LinkedIn, many cannot be found with your desired keywords ("shallow" profiles)
- Focus on finding the rest by:
 - Reframing the search
 - Identifying non-traditional resources
 - Extracting and cross-referencing from these resources

This Person Has a Shallow LinkedIn Profile

- (but is actively looking, according to his Indeed resume)

Brendan O'Donoghue

UK Head of Finance / Financial Controller (Permanent) - Chromalox (UK)

Harrow

Work Experience

UK Head of Finance / Financial Controller (Permanent)

Chromalox (UK)

October 2015 to Present

Sector Engineering (FTSE listed), divisional turnover £12m

Head of Finance of the UK subsidiary of Chromalox Inc, a division of Spirax Sarco Plc. a UK listed FTSE 100 engineering business. Business partner to UK Country Head advising on all local finance matters.

- Management reporting for UK, forecasting/budgeting for EMEA region of \$36m revenues, five countries
- Team management, appraisals, recruitment
- Process improvement (e.g. reducing month-end by 2 days), cost reduction initiatives, post JDE migration data system clean up
- UK lead with external audit delivering statutory accounts (FRS 102) to challenging deadlines
- Corporation tax (liaison with outsourced advisor), VAT, Payroll, Insurance
- Systems Used: JD Edwards (World), Cognos

UK Head of Finance / Financial Controller (Permanent)

Tai Ping Carpets

October 2012 to October 2015

Sector Luxury Textiles, divisional turnover £5m






Head of Finance of the UK subsidiary of a Hong Kong listed USD \$200m turnover luxury textiles business. Business partner to UK MD supporting and advising with operational and strategic decision making.

- Management reporting, forecasting/budgeting, process improvement (e.g. reducing month-end by 3 days), working capital improvement (50% DSO reduction 80 to 40 days), cost reduction review (£50k+ annualised savings)
- UK lead with external audit delivering statutory accounts to challenging deadlines
- Corporation tax (liaison with outsourced advisor), VAT, Payroll, Insurance
- Systems Used: JD Edwards (World), Cognos

Search Home My Network

Brendan O'Donoghue
UK Financial Controller at Chromalox

Experience

-  **UK Financial Controller**
Chromalox
Oct 2015 – Present · 3 yrs 9 mos
London, United Kingdom
-  **UK Financial Controller**
Tai Ping Carpets
2012 – Sep 2015 · 3 yrs
London, United Kingdom
-  **Financial Controller & Operations Manager EMEA (I)**
Citigroup
Jun 2008 – Jan 2009 · 8 mos
-  **Finance Business Partner - Commercial Services (Int)**
Servite Houses
Mar 2007 – Dec 2007 · 10 mos
-  **Group Financial Controller**
Autocue Group Limited
Jul 2006 – Jan 2007 · 7 mos

Reframing the Search

- Non-traditional resources require non-traditional search
- Instead of
 - How do I find Mechanical Designers with 8-12 years HVAC design experience?
- Ask
 - If I were a Mechanical Engineer with a background in HVAC design, where would I "hang out" online?
 - Where else could my digital footprint be found?

Where are they? (Brainstorming)

- Professional associations
- "Personal branding" pages
- Document storage sites
- Online forums / communities / mailing lists
- Conferences / events
- "Our Team" pages (small companies)
- Executives are listed on Bloomberg.com and similar sites

Example Job to Source for

- HR Director – Germany, UK

Job details

Job 1 of 1

Apply

Recommend to a friend

Save to cart

Job Title HR Director - Executive Talent

Function Human Resources

Country Germany
United Kingdom

City/Town Düsseldorf
London
Munich

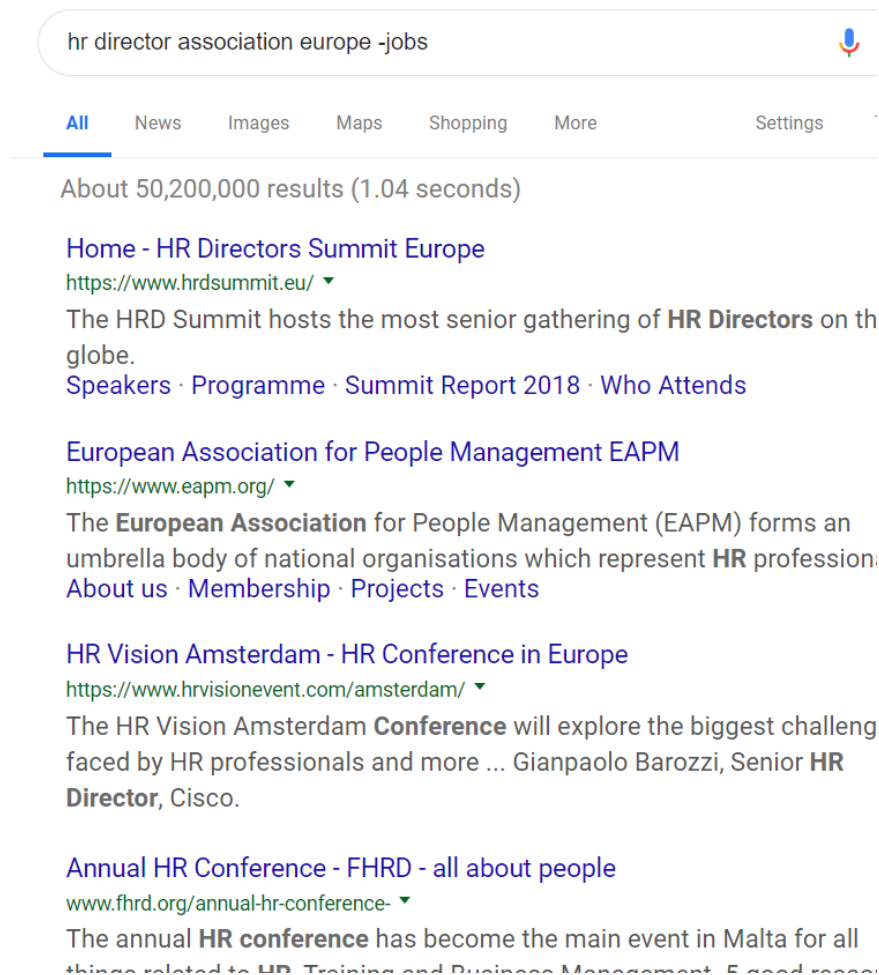
Employee Type Regular

Job Type Full time

Company Information The Boston Consulting Group (BCG) is a global management consulting firm and the world's leading advisory strategy. We partner with clients from the private, public, and not-for-profit sectors in all regions to identify value opportunities, address their most critical challenges, and transform their enterprises. BCG was founded in 1963 and is a member of the Boston Consulting Group Limited.

Related Association Search

- Nothing could be easier! Just Google



hr director association europe -jobs

All News Images Maps Shopping More Settings

About 50,200,000 results (1.04 seconds)

[Home - HR Directors Summit Europe](#)
<https://www.hrdsummit.eu/> ▼
The HRD Summit hosts the most senior gathering of **HR Directors** on the globe.
[Speakers](#) · [Programme](#) · [Summit Report 2018](#) · [Who Attends](#)

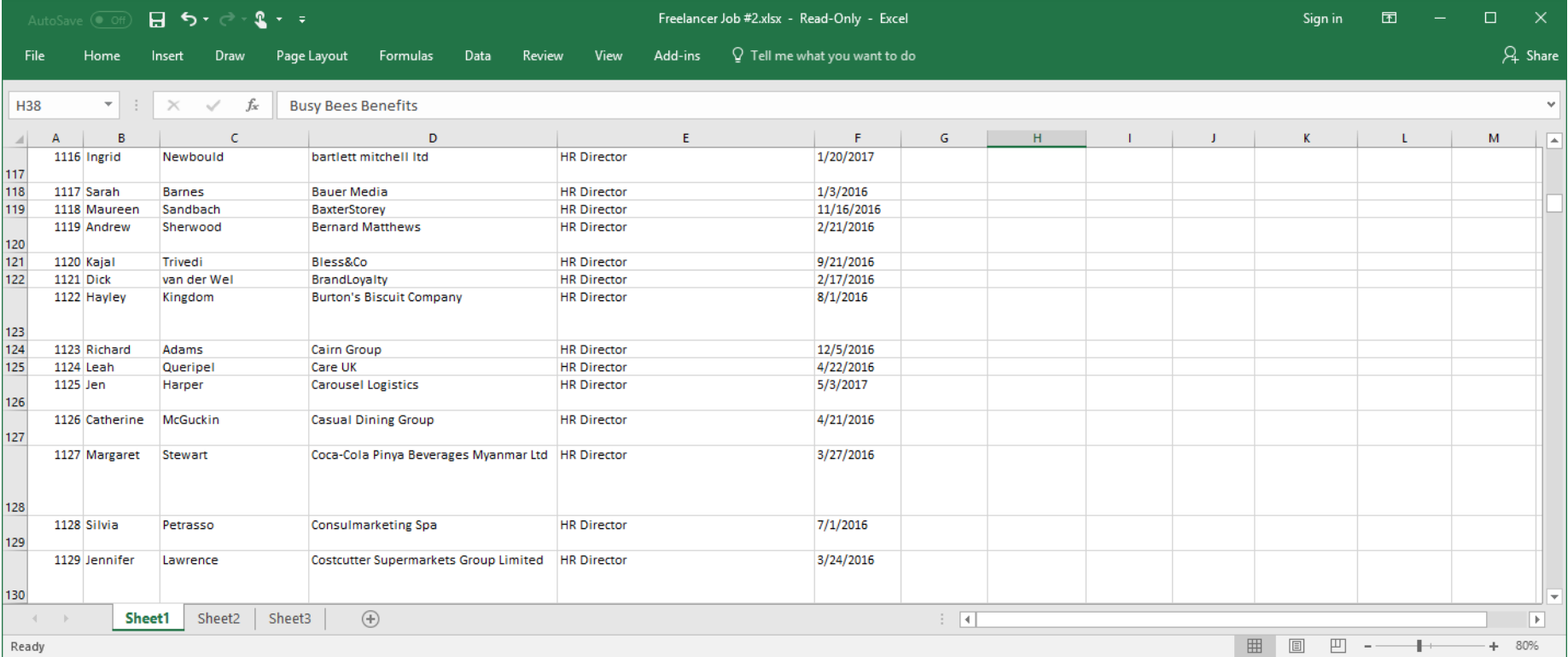
[European Association for People Management EAPM](#)
<https://www.eapm.org/> ▼
The **European Association** for People Management (EAPM) forms an umbrella body of national organisations which represent **HR** professionals.
[About us](#) · [Membership](#) · [Projects](#) · [Events](#)

[HR Vision Amsterdam - HR Conference in Europe](#)
<https://www.hrvisionevent.com/amsterdam/> ▼
The HR Vision Amsterdam **Conference** will explore the biggest challenges faced by HR professionals and more ... Gianpaolo Barozzi, Senior **HR Director**, Cisco.

[Annual HR Conference - FHRD - all about people](#)
www.fhrd.org/annual-hr-conference- ▼
The annual **HR conference** has become the main event in Malta for all things related to **HR**. Training and Business Management. 5 good reasons...

Example Results/Collected Info

- (downloaded)











The screenshot shows an Excel spreadsheet titled "Freelancer Job #2.xlsx - Read-Only - Excel". The active sheet is "Sheet1" and the current cell is H38, containing the text "Busy Bees Benefits". The spreadsheet displays a list of HR Directors and their associated companies and dates. The data is organized into columns A through M.

	A	B	C	D	E	F	G	H	I	J	K	L	M
117	1116	Ingrid	Newbould	bartlett mitchell ltd	HR Director	1/20/2017							
118	1117	Sarah	Barnes	Bauer Media	HR Director	1/3/2016							
119	1118	Maureen	Sandbach	BaxterStorey	HR Director	11/16/2016							
	1119	Andrew	Sherwood	Bernard Matthews	HR Director	2/21/2016							
120													
121	1120	Kajal	Trivedi	Bless&Co	HR Director	9/21/2016							
122	1121	Dick	van der Wel	BrandLoyalty	HR Director	2/17/2016							
	1122	Hayley	Kingdom	Burton's Biscuit Company	HR Director	8/1/2016							
123													
124	1123	Richard	Adams	Cairn Group	HR Director	12/5/2016							
125	1124	Leah	Queripel	Care UK	HR Director	4/22/2016							
	1125	Jen	Harper	Carousel Logistics	HR Director	5/3/2017							
126													
127	1126	Catherine	McGuckin	Casual Dining Group	HR Director	4/21/2016							
	1127	Margaret	Stewart	Coca-Cola Pinya Beverages Myanmar Ltd	HR Director	3/27/2016							
128													
129	1128	Silvia	Petrasso	Consulmarketing Spa	HR Director	7/1/2016							
	1129	Jennifer	Lawrence	Costcutter Supermarkets Group Limited	HR Director	3/24/2016							
130													

Example Results/Collected Info

- (scraped with Outwit Hub)

 Conor Neill Professor 	 Dan Tesnjak Head of Sales & Marketing 	 Denise Haylor Chief HR Officer 	 Giovanni Eve Head of Strategic Communica 
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

 Guido Helmershorst Innovation, Technology and Learning Lead	 Jaap Tijhaar HR Director	 Joelle Roderbourg CEO
----------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------

	A	B	C
1	Name	Title	Url
2	Brian McBride	Chairman of ASOS and Former CEO of Amazon UK	https://www.hrdsummit.eu/2017-speakers/#speaker_1350
3	Gary Kildare	Chief HR Officer	https://www.hrdsummit.eu/2017-speakers/#speaker_1418
4	Damien Hooper-Campbell	VP, Chief Diversity Officer	https://www.hrdsummit.eu/2017-speakers/#speaker_1833
5	Stijn Nauwelaerts	HR General Manager	https://www.hrdsummit.eu/2017-speakers/#speaker_1308
6	Martin Wilckens	HR Digital & Innovation	https://www.hrdsummit.eu/2017-speakers/#speaker_1361
7	Niriti Mehta	Group HR Director – Cocoa and Chocolate	https://www.hrdsummit.eu/2017-speakers/#speaker_1766
8	Yuval Dvir	Head of Online Partnerships	https://www.hrdsummit.eu/2017-speakers/#speaker_1780
9	Noor van Boven	VP, Global Head of People	https://www.hrdsummit.eu/2017-speakers/#speaker_1677
10	Alberto Platz	VP Global Talent Acquisition & Engagement	https://www.hrdsummit.eu/2017-speakers/#speaker_1344
11	Alex Mackenzie	Director	https://www.hrdsummit.eu/2017-speakers/#speaker_2233
12	Andre de Wit	VP Capability Building and Learning	https://www.hrdsummit.eu/2017-speakers/#speaker_1422
13	Angus McCarey	CEO	https://www.hrdsummit.eu/2017-speakers/#speaker_2200


Example Results/Collected Info







- (also scraped)

	A	B	C	D	E
	URL	Name	Organization	Title	Query
1	https://www.boardroominsiders.com/full-executive-profile/1007069/Bernhardt-Furniture-Company/Cathy-Bowman	Bowman, Cathy	Bernhardt Furniture Company	Director, Corporate Human Services	
1229	https://www.boardroominsiders.com/full-executive-profile/1002699/Berendsen-plc/Gillian-Duggan	Duggan, Gillian	Berendsen plc	Group Director, Human Resources	
3156	https://www.boardroominsiders.com/full-executive-profile/1008420/Mercyhealth/John-(JD)-Emmart	Emmart, John	Mercyhealth	Director, Human Resource Operations and Talent Management	
3370	https://www.boardroominsiders.com/full-executive-profile/1003248/Wells-Fargo-&-Company/Hope-A.-Hardison	Hardison, Hope	Wells Fargo & Company	Senior EVP, Chief Administrative Officer and Director, Human Resources	
4844	https://www.boardroominsiders.com/full-executive-profile/1001053/SAI-Global-Limited/Andrew-Jones	Jones, Andrew	SAI Global Limited	Group Director, Human Resources	
5842	https://www.boardroominsiders.com/full-executive-profile/1003634/Anheuser-Busch-InBev/Johann-Nel	Nel, Johann	Anheuser-Busch InBev	Group Human Resources Director, SABMiller plc	
8666	https://www.boardroominsiders.com/full-executive-profile/12788/Vail-Resorts,-Inc./Wendy-Rand	Rand, Wendy	Vail Resorts, Inc.	Senior Director, Human Resources, Park City	
9813	https://www.boardroominsiders.com/full-executive-profile/1008073/Liberty-Media-Corporation/Stacey-Rohner-Hollingsworth	Rohner-Hollingsworth, Stacey	Liberty Media Corporation	Director, Human Resources	

Association Search and X-Ray – Example

- Keep it Simple
- Visualize Success

uk association of physiotherapists 

 All  News  Images  Maps  Shopping  More Settings

About 1,080,000 results (0.94 seconds)

[The Chartered Society of Physiotherapy | The Chartered Society of ...](#)

<https://www.csp.org.uk/> ▼

Physiotherapy UK. 1-2 November 2019 at ... Birthday honours: Queen recognises the work of three **physios** and AHP lead for **England**. Three **physiotherapists** ...


[Contact us](#) · [Find a physio](#) · [Find a physiotherapist](#) · [Working in the United Kingdom](#)







[British Association of Chartered Physiotherapists in Amputee ...](#)

<https://bacpar.csp.org.uk/> ▼

British Association of Chartered **Physiotherapists** in Amputee Rehabilitation (BACPAR). Join BACPAR. Latest content. 2019-2020 BACF Work Plan.

[The Association of Chartered Physiotherapists in Respiratory Care ...](#)

[site:csp.org.uk search OR directory](#) 

 All  News  Books  Videos  Images  More Settings T

About 9,990 results (0.56 seconds)

[People directory - The Chartered Society of Physiotherapy](#)

<https://www.csp.org.uk/people-directory> ▼

Search CSP. Public & patient · Overview · Find a physiotherapist · Sports injuries ... People **directory**. News · Overview · Latest news · Frontline magazine · Media ...

[Find a physio | The Chartered Society of Physiotherapy](#)

<https://www.csp.org.uk/public-patient/find-physiotherapist/find-physio> ▼

If you or someone you care for needs treatment, there are several ways to find a physio. ... When choosing a physiotherapist, make sure they are chartered (they will have MCSP after their name) and registered with the Health and Care Professions Council (HCPC). ... All NHS physios are ...

[Physio2u](#) · [Find a physiotherapist](#) · [Choose chartered](#)

[Physio2u | The Chartered Society of Physiotherapy](#)

<https://www.csp.org.uk/public-patient/find-physiotherapist/physio2u> ▼

Find a chartered physiotherapist near you. **Search** by postcode and filter

X-Raying Sites for Bios and Lists of Professionals with Contact Info

- Templates for Site Research:
 - site:association.org “gmail.com”
 - site:association.org “gmail.com” “co.uk”
 - site:association.org <some company email extensions>
 - site:association.org filetype:xlsx
 - site:association.org name email company
 - site:association.org member directory
 - site:association.org search for members
 - site:association.org roster
 - site:association.org attendee list

X-Ray Personal Branding Site about.me

site:about.me london chief marketing officer

site:about.me london chief marketing officer

Q All News Images Shopping Videos More Settings Tools

About 50 results (0.41 seconds)

Tom Tudor - London, UK, Chief Marketing Officer, MA, BSc (Hons ...
<https://about.me/tomtudor>

Tom joined the Liquid Telecom Group in January 2013 to manage brand, **marketing** and communications across all of the Liquid Telecom Group companies.

Andrew Carrier - London, United Kingdom, Dofin, University of West ...
<https://about.me/andrewcarrier>

I am a **Chief Marketing Officer** in **London**, United Kingdom. Read my blog.

FILIFE MACEDO - Lisboa, Portugal, comOn Group, London School of ...
<https://about.me/filipemacedo>

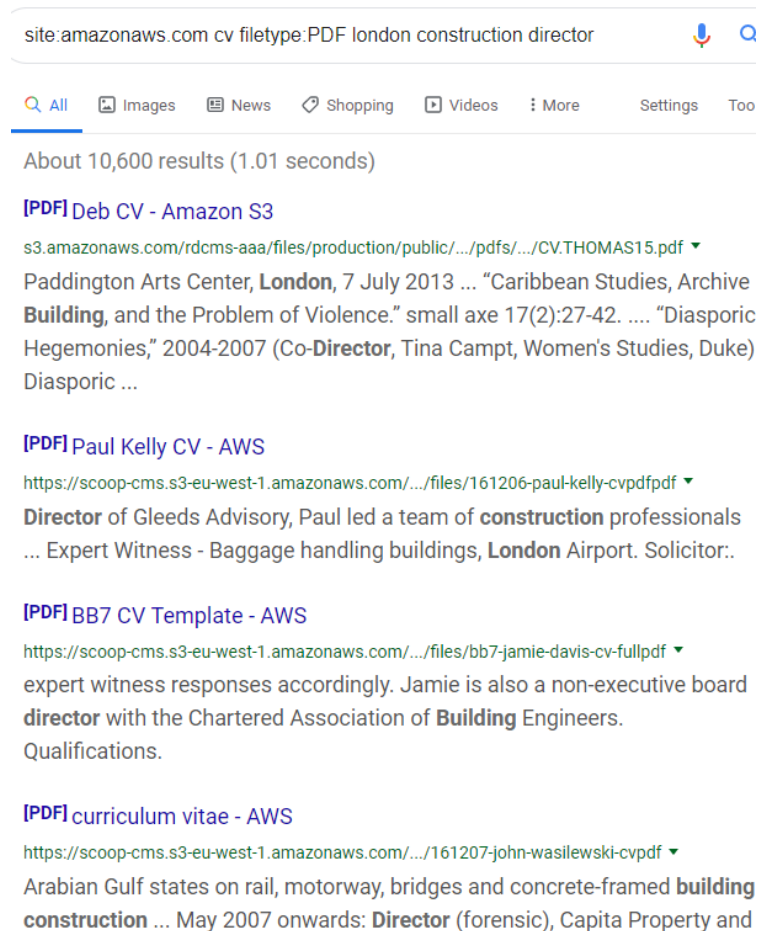
A computer engineer turned ad man with skills in Marketing, Advertising and all things Digital. I'm currently both a Strategist and the **Chief Marketing Officer** at ...

YANIV MAZOR - London, United Kingdom, Mazorda Ltd | about.me
<https://about.me/yanivmazor>

An eternally curious and driven entrepreneur and **Chief Marketing Officer**,

Look for CVs and Resumes Stored on Amazon Cloud

[site:amazonaws.com cv filetype:PDF london construction director](#)



site:amazonaws.com cv filetype:PDF london construction director

All Images News Shopping Videos More Settings Too

About 10,600 results (1.01 seconds)

[PDF] Deb CV - Amazon S3
s3.amazonaws.com/rdcms-aaa/files/production/public/.../pdfs/.../CV.THOMAS15.pdf
Paddington Arts Center, **London**, 7 July 2013 ... "Caribbean Studies, Archive **Building**, and the Problem of Violence." small axe 17(2):27-42. "Diasporic Hegemonies," 2004-2007 (Co-**Director**, Tina Campt, Women's Studies, Duke) Diasporic ...

[PDF] Paul Kelly CV - AWS
https://scoop-cms.s3-eu-west-1.amazonaws.com/.../files/161206-paul-kelly-cvpdfpdf
Director of Gleeds Advisory, Paul led a team of **construction** professionals ... Expert Witness - Baggage handling buildings, **London** Airport. Solicitor:..

[PDF] BB7 CV Template - AWS
https://scoop-cms.s3-eu-west-1.amazonaws.com/.../files/bb7-jamie-davis-cv-fullpdf
expert witness responses accordingly. Jamie is also a non-executive board **director** with the Chartered Association of **Building** Engineers. Qualifications.

[PDF] curriculum vitae - AWS
https://scoop-cms.s3-eu-west-1.amazonaws.com/.../161207-john-wasilewski-cvpdf
Arabian Gulf states on rail, motorway, bridges and concrete-framed **building construction** ... May 2007 onwards: **Director** (forensic), Capita Property and

Find Resumes on Scribd

[site:scribd.com intitle:cv marketing manager edinburgh](#)

The screenshot shows a Google search interface. The search bar contains the query "site:scribd.com intitle:cv marketing manager edinburgh". Below the search bar, there are navigation links for "All", "Images", "News", "Maps", "Shopping", "More", "Settings", and "Toc". The search results indicate "About 206 results (3.75 seconds)". Three results are visible:

- Lisa Addie CV | Edinburgh | Marketing - Scribd**
<https://www.scribd.com/document/89060806/Lisa-Addie-CV>
The Evolution of **Marketing** and How It Has Affected Business Development ... **Marketing** Communications Media **Manager** in Chicago Seattle FL
Resume Cindy ...
- bryden CV | Marketing | Business - Scribd**
<https://www.scribd.com/document/23825924/bryden-CV>
Address: Garden Flat, 70 South Clerk Street, **Edinburgh** EH8 9PT. Telephone
.... Event Coordinator or Event Manager or **Marketing Manager** or marke.
Uploaded ...
- Joseph Sutton CV | Digital Marketing | Marketing - Scribd**
<https://www.scribd.com/Documents/PersonalGrowth>
... BTEC National Diploma in Public services-Merit Duke of **Edinburgh**
Bronze 7 ... Completing the same tasks that are set for the **managers** of
firms such as BMW to a very high standard. ... harsh digital **marketing.docx**
Dev Marketing 2 11

Find Resumes on Github

[intitle:resume site:github.* java lead london](#)

Resume of Sylvain Faucherand - Lead/Senior Software Engineer

<https://slyg.github.io/resume/> ▼

Chiswick, **London** ... 7+ years as **lead**; Assertive, pragmatic, reflective and loyal collaborator; Enthusiast about TDD, FP, resilient ... Setup of a new software architecture based on expressJS to replace **java**/jsp legacy; Hiring roadmaps and ...

[resume.md](#) · GitHub

<https://gist.github.com/berryp/f95ff4ca4600df94d0> ▼

Net-A-Porter, **London** | March 2015 — Present ... Senior Python **Developer** ... Front-End AJAX PostgreSQL Memcached Puppet Jenkins **Java** Android SDI .

Eric John Juta's Resume

rej156.github.io/ ▼

3 weeks rotational training each in the iOS, Android, **Java** Backend (XML + . of **London's** tech community with the aims to increase **developer** engagement and ...

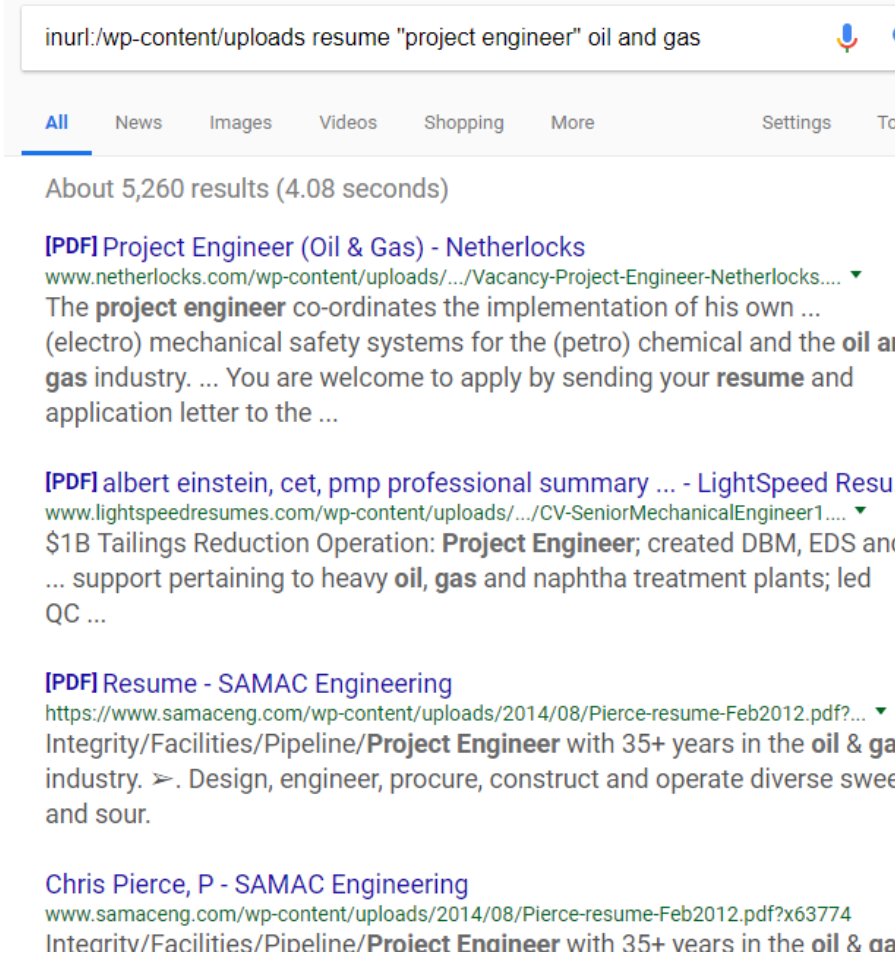
Mario Romano - Resume / CV / Portfolio

<https://magemello.github.io/> ▼

Opensource - I'm the Director of Engineering for the **London** office. ... Consultancy - Full Stack **Developer** | **Java** . javascript Spring . jQuery

Find Resumes Uploaded to WordPress

[inurl:/wp-content/uploads resume "project engineer" oil and gas](#)



The screenshot shows a search engine interface with the search bar containing the query "inurl:/wp-content/uploads resume 'project engineer' oil and gas". Below the search bar, there are navigation tabs for "All", "News", "Images", "Videos", "Shopping", "More", "Settings", and "To". The search results are displayed below, showing "About 5,260 results (4.08 seconds)".

[PDF] Project Engineer (Oil & Gas) - Netherlocks
[www.netherlocks.com/wp-content/uploads/.../Vacancy-Project-Engineer-Netherlocks...](#) ▼
The **project engineer** co-ordinates the implementation of his own ... (electro) mechanical safety systems for the (petro) chemical and the **oil and gas** industry. ... You are welcome to apply by sending your **resume** and application letter to the ...

[PDF] albert einstein, cet, pmp professional summary ... - LightSpeed Resu.
[www.lightspeedresumes.com/wp-content/uploads/.../CV-SeniorMechanicalEngineer1...](#) ▼
\$1B Tailings Reduction Operation: **Project Engineer**; created DBM, EDS and ... support pertaining to heavy **oil, gas** and naphtha treatment plants; led QC ...

[PDF] Resume - SAMAC Engineering
[https://www.samaceng.com/wp-content/uploads/2014/08/Pierce-resume-Feb2012.pdf?...](#) ▼
Integrity/Facilities/Pipeline/**Project Engineer** with 35+ years in the **oil & gas** industry. ➤. Design, engineer, procure, construct and operate diverse sweet and sour.

Chris Pierce, P - SAMAC Engineering
[www.samaceng.com/wp-content/uploads/2014/08/Pierce-resume-Feb2012.pdf?x63774](#)
Intearitv/Facilities/Pipeline/**Proiect Engineer** with 35+ years in the **oil & aa**

Find CVs on SlideShare

[site:slideshare.net cv "vice president"](#)
["telecommunications" uk -samples](#)

Gavin Chase CV 2016 - SlideShare

<https://www.slideshare.net/bigbiller/gavin-chase-cv-2016> ▼

Dec 12, 2016 - ... part of the **UK's** largest independent recruitment business
– the Pertemps ... (Overseas) Limited Executive **Vice President** Europe
March 2003 ... From 'blue chip' to start-ups, Pre-sales to CEOs,
telecommunications, data and ...

Dr. mamedu peter cv Petmam Ventures Ltd - SlideShare

<https://www.slideshare.net/PetmamVenturesLtd/dr-mamedu-peter-cv> ▼

Jan 31, 2017 - WORK HISTORY i) UNIVERSITY OF PORT HARCOURT ,
BUSINESS SCHOOL GUEST LECTURER (to date) ii) PETMAM VENTURES
LTD ...

RSROXAS - CV - SlideShare

<https://www.slideshare.net/RheaRoxas/rsroxas-cv> ▼

Apr 27, 2016 - ... ASSOCIATE **VICE PRESIDENT** – FINANCE Highly
accomplished, ... to major corporations in the **telecommunications** and
computer industries, ... Dell, HSBC, Hewlett Packard, Accenture, United
Airlines, BSKY DSL (**UK** co.) ...

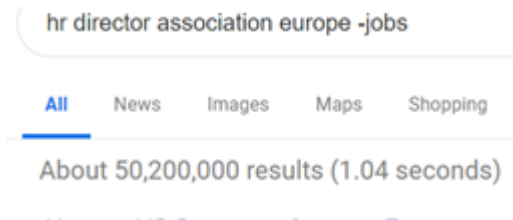
CV MARIA DEL MAR ACEVEDO CRUZ - SlideShare

<https://www.slideshare.net/.../cv-maria-del-mar-acevedo-cruz> ▼

Jan 10, 2016 - **CV** MARIA DEL MAR ACEVEDO CRUZ ... Commercial
experience in Media, Advertising (traditional and digital), and
telecommunications. ... 1 year Boss: Gabriel Vallejo – Commercial **Vice-**
President Contact Number: 2940100 ... INTERNATIONAL – BRIGHTON,
ENGLAND ADVANCED ENGLISH January ...

Note on Google's Number of Results

- The number of search results is (almost always) misleading



- Google never shows more than 300-500 clickable results
- To see more results, choose “repeat the search with the included results” on the last page .

*In order to show you the most relevant results, we have omitted some entries very similar to the 95 already displayed.
If you like, you can repeat the search with the omitted results included.*

Local Events – Meetup.com

Java ∨

Meet other local Java developers to talk about code, architecture, and innovation. Both beginners and pros are welcome!

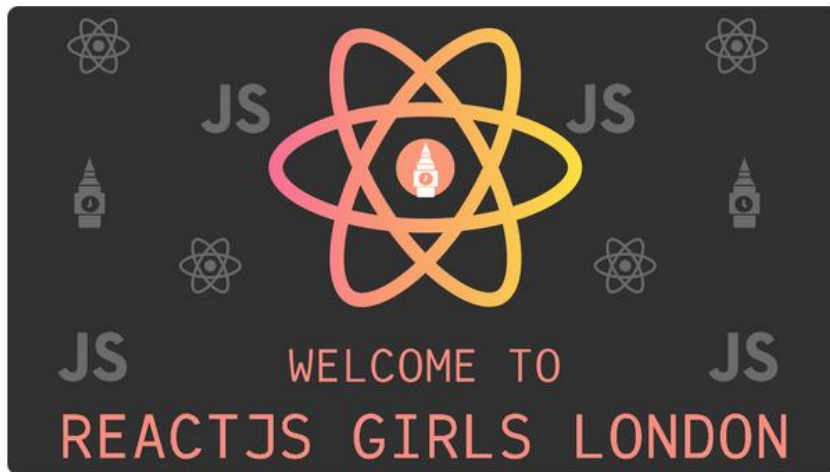
1,543,270
members

2,234
groups

Related topics: [Software Development](#) · [Computer programming](#) · [Open Source](#) · [JavaScript](#) · [Web Development](#) · [Mobile Development](#) · [Android Development](#) · [Web Technology](#) · [PHP](#) · [Mobile Technology](#)



Meetup: Member Search is Limited



React.JS Girls London

London, United Kingdom
1,169 members · Public group
Organized by YLD and 3 others

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[About](#) [Events](#) [Members](#) [Photos](#) [Discussions](#) [More](#)

Join this group



All members

1,169

Leadership team

4

All members



ab



Naiara Abaroa
Joined Feb 7, 2018

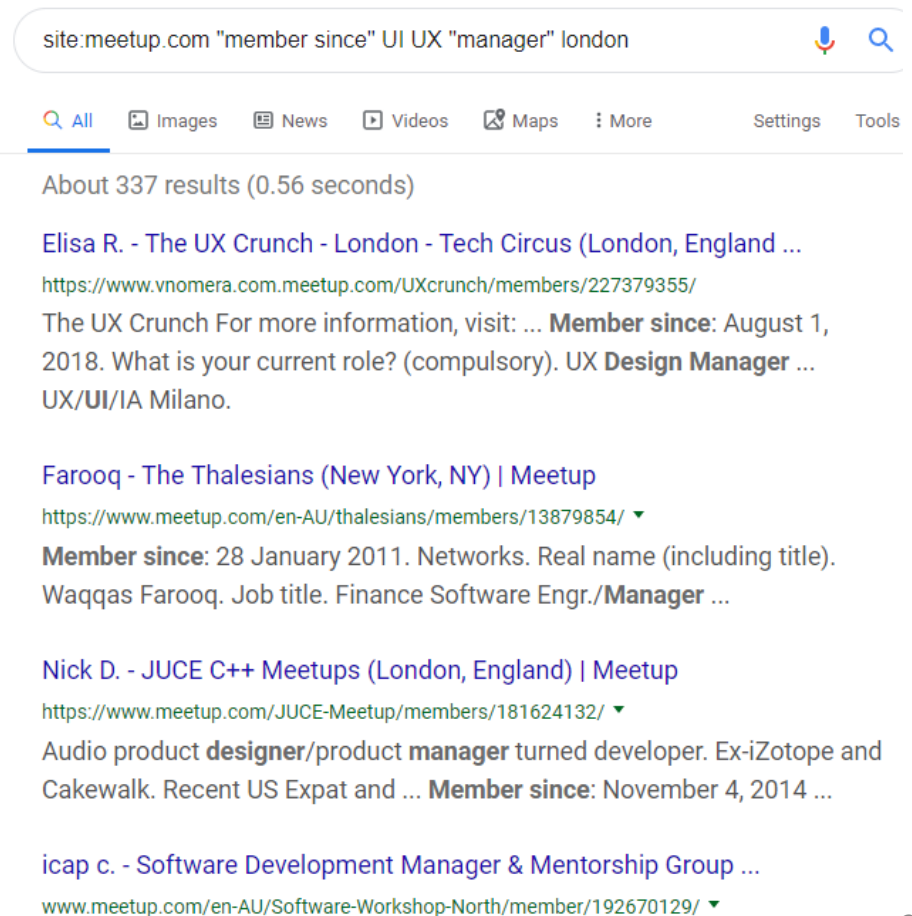


Abigail McPhillips
Joined Jan 12, 2018



X-Ray Meetup for Members

site:meetup.com "member since" UI UX
"manager" london



site:meetup.com "member since" UI UX "manager" london

All Images News Videos Maps More Settings Tools

About 337 results (0.56 seconds)

Elisa R. - The UX Crunch - London - Tech Circus (London, England ...
<https://www.vnomera.com.meetup.com/UXcrunch/members/227379355/>
The UX Crunch For more information, visit: ... **Member since:** August 1, 2018. What is your current role? (compulsory). UX **Design Manager** ... UX/UI/IA Milano.


Farooq - The Thalesians (New York, NY) | Meetup
<https://www.meetup.com/en-AU/thalesians/members/13879854/> ▼
Member since: 28 January 2011. Networks. Real name (including title). Waqqas Farooq. Job title. Finance Software Engr./**Manager** ...







Nick D. - JUCE C++ Meetups (London, England) | Meetup
<https://www.meetup.com/JUCE-Meetup/members/181624132/> ▼
Audio product **designer**/product **manager** turned developer. Ex-iZotope and Cakewalk. Recent US Expat and ... **Member since:** November 4, 2014 ...

icap c. - Software Development Manager & Mentorship Group ...
www.meetup.com/en-AU/Software-Workshop-North/member/192670129/ ▼

Source Executives on Company Websites

site:uk intitle:"our team" OR intitle:"about us" "medical equipment" surgery

site:uk intitle:"our team" OR intitle:"about us" "medical equipment" surgery 

 All  Images  Shopping  Videos  News  More Settings

About 190 results (0.49 seconds)

[About Us | Haag-Streit USA - Haag-Streit Diagnostics](#)
haag-streit.co.uk/haag-streit-usa/about-us/ ▼
Haag-Streit slit lamps, **surgical** microscopes, and **medical equipment**, procedure chairs, and exam chairs set the standard for precision, efficiency and accuracy.

[About Us - VisitHealth](#)
<https://visithealth.co.uk/about-us/> ▼
VisitHealth medics use modern, accurate and mobile **medical equipment** ... but not limited to Triage, Ambulatory Care, Adult Medical and **Surgical** Care, ...

[About Us – Huntingdon & Day Hospital](#)
huntingdondayhospital.co.uk/about-us/ ▼
It is a multi-specialty hospital with 80 beds, 2 **operation** theaters, and modern ... in ICU with modern and state of the art **medical equipment**; 2 operating rooms ...

Source Executives on the Bloomberg Custom Search Engine

- CSE: <http://bit.ly/Bloomberg-XRay>
- Example search: [video-conferencing ceo](#)

[John R. Ferron: Executive Profile & Biography - Bloomberg](#)

<https://www.bloomberg.com/research/stocks/people/person.asp?...>

Director, @Northern Arizona University

... infrastructure software, semiconductors, computing & storage and video conferencing.

He has served as CEO and board member since July 2018 for Resolve ...

[Structured data](#)

[James M. Powers Jr.: Executive Profile & Biography - Bloomberg](#)

<https://www.bloomberg.com/.../person.asp?... Calibus%20Call%20Center%20Services...>

Chairman, Chief Executive Officer and Managing Partner, @iLinc Communications, Inc.

Dr. James M. Powers is Chairman, **President & CEO** of iLinc Communications, Inc.

(AMEX:ILC), a leading provider of Web conferencing and desktop video ...

[Structured data](#)

[James M. Powers Jr.: Executive Profile & Biography - Bloomberg](#)

<https://www.bloomberg.com/.../person.asp?... Calibus%20Call%20Center%20Services%20C%20LLC>

Chairman, Chief Executive Officer and Managing Partner, @iLinc Communications, Inc.

Dr. James Powers is Chairman, **President & CEO** of iLinc Communications, Inc. ... desktop

video conferencing software and collaboration solutions since 2002.

[Structured data](#)

[James M. Powers Jr.: Executive Profile & Biography - Bloomberg](#)

<https://www.bloomberg.com/research/stocks/.../person.asp?...>

Chairman, Chief Executive Officer and Managing Partner, @iLinc Communications, Inc.

Dr. James M. Powers is Chairman, **President & CEO** of iLinc Communications, Inc. ...

desktop video conferencing software and collaboration solutions since 2002.

[Structured data](#)

[James M. Powers Jr.: Executive Profile & Biography - Bloomberg](#)

<https://www.bloomberg.com/research/stocks/.../person.asp?...>

Chairman, Chief Executive Officer and Managing Partner, @iLinc Communications, Inc.

Dr. James Powers is Chairman, **President & CEO** of iLinc Communications, Inc. ... desktop

video conferencing software and collaboration solutions since 2002.

[Structured data](#)

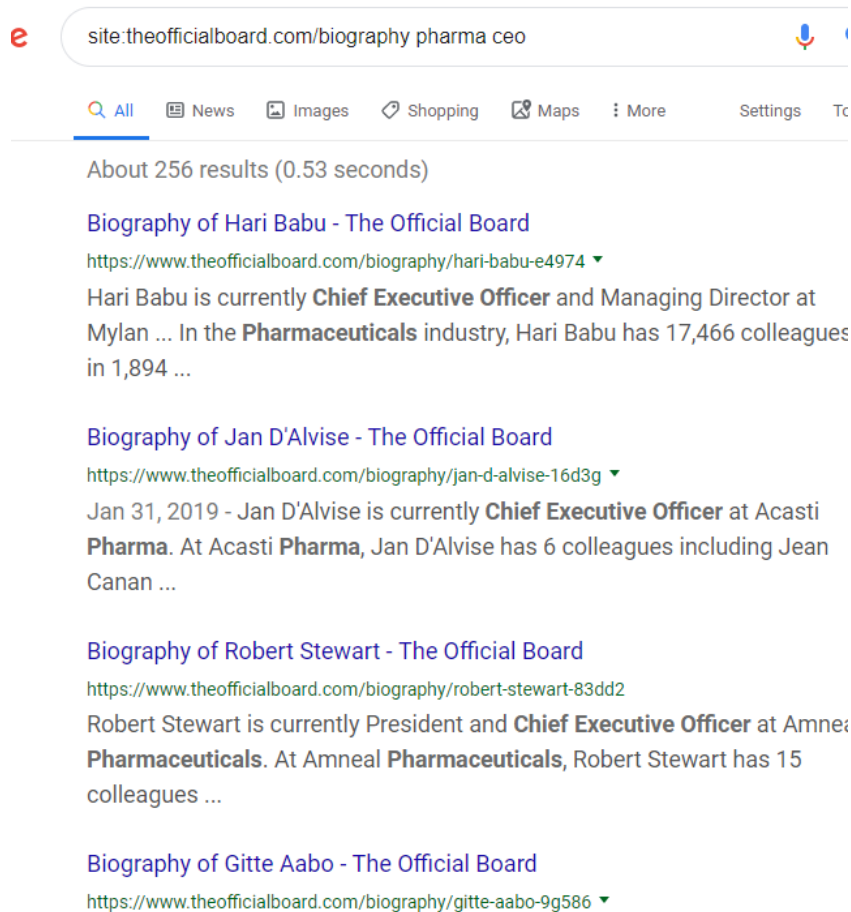
Find Org Charts on theofficialboard.com

- Limited free usage
- [“Lazer” search](#)

The screenshot shows the 'Official Board' website's search interface. At the top, there is a search bar with the placeholder text 'Company, executive, role' and a 'Search' button. To the right of the search bar, there is a link for 'Org charts'. Below the search bar, the 'Lazer Advanced Search' section is visible. It includes a section for 'Select the companies' with dropdown menus for 'Nationalities of the companies' (set to 'All countries') and 'Industries of the companies' (set to 'All industries'). There is also an 'Examples:' label and a text input field for 'Company name contains'. Below this is a section for 'Select the executives' with a dropdown for 'Executives' departments' (set to 'All departments', which includes CEO, CFO, HR, Sales...). There are also text input fields for 'Job title includes the word', 'First name', and 'Last name'. A checkbox for 'Keep the only executives contactable via our email service' is present and unchecked. At the bottom, there is a 'Sort my results' dropdown set to 'By popularity' and an orange 'Search' button.

X-Ray The Official Board

[site:theofficialboard.com/biography pharma ceo](https://www.theofficialboard.com/biography-pharma-ceo)



The screenshot shows a search engine interface with the query 'site:theofficialboard.com/biography pharma ceo' entered in the search bar. Below the search bar, there are navigation options: All, News, Images, Shopping, Maps, More, Settings, and Tc. The search results are displayed as a list of entries, each with a title, a URL, and a brief description.

About 256 results (0.53 seconds)

Biography of Hari Babu - The Official Board
<https://www.theofficialboard.com/biography/hari-babu-e4974>
Hari Babu is currently **Chief Executive Officer** and Managing Director at Mylan ... In the **Pharmaceuticals** industry, Hari Babu has 17,466 colleagues in 1,894 ...

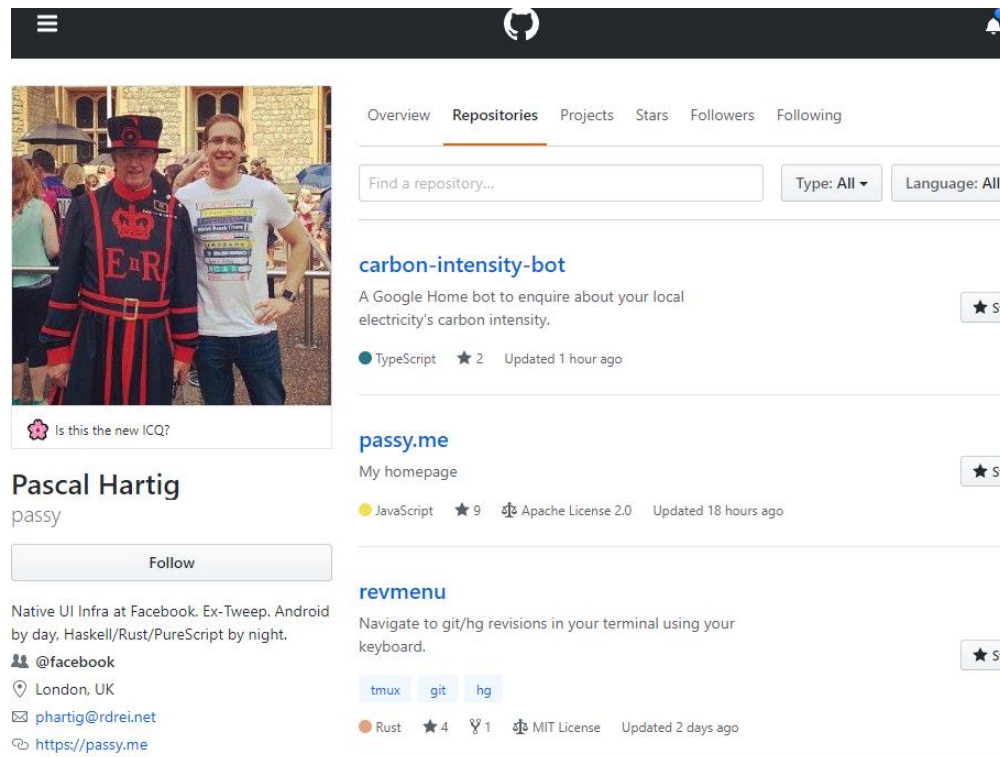
Biography of Jan D'Alvise - The Official Board
<https://www.theofficialboard.com/biography/jan-d-alvise-16d3g>
Jan 31, 2019 - Jan D'Alvise is currently **Chief Executive Officer** at Acasti **Pharma**. At Acasti **Pharma**, Jan D'Alvise has 6 colleagues including Jean Canan ...

Biography of Robert Stewart - The Official Board
<https://www.theofficialboard.com/biography/robert-stewart-83dd2>
Robert Stewart is currently President and **Chief Executive Officer** at Amneal **Pharmaceuticals**. At Amneal **Pharmaceuticals**, Robert Stewart has 15 colleagues ...

Biography of Gitte Aabo - The Official Board
<https://www.theofficialboard.com/biography/gitte-aabo-9g586>

Niche Social Sites: Github

- To Source Software Developers and Managers
- Profiles are minimal but have pointers to actual work



The screenshot shows the GitHub profile of Pascal Hartig (passy). The profile includes a bio, location (London, UK), and a list of repositories:

- carbon-intensity-bot**: A Google Home bot to enquire about your local electricity's carbon intensity. Updated 1 hour ago. Languages: TypeScript. Stars: 2.
- passy.me**: My homepage. Updated 18 hours ago. Languages: JavaScript. License: Apache License 2.0. Stars: 9.
- revmenu**: Navigate to git/hg revisions in your terminal using your keyboard. Updated 2 days ago. Languages: Rust, tmux, git, hg. License: MIT License. Stars: 4.

Sourcing on Github

- Use Github operators:
 - [language:javascript location:london](#)

The screenshot shows the GitHub search results for the query 'language:javascript location:london'. The search bar at the top contains the query and navigation links for Pull requests, Issues, Marketplace, and Explore. The results are sorted by 'Most followers'.

Repositories (3M+)

- Code (0)
- Commits (0)
- Issues (20M)
- Packages (291)
- Marketplace (116)
- Topics (507K)
- Wikis (0)
- Users (10K)**

Languages

JavaScript	10,965
Python	5,494
Java	4,906
HTML	3,720
Ruby	3,369
PHP	2,727

10,965 users (Sort: Most followers)

- tj** TJ Holowaychuk
Founder of Apex <https://apex.sh>, a non-startup. medium.com/@tjholowaychuk • twitter.com/tjholowaychuk • tjholowaychuk.com
London, UK | tj@apex.sh
- MichalPaszkievicz** Michal Paszkiewicz
Just a guy who likes to make things @MichalYouDoing
London, England
- nelsonic** Nelson
Love learning/reading/writing code @dwyl Systematic about sharing all knowledge/skills. Learn something new every day. GOTO: github.com/dwyl/?q=learn
London | nelson+github@dwyl.io
- jasondavies** Jason Davies
London, UK | jason@jasondavies.com

Case – Cloud CEO

(submitted by participants)

- CEO/MD – Software Company based in the UK offering cloud-based solutions
- Must have a technology background.
- Ideally someone who has video conferencing experience
- Someone that's done a start up
- Highly talented entrepreneur
- Someone from Technology Company or a communications company
- Ideally this person will have done a start-up before and we will be seeking CEO, MD & GM profiles.

Google for Cloud Solution Companies Lists



top cloud solution companies in the uk

[Top 50 Managed Service Providers in the UK - Cloudtango](#)

<https://www.cloudtango.org/topMSPs/UK/> ▼

Bitdefender, Cisco, Citrix, Dell, Forcepoint, Fortinet, Google, HP ... Softcat is proud to be one of the **UK's leading IT infrastructure providers**. We're famous for outstanding customer service and we're passionate about employee satisfaction – both of which ...

You've visited this page 2 times. Last visit: 7/9/19

[Top 50+ Cloud Computing Companies in the UK 2019 | GoodFirms](#)

<https://www.goodfirms.co/cloud-computing-companies> ▼

Seeking improved efficiency for your IT infrastructure for lower costs? Here's the curated list of **top cloud computing service providers** in the **United Kingdom** ...

- Then, find CEOs and MDs on company sites

Cloud Computing Companies List on Crunchbase

- (free account shows partial info)

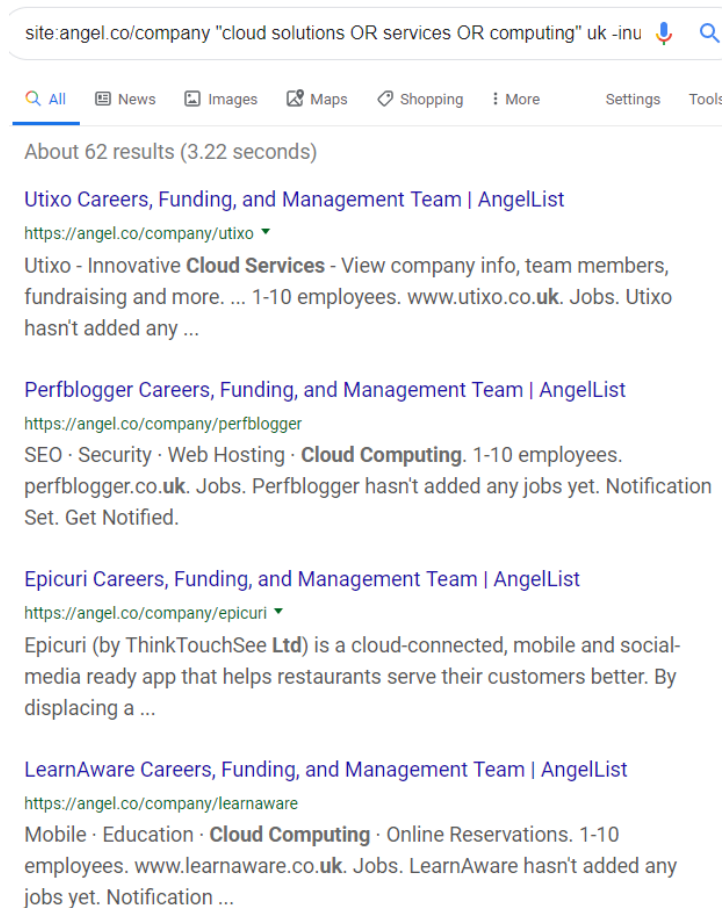
United Kingdom Cloud Computing Companies > People

Number of People: 290

Full Name	Primary Organization	Primary Job Title	CB Rank (Person)
Rob Dobson	DevicePilot	Chairman and Co-Founder	1,075
Neil McRae	BT Global Services	Managing Director and Chief Architect	6,748
Radhika Rao	Lucidient Limited	CEO & Co-founder	10,439
Azeem Akhtar	BT Global Services	CTO & Head of Design Team	10,969
Max Williams	Pusher	Co-Founder and CEO	11,133
Alexis Richardson	Weaveworks	CEO	11,821
Damien Tanner	Pusher	Co-Founder	12,104
Andy Reid	BT Global Services	Chief Network Services Architect	12,284
Ditlev Bredahl	OnApp	Co-Founder & CEO	18,733
Ryan Kroonenburg	A Cloud Guru	Founder	19,910
Matthias Radestock	Weaveworks	Chief Technology Officer	21,947
Vincentas Grinius	Heficed	Founder & CEO	22,325
Howard Watson	BT Global Services	Managing Director - Architecture and Global IT Platforms	23,264
Nate Macleitch	QuickBlox	Director	28,988
Rashid Mansoor	Hadean	CTO	29,135
Craig Beddis	Hadean	CEO	30,857
Pilgrim Beart	DevicePilot	CEO & Founder	32,208

X-Ray angel.co for Cloud Start-ups

[site:angel.co/company "cloud solutions OR services OR computing" uk -inurl:jobs](#)



site:angel.co/company "cloud solutions OR services OR computing" uk -inu 🔍

🔍 All 📰 News 🖼️ Images 🗺️ Maps 🛒 Shopping ⋮ More ⚙️ Settings 🛠️ Tools

About 62 results (3.22 seconds)

[Utixo Careers, Funding, and Management Team | AngelList](#)
<https://angel.co/company/utixo> ▼
Utixo - Innovative **Cloud Services** - View company info, team members, fundraising and more. ... 1-10 employees. www.utixo.co.uk. Jobs. Utixo hasn't added any ...

[Perfblogger Careers, Funding, and Management Team | AngelList](#)
<https://angel.co/company/perfblogger>
SEO · Security · Web Hosting · **Cloud Computing**. 1-10 employees. perfblogger.co.uk. Jobs. Perfblogger hasn't added any jobs yet. Notification Set. Get Notified.

[Epicuri Careers, Funding, and Management Team | AngelList](#)
<https://angel.co/company/epicuri> ▼
Epicuri (by ThinkTouchSee **Ltd**) is a cloud-connected, mobile and social-media ready app that helps restaurants serve their customers better. By displacing a ...

[LearnAware Careers, Funding, and Management Team | AngelList](#)
<https://angel.co/company/learnaware>
Mobile · Education · **Cloud Computing** · Online Reservations. 1-10 employees. www.learnaware.co.uk. Jobs. LearnAware hasn't added any jobs yet. Notification ...

Google for Cloud CEOs Directly

cloud video conferencing site:uk intitle:"our team" OR intitle:"about us" CEO OR MD OR "managing director" OR "general manager"

Product Announcement - About us - Amiba Unified Communications

www.mdsamiba.co.uk/about-us-eu/product-announcement.html ▼

Ad-hoc **video conferencing** and collaboration. MDS Amiba is launching **video conferencing** and collaboration on the Unified Communications **Cloud** platform, ...

About Us | Advantage Technologies

<https://www.advantech.co.uk/about> ▼

The company's CSR responsibilities are taken seriously and **Managing Director** Simon Barnett is on the board of The Quicken Trust, one of the company's ...

About Us | Videonations

<https://www.videonations.co.uk/about-us/> ▼

As demand for **video conferencing** solutions grew, Videonations was ideally placed ... Whether traditional or **cloud**-based they have the expertise to advise and ...

Missing: GEO

about us - byphone

<https://www.bypbone.co.uk/about-us/> ▼

David Whelan : Founder & **Managing Director**. David has been involved in VoIP systems since ... Just **call** us. Tel: 0800 024 8974. Email: info@bypbone.co.uk ...

Our Team | MVO Audio Visual Leading AV Installers London

Case - Marketing Director – Online Fashion (submitted by participants)

- Marketing Director – Bangkok – online fashion retailer based in Bangkok – worldwide search
- Brief to find someone preferably from the UK or Europe with retail fashion experience, candidates could also be based in South East Asia or Bangkok.
- Big fashion experience from the likes of H&M, Topshop etc.

Find Big Fashion Companies



top big fashion companies



[All](#) [News](#) [Images](#) [Maps](#) [Shopping](#) [More](#) [Settings](#) [Tools](#)

About 484,000,000 results (1.00 seconds)

According to [thechicselection.com](#)

[View 5+ more](#)



Nike



H&M



Adidas



Hermès



Louis
Vuitton



Cartier



Gucci

[Fashion Companies | List of Top Fashion Firms - Ranker](#)

<https://www.ranker.com/list/fashion-companies/reference>

List of the **top** fashion **companies** in the world, listed by their prominence with corporate logos when available. This list of **major fashion companies** includes the ...

[Our List of 12 Best Fashion Companies to Work for in 2018 | The Chic ...](#)

<https://www.thechicselection.com/our-list-12-best-fashion-companies-work-2018>

Jun 21, 2018 - Here are 12 **best fashion companies** to work for: Nike. The brand value of this household name is estimated at 28 billion dollars. H&M. This is a brand that many people can wear. Adidas. Hermès. Louis Vuitton. Cartier. Gucci. Chanel.

[Nike, Zara, TJ Maxx top list of dominant global fashion brands ...](#)

<https://www.businessinsider.com/nike-zara-tj-maxx-top-list-global-fashion-brands-2018>

Dec 9, 2018 - 20 **major companies** lead the global **fashion** industry right now, according to the McKinsey Global **Fashion** Index. These **companies** account for ...


[FashionUnited Top 100 index - Business Intelligence](#)

<https://fashionunited.com/i/top100/>

The FashionUnited **Top** 100 Index is the international **fashion** benchmark index that gathers the 100 largest listed **companies** worldwide within the **apparel** and ...

[The World's Largest Apparel Companies 2018: Christian Dior, Inditex ...](#)

Research Companies in the Target Area

online fashion retailer Southeast Asia 

[All](#) [Shopping](#) [News](#) [Images](#) [Maps](#) [More](#) [Settings](#) [T](#)

About 109,000,000 results (0.92 seconds)

[How online fashion retailer Zalora cracked Southeast Asia | South ...](#)
<https://www.scmp.com> › Lifestyle › Fashion & Beauty ▼
Jan 17, 2019 - **Singapore** and **Malaysia**-based company Zalora says that understanding the region inside out is what has given it the edge.

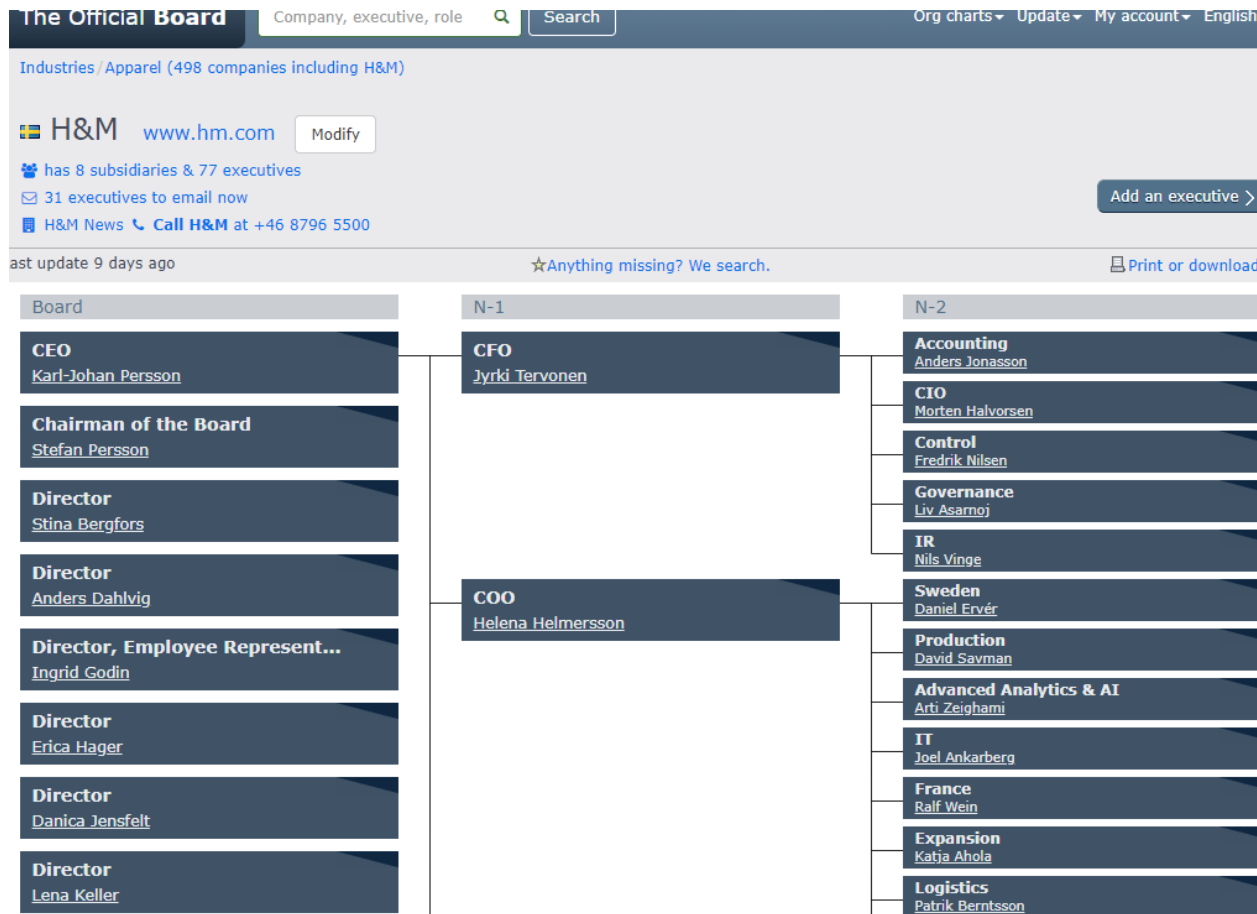
[What are the top online shopping websites in South East Asia? - Quora](#)
<https://www.quora.com/What-are-the-top-online-shopping-websites-in-South-East-Asia> ▼
Jan 24, 2019 - When speaking of top **online** shopping websites- **Southeast Asia** sites like **fashion** destination Zalora, **online store** Lazada, and others.

[Online Retail In Southeast Asia Is Expected To Reach \\$53 Billion By ...](#)
<https://go.forrester.com/.../online-retail-in-southeast-asia-is-expected-to-reach-53-billi...> ▼
Nov 29, 2018 - We expect B2C **online retail** in **Southeast Asia** (SEA) to rise from its ... accounting for nearly one-quarter of total **online retail** sales, **fashion** ...

[Top online retailers in Southeast Asia - Digital Commerce 360](#)
<https://www.digitalcommerce360.com/2017/08/03/top-online-retailers-southeast-asia/> ▼
Aug 3, 2017 - Heightened competition is coming to **Southeast Asia**, a region

Find Big Fashion Executives on The Official Board

- Example: [H&M orgchart](#)



Google for Marketing Directors Directly

"marketing director at topshop OR h&m OR zara
OR uniqlo OR hermès" -site:linkedin.com

"marketing director at topshop OR h&m OR zara OR Uniqlo OR Hermès" -site:linkedin

UNIQLO Uncover - The Shorty Awards

<https://shortyawards.com/9th/uniqlo-uncover>

Marketing Director at UNIQLO; Nina Ashford Marketing Manager at UNIQLO
Luke Stevenson Lead Developer at 1000heads; Lena Habkhouk Account
Director at ...

Former TopShop CMO Justin Cooke Launches New Innovation ...

<https://adage.com/article/agency-news/topshop-s-justin-cooke-launches.../244001>

Sep 5, 2013 - Sheena Sauvaire, who had been **marketing director at Topshop** for six years, has been promoted to CMO, following Mr. Cooke's departure.

H&M Choreographs Kids' Event in San Francisco - Event Marketer

<https://www.eventmarketer.com/article/hm-choreographs-kids-event-san-francisco/>

Apr 9, 2010 - ... global campaign this year was shot in San Francisco, Union Square was a natural choice," Steve Lubomski, U.S. **marketing director at H&M**, ...

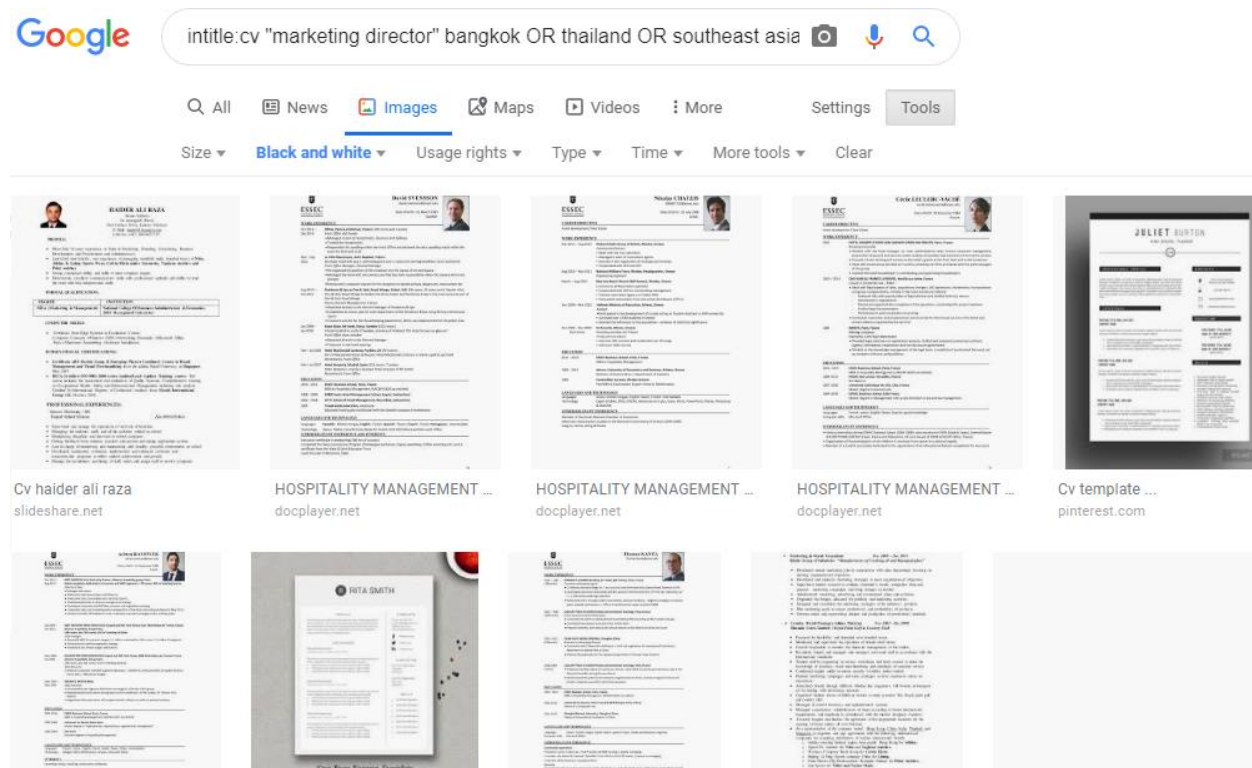
H&M and Zara Brand Strategy | H&M | Retail - Scribd

<https://www.scribd.com/document/212540235/H-M-and-Zara-Brand-Strategy>

He was formerly a **marketing director at H&M** Nobody can compete with Zara and H&M in Europe, but their formulas are very different. Zara's is subtle and ...

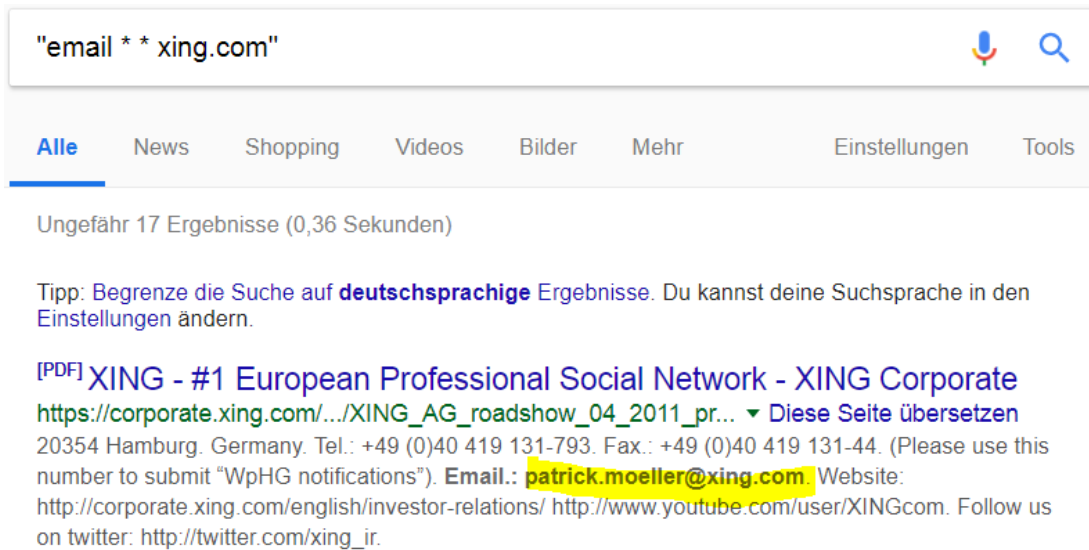
Search for Marketing Directors' CVs in Google Images

- [intitle:cv "marketing director" bangkok OR thailand OR "southeast asia" "fashion" retail](#)



Finding Email Address Formats


- Search on Google for "email * * company.com"





- Or check Hunter.io

Hunter.io Email Search

- (Source in the “sources” too!)




Domain Search 



novartis.com  novartis.com 

All Personal Generic 1,914 results [Export in CSV](#)

Most common pattern: {first}.{last}@novartis.com




[Communication \(79\)](#) [Management \(33\)](#) [Executive \(28\)](#) [...](#)



Julia Seeler   2 sources 




julia.seeler@novartis.com  



<http://t3n.de/jobs/job/novartis-pharma-gmbh/data-engineer-m-w-d> May 24, 2019

<http://t3n.de/jobs/job/novartis-pharma-gmbh/platform-manager-m-w-d> May 16, 2019

Matthew Lamarche   4 sources 

matthew.lamarche@novartis.com  

Ivo Hlavac   2 sources 

ivo.hlavac@novartis.com  

Email Verification: Mailtester.com

- Works if the email server supports verification

The screenshot shows the MailTester.com website interface. The browser address bar displays "mailto:irinal@ski.org" and the URL "mailtotester.com/testmail.php". The page title is "MailTester.com". The main heading is "E-mail address verification". Below this, the "E-mail address" field contains "irinal@ski.org" and a "Check address" button is visible. The results are displayed in a green box:

- Mail servers found for domain:
 - mx2.ski.org (priority 10, ip address: 204.28.120.136)
 - mx1.ski.org (priority 20, ip address: 204.28.120.137)
- Using mail server with lowest priority number:
 - mx2.ski.org (priority 10, ip address: 204.28.120.136)
- Mailserver identification:
 - saga.ski.org ESMTP Postfix
- Server doesn't allow e-mail address verification

On the left side of the page, there is a vertical navigation menu with the following links: Test Mail, Download, FAQ, Glossary, and Links.

Q&A

