

Proactive Approaches in Talent Acquisition

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Presented for The ERA

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ABOUT ME

Sourcing Thought Leader, recognized member of the Global Talent Acquisition Community.

Hands-on and strategic freelance practitioner with more than eight years of professional experience, offering Sourcing services, including **Advising, Training and Delivery**, managing teams and projects across the globe for clients as McKinsey, Oracle, ThoughtWorks, BIC or Inditex.

In 2019, I obtained the title of **SourceCon Grandmaster**. I also have won the first Sourcing Summit Europe Hackathon in 2017.





Contents

- Intro.
- Building Talent Communities.
- Research & Talent Insights with Sales tools.
- Diversity
- X-Ray Hacks
- Q&As.



Disclaimer

This presentation is for educational purpose only. The author isn't asking to the participants to break any law, or even encouraging to apply the techniques exposed here, as some of them might break Terms of Services and commercial agreements with providers of software applications or third parties. In case of doubt, please check with your legal department.

If you don't learn anything new at all, or you want to discuss more into-depth about something, please book some time with me to have a chat.

<http://bit.ly/bookiker>



An overhead, top-down view of several people's hands and forearms gathered around a laptop and a tablet. The hands are pointing at the screen of the laptop and the tablet, which is displaying a grid of images. The scene is dimly lit, with the primary light source coming from the devices. The people are wearing various casual clothing, including sweaters and jeans. The background shows a patterned rug and a wooden floor.

Building Talent Communities



site:meetup.com intitle:"(Berlin, Germany)" intitle:Data



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An upcoming regular event for people interested in Big Data, whether you are professionals in the field, enthusiasts, or students looking to build your career in ...

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[Berlin Women in Data \(Berlin, Germany\) | Meetup](#)

Welcome to Women in Data! Women in Data (WiD) is a 501c3 nonprofit focused on increasing diversity in data careers. This Meetup page is a part of WiD's ...

[www.meetup.com](#) › [Berlin-Data-Products-Meetup](#) ▼

[Berlin Data Products Meetup \(Berlin, Germany\) | Meetup](#)

Data Products Meetup is for Product Managers, Data Scientists, and everybody interested in exchanging experience in building end-user data solutions. Join us ...

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[ODSC Berlin Data Science \(Berlin, Germany\) | Meetup](#)

ODSC brings together the open-source and data science communities with the goal of helping its members learn, connect and grow. The focus of this Meetup ...

A person in a white shirt is sitting at a desk, writing in a notebook with a pencil. There is a laptop and a tablet nearby. The scene is dimly lit, suggesting an office or study environment. The text "Research and Talent Insights with Sales tools" is overlaid on the image in white.

Research and Talent Insights with Sales tools



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👥 Number of Employees +

💰 Total Funding Amount +

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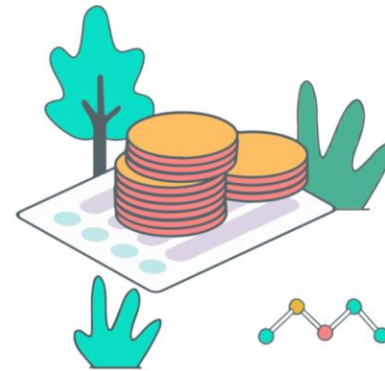
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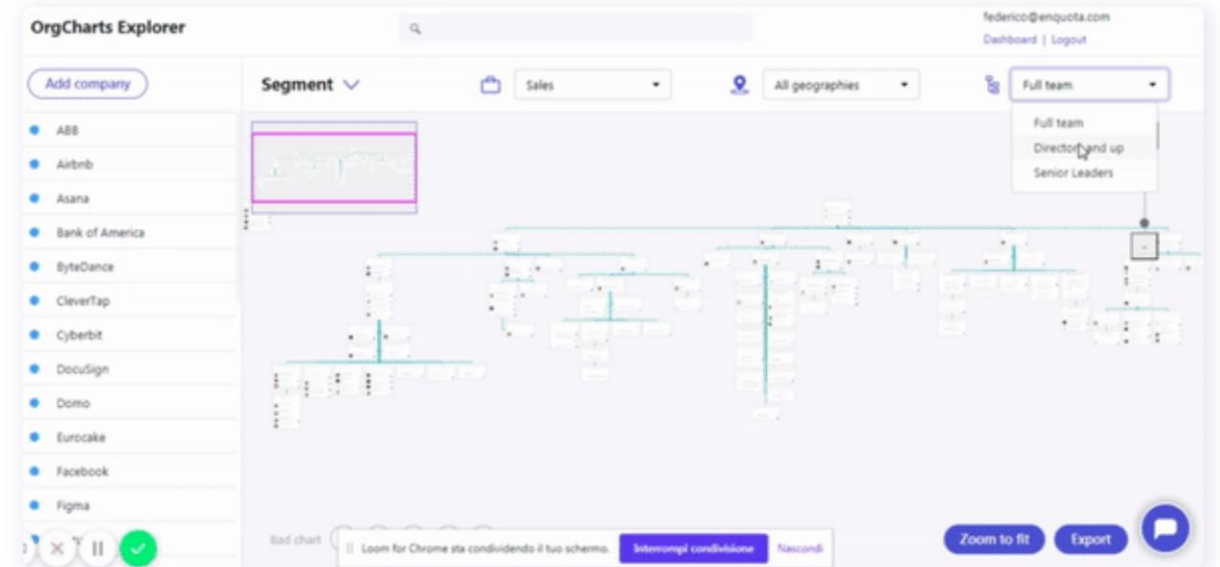
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+ How closely you're connected

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School

+ Schools someone studied at

Profile language

+ Profile languages

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(Abigail OR Adriana OR Adrien...) ×

Last name

+ Add a last name

Role & tenure filters

Seniority level

CXO × +

Years in current position

+ Years in current position

Years at current company

+ Years working at current company



site:uk.linkedin.com/in intitle:"vp" women



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The background is a close-up, dark, and slightly blurred image of a computer keyboard. The keys are visible, with some characters like 'Q', 'W', 'E', 'R', 'A', 'S', 'D', 'F', 'X', and 'Z' being discernible. The lighting is low, creating a moody atmosphere. Overlaid on this background is the text 'X-Ray search' and 'LinkedIn hacks' in a clean, white, sans-serif font.

X-Ray search
LinkedIn hacks

Hack 1: Profiles with personal E-mail

site:uk.linkedin.com/in intitle:"head of" "*" * @gmail.com" OR "*" * @hotmail.com"
OR "*" * @yahoo.com" OR "*" * @hotmail.co.uk" OR "*" * @msn.com" OR
"* * @mail.co.uk" OR "*" * @outlook.com"
OR "*" * @yahoo.co.uk" OR "*" * @icloud.com")



site:uk.linkedin.com/in intitle:"head of" "*" * @gmail.com" OR "*" * @hotmail.c

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uk.linkedin.com > [redacted]
[redacted] - Head Of Ecommerce - LEGO Group ...
Email: [redacted]@gmail.com (List of assignments - sales, e-commerce, ecommerce, omni-channel, multi-channel, Amazon, eBay, digital, customer ...
London, Greater London, United Kingdom - Head Of Ecommerce - LEGO Group

uk.linkedin.com > [redacted]
[redacted] - Head of Product Growth - Fnatic | LinkedIn
... you should gamify everything in life. Voted Top 250 Global Growth Hackers:
http://bit.ly/Top250 [redacted] e: [redacted]@gmail.com t: [redacted]

uk.linkedin.com > ...
[redacted] - Head of Ecommerce and Sales - NETWORK ...
Contact: r [redacted] cy@gmail.com C [redacted]. Hi, and thanks for viewing my profile. I have amassed over 18 years marketing experience ...

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[redacted] - Head Of Content - Leaders in Sport | LinkedIn
[redacted]@gmail.com [redacted].wordpress.com. Articles by [redacted]. Leaders Week New York. Leaders Week New... By I [redacted]. February 6 ...
London, United Kingdom - Head Of Content - Leaders in Sport

uk.linkedin.com > [redacted]
[redacted] - Head Of Commercial - Gravity Sketch | LinkedIn
... not only businesses but also society. if you want to discuss business or a job opportunity over a coffee or by conference, get in touch! e [redacted]s@gmail.com ...
London, Greater London, United Kingdom - Head Of Commercial - Gravity Sketch

uk.linkedin.com > [redacted]
[redacted] - Head of Group FP&A - O2 (Telefónica UK ...
[redacted]@hotmail.com. Key skills: • Board-level presentation of key commercial / financial issues for M&A and other strategic ...

Hack 2:

Finding CVs on LinkedIn

site:uk.linkedin.com/in

("CV * pdf" OR "Curriculum * pdf")



site:uk.linkedin.com/in ("CV * pdf" OR "Curriculum * pdf")



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uk.linkedin.com > ...

[\[redacted\]](#) - Credit Controller - Collins Aerospace | LinkedIn

Activity. Mischa Slottje 2017 CV word.pdf. Liked by [redacted] 2017 CV word.pdf. Shared by [redacted] Experience. Collins Aerospace ...

uk.linkedin.com > daniel-ahross

[\[redacted\]](#) - Email Developer & Digital Designer - THIS ...

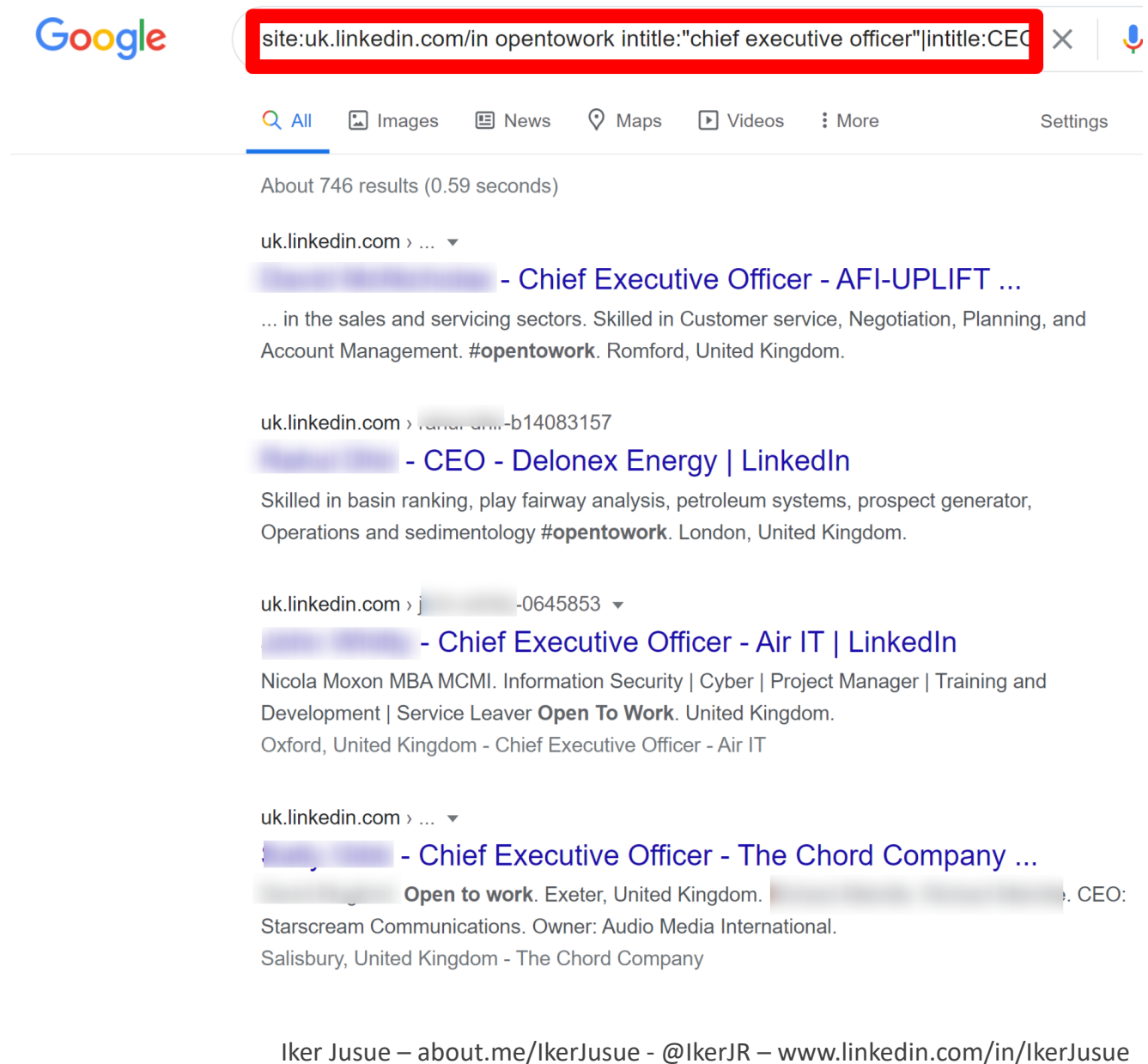
About. Looking for new opportunities is more accurate. <http://ahross.com> [http://www.a\[redacted\].com/cv/\[redacted\].pdf](http://www.a[redacted].com/cv/[redacted].pdf). Activity. The world is changing, and ... Leeds, United Kingdom - Email Developer & Digital Designer - THIS.NOW LTD

Iker Jusue – about.me/IkerJusue - [@IkerJR](https://www.linkedin.com/in/IkerJusue) – www.linkedin.com/in/IkerJusue

Hack 3:

Find profiles that are Open to Work

site:uk.linkedin.com/in opentowork
intitle:"chief executive officer" | intitle:CEO



The screenshot shows a Google search interface with the search query "site:uk.linkedin.com/in opentowork intitle:'chief executive officer'|intitle:CEO" highlighted in a red box. Below the search bar, navigation options like "All", "Images", "News", "Maps", "Videos", "More", and "Settings" are visible. The search results show "About 746 results (0.59 seconds)".

The first result is for a profile on uk.linkedin.com, titled "Chief Executive Officer - AFI-UPLIFT ...". The description mentions skills in sales and servicing sectors, customer service, negotiation, planning, and account management, and includes the hashtag #opentowork. The location is Romford, United Kingdom.

The second result is for a profile on uk.linkedin.com, titled "CEO - Delonex Energy | LinkedIn". The description mentions skills in basin ranking, play fairway analysis, petroleum systems, prospect generator, operations, and sedimentology, and includes the hashtag #opentowork. The location is London, United Kingdom.

The third result is for a profile on uk.linkedin.com, titled "Chief Executive Officer - Air IT | LinkedIn". The description mentions Nicola Moxon MBA MCMI, information security, cyber, project manager, training and development, and service leaver. It includes the text "Open To Work" and the location is Oxford, United Kingdom.

The fourth result is for a profile on uk.linkedin.com, titled "Chief Executive Officer - The Chord Company ...". The description mentions "Open to work", Exeter, United Kingdom, and CEO: Starscream Communications. Owner: Audio Media International. The location is Salisbury, United Kingdom.

At the bottom of the page, there is a footer: "Iker Jusue – about.me/IkerJusue - @IkerJR – www.linkedin.com/in/IkerJusue".

Many thanks for your time! Any questions?

Let's connect and stay in touch: www.linkedin.com/in/IkerJusue

If you are looking for advising or training, send me a message!
You can also book some time with me here: <http://bit.ly/bookiker>

