

# **Finding and Interacting With Recruiters in this AI | Social World**

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# First, Let's Understand the Different Types of Recruiters

- **Corporate Recruiters** – these recruiters work in house for one organization only. They are given requirements by their hiring managers (their customers) and they must build a strategy to find the talent required. They can be professional (experienced), university (entry level), high volume (lots of hires, typically refers to call center, sales, drivers, etc.), the can be skill specific, location specific, business unit specific. Executive Recruiters at a company are typically working on Director, VP, C-suite type roles. Recruiters are typically salaried but they can receive bonuses.
- **Contract recruiters** – these are recruiters that typically work for just one company and charge an hourly rate. Sometimes they are onsite, sometimes remote. They can list their assigned company as their employer if they are considered “white labeled” or they can call you from a firm like Manpower and let you know they are working for a client. Korn Ferry and Manpower hire contract recruiters to place at companies like Intuit and Google.
- **Consulting Firms** - these recruiters will hire you to work at their client sites, they typically represent a number of companies and have multiple roles at that company. You will be hired as a contractor/consultant and you are paid an hourly rate and the firm will charge the company a much higher rate. Your checks come from the consulting firm and they are your employer of record.
- **Agency recruiters** – these are recruiters that work for multiple companies. They can be specialized (accounting, marketing, technology, etc.) or they can recruit for all types of roles. They are typically paid anywhere from 20-35% of your first years salary (the company pays it). Recruiters are typically paid a portion of the fee, also called Commission. Most have a small base but not all.
- **Retained Search** – this type of firm is typically used in Executive Search but not always. Sometimes they will engage in highly critical roles. Retained means they get a portion of the fee whether they place someone or not. This is a very expensive option. This is typically not for anyone entry level.

# Unfortunately Spammers Are Posing As Recruiters

## Watch for these signs:

Recruiters using gmail type accounts instead of a corporate account

Inflated salaries

Immediate Offers with Request for personal information

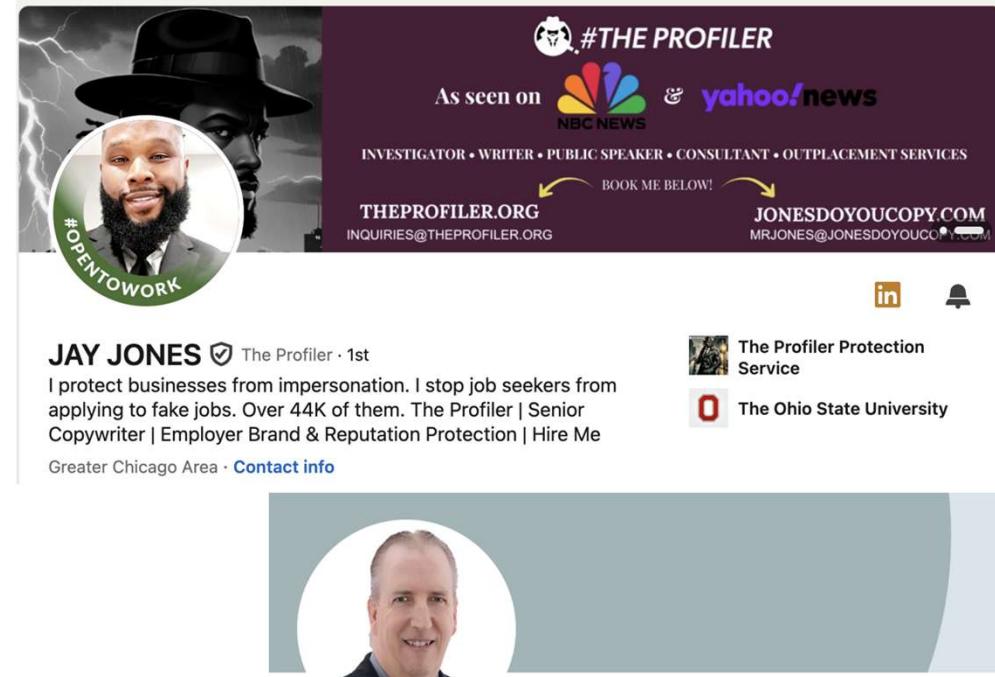
Sending you a check to buy equipment

Mis-spellings in emails

Can't locate roles on company website

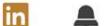
Using real employer names but with emails that are not corporate sponsored

**Two Experts to Follow for Insight**



**JAY JONES** · 1st  
I protect businesses from impersonation. I stop job seekers from applying to fake jobs. Over 44K of them. The Profiler | Senior Copywriter | Employer Brand & Reputation Protection | Hire Me  
Greater Chicago Area · [Contact info](#)

**Jim McConnell** · 2nd  
Chief Security Officer ★ Chief Information Security Officer ★ Physical Security ★ Cyber Security ★ Metrics ★ Executive Protection ★ M&A ★ Supply Chain ★ Fraud ★ I Create or Mature Your Converged Security Program  
Dallas-Fort Worth Metroplex · [Contact info](#)



 The Profiler Protection Service

 The Ohio State University

# Some Things Are Still Pretty Similar



# How Do Recruiters Search

Search Criteria [Update search preferences](#) | [Clear search fields](#) ?

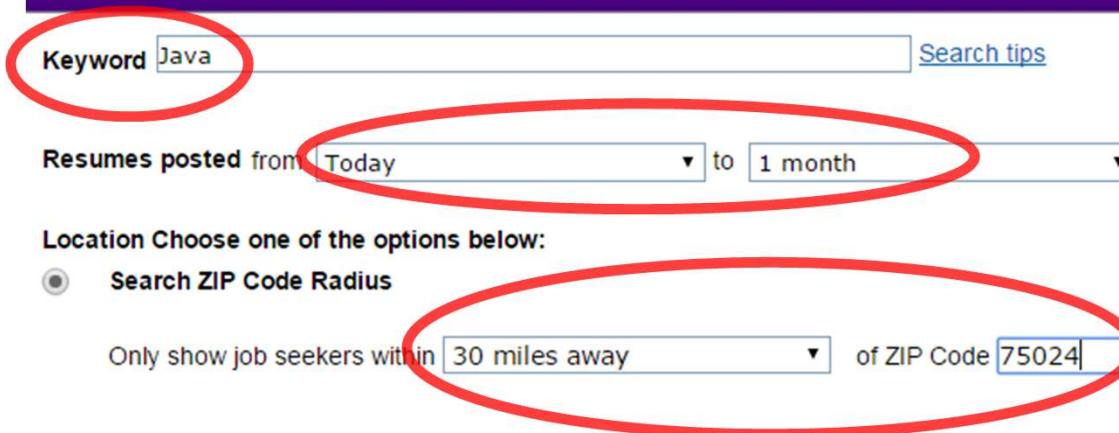
**Keyword**  [Search tips](#) **Search**

Resumes posted from  to

Location Choose one of the options below:

**Search ZIP Code Radius**

Only show job seekers within  of ZIP Code  [Find a ZIP Code](#)



KeyWord (skill, title or company), Recency and Location  
are How Recruiters Search - they can use boolean, AI, or forms

# How do recruiters search?

## Search #2

("business analyst" or "systems analyst" or "system analyst" or "data analyst" or "requirements analyst" or "functional analyst") and crystal and report\* and analy\* and data near analy\* and inventory and not retail and (ecommerce or "e-commerce" or b2b or b2c)

## Search #3

("business analyst" or "systems analyst" or "system analyst" or "data analyst" or "requirements analyst" or "functional analyst") and crystal and report\* and analy\* and data near analy\* and not inventory and retail and (ecommerce or "e-commerce" or b2b or b2c)

## Search #4

("business analyst" or "systems analyst" or "system analyst" or "data analyst" or "requirements analyst" or "functional analyst") and crystal and report\* and analy\* and data near analy\* and inventory and retail and not (ecommerce or "e-commerce" or b2b or b2c)

## Search #5

("business analyst" or "systems analyst" or "system analyst" or "data analyst" or "requirements analyst" or "functional analyst") and crystal and report\* and analy\* and data near analy\* and not inventory and not retail and (ecommerce or "e-commerce" or b2b or b2c)

Complex Boolean Search Strings

# Where do recruiters search?

| Requisition                        | Details                                     | Candidates                      | Approval Workflow    | Documents | Tracking |
|------------------------------------|---|---------------------------------|----------------------|-----------|----------|
| 67979 Vendor Partner Mgr 4         |   |                                 |                      |           |          |
| Hiring Manager :                   | Recruiter :                                 | Post Type :                     | Requisition Status : |           |          |
|                                    |   | Internal / External             | Cancelled            |           |          |
| Number of Positions :              | Positions Filled :                          | Positions Cancelled :           |                      |           |          |
| 1                                  | 0   | 1                               |                      |           |          |
| Latest Interview Guide :           | Latest Hiring Plan :                        | Latest Comp Grid :              |                      |           |          |
| [redacted] - Aug 07, 2009 - Click  | [redacted] Jun 12, 2009 - Click             | [redacted] Aug 07, 2009 - Click |                      |           |          |
| Documents tab to View              | Documents tab to View                       | Documents tab to View           |                      |           |          |
| Conceptual Sort: -- Select Sort -- |   |                                 |                      |           |          |
| Unconsidered :: 1 - 100 of 583     | <input type="button" value="-- Select --"/> |                                 |                      |           |          |

Make sure your resume has your LinkedIn URL

Corporate resume databases

## Where do recruiters search? Job Boards

Who would you call?

Still available?  
Refresh often

Jiyuan Joe Wang — JoeWang's Resume\_ Experienced Java/open source

US-TX-Plano-3.8 miles

?

CONFIDENTIAL — Certified SOA Architect, Sun Certified Java/J2EE Expert(14+ years Exp)

Sr. Software Engineer

As a member of the WebSphere Infrastructure and Security team responsible for providing technical solutions and infrastructure components for the website/applications for various channels used to supp

Resume Updated 3/1/2011

Source Monster, Diversity Professional Team Lead/Architect/Project Lead, Full Time Employee Temporary/Contract

Highest Education

Target Job Title

Desired Status

Desired Job Type

Desired Salary

Relocation

Authorization

2/19/2011

Monster, Diversity

Master's Software Engineer Full Time Employee

Won't Relocate US

Resume Updated

Source

Highest Education

Target Job Title

Desired Status

Desired Job Type

Desired Salary

Relocation

Authorization

Make sure your resume has your LinkedIn URL

Job Boards – Mega, Niche , University, Social

# Other Things Are Changing Daily with AI



Recruiters are:

Seeing same application over and over

Mismatch apply with auto appliers

AI creating perfect match resumes but skills don't fit

Applicant waiting on AI to Answer Questions

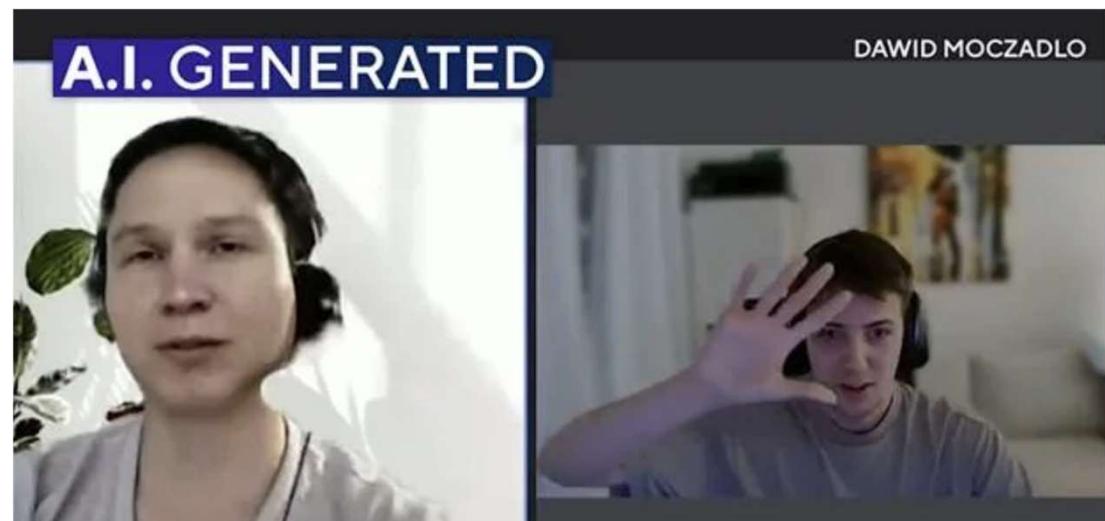
AI Cheating in Assessments

AI Fake Faces | Fake Voices

Seeing use of AI pre-screeners

ATS beginning to create fraud alerts on suspicious applications

AI inserted in most recruiting tools now



**7 in 10** recent job seekers have cheated during the hiring process

Peterson  
Technology  
Partners  
Discovered

By 2028, one in four job applicants  
may be AI-generated.

Out of the  
**1759**  
job applicants,

15% cheated on phone interviews

13% cheated during in-person interviews

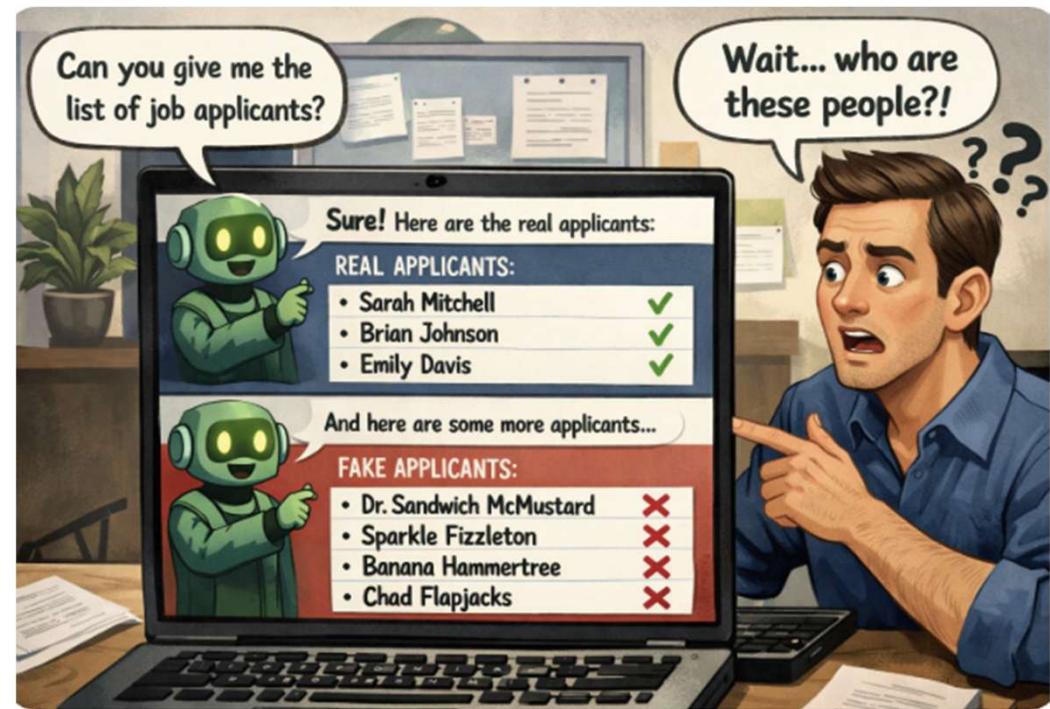
11% cheated during video interviews

22% say they cheated on online assessments

# Recruiters are Using AI to Find You

Just got our first  
ChatGPT Hire for  
a critical role

But AI can  
hallucinate and  
give me fake  
names just as  
easily



## **Applicant's are:**

# Using AI Auto Appliers

# Using AI to Rewrite Resumes to fit the job posting

# Using AI to answer interview questions

## Using AI in code assessments



# Where do Recruiters Search on Social?



## Yep – All of Them!



*After a quick scan of his Facebook, Twitter, Tumblr, Pinterest and Instagram here is what I know*

# Recruiter Search LinkedIn

## You Can Now Tell Them You Are Open to a New Job



[Open to](#) [Add profile section](#)

**Finding a new job**  
Show recruiters and others that you're open to work

**Providing services**  
Showcase services you offer so new clients can discover you

**Hiring**  
Share that you're hiring and attract qualified candidates

Tell us what kind of work you're open to

\* Indicates required

Job titles\*

[+ Add title](#)

Location types\*

On-site ✓  Hybrid ✓

Remote +

Locations (on-site)\*

Mountain View, California, United States [X](#)

[+ Add location](#)



If you select Open To and Select Open to Work, you will get a green banner that tells all of LI that you are Open to a New Role

When you say open to “recruiters” this means only Recruiters with LinkedIn Recruiter Account can see you listed that you are open to a new role

Your Current Employer Cannot See You open status in LinkedIn Recruiter

This status lasts 90 days

You can add detailed notes on type of job, location

# Public Profile LinkedIn URL

for your signature line | resume | business cards

## Your public profile URL

Enhance your personal brand by creating a custom URL for your LinkedIn public profile.

www.linkedin.com/in/gailhouston

Save

Cancel

**Note:** Your custom URL must contain 5-30 letters or numbers. Please do not use spaces, symbols, or special characters.

# Is Your Public LI Profile Really Public?

get found on Google by checking all boxes



## Gail Houston

Executive Recruiter at Intuit - Please see summary on how to ask for help with roles at Intuit  
Mountain View, California · 500+ connections

[Sign in to Connect](#)

**Move all sliders**

Your profile's public visibility

On

Public

All LinkedIn members on or off LinkedIn.  
Your content could be visible in search engines (Google, Bing, etc.).

Background Photo

Show

Headline

Show

Websites

Show

Summary

Show

Articles & Activity

Show

Current Experience

Show

Details

Show

Past Experience

Show

# How Recruiters Search on LinkedIn Recruiter

**Job titles** ...

+ Java Software Engineer +  
+Flash Web Developer

---

**Locations** ...

San Francisco Bay Area  
California, United States +  
+Indiana, United States (828)

---

**Skills and Assessments**

+ Skill keywords anywhere on profile  
+Angular (1.3K+)

---

**Companies**

+ Companies or boolean  
+AMZ SERV, +Daiwa Securities

---

**Keywords**

+ Profile keywords or boolean

---

**Spoken languages**

+ Spoken languages proficiency

---

**Postal code / Zip code**

+ Enter location or zip code

---

**Profile languages**

+ Languages used on LinkedIn

---

**Education & experience**

Years of experience

+ Total years of work experience

---

Years in current company

+ Years working in their current company

---

Years in current position

+ Years working in their current position

---

Employment type

+ May be open to these types of employment

---

**Industries**

+ Candidate industries

---

**Schools**

+ Schools attended

---

**Fields of study**

+ Topics studied in school

---

**Degrees**

+ Types of degrees

---

**Spotlights**  

**5K+**  
Open to work

**1.4K+**  
Active talent

**508**  
Rediscovered candidates

**0**  
Internal candidates

**24**  
Interested in your company ▾

**Recruiters can use AI OR a Form Boolean search to find people  
LinkedIn Recruiter is a Paid Tool**

# Recruiters Search Using Google



www.stephanemaes.com › ESSEM › smaes › resume ▾

[Stéphane H Maes - Resume - stephanemaes.com](#)

CTO and **Chief Architect**, Cloud Products, HP Software ... SDP as a **platform** also for Network projects and services (legacy and NGN) ... support of Multinational SDP requirements (e.g. no exchange of regulated customer **data** cross borders).

andygrove.io › resume ▾

[Andy Grove's Resume](#)

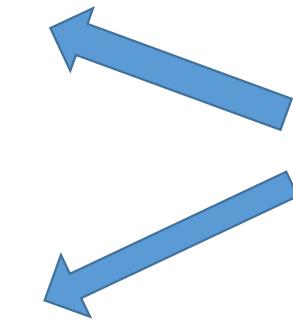
**Resume.** I'm an experienced software engineer (30 years experience). ... I led the development of the **Analytics** Gateway component, which extended the Query ... **Chief Architect** and Lead Developer for dbShards, a leading commercial ...

www.hireitpeople.com › 72-web-developer-resumes › 24...

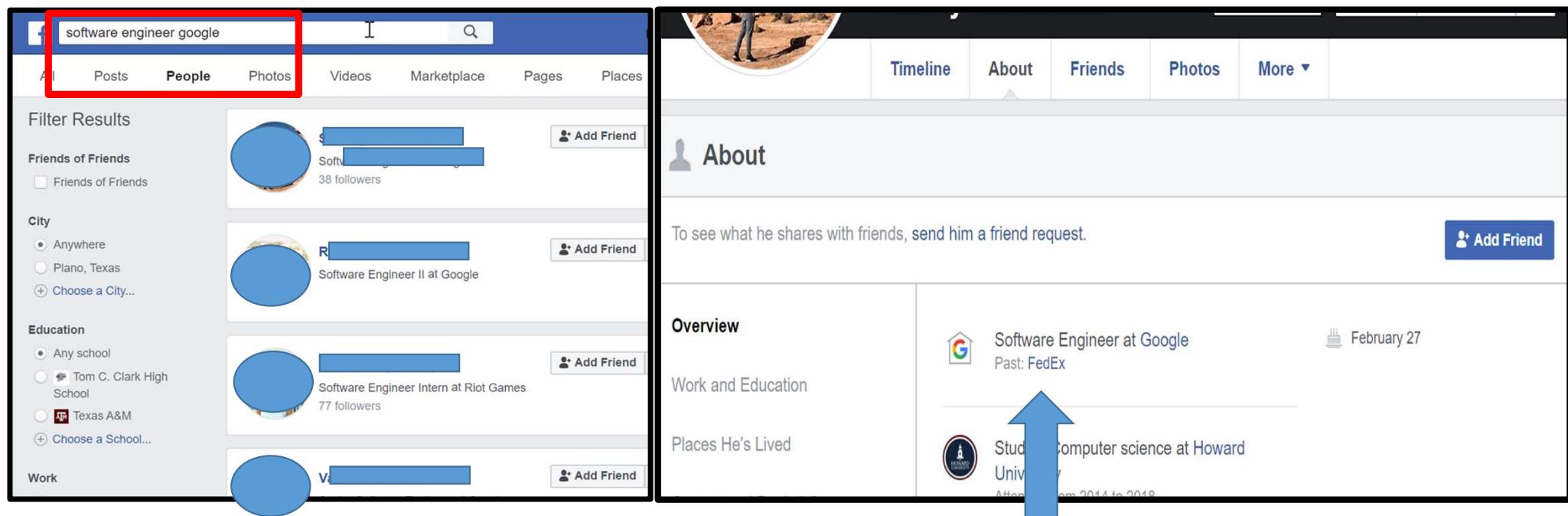
[Enterprise Architect Resume Profile - HireitPeople](#)

Enterprise Architect **Resume** Profile ... My hands-on technical and management expertise includes Advanced **Analytics**, Decision ... Project Lead / **Chief Architect**.

**Bingo –  
Chief  
Architect  
Resumes**



# How Recruiters Search Facebook

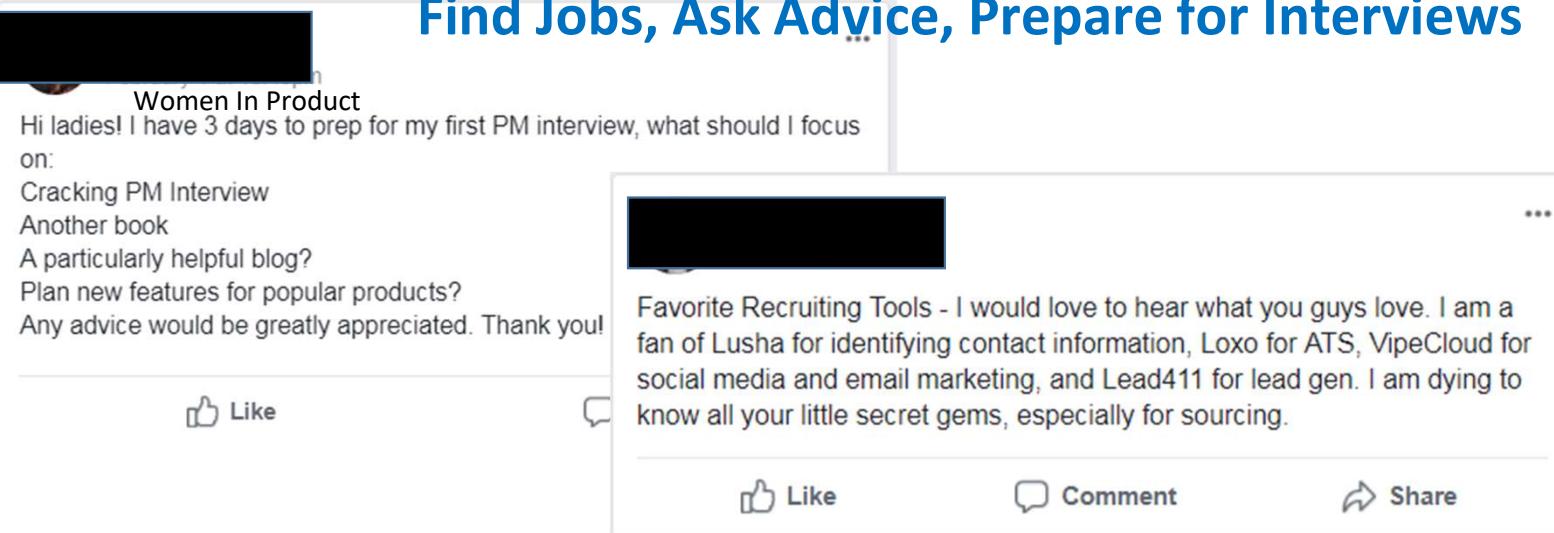


The image shows two screenshots of the Facebook interface. On the left, a search results page for 'software engineer google' is displayed. The search bar at the top contains the query. Below it, the 'People' tab is selected, indicated by a red box. The results list several profiles, with the top one being a 'Software Engineer II at Google'. On the right, a detailed user profile for a person named 'R' is shown. The profile includes sections for 'About', 'Timeline', 'Friends', and 'Photos'. The 'About' section shows the user's current job as 'Software Engineer at Google' and a past job as 'Past: FedEx'. A blue arrow points to the 'Software Engineer at Google' entry. The 'Overview' section shows the user's education, listing 'Computer science at Howard University' with a graduation date of 'February 27'. The 'Places He's Lived' section is also visible.

You want to add your work info, make it public  
Add a professional email you use for job search

# Facebook Groups Can Help Your Career

**Find Jobs, Ask Advice, Prepare for Interviews**



Women In Product

Hi ladies! I have 3 days to prep for my first PM interview, what should I focus on:

- Cracking PM Interview
- Another book
- A particularly helpful blog?
- Plan new features for popular products?
- Any advice would be greatly appreciated. Thank you!

Favorite Recruiting Tools - I would love to hear what you guys love. I am a fan of Lusha for identifying contact information, Loxo for ATS, VipeCloud for social media and email marketing, and Lead411 for lead gen. I am dying to know all your little secret gems, especially for sourcing.

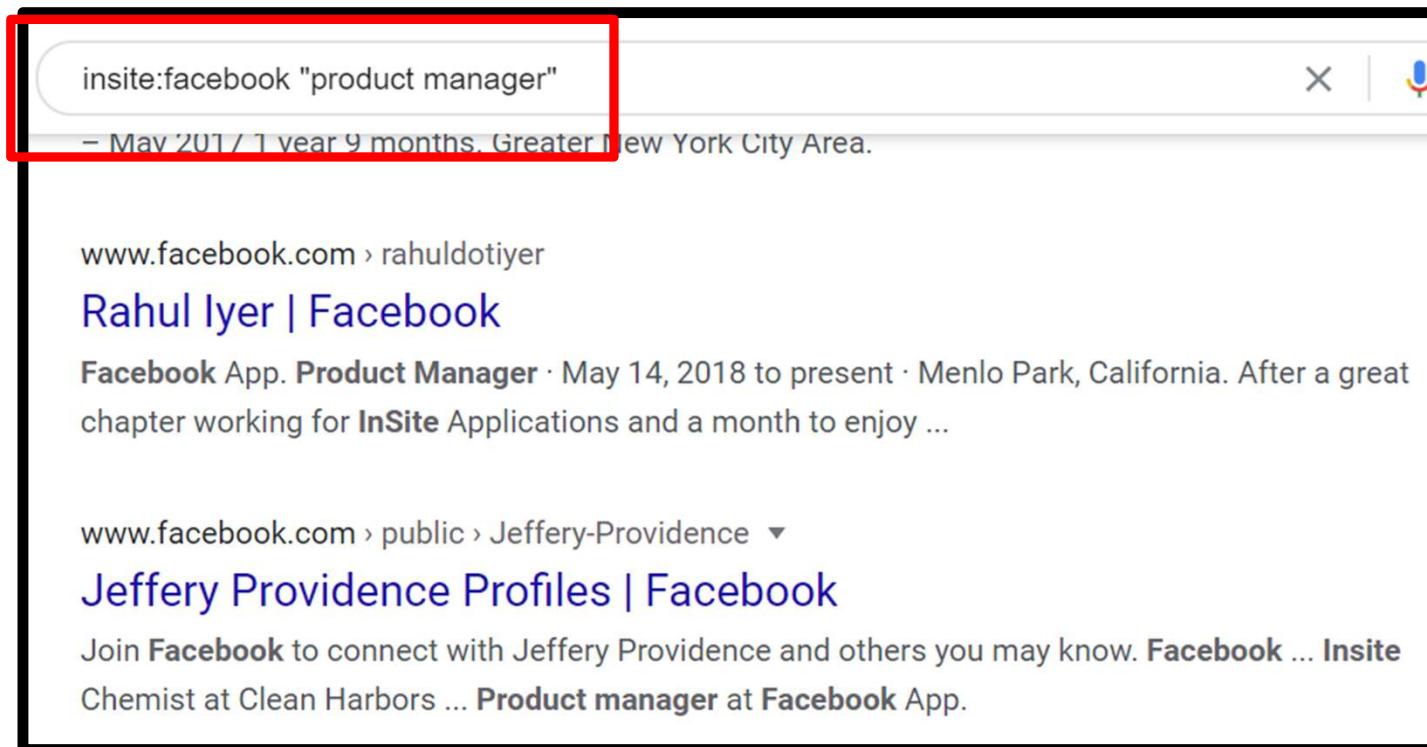
Like Comment Share

**Follow Leaders in your field, learn the latest tools, techniques**

**Recruiters Typically Sit in Every Group  
They Will Follow Your Questions and Comments.**

**Recruiters Will Either Reach Out on Facebook or Cross Reference You On LinkedIn  
Critical You Update Your About Me Section with Work and Email Address Set to Public**

# Recruiters Can Also Use Google to Find You On Facebook



insite:facebook "product manager"

– May 2017 / 1 year 9 months. Greater New York City Area.

[www.facebook.com/rahuldotiyer](http://www.facebook.com/rahuldotiyer)

[Rahul Iyer | Facebook](#)

Facebook App. Product Manager · May 14, 2018 to present · Menlo Park, California. After a great chapter working for InSite Applications and a month to enjoy ...

[www.facebook.com/public/Jeffery-Providence](http://www.facebook.com/public/Jeffery-Providence) ▾

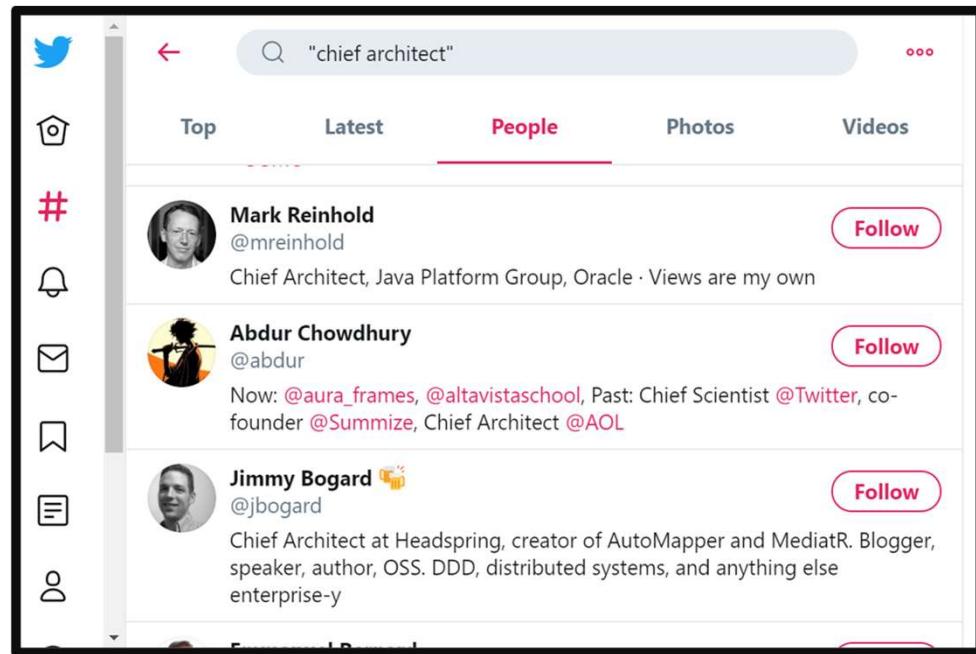
[Jeffery Providence Profiles | Facebook](#)

Join Facebook to connect with Jeffery Providence and others you may know. Facebook ... Insite Chemist at Clean Harbors ... Product manager at Facebook App.

Bingo Again

Product  
Managers

# How Recruiters Use X (Twitter) to Find You



Twitter search results for "chief architect". The search bar shows the query. The results are filtered by "People". Three profiles are listed:

- Mark Reinhold** (@mreinhold) - Chief Architect, Java Platform Group, Oracle · Views are my own. Follow button.
- Abdur Chowdhury** (@abdur) - Now: @aura\_frames, @altavistaschool, Past: Chief Scientist @Twitter, co-founder @Summize, Chief Architect @AOL. Follow button.
- Jimmy Bogard** (@jbogard) - Chief Architect at Headspring, creator of AutoMapper and MediatR. Blogger, speaker, author, OSS. DDD, distributed systems, and anything else enterprise-y. Follow button.



Twitter profile for **Life at Google** (@lifeatgoogle). The profile has 14.9K tweets. It features a large Google logo and three photos of Google employees. The bio reads: "Ready to be a Googler? We're hiring! Keep up with our job opportunities, offices, culture, and everything else that makes up life at Google." The profile is located in Mountain View, CA, and joined in May 2009. It has a "Following" button.

**Life at Google**   
14.9K Tweets

Create Design Code Build for everyone

Life at Google   
@lifeatgoogle

Ready to be a Googler? We're hiring! Keep up with our job opportunities, offices, culture, and everything else that makes up life at Google.

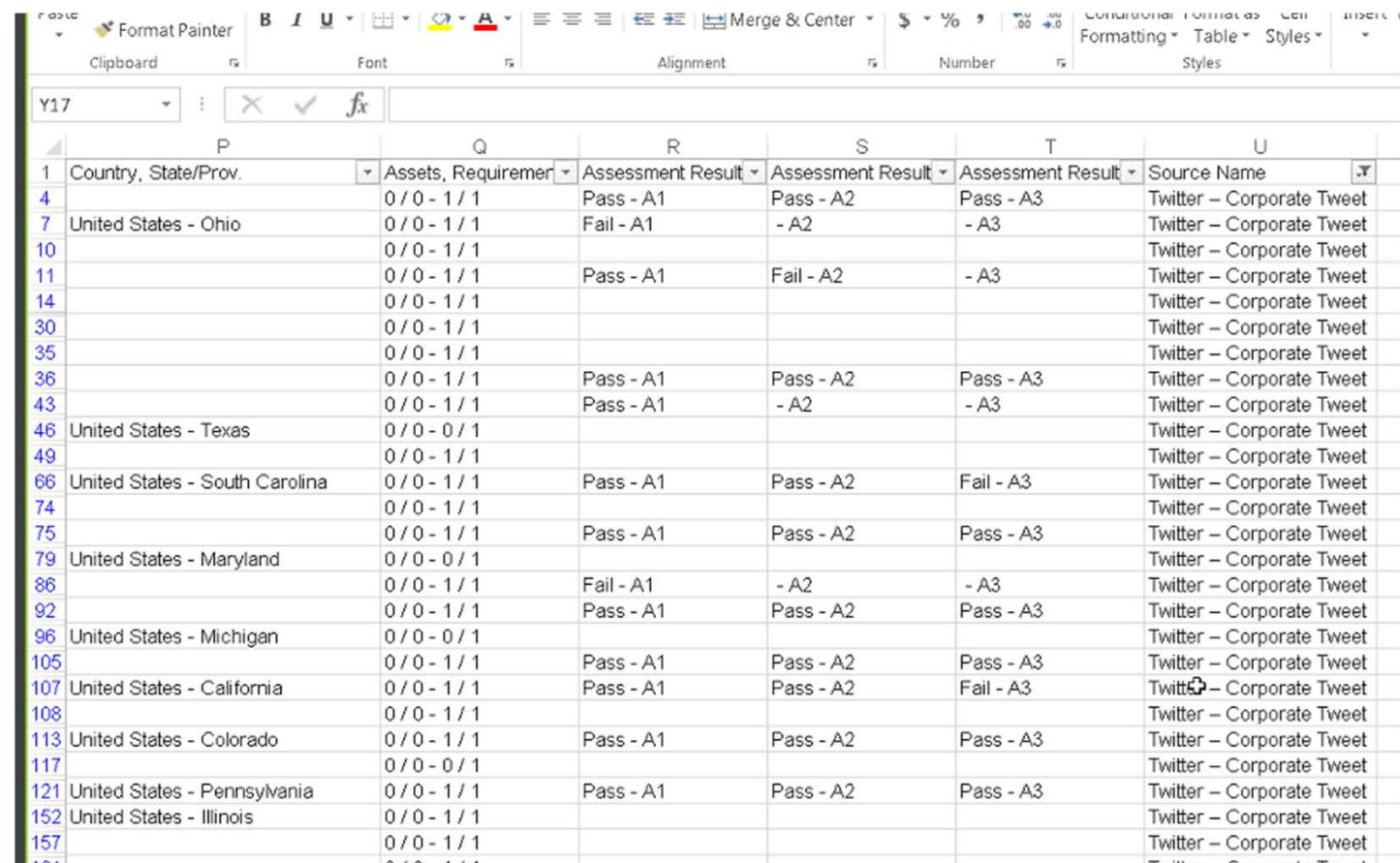
© Mountain View, CA  [careers.google.com](http://careers.google.com)  Joined May 2009

Simple Boolean searches

Some companies have specific career X handles

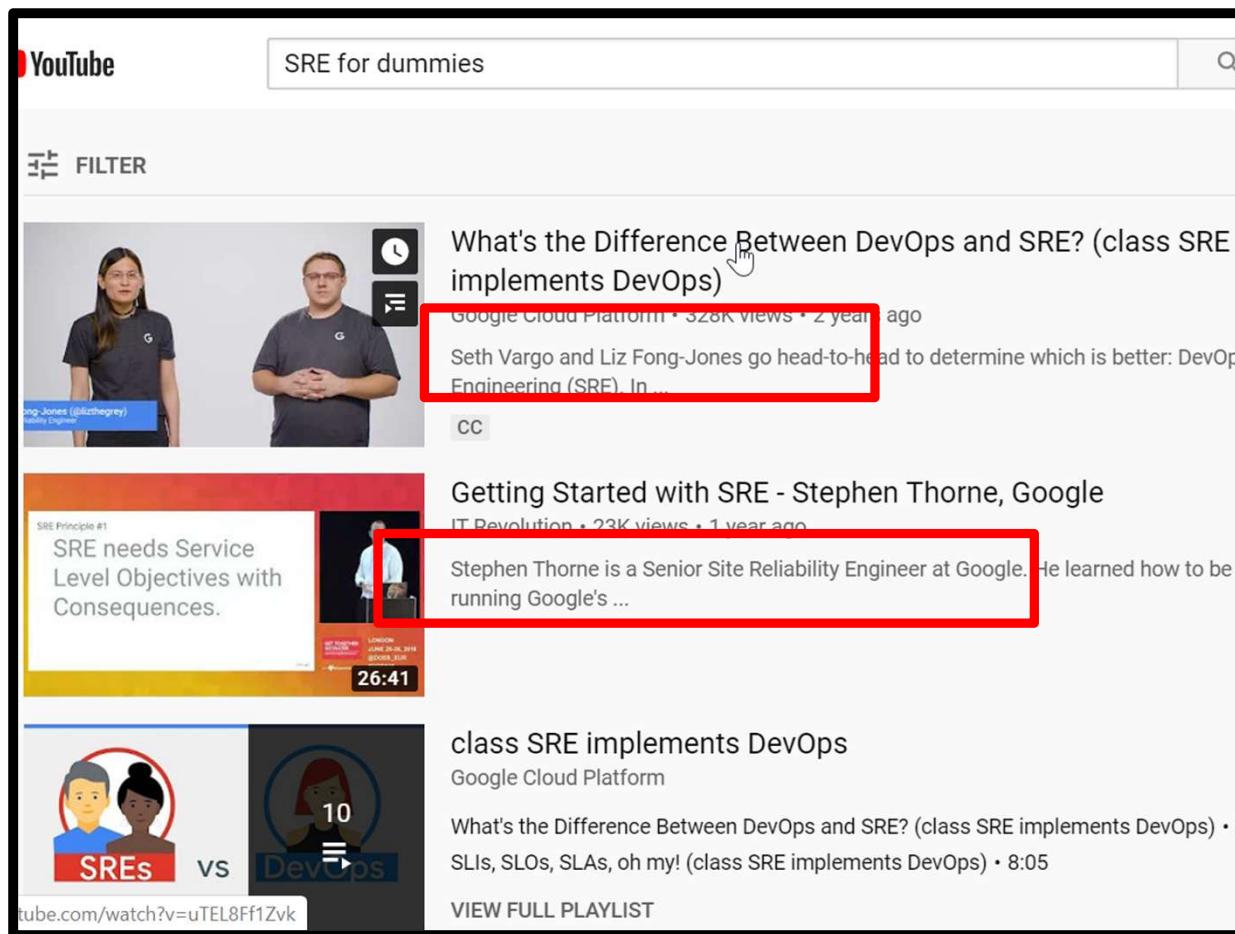
# Applicants are applying!

Out of 1000 candidates on our TAS role:  
120 candidates applied via X (Twitter) compared to 126 from Indeed and 144 from Google



|     | P                              | Q                    | R                 | S                 | T                 | U                         |
|-----|--------------------------------|----------------------|-------------------|-------------------|-------------------|---------------------------|
| 1   | Country, State/Prov.           | Assets, Requirements | Assessment Result | Assessment Result | Assessment Result | Source Name               |
| 4   |                                | 0/0 - 1/1            | Pass - A1         | Pass - A2         | Pass - A3         | Twitter - Corporate Tweet |
| 7   | United States - Ohio           | 0/0 - 1/1            | Fail - A1         | - A2              | - A3              | Twitter - Corporate Tweet |
| 10  |                                | 0/0 - 1/1            |                   |                   |                   | Twitter - Corporate Tweet |
| 11  |                                | 0/0 - 1/1            | Pass - A1         | Fail - A2         | - A3              | Twitter - Corporate Tweet |
| 14  |                                | 0/0 - 1/1            |                   |                   |                   | Twitter - Corporate Tweet |
| 30  |                                | 0/0 - 1/1            |                   |                   |                   | Twitter - Corporate Tweet |
| 35  |                                | 0/0 - 1/1            |                   |                   |                   | Twitter - Corporate Tweet |
| 36  |                                | 0/0 - 1/1            | Pass - A1         | Pass - A2         | Pass - A3         | Twitter - Corporate Tweet |
| 43  |                                | 0/0 - 1/1            | Pass - A1         | - A2              | - A3              | Twitter - Corporate Tweet |
| 46  | United States - Texas          | 0/0 - 0/1            |                   |                   |                   | Twitter - Corporate Tweet |
| 49  |                                | 0/0 - 1/1            |                   |                   |                   | Twitter - Corporate Tweet |
| 66  | United States - South Carolina | 0/0 - 1/1            | Pass - A1         | Pass - A2         | Fail - A3         | Twitter - Corporate Tweet |
| 74  |                                | 0/0 - 1/1            |                   |                   |                   | Twitter - Corporate Tweet |
| 75  |                                | 0/0 - 1/1            | Pass - A1         | Pass - A2         | Pass - A3         | Twitter - Corporate Tweet |
| 79  | United States - Maryland       | 0/0 - 0/1            |                   |                   |                   | Twitter - Corporate Tweet |
| 86  |                                | 0/0 - 1/1            | Fail - A1         | - A2              | - A3              | Twitter - Corporate Tweet |
| 92  |                                | 0/0 - 1/1            | Pass - A1         | Pass - A2         | Pass - A3         | Twitter - Corporate Tweet |
| 96  | United States - Michigan       | 0/0 - 0/1            |                   |                   |                   | Twitter - Corporate Tweet |
| 105 |                                | 0/0 - 1/1            | Pass - A1         | Pass - A2         | Pass - A3         | Twitter - Corporate Tweet |
| 107 | United States - California     | 0/0 - 1/1            | Pass - A1         | Pass - A2         | Fail - A3         | Twitter - Corporate Tweet |
| 108 |                                | 0/0 - 1/1            |                   |                   |                   | Twitter - Corporate Tweet |
| 113 | United States - Colorado       | 0/0 - 1/1            | Pass - A1         | Pass - A2         | Pass - A3         | Twitter - Corporate Tweet |
| 117 |                                | 0/0 - 0/1            |                   |                   |                   | Twitter - Corporate Tweet |
| 121 | United States - Pennsylvania   | 0/0 - 1/1            | Pass - A1         | Pass - A2         | Pass - A3         | Twitter - Corporate Tweet |
| 152 | United States - Illinois       | 0/0 - 1/1            |                   |                   |                   | Twitter - Corporate Tweet |
| 157 |                                | 0/0 - 1/1            |                   |                   |                   | Twitter - Corporate Tweet |

# Recruiters Search YouTube



The screenshot shows a YouTube search results page for the query "SRE for dummies". The results are as follows:

- What's the Difference Between DevOps and SRE? (class SRE implements DevOps)**  
Seth Vargo and Liz Fong-Jones go head-to-head to determine which is better: DevOps Engineering (SRE). In ...  
Google Cloud Platform • 328K views • 2 years ago
- Getting Started with SRE - Stephen Thorne, Google**  
Stephen Thorne is a Senior Site Reliability Engineer at Google. He learned how to be running Google's ...  
IT Revolution • 23K views • 1 year ago
- class SRE implements DevOps**  
Google Cloud Platform  
What's the Difference Between DevOps and SRE? (class SRE implements DevOps) • SLIs, SLOs, SLAs, oh my! (class SRE implements DevOps) • 8:05

At the bottom of the page, there is a link: [tube.com/watch?v=uTEL8Ff1Zvk](https://tube.com/watch?v=uTEL8Ff1Zvk) and a "VIEW FULL PLAYLIST" button.

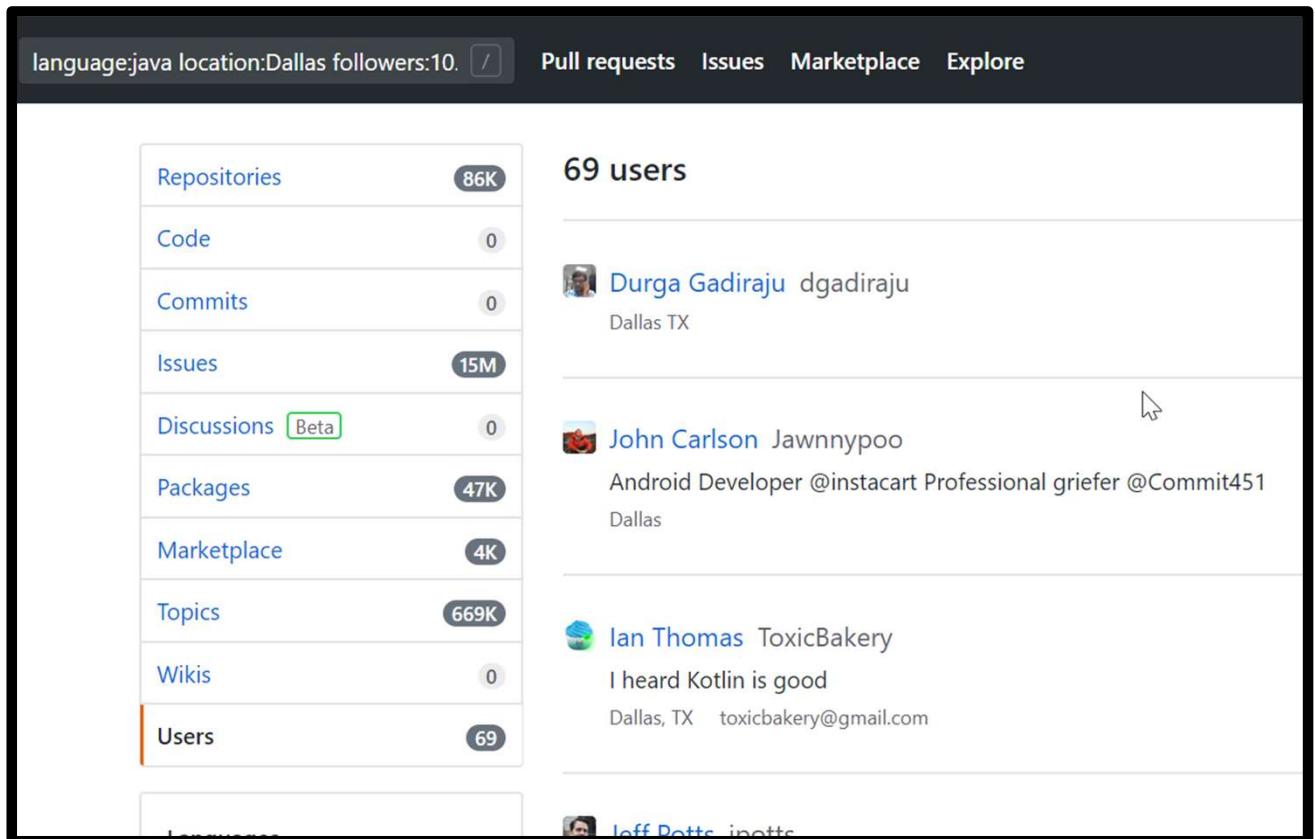
Recruiters Use  
YouTube

- To Learn
- To Recruit

# Recruiters Search on GitHub

We can do it the complicated way:

**language:java  
location:Dallas  
followers:10..\*  
repos:10..\***



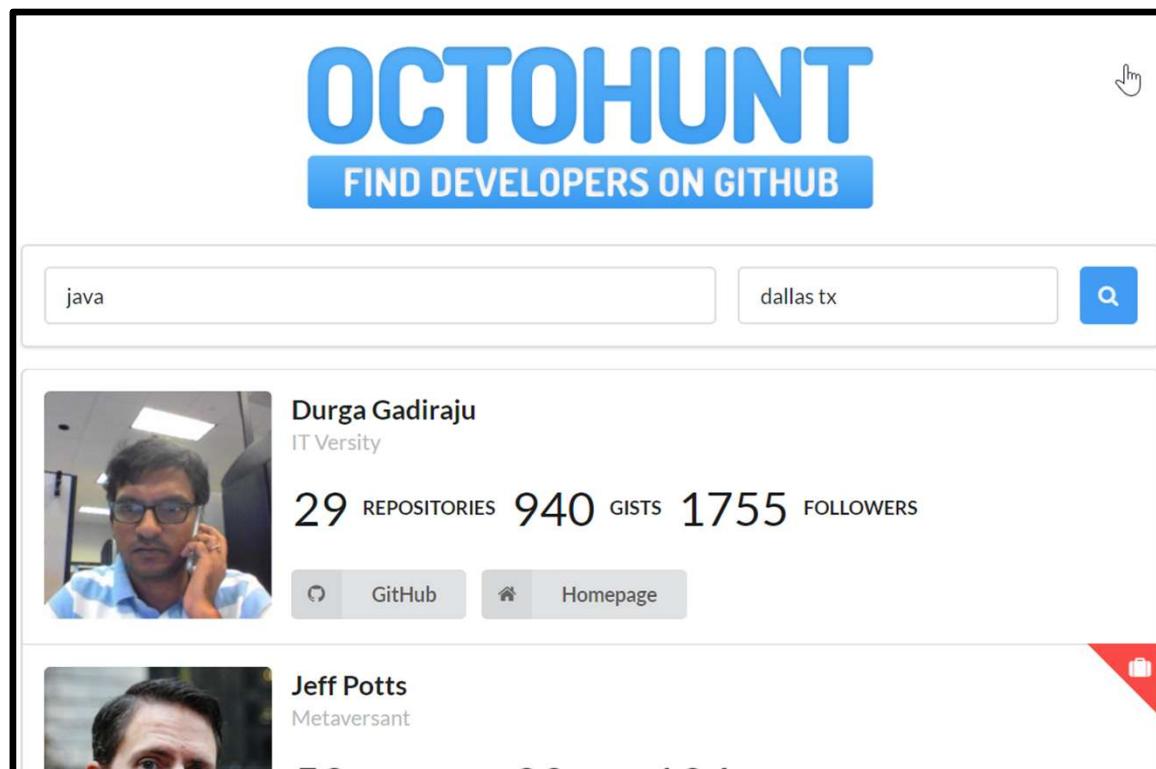
The screenshot shows the GitHub search interface with the query `language:java location:Dallas followers:10..* repos:10..*` in the search bar. The results page displays a sidebar with various metrics: 86K repositories, 0 code, 0 commits, 15M issues, 0 discussions (Beta), 47K packages, 4K marketplace, 669K topics, 0 wikis, and 69 users. The main content area shows a list of 69 users, each with a profile picture, name, GitHub handle, and location. The first user listed is Durga Gadiraju (dgadiraju) from Dallas, TX. The second user is John Carlson (Jawnnypoo) from Dallas, who is an Android Developer at Instacart and a Professional griefer at Commit451. The third user is Ian Thomas (ToxicBakery) from Dallas, TX, who says "I heard Kotlin is good" and provides an email address. The fourth user listed is Jeff Potts (jpotts).

| Repositories | Code | Commits | Issues | Discussions (Beta) | Packages | Marketplace | Topics | Wikis | Users |
|--------------|------|---------|--------|--------------------|----------|-------------|--------|-------|-------|
| 86K          | 0    | 0       | 15M    | 0                  | 47K      | 4K          | 669K   | 0     | 69    |

**69 users**

-  **Durga Gadiraju** `dgadiraju`  
Dallas TX
-  **John Carlson** `Jawnnypoo`  
Android Developer @instacart Professional griefer @Commit451  
Dallas
-  **Ian Thomas** `ToxicBakery`  
I heard Kotlin is good  
Dallas, TX `toxicbakery@gmail.com`
-  **Jeff Potts** `jpotts`

# Or We Can Search Github Using Octohunt

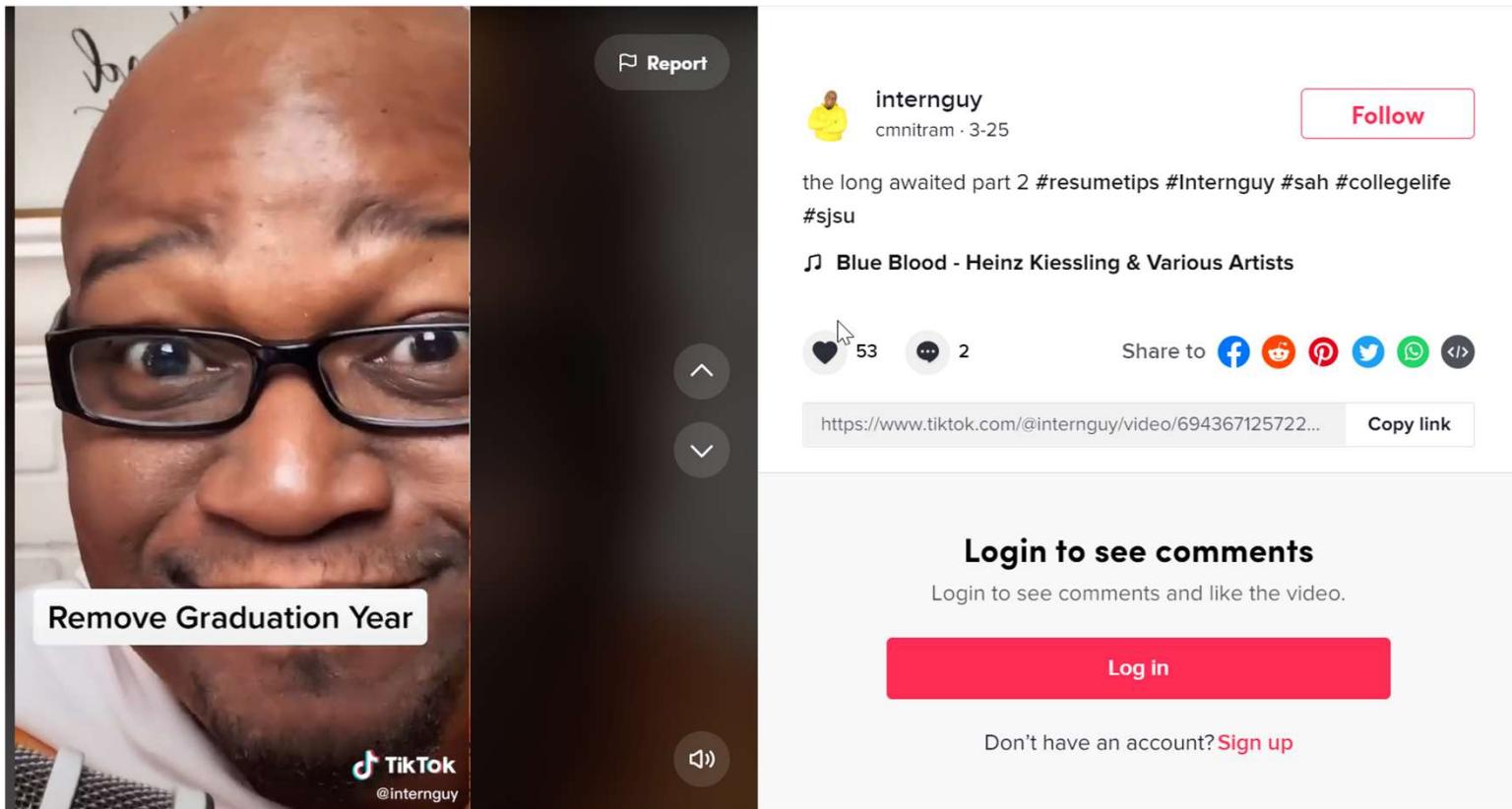


The screenshot shows the Octohunt search interface. At the top, the logo 'OCTOHUNT' is displayed with the subtext 'FIND DEVELOPERS ON GITHUB'. Below the logo are two search input fields: the first contains 'java' and the second contains 'dallas tx'. A blue search button with a magnifying glass icon is positioned to the right of the second field. The results section shows two developer profiles. The first profile is for 'Durga Gadiraju' (IT Versity), who has 29 repositories, 940 gists, and 1755 followers. The second profile is for 'Jeff Potts' (Metaversant). Below the profiles are buttons for 'GitHub' and 'Homepage'.



The screenshot shows a GitHub profile for 'Scott Frederick' (scottfrederick). The profile picture is a close-up of a smiling man with a beard. Below the picture, the name 'Scott Frederick' and the handle 'scottfrederick' are displayed. A 'Follow' button is present. The contact information section, which includes a building icon for 'VMware', a location pin for 'Dallas/Fort Worth TX', an envelope for 'scotttfred@gmail.com', and a link icon for 'http://scottfrederick.io/'), is highlighted with a red box. At the bottom of the profile, there is a 'Block or report user' link.

# Recruiters Interact with Candidates on TikTok



The image shows a TikTok video and its corresponding profile page. The video itself is a close-up of a man wearing glasses and a white hoodie. A white overlay box in the bottom-left corner of the video frame contains the text "Remove Graduation Year". The TikTok logo and the handle "@internguy" are visible in the bottom right corner of the video frame. The video's profile page to the right shows the following details:

- Profile:** internguy (cmnitram · 3-25)
- Follow:** A red "Follow" button.
- Caption:** the long awaited part 2 #resumetips #Internguy #sah #collegelife #sjsu
- Music:** Blue Blood - Heinz Kiessling & Various Artists
- Engagement:** 53 likes, 2 comments.
- Share:** Share to Facebook, Reddit, Pinterest, Twitter, LinkedIn, and a copy link button.
- Link:** <https://www.tiktok.com/@internguy/video/694367125722...> | Copy link
- Login to see comments:** A red button with the text "Log in".
- Text:** Don't have an account? [Sign up](#)

# You Found a Job to Apply To - Now What?

Apply immediately, due to the economy roles are being taken down quickly due to the amount of applications

Go to LI, and search to see if you know anyone at the company, use the position title and number

GRAIL recruiter



GRAIL 2931



Rosanna (Ro) McCormick • 1st  
Data Enthusiast & Senior Sourcing Partner for Recruiting in C...  
3mo • 0

The Commercial organization at Grail is continuing to expand in Menlo Park #bayarea and below are strategic, high-impact, critical roles that we are hiring immediately.

Job: 2732 Senior Commercial Training Manager  
Job: 2733 Senior Manager, Enterprise Insights  
Job: Pending - Market Insights Associate Director  
Job: 2959 Sales Operations Senior Manager  
Job: 2716 Sales Operations Senior Manager  
Job: 2731 Commercial Analytics Senior Manager  
Job: 2931 Incentive Compensation Senior Manager



Gail Houston

GRAIL - Associate Director of Recruiting

Mountain View, California, United States • [Contact info](#)

500+ connections

Open to

Add profile section

More

Hiring: Sales Incentives Senior Manager (Menlo Park or San Diego, CA) #2931  
GRAIL · Menlo Park, California, United States (On-site) · 16 days ago  
[Show job](#)

when



George Cortazar • 1st  
Helping Talented Professionals Achieve Rewarding Careers: Commercial R...  
6d • 0

GRAIL - Sales Incentive Senior Manager

This position can be located in Menlo Park, CA or San Diego, CA.

As part of the Commercial Operations & Insights team, you will lead design and implement effective and scalable sales incentives programs. This includes the administration of incentive programs for multiple sales channels.

Ideal candidate will have 3+ years of incentive compensation in a high growth organization.

Please reach me or Rosanna (Ro) McCormick for more information. Or apply and we will get back to you right away.

<https://lnkd.in/e7nSHau4>



GRAIL - Sales Incentives Senior Manager (Menlo Park, CA) #2931  
jobs.lever.co • 3 min read

# GRAIL

# How You Can Find Recruiters on LinkedIn

LinkedIn search results for "recruiter cybersecurity". The search bar is highlighted with a red box. The results page shows a list of profiles, with the first two results (Todd Baer and Aniko K.) highlighted with red boxes. Todd Baer is a Cybersecurity Sales Recruiter at Greater Minneapolis-St. Paul Area, and Aniko K. is a Technical Recruiter | Cybersecurity at U.S. I.C.

LinkedIn search results for "recruiter engineering google". The search bar is highlighted with a red box. The results page shows a list of profiles, with the first three results (Cassandra Molof, Faye Alvin, and Patrick Anderson) highlighted with red boxes. Cassandra Molof is an Engineering Leadership Recruiter at Google in the San Francisco Bay Area, Faye Alvin is a Recruiter at Google in the San Francisco Bay Area, and Patrick Anderson is an Engineering Recruiter at Google in the Greater Seattle Area.

- Review Headline
- Review Summary
- When Messaging
- Review company website
- Add position number and title
- Include Resume

Search using recruiter and keyword, you can add company to narrow down

# Read Headlines Before Reaching Out



Todd Baer · 2nd   
Cybersecurity Sales Recruiter



Haley Marcus · 2nd   
Senior Tech Recruiter (Cybersecurity/Infrastructure)



Steve Velasco · 2nd   
Sr. Cyber Security Recruiter at NinjaJobs



Jessica Magnuson · 2nd   
Cyber Security Recruiter at Verizon



Hsiao-Wei Liu · 2nd   
Data Science Recruiter at Google



Michael Thomas · 2nd   
AI/ML Recruiting Team at Cruise



Thandi Young · 2nd   
Data Science Recruiter at Google

# Read Summaries / About Section Before Reaching Out

A screenshot of a LinkedIn profile for Gail Houston. The profile picture is a circular photo of a woman with long brown hair, smiling. The background of the profile page shows a blurred image of an office environment with people and a 'WORLD OF FINANCIAL' sign. A blue 'Add p' button is visible on the right. The profile summary text reads: "Executive Recruiter at Intuit - Please see summary on how to ask for help with roles at Intuit".

Gail Houston 

Executive Recruiter at Intuit - Please see summary on how to ask for help with roles at Intuit

## About

gail\_houston@intuit.com --- I am part of the Executive Recruiting Team here at Intuit. If you want to contact me regarding a position, please email and include your resume and position number. If you are a college grad, intern or coop, please apply on line and email [intuituniversity@intuit.com](mailto:intuituniversity@intuit.com)

## When Sending Inmails | Emails

- **When sending email**

- Recommend using a T-Cover Letter
- Include the position number, job title
- Include resume

- **When sending inmails**

- We recommend a quick overview that includes resume, position number and title, and your email address.
- Mention that you have also applied online

- **Always send thank you letters**

# Responding to an Inmail when you are interested

- Always include your email and phone number
- You can suggest times of days that will work for you
- Recruiters are taught to keep inmails short, if you are interested you might want to check out their website. They may not include a link but they typically will include a title
- **Ask for the recruiters contact information** as well and create a contact
- Ask the recruiter or hiring manager if you can connect directly with them on LinkedIn when the interviews are done. Some recruiters may have you connect immediately
- Always look up the hiring managers or interviewers profile prior to the interview. Google the interviewers name with the word blog, speaker, presentation, Youtube or Slideshare to see if you can learn anything more. If they are technical, see if they have a github profile
- Check out their company page on LinkedIn, google the company

## When Sending Inmails | Emails – Do Not Say

- **Do you have a role that matches** – look at the company's career site. They might have 100 Software Engineer roles in 20 different locations. Send the recruiter your resume and the position number that you feel matches.
- **Can I send you my resume** – you have already emailed the recruiter, attach the resume up front along with the position number. The more back and forth we have to do, the harder it will be for you to get a response
- **Can I get the name of the person who is working on this role** – most recruiter's won't give out other recruiters names at their company, especially their university recruiters. Check out LinkedIn, put in the name of the company, recruiter, and then your target (i.e. Intuit recruiter university OR Intuit recruiter "product management"). Try to get to the right recruiter first.

# **Why you should answer Inmails even if not interested in particular role or looking**

We recommend you always answer inmails regardless of whether you are interested in the role or even open to new opportunities

- You never know when you might need a new job, the best time to network is before you need it
- Let recruiter know you aren't interested but that you will keep them in mind in case you run across anyone. Ask them to share their contact info and save. Share your contact info with them as well. Share referrals

**Form relationships with recruiters at targeted companies in advance of need – no one could have ever predicated Covid 19, those that have networked in advance have the advantage, they are not starting from scratch**

# Example of a T-Cover Letter

## Quick intro

| Your Posted Requirements | My matching qualifications |
|--------------------------|----------------------------|
| Requirement #1           | Qualification #1           |
| Requirement #2           | Qualification #2           |
| Requirement #3           | Qualification #3           |

## Quick wrap up

# T-Cover Letter Example

Insert Company Requirement  
VS  
Your Experience

Doesn't have to be in T-shape  
But easier to read

The key is to do the exercise

January 17, 2020

Company Name  
City, State and Zip Code

Dear Hiring Manager:

I noted with interest your requirement on LinkedIn for a Senior Recruiter in Dallas. My most recent experience was with Software Systems, helping them build their professional services organization in the Southwest from 10 to over 125 consultants and systems engineers, and then managing a recruiting staff in Chicago, Dallas and San Francisco. This required building partner relationships with directors, vice presidents and hiring managers.

| Your Requirements      | My Qualifications  |
|------------------------|--|
| 1. BA or BS degree     | 1. Received MBA in Industrial Relations, U of California at Berkeley; BA in History, Texas A&M University.   |
| 2. Industry experience | 2. Worked in telecommunications, software, defense electronics, travel and hospitality, semiconductors and consumer electronics.   |
| 3. Relationships       | 3. Built and maintained partner relationships with hiring managers, directors and vice presidents, and with candidates.  |
| 4. Sourcing            | 4. Used a variety of sourcing methods including cold calling, college recruiting, job fairs, direct sourcing, job boards and direct searching, internal resume databases, and employee referrals. Developed and implemented a strategy for a high-volume recruiting campaign (hired 185 software and systems engineers in 1 year), established a college recruiting and relations program (17 colleges) and used contract recruiters to meet peak hiring requirements. |
| 5. Management          | 5. Managed a staff of 4 direct and 2 contract recruiters covering the central and western United States for Software Systems.  |
| 6. Salary negotiations | 6. Negotiated salaries with candidates in conjunction with the hiring manager, and extended offers of employment and closed successful candidates.   |

I will contact you next week to arrange a mutually convenient time when we can get together to discuss your requirements and my background and experience.

Sincerely,

*John Jones*

# Example of a Thank You Note

Dear Hiring Manager,

Thank you for your time this morning for the Quality Manager opportunity at Bauer and Peterson Manufacturing Consulting Inc.

I'm confident that my experience would contribute to Bauer and Peterson Manufacturing Consulting, Inc.'s overall business success. I've acquired my Six Sigma Black Belt last year, developed four Six Sigma teams and ISO 9001 processes for several organizations. I am also certified in conducting training related courses such as Project Management, Change Management and Value Stream Mapping.

I appreciate your support in presenting my background to hiring management. I will contact you by the middle of this week, if acceptable to you, on the status of the process.

Regards,

Your Name  
Your Phone Number  
Your LinkedIn URL  
Your Email Address

*Appreciation for Time  
Identification of Position*

*Affirmation of Match,  
Alignment*

*Specific Qualification  
Differentiation*

*Promotion of Undisclosed  
Value Add (Skill, Experience,  
or Competency)*

*Appreciation for Support  
Contact Expectations*

*Ease of Contact Information*

*Invitation to Review LinkedIn  
Profile*

# What to Say if You Have Been Turned Down

- **Always say thank you** – The hardest message for a recruiter or hiring manager to deliver is that you didn't get the job. Be kind when they do give you feedback (as they should be). You never know if the requirements will change and they will come back to you. You might be a close second for that role or maybe they feel you are a better fit for another role. If you are rude, snarky they won't come back to you. They will feel they dodged a bullet.
- **You can ask for feedback** – “I would love to hear more specific feedback so I can prepare better for the next interview. Are you able to provide that?”
- **Would love to stay in touch for the future** – let the recruiter / hiring manager know you have enjoyed working with them and would love to stay in touch for future roles
- **May I refer someone that might be a better fit** – let them know you realize you did not have xyz, but if you run across someone in your network that does, may you refer them over. It is all about forming that ongoing relationship

# LinkedIn Messaging is not a Chat Site



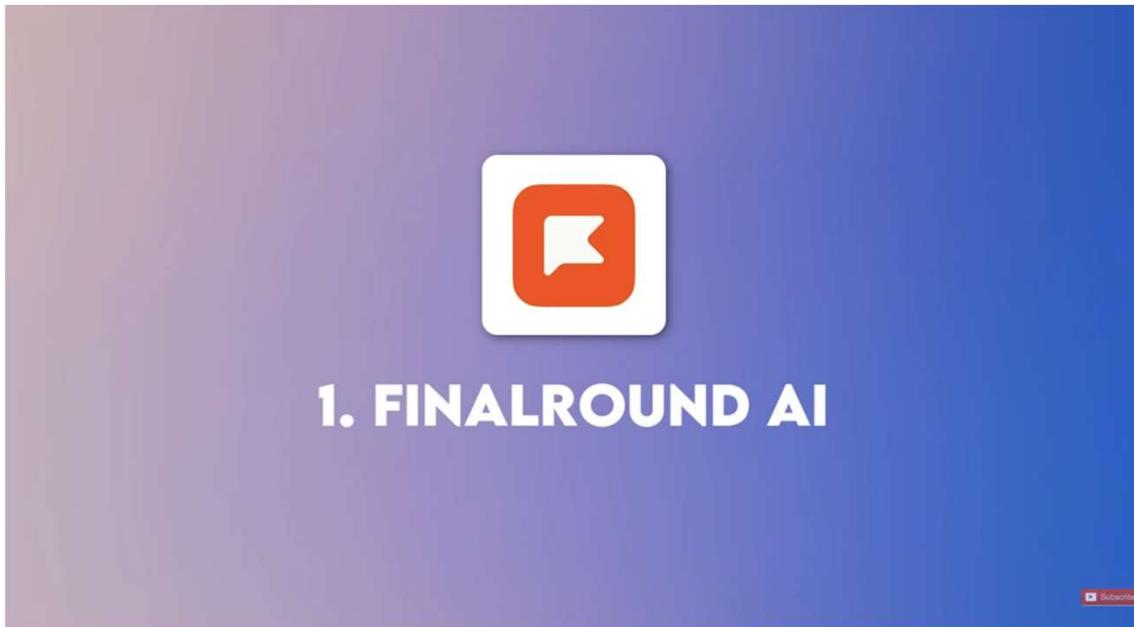
• 9:31 PM

Hi

Increase the odds of hearing back from a recruiter by reading their profile,

- Does their headline or summary provide clues as to that area they recruit for
- Does their summary section say how to contact them and what to provide

# Applicant Tool - Final RoundAI interview coach

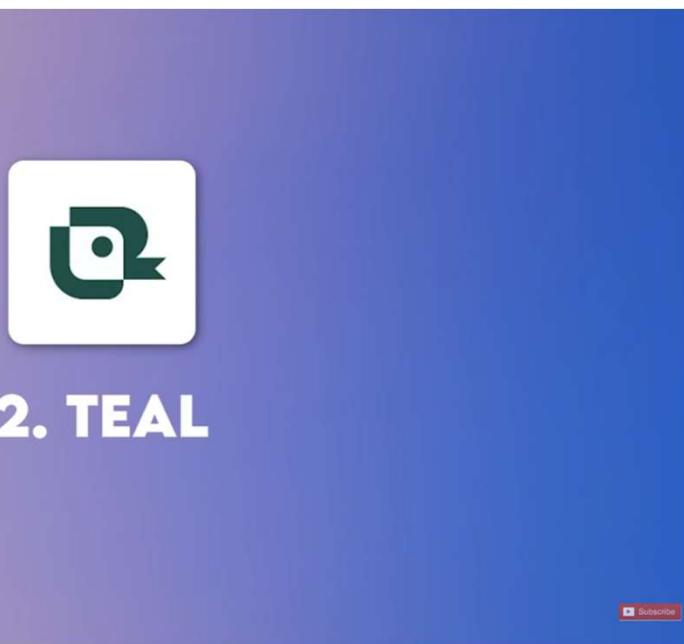


*A tool designed to help job seekers prepare for final interviews through simulated practice and AI feedback.*

How applicants use it:

- Simulate final-round interviews with company-specific prompts and role-based questions.
- Receive AI-driven feedback on clarity, confidence, and content of responses.
- Benchmark answers against successful candidates' responses.
- Refine behavioral responses using STAR or CAR frameworks.
- Practice timed interview segments to improve pacing and reduce rambling.

# Applicant Tool - Teal (track jobs, resume rewrites, researches companies)



*A career growth platform offering tools to manage job applications, track progress, and improve personal branding.*

How applicants use it:

- Organize and track multiple job applications with a centralized dashboard.
- Auto-customize resumes based on job descriptions.
- Store and reuse answers to common interview questions.
- Analyze job descriptions to tailor cover letters and LinkedIn profiles.
- Get alerts and reminders for follow-ups and interviews.