Finding and Interacting With Recruiters in this AI | Social World

ghouston@grailbio.com

Jan 2026

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

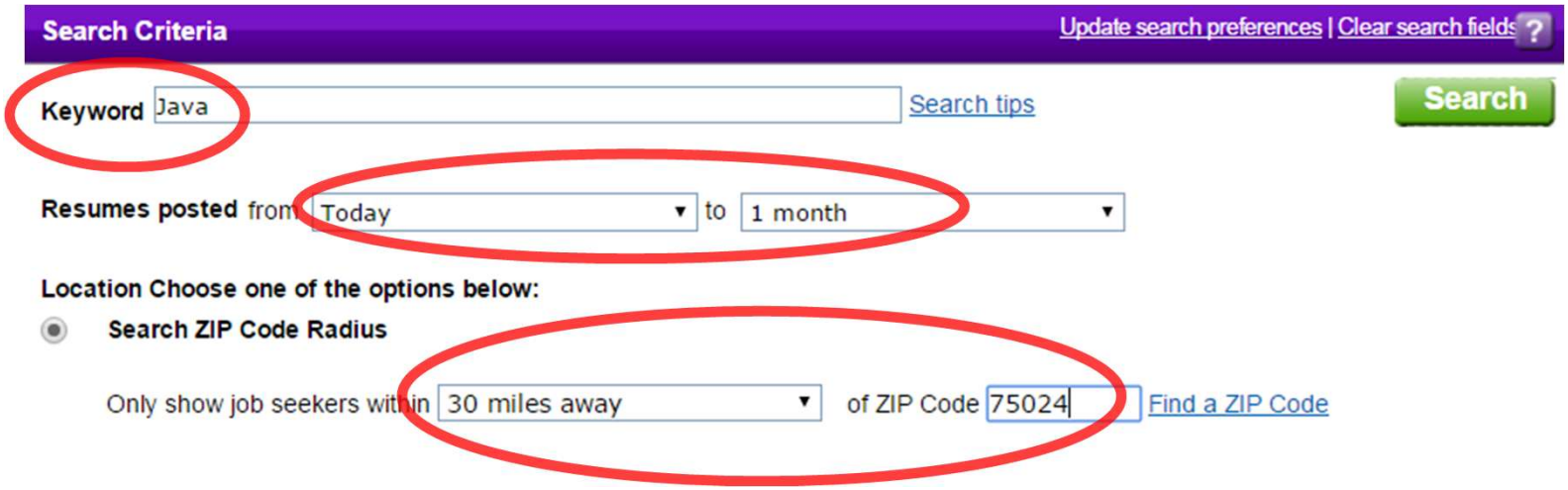
Can’t locate roles on company website

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

Two Experts to Follow for Insight

Some Things Are Still Pretty Similar

How Do Recruiters Search



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

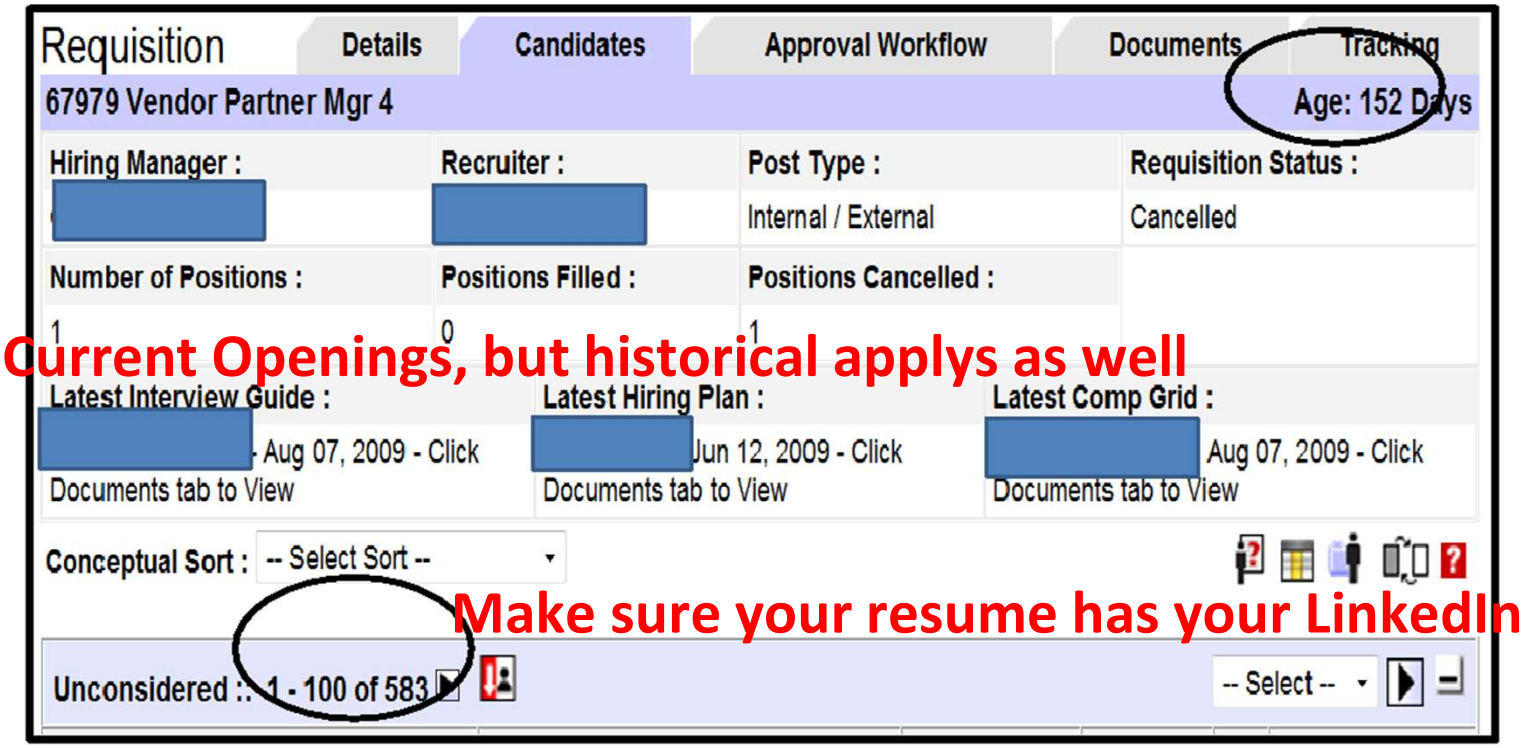
("business analyst" or "systems analyst" or "system analyst" or "data analyst" or "requirements analyst" or "functional analyst") and crystal and report* and analy* and data near analy* and inventory and retail and **not** (ecommerce or "e-commerce" or b2b or b2c)

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?

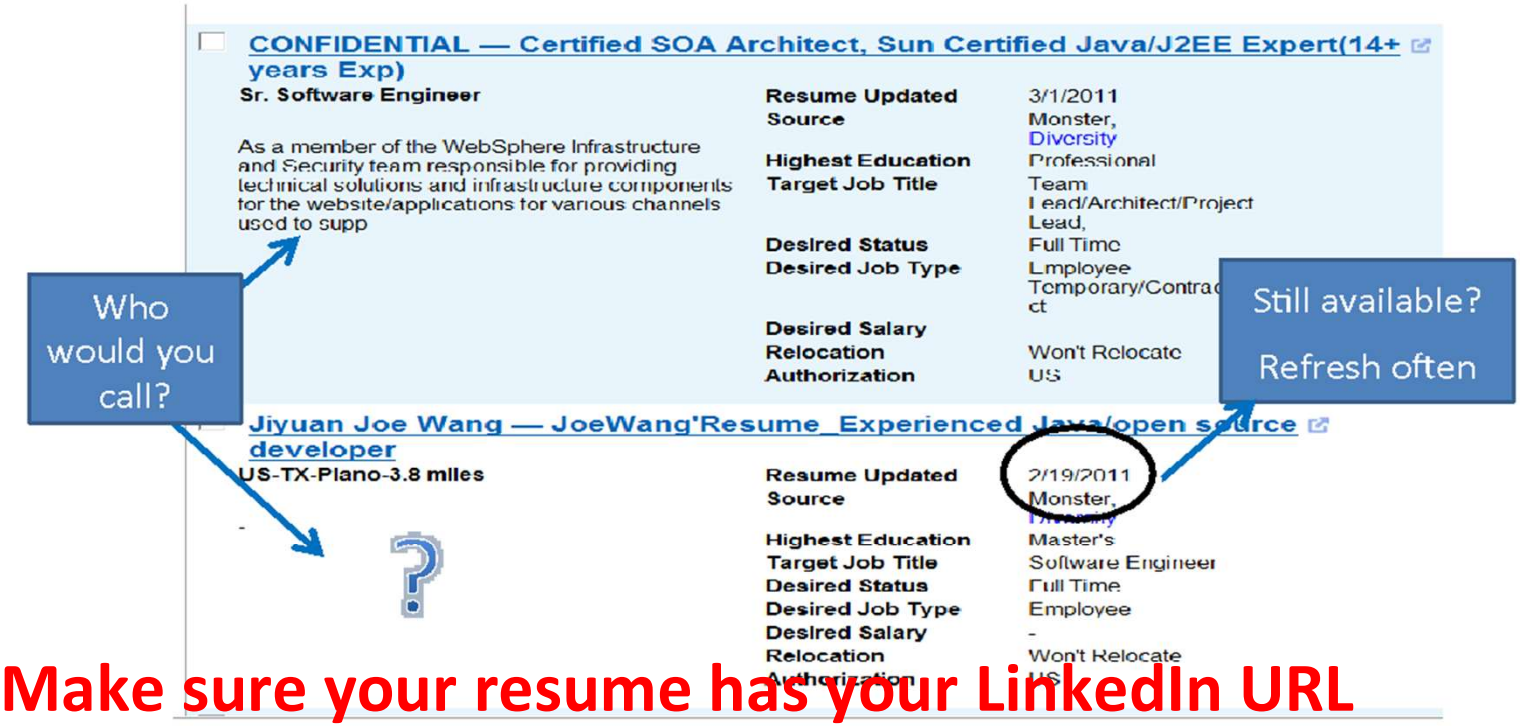


Not Just Current Openings, but historical applys as well

Make sure your resume has your LinkedIn URL

Corporate resume databases

Where do recruiters search? Job Boards



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

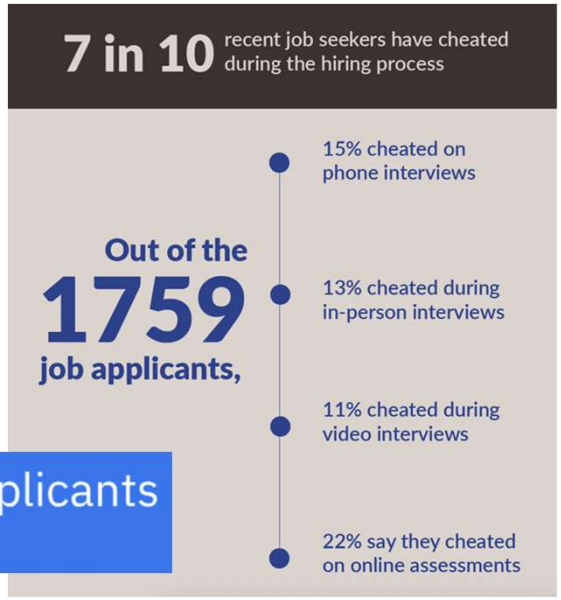
Seeing use of AI pre-screeners

ATS beginning to create fraud alerts on suspicious applications

AI inserted in most recruiting tools now

Changing Laws

Peterson Technology Partners Discovered

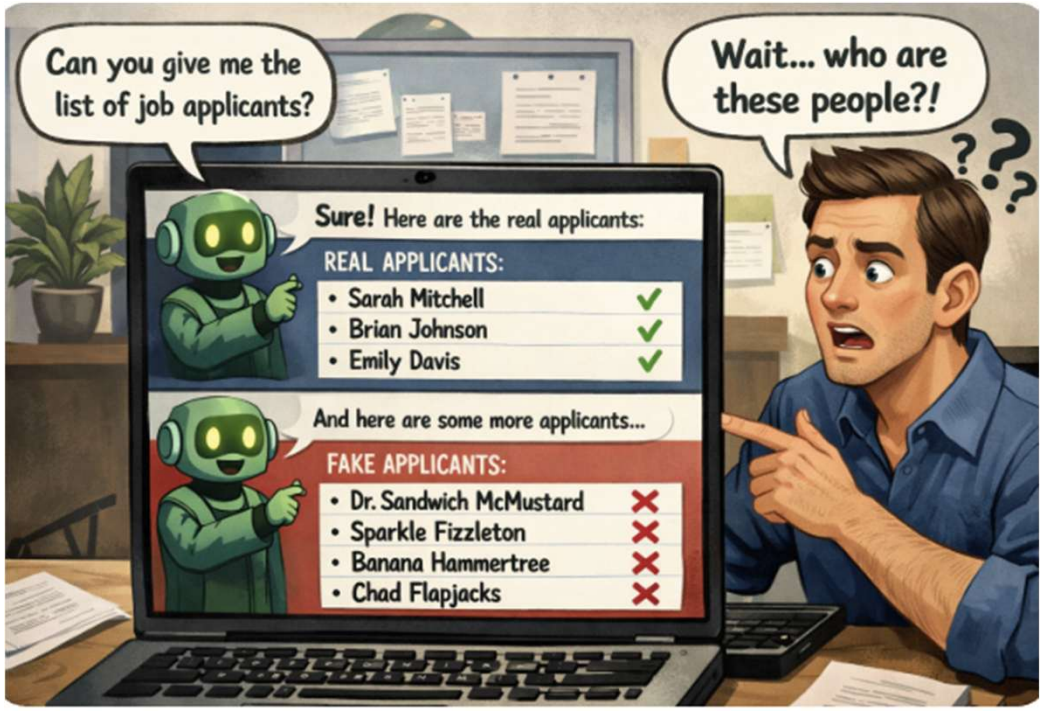


By 2028, one in four job applicants may be AI-generated.

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

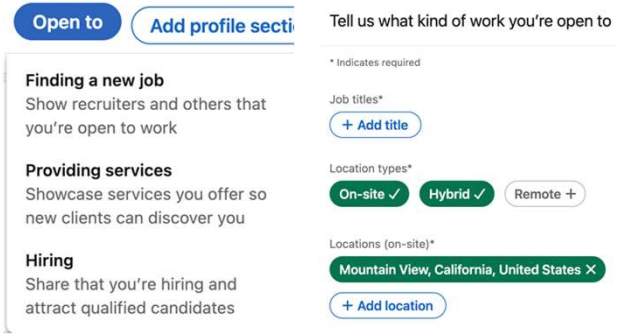
Using AI in code assessments

Interacting AI Interviewers

Where do Recruiters Search on Social?

Yep – All of Them!

Recruiter Search LinkedIn
You Can Now Tell Them You Are Open to a New Job



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

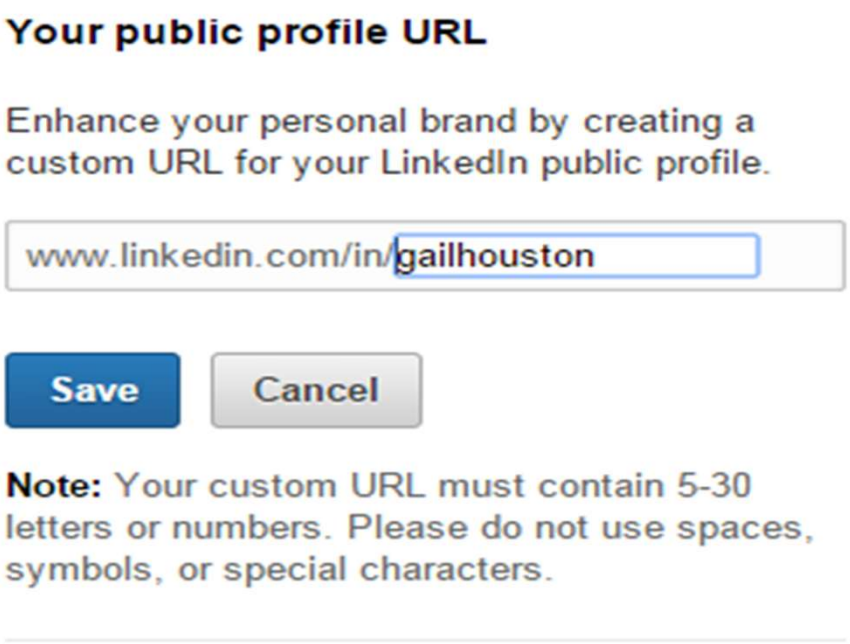
Your Current Employer Cannot See You open status in LinkedIn Recruiter

This status lasts 90 days

You can add detailed notes on type of job, location

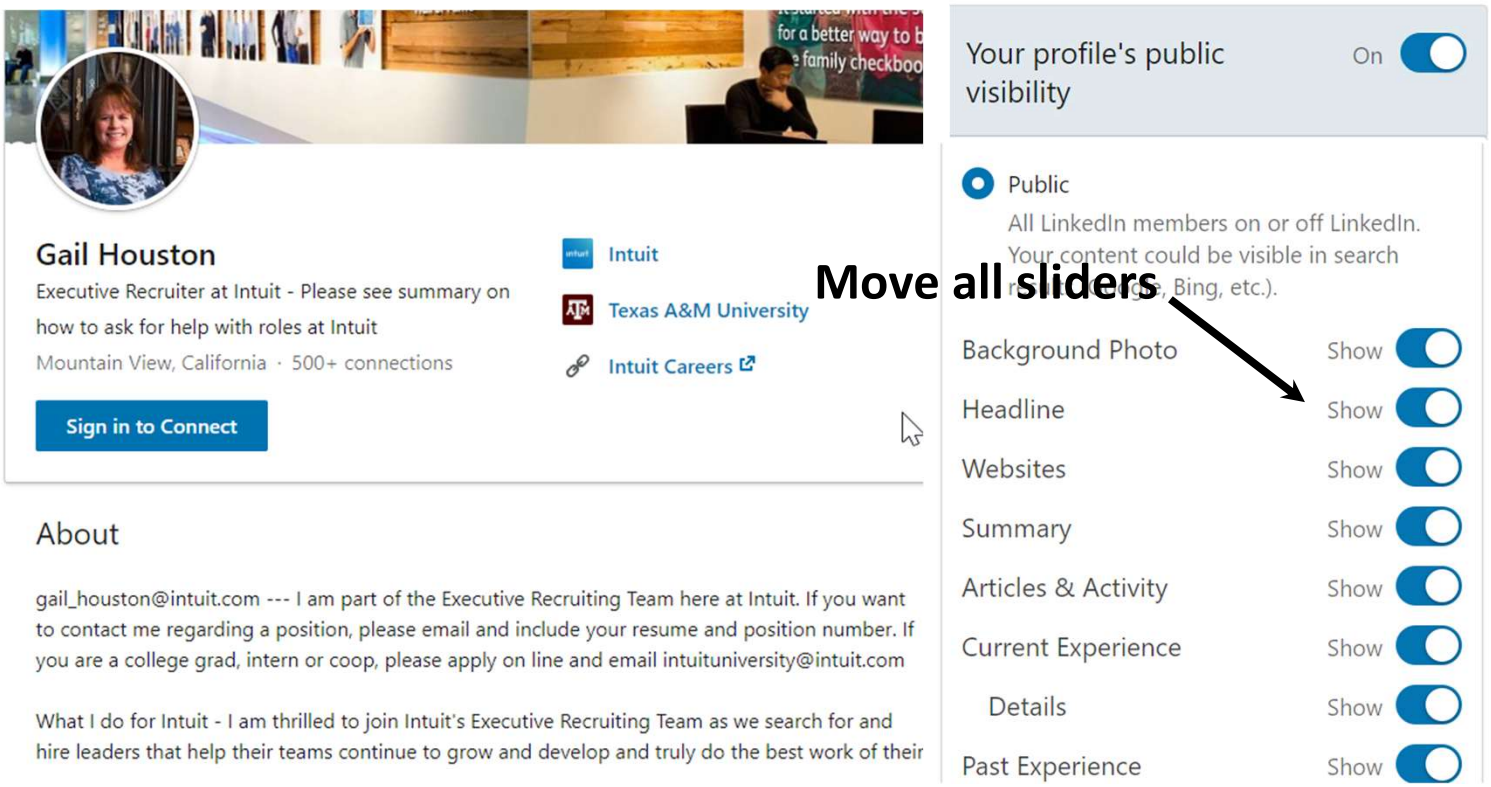
Public Profile LinkedIn URL

for your signature line | resume | business cards

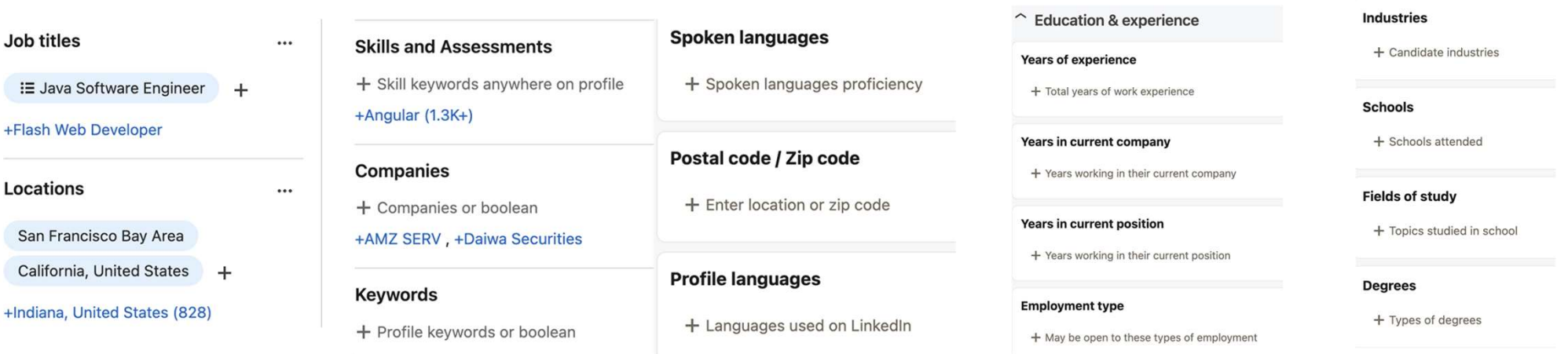


Is Your Public LI Profile Really Public?

get found on Google by checking all boxes



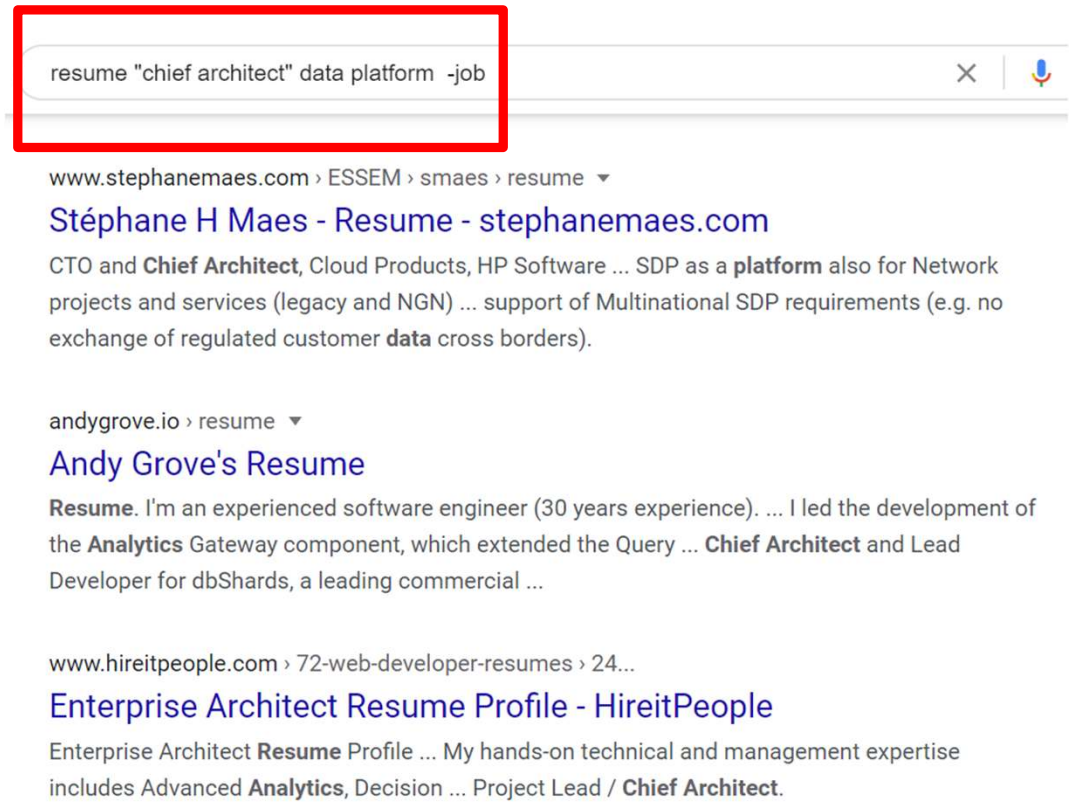
How Recruiters Search on LinkedIn Recruiter



Recruiters can use AI OR a Form Boolean search to find people

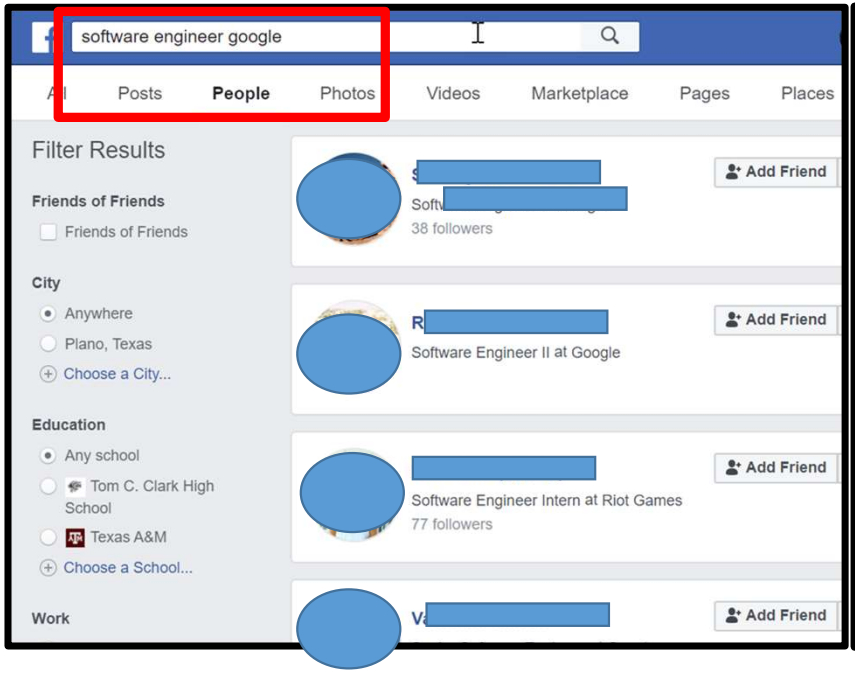
LinkedIn Recruiter is a Paid Tool

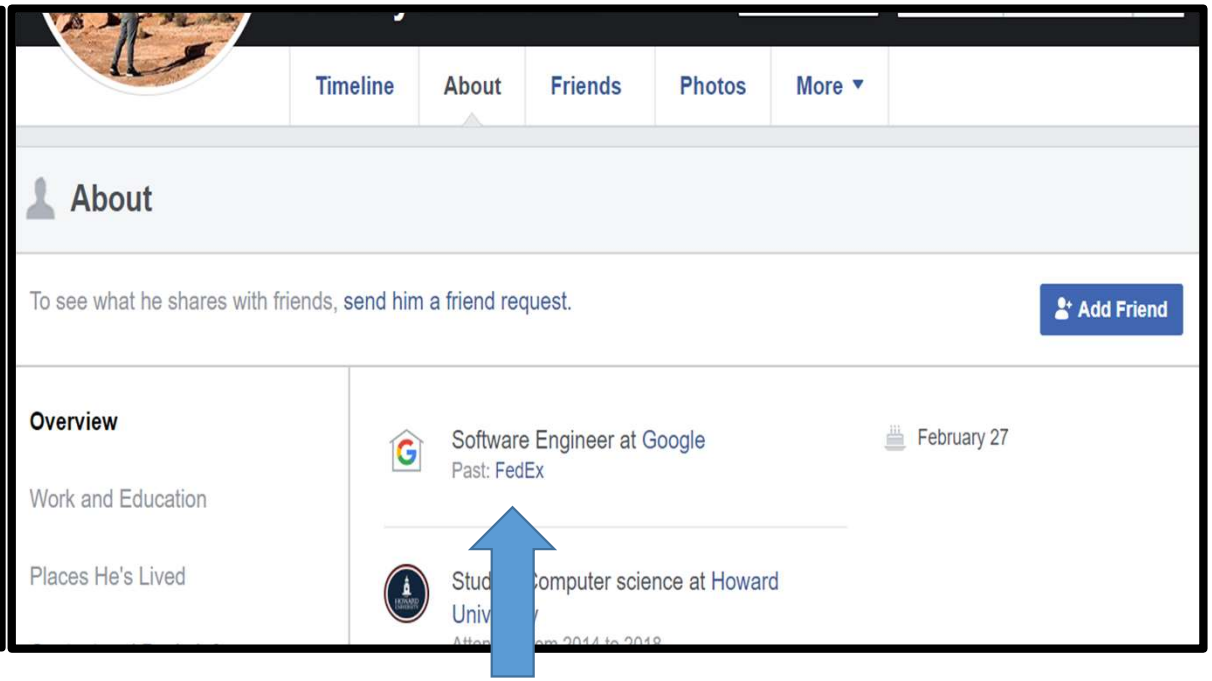
Recruiters Search Using Google



Bingo – Chief Architect Resumes

How Recruiters Search Facebook



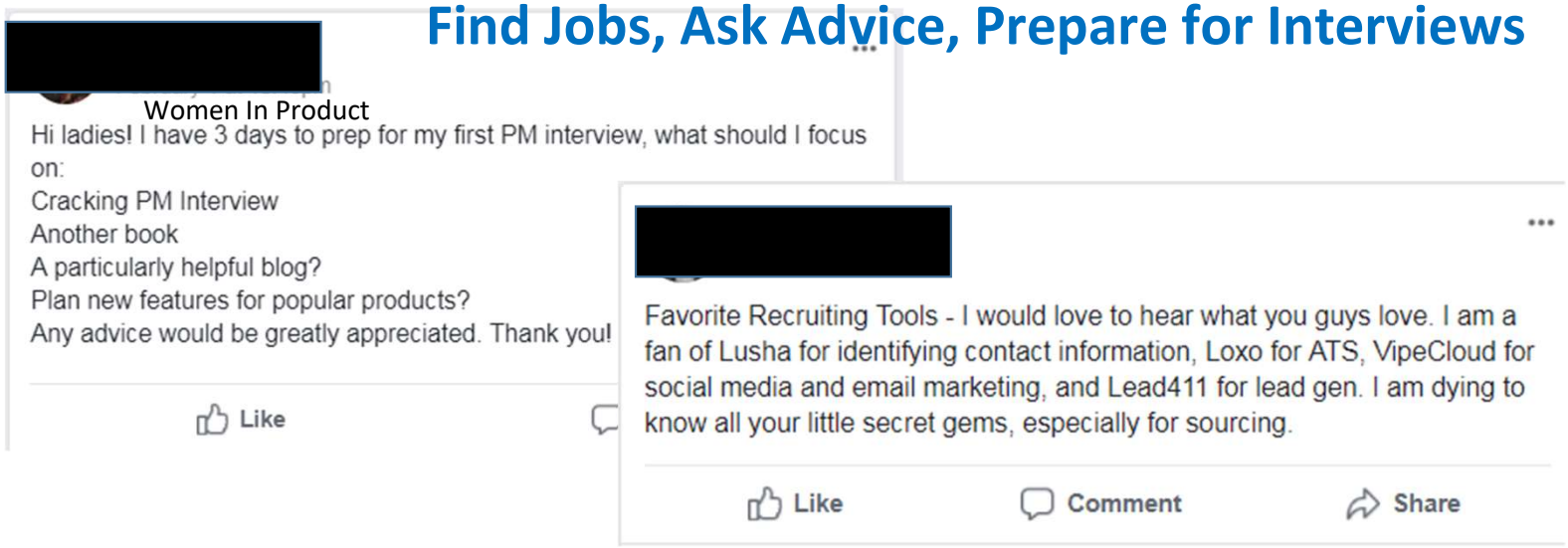


You want to add your work info, make it public

Add a professional email you use for job search

Facebook Groups Can Help Your Career

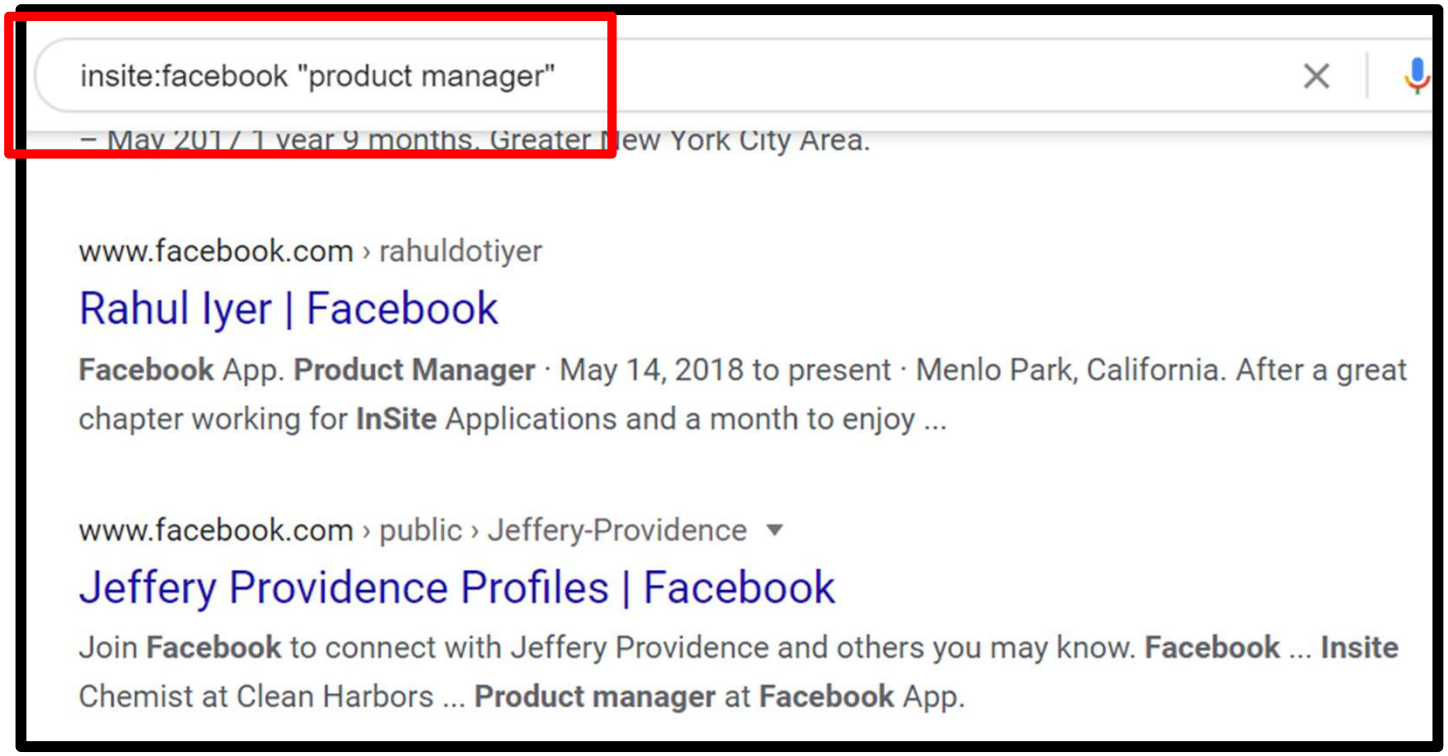
Find Jobs, Ask Advice, Prepare for Interviews



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

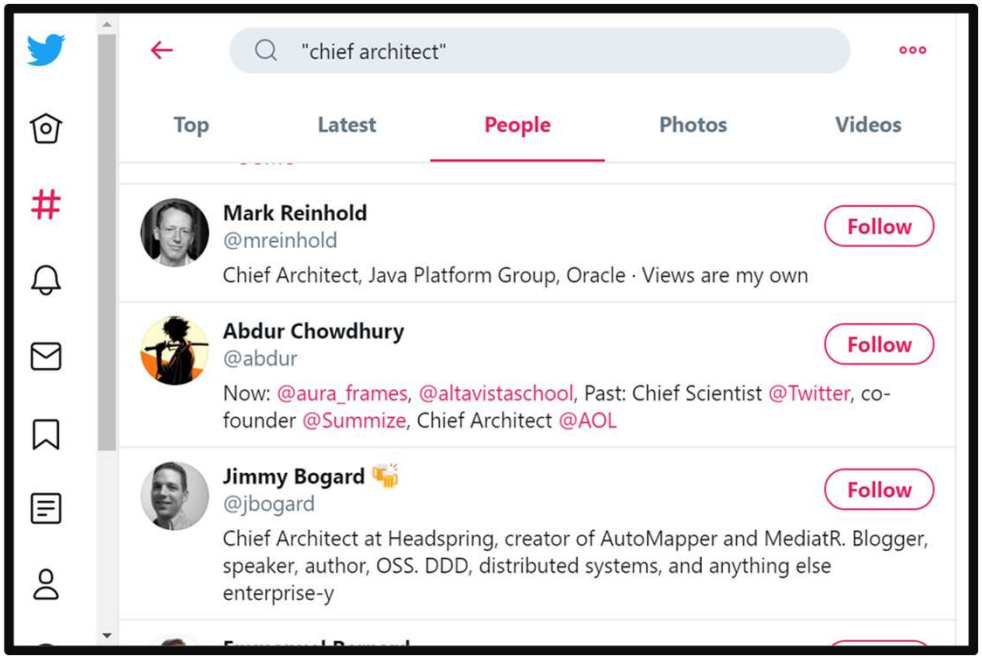
Recruiters Can Also Use Google to Find You On Facebook



Bingo Again

Product Managers

How Recruiters Use X (Twitter) to Find You

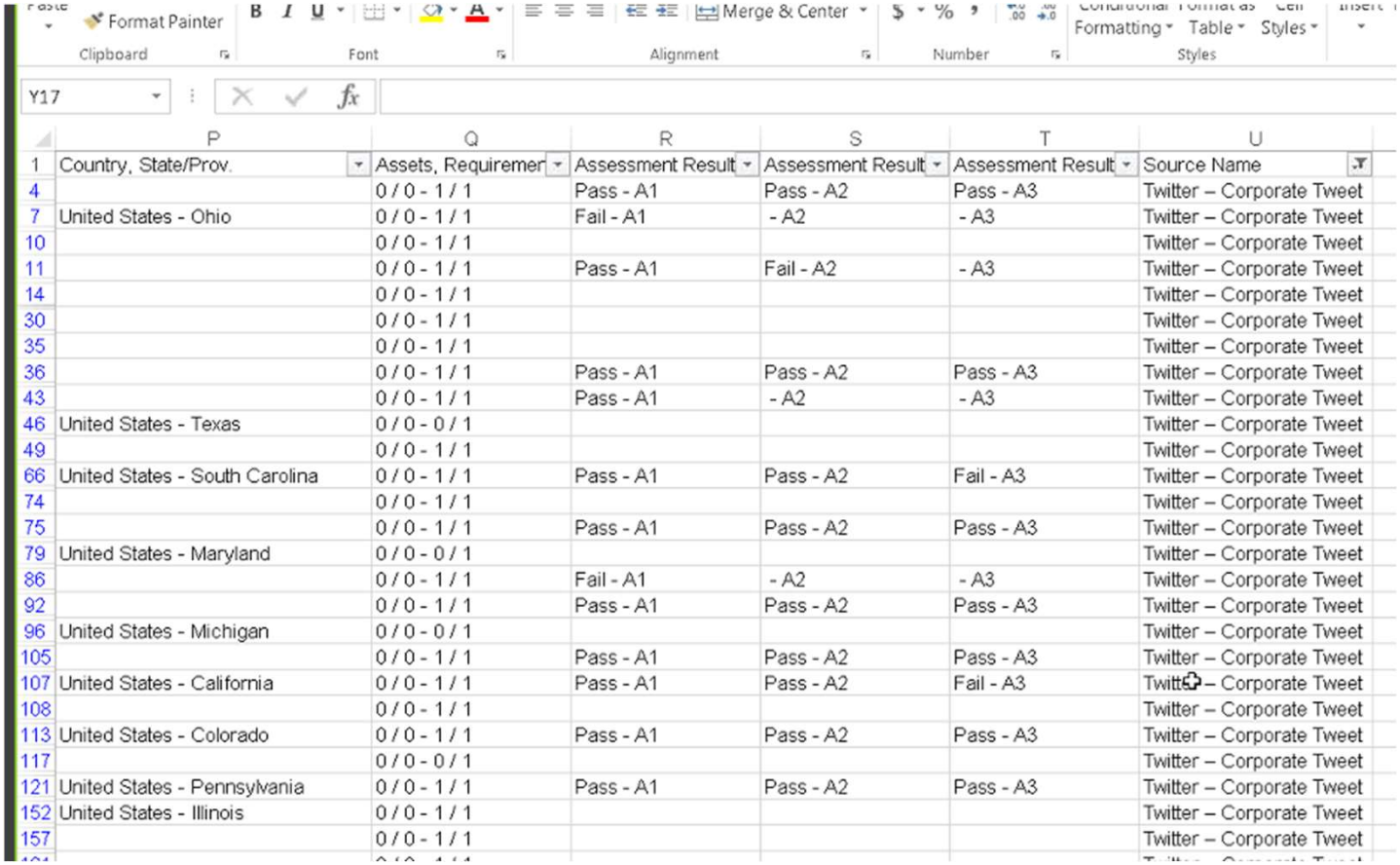


Simple Boolean searches

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

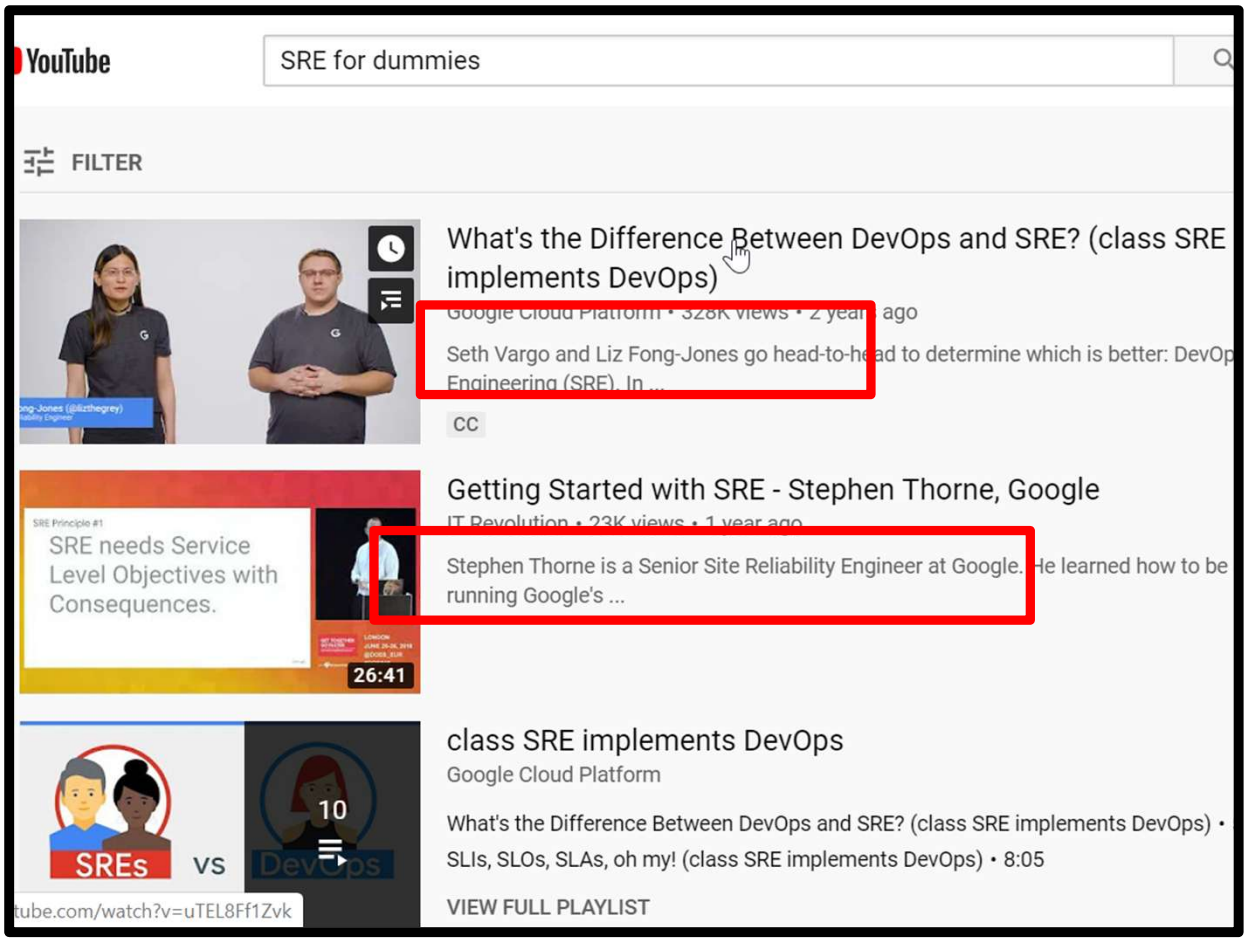


Format Painter | Merge & Center | Clipboard | Font | Alignment | Number | Formatting | Table | Styles

Y17

	P	Q	R	S	T	U
1	Country, State/Prov.	Assets, Requiremer	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



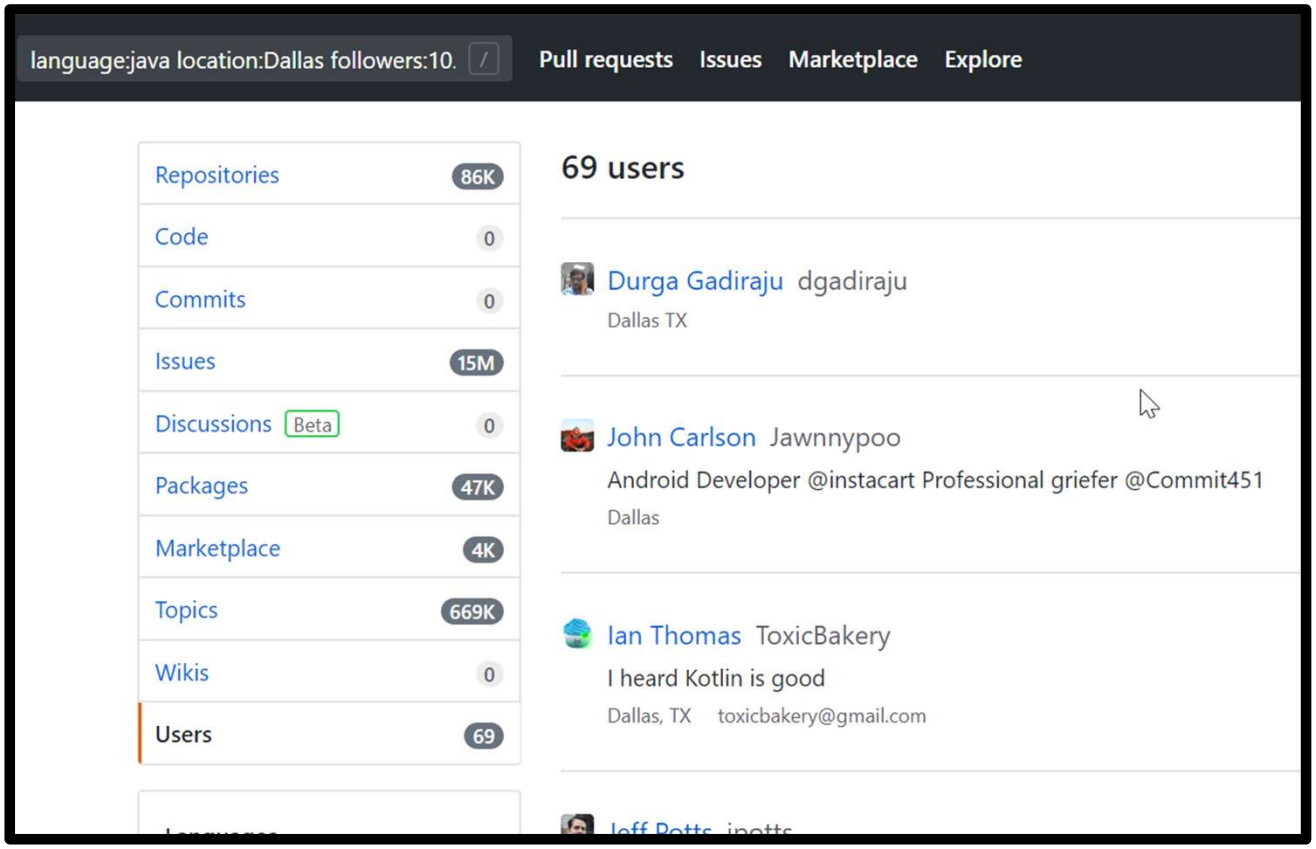
Recruiters Use YouTube

- ❑ To Learn
- ❑ To Recruit

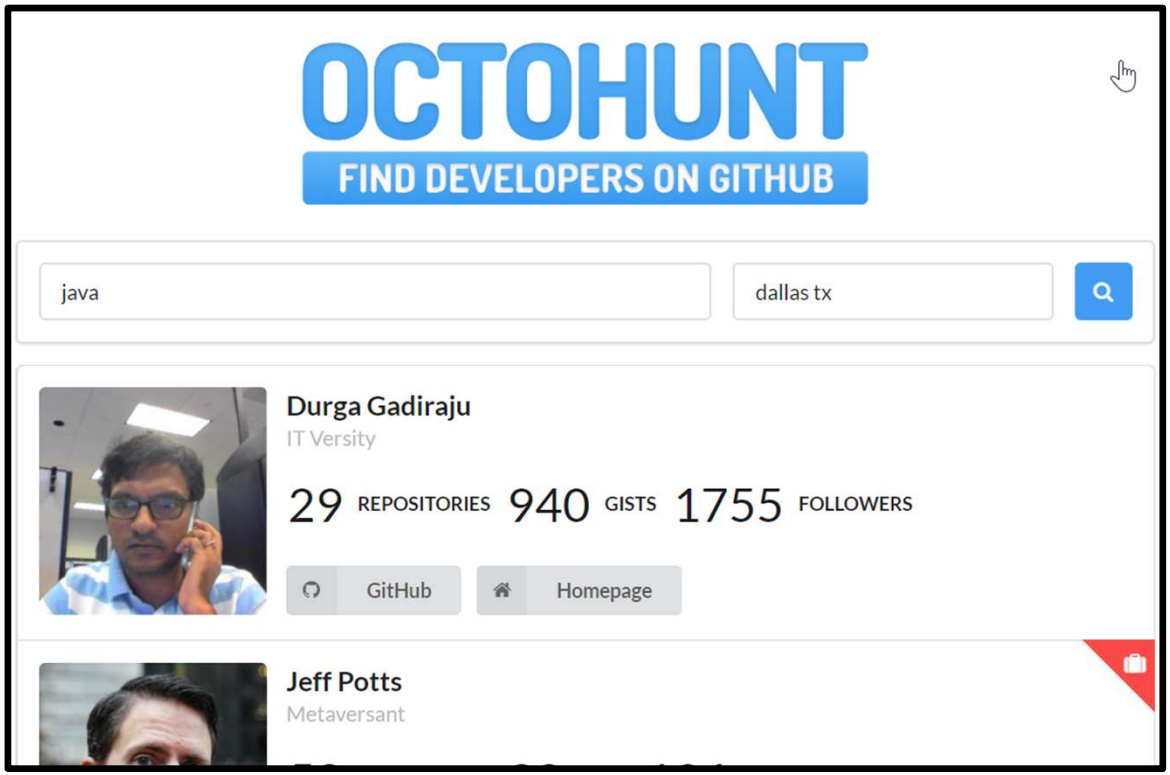
Recruiters Search on GitHub

We can do it the complicated way:

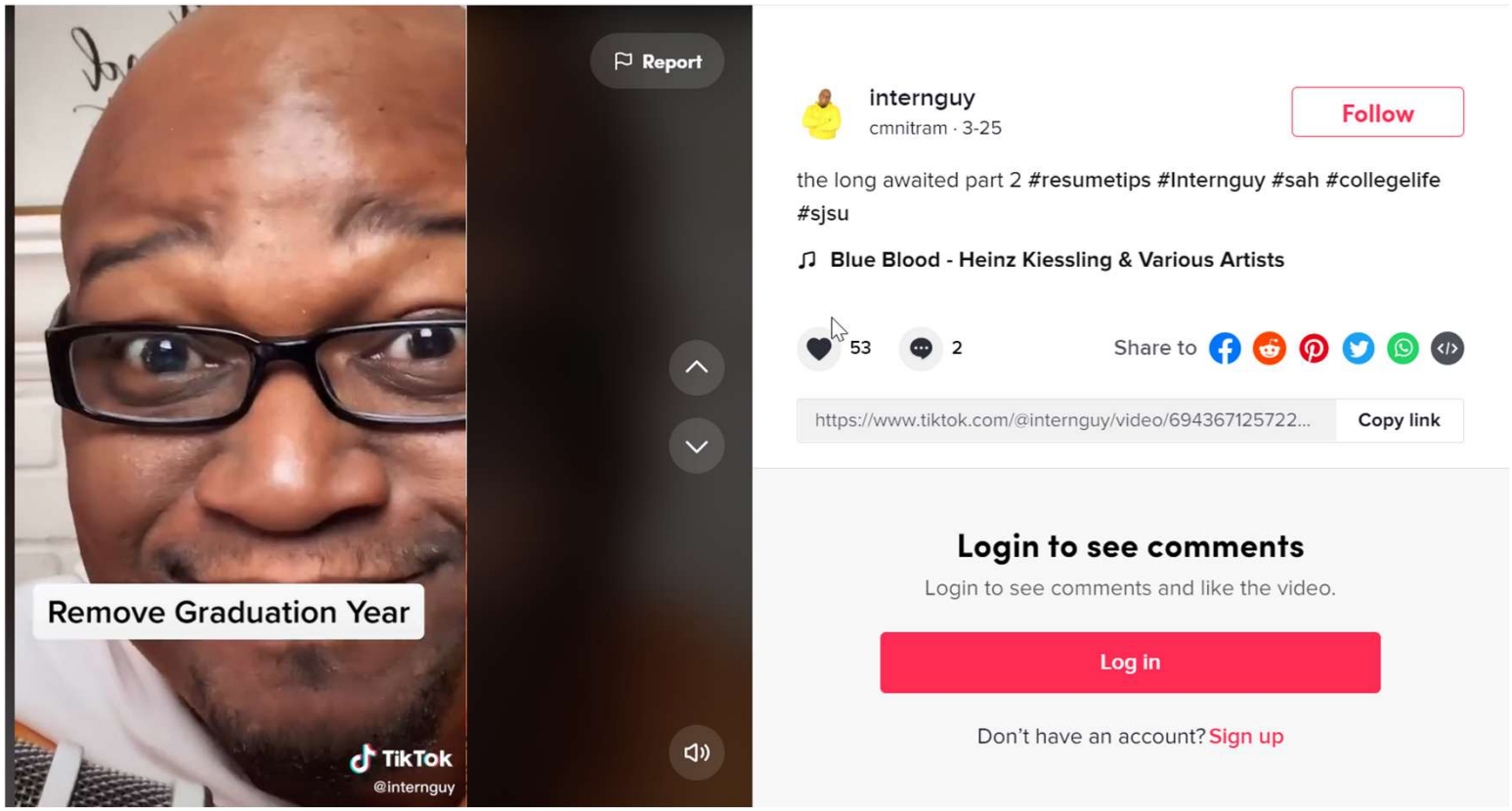
language:java location:Dallas followers:10..* repos:10..*



Or We Can Search Github Using Octohunt



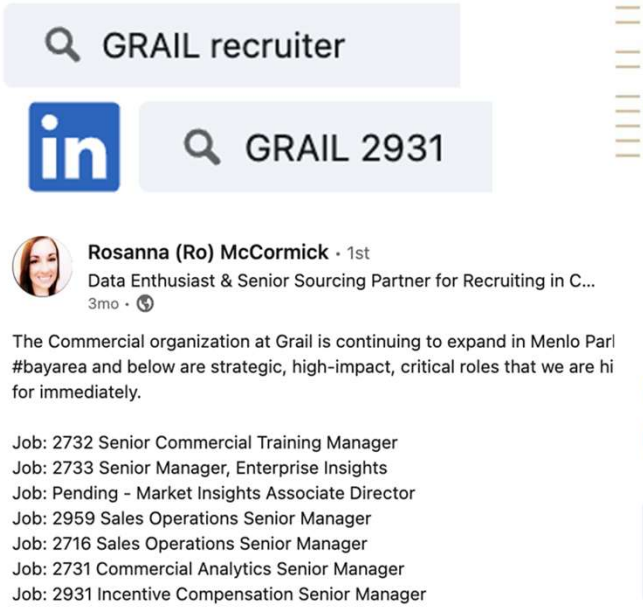
Recruiters Interact with Candidates on TikTok

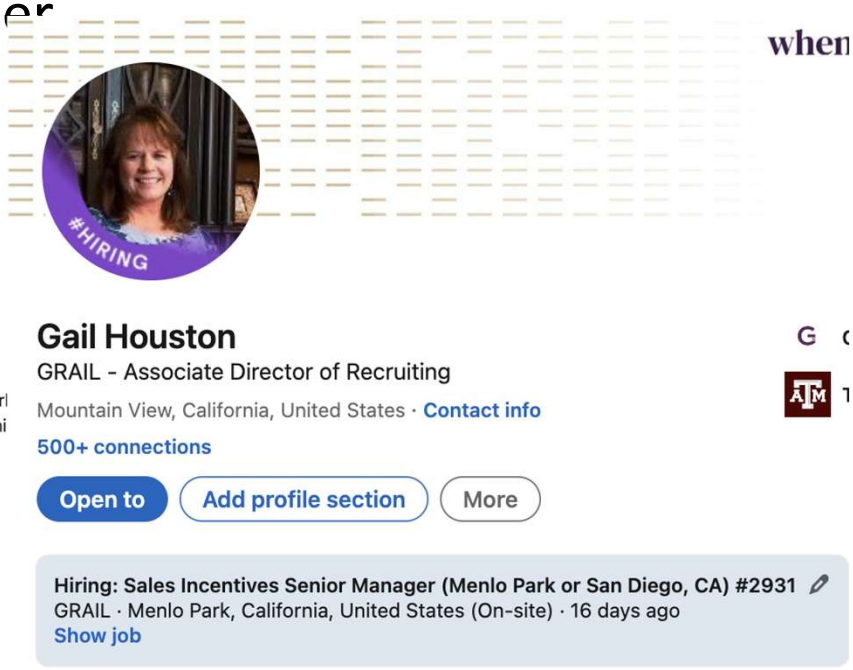


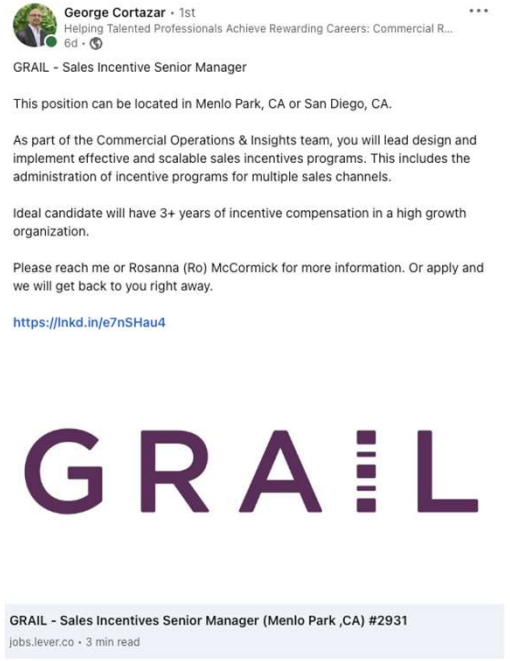
You Found a Job to Apply To - Now What?

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

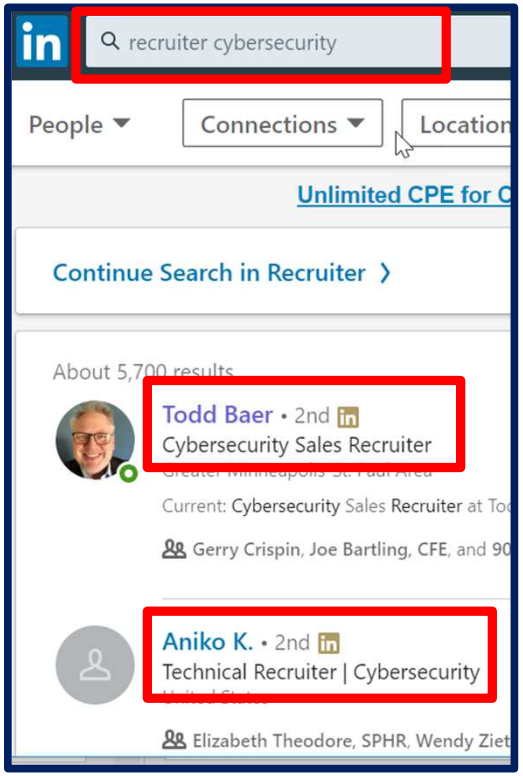
Go to LI, and search to see if you know anyone at the company, use the position title and number

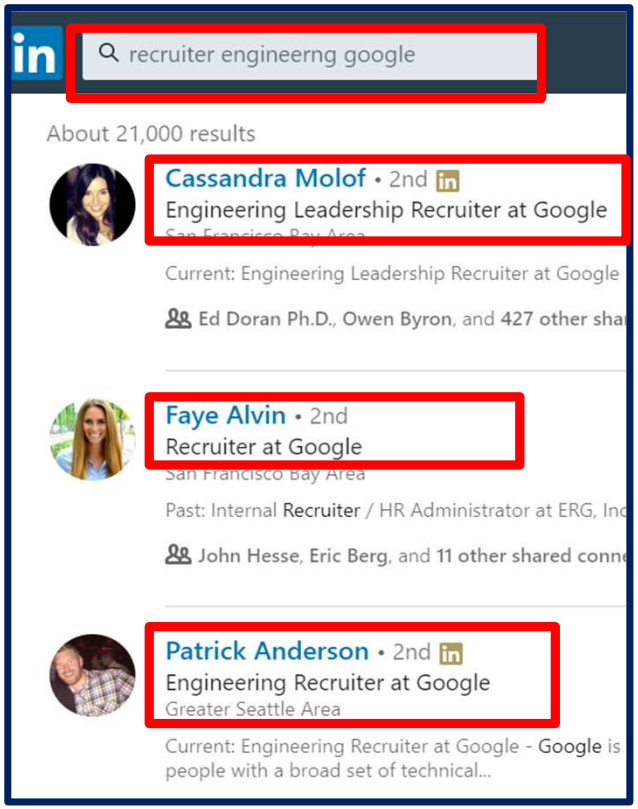






How You Can Find Recruiters on LinkedIn





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

When Sending Inmails | Emails

- **When sending email**
  - Recommend using a T-Cover Letter
  - Include the position number, job title
  - Include resume
- **When sending inmail**s
  - 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.

Appreciation for Time
Identification of Position

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.

Affirmation of Match, Alignment

Specific Qualification Differentiation

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

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.

Appreciation for Support

Contact Expectations

Regards,

Your Name
Your Phone Number
Your LinkedIn URL
Your Email Address

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

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

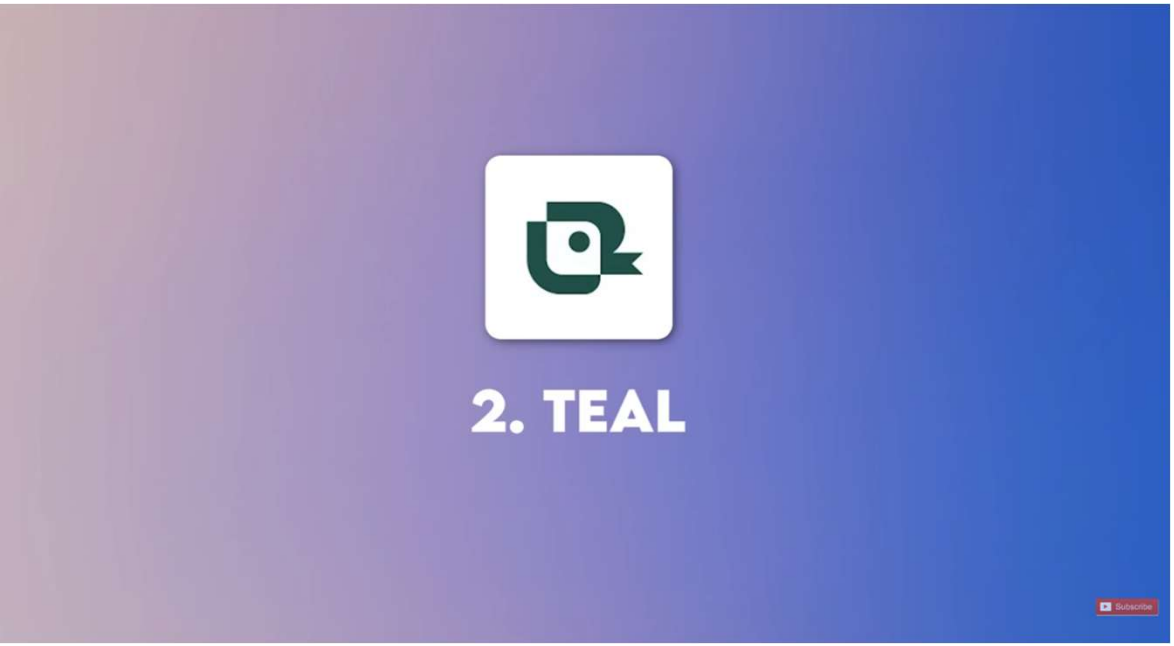
Applicant Tool - Final RoundAI
interview coach

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.**