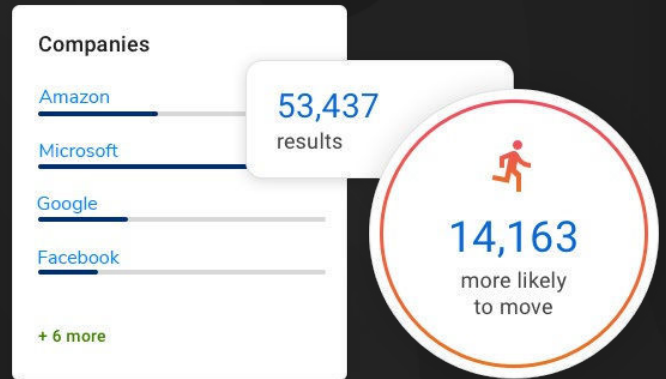




# Find, Engage & Convert Skilled, Diverse Talent with Precision & Agility



## Fill roles at a faster, more cost-effective rate

Search is a robust, easy-to-use global database of 900M+ passive candidate profiles that increases recruiter productivity, accelerates time-to-fill, reduces cost-per-hire and improves the overall talent profile of the organization.



The ability to sort results by underrepresented groups is huge. From a DEI point of view, it's our job to present candidates that represent the community, and then the managers can pick the best candidates. Search is a powerful DEI tool.



- Don Thorvund

Senior Director of Talent Acquisition, Gainsight

## Key Benefits



### Target and convert candidates fast

Identify, reach and engage untapped, skilled talent – especially those from underrepresented groups.



### Build strategic, competitive pipelines

Target candidates that are likely to make a move and infer skills they haven't listed themselves. Engage candidates with roles that fit their predicted trajectory.



### Maximize return on investment

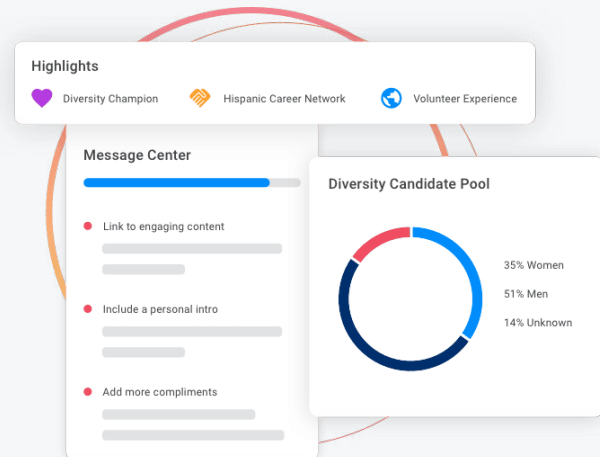
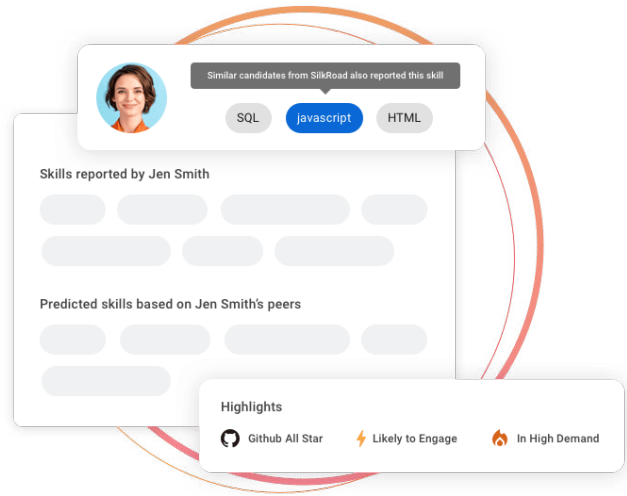
Reduce agency and advertising costs while improving the quality and conversion of your talent pipeline.

# Key Features

## Candidate Sourcing

Find untapped, right-fit talent to propel your business forward

Hone in on skilled, diverse talent faster with custom Boolean searches, filters and candidate highlights. Identify candidates that are likely to make a move and infer candidate skills they haven't listed based on similar talent, roles and experience. Engage candidates with roles that fit their predicted trajectory.



## Diversity & Inclusion

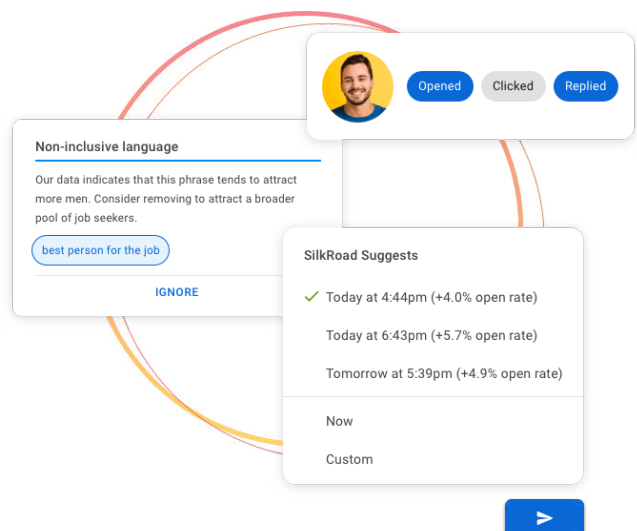
Align talent strategy to organizational diversity, equity & inclusion goals

Improve your organization's talent profile with diversity filters that surface profiles from underrepresented groups based on gender, race, ethnicity and veteran status to achieve diversity, equity and inclusion goals. Turn on unbiased mode to evaluate candidates within hiring teams. Visualize representation within your talent pipeline to ensure adherence.

## Candidate Outreach

Schedule, deliver and track personalized candidate outreach that captures interest and conversion

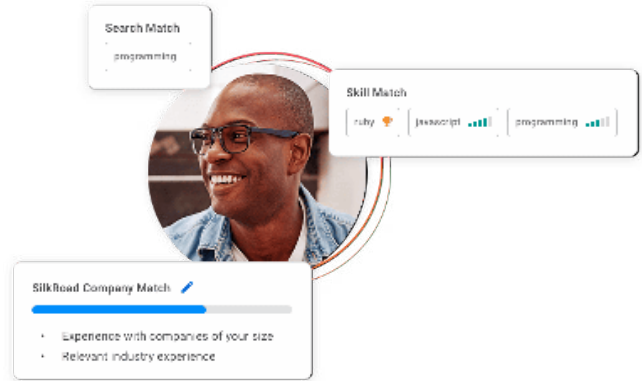
Leverage machine learning to optimize candidate outreach timing and messaging to attract talent to your open roles. Ensure outreach is inclusive with language and word choice recommendations driven by analysis of millions of recruitment emails.



## Talent Insights

Understand, report and act on your talent pool composition, funnel and conversion rate

Identify the addressable market for roles, skills and candidates. Determine the effectiveness of your sourcing strategy. Evaluate talent pool representation based on diversity, skills and experience criteria. Leverage insights to create an actionable plan to continuously optimize your sourcing strategy, be more competitive and ensure alignment with business objectives.



## How it Works



### Identify

Use Boolean search, diversity filters, and peer-based and inferred skills to find qualified candidates.



### Evaluate

Leverage insights based on machine learning and AI to understand and compare candidate profiles to formulate sourcing approach.



### Reach

Schedule, deliver and track candidate outreach with tailored messaging and inclusive language recommendations.

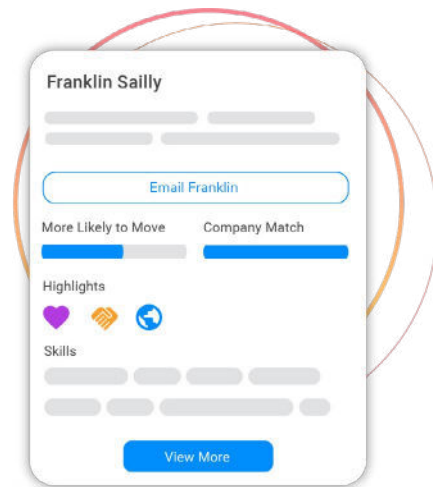


### Report

Evaluate talent pool composition to ensure alignment with DE&I initiatives and corporate objectives.

## Take Search with you with the Chrome Extension

Quickly access rich information on talent to qualify, message and engage candidates across 25+ websites from GitHub to LinkedIn, add them to projects and export them to your applicant tracking system to improve recruiter productivity.



[Talk to an Expert](#)

