5 Best Practices To Find & Match Candidates From Multiple Sources

Searching and recruiting best talent has never been more critical. Fierce competition, economic uncertainty and constraints, and high costs mean that you must ensure you recruit the right person for long-term business success.

Keeping track of the right talent is a strenuous task given the abundance of candidate data available. However, this can be done by implementing recruiting best practices and utilizing supporting technology. Using an effective applicant tracking system tool enables you to track and instantly send messages leveraging social media outreach features. It can automate recruiting activities for improved candidate quality, increase workforce productivity, efficient hiring, and improve business performance.

There are several methods and resources to help locate and match qualified talent to the right jobs. Below are five best practices that will help you find and match candidates from multiple sources.

#1 Broadcast jobs to multiple free sites, select paid sites, and as many social platforms as possible.

Social recruiting has grown wildly, and ever increasing in just the last few years, not just by popular demand, but also due to the effectiveness is has on sourcing and matching the right candidates. Some of the top social networking sites like LinkedIn,

Facebook and Twitter can help discover new talents in more ways than simply scanning a resume.

In addition to the ever popular and trending social platforms, paid job boards can make your recruiting task simpler and faster. Social networking is going to be the future face for staffing solutions.

#2 Send jobs to existing and related candidates in the ATS system to help generate referrals.

Another method for reaching the best talent when using the most advanced ATS system is by referrals. This method helps spread the word to qualified candidate's family and colleagues. You can contact directly within the system and refer back to the system if a referral is interested.

#3 Send jobs to a select group of recruiters who can source candidates from their proprietary talent pools.

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Trending, yet efficient. In today's society, the most common way to stay in touch is through mobile connection. It's no different for the job-seekers and recruiters. Mobile has taken communication to a new level, where calling someone isn't the most primary method to reach a person. Nowadays, shooting a text notification or email alert about the latest position is the best way to inform or connect with someone, no matter where you or they are, no matter what time of day or time zone.

If the candidate has the required mobile application, the recruiter can connect with Candidate directly to the system through their mobile device. Similarly,

Candidates typically browse through their social profiles on their mobile devices, where you can also make a direct connection within the system's social integration tools (see #1).

Technology has changed the future of recruiting. Apply these 5 best practices to find and match candidates from multiple sources within a cloud-based ATS and integrated ecosystem of staffing applications. Furthermore, strategically execute on your qualified findings to ensure more positions are matched for long-term success.

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