# How Sourcing Stacks are being Reimagined in 2022

## findem

The latest advancements in automation, artificial intelligence, and attribute-based searching have completely transformed the way candidates can be sourced.

Sourcing new candidates is often characterized by overburdened recruiters juggling disjointed tools in pursuit of enough candidate introductions to meet their hiring goals. As outlined below, it is an unsustainable process that undermines corporate talent strategies.

**Tactical**
Decentralized process impedes strategic sourcing and forces tactical approach.

**Dubious**
Reliance upon keyword search restricts talent pool and degrades the pipeline quality.

**Slow**
Cumbersome, monotonous processes limit outreach to 40/day and miss 25% of hiring goals each year.

**Expensive**
Average cost/hire is $10k (in-house + tools) or $30k (agency), with 50% going to sourcing.

**Onerous**
Hiring manager req's may be lost in translation. Same effort required for evergreen, specialized and executive roles.

**Burdensome**
Recruiters spend up to 70% of their time sourcing, leaving little time to engage with and close candidates.

**Fixed**
This process cannot scale without adding headcount or involving more headhunters.

Fortunately, the latest advancements in **automation**, **artificial intelligence**, and **attribute-based searching** have completely transformed the way candidates can be sourced. These three innovations form the basis of **Findem**'s end-to-end sourcing solution. Findem streamlines outdated processes, prioritizes quality, and liberates recruiters to spend their time doing what matters most to the business—connecting with and closing the right candidates.

# Findem is the Future of Talent Sourcing

## 1M+

Findem's library includes 1M+ tangible and intangible attributes for every person

### Strategic sourcing with attributes

Traditional methods of searching for people based on keywords are limited and inaccurate, as only 8% of resumes are written with relevant, searchable keywords. Findem retrieves candidates based on the distinguishing skills, experiences and qualities that are inherent to individuals but that aren't expressed on resumes. Our library of 1M+ tangible and intangible attributes can include distinctions like 'open-source contributor', 'past founder', 'female', 'seen high company growth', 'has a PhD' or 'builds diverse teams', as well as whether someone has an 'entrepreneurial spirit', 'embodies the company values', or is a 'go-getter'. As the core of Findem's People Intelligence engine, these attributes offer a holistic, data-informed picture of individuals—empowering recruiters to go beyond just resumes and source high-quality, diverse talent with the exact attributes needed to fill their open positions.

## Smart sourcing with artificial intelligence

Drawing upon all public sources of people data such as employment websites, corporate directories, census data, and other public databases, Findem assembles multi-dimensional professional profiles for 700M people and then applies machine learning techniques to glean their searchable attributes. With its perpetual machine learning algorithms at work, the Attribute Library continually expands as more information is drawn from those public sources and new job descriptions and model profiles are loaded into the platform. As new recruitment cycles begin, Findem accelerates sourcing by suggesting the talent attributes that will refine every search.

# 100%

Attributes reveal a pool of 700M+ candidates, with 100% match precision, resulting in higher quality introductions.

# 1 SECOND

With Findem automation, 100 outreaches can be done instantly and there's no limit in quantity.

## Efficient sourcing with automation

Findem innovation enables recruiters to simply import a job description or model profile, confirm or adjust the important attributes for the position, confirm or adjust outreach templates, and let Findem do the rest. Within seconds, the platform sources relevant candidates and then filters the results to include only the closest matches. The software automatically launches a personalized email campaign to each of those quality matches. Responses are routed directly to the recruiter so they can engage with the interested individuals immediately and spend more time closing candidates.

# Modernizing the Recruiting Process with Findem

**Strategic**
Centralized sourcing empowers talent leaders to remove bias and be strategic.

**Confident**
Attributes reveal a pool of 700M+ candidates, with 100% match precision, resulting in higher quality introductions.

**Fast**
Findem's platform does not fatigue so it is at least 10x faster than manual sourcing and daily outreaches are unlimited.

**Cost-Effective**
With Findem, the average cost per hire is reduced by 80% compared to manual sourcing.

**Efficient**
Jointly select key attributes with hiring managers. Automate tasks for evergreen roles. Unlock premium tools for specialty roles.
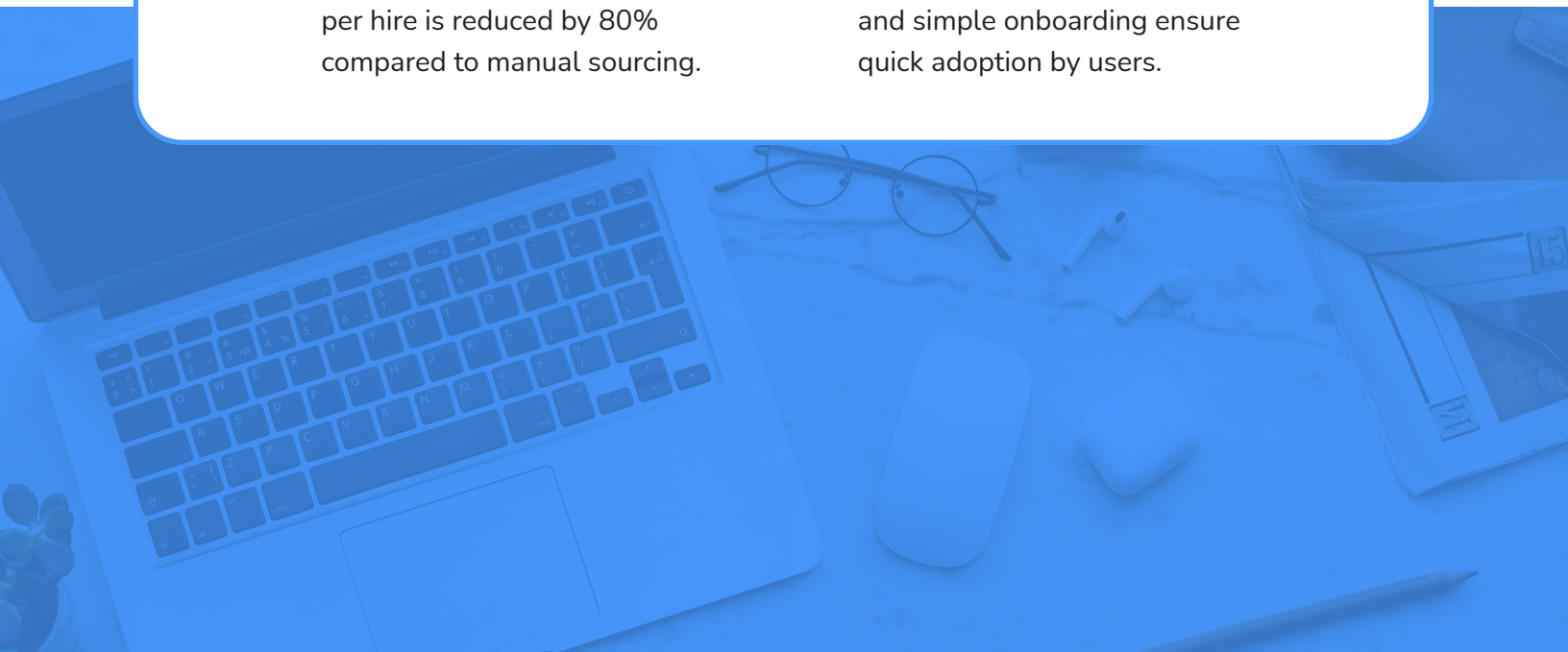
**Productive**
Leaning on Findem automation and specialty tools, recruiters spend all their time engaging with and closing candidates.

**Scalable**
The sourcing solution easily scales as the recruiting demands ebb and flow.

**Easy to Get Started**
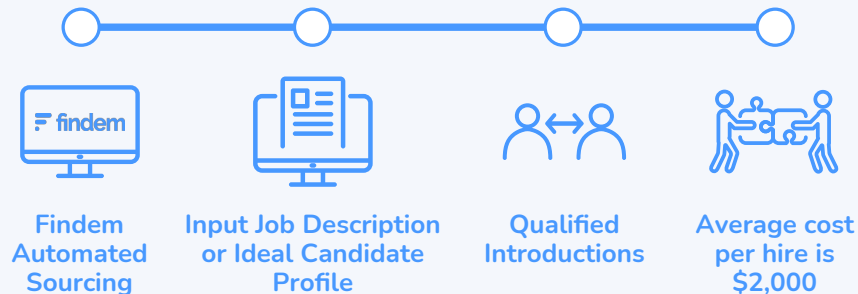Findem's intuitive user experience and simple onboarding ensure quick adoption by users.

# Why choose Findem?

10x the speed at just 20% of the cost of manual sourcing, with 100% match precision.

**$2K AVERAGE** COST PER HIRE.
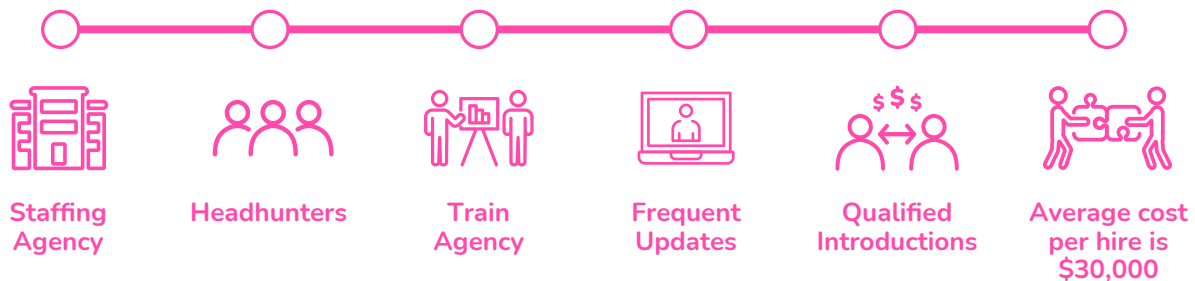Unlimited outreaches to new candidates each day.

| Findem Automated Sourcing | Input Job Description or Ideal Candidate Profile | Qualified Introductions | Average cost per hire is $2,000 |
| --- | --- | --- | --- |

**VS**

## Manual with Agency

**$30K AVERAGE** COST PER HIRE.
A maximum of 40 outreaches to new candidates per day.

| Staffing Agency | Headhunters | Train Agency | Frequent Updates | Qualified Introductions | Average cost per hire is $30,000 |
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## Manual In-House

**$10K AVERAGE** COST PER HIRE
A maximum of 40 outreaches to new candidates per day.

| In-house Recruiter or Sourcer | Search & Source tools | Contact Finder Tools | Engagement Tools | Qualified Introductions | Average cost per hire is $10,000 |
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