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# Example of Technical Sourcer Job Description

Our innovative and growing company is looking to fill the role of technical sourcer. Thank you in advance for taking a look at the list of responsibilities and qualifications. We look forward to reviewing your resume.

## Responsibilities for technical sourcer

* Develop and implement innovative strategies to source top talent (host on campus events, attend tech conferences)
* Identify niche sourcing events (for examples, recruiting events, career fairs, professional conferences
* Leverage internal resources to build strategy around selling our value proposition
* Who knows recruiting is hard, but approaches each day as a new opportunity to find that “unicorn” for the job at hand
* Who can take big projects, break them down into manageable pieces, and deliver results
* Who challenges the status quo and approaches every day as if it was “day one”
* Advise our team of Recruiters and their Stakeholders on developing a world class sourcing strategy for a whole business area within AWS
* Conduct interviews of potential candidates, demonstrating ability to anticipate hiring manager preferences through high interview-to-offer ratios
* Participate in global special projects/recruiting initiatives including assessment of best practices in interviewing techniques, leveraging of internal sources of talent and identification of top performers for senior-level openings
* Source passive candidates through referrals, networking, internet searches

## Qualifications for technical sourcer

* The ideal sourcer will have some basic hands-on programming experience
* Bachelor's degree is ideal, but not required
* Must have strong computer skills and experience with Google, Outlook, Excel
* Have the ability to create and execute a sourcing strategy, including employer promotion in the marketplace, candidate management, diversity sourcing, and interview process management
* Are self-sufficient and are able to work with little direct supervision
* You have a passion and demonstrated ability to successfully identify, qualify, and engage diverse candidates at all skill levels