



# Example of Sourcing Recruiter Job Description

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Our company is hiring for a sourcing recruiter. We appreciate you taking the time to review the list of qualifications and to apply for the position. If you don't fill all of the qualifications, you may still be considered depending on your level of experience.

## Responsibilities for sourcing recruiter

- Source for candidates via Boolean search, internal databases, referrals, networking, events and external websites
- Screen, interview and prepare an ideal candidate slate within an appropriate and consistent timeline
- Delivering Candidate Generation with strong ability to source, screen, interview candidates, prepare candidate for interviews and pre-close
- Recruit passive candidates and gauge both technical skills and chemistry for the right fit, and to understand candidate motivation
- Must be able to understand how to recruit passive candidates and understand their motivation
- Must be able to understand how to recruit passive candidates
- Improve the candidate and hiring managers experience
- Build and maintain network of potential SDE candidates through pro-active market research and on-going relationship management
- Diving deep into our recruiting data to understand trends and opportunities
- Act as partner with Sr

## Qualifications for sourcing recruiter

- 5+ years previous technical recruitment/sourcing experience either in-house and/ or in a recruitment agency environment
- Develop prospects into candidates

- Continually seek new sourcing options, and develop creative approaches to delivering candidates to the customer
- Solid track record/experience in corporate and or search firm progressive recruiting experience, with a heavy focus on sourcing and candidate generation
- Proven experience building and cultivating long term relationships with prospective candidates