



# Example of Sourcing Recruiter Job Description

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Our company is looking to fill the role of sourcing recruiter. To join our growing team, please review the list of responsibilities and qualifications.

## Responsibilities for sourcing recruiter

- Keeping current on recruiting sourcing trends in the industry (including but not limited to social media, ) and sharing best practice with the in-house sourcing community
- Qualify all new dentist leads
- Build relationships with top performing employees at competitors in anticipation of future talent needs
- Localize brand messaging and deploy the most effective attraction strategies for each talent segment across multiple channels, including story-mining for social media content, organizing events, and tapping other direct sources
- Build and keep engaged a network of potential candidates through proactive market research, lead generation, brand-building conversations, and ongoing relationship management using a CRM tool
- Assess passive candidates, understand their strengths, motivations, and attraction drivers, and convert them to applicants
- Follow a funnel based approach to develop candidate pipelines
- Measure and improve channel effectiveness, fine-tuning messaging and increasing ROI over time
- Recommend process improvements, EVP enhancements, and ideas to create the best candidate experience, to create competitive advantage and contribute to our long-term growth
- Assist in scheduling candidates for interviews

## Qualifications for sourcing recruiter

- Flexibility and creativity in recruiting efforts and ability to see around corners and anticipate customer needs and invent on behalf of customers
- Shining track record of success in a fast pace, totally frenetic environmentImprove the imperfect
- Focus on results, ability to drive the recruiting process and provide responsive follow-up to both candidates and hiring team
- Comfortable within a multicultural environment and its cultural nuances
- A background in high tech recruiting is a plus