



Example of Technical Sourcer Job Description

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Our growing company is looking for a technical sourcer. If you are looking for an exciting place to work, please take a look at the list of qualifications below.

Responsibilities for technical sourcer

- Proactively conduct research and investigate new ideas to execute innovate sourcing strategies
- Partner and collaborate with Recruiting business owners on sourcing strategies and delivery of QIA (Qualified, Interested and Available) candidates to meet the demands of specific technology categories
- Responsible for developing a comprehensive talent community within designated niche or functional specialty
- Source active candidates from on-line databases, contacts lists, internal databases, and employee referrals
- Act as a search expert for functional area(s) by understanding functional hiring needs, position specifications, and search requirements
- Submit assigned activity and project tracking reports in timely manner
- Effectively manage the candidate pipeline to ensure continued identification and movement of candidates through the use of candidate relationship development activities, programs and communication strategies
- Act as a SME (Subject Matter Expert) for the technology category while partnering with Recruiting business owners
- Conduct thorough screen with candidates for availability, interest level, salary range, relocation needs, and basic qualifications and ensure timely and accurate documentation in applicant tracking system (ATS) for OFCCP
- Partner effectively with recruiting team peers and cross-functional partners (Compensation, HR, Immigration, Systems and Programs teams)

Qualifications for technical sourcer

- Can demonstrate specific examples of how data and metrics have shaped your messaging to prospects, your overall strategy to develop a pipeline, and the building of trust with your clients
- You have a working knowledge and demonstrated success of an applicant tracking system and sourcing strategies and tools
- You must be able to thrive and prioritize in a dynamic, rapidly changing environment
- Proficiency with LinkedIn Recruiter and any ATS or recruiting database required
- Available to work from HQ in Redwood City
- 3+ years of sourcing or recruiting experience highly preferred