



HEADHUNTING IN HEALTHCARE:

FREE SOURCING RESOURCES TO FIND PASSIVE CANDIDATES

GREG HAWKES

@GREGHAWKESMDACC

GTHAWKES@MDANDERSON.ORG

WHO AM I?

As a Senior Recruiter at MD Anderson, I recruit talent to #endcancer at the Top Ranked Hospital for Cancer Care in the US.

I've worked as both a Technical Recruiter and Talent Sourcer for Healthcare, Engineering, Biotechnology, Manufacturing and many other industries.

I'm a huge fan of emerging technologies and Boolean Syntax and always willing to share a new trick or technique to find the elusive purple squirrel.

ALSO...

- I'm a huge fan of Star Wars:



OVERVIEW

Content Outline

- Start with LinkedIn, Indeed, The Ladders Passport

Sourcing Tools

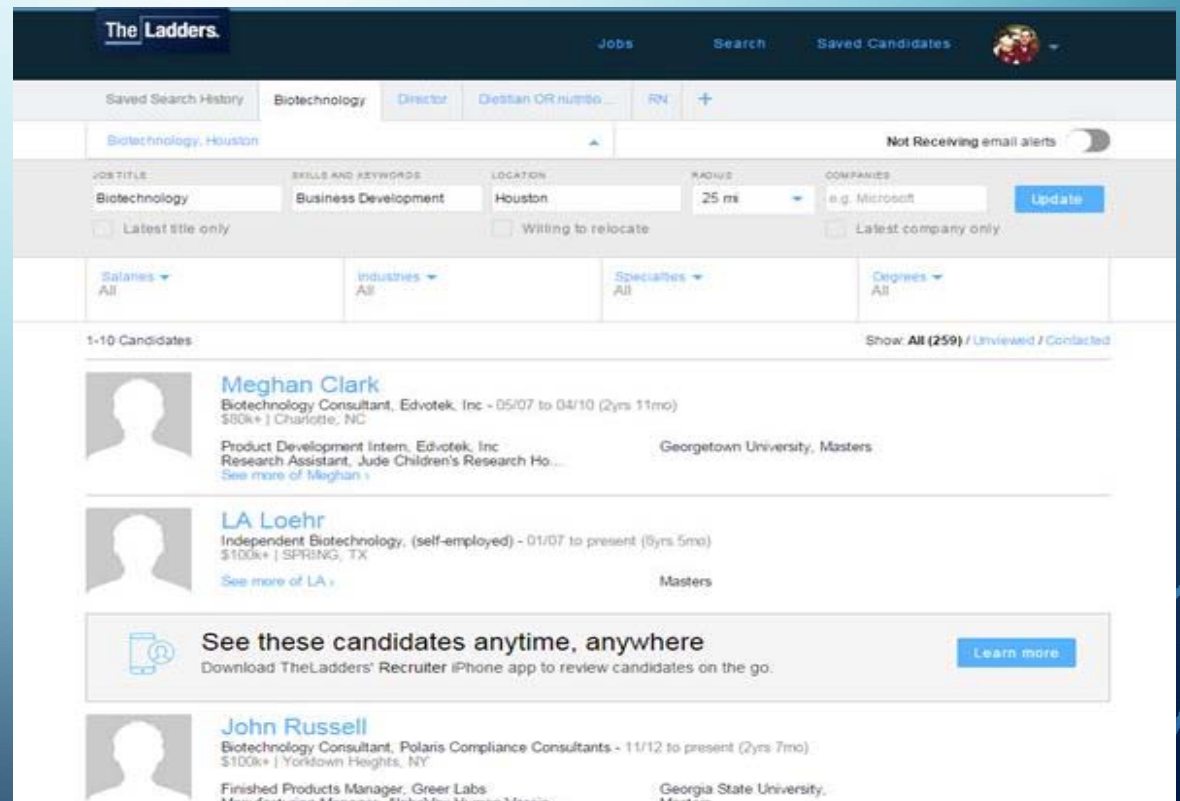
- Sourcehub Johnny Campbell at Social Talent <https://mentor.socialtalent.co/panel/labs>
- Recruitem <http://recruitin.net/>
- AIRS (Chrome Extension)
- Textnow.com
- Custom Search Engines – GH's
- Prophet
- Jigsaw/data.com
- Boolean Review and Manual Xray

START WITH YOUR “GO TO” SITE

- LinkedIn, Indeed, and the Ladders Passport all have free search features.
- I usually start with LinkedIn or Indeed to see what’s out there and develop my keywords.
- The Ladders allows you to pull full resumes as well as post jobs for FREE. Indeed also has FREE job posts; I’ve pulled an entire NEW pool of candidates from these sources.

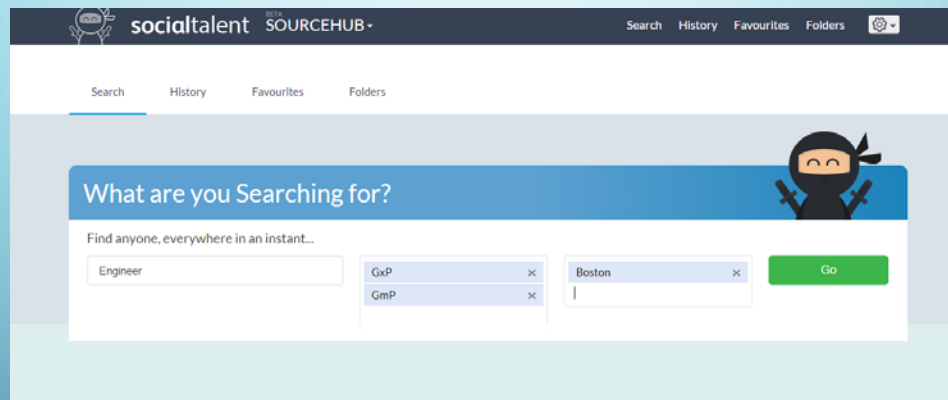
THE LADDERS PASSPORT

- FREE Job Post and Resume Search (Full Contact Info)
- Also **GREAT** for Sales People and Executives
- <https://recruit.theladders.com/login>



SOURCEHUB BY SOCIAL TALENT

- Works best in Firefox or Google Chrome
- Register/Create Login



- Enter Job Title, Skills, Location
- <https://mentor.socialtalent.co/panel/labs>
- Automatically Builds a Complex Boolean String

BOOLEAN STRING BUILDER

Job title

engineer x beng x b.eng x designer x eng x engineering x engineers x enginner x engr x engineered x
entwickler x engineer x eng. x engineeer x engineering x egr x engineer x enginners x fitter x ingénieur x
ing x ingénieur x ingeniero x meng x ontwikkelaar x scientist x technician x technical x [Add synonym](#)

Add new

Exclude Job title

Exclude

Synonyms

☐ Use Synonyms for exclusions

Skills

gxp x [Add synonym](#)
gmp x good manufacturing practice x iso13485 x fda x imb x glp x good manufacturing practices x cgmp x quality x
gamp x medical devices x [Add synonym](#)

Add new

Exclude Skills

Exclude

Synonyms

☐ Use Synonyms for exclusions

City

boston (US) x

THIS IS WHERE THE FUN BEGINS

- X-RAY using the “Magic Bar”



- Click inX to search a list of LinkedIn profiles via Google
- Includes sites like LinkedIn, Twitter, Google Plus, and Github

SOURCEHUB'S RESULTS

Google site:www.linkedin.com/in -inurl:dir ("engineer" OR "beng" OR "b.eng" OR " "

All Shopping Images News Videos More Search tools

Robert Whalen | LinkedIn
<https://www.linkedin.com/in/rdwconsulting>
Greater Boston Area - Independent Quality Assurance Services Consultant - India Quality Audits, LLC
GxP Quality Assurance services consultant (fully insured LLC, 1099 ... October 2007 - Present (8 years 6 months)Greater Boston Area. Independent GxP (GMP, GCP & GLP) Quality Assurance Consultant with over 20 years ... Prepare vendors for potential FDA pre-approval inspections. ... BS Chemistry, Minor: Engineering ...

Amnon Eylath | LinkedIn
<https://www.linkedin.com/in/amnoneylath>
Greater Boston Area - VP Quality Operations - Histogenics - Histogenics Corporation
Specific areas of experience include: The full domain of GxP quality oversight: GMP Validation and Manufacturing of API and Drug Product; GMP/GLP/GCP/PVG ...

steven dunsford | LinkedIn
<https://www.linkedin.com/in/stevendunsford>
Greater Boston Area - SENIOR FACILITIES MANAGEMENT, ENGINEERING & EHS LEADER
•Engineering Program Management •Strategy Development & Problem ... •Managing People & Organizations •Formal FDA ISPE Training ... Transition, Maintenance, Metrology, Good Manufacturing Practice, GMP, ... Parenteral, Vivarium, Metrology, GxP, Corporate Engineering Management, ... Electrical Design Engineer.

Lisa Reed | LinkedIn
<https://www.linkedin.com/in/lisa-reed-0403894>
Greater Boston Area - L. Reed Global QA LLC, Principal - L. Reed Global QA, LLC.
A highly focused Quality GxP professional committed to working with ... Global quality assurance expert with key expertise in GxP (GMP/GCP/GLP), ... Management of Client FDA 483 observations to assess and implement ... Facility, Validation and Engineering departments to ensure GMP compliance of ... Boston University.

Dr. Teri Stokes | LinkedIn
<https://www.linkedin.com/in/teristokes>
Greater Boston Area - Director, Quality Assurance Compliance at Cytel - Cytel GXP International.; Digital Equipment Corporation (DEC).; Various Hospital and ... sites for systems operating under regulations for GLP, GCP, and Electronic ... system and supplier audits, computer compliance, FDA regulated companies, Institute of Electrical and Electronics Engineers (IEEE) ... Boston University.

indeed resume what: where:
(("pharma" OR "pharmaceutical" OF x Houston x F
2,042 resumes Ad

Sign up to get new resumes by email

Jessica Banhart - Pearland, TX
Sr. Pharmacy Technician - United health group
Lead Pharmacy Technician - Walgreens
Pharmacy Technician - University of Texas MD Anderson Cancer center
San Jacinto Community College
[save resume](#) - Updated: Apr 7

Robert Degollado - Stafford, TX
Hospital Pharmacy Technician - Baylor Scott & White Health
Home Infusion Pharmacy Technician - Y Medical Associates
Home Infusion Pharmacy Technician Volunteer - Y Medical Associates
Remington College, Diploma
[save resume](#) - Updated: Apr 8

Destiny Gasper - Houston, TX
Pharmacy Technician - Walmart Pharmacy
Pharmacy Technician - Walgreens
University of Houston Downtown
[save resume](#) - Updated: Mar 30

Kalvador Stywalt - Houston, TX
Pharmacy Technician II - Texas Children's Hospital
Pharmacy Technician II - Reliant/ Health South Healthcare
IV Certified Pharmacy Technician - Kindred Healthcare
Central Piedmont Community College, Associates of Science
[save resume](#) - Updated: Apr 1

Maria Saucedo - Houston, TX
Pharmacy Technician - Harris County Hospital District
Accounts Payable Clerk - Vision Products
Administrative Assistant/Counselor - Tools And Fastners Supply
Houston Community College, ASSOCIATES OF ARTS
[save resume](#) - Updated: Apr 6

Shannon Ayala - Humble, TX
Drug Replacement Analyst/ Pharmacy Technician - Harris Health System
Part-time Server - Willies Grill
Pharmacy Technician - Willies Grill
University of Houston

("pharma" OR
"pharmaceutical" OR
"biotechnology" OR
"biotech" OR
"biopharma" OR "life
science" OR "life
sciences" OR
"biopharmaceutical"
OR "pharmacy" OR
"chemist" OR
"pharmaceuticals" OR
"drug" OR "medical"
OR "healthcare" OR
"fmcg" OR "retail" OR
"consumer goods" OR
"med device" OR
"medical device" OR
"medical devices" OR
"med devices" OR
"food" OR "r&d" OR
"chemistry" OR "bio"
OR "boston scientific"
OR "abbott" OR
"johnson & johnson"
OR "chemical" OR
"api" OR "biomedical"
OR "fda" OR "health"
OR "merck") AND
("medications") title:
(("tech" OR "technical"
OR "engineer" OR
"technician" OR "eng"
OR "technology" OR
"it" OR "information
technology" OR
"technologist" OR
"software" OR
"hardware" OR

TAKE NOTE ABOUT SOURCEHUB

- **Click the “Magic Bar” Buttons to:**
 - Look through LinkedIn directly (but will hit the commercial limit)
 - **Xray LinkedIn** (bypass the commercial limit)
 - Search Google (adjust boolean/keywords)
 - **Xray Google Plus** (Must be logged in to GPlus/Gmail)
 - **Search Indeed**
 - Plug into other websites (Stack Overflow, Twitter, Github, etc)

RECRUITEM

- Recruit'em: <http://recruitin.net/>
- Built like Sourcehub but with a few different options (can exclude certain words)
- Search LinkedIn, Google+ and Github/StackOverflow (IT)

The screenshot shows the Recruit'em web application. On the left is a dark sidebar with the text "Choose your network" at the top. Below it are buttons for "LinkedIn" (highlighted with a white arrow), "Google+", "GitHub", "XING", "stackoverflow", and a Twitter bird icon. The main content area has a white header with the "Recruit'em" logo. Below the header, it says "Easily use Google to search profiles on LinkedIn". There are several search filters: "Country" (dropdown menu showing "United States"), "Job title" (text input with "Research Nurse"), "Location or keywords to include" (text input with "hematology"), "Keywords to exclude" (text input with "manager"), and "Education" (dropdown menu showing "All candidates"). A checkbox labeled "Show similar jobs" is next to the "Keywords to exclude" input. At the bottom is a large orange button that says "Find your people on LinkedIn".

Choose your network

LinkedIn

Google+

GitHub

XING

stackoverflow

Twitter

Recruit'em

Easily use Google to search profiles on LinkedIn

Country *i*

United States

Job title *i*

Research Nurse

☐ Show similar jobs

Location or keywords to include *i*

hematology

Keywords to exclude *i*

manager

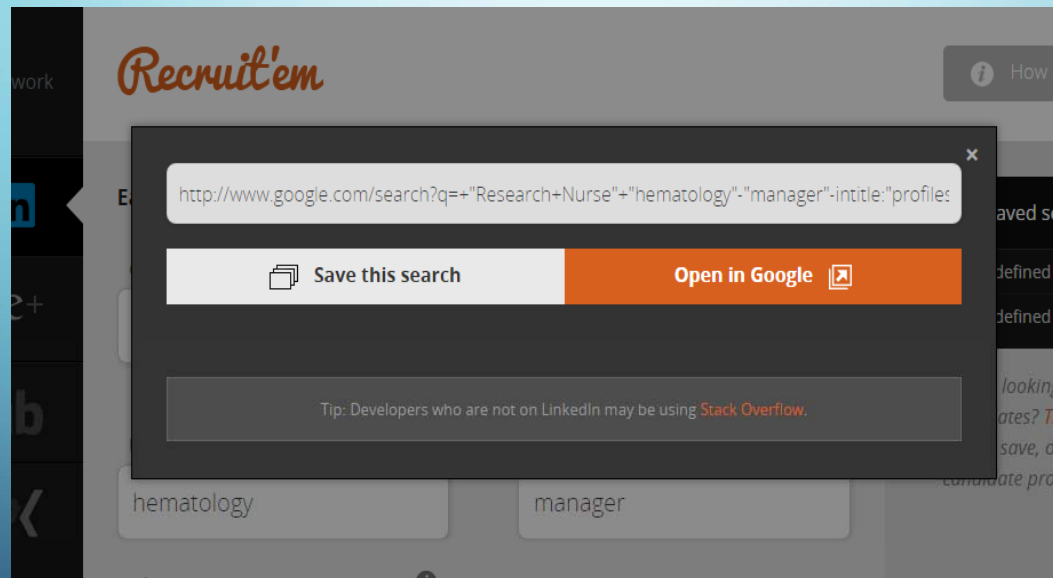
Education *i*

All candidates

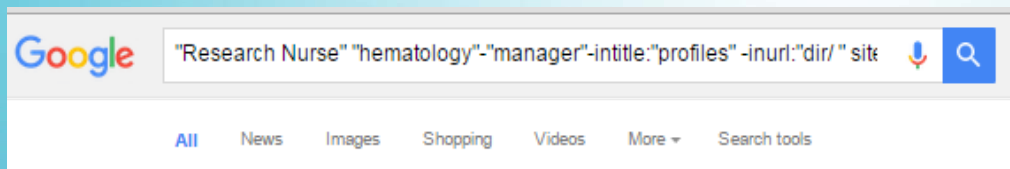
Find your people on LinkedIn

RECRUITEM:

Click “Open in Google”



RECRUITEM LINKEDIN XRAY



Trish Palmer, BSN, RN, OCN, CCRP | LinkedIn

<https://www.linkedin.com/in/trish-palmer-bsn-m-ocn-ccrp-2833ba32>

Greater Philadelphia Area - Oncology Clinical Research Nurse at Main Line Health - Main Line Health
Oncology Clinical Research Nurse at Main Line Health ... Associates in Hematology-Oncology, P.C.; Chester County Hematology Oncology Services.; Fox Chase ...

Tangie McAlpine RN, BSN, CRC | LinkedIn

<https://www.linkedin.com/in/tangie-mcalpine-m-bsn-crc-2960b1ba>

Atlanta, Georgia - Clinical Research Nurse Coordinator at Northside Hospital - Oncology/Hematology Care
Clinical Research Nurse Coordinator at Northside Hospital. Location ... Oncology/Hematology Care ... Clinical Trials Coordinator/ Clinical Research Nurse.

Stephen D. Spainhour, RN, BSN, BA | LinkedIn

<https://www.linkedin.com/pub/stephen-d-spainhour-m-bsn-ba/34/.../68b>

Cleveland, Ohio - Clinical Research Nurse Specialist; University Hospitals of Cleveland, division of Malignant Hematology
Clinical Research Nurse Specialist; University Hospitals of Cleveland, division of ... specialist in the malignant hematology division of University Hospitals Case ...

Sarah De Belen, R.N., BSN PHN | LinkedIn

<https://www.linkedin.com/in/sarah-de-belen-r-n-bsn-phn-7b0b5837>

Greater Los Angeles Area - Clinical Research Nurse in the Department of Hematology at City of Hope Cancer Center - City of Hope
Clinical Research Nurse in the Department of Hematology at City of Hope ... Current

Kyla Scott, BSN, RN, OCN | LinkedIn

<https://www.linkedin.com/in/kyla-scott-bsn-m-ocn-452b9071>

Cincinnati, Ohio - Research Nurse at OHC - Oncology Hematology Care - OHC - Oncology Hematology Care
Kyla Scott, BSN, RN, OCN. Research Nurse at OHC - Oncology Hematology Care. Location: Cincinnati, Ohio; Industry: Hospital & Health Care ...

Victoria Bassey | LinkedIn

<https://www.linkedin.com/in/vbassey>

Fort Washington, Maryland - Research Professional / Family Nurse Practitioner - National Institutes of Health
A professional R.N., Research Nurse and Family Nurse Practitioner specializing in inpatient clinical research in oncology /hematology relating to the transplant ...

Leah Engelstad | LinkedIn

<https://www.linkedin.com/in/leah-engelstad-940b9440>

Indianapolis, Indiana Area - Clinical Research Nurse at Indiana University - Indiana University
I currently work for Indiana University School of Medicine as a Clinical Research Nurse in a Pediatric Hematology/Oncology setting at Riley Hospital for Children.

Stephanie Picken | LinkedIn

<https://www.linkedin.com/in/stephanie-picken-63250936>

Des Moines, Iowa Area - Oncology Research Coordinator at John Stoddard Cancer Center / Blank Children's Hematology/Oncology - John Stoddard Cancer Center / Blank Children's Hematology/Oncology

AIRS – GOOGLE CHROME EXTENSION

- Google Chrome Extension/Custom Search Engine
- LinkedIn Xray, Indeed Resume Search, and Web based Resume Search (or all at once)
- Must be signed into Chrome and download from the Chrome Store
- <https://chrome.google.com/webstore/category/extensions>
(Search for AIRS)



Search ×

All LinkedIn Indeed Resumes

About 18,500 results (0.49 seconds)

Sort by: Relevance ▾

Jose Andino - Sterile Processing ... - San Jose, CA | Indeed

Sterile Processing Technician II-shift leader - San Jose, CA

Aug 2, 2015 ... Jose Andino's Resume - **Sterile Processing Technician** II-shift leader in San Jose, CA. - Find millions of resumes on Indeed.com.

www.indeed.com/r/Jose-Andino/a82b75bbcd8a9285

Labeled [Indeed](#)

Ciare'L Barkley - Sterile Processing ... - Philadelphia, PA | Indeed

Sterile Processing Technician - Philadelphia, PA

Ciare'L Barkley's Resume - **Sterile Processing Technician** in Philadelphia, PA. - Find millions of resumes on Indeed.com.

www.indeed.com/r/Ciare'L-Barkley/14948d80c6f3f4bb

Labeled [Indeed](#)

Cornelia Cole - Sterile Processing ... - Chicago, IL | Indeed

Sterile Processing Technician II - Chicago, IL

Cornelia Cole's Resume - **Sterile Processing Technician II** in Maywood, IL. - Find millions of resumes on Indeed.com.

www.indeed.com/r/Cornelia-Cole/395d1d81150782e9

Labeled [Indeed](#)

Julio Torres - Lead Sterile Processing ... - Victorville, CA | Indeed

Lead Sterile Processing Technician - Victorville, CA

I am a Certified **Sterile Processing Technician**, with many years of experience, including Lead Technician experience. I have a vast knowledge of ...

www.indeed.com/r/Julio-Torres/e01c4a16ad3ba3bf

Labeled [Indeed](#)

Lead Sterile Processing Technician Resume Example ...

OBJECTIVE To secure a **Sterile Processing Technician** position in travel, per diem or permanent placement within a health care facility. EXPERIENCE July 1999 ...

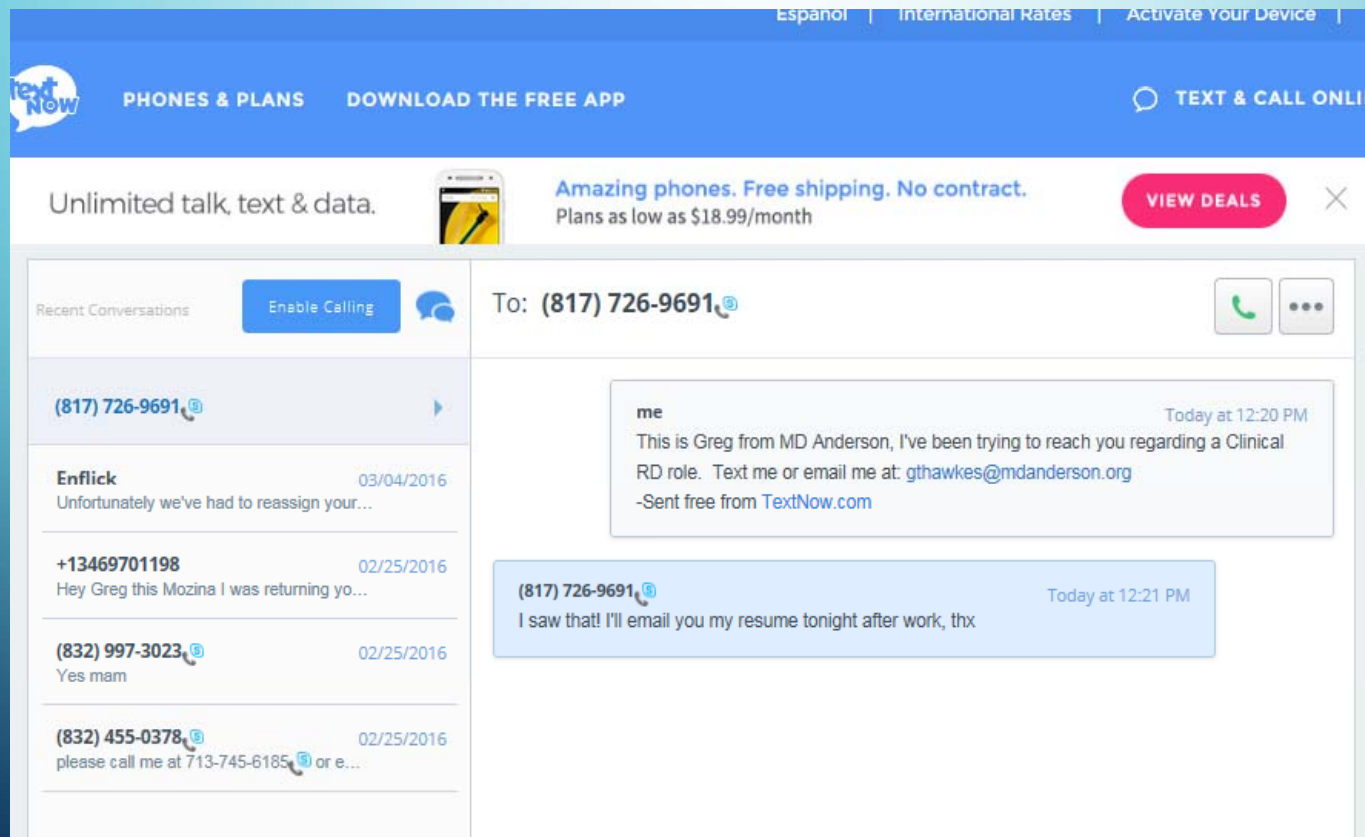
www.resumebucket.com/rickeypierrealen/

Labeled [Resumes](#)

TEXTNOW.COM

- Free texting software to a third point of contact
- Use as a last resort, contact through phone and email first, so candidates know who is texting
- FREE resource you can use on your computer
- Masks your phone number (to avoid using your personal cell)
- Has helped “reel in” unreachable candidates that cannot use their phones on duty (Field Techs, Nurses, Plant Staff or Engineers)

TEXT NOW LOOK AND FEEL



GOOGLE CUSTOM SEARCH ENGINES (CSE)

- Custom Search Engines help focus a search on a specific site or a certain way
- Build them, test them, add refinements
- Great way to expand key word searches or add specific boolean syntax
- Add keywords to the main bar and click “tabs” to focus the search

GOOGLE CUSTOM SEARCH ENGINES

Set up and program your own Search Engine!

Set up can be a little complicated but I've included a guide on how to do this

Custom Search

New search engine

▼ Edit search engine

GH LinkedIn Conta

Setup

Look and feel

Search features

Statistics and Logs

Business

Help

Send Feedback

Basics

Make money

Admin

Indexing

Advanced

Provide basic details and preferences for your search engine. [Learn more](#)

Search engine name

GH LinkedIn Contact Extractor

Search engine description

Description of search engine.

Search engine keywords

Search engine keywords, e.g. climate 'global warming' 'greenhouse gases'

Edition

Free, with ads.

Upgrade to Site Search (ads optional)

Details

Search engine ID

Public URL

Get code

Image search

OFF

Speech input

ON

Language

English

Advanced

Sites to search

Label sites by search

Search only included sites

Add

Delete

Filter

Label

1- 2 of 2

☐ Site

*.linkedin.com/in/

☐ Site

*.linkedin.com/pub/

Advanced

CSE RESULTS

Keep in mind
this is not an
exact science!
But a great way
to pull info!

Google Search in CSE home

Custom Search

GH LinkedIn Contact Extractor

(Dietitian OR Nutritionist)

All Contact **Email** Email 2 Email 3 (Intitle) Houston Area Codes

About 33,200 results (0.56 seconds)

Ads by Google

Nutrition And Dietetics
education.utsa.edu/
Prepare for Success in Education. Leading Provider of Educators in TX
Apply Online About UTSA
Visit Our Campus Transfer Requirements

Become a Nutritionist
www.thenutritionschool.uk/
British Nutrition Council Certified Level 5 Diploma was £899 now £179
3 Month Payment Plans - About Us

Nutritionist/dietitian Degree
www.webcrawler.com/
Search multiple engines for nutritionist/dietitian degree

powered by Google™ Custom Search

Katie Morford | LinkedIn
https://www.linkedin.com/in/katie-morford-02a1e593
Food Writer/Recipe Developer/Registered Dietitian @Magazines and Newspapers - San Francisco, California
I'm a freelance food writer, recipe developer, registered dietitian, and author of the cookbook Best Lunch ... or email me at moms_kitchenhandbook@gmail.com Registered dietitian, Media Expert, Author, Radio Host, Nutritionist, Health Expert, ...

Stacy Holdeman | LinkedIn
https://www.linkedin.com/in/stacy-holdeman-25303589
Registered Dietitian Nutritionist @Aramark Healthcare - New Orleans, Louisiana
As a newly registered dietitian nutritionist (RD/N), I aspire to strengthen and ... you to examine my resume below or email me at stacyholdeman@gmail.com.

Kaitlin Callahan | LinkedIn
https://www.linkedin.com/in/kaitlinmcallahan
Registered Dietitian Nutritionist @TouchPoint Support Services at Carondelet St. Mary's Hospital - Tucson, Arizona
Registered Dietitian Nutritionist. Location: Tucson, Arizona ... of a diverse population. Please feel free to reach out- email me at kaitlinmcallahan@gmail.com.

Dr. Amy H. Fisch, DO | LinkedIn
https://www.linkedin.com/in/amyhfisch0111
Board Certified Anesthesiologist, BHRT and Anti-Aging Physician . Nutritionist, Medical Weight Loss Expert @Advanced Perioperative Medicine - Greater New York City Area
Please email me at dr.amyfish@totalrestorativehealth.com ... A4M Fellow, Nutritionist, and Physician, Working to Bridge the gap between traditional medicine ...

Claire Turnbull | LinkedIn
https://nz.linkedin.com/in/claireturnbullnz
I'm a qualified Nutritionist, fitness enthusiast and passionate healthy cook and ... To book me as a speaker for your next event email me at claire@claireturnbull.co.nz ... I worked as a Dietitian at Diabetes Auckland and helped to develop and ...

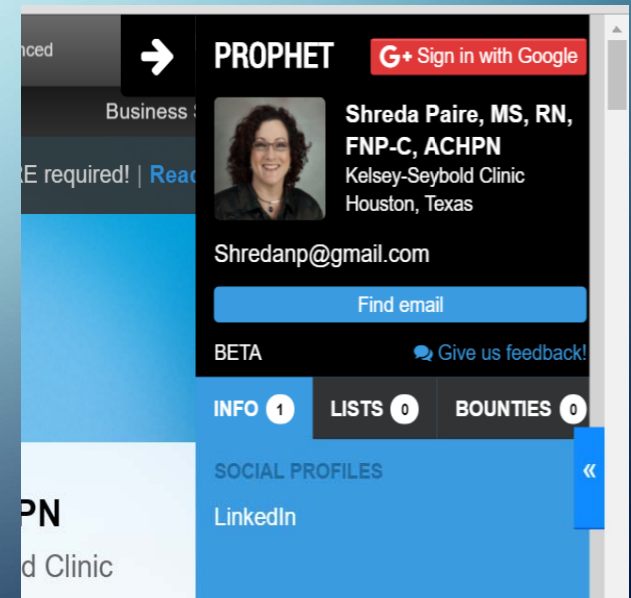
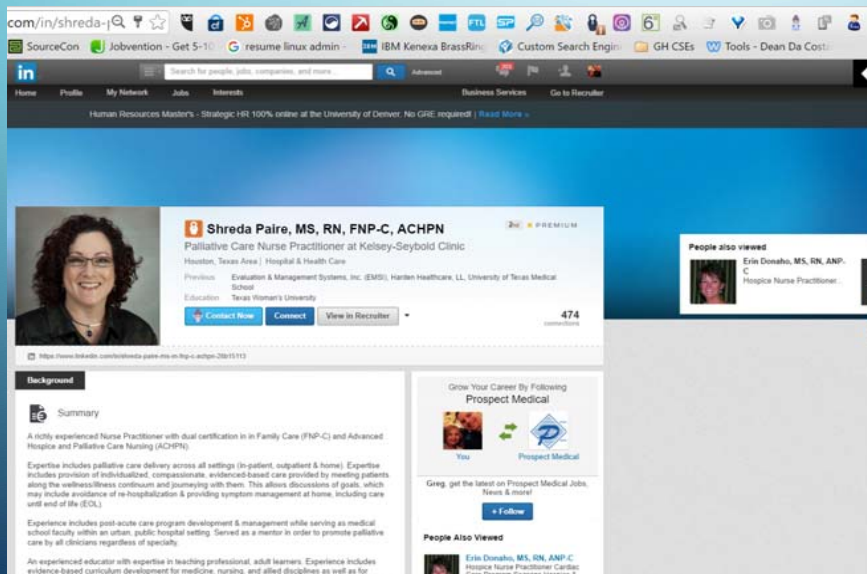
GREG'S CUSTOM SEARCH ENGINES (ALWAYS FREE)

- GH LinkedIn CSE
<https://cse.google.com/cse/publicurl?cx=001394533911082033616:eijjeouh5qpa>
- GH LinkedIn Contact Extractor
<https://cse.google.com/cse/publicurl?cx=001394533911082033616:tm5y1wqwmme>
- GH ZoomStalker (Zoominfo)
<https://cse.google.com/cse/publicurl?cx=001394533911082033616:inhash9yhdk>
- GH List Finder
https://cse.google.com/cse/publicurl?cx=001394533911082033616:3rmgu_hqtw4

PROPHET

You must download from the Chrome store, and register a screenname and password:

<https://chrome.google.com/webstore/category/apps>



GET JIGGY WIT' IT!

- Jigsaw/data.com is a free resource with some quirks
- Point System: put in info to unlock candidate info
- GREAT for Sales People, Competitor Lists, or Lead Generation

Use
Sort and
Filter
Features!

The screenshot shows the Jigsaw/data.com interface. At the top, there's a search bar with 'Director of Philanthropy' entered. To the right of the search bar are links for 'Community Corner', 'Support', 'My Account' (ghawkes1215, 35 points), and a 'Cart' icon. Below the search bar, there are tabs for 'Contact Results' and 'Company Results'. On the left side, there's a 'Search Options' panel with checkboxes for 'Hide My Owned Contacts', 'Show Only Direct Dials', and 'Show Inactive Contacts'. Below that is a 'Show only contacts updated:' dropdown set to 'Anytime'. Further down is a 'Refine Your Results' panel with a 'Title' section containing a list of job titles with checkboxes, including 'All Titles' (checked), 'Administration (1)', 'Assistant Director (6)', 'Assistant Program Dir... (1)', 'Associate Director (10)', 'At (1)', and 'Communications (2)'. The main content area displays '302 contacts found for "Director of Philanthropy"'. It includes a 'Get Contacts' button, a 'Save this Search' link, and a pagination bar showing 'Show: 50' and 'Page 2 of 7'. Below this is a table with columns: Name, Company, Title, City, State, Country, and Updated. The table lists several contacts, including Howard, Jane; Snyder, Rebekah; Beuthin, Lucille; Grier, Marjorie; Laing, Kathy; Eisenberg, Chris; and Cune, Carol.

Name	Company	Title	City	State	Country	Updated
Howard, Jane	The Nature Conservancy	Senior Associate Director of Philanthropy	Arlington	VA	United States	10/23/13
Snyder, Rebekah	The Nature Conservancy	Associate Director of Philanthropy	Arlington	VA	United States	10/29/13
Beuthin, Lucille	The Nature Conservancy	Senior Associate Director of Philanthropy	Arlington	VA	United States	10/29/13
Grier, Marjorie	Dominion Resources, Inc.	Director of Corporate Philanthropy	Richmond	VA	United States	08/07/13
Laing, Kathy	University of Richmond	Director of Institute on Philanthropy	University ...	VA	United States	04/15/13
Eisenberg, Chris	Natural History Museum of Utah, Univ. of Utah	Director of Philanthropy	Salt Lake City	UT	United States	08/27/12
Cune, Carol	Bryan Independent School District	Director of Philanthropy	Bryan	TX	United States	04/22/13

BOOLEAN STRING OVERVIEW

- Using AND, OR, “ ”, (), NOT, - *
- Hug it Out, Exactly:
 - (oncology OR cancer) AND “registered nurse”
hug keyword group search exact term
- Partner the Operators with your Keywords:
 - (RD OR LD OR CDR OR CSO) AND (dietician OR dietitian OR nutritionist) NOT “sports medicine”
- * means “anything before” or “anything after”
 - mechanical engin* AND *@gmail.com

SITE:ANYTHING.COM (MANUAL XRAY)

site: websitename.com **boolean string**

- site:linkedin.com (**nurse OR nursing**) manager houston **-job -jobs**
- site:zoominfo.com (**finance OR accounting**) manager

Advanced LinkedIn Profile Search:

- site:linkedin.com inurl:com/in (**keyword and/or location**)

site:linkedin.com inurl:com/in (**oncology OR cancer**) nurse texas

- site:linkedin/in (**keywords and/or location**)

site:linkedin.com/in (**oncology OR cancer**) nurse texas

MY SOURCING TOOLBOX

- **One Stop Xray Sites**

- Sourcehub: <https://mentor.socialtalent.co/panel/labs>
- Recruitem: <http://recruitin.net/>

- **Google Chrome Extension**

- AIRS Resume Search: <https://chrome.google.com/webstore/category/extensions> (Search for AIRS)

- **TextNow**

- <https://www.textnow.com/>

MY SOURCING TOOLBOX

Sites to use:

- www.indeed.com Job Post and Resume Search
- <https://recruit.theladders.com/> The Ladders Passport, Job Post and Resume Search (Exec and Sales)
- www.connect.data.com (www.jigsaw.com) Contacts and Company Info, powered by Sales Force
- www.google.com with appropriate Boolean/Syntax

Additional Head Hunting (Xray Tools)

- <http://www.referyes.com/index.htm> Xray tool and Free Job Post
- https://cse.google.com/cse/home?cx=009462381166450434430:0aq_5piun68 Hidden Resume Finder

MY SOURCING TOOLBOX

Other Chrome Extensions: (Like Prophet)

- Connect 6
- 360 Social
- Discoverly

You must download these from the Chrome store, and register a screenname and password:

<https://chrome.google.com/webstore/category/apps>

MY SOURCING TOOLBOX

- Facebook Search Tools (Sometimes these go down)
 - FB UID Scraper: Chrome Extension

You must download from the Chrome store, search for FBUID

<https://chrome.google.com/webstore/category/apps>

(Lite and Paid Version, both great when they are up!)

- Search is Back <https://searchisback.com/> (no download needed!)

QUESTIONS, DO YOU HAVE?





HEADHUNTING IN HEALTHCARE:

FREE SOURCING RESOURCES TO FIND PASSIVE CANDIDATES

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GTHAWKES@MDANDERSON.ORG