

Candidate sourcing and outreach

Automatically sources candidates from multiple channels, scores their fit against job requirements, and launches personalized outreach campaigns to qualified prospects. Reduces time-to-fill and increases candidate response rates through intelligent automation.

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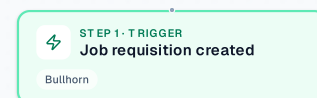


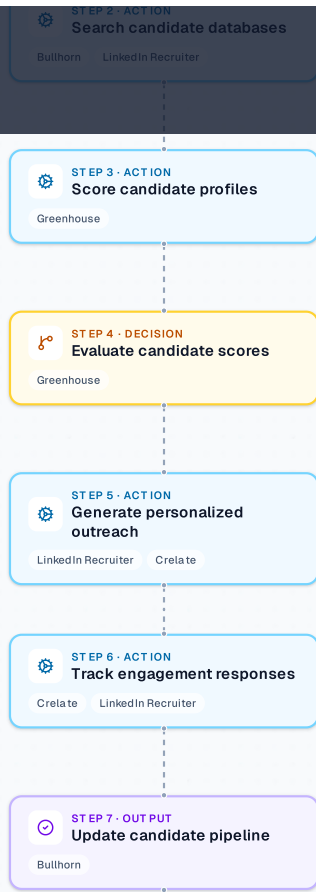
WORKFLOW TRIGGER

New job requisition is created in ATS with defined requirements and target criteria.

Visual Flow

Each node represents an automated step. Connections show how data and decisions move through the workflow.





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Step-by-Step Breakdown

Detailed explanation of each automated stage in the workflow.

1

⚡ TRIGGER

Job requisition created

A new job opening is posted in the ATS with specific skills, experience level, and location requirements. The system extracts key criteria for candidate matching.

2

 ACTION

Search candidate databases

Automatically queries internal candidate database and LinkedIn Recruiter using job keywords, skills, and location filters. Compiles initial candidate pool from multiple sources.

Bullhorn

LinkedIn Recruiter

3

 ACTION

Score candidate profiles

AI analyzes each candidate's resume, experience, and skills against job requirements to generate compatibility scores. Ranks candidates by fit percentage and availability status.

Greenhouse

4

 DECISION

Evaluate candidate scores

Routes candidates based on AI compatibility scores - high scorers (80%+) get immediate outreach, medium scorers (60-79%) get nurture sequences, low scorers get tagged for future roles.

Greenhouse

5

 ACTION

Generate personalized outreach

AI Business OS

Creates customized InMail and email messages referencing candidate's specific experience and how it aligns with the role. Schedules optimal send times based on candidate timezone and activity patterns.

LinkedIn Recruiter

Crelate

6

 ACTION

Track engagement responses

Monitors message open rates, responses, and LinkedIn profile views. Updates candidate status and triggers follow-up sequences for non-responders after 3-5 days.

Crelate

LinkedIn Recruiter

7

 OUTPUT

Update candidate pipeline

Records all sourcing activities, response rates, and candidate status updates in the ATS. Generates daily reports on sourcing progress and qualified candidate pipeline growth.

Bullhorn



Outputs

- Qualified candidate pipeline with engagement scores

AI Business OS

- Personalized outreach message templates
- Hiring performance analytics dashboard



Key Metrics

- Candidate response rate percentage
- Time from job posting to first qualified candidate
- Cost per qualified candidate sourced



Tools & Integrations

- Bullhorn
- LinkedIn Recruiter
- Greenhouse
- Crelate

AI Business OS

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