

Seeding your **Talent Community**



Curately.AI

Welcome to your new **Direct Sourcing** program!

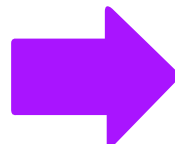
Picture this: it's day one, excitement is in the air, and then bam! The first job pops up, and there's not a single candidate match in sight. Oops!

Now, instead of panicking and diving into a pool of competitive chaos with other suppliers, let's take a moment to ponder a brilliant idea: pre-seeding your talent community.

But what exactly is this genius plan, and how do we go about it you ask? Fear not, my friend, I've got you covered. Below are the steps to consider in the world of pre-seeding the talent community.



Let's get started!



Step 1: Understand Your Program!



First things first, let's get cozy with our program:

Get to know those **competitive requisitions** like they're your favorite sitcom characters.



Study the **job requirements**, understand their quirks. We'll prioritize candidates that have all the required skills and experience.

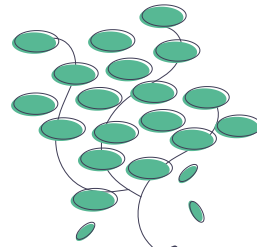


Don't forget about engaging **local talent**. Even if they themselves aren't right for the team, they might know someone who is.

Step 2: Implement Your Sourcing Strategy

Ah, the art of seeding – it's like gardening, but with resumes instead of roses. Don't wait until the eleventh hour to sprinkle that talent magic. As soon as the platform can engage candidates (don't wait on the VMS integration), start engaging those potential superstars.

Don't wait until go-live to plant the talent seeds!



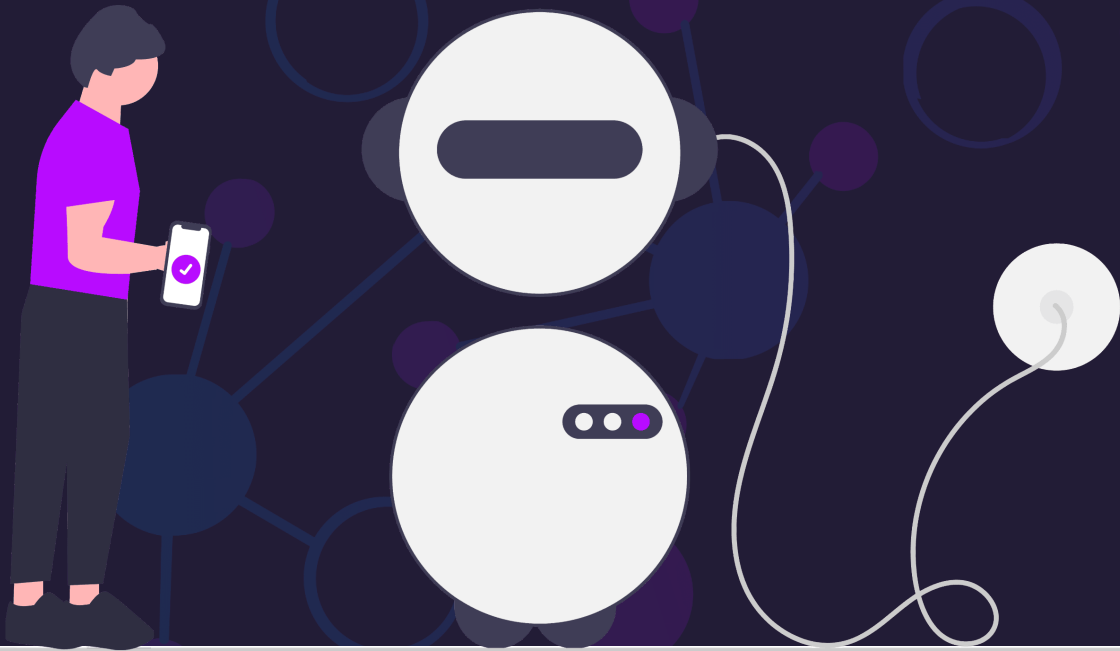
It's important to make sure your platform has access to the good stuff – not just to job boards, but also to hidden talent. The platform should provide access to a private marketplace, public marketplace, and social media.

**Now you've planted your talent garden.
Great job! Let's see what comes next.**



Step 3:

In today's world, job titles and skills are like the tip of the iceberg – there's a whole lot more lurking beneath the surface.



We're not just looking for candidates who can talk the talk based on their **resume**; we want those who can walk the walk based on their overall **history**.

Think of it as Sherlock Holmes deducing the culprit from the tiniest of clues, not just relying on what's written in the case file. Enter: **Skills Based Matching**.

We'll be going more in-depth in our upcoming whitepaper on how Curately harnesses the power of artificial intelligence to create a **Skill-Based Matching** process that's unbiased and transparent. Trust us, it's a (digital) page-turner!

Step 4: Have a Clear Engagement Strategy

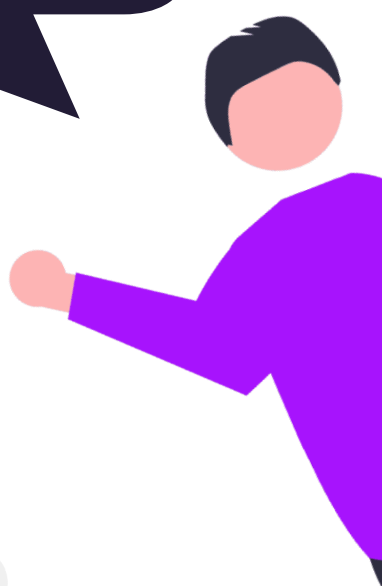
Communication is the cornerstone of success. Ensure your candidates are fully briefed on what awaits them upon joining the community. We're aiming for transparency, not mystery novels here, folks!

Keep candidates engaged with drip campaigns to maintain their interest. That way, when you're ready for them, they're ready for you.



But what of those elusive candidates who resist joining despite our best efforts?

Fear not! We can simply remove these candidates from the database, leaving us with a community eager to engage with you.



And there you have it! The secret recipe for a thriving talent community on day 1. Now, go plant the seeds that will grow into a thriving candidate garden! After all, the talent hunt waits for no one!

For more information about Curately, visit us [HERE](#).