

Product Overview

Phenom Direct Sourcing

Seamlessly manage your full workforce, including contractors, from a single, user-friendly dashboard within Phenom Talent CRM

[Request a Demo](#)



Streamline your talent workflow

Over the past year, the independent workforce grew to 64.6 million, with 37% of Fortune 500 companies hiring non-employees. Global VMS contract spend surged to \$226 billion. Companies waste money and time on outdated methods. Phenom Direct Sourcing simplifies and optimizes your entire talent workflow in one place.

A total talent workflow solution

Phenom Direct Sourcing is powered by AI and helps grow, manage, and engage your branded talent pools, filling contingent job requisitions with qualified candidates on-demand.

Grow your pipeline organically

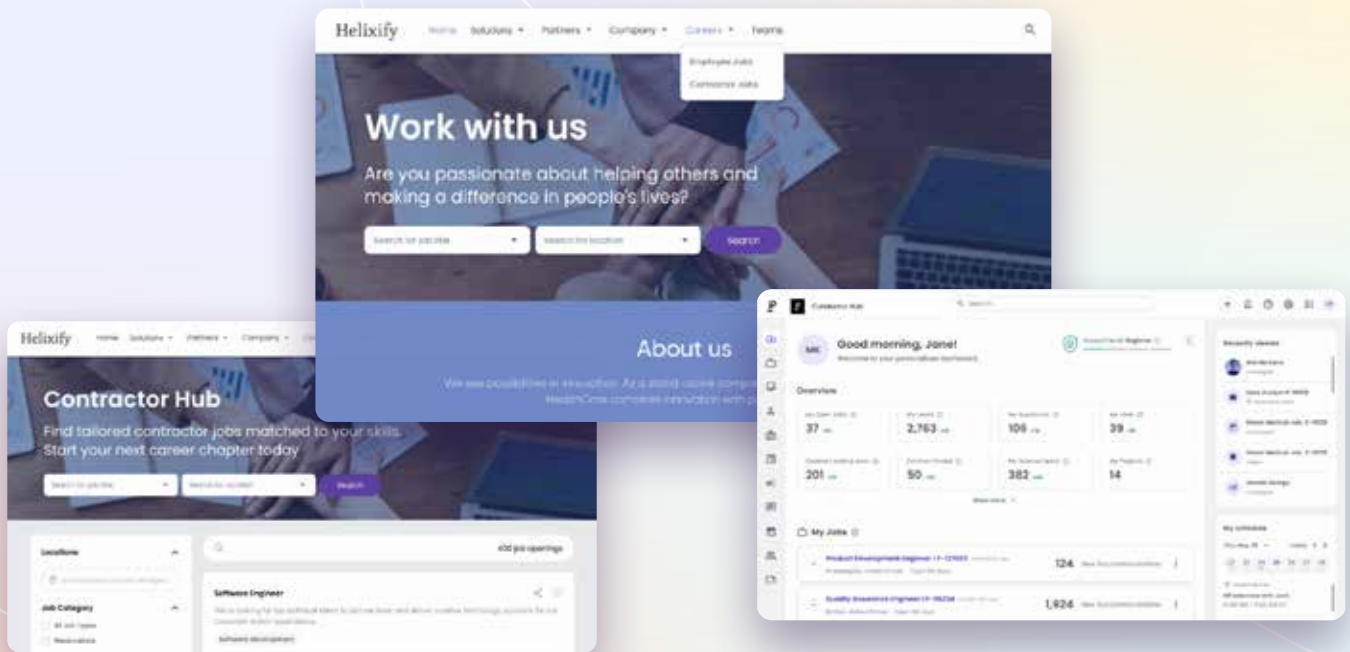
Access a wider range of qualified candidates, for quicker, higher-quality hires, and improved cost efficiency.

Manage your total talent pool

Fill positions faster and with more confidence by leveraging AI to target a group of contingent candidates that meet your specific job or project requirements.

Optimize hiring and redeployment

Use contractor analytics to make data-driven decisions, improve outcomes, and efficiently redeploy contractors for future projects.



Phenom Direct Sourcing

Phenom's intelligent approach to direct sourcing helps hiring teams find, engage, screen, schedule, interview, and hire contingent employees faster.

Help candidates find the right job, faster

Create great experiences for contingent candidates with personalized content that's relevant to their experience, skills, and more. Contingent job seekers can now find and apply to jobs easily directly on your Phenom Career Site.

Screen and schedule at scale

Use flexible One-Way Interviews and Automated Interview Scheduling to save time and enhance candidate interactions.

Reduce agency spend and source from your talent pipeline

Invite contingent candidates to your talent community. Use advanced filters and AI within your Phenom Talent CRM to target and connect with qualified leads, contractors, silver medalists, and even current employees.

Centralized management

With major VMS integrations, your Phenom Talent CRM offers an extensive and flexible range of options to ensure unique hiring needs and workflows are met in a compliant manner.

Experience the future of recruitment with **Phenom Direct Sourcing** — where managing your full workforce, including contractors, becomes reality.

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