



# Connect. Synchronize. Place.

Executive and Professional Search  
Sourcing in Bullhorn: Fast, Simple, and Flexible

“The Calendar and Call Back features are integrated and built right into the Bullhorn system, enhancing our ability to stay in close contact with clients and candidates. We’re also really impressed with the Match feature, in which the system automatically suggests candidates. Ultimately, we make more placements.”

••• *David Hayes, Owner,  
Hireminds*



## The On Demand, Integrated Front Office Leader

Connect. Synchronize. Place. If you’re like most search firms, you’re looking to land searches, source candidates and make placements faster and easier than anyone else. By integrating email, calendaring, sourcing, applicant tracking, job management and customer relationship management, Bullhorn connects and synchronizes sales and recruiting to execute faster than your competition.

Now with Bullhorn, there’s no longer any need to use three or more different applications to source and place candidates. Bullhorn’s On Demand, integrated front office, which includes email, calendaring, sourcing, applicant tracking, job management and customer relationship management, provides everything you need to improve placement ratios. Whether you are an emerging, mid-sized, or a large firm, regardless of the type of clients you service, Bullhorn is the only front office solution that automates the entire recruitment process from sourcing to client management to placement.

## Fast, Simple, and Flexible

For executive and professional search firms, there are almost as many ways to source candidates as there are candidates. Between sourcing tools, job boards, personal contacts and social networks, recruiters are faced with hundreds of options that painstakingly soak up time, resources, and worst of all, missed placements. Recruiters wonder whether they control the sourcing process or sourcing controls them.

With Bullhorn, recruiters are in control. Fast, simple, and flexible, Bullhorn enables you to easily create candidate search agents, conduct sourcing campaigns, and quickly connect with contacts, candidates, colleagues, and clients. Bullhorn provides you with a single view, eliminating the confusing array of windows found on most recruiters’ desktops.

## Source Anytime, Anyplace

Bullhorn gives you the capability to automatically source candidates from and post jobs to scores of job boards, sourcing tools and social networks. In fact, you can source and submit multiple candidates to jobs.

With Bullhorn’s Dragnet®, recruiters can easily create candidate search agents that select from scores of sites to harvest resumes. And because Bullhorn is delivered through software-as-a-service, fully accessible through the Internet, search agents can be created and run at anytime from anyplace, allowing you to source even while you sleep. That’s real-time flexibility!

Once the search agent returns responses, candidates are ranked based on the criteria you specified, displayed by source, and noted by whether they are already stored in the database. Candidates are also automatically parsed into Bullhorn to match against jobs.

Especially powerful is Dagnet's unique binocular feature. Once responses are returned, simply click on the binocular icon next to the candidate's name and view their resume. Think of the time savings. Bullhorn allows you to view everything about the most promising candidates in one place.

In Bullhorn, the sourcing process does not end once Dagnet finds candidates. Candidate records become "evergreen," updated automatically as new candidate information is available. And through Bullhorn's integrated front office, all notes, emails, and activities are tracked and linked to the candidate, providing complete, real-time visibility into the sourcing process.

## What about Passive Candidates?

Dagnet is a great way to source active candidates, but what about those passive ones that often are the most talented but the most difficult to find? Bullhorn's customer relationship management system (CRM) is specifically designed to give you the capability to easily conduct campaigns to source passive candidates.

Using the integrated capabilities of Bullhorn's email, job management system, and CRM, you can connect with inactive candidates and your contacts; all stored in Bullhorn, to email them job descriptions, newsletters, or simply ask for referrals with complete privacy and security. Bullhorn even takes passive candidate sourcing one step further. You can collaborate with your entire team to create distribution lists for your campaigns that share everyone's or a select group of contacts, increasing your sourcing success rate. And like Dagnet, all email responses are automatically parsed by Bullhorn's applicant tracking system and matched to jobs.














From a management perspective, Bullhorn enhances productivity further by enabling you to assign tasks to your teams to make cold or follow up calls, or conduct email campaigns, which are all tracked in Bullhorn. The benefits of Bullhorn's management and tracking capabilities are further highlighted with passive activity tracking. What happens if a colleague is out of the office and there is a need to communicate with a candidate or fill a job order? Simply view the candidate activity to retrieve all of the information on the candidate – email, records, notes and activities. In fact, all email responses from the candidate are automatically tracked in Bullhorn. With all outbound and inbound activity tracked by Bullhorn, your team will then have a full view into whatever action is required, right through to placement.

## It's a Race to Place

Today's talent shortages are driving a race to place the highest quality candidates in the shortest time possible. Bullhorn's On Demand, integrated front office makes sourcing fast, simple, and flexible, allowing recruiters to focus on the placement.

**Why wait, call a Bullhorn Expert right now at 1-888-GoLive8, and learn how you can win the race to place.**

## Sourcing Features and Highlights:

-  Conduct research and track all candidate and client information using the CRM
-  Automated candidate search agents enable recruiters to focus on placements
-  Supports scores of job boards, job sites, and social networks
-  Unique binocular feature provides a single view into all candidate information, including the resume
-  Simple, fast, flexible sourcing tools that automatically store all candidate information in the CRM
-  Track client and candidate history to proactively anticipate client needs
-  Send alerts, add tasks and notes, and create tearsheets or "hot lists" to perform research or conduct searches
-  Automatically conduct campaigns to network with contacts, candidates or clients to land and perform searches
-  Integrated front office provides a single place to source and place candidates
-  Automatically submit multiple candidates to multiple jobs
-  Candidate information is always current, saving time and driving the best fit
-  Automatically tracks all passive activity, including email, notes, and tasks
-  Easily view whether a client is opening submissions