

# EP. 9 - Finale, Job Sites, & Recap

## Overview

In this video, we explore how to leverage job sites beyond the popular platforms like LinkedIn and Indeed, emphasizing that many job opportunities are not listed on public job boards. The recruitment industry thrives on finding hidden opportunities that aren't visible to the average job seeker. Understanding where to look and how recruiters operate is crucial for discovering unlisted jobs and maximizing your job search.

### 1. The Reality of Job Listings:

Not all jobs are listed on popular job boards like LinkedIn or Indeed. In fact, **70% of the mandates that recruiters work on never appear on job boards** or the careers section of a company's website. Companies often choose not to publicly post jobs because:

- Posting jobs costs money.
- Some companies prefer not to sift through hundreds of applications.
- Many job roles are filled through internal networks or recruiters before they are advertised.

### 2. Where to Find Hidden Job Opportunities:

Recruiters and recruitment agencies often find jobs that aren't publicly listed. As a job seeker, you need to use alternative search methods to uncover these hidden opportunities. Here's how:

- **Respond to Recruiter Emails:** Even if you're not actively looking, keep in touch with recruiters. Make sure they have your most up-to-date resume and befriend them, as they may think of you when new opportunities arise.

- **Set Notifications:** Follow and engage with recruiters' posts on social media. Recruiters will be more likely to think of you when an opportunity comes up if you've built a relationship.
- **Use Alternative Job Sites:** There are many specialized job boards that focus on different industries or types of work. Some key platforms include:
  - **Angellist:** Ideal for startup jobs.
  - **Hired:** Connects tech talent with companies.
  - **Crunchbase:** Tracks companies that have received funding, often a sign that they will be hiring.
  - **We Work Remotely** and **FlexJobs:** Focus on remote and flexible work opportunities.
  - **Capterra, Ladders, Behance, Muse, Dice, Idealist, Remote.co, Crunchboard, Underdog.io,** and more: These sites cater to specific industries like tech, creative fields, nonprofits, and more.

### 3. The Importance of Being Proactive:

- **Stay Connected with Recruiters:** Building relationships with recruiters, even when you're not actively job-hunting, is essential. By keeping in touch and engaging with their content, you increase the likelihood that they will reach out to you when a relevant opportunity arises.
- **Support Your Recruiter:** Engage with their posts and comment on their content. This keeps you visible and builds goodwill. When you need their help, they'll be more likely to assist you because they know you're engaged.
- **Be Aware of Recruiter Networks:** Recruiters often talk to each other and may share information about candidates. Make sure you maintain good relationships and avoid behaviors that could damage your reputation (e.g., ghosting recruiters or accepting counteroffers after a long process).

### 4. Why Companies Don't Post All Jobs Publicly:

- **Cost of Job Postings:** Posting jobs on platforms like LinkedIn and Indeed costs money, and some companies may prefer to avoid that expense.
- **Hidden Job Market:** Many companies prefer to hire through recruitment agencies or internal referrals to avoid being flooded with unqualified candidates. Recruitment agencies often handle roles that are confidential or high-level, which may never be advertised publicly.

## 5. Alternative Search Tactics:

- **Crunchbase:** Monitor companies that have recently received funding, as they will likely be hiring. Investment into a company often signals growth and a need for more workforce.
- **Job Descriptions on Google:** Copy and paste recruitment agency job descriptions into Google. Sometimes, agencies don't bother to adapt them, and you can trace the original company or role directly.
- **Recruiter Websites:** Explore recruitment agencies that specialize in your field. For example, marketing experts should connect with marketing-specific recruiters, while IT professionals should seek IT agencies.

## 6. Understanding Recruitment Agency Job Descriptions:

Agency job descriptions may not always be tailored specifically to the role or company. As a candidate, it's important to:

- Identify commonalities and differences across job descriptions.
- Understand how agencies present roles to adapt your application accordingly.
- Recognize that many agencies are more focused on making placements quickly rather than fully understanding the nuances of the job.

## 7. Final Advice for Job Seekers:

- **Be Proactive:** Don't wait for jobs to be listed. Engage with recruiters, explore niche job boards, and track companies that are likely to hire based on funding or growth.
- **Think Like a Recruiter:** Recruiters are always looking for hidden opportunities. Adopt the same mindset in your job search and look beyond traditional job boards.
- **Maintain Relationships:** Keep your recruiters informed of your situation and support them by engaging with their content. Building a good relationship with a recruiter can help you discover unlisted opportunities and give you an edge in your job search.

## Conclusion:

You should feel proud of taking the first step to better understand the job market, how recruitment works, and how to create standout application materials. By going beyond the traditional job boards and using alternative platforms and methods, you

position yourself for greater success in finding the right opportunities. Stay proactive, leverage your networks, and remember that the job market is full of hidden opportunities waiting to be discovered.