Arcavia Consulting

# **Sourcing platforms:** established and emerging.

We look at the sourcing platforms available to talent teams as the technology behind them develops, and how each one performs on design and construction hiring.

INSIGHT PAPER · FOR TALENT ACQUISITION AND HR LEADERS · DESIGN AND CONSTRUCTION · OCTOBER 2026

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# **The challengers emerging** alongside LinkedIn Recruiter.

**Six platforms, scored on the same six measures.**


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LinkedIn Recruiter has been the standard sourcing tool in professional hiring for more than fifteen years, and it remains the deepest single network for construction and design talent. Since 2023 a group of AI sourcing platforms has grown up around it, searching the wider public web, running searches without being asked and sending outreach on the recruiter's behalf. LinkedIn has answered with Hiring Assistant, its own agent.

This paper sets out where these platforms sit in a talent acquisition stack, what each one is made of, and how six of them score on price, UK construction reach, deliverability, integration, automation and GDPR compliance.

Prices are list prices unless marked as reported, per seat per year and excluding VAT. US dollar prices are converted at $1 = £0.75 for comparison. Scores reflect public opinion and our own view. Full sources on page 12.

**1.3bn**
LINKEDIN MEMBERS, 2026

**£8,925**
RECRUITER SEAT, UK LIST, 1–2 LICENCES

**$100**
ENTRY AI SOURCING SEAT A MONTH, METAVIEW PRO

**100+**
ATS CONNECTIONS CLAIMED BY JUICEBOX AND METAVIEW

### The short version

- Most teams will use more than one of these. The useful question is what each one adds to the ATS they already run.
- Juicebox has the highest average here, 4.7 out of 5. LinkedIn Recruiter matches it on UK construction reach and leads on compliance.
- No platform has published a UK construction case study yet, so a trial on a live role is still the best test.

# **Recruitment moved from who you knew** to who you could find.

**And now to how quickly you can find them.**

For most of the last century a recruiter's value lay in a network. The strongest agencies knew a region or a sector better than anyone else: which contractor had just won a framework, who was running the site, which estimator was unhappy after a reorganisation. That knowledge sat in card indexes, CV files and long relationships, and much of it was simply not available to a competitor or to the employer's own team.

Job boards began to open that up in the late 1990s by putting vacancies online. LinkedIn, launched in May 2003, went further and put careers online. Recruiter followed in 2008, giving search across the whole network rather than only a recruiter's own connections.

Today almost every professional in design and construction has some form of public presence: a LinkedIn profile, a practice website biography, an award entry, a conference talk, a director listing at Companies House. Knowing that a person exists is rarely the hard part. The work is in judging who is right for the role and whether they would move, and in reaching them first.

Since 2023 large language models have changed the search itself. A recruiter can describe the person they want in plain English, and agents now run that search in the background and draft the first message. That is the backdrop to the platforms in this paper.

## Pre-2000

**The network era**

Knowledge of a region or sector held by agencies and in-house teams, built over years.

## 2003

**LinkedIn launches**

Careers become publicly visible, searchable and kept up to date by the candidate.

## 2008

**LinkedIn Recruiter**

Search across the full network, InMail, and shared projects for teams.

## 2023

**AI search**

Natural-language search over the public web, from platforms such as Juicebox.

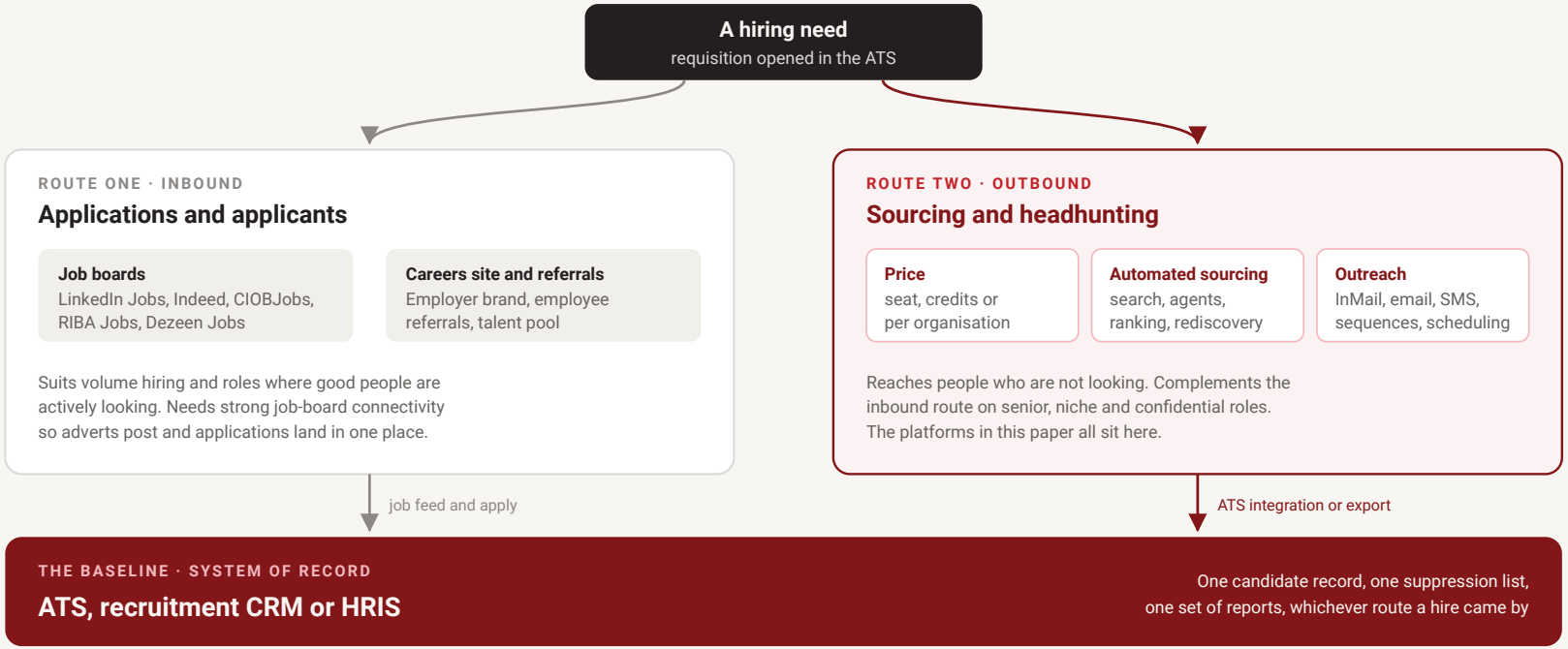
## 2024–26

**Agents**

Platforms that source, rank and contact candidates continuously, including Hiring Assistant.

# **Two routes to a hire,** one system of record.

**Sourcing complements applications rather than replacing them.**




Every talent acquisition stack starts with a system of record: an ATS, a recruitment CRM or, in smaller businesses, the HRIS. Hiring needs are opened there, and every candidate ends up there whichever route they came by.

The first route is inbound. Adverts go to job boards and the careers site, and applications flow back. For volume hiring, and for roles where good people are actively looking, it is the most efficient route, and its success rests on job-board connectivity.

The second route is outbound: headhunting and direct sourcing, for the senior, niche and confidential roles where the best candidate is not looking. Every platform in this paper works on this route, and how well it connects back to the system of record decides how much of its value the team keeps.

# **Price, automated sourcing** and outreach.

**Scored on six measures that matter to a UK design and construction team.**

## Three things every platform sells

### 01

**Price**

Sold per seat, per seat with credits for contact details, or per organisation with unlimited seats. The headline seat price matters less than what is included: InMails, contact credits, agents and the length of the contract.

### 02

**Automated sourcing**

Natural-language search over a database, agents that keep a search running and learn from feedback, and rediscovery of people already in the ATS. This is where the platforms have moved fastest since 2023.

### 03

**Outreach**

How the platform reaches the candidate: InMail inside LinkedIn, or email and SMS sent from the recruiter's own mailbox. Sequencing, scheduling and how much of it a recruiter has to do by hand.

## How we scored them

Each platform is scored from one to five on six measures, and each profile page shows the simple average. The average weights every measure equally; in practice the weighting depends on the team, since an agency running high volumes of outreach will value automation and a large in-house function compliance and integration.

**Price**

Cost of one seat for a year at list price, and how much is included. Five is the best value.

**Deliverability**

How reliably a message reaches the candidate: verified contact details, InMail, and sending from the recruiter's own domain.

**Automation**

How much of the search and first contact the platform will run without a recruiter driving it.

**UK construction reach**

How many UK design and construction professionals the platform can find, from directors to site and commercial staff.

**Integration**

How well the platform connects to the ATS, CRM and HRIS that a UK team is likely to run.

**GDPR compliance**

The lawful basis for the data, certifications, where it is held, and how easily a candidate can opt out.

Scores reflect public opinion of each platform, including published user reviews, alongside Arcavia's own view and vendor documentation, as at October 2026. They are not the result of a controlled test.

# **Six platforms** side by side.

**Each has a different starting point and a different strength.**

| | LINKEDIN RECRUITER + HIRING ASSISTANT | LINKEDIN RECRUITER LITE | JUICEBOX | HIREEZ | NOON | METAVIEW |
|---|---|---|---|---|---|---|
| COST, ONE SEAT A YEAR | **c.£9,000** +c.£2,000 Hiring Assistant | **c.£1,250** reported | **c.£900–1,600** agents c.£1,800 a year | **c.£4,500** reported | **Quote** per organisation | **c.£900–2,700** Pro to Max |
| WHERE THE DATA COMES FROM | LinkedIn members, 1.3bn | LinkedIn members, third degree | 800m+ profiles, public sources | 1bn+ profiles, 45+ sources | Open web, size not published | Licensed providers, size not published |
| AUTOMATED SOURCING | Hiring Assistant agent, paid add-on | Search filters | Natural-language search and always-on agents | EZ Agent and ATS rediscovery | Agents from sourcing to scheduling | Profile from the intake call; fillmore agent |
| OUTREACH | InMail, 150 a month | InMail, 30 a month | Email from own mailbox | Email, text and InMail | Email and SMS | Email sequences |
| INTEGRATION | 28+ ATS partners | None | About 100 ATS on Business plan | 40+ native ATS | 20+ ATS | 100+ ATS |
| PRICE | ●○○○○ | ●●●○○ | ●●●●● | ●●○○○ | ●●●●○ | ●●●○○ |
| UK CONSTRUCTION REACH | ●●●●● | ●●●●○ | ●●●●● | ●●●●○ | ●●●●○ | ●●●●○ |
| DELIVERABILITY | ●●●●○ | ●●●○○ | ●●●●● | ●●●●○ | ●●●●○ | ●●●●○ |
| INTEGRATION | ●●●●● | ●○○○○ | ●●●●● | ●●●●● | ●●●●○ | ●●●●● |
| AUTOMATION | ●●●●○ | ●○○○○ | ●●●●○ | ●●●●○ | ●●●●● | ●●●○○ |
| GDPR COMPLIANCE | ●●●●● | ●●●●● | ●●●●○ | ●●●●○ | ●●●●○ | ●●●●● |
| **AVERAGE** | **4.0 out of 5** | **2.8 out of 5** | **4.7 out of 5** | **3.8 out of 5** | **4.2 out of 5** | **4.2 out of 5** |

List prices excluding VAT unless marked reported; US dollar prices converted at $1 = £0.75. Database sizes are vendor claims.
Scores out of five reflect public opinion and Arcavia's own view for UK design and construction hiring, October 2026.

# LinkedIn Recruiter 4.0 out of 5

**The established standard, now with its own agent.**

Recruiter searches LinkedIn's 1.3 billion members, more than 430 million of them in Europe, the Middle East and Africa, and reaches them by InMail inside the platform. A full seat carries 150 InMails a month, shared projects and pipelines, and connections to more than 28 applicant tracking systems. LinkedIn's UK price list puts a seat at £8,925 a year for one or two licences, falling to £6,350 above 250.

Hiring Assistant, available in English since September 2025, adds an agent that builds the search from a brief, reviews candidates and drafts outreach. Hiring Assistant 2 reaches existing customers from November 2026 at no extra charge, adding recruiter memory, applicant evaluation and voice or text pre-screening. LinkedIn reports early users reviewing 62% fewer profiles per role.

## Where it fits

- Senior and director-level searches, where most of the market keeps a profile.
- Teams that use InMail as their main outreach channel.
- Large in-house functions buying at the volume rates.

## Worth checking

- Price on the seat count you will actually use, since the bands start at three licences.
- LinkedIn disables Hiring Assistant's instant outreach for projects located in the EU, so check how it handles your European roles.
- Outreach is InMail only, so email and phone come from other tools.

## Our scores

| | | |
|---|---|---|
| **Price** | ● ○ ○ ○ ○ | The highest seat price here, with volume discounts from three licences. |
| **UK construction reach** | ● ● ● ● ● | The deepest network at every level, from directors to site teams. |
| **Deliverability** | ● ● ● ● ○ | InMail lands inside LinkedIn with no bounces; volume is capped by credits. |
| **Integration** | ● ● ● ● ● | The widest set of ATS partners, through Recruiter System Connect. |
| **Automation** | ● ● ● ● ○ | Hiring Assistant sources, evaluates and drafts; instant outreach is off for EU projects. |
| **GDPR compliance** | ● ● ● ● ● | A direct member relationship; certified to the EU-US Data Privacy Framework and UK Extension. |

## Recruiter Lite

The self-serve version for a single recruiter: 30 InMails a month, third-degree network search, up to five seats sharing projects, and no ATS connection or Hiring Assistant. Reported at about £1,250 ($1,680) a year; LinkedIn shows the UK price at checkout.

**PRICE**
c.£9,000 a seat a year (1–2 licences), Hiring Assistant +c.£2,000; LinkedIn UK list

**DATA**
LinkedIn members, 1.3bn

**OUTREACH**
150 InMails a seat a month; batches of 25 with Hiring Assistant

**INTEGRATION**
28+ ATS partners, including Greenhouse, Lever, Bullhorn and Workday

# Juicebox 4.7 out of 5

**Plain-English search across 800 million profiles.**

Juicebox launched PeopleGPT in 2023, letting a recruiter describe the person they want in plain English rather than writing a Boolean string. It searches a claimed 800 million profiles from dozens of public sources, around 200 million with contact details. It raised an $80m Series B at an $850m valuation in March 2026, reports more than 5,000 customers, and has planned a London office.

Agents, launched in May 2026, map the market for a role, test variations of the search and calibrate on the recruiter's feedback, then either shortlist or email the people they find. Email goes out from the recruiter's own Gmail or Microsoft 365 mailbox, after a multi-provider verification check.

## Where it fits

- Construction job titles that vary from firm to firm, where a plain-English brief works better than Boolean.
- Niche searches that benefit from running continuously.
- Small teams that want published monthly pricing.

## Worth checking

- Results are richest where people have published their career in full.
- ATS and CRM connections sit on the Business plan, which is quoted.
- Agents are sold separately from seats.

## Our scores

| | | |
|---|---|---|
| **Price** | ●●●●● | Published monthly pricing from $99 a seat, with contact credits included. |
| **UK construction reach** | ●●●●● | Wide UK coverage of design and construction professionals, from directors to site and commercial roles. |
| **Deliverability** | ●●●●● | Own-mailbox sending, waterfall verification and a verified-only mode. |
| **Integration** | ●●●●● | Two-way connections to about 100 ATS and CRMs, including Bullhorn, Workday and RecruiterFlow. |
| **Automation** | ●●●●○ | Agents source, calibrate and email without a recruiter driving each step. |
| **GDPR compliance** | ●●●●○ | Legitimate interests, SOC 2 Type II, a UK representative and a candidate opt-out. |

**PRICE**
c.£900–1,600 a seat a year, Starter to Growth billed yearly; agents c.£1,800 a year

**DATA**
800m+ profiles, dozens of public sources (vendor claim)

**OUTREACH**
Email sequences from your own mailbox, 100–500 a day

**INTEGRATION**
About 100 ATS, including Bullhorn, Workday, SuccessFactors and RecruiterFlow

# hireEZ 3.8 out of 5

**Built around the ATS, with an agent on top.**

hireEZ, formerly Hiretual, aggregates more than a billion profiles from 45 or more public sources and positions itself as a layer over the applicant tracking system. Rediscovery of past applicants is a core module, and hireEZ says 20 to 30% of roles can be filled from a team's own ATS.

In August 2026 the platform was rebuilt around EZ Agent, which sources, ranks and runs outreach across email, text and InMail. Its compliance documentation is the most complete of the newer platforms, covering the Data Privacy Framework, SOC 2 Type 2 and ISO 27001.

## Where it fits

- In-house teams with a large ATS history to mine.
- Teams that want one tool for search, rediscovery and multichannel outreach.
- Buyers who need full compliance paperwork up front.

## Worth checking

- The solo plan is annual and paid upfront.
- No email accuracy figures are published, so test on a live role.
- No UK-specific coverage claim yet.

## Our scores

| | | |
|---|---|---|
| **Price** | ●●○○○ | The highest entry price of the newer platforms, on annual terms. |
| **UK construction reach** | ●●●●○ | A broad index of 1bn+ profiles that covers most UK construction searches. |
| **Deliverability** | ●●●●○ | Email, text and InMail give several routes to the same candidate. |
| **Integration** | ●●●●● | Built to sit on the ATS, with rediscovery as a core module. |
| **Automation** | ●●●●○ | Agent-native since August 2026. |
| **GDPR compliance** | ●●●●○ | Data Privacy Framework and UK Extension, SOC 2 Type 2, ISO 27001 and a candidate request portal. |

**PRICE**
c.£4,500 a year, reported; Solo from $494 a month

**DATA**
1bn+ profiles, 45+ sources (vendor claim)

**OUTREACH**
Email, text and InMail sequences

**INTEGRATION**
40+ native ATS, including Workday, Greenhouse and Lever

# Noon 4.2 out of 5

**One plan, unlimited seats, agents across the process.**

Noon is built by Portal Inc. in New York. Its agents search the open web continuously, learn from thumbs-up and thumbs-down feedback and hold strict criteria fixed, then carry on into outreach by email and SMS, scheduling, voice screening and note-taking.

It sells one plan per organisation, with no seat fees or credit caps under fair use, and offers annual customers a guarantee of at least ten times the subscription value in recruiter time saved. Agencies are permitted users. It connects to more than 20 ATS, including Greenhouse, Workday, Bullhorn and iCIMS.

## Where it fits

- Teams where several people search, since cost does not rise with headcount.
- Buyers who want sourcing, outreach and scheduling in one place.

## Worth checking

- Price, database size and regional coverage are not published, so a UK trial is the way to judge fit.
- Check the guarantee's usage conditions before relying on it.
- Ask for the DPA and subprocessor list.

## Our scores

| | | |
|---|---|---|
| **Price** | ●●●●○ | One organisation-wide plan covering unlimited seats, sourcing and contacts. |
| **UK construction reach** | ●●●●○ | Open-web search that reaches well beyond a single network. |
| **Deliverability** | ●●●●○ | Verified emails, with SMS as a second channel. |
| **Integration** | ●●●●○ | The main ATS, including Workday and Bullhorn. |
| **Automation** | ●●●●● | The widest agent coverage here, from sourcing to voice screening. |
| **GDPR compliance** | ●●●●○ | SOC 2 Type II, GDPR compliance and data residency options; DPA on request. |

**PRICE**
Quote only, per organisation

**DATA**
Open web; size not published

**OUTREACH**
Email and SMS, with scheduling

**INTEGRATION**
20+ ATS, including Greenhouse, Workday and Bullhorn

# Metaview 4.2 out of 5

**From interview notes to sourcing.**

Metaview was founded in London in 2018 and built its business on AI interview notes, now used by more than 7,000 companies. It added AI sourcing in October 2025: the platform builds an ideal-candidate profile from the job description or the intake call and refines it on feedback. Email sequences followed in February 2026, and fillmore, its agent for sourcing, outreach and booking screening calls, was announced for general release alongside a $60m Series C in September 2026.

Because it already sits in the intake meeting and the interview, the search starts from what the hiring manager said rather than from a typed brief. The sourcing database is licensed from third-party providers, and Metaview says coverage varies by location and industry.

## Where it fits

- Teams already using Metaview for interview notes.
- Buyers who want a UK data controller and UK hosting.
- A low-cost trial: the first 100 profiles are free.

## Worth checking

- Coverage varies by sector, so test it on a site or commercial role.
- The $100 seat is capped at 200 profiles a month; unlimited costs $300.
- Contact details come from enrichment credits, 500 a workspace a month.

## Our scores

| | | |
|---|---|---|
| **Price** | ●●●○○ | A free tier, then $100 a seat for 200 profiles a month; unlimited is $300. |
| **UK construction reach** | ●●●●○ | Licensed data with good UK reach; Metaview notes coverage varies by sector. |
| **Deliverability** | ●●●●○ | Email sequences that pause on reply, with contacts drawn from the ATS where held. |
| **Integration** | ●●●●● | 100+ ATS, plus the intake and interview data it already holds. |
| **Automation** | ●●●●○ | Sourcing runs from the intake call; the fillmore agent is rolling out. |
| **GDPR compliance** | ●●●●● | A UK controller for the sourcing database, UK hosting, and suppression after erasure. |

**PRICE**
c.£900 (Pro) to c.£2,700 (Max) a user a year; first 100 profiles free

**DATA**
Licensed third-party providers; size not published

**OUTREACH**
Email sequences; enrichment credits for contacts

**INTEGRATION**
100+ ATS, including SuccessFactors, Bullhorn and RecruiterFlow

# **Sources** and method.

### LinkedIn

- LinkedIn Talent Solutions, UK hiring pricing, G-Cloud 14 (headed May 2024, filed 20 Oct 2025). applytosupply.digitalmarketplace.service.gov.uk
- LinkedIn Help, Recruiter plan comparison (a417251) and Hiring Assistant (a7109304), accessed 15 Oct 2026. LinkedIn ATS partner directory.
- LinkedIn Newsroom: About (FY26 Q4), Hiring Assistant global availability (3 Sep 2025), Hiring Assistant 2 (29 Sep 2026).
- LinkedIn Help, Data Privacy Framework (62533). Recruiter Lite price as reported by Dover and Litespace (2026).

### History

- LinkedIn launch, 5 May 2003; The Next Web, LinkedIn milestones. ERE on LinkedIn Recruiter (2008). Fortune, LinkedIn AI-assisted search (3 Oct 2023).

### Platforms

- juicebox.ai/pricing, docs.juicebox.ai (data sources, agents, deliverability, ATS), juicebox.ai/privacy (13 Sep 2026), trust.juicebox.ai; Axios, Series B (10 Mar 2026).
- hireez.com/pricing, /gdpr, /security-compliance; PR Newswire, agent-native platform (18 Aug 2026). hireEZ annual price as reported by HeroHunt (29 Sep 2026).
- noon.ai, /about, /pricing, /integrations, /security (3 Sep 2026), /built-for/staffing-agencies.
- metaview.ai/pricing, /integrations, /privacy-policy (11 Aug 2026); Metaview blog, AI sourcing (3 Oct 2025) and Outreach (23 Feb 2026); Business Wire, Series C (30 Sep 2026).

### Method

Prices and product details were collected between 6 and 15 October 2026 from each vendor's own pages; figures from third-party sources are marked as reported. Database sizes are vendor claims and have not been tested. US dollar prices are converted at $1 = £0.75 for comparison only. Scores reflect public opinion of each platform, including published user reviews, alongside Arcavia's own view; they are not the result of a controlled test. Arcavia is a paying customer of Juicebox and RecruiterFlow and has no other commercial relationship with any platform named here.

ABOUT ARCAVIA

# **Building trusted partnerships** through precision recruitment.

**Specialist talent partner to the built environment.**

Arcavia Consulting works with architecture and design practices, contractors and built environment technology businesses across the United Kingdom, Europe and the United States. We partner in three ways: embedded solutions for ongoing or variable hiring, strategic hiring for confidential and senior appointments, and project recruitment for mobilisations with a defined scope.

If you are reviewing your sourcing tools, we are happy to share how we tested these platforms and what each one returned on live construction and design searches. It takes about half an hour, and the comparison is yours to keep.

**100+**
HIRES DELIVERED

**+73**
NET PROMOTER SCORE

**£4.8bn**
CONSTRUCTION VALUE SUPPORTED

**George Dobbins**
Managing Partner

george@arcaviaconsulting.com
020 7150 9710
arcaviaconsulting.com

Arcavia Consulting