

CRM Talent Search using Search Builder

This exact phrase (functions as " " Operator)	Chartered Accountant
All of these words (functions as AND operator)	Deloitte manufacturing audit
None of these words (functions as NOT)	Tax

CRM Talent Search vs. Talent Pool Search

CRM Talent Search brings up every candidate who has applied for role(s) or anyone who has registered to join our database

Talent Pool search brings up **pre-qualified** candidates (Sourcing team has had conversations with through active sourcing or referrals, or someone Recruiter(s) have flagged as candidate(s) worth having in our pools)

Talent pool search is a more targeted search approach if you're looking to find candidates quickly. Cast your net wider and use CRM search if you have more time.

Searching Talent Pool candidates

Refine by Talent Pool	Finance & Commerce
Refine by Country	Australia
Refine by City/ Suburb/ Town	Sydney NSW
Refine by Categories/ Tags	Silver medallist, Finance Specialisation: Audit
Exclude Agency Sourced	Optional
Exclude Under Consideration	Optional
Filter by Employment Company	ANZ, Deloitte
Order by	Last updated (if desired)

You can also refine by Salary Expectations but the pitfall is that the information captured in the tag is not up-to-date

Refining by Employment Status show you breakdown of candidates "Never employed or contracted", "Current employees" and "Previous employees" - may particularly be handy if you want to target Previous Telstra employees or if you want to weed out Internals

Tips

Save your Searches to review profiles at a later time, or if you know you will have a need to find similar talent in the future - PUP will send you new matches via email as well.

Use the "More Like This" function on a Candidate Card to find similar candidates quickly

If possible, assist to tag candidates using **Skills Bucket, Role, Location, Remuneration Expectations, Silver Medallist**



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