



recruiting
campus



The Greatest Sourcer

Daniela Höfler, Sourcing Teamlead bei epunkt
18. Mai 2022

Über mich...

- Nach einigen Wanderjahren im internationalen IT-Umfeld, im Mai 2016 angekommen bei epunkt.
- Aktuell Teamleiterin im Bereich Active Sourcing, Trainerin am Recruiting Campus und involviert in verschiedensten Strategie-Projekten bei epunkt – als Projektmitglied und als Projektleiterin.
- Liebt vor allem die abwechslungsreichen und bunten Rollen bei epunkt. Und Smileys... 😊
- **Want to know more about?**
<https://www.epunkt.com/team/daniela-hoefler/>



Über epunkt...

Gründungsjahr: 2000

Eigentümer: Daniel Marwan

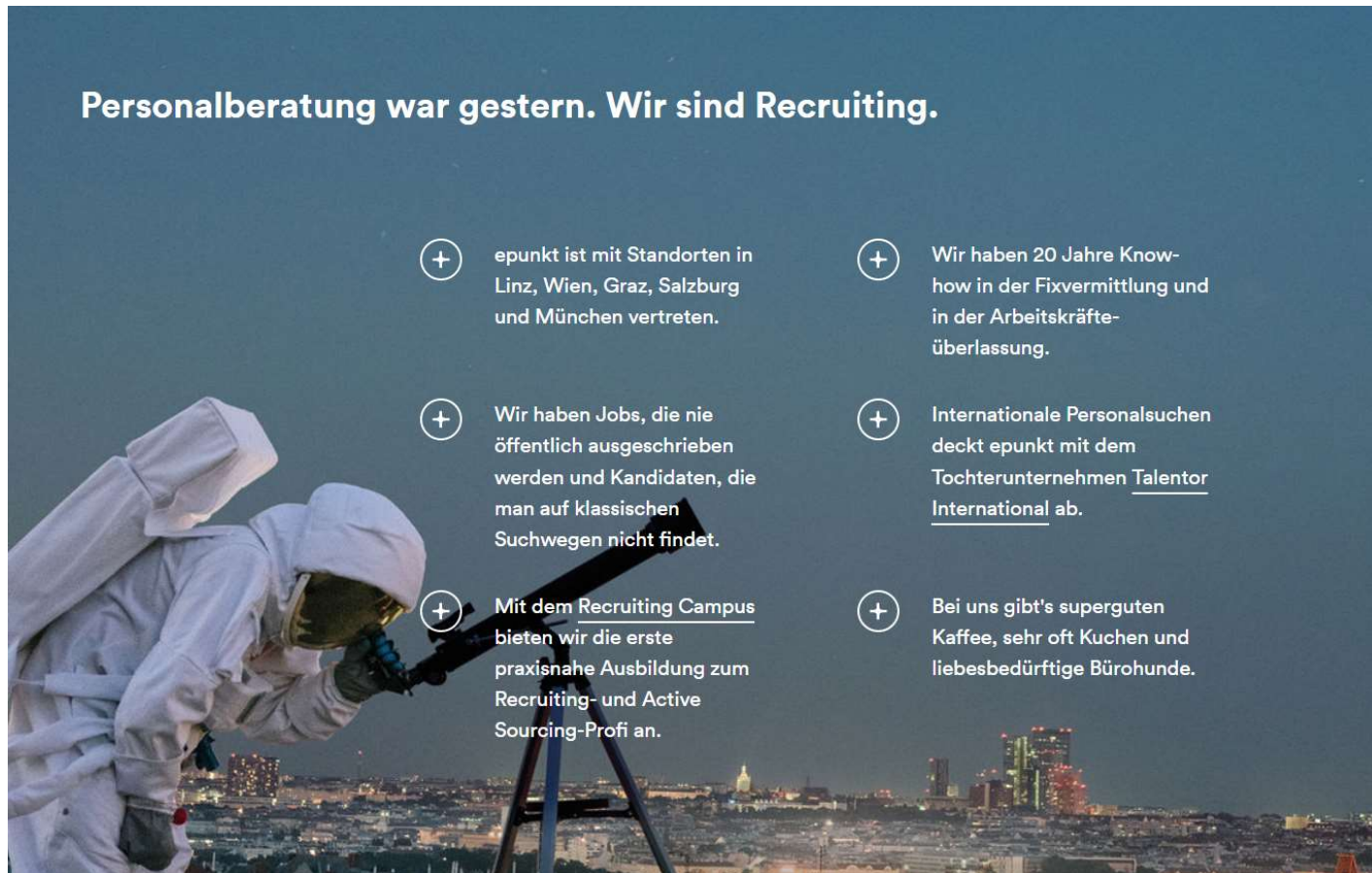
Standorte: Linz, Wien, Graz,
Salzburg & München

Mitarbeiter: über 200

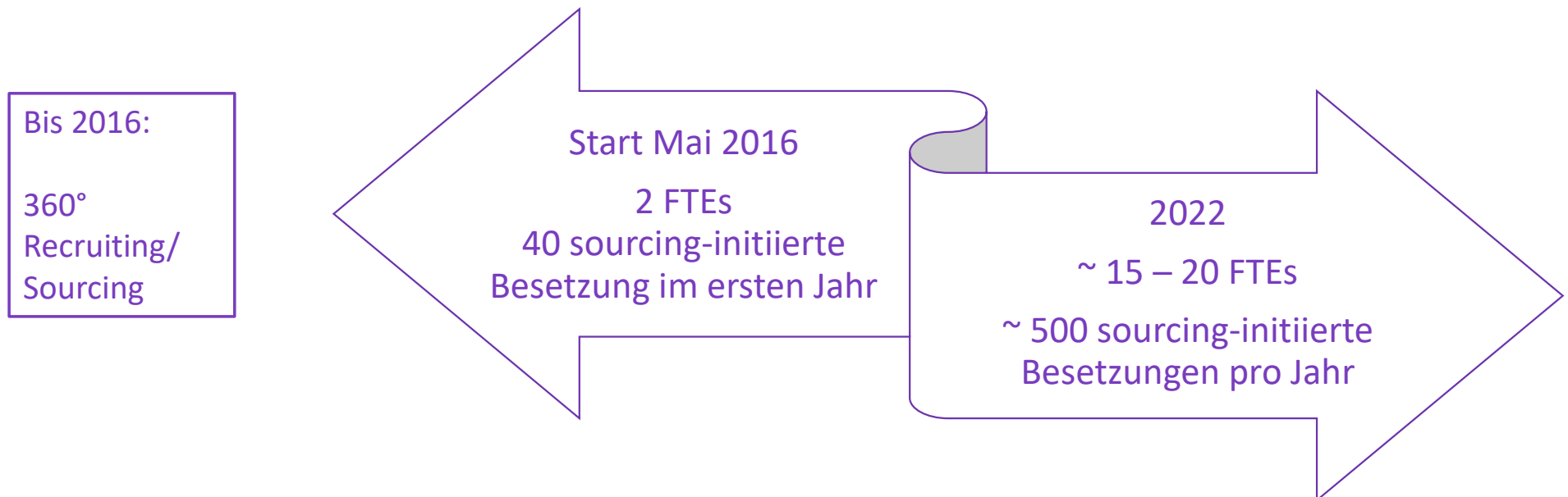
Want to know more about?
<https://www.epunkt.com/ueber-uns/>

Personalberatung war gestern. Wir sind Recruiting.

- + epunkt ist mit Standorten in Linz, Wien, Graz, Salzburg und München vertreten.
- + Wir haben 20 Jahre Know-how in der Fixvermittlung und in der Arbeitskräfteüberlassung.
- + Wir haben Jobs, die nie öffentlich ausgeschrieben werden und Kandidaten, die man auf klassischen Suchwegen nicht findet.
- + Internationale Personalsuchen deckt epunkt mit dem Tochterunternehmen Talenter International ab.
- + Mit dem Recruiting Campus bieten wir die erste praxisnahe Ausbildung zum Recruiting- und Active Sourcing-Profi an.
- + Bei uns gibt's superguten Kaffee, sehr oft Kuchen und liebesbedürftige Bürohundchen.



Sourcing bei epunkt...



Wie kann man mit Active Sourcing so erfolgreich sein?



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Teamwork

Working together hand in hand...
... in a smooth and easy way ...
... in each and every situation...
:-)

Wie bekommt man nun genau so ein Team?



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Großartige Menschen

Es sind die Menschen mit ihren individuellen Fähigkeiten und Persönlichkeiten...

... die ein Team erfolgreich machen!



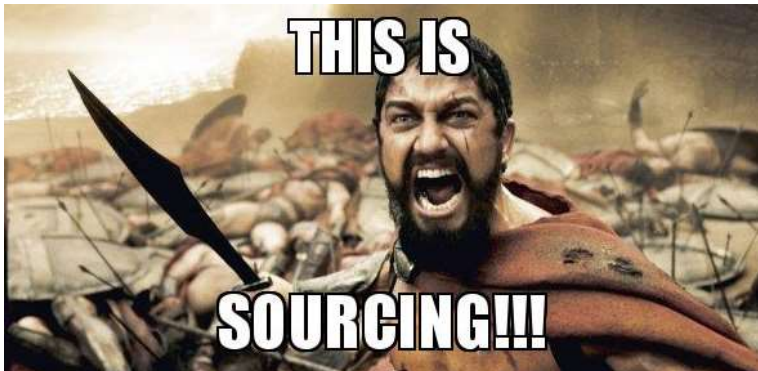
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Großartige Menschen

„Hire character – train skill!“

Sourcing Persönlichkeit



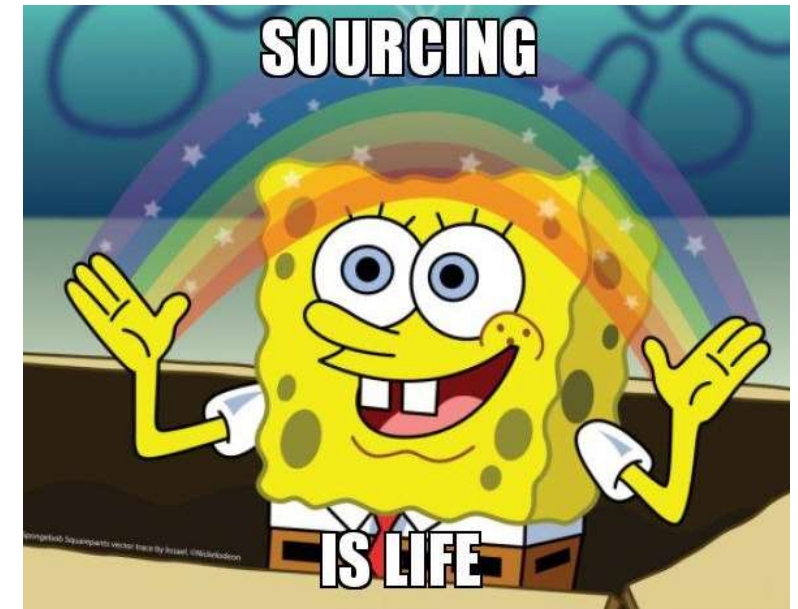
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Stalking is such a strong word..
Let's call it social
research.



your  cards
someecards.com



Was braucht es um ein Sourcing-Held zu sein?

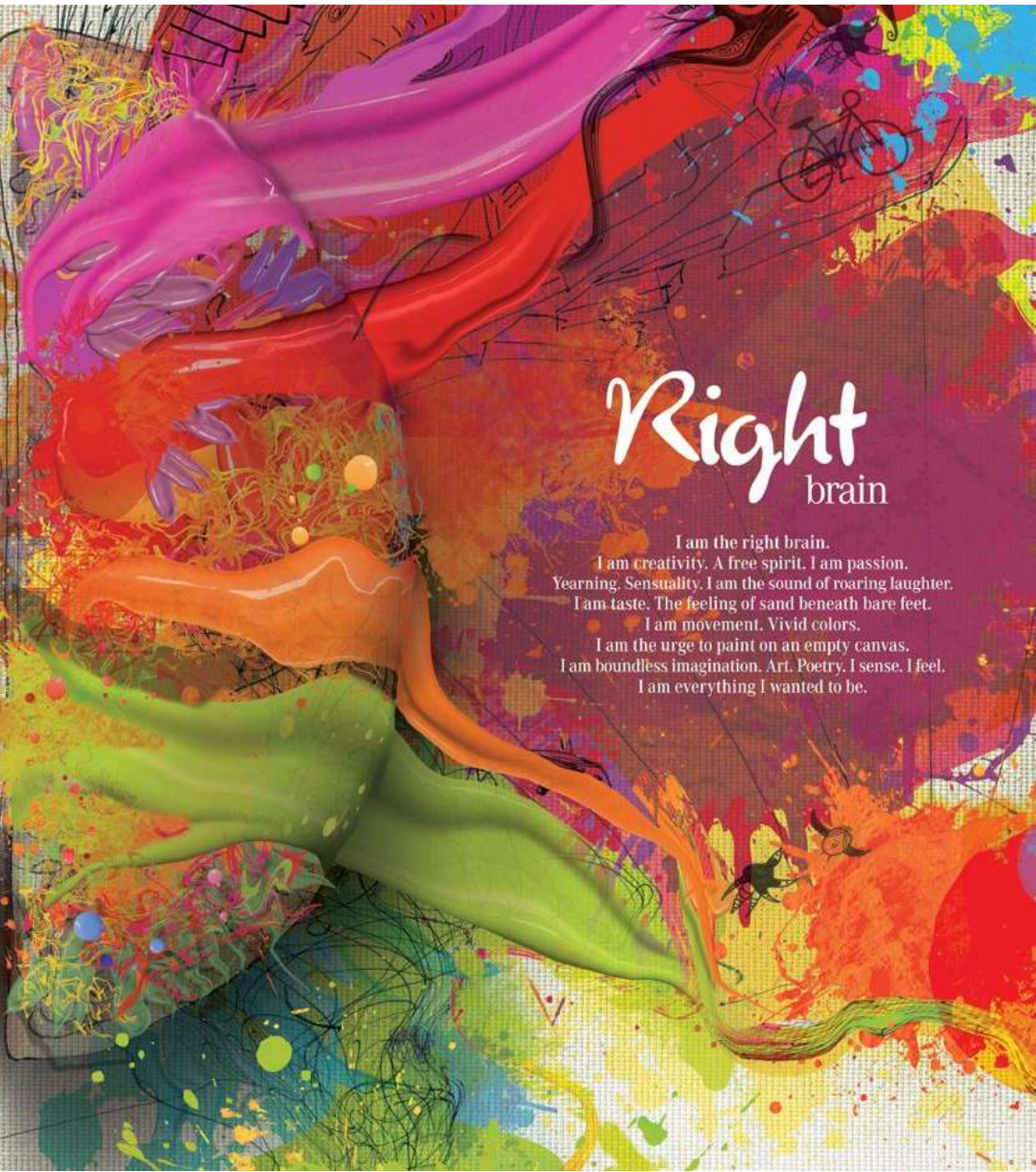
Talent? Ausbildung? Training & Erfahrung? Feedback? Innovation?


```

public File e;
public boolean isStillStream;
// holds all meta data
public Info Object;
// the file
public String source;
public String videoFileName;
public String pic;
public MovieClip;

```

I am a scientist. A mathematician.
I love the familiar. I categorize. I am accurate. Linear.
Analytical. Strategic. I am practical.
Always in control. A master of words and language.
Realistic. I calculate equations and play with numbers.
I am order. I am logic.
I know exactly who I am.

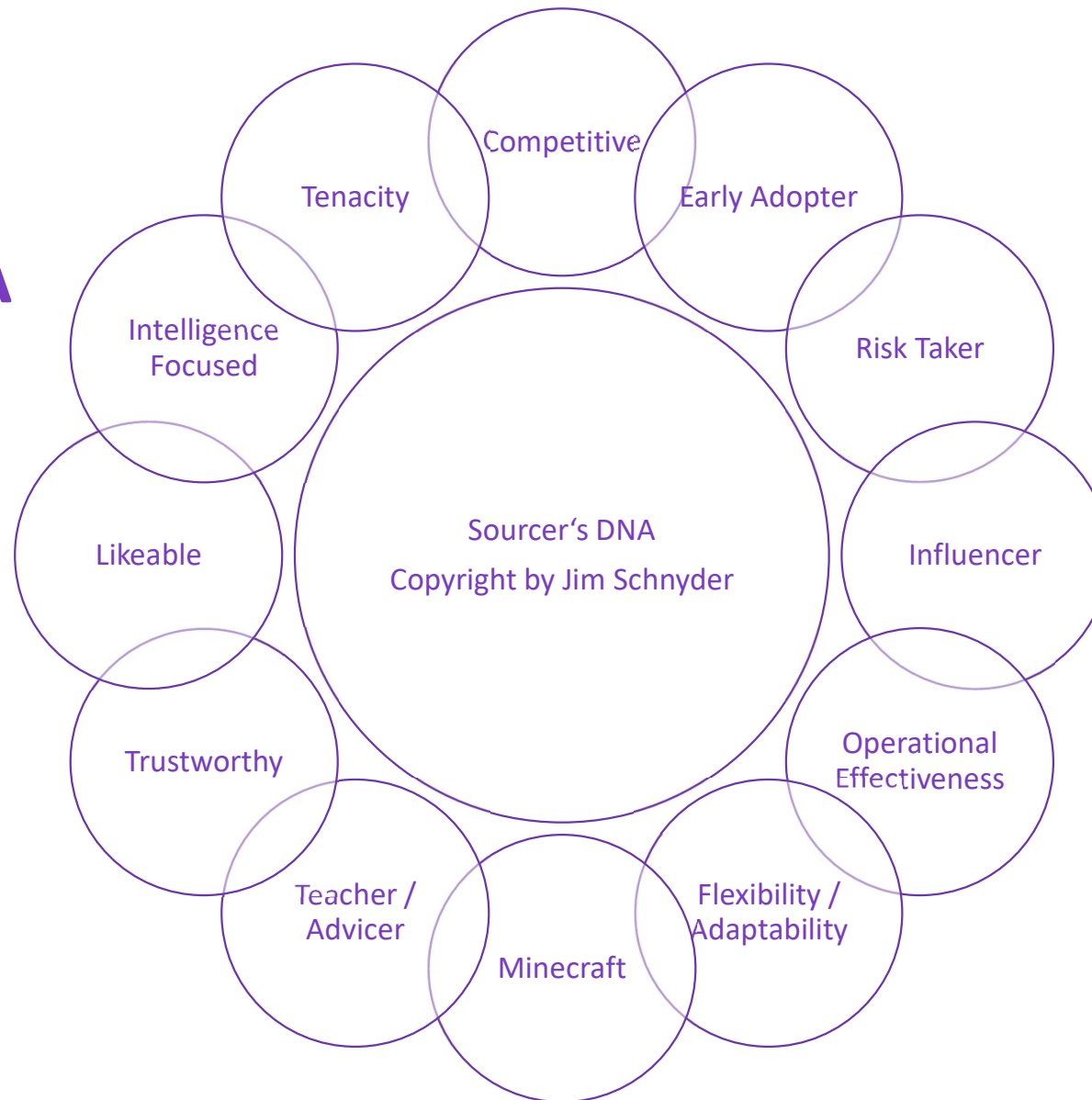


Right brain

I am the right brain.
 I am creativity. A free spirit. I am passion.
 Yearning. Sensuality. I am the sound of roaring laughter.
 I am taste. The feeling of sand beneath bare feet.
 I am movement. Vivid colors.
 I am the urge to paint on an empty canvas.
 I am boundless imagination. Art. Poetry. I sense. I feel.
 I am everything I wanted to be.

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Sourcer's DNA



Competitive

(“wettbewerbsfähig”)

- Sourcers see recruiting as a War for Talent.
- Sourcers are ready and prepared for a battle because the talent that they seek are typically highly sought after and must be fought for.



Early Adopter

("frühzeitiger Anwender")

- Sourcers tend to be early adopters of new recruiting techniques, cutting-edge technology and game-changing tactics.
- Curiosity drives their initiative to be an innovator.



Risk Taker

(“risikobereit sein”)

- Sourcers are not afraid of rejection and willing to try something new.
- Nothing ventured, nothing gained...



Influencer

(“Einflussnehmer”)

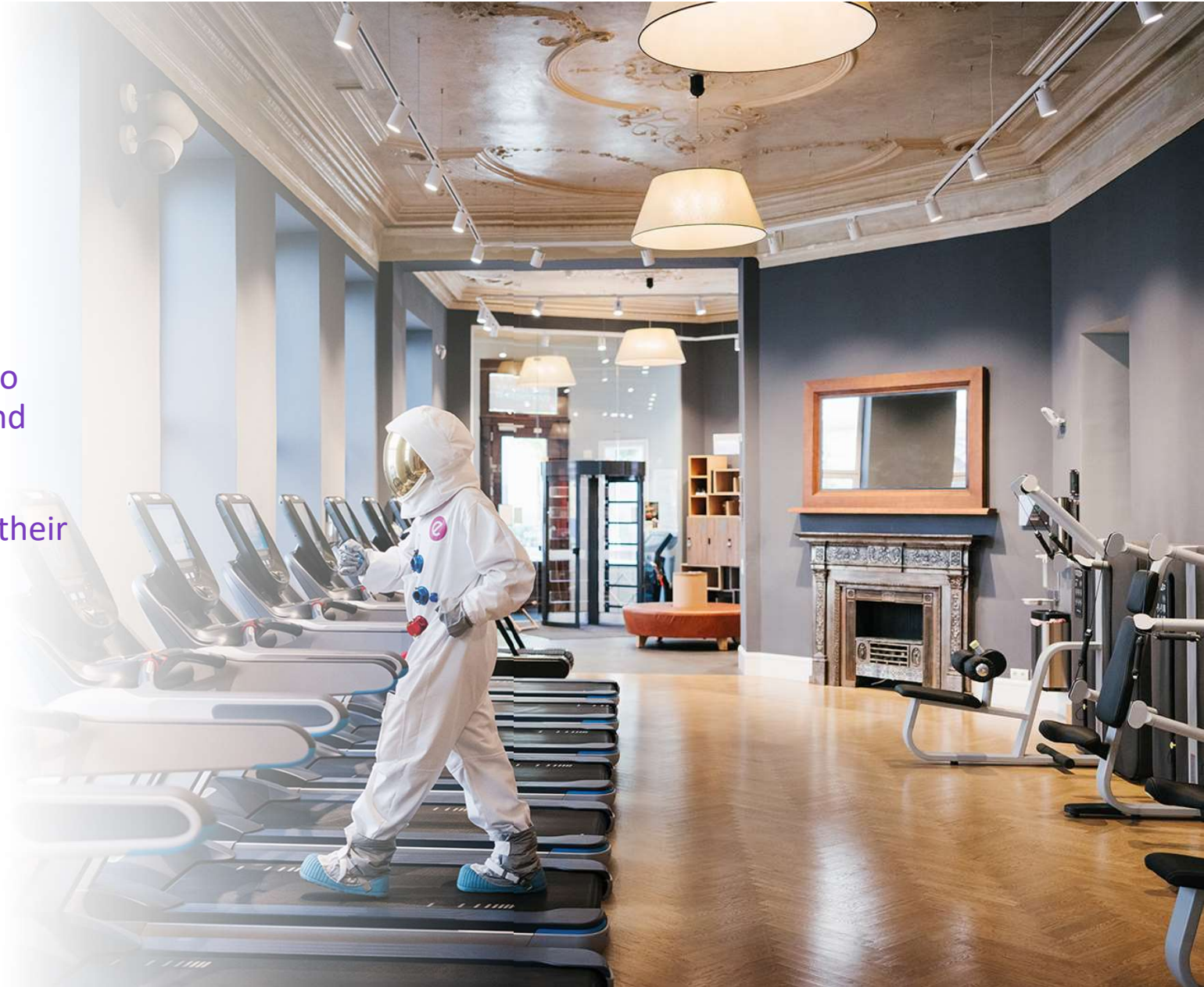
- There is something unique in the DNA of a person that can convince a lead/prospect who is gainfully employed at one company to consider an opportunity elsewhere.



Operational Effectiveness

(“operative Leistungsfähigkeit”)

- Sourcers have the ability to execute with near robotic and systematical efficiency.
- They tend to be skilled at their craft like a pro athlete.



Flexibility / Adaptability

("Flexibilität /
Anpassungsfähigkeit")

- Sourcers tend to be able to turn on a dime and adapt quickly.
- In college I learned about the Deming method of Adopt, Adapt, Adept.
- This is the concept of adopting a solid best practice, adapting it to be your own and then becoming more adept at it than where you learned it from.



Minecraft

(“Talent-Gewinnung”)

- Not the popular computer game, but sourcers are excellent at the craft of talent mining.
- They know where to mine for the gold.
- Research, ATS searching, LinkedIn hunting, Boolean, whatever...
- Labor market expertise tends to help them with lead generation.



Teacher / Advisor

("Lehrer / Berater")

- Sourcers usually like to teach and share their skills.
- These "sourcerers" of talent would make horrible magicians because they usually tell how their tricks are done...



Trustworthy

(“vertrauenswürdig”)

- The Sourcer is usually a voice over the phone.
- Integrity emitted in communication via their vocal intonations, mixed with good listening plus a bit of psychology makes a candidate trust the sourcer enough to be able to put their career in the hands.



Likeable

(“sympathisch”)

- Sourcers are infectious in their passion.
- They typically have never met a person they didn't like.
- They are knowledgeable, engaging and fun to talk to... 😊



Intelligence Focused

(“sozial & emotional
intelligent”)

- While sourcers can influence people with their vocal skillz, they also have the ability to be able to quote nuggets of wisdom or statistics pertinent to the situation at a moment's notice.



Tenacity

("Ausdauer")

Sourcers never ever, ever,
ever, ever give up...sometimes
to a fault! ;-)





Hire character – train skill!



And never, ever give up. :-)