



How One Recruiter *Out-Sources* a Team of Ten

*The recruiter with no team can move faster than the one with ten.
Watch me prove it, built live.*

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45-minute live build

You don't have a budget problem. You have a leverage problem.

Same reqs. Same market. One of you is using an edge the other one forgot they had.

For the ones told they're outgunned

The solo recruiter. The small-shop owner. The one-person desk carrying reqs an entire team would split.

1

You work the whole req alone

One person, one desk, every step by hand, start to finish.

2

You watch teams throw ten at it

Enterprise shops staff what you do solo, and you feel the gap.

3

You've decided the deck is stacked

Quietly, you concluded you can't compete. That belief is the real problem.

It isn't. Give me 45 minutes and I'll show you the edge you already own.

How the outgunned story gets written

1

Big teams win on volume

They throw bodies at the req. Ten recruiters, ten pipelines, brute force.

2

You can't match the volume

So somewhere along the way you decided you were outgunned and started playing small.

That story is wrong. And it's expensive. It costs you every good hire you talk yourself out of chasing.

Your disadvantage is your unfair advantage.

And almost no solo recruiter is using it.

Here's the uncomfortable part

Most solos automate the wrong layer.

You optimized the commodity.
You ignored the edge.

The machine took the easy work. You kept doing the hard work by hand, slowly. That's backwards, and it's why the volume gap feels unbeatable.

Your work has three layers. You're treating all three the same.

1

OUTREACH · *The commodity*

Every recruiter on earth now automates this. Winning here is impossible, and it's pointless.

STOP RACING

2

TARGETING · *The accelerator*

Finding, expanding, enriching, ranking. This is where speed compounds in your favor.

AUGMENT HARD

3

JUDGMENT · *The edge*

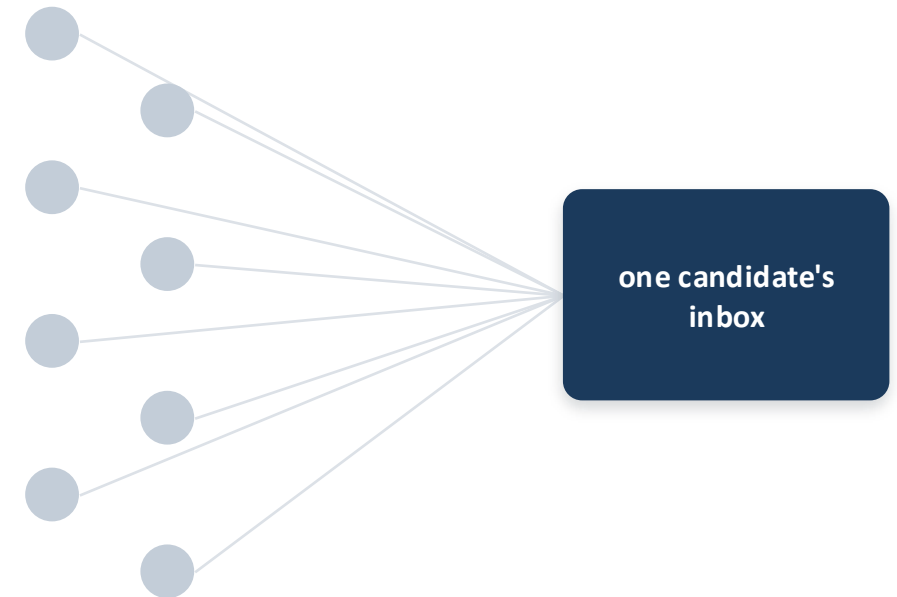
Who actually fits, and why. This is you, and no team of ten can copy it.

NEVER AUTOMATE

The commodity is a trap

Every solo automates outreach because it feels like leverage. It's the opposite. When every recruiter fires the same sequences, reply rates fall for all of you. You aren't gaining an edge. You're joining a stampede.

**You can automate outreach perfectly
and still lose. Because everyone else did too.**



Everyone crowds the same door.

Why one brain beats ten

A team of ten doesn't share one mind. It splits the req across ten partial reads, ten inboxes, ten half-theories of who fits. Coordination tax eats the volume advantage. You hold the whole req in one head and act on it in one motion.

A TEAM OF TEN

- Ten partial reads of the req
- One messy handoff between them
- Speed lost to coordination

YOU, SOLO

- One complete read of the req
- Zero handoffs, zero drift
- The fastest decision loop in the building

Now watch me do it

One real, hard requisition. A scored shortlist, built start to finish, in front of you. No team. No enterprise license. Just a system any solo can run.

One hard req

One-person stack

A ranked shortlist

Four layers. That's the whole rig.

1

A sourcing brain

An LLM running my method, not generic prompts.

2

A build-and-score surface

Where the list lives, gets ranked, and stays defensible.

3

Enrichment

Contact and signal on demand, never by hand.

4

Your rubric

The one thing you never hand to a machine.

Swap the vendors freely. The layers are the point.

The Live Build

Five moves. One req. Watch the shortlist appear.

1

Read the req

2

Build the pool

3

Expand vocabulary

4

Score the pool

5

Ship the shortlist

1

STEP 01

Read the req like a map, not a checklist

A checklist asks "does this person have X?" A map asks "where do people like this actually come from, and what do they call themselves there?"

The req is a set of coordinates, not a filter. Read it as a filter and you miss the whole territory before you've begun.

CHECKLIST READER

Filters people out. Shrinks the field to whoever matches the words on the page.

MAP READER

Finds where they cluster. Reveals the terrain the checklist never showed you.

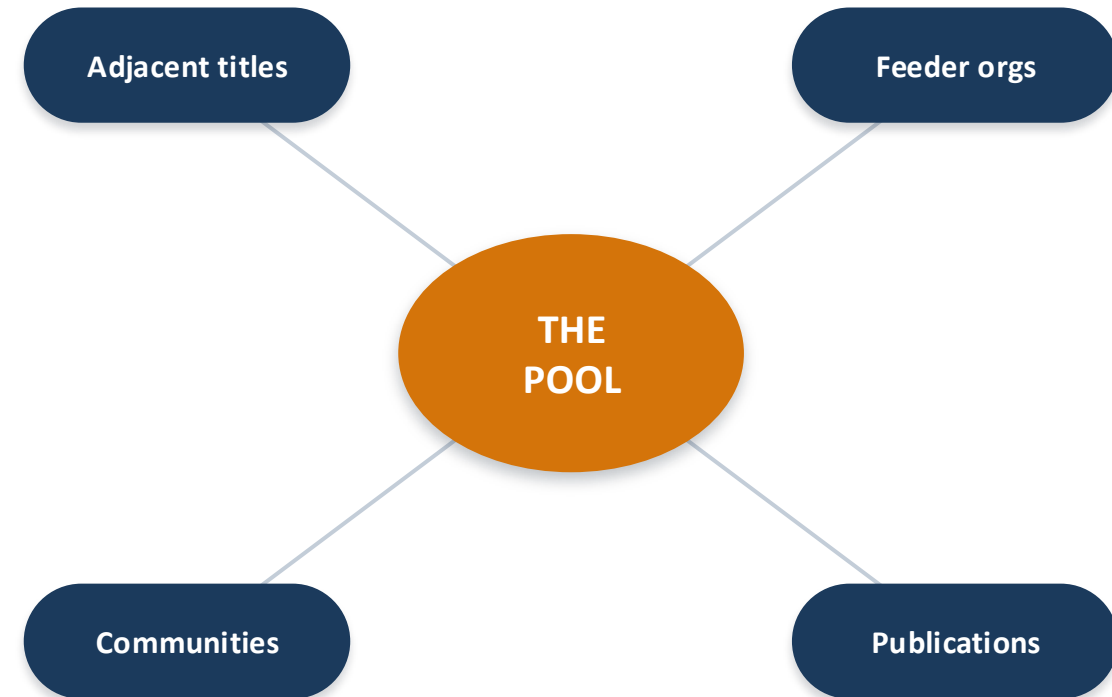
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STEP 02

Build the pool where they actually are

The best-fit people are rarely where everyone else is looking. We locate the adjacent titles, the feeder companies, the communities and papers where this talent congregates, then build the pool from there.

Volume isn't the goal. The right pool is.



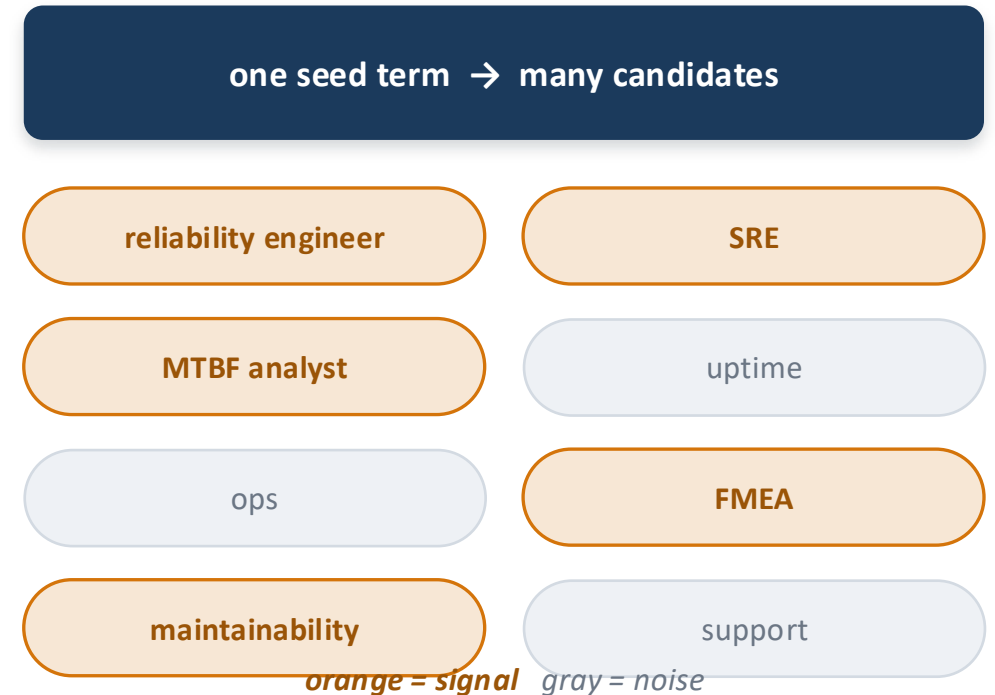
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STEP 03

Expand the vocabulary at machine speed

Every hard role has a hidden vocabulary. Synonyms, tools, credentials, the way insiders describe the work when no recruiter is listening.

The machine generates the expansion in seconds. You decide which terms are signal and which are noise. Speed from the tool. Selection from you.



4

STEP 04

Score before you touch a single profile

This is the move almost nobody makes. Before any outreach, every candidate is scored against a rubric you define. Must-haves, differentiators, disqualifiers, weighted.

The rubric is your judgment, written down. Now the machine ranks hundreds against it in one pass, and every ranking is one you can defend to a hiring manager.

Criterion	Weight
Core skill match	40%
Domain / industry	25%
Differentiators	20%
Disqualifiers	veto

Your weights. The machine's math.

5

STEP 05

The shortlist ranks itself

What comes out isn't a pile of maybes. It's a ranked, scored, explainable shortlist.

Top of the list gets your human attention first. You spend your scarce hours on the people most likely to convert, in order, with reasons attached to every name.

1	Candidate A		94
2	Candidate B		88
3	Candidate C		79
4	Candidate D		71

What we automated. What we never touched.

AUTOMATED • AUGMENTED

- Vocabulary expansion
- Pool building
- Enrichment
- Ranking math
- Formatting the output

NEVER TOUCHED

- The read of the req
- The rubric weights
- The disqualify calls
- The final judgment
- Every word to the candidate

The machine did the volume. You did the thinking. **That split is the whole game.**

Why you moved faster than ten people

1 read

vs 10 partial reads

You held the entire req in one head. No fragments to reconcile.

0 handoffs

the tax you never paid

Teams lose speed passing work between people. You lose none.

Ranked first

before a word of contact

You skip the outreach lottery and start with the likeliest yes.

Introducing The (NEW) AI Sourcing Method

1 Presearcher

Corpus Analysis & Keyword Expander

Gate: recruiter picks what matters.

2 Intaker

- **TATM:** how many are there? (Total Addressable Talent Market)
- **Benchmarker:** can we afford them? (make sure a human validates every number)
- **Strategist:** how do we find them? (**Source Discovery, Boolean Blocks**)

3 Planner

The operational workbook (**Ecosystem**).

Gate: fillability verdict. A bad req dies here.

4 Sourcer

Go find them (**Prospect Discovery**).

Gate: target selection stays human.

5 Reviewer

Explainable scoring (**Candidate Rubric**).

Gate: final advance or reject is human.

6 Prioritizer

Monte Carlo: confidence intervals, not point scores. Gate: overrule on the record.

7 Connector

Contact Cascade enrichment, then outreach. Gate: sensitive replies are human.

8 Tracker

Tagging, Sequence Manager, Stages or Steps, Pipeline Health.
Loops back to the Strategist.

Eight roles, one loop: the Tracker feeds the next search. Automate the drag, keep the judgment.

Automate the search. Never automate the judgment.

And stop trying to win the outreach arms race. You can't, and it doesn't matter.

Five things to take with you

- 1 You don't have a budget problem. You have a leverage problem.
- 2 Outreach is a commodity. Automating it harder just joins the stampede.
- 3 Targeting is the accelerator. Augment it without mercy.
- 4 Judgment is the edge. It stays in your hands, always.
- 5 Score before you touch. A ranked shortlist beats a bigger pile every time.

The edge was yours the whole time

The method is repeatable. The stack is affordable. Nothing here needed a team.

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