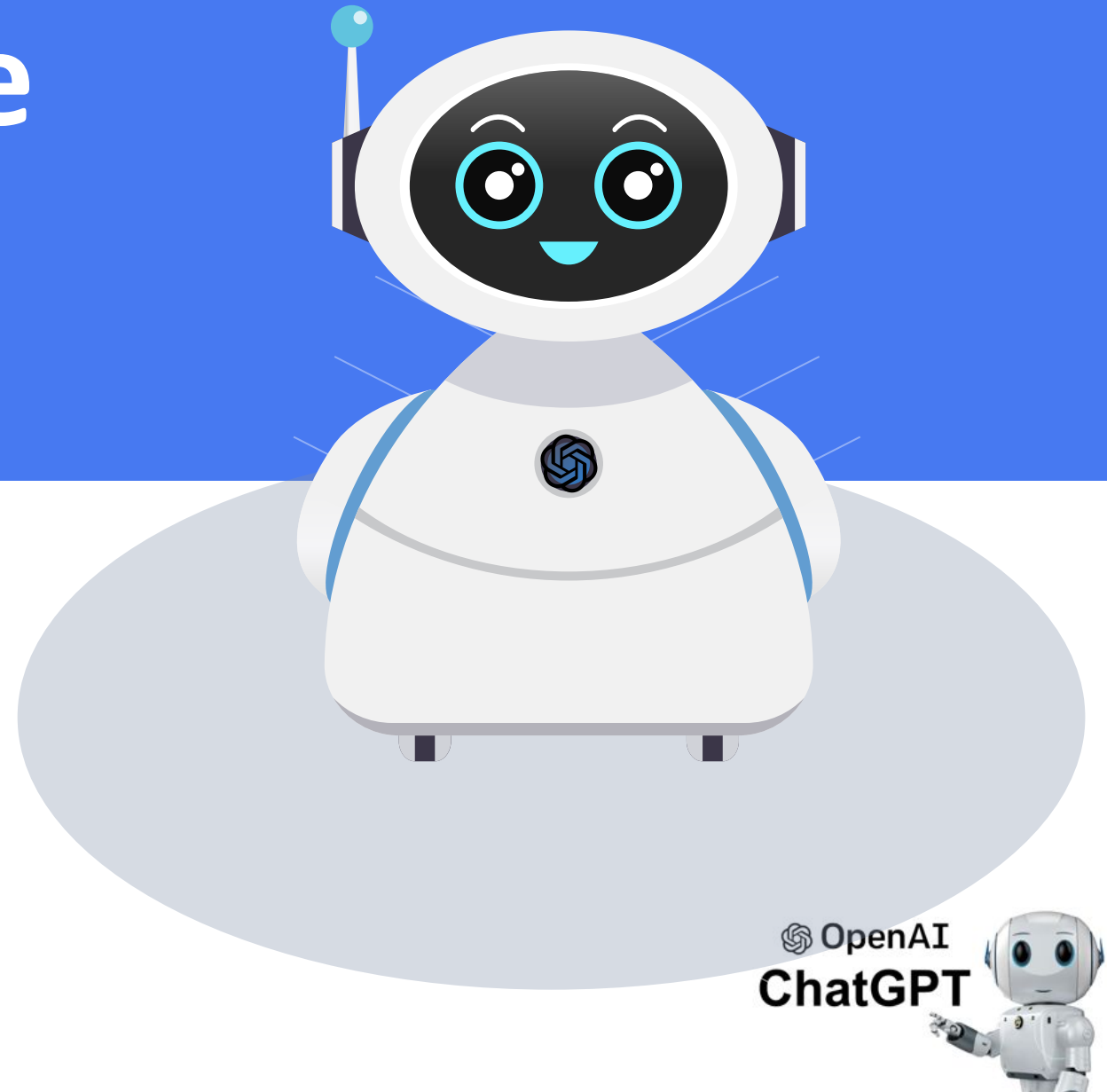


Taking Over the Robots

Navigating the Next Level of Sourcing with @Shally



Bye, tedium!

ChatGPT can help you:

- Scrape websites
- Write compelling pitches
- Enhance outreach capabilities
- Build better relationships with candidates
- Extract the best search phrases from profiles
- Improve candidate pre-screening and matching
- Automate tedious recruiting tasks and save time
- Compare resume to requirements side by side





Pros and Cons



Free to use on web

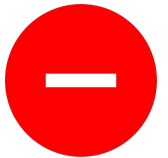
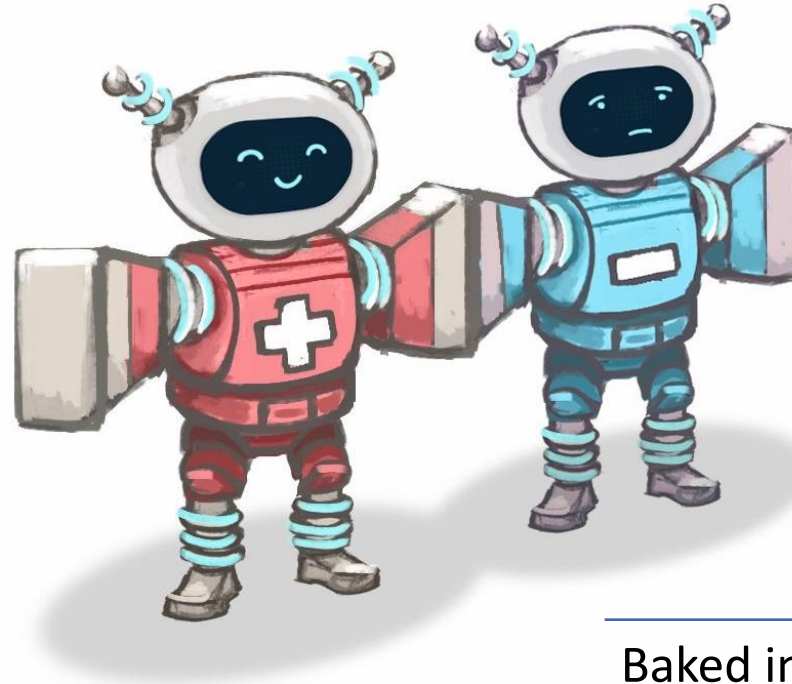
Understands natural language

Summarizes excellently

Provides specific responses

Remembers your questions

Allows follow ups



Baked in bias

Limited knowledge

Persuasive “wrong answers”

Does not provide a source

Needs fine tuning to get context

How you ask changes answers

Start here GPT-4 <https://chat.openai.com/chat?model=gpt-4>



> It's all about the prompt

How you frame a request makes all the difference

Follow this framework:

- Describe your task using natural language
- Explain your point of view or persona
- Outline the steps to complete that task
- Give it context and constraints
- Specify the goal
- Format the output

Be clear

Use specific inputs
for best results.

Experiment

Fine tune parameters
and try again.

Trust but verify

Always fact-check results.

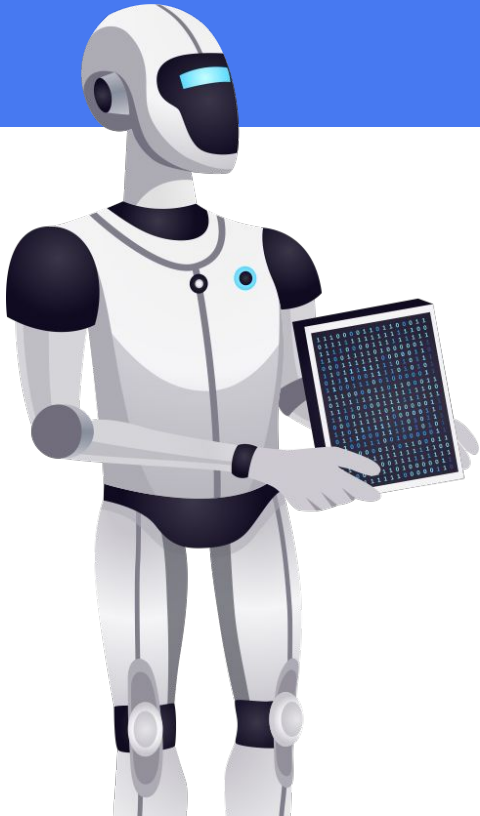
Scrape Websites

- >_ Scrape this website: <https://github.com/orgs/vuejs/people>
 Find all elements “name”, “user-profile-bio”, “href” and “Contacts:”
 Find all elements named “commit.” Find all email addresses. Create a list with 21 profiles. Extract all text attributes. Print table with name, bio, contact information and commit.

Name	User Profile Bio	Href	Contacts	Commit
Evan You	Creator of Vue.js	https://github.com/yyx990803	eva	its: 5,861
Adam Jahr	Web Developer	https://github.com/ajahr	adam@j	4
Minko Gechev	Web Developer	https://github.com/mgechev	m	Commits: 3,637
Guillaume Chau	JavaScript Developer	https://github.com/Akry	s.org	Commits: 2,837
Chris Fritz	Web Developer	https://github.com/chrisvfritz	chris	: 2,303
Du Yang	Web Developer	https://github.com/sudion	yangdu@	: 2,081
Sarah Drasner	Web Developer	https://github.com/sdras	sdras	its: 1,890
Divya Sasidharan	Web Developer	https://github.com/divyasma	l.com	Commits: 1,619
Elizabeth John	Web Developer	https://github.com/ejohn	john	nmits: 1,600
Rikki Howard	Web Developer	https://github.com/rikkihoward		mits: 1,531
Rafael Caferati	Web Developer	https://github.com/rafaelcaferati	e	Commits: 1,310
Tobias Koppers	Web Developer	https://github.com/sokra	tobi	nmits: 1,272
Eduardo San Martin Morote	Web Developer	https://github.com	@gmail.com	Commits: 1,25
Hector Sanjuan	Web Developer	https://github.com/hectorsanj	il.com	Commits: 9
Mert Kahyaoglu	Web Developer	https://github.com/mertkahya		Commits: 8
Nate Williams	Web Developer	https://github.com/nathanjw	n	mits: 839
Tim Schlechter	Web Developer	https://github.com/timschlech	o	Com
Igor Randjelovic	Web Developer	https://github.com/igrande		



Quickly summarize job postings



Summarize this job [paste job description]

The Demand Generation Manager for ____ is responsible for developing and executing integrated B2B demand generation campaigns to drive revenue. The ideal candidate will have experience with B2B demand generation, qualifying leads, hand off to sales, tracking pipeline activity, analyzing results and building programs and reports in Hubspot. They will have a Bachelor's Degree in Business, Marketing or Communications and 4+ years of experience generating b-to-b demand, utilizing analytics to optimize content performance, and experience with SaaS, tech and/or apps, online retail or influence marketing. They should be able to multitask, prioritize and collaborate to meet deadlines in a dynamic fast-paced environment.

Establish rapport with candidates



Explain to me what Cloud Architecture is like I'm an 8th grader

Try these other prompts:

What skills does a Python developer need to have?

What certifications and education do the best Python developers typically have?

What does a successful Go developer do all day?

What distinguishes a great Go Developer from an ordinary Go Developer?

Explain this resume to me in simple terms [paste resume]

Extract Search Strings

REQUIREMENTS:

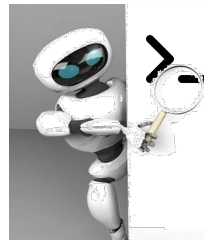
- 5+ years of software engineering experience, back-end focused.
- 5+ years of programming experience in the following language: GoLang, Python, C, or C++.
- Experience working with AWS platform (CloudFormation, S3, EC2, Lambda, ECS, Athena, RDS, Redshift, EventBridge)
- Experience integrating 3rd party API's (REST, SOAP).
- Extensive experience querying and analyzing data with SQL
- Inquisitive and curious, eager to learn. Passionate about unit tests, optimization and data.
- Self driven to propose and build solutions to reduce infrastructure cost and improve scalability.
- Ability to interact professionally with a diverse group of executives, managers, engineers and subject matter experts.
- Bachelor's degree -- business or technical degree preferred.
- Preferred experience working with GoLang, PHP, C/++, shell scripting, regular expressions
- Preferred experience working with affiliate networks such as, Alimama, LinkShare or Shopify.
- Preferred retail domain or affiliate knowledge.



These are job requirements for a candidate we need to hire. Pretend you are an expert in this field. Create a Boolean search string for google that would identify candidates for this job. Include keywords that are not listed in the requirements but would identify ideal candidates.

Result:

("software engineering" OR "programming" OR "back-end")
(GoLang OR Python OR C++ OR PHP OR "shell scripting")
(AWS OR CloudFormation OR S3 OR EC2 OR Lambda OR ECS OR Athena OR RDS OR Redshift OR EventBridge)
(REST OR SOAP OR API) SQL (unit tests OR optimization)
(solutions OR scalability OR infrastructure) (Alimama OR LinkShare OR Shopify OR "affiliate networks" OR retail)



Extract the top ten keywords from <https://www.ibm.com/topics/quantum-computing> and create a search string from them
(try this with pasted text from three silver medalist resumes)

Result:

("quantum computing" OR "IBM Q" OR "quantum algorithms" OR "quantum processors" OR "quantum applications" OR "quantum programming" OR "quantum circuit" OR "quantum mechanics" OR "quantum advantage" OR "quantum bits")

Build Search Strings From Scratch



Also try

- Make a list of the top ten competitors to [company name]

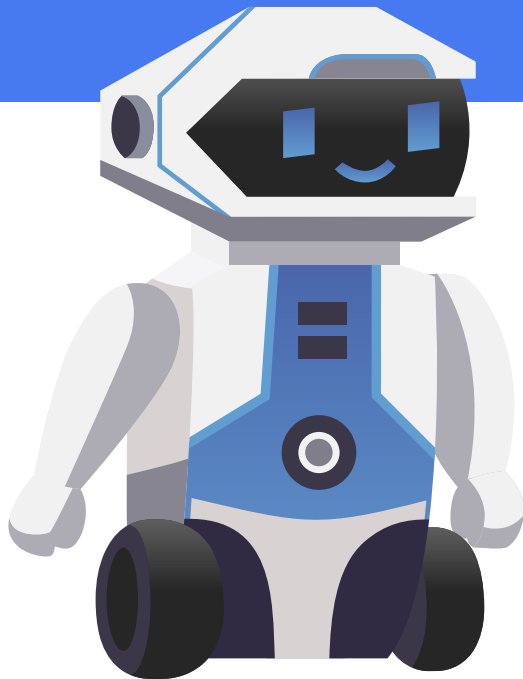
- Conduct a competitor analysis of the top 10 companies that utilize Golang for software development

Follow up with:

- What are the top ten job titles of Go developers at those companies
- In addition to Go what other skills do those developers have
- List 20 companies that employ people with those job titles and skills
- Make a Boolean string combining those top ten job titles, the additional skills and all the company names you listed. Use quotation marks around phrases of two or more words.

("Senior Go Developer" OR "Go Software Engineer" OR "Go Backend Developer" OR "Go Infrastructure Engineer" OR "Go Data Engineer" OR "Go Cloud Engineer" OR "DevOps Engineer (Go)" OR "Go Platform Developer" OR "Go Full-Stack Developer" OR "Go Systems Architect" OR "Cloud Computing" OR "Distributed Systems" OR "Web Development" OR "Database Technologies" OR "Microservices" OR "DevOps" OR "System Design" OR "Data Engineering" OR "Networking" OR "Security") AND (Google OR Microsoft OR Uber OR Facebook OR Amazon OR Airbnb OR Twitter OR IBM OR Dropbox OR Qualcomm OR Nvidia OR Capital One OR Intuit OR Oracle OR Accenture OR Goldman Sachs OR Palantir OR Salesforce OR Adobe OR Apple)

Enhance your outreach capabilities



Write a pitch for this job [paste boring job description]

Are you an experienced demand generation campaign manager looking for an opportunity to join a rapidly expanding company?

Look no further! _____ is seeking an experienced and creative Demand Generation Campaign Manager to join their team. As the Demand Generation Campaign Manager, you will be responsible for designing and executing campaigns to drive awareness and engagement with _____'s products.

You will be a key player in developing creative strategies to increase demand for _____'s services and grow the company's business. You should bring a passion for marketing and experience in creating, optimizing, and executing effective campaigns. You should also be comfortable working with cross-functional teams, have excellent communication skills, and be able to think strategically.

_____ offers great benefits, competitive compensation, and the chance to join a rapidly growing business. If you have a passion for marketing, a strong understanding of demand generation strategies, and a drive to succeed, we want to hear from you!

Automate recruiting tasks and save time



>_ Write an executive summary of [this] resume that can be presented to a hiring manager

Result:

Arnan Gomez is an experienced software engineer and manager with a successful career in the quantum computing and software industry. He is currently the Head of Software Development at the AWS Center for Quantum Computing, where he has grown a team from two to fourteen in under a year. He has also led software engineering teams at Airbnb, Rigetti Computing and LinkedIn, and co-founded a startup. Arnan is a Valedictorian, holds certifications from MIT, and has several patent and publication credits. He is an experienced manager and software engineer with a proven track record of successful project delivery.



Also try

>_ Analyze this resume for clear communication, professionalism, attention to detail, and relevant experience for this role [paste JD]

Improve candidate matching



Do a side by side comparison of this profile
<https://www.linkedin.com/in/dalad/>

Compared to this job posting
<https://careers.t-mobile.com/job-details/17313372/sr-architect-domain-product-security-denver-co/>

Dalad's Profile

- Experienced in cloud engineering DevOps
- 8+ years working in IT security
- Extensive knowledge of security protocols and technologies
- Successful in developing and implementing security solutions
- Expert in developing and designing secure networks
- Proficient in code review and vulnerability assessment

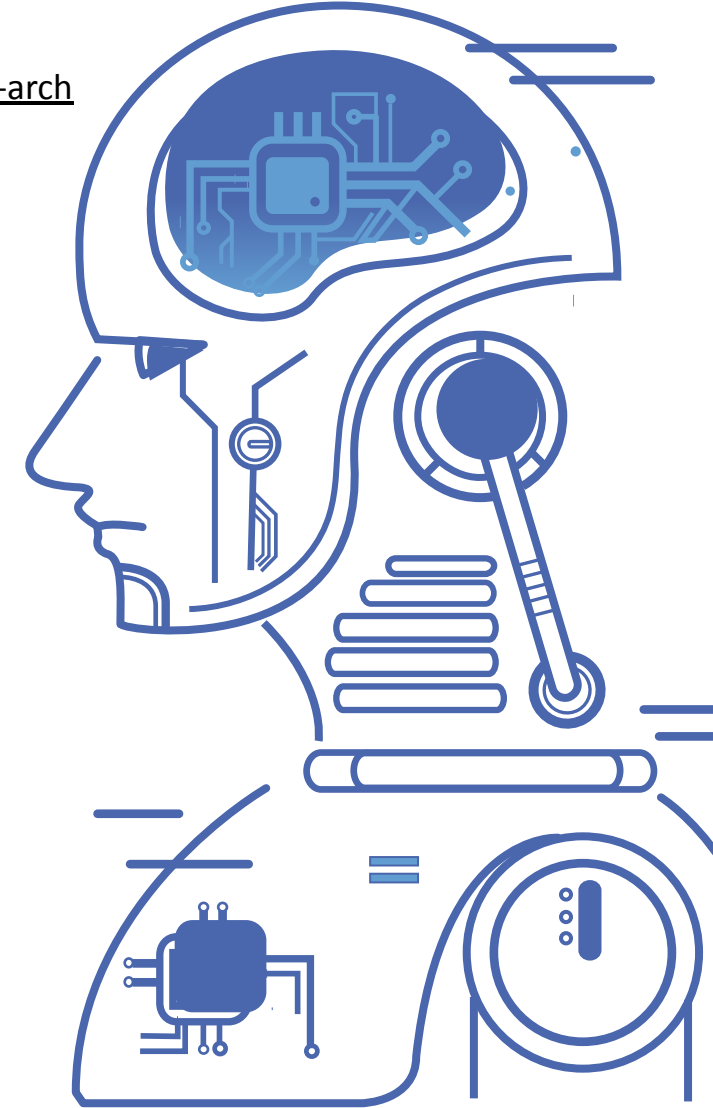
Job Posting

- Experience in designing and implementing secure networks
- Expertise in security protocols and technologies
- Ability to develop and implement security solutions
- Knowledge of cloud engineering and DevOps
- Familiarity with code review and vulnerability assessment

Similarities

- Knowledge of security protocols and technologies
- Ability to develop and implement security solutions
- Familiarity with code review and vulnerability assessment
- Experience in designing and implementing secure networks
- Knowledge of cloud engineering and DevOps

While David Alad has some relevant skills and experience, there are a few gaps when comparing his profile to the Sr. Architect, Domain/Product Security job posting. For example, the job posting requires 7+ years of experience in relevant technology, while David has only 3 years of experience in software development. Additionally, the job posting lists specific security-related skills, whereas David's profile highlights more general software development skills.



Write formulas faster

- >_ Write an excel formula to convert email addresses on Column A into First Name on Column B, Last Name on Column C, and domain on column D.

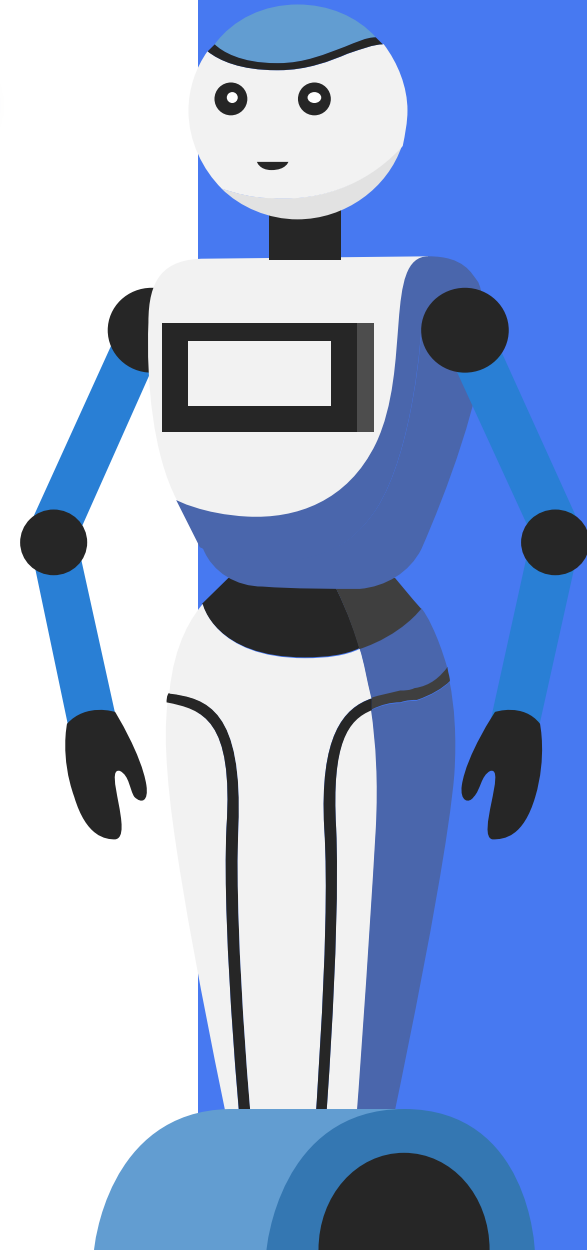
```
=LEFT(A1, FIND("@",A1)-1) in B1 2. =MID(A1, FIND(" ", A1)+1, FIND("@", A1)-FIND(" ", A1)-1) in C1 3. =RIGHT(A1, LEN(A1)-FIND("@", A1)) in D1
```

- >_ Write an excel formula that converts an email addresses on Column A into First Name, Last Name and Company Name.

```
=IF(ISERROR(FIND("@",A1)), "", MID(A1,1,FIND("@",A1)-1))&" "&MID(A1,FIND("@",A1)+1,FIND(".",A1)-FIND("@",A1)-1)&" "&RIGHT(A1,LEN(A1)-FIND(".",A1))
```

- >_ Now do it as a regular expression

```
=REGEXEXTRACT(A1,"^(.*?)\s(.*?)\sat\s(.*?)\.(.*?)$")
```



Prepare Candidate Interviews



>_

I want you to act as an interviewer for the position of Talent Sourcer. I will act as the candidate and you will ask me the interview questions for the Talent Sourcer position. I want you to only reply as the interviewer. Do not write the conversation all at once. I want you to only do the interview with me. Ask me the questions and wait for my answers. Do not write explanations. Ask me the questions one by one like an interviewer does and wait for my answers. My first sentence is “Hi”.

Make a Bookmarklet

>_

The \$ is the variable for name.

Write a javascript bookmarklet for Google Chrome browser that prompts the user to enter a value for name and then opens this website URL

`https://app3.greenhouse.io/people?job_status=all&search_terms=$&sort_by=last_activity&sort_order=desc&type=all`

replacing \$ with the information entered by the user

Here's the JavaScript code for the bookmarklet you requested:

javascript

Copy code

```
javascript:(function() {  
  var name = prompt("Enter a value for name:");  
  if (name) {  
    var url = "https://app3.greenhouse.io/people?job_status=all&search_terms=" + name + "&sort_by=last_activity&sort_order=desc&type=all";  
    window.open(url);  
  }  
})();
```

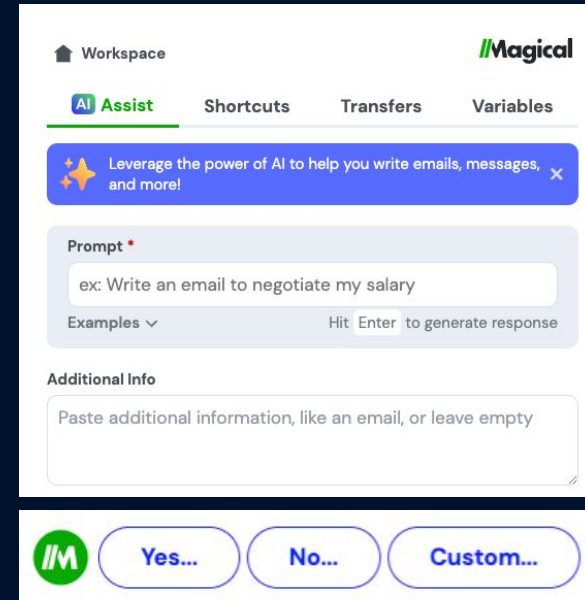
To make this bookmarklet:

1. Open Google Chrome browser
2. Right-click on the bookmarks bar and select "Add Page"
3. In the "Name" field, enter a name for the bookmarklet (e.g. "Greenhouse Search")
4. In the "URL" field, copy and paste the JavaScript code above
5. Click "Save"

To use the bookmarklet, click on it in the bookmarks bar. A prompt will appear asking for a value for name. Enter the desired name and click "OK". The bookmarklet will open the Greenhouse website with the name entered by the user replacing the \$ in the URL.

Chromium Extensions

- Get //Magical with new AI Assist and built in LinkedIn message creator
- Use ChatGPT via Chrome without leaving the page you're reading
- Summarize any page quickly (like a LinkedIn profile or a resume)
- Shally's voice command SiriGPT (replace text with your own API key)



Questions?

@Shally
srcn.co/me





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