

**Professional.  
Independent.  
Established.**



# **i-Recruit**

**Recruitment Strategy - Ireland 2024**

**A hybrid strategy,  
incorporating  
state-of-the-art AI  
technologies, with  
the continued  
efficacy of hands-  
on networking  
and headhunting.**

## RECRUITMENT

# STRATEGY

### Connecting Talent with Opportunity

At i-Recruit we understand that finding unicorn candidate requires more than just a traditional search. It involves connecting with both active job seekers and passive candidates who may not be actively looking but are open to new opportunities. We've invested in cutting-edge tools and a strategic approach to ensure we source the best talent available, leveraging advanced technologies and extensive networks.

#### Active Candidates

Active job seekers are those who are currently looking for new opportunities. We engage with them through:

- *Job Portals*: Posting vacancies on leading job boards to attract qualified applicants.
- *CV Database*: Utilizing our comprehensive database of candidates who have previously applied for positions.
- *Networking Events*: Participating in job fairs and industry events to meet potential candidates in person.
- *Social Media*: Leveraging platforms like Instagram, Facebook, and X to promote job openings and connect with job seekers.

#### Passive Candidates

Passive candidates are often highly skilled professionals who are not actively seeking new jobs but may be open to the right opportunity. We reach out to them through:

- *LinkedIn Contacts*: Using our extensive network to identify and connect with professionals who fit the job profile.
- *Headhunting*: Proactively approaching individuals with specific skills and experience that match our client's needs.
- *Referral Programs*: Encouraging referrals from existing contacts and candidates to tap into their professional networks.
- *Industry Networks*: Engaging with industry groups and associations to find potential candidates.



## RECRUITMENT

# TACTICS

### A Multi Channel Approach

#### Artificial Intelligence (AI)

Our AI-driven tools utilise advanced algorithms, identifying the most suitable candidates. AI helps us in:

- *Predictive Analysis:* Anticipating which candidates are most likely to excel in the role.
- *Skill Matching:* Ensuring candidates meet the precise skills and experience needed.
- *Shortlisting:* Sourcing potential candidates with the optimum skillsets, for efficient headhunting.

#### LinkedIn Contacts

With **access to 1.8 million professionals on LinkedIn**, this allows us to tap into a vast pool of potential candidates. Our seasoned recruiters utilise LinkedIn to:

- *Network:* Build relationships with passive and active job seekers.
- *Outreach:* Directly connect with industry professionals and top talent.
- *Referrals:* Leverage connections for reliable candidate recommendations.

#### CV Database

Our robust **CV database of 1.1m contacts** has detailed profiles of professionals across Ireland in various industries. By maintaining and constantly updating this database, we can:

- *Quick Access:* Instantly retrieve candidate information that matches your job criteria.
- *Comprehensive Screening:* Evaluate candidates based on their detailed employment history, skills, and achievements.
- *Diverse Talent Pool:* Ensure a wide range of candidates from different backgrounds and expertise.



## RECRUITMENT

# TACTICS

### Connecting Talent with Opportunity

#### Email Database

**Our email database of 0.85m Irish contacts** is a powerful tool for reaching out to a broad audience quickly and effectively. Through targeted email campaigns, we can:

- *Engage*: Notify potential candidates about new opportunities.
- *Personalise*: Tailor messages to individual candidate interests and qualifications.
- *Track*: Monitor engagement to refine our outreach strategies continuously.

#### Social Media

In today's digital age, social media is indispensable for reaching a wide audience. We actively use platforms such as Facebook, Twitter, and Instagram to:

- *Promote Vacancies*: Share job postings to reach a diverse and dynamic audience.
- *Engage Candidates*: Interact with potential candidates and answer their questions in real-time

#### Job Boards

**Access to 27 different job boards** ensure we reach the widest pool of potential job seekers:

- *Broad Coverage*: By posting on multiple job boards, we cover various industries, regions, and specializations, ensuring no potential candidate is overlooked.
- *Enhanced Visibility*: More job postings across multiple platforms increase the visibility of your job openings, making them accessible to a larger number of job seekers.
- *Targeted Searches*: Specialized job boards help us target specific industries and professions, ensuring we connect with candidates who have the precise skills and expertise required for your roles.



# ALL RECRUITMENT AGENCIES ARE NOT THE SAME....

## The Goldilocks Recruiter?

*Our small and highly experienced team means that your vacancy won't be lost in the system and that you won't get passed to an inexperienced recruiter. And our smart and highly efficient tried and tested techniques ensure that all potential paths that will lead to your unicorn candidate are explored.*

*A highly experienced network of recruiters across the globe:*

- Dublin, Ireland
- Carlow, Ireland
- London, UK
- San Sebastian, Spain
- Tallin, Estonia

## Reach

- 27 Job Boards
- 855,000 Email Contacts
- 1,100,000 CV Database
- 1,800,000 Linked In Contacts

## Industries

- Life Sciences & Pharma MedTech
- Construction
- Logistics
- Environmental
- Finance & FinTech
- AI & Data
- General

## Trusted By Industry Leaders

ibec

RUBIX

MEDIFILL

EVEREST

ASTATINE

edgescan™

Flutter™

Activate Capital



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