

# Achieve a Comprehensive Candidate Pool with HireJar

*Engage Passive Candidates from Day One of a Job Requisition*

## **Expand Your Talent Pool Beyond Active Candidates**

When a new job requisition opens, many recruitment teams start by posting the position on platforms like LinkedIn or Indeed. While this attracts active candidates, it overlooks a large portion of the talent pool: passive candidates. According to LinkedIn, only 30% of candidates are actively looking for new roles, leaving 70% as passive candidates—those who are not actively job hunting but may be open to the right opportunity.

## **Who Are Passive Candidates?**

Passive candidates are individuals currently employed and not actively searching for new jobs. They are usually content in their roles but could be interested in a better opportunity. These candidates often bring stability, experience, and a proven track record, making them highly valuable for your organization.

## **The Pitfall of Engaging Passive Candidates Too Late**

Many organizations turn to passive candidates only after active candidates fail to meet job requirements. This can delay the hiring process, especially for roles requiring specialized skills. By involving passive candidates from the start, you gain access to a more qualified and diverse talent pool, increasing the chances of finding the perfect match for your role.

## **HireJar Brings You Qualified Passive Candidates for Every Job**

HireJar amplifies your hiring strategy by targeting passive candidates from the outset. With no upfront fees, you only pay a nominal fee of \$99 after receiving applications from at least three passive candidates—ensuring a cost-effective way to expand your reach.

## **How HireJar Connects You with Passive Candidates**

We use a combination of LinkedIn, online forums, and personal websites to identify passive candidates. After they express interest, HireJar compiles their information, ensuring a seamless integration into your hiring process without any special treatment expectations from candidates.

## **Why Outsource This Function?**

Reaching out to passive candidates internally can create expectations for preferential treatment, potentially complicating your hiring process. HireJar acts as an intermediary, allowing you to evaluate all candidates equally. Your screening team won't know which candidates came through HireJar, ensuring an unbiased assessment.

## **Ready to Elevate Your Hiring Strategy?**

Contact HireJar today to expand your talent pool and make quicker, better hires.

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