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***LinkedIn for Job Seekers:***  
**Advanced Techniques For Finding**  
**A Job Quickly On LinkedIn**

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Olivier Taupin  
*Founder, Linked:HR*



# Presentation Content

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- **LinkedIn & Job Seeking:** The fastest way to get a job!
- **LinkedIn Lexicon:** Understanding the Key Terms & Processes
- **LinkedIn Profile:** Do's & Don'ts
- **LinkedIn Messaging:** How to Connect through LinkedIn
- **Joining Groups to Find Recruiters:** Step-by-step Process
- **Advanced Search:** Maximizing Search Efficiency
- **About Linked:Group:** Your LinkedIn Group Management Team

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# LinkedIn & Job Seeking

The Fastest Way to Find a Job!

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# Why LinkedIn for Job Seeking?

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- Because LinkedIn offers you a free way to promote yourself to 40M+ people worldwide
  - Because Recruiters & Decision-Makers are on LinkedIn and it's easy to contact them
  - Because LinkedIn's various features, when mastered, make it easy to be noticed by Recruiters
  - Because your LinkedIn Profile can promote you far better than any resume
  - Because your dream job is accessible through LinkedIn and if you don't use LinkedIn to get it, somebody will!
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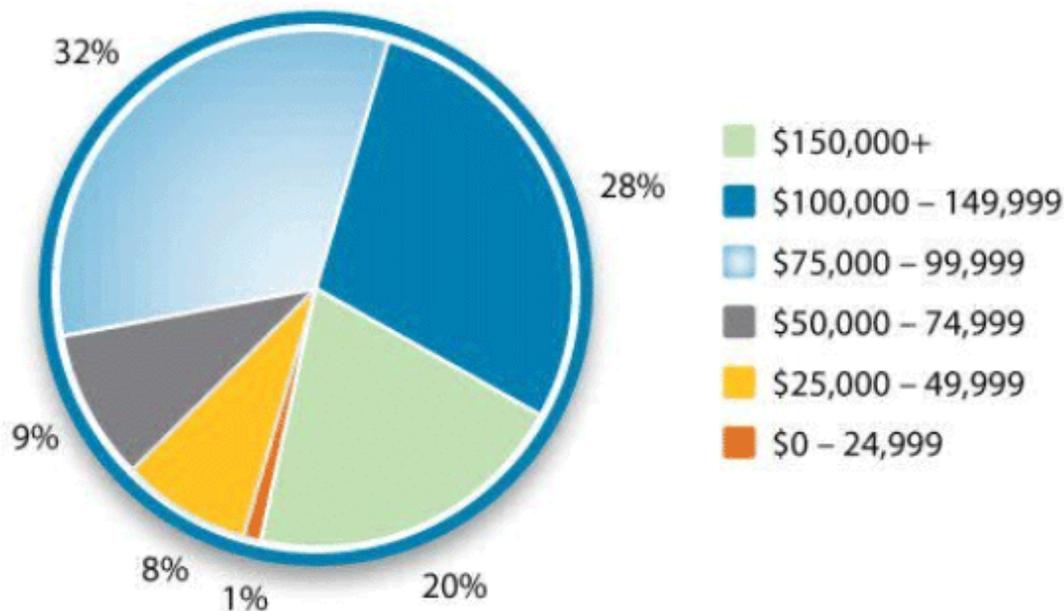
# Studying LinkedIn Statistics

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- The Decision-Makers are on LinkedIn
    - See the Network Statistics on the following slides: They are IMPRESSIVE!
  - The more people in your area who are on LinkedIn, the better chance you have to find a job on LinkedIn
    - See "LinkedIn Members by Region" Statistics
    - IT IS IN YOUR INTEREST TO PROMOTE LINKEDIN LOCALLY!
  - If you are in a tech-savvy industry, you have a better chance to be recruited through LinkedIn
    - See statistics on Industries
  - The higher your educational level is, the more chance you have to be hired through LinkedIn
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# Network Demographics

The network is affluent, tech-savvy, and influential



Unique Audience Composition  
by Household Income (USD)

Source: Nielson @plan Fall/Winter 2008



**Household Income**

- 80% over \$75k
- Average = \$139k

**Age Range**

- 25-54 84%

**College educated**

- 90%

**Small business owners**

- 900k+

**Senior Executives**

- 60%

# Global Reach

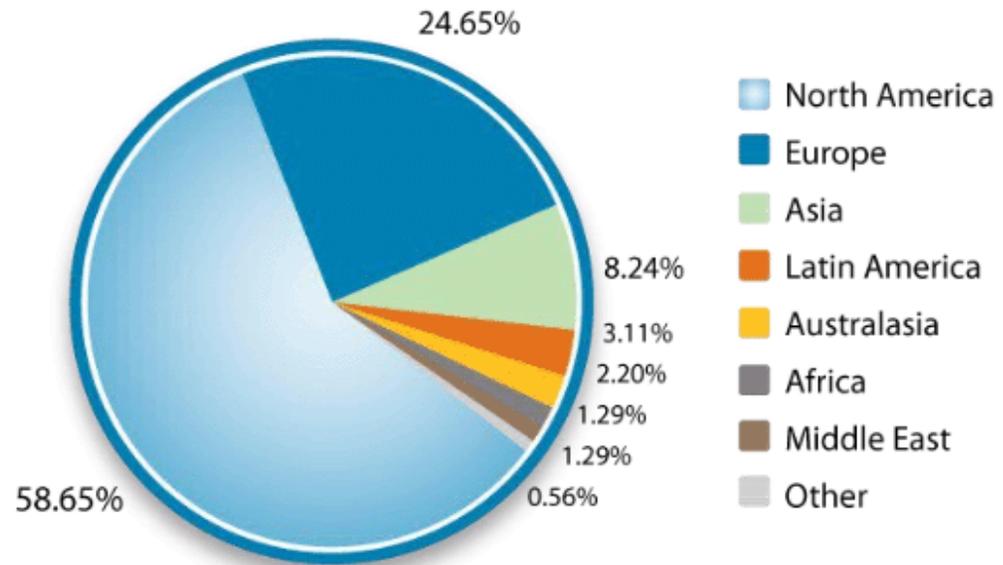
## Geographic Ranking of Member Base

1. US: 17.8M+
2. UK: 1.8M+
3. India: 1.6M+
4. Canada: 1M+

## Fastest Growing Countries

(by member sign-up, November, 2008)

1. China
2. France
3. Canada
4. Spain
5. Netherlands
6. India
7. United Kingdom
8. Sweden
9. Australia
10. Germany





# Most Represented Industries

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## Top 10 Industries on LinkedIn (by membership)



4. Information Technology & Services
5. Computer Software
6. Financial Services
7. Marketing & Advertising
8. Real Estate
9. Hospital & Health Care
10. Telecommunications
11. Education Management
12. Accounting
13. Banking





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# LinkedIn Lexicon

Understanding the Key Terms & Processes

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# LinkedIn Search

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- **There are six types of Searches on LinkedIn:**
    - **Search People:** Allows you to find people that are in your Network and in your Groups
    - **Search Jobs:** Allows you to find jobs posted on LinkedIn and on the Web (through SimplyHired)
    - **Search Companies:** Allows you to find Companies and their employees on LinkedIn
    - **Search Answers:** Allows you to find within the "Answers" feature Q&As related to the keyword you entered
    - **Search Inbox:** Allows you to find within your Inbox messages that include the keyword you entered.
    - **Search Groups:** Allows you to find the best Groups for you to network in.
  
  - **LinkedIn Search Engine Limitations:**
    - Boolean Commands: only AND, OR, and NOT
    - If you type "Job" it won't find "Jobs": - Must type "job OR jobs"
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# Top Menu



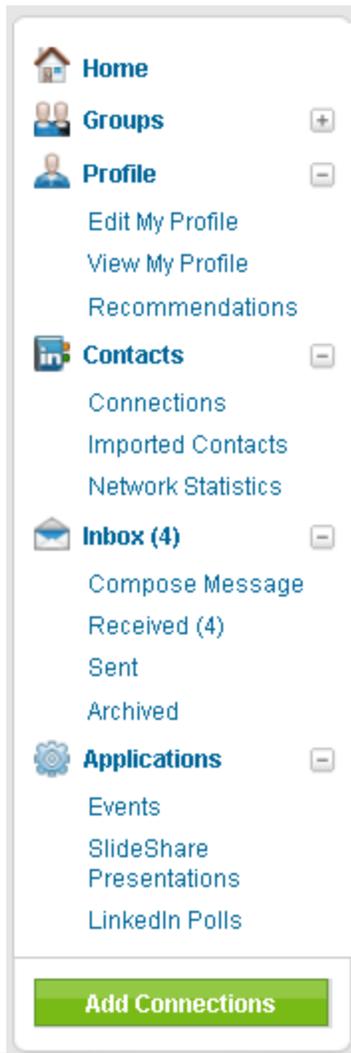
[People](#) | [Jobs](#) | [Answers](#) | [Companies](#) |

[Account & Settings](#) | [Help](#) | [Sign Out](#)

- **Account & Settings:** Often overlooked, "Account & Settings" (top right) allows you to set up what People know about you and how they communicate with you. The default settings are rarely in sync with your needs to network. Defining your own settings is A MUST.
- **People:** All the people who have joined LinkedIn. Clicking on "People" gives you access to "Advanced Search", the only way to find out who is on your LinkedIn Network. This presentation explains how to efficiently use this "Advanced Search."
- **Jobs:** LinkedIn Job Portal to find jobs (free) and post jobs (for a fee).
- **Answers:** The best way to get Answers to any Question you may have. But more importantly, the best way to show your expertise on LinkedIn, since your Answers, when selected "Best Answer," appear on your Profile.
- **Companies:** A great way to find quick information on companies and, more importantly, find People working there.

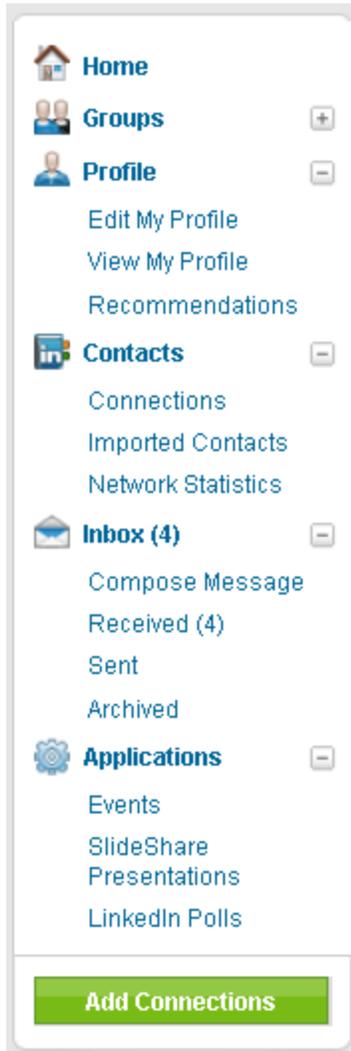


# Left Menu (1)



- **Groups:** People can join up to 50 Groups. These Groups allow People to network easily around common interests. It is the MOST IMPORTANT feature on LinkedIn. Join as many Groups as you can!
- **Profile:** Your Profile is your personal ad, your resume, and the collection of keywords which will allow you to be found. It is essential to update it regularly.
- **Recommendations:** Essential for your personal and professional credibility. Get at least three of them!
- **Connections:** People who are directly connected (aka "1st Degree") to someone through an "Invitation to Connect". "Open Networkers" Connections are usually between people who do NOT know each other.
- **Imported Contacts:** Upload all your email contacts and see who is on LinkedIn. A great tool!
- **Network Statistics:** Your Network is your Connections (1<sup>st</sup> Degree), the Connections of your Connections (2<sup>nd</sup> Degree), and the Connections of your 2<sup>nd</sup> Degree Connections (3<sup>rd</sup> Degree).

## Left Menu (2)



- **Inbox:** Logs all Received Messages
- **Received/Sent Messages:** Includes Messages (messages sent between 1<sup>st</sup> Degree Connections and the "OpenLink" messages), InMails, Introductions, Invitations, Profile, Q&A, Jobs, Recommendations, Group Messages, Group Invitations (see Types of Messages)
- **Add Connections:** Allows you to invite people you know (meaning you know their name and email address) to join your network as a 1<sup>st</sup> Degree Connection. We will explain later how to invite people when you don't have an email address)
- **Applications:** LinkedIn offers a series of great applications that are powerful networking tools. Examples of such applications are Events, SlideShare and Google Presentations, Box.Net Files, LinkedIn Polls, Blog List, Reading List by Amazon, Company Buzz, My Travel...



# Types of Messages (1)

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- **Messages:** Defines at the same time (which is confusing) all types of messages as well as the messages sent between 1<sup>st</sup> Degree Connections and the "OpenLink" messages.
  - **OpenLink:** OpenLink Members are LinkedIn Premium subscribers who have self-selected to be part of the "OpenLink Network" in Account & Settings" to get OpenLink messages from any LinkedIn user at no cost to the user. Surprisingly there are less than 50,000 OpenLink Members, certainly because Subscribers are not aware of this feature.
  - **InMails:** Paid messages (purchased or granted through premium subscriptions)
  - **Introduction-related Messages:** You request/reply to a Connection of yours to be introduced to someone THEY know. *Valid between 1<sup>st</sup> Degree Connections only!*
  - **Invitation-related Messages:** "Invitation to Connect" receives or answers your Invitation to Connect.
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## Types of Messages (2)

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- **Profile-related Messages:** Invitations (or replies to invitations) to review a Profile found by a Direct Connection. *Valid between 1<sup>st</sup> Degree Connections only!*
  - **Q&A-related Messages:** Messages sent through the “Answers” feature and their replies. *Valid only between the author of the Question and the author of the Answer!*
  - **Jobs-related Messages:** Messages sent through the “Jobs” feature and their answers. *Valid between 1<sup>st</sup> Degree Connections only!*
  - **Recommendation-related Messages:** Messages sent through the Recommendations feature and their replies. *Valid between 1<sup>st</sup> Degree Connections only!*
  - **Group Messages:** All messages between Group Members. *BEST MESSAGING SYSTEM since messages are free between Group Members.*
  - **Group Invitations:** Invitations (or replies to invitations) to join a Group found by a Direct Connection. *Valid between 1<sup>st</sup> Degree Connections only!*
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## Other Essential Terms

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- **“I don’t know this user” (aka “IDK”):** When an Invitation is sent, the recipient has the following choices: “Accept”, “I don’t know this user” or “Archive” Most people don’t realize “IDK” is trouble for the invitation sender: As a penalty for not knowing you, they may not be allowed to send Invitations. This is why senders ask you to “Archive” not “IDK” the invitation if you do not wish to connect.
  - **“Open-Networker” (aka “LION”):** Being a LION means you accept all Invitations, including those between people who have absolutely no relationship. It is not authorized by LinkedIn and has more drawbacks than benefits for most people. That said, the definition of “relationship” is very subjective: Does exchanging a few emails within a Group and discovering common interests constitute a relationship? Most people think it does.
  - **Profile Headline:** The most important component of a Profile. Your Headline is visible in every message you send and when your Profile is found in a Search. *It is worth spending time deciding what you should write in your Headline!*
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# Your LinkedIn Profile

Do's & Don'ts

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# Profile Do's

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- **Your Profile must be consistent with your resume and AT LEAST as good.**
    - Find resume advices online. Example:  
<http://tinyurl.com/starcandidate-resume>
    - Your Headline should define you perfectly, i.e. "Telecom Sales Executive – currently looking for new opportunity"
    - Your Summary, just as a Cover Letter, should be a powerful presentation of who you are and what you will bring to your future employer
    - Your experience must focus on your accomplishments, not just be a job description
  - **Other Key Advice:**
    - Get AT LEAST three great references from previous employers and/or co-workers
    - LinkedIn is keyword-oriented: Make sure your most important keywords are repeated at least ten times in your profile (discretely spread out)
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## Profile Don'ts

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- Don't select a picture which makes you look unprofessional (but do add a picture, since Profiles with pictures are far more successful)
  - Don't write about anything you are not ready to discuss during the upcoming interviews
  - Be honest and candid: If you lie in your profile, it WILL come back to bite you!
  - Don't undersell yourself: Understatements and omissions of important accomplishments will make your profile appear weak
  - Don't ask for Recommendations from people you don't know well: Any serious Recruiters WILL contact your Recommendations
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# “Answers” & Your Profile

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- How to use Answers
    - Use Answers with a single goal in mind: To be selected as “BEST ANSWER”
    - Select Questions ONLY in the categories where you have strong expertise (FOCUS: Don’t waste time answering Questions that are not directly related to your Profile)
    - Answer in a professional manner: Do some research; respond clearly and thoroughly; check your spelling
    - Follow up with the Author of the Question: Don’t be afraid to ask to be selected as BEST ANSWER!
  - Why are Answers so positive for your Profile?
    - Your BEST ANSWERS appear in your Profile, with a link to your Answer: Your Best Answers define you as an expert!
    - Answer is an excellent way to network with the authors of the question – This can lead to a job
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# Smart Tricks

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- Video In Profile
    - Make a video presentation of yourself
    - Integrate this video in a document, such as PowerPoint
    - Use the SlideShare application on LinkedIn to include your video presentation in your profile
  - Presenting Your Work
    - Use SlideShare and Box.net Files to show your best work (white papers, presentations, press clips...) in your Profile
    - Check regularly for new LinkedIn Applications
  - Sharing Your Interests
    - Make sure you complete the Interest section of your profile
    - Share what you read through the Amazon applications
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# LinkedIn Messaging

How to Connect Through LinkedIn

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# The Problem: Hard to Connect

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- LinkedIn makes connections difficult in order to limit Spam:
    - Search limited to 100 results (up to 700 with subscription).
    - Access only people who are less than 3 degrees away or share a Group.
    - Only 6 ways to contact people on LinkedIn (see below)
    - Harsh sanctions for unauthorized communications (see next)
  - Only 6 ways to contact people on LinkedIn.
    - Between Direct Connections
    - Through Introductions
    - Invitations to connect
    - InMails
    - Between OpenLink Members
    - Between Group Members
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# Communications Safeguards

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- **Invitations:** Multiple IDKs will result in losing the right to send Invitations.
  - **InMails:** InMail Star Rating System let recipients know the percentage of people who selected “Not Interested”. Respondents are likely to not open your InMail if your rating is low.
  - **Introductions:** If the message does not please the 1<sup>st</sup> or 2<sup>nd</sup> Degree person forwarding the Introduction it will be declined, preventing you from reaching the contact.
  - **Communications with Direct Connections:** Any message that displeases a Connection of yours may result in being removed from your Connection’s network.
  - **Flagging:** Recipients of any of your messages can send a complaint to LinkedIn
  - **Group Member Complaint:** If a Group Member complains about one of your messages, you may be removed and blocked from the Group.
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# LinkedIn Messaging & Recruiting

Messaging	Efficiency
<b>Connections</b>	Very limited. Not sure you need LinkedIn to communicate with people you already know!
<b>OpenLink</b>	Less than 50,000 non-representative people (mostly Open Networkers), a huge limitation.
<b>Introductions</b>	At the mercy of the Degrees between you and the candidate: May never receive your offer.
<b>Invitations</b>	Beware of IDK! The best way to lose the right to send invitations!
<b>InMails</b>	Expensive and limited in the number you can send
<b>Groups</b>	<b>THE BEST WAY TO COMMUNICATE</b> (See Next)



# Communicating Through Groups

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## Groups are the best way to reach Recruiters:

- Groups are communities of interests: It makes it easy to target Recruiters interested in what you do
  - Groups can help you reach Recruiters according to their location (i.e. Linked:Seattle), industry (i.e. Linked:Energy), function (i.e. Linked:HR), and specialty (i.e. Oil & Gas e-Transactions)
  - Certain Groups are used by Recruiters to find candidates: The largest one is Star:Candidate (<http://tinyURL.com/starcandidate>)
  - Advanced Search makes it easy to identify Recruiters within a Group
  - Sending messages to Group Members is FREE!
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# Joining Groups to Find Recruiters

Step-by-Step Process

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# Facts about Groups

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- There are two types of Groups: Those who are “Open” (accept all requests to join) and those are not (your request will be pending until its is approved or not by a Group Manager)
  - You can join up to 50 Groups and you are limited to only 10 “Pending Approvals” at any single time.
  - Always join the Open Groups first. Otherwise, if you reach the 10-Pending Approval limit, you will have to wait to join even Open Groups.
  - Select Groups carefully: Reaching the 50-Group limit will happen faster than you think, since Groups are such a powerful way to network.
  - Do not stay in Groups that are not well managed: If the Group grows too slowly, does not attract VIPs, does not have interesting content in News, Jobs, and News, leave it!
  - Don’t be afraid to join, leave, rejoin Groups later: Groups change: check them regularly
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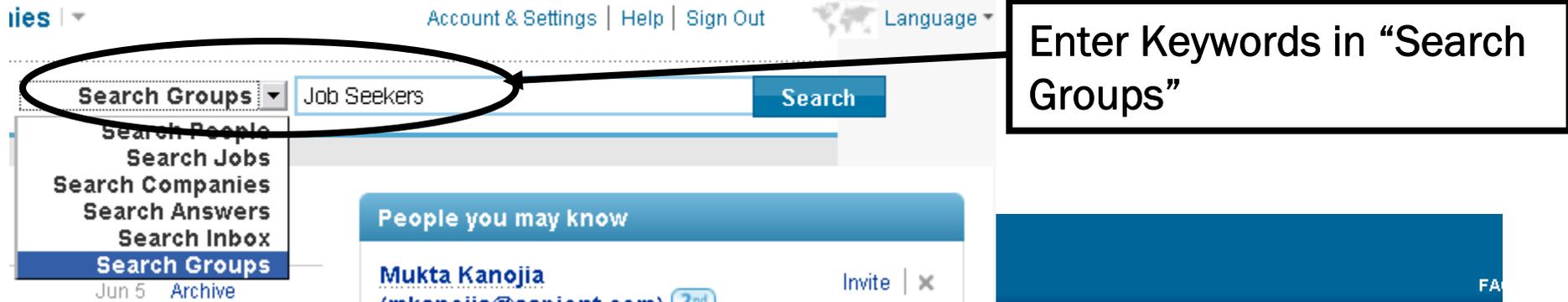


# Which Groups to Join?

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- As many as you can (up to 50)
  - Join Star: Candidate to access the largest pool of candidates on LinkedIn: <http://tinyURL.com/starcandidate>
  - Join every Group where targeted candidates have the greatest chances to be found:
    - Regional Groups (i.e. Linked: Seattle for WA jobs)
    - Industry Groups (i.e. Linked: Energy for Energy jobs)
    - Function-related Groups (i.e. Linked: HR for HR professionals)
    - Job Seekers Group (i.e. Star: Candidate)
    - Expertise-related Groups (i.e. Oil & Gas e-Transaction)
  - Two types of Groups to focus on:
    - The largest in their categories
    - Very specialized Groups (you may have to convince the Group Manager To allow you to join)
-

# Searching For Groups



ies | Account & Settings | Help | Sign Out | Language

Search Groups Job Seekers Search

Search People  
Search Jobs  
Search Companies  
Search Answers  
Search Inbox  
Search Groups

Jun 5 Archive

People you may know

Mukta Kanojia  
(mkanojia@eanient.com) 2nd Invite x

FA

Enter Keywords in "Search Groups"

Check results carefully:

- Click on Group name to find out how old the Group is to estimate growth rate.
- Check Group owner to find out if he/she has an agenda!

## Search Results (575)



### Star: Candidate for Hire

LinkedHR Job Seeker Group jobs seekers candidates jobseeker jobseekers career recruiter headhunter headhunters staffing consultant consultants executive executives management hiring finance accounting sales marketing IT HR engineer engineers web internet linked open networkers networker networking  
Owner: **Oliver Taupin** | 11,879 members | [Share](#) | [Join this group](#) >



### Dubai Recruitment

This Group is for all Dubai Recruitment Companies and people looking for jobs in Dubai. All companies are welcome to post jobs (not links) and job seekers to post job requests  
Owner: **Adil Serri** | 9,904 members | [Share](#) | [Join this group](#) >



### The Talent Buzz

The Talent Buzz group is for all Job Seekers, Candidates, Recruiting, HR, and Marketing professionals interested in networking, and being kept up to date with the latest trends in Human Resources, Recruitment, Social Media, and Social Networking.

## Search Groups

All categories

All languages

Search

## Create a Group

LinkedIn Groups can help you stay informed and keep in touch with people that share your interests. Create a group today.

Create a Group



# Which Group Would You Choose?

## FORE NETWORKING A Golf & Business Networking Group

**Your membership status is pending.**  
Send message to the group manager | Withdraw request to join



Come for Golf, Leave with Business™  
----- Network with other professionals who all share a common interest: GOLF!

With over 4,000 golfers & growing, this is the online FORE Networking® interest group where you'll receive notifications of events in your area. Official membership information is available at FOREnetworking.com.

----- Please be patient with your request to join. We don't want to notify you of an out of state event so we need to add each request one at a time by location so you'll only receive notification of golf networking events in your region.

----- Fore more information about membership or starting a chapter in your region, please go to <http://www.forenetworking.com>.

**About this Group**

**Created:** September 26, 2007  
**Type:** Networking Group  
**Members:** 3,725

**Owner:** Sinnary Sam

**Website:** <http://www.forenetworking.com>

The largest Group by only a few hundred. The slow growth indicates this Group is not very active!

dates Members Settings Manage [Group Profile](#)

The fast growth indicates this Group will be soon the largest Group in its category.



Join Linked:Golfers, the best Golf "Course" on LinkedIn! This is where Golf meets Business Networking! Here are the benefits of joining Linked:Golfers: (1) Get connected to Golf Pros: We are constantly inviting Gold Professionals to join our Group, including some of the biggest names in Golf. (2) Get great tips from these Pros and other golfers like you through our Discussions and News. Learn about the best golf courses, golf clubs, golf equipment and supplies. (3) Use Linked:Golfers to network with other golfers: Sign business deals on the green! (4) Looking for Golf buddies in your neighborhood or while traveling? Simply use the LinkedIn Advanced Search and select Linked:Golfers to schedule a round of golf. This Group is owned by Olivier Taupin, from Linked:Group, an independent Group Management organization. Linked:Group manages more members than anyone else on LinkedIn. The Linked:Group family includes Linked:HR, the largest HR Group on LinkedIn. All Linked:Groups are managed in strict accordance with the rules established by LinkedIn as well as additional Linked:Group rules for the benefit of the Members as a whole. Please review these rules at <http://linkedgroup.net/grouprules>.

**About this Group**

**Created:** May 29, 2009  
**Type:** Networking Group  
**Access:** This group is open to everyone  
**Members:** 3,242

**Owner:** Olivier Taupin  
**Managers:** Ellen O. and Scott Bigley

**Website:** <http://www.linkedgroup.net>



# Group Settings

- Display logo only if you think it belongs in your profile.
- Only get digest emails from Groups you want to actively participate in.
- DO allow Announcements and Messages

My Groups | Following | Groups Directory | Create a Group | [FAQ](#)

### Join Group

Group Logo:  Display the group logo on my profile.

Contact Email: Select the email address to use when receiving communications from the group:  
 [Add a new email address >](#)

Digest Email:  Send me a digest of all activity in this group.  
Delivery Frequency:    of this group.  
Note: Your email address will remain hidden from members of this group.

Announcements:  Send me group announcements. (Never more than one a week.)

Messages:  Allow members of this group to send me messages.  
Note: Your email address will remain hidden from members of this group.

By registering to be a member of the Linked:HR (#1 Human Resources Group) group, you consent to have your name and your email address be accessible by the official representative of the Linked:HR (#1 Human Resources Group) group, and to be identified as a Linked:HR (#1 Human Resources Group) group member in your profile and the LinkedIn search results. If you do not wish to give such consent, please do not register.

or

#### Group Summary

**Linked:HR (#1 Human Resources Group)**  
If you are a manager, corporate recruiter, headhunter, trainer, HR service provider or consultant, join Linked:HR now! Linked:HR is the largest HR Group on LinkedIn and the most active when it comes to Group "Discussions". Topics for Discussion:...



# Manage your Groups

- Regularly check the Groups you belong to
- Go to Jobs to check for Job Postings
- Participate in the Group Discussions
- News--Read & comment
- Regularly try interesting Groups and leave Groups which do not help you.
- Respect the Group Rules

The screenshot shows the LinkedIn Groups interface. At the top, there are navigation tabs: "My Groups", "Following", "Groups Directory", and "Create a Group". The "My Groups (27)" section lists several groups:

- I LOVE GOLF!** (Discussions | News | Updates | Members | Settings | Share | Leave Group)
- Golf Executive Club** (Discussions | News | Updates | Members | Settings | Share | Leave Group)
- A Golf & Business Networking Group** (STATUS: Your membership is pending approval. Send message to the group manager | Withdraw request)
- Belgian Networkers Golf Club** (STATUS: Your membership is pending approval. Send message to the group manager | Withdraw request)
- Business & Ski** (STATUS: Your membership is pending approval. Send message to the group manager | Withdraw request)

On the right side, there are two panels: "Groups Directory" (Find a Group) and "Create a Group" (Create a Group). The browser status bar at the bottom shows "Internet" and "100%".



# About Group Discussions

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- Keep in mind a successful Discussion is a Discussion which generates Comments
    - Every time a Comment is added, the Discussion goes back to the top
    - The more Comments a Discussion has, the more it is visited
    - If a Discussion does not generate Comments it is quickly buried by new or more successful Discussions
  - Discussions work best when:
    - They are related to the Group subject
    - They are written as a question, not as an announcement
    - They are written in a way which encourages Members to post an answer, an opinion, or a comment.
  - More information at [www.linkedgroup.net/group-facts](http://www.linkedgroup.net/group-facts)
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# Participate in Discussions

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- The more active you are in Discussions, the more chance you have of building new relationships
  - Your best chance of being noticed is by posting Comments in Discussions related to your expertise
  - Each Comment you write is an occasion to showcase your expertise and an opportunity for networking
  - The more successful a Discussion is, the more your Comment will be read
  - Start new Discussions only if you believe your Discussion will generate Comments
  - Regularly starting Discussions that fail to generate Comments may hurt your image.
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# Advanced Search

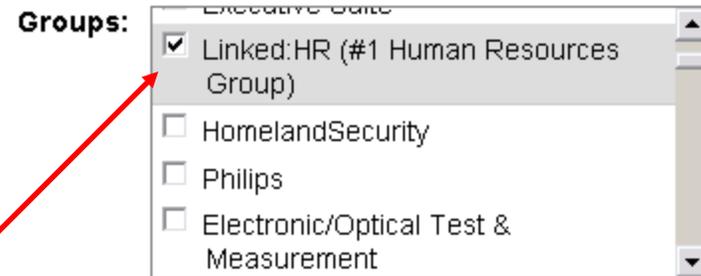
Maximizing Search Efficiency

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# Advanced Search Essentials

- The best way to find talent in the Groups you belong to is to use Advanced Search (People)
- Go to Advanced Search and check all the Groups which apply to the Search



Location:

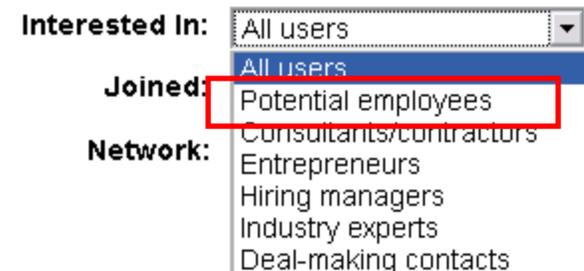
Country:

Postal Code:  [Lookup](#)

Within:

- Limit your search to a geographic area (country or postal code)

- Limit your Search to those interested in "Potential Employees"





# Advanced Search & Groups - Expertise

- Use Boolean commands in “Keywords”
  - “OR” to make sure you find all the right profiles (i.e. “hr OR human OR staffing OR talent OR talents OR recruiter OR recruiting OR recruitment” if you are looking for a recruiter)
  - “NOT” to exclude keywords
  - “AND” to reduce the Search results.

- Also use Boolean commands on “Title”, “Company”, and “Education”, if you want to reach someone with a specific title or from a specific company or school.

**Title:**

**Company:**

**School:**



## Advanced Search & Groups - Industry

- Use “Industry” carefully. You may miss recruiters who:
  - Chose to focus on their function rather than their industry (i.e. a recruiter for the Automotive Industry may select “Human Resources” rather than “Automotive”).
  - Chose the industry of his/her customers (i.e. a staffing agency executive specialized in the Automotive Industry may prefer “Automotive” to “Staffing and Recruiting.”)

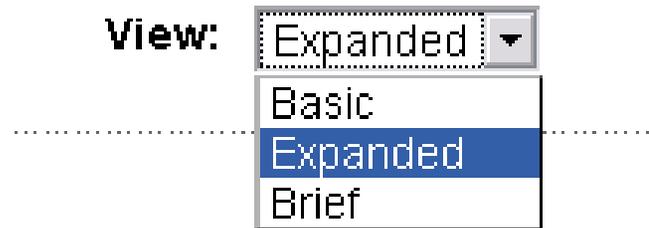
Industry:

<input type="checkbox"/>	Health, Wellness and Fitness
<input type="checkbox"/>	Higher Education
<input checked="" type="checkbox"/>	Hospital & Health Care
<input type="checkbox"/>	Hospitality
<input checked="" type="checkbox"/>	Human Resources

## Advanced Search & Groups - Results

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- “Expanded View” will make your search easier:



- If you have too many results, add some keywords using “AND” instead or “OR”.
  - Each time you see a potential candidate, access his/her profile and click on “Send a message” to propose an opportunity. Be ready for a lot of copy/paste!
-



# Example of Search Results

People

Saved Searches

580 results for HR or Human OR staffing OR... [more...](#) [ [Save this search](#) ]

Sort by: **Relevance** ▾ View: **Expanded** ▾



**Jonathan Lau [LION] [TopLinked]** 1st

**Sourcing Specialist On-Site (RealNetworks) at Volt Technical Resources** [jlau@volt.com] [jonlau@real.com]

Greater Seattle Area | Staffing and Recruiting

Current: Sourcing Specialist On-Site (RealNetworks) at Volt Technical Resources

Past: Sourcing Specialist at Volt Technical Resources, Junior... [more...](#)

In Common: ▶ [5 shared groups](#)



**Cammy Vasquez, ACIR** 2nd

**Senior Recruiter-Talent Partner**

Greater Seattle Area | Staffing and Recruiting

Current: Senior **Recruiter-Talent** Partner at WhitePages.com

Past: Senior Account Manager at Hall Kinion, Founder-... [more...](#)

In Common: ▶ [13 shared connections](#) ▶ [1 shared group](#)

**Tony Boudia** 2nd

**AVP-Employment Officer at Columbia Bank**

Greater Seattle Area | Banking

Current: AVP-Employment Officer at Columbia Bank

Past: AVP **Recruiting** Manager at WaMu, **Human** Resource&... [more...](#)

In Common: ▶ [1 shared group](#)

## Modify Your Search

Keywords:

HR or Human OR staffing OR

First Name:

Last Name:

Title:

Current & past

Company:

Current & past

School:

Location:

Located in or near:

Country:



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# About Linked:Group

Your LinkedIn Group  
Management Team

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# Mission Statement

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## **Linked:Group is committed to:**

- Promoting social networking with the highest ethical standards and best practices
- Remaining the #1 LinkedIn Group Management company worldwide
- Leading the way in Networking Group Optimization/Networking Group Marketing
- Inventing social networking, viral marketing, and guerilla marketing techniques
- Developing the fastest-growing and largest Group on LinkedIn in each Group category
- Mentoring Fortune 500 companies in their discovery and mastery of the power of LinkedIn Groups for recruiting and lead-generation



# Linked:Group's Main Groups

- **Linked:HR:** Largest LinkedIn Group Worldwide: [www.tinyURL.com/linkedhr](http://www.tinyURL.com/linkedhr)
- **Elite:HR:** Largest LinkedIn Group for Top HR executives: [www.tinyurl.com/elitehr](http://www.tinyurl.com/elitehr)
- **Star:Candidate:** Largest Job Seeker Group on LinkedIn: [www.tinyURL.com/starcandidate](http://www.tinyURL.com/starcandidate)
- **Linked:Seattle:** Largest regional Group in the Pacific Northwest: [www.tinyURL.com/linkedseattle](http://www.tinyURL.com/linkedseattle)
- **Linked:Golfers:** Largest Golf Group on LinkedIn
- **Linked:Energy:** Largest Energy Group on LinkedIn: [www.tinyURL.com/linkedenergy](http://www.tinyURL.com/linkedenergy)
- **Oil & Gas e-Transaction:** Largest EDI Group on LinkedIn: [www.tinyURL.com/oilgasedi](http://www.tinyURL.com/oilgasedi)





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# Best of Luck On Your Job Search!

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**For more information:**

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