



A new way to
streamline your
hiring process



Powered by AI

Smart Sourcing uses the power of AI to help you save valuable time so you can extend offers faster than the competition. When you post a job and it goes live, matching technology gets to work and instantly delivers a shortlist of matched candidates based on information collected from the job seeker such as skills, experience, and preferences. From there, you can evaluate your list with AI-powered candidate summaries that highlight skills and gaps so you can quickly decide if they're a good fit. If they are, you can then use customizable AI-generated messages to quickly reach out to the candidates you want to meet. Smart Sourcing's AI can help you hire more efficiently without losing the personal touch that candidates want.



87%

of users agree that Smart Sourcing efficiently reduces the time to hire¹

Match candidates by job Search for candidates

116 resumes match your criteria

Alyssa Vega Vancouver, BC

Pediatric Nurse

A&L Medical Centre, 2020 - Present

Education

Bachelor's Degree, Blue River College

Skills

EMR systems

Nursing

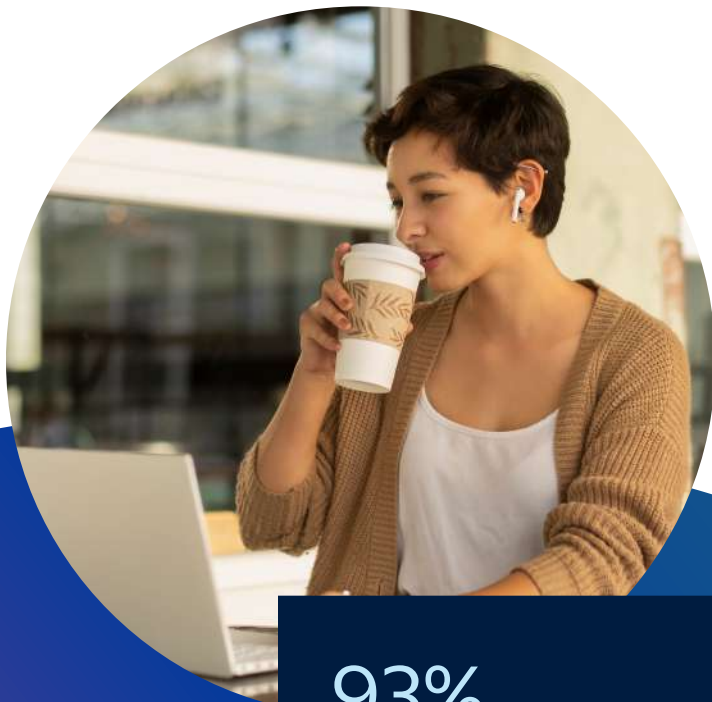
Vital signs

Message


Active today

Match instantly

You can still search for candidates on Smart Sourcing, but with the **matched candidates** feature, you no longer have to. As soon as you post a job, you'll get a shortlist of quality candidates who match your job criteria as well as AI-powered candidate summaries to let you know why they could be a great fit, and you can invite your top picks to apply right away. In fact, matched candidates invited to apply are 23x more likely to apply for your job than job seekers who see it in search.² Not only that, as you accept or reject matched candidates, Smart Sourcing's AI will learn what you prefer over time. So now you can quickly find and evaluate quality candidates matched to the job description you wrote and information collected from job seekers.



Candidate highlights ^

Powered by AI 

- The candidate indicated they have experience in EMR Systems, which fits the needs for this role.
- The candidate does not have a bachelor's degree. However, this does not mean they are not qualified. Most experience in nursing is learned on the job.
- You are requiring 5 years of experience for this job but the candidate's resume indicates they only have 4 years. Research shows that a difference of 1 year is typically insignificant.

 Helpful

 Unhelpful

93%

of employers claim Indeed delivers the highest quality matches compared to other online job sites³

² Indeed data, (CA), August 2023

³ Indeed U.S. Employer Survey, March 2023, (n=600)

Connect quickly

Employers who contact candidates through Indeed's resume search receive a positive response from a job seeker in just 10 hours on average,⁴ but according to a recent Indeed-commissioned survey with Harris Poll,⁵ 95% of hiring managers believe that their productivity would be even better if administrative tasks like candidate outreach could be assisted by AI. Smart Sourcing's customizable AI-powered messages reduce the time and effort it takes to manually write, personalize, and proofread candidate communications. It also offers the flexibility to contact candidates right away on their channel of choice.



69k

successful connections between employers and job seekers each day on Smart Sourcing⁶

AI-generated message

B I ☰ { }

Hi Ellen,

Hope this email finds you well! I'm a recruiter from Champion Healthcare. After reviewing your resume, I think you'll be a good fit for the Registered Nurse position. Let me know if you're interested.

Best regards,
Joanna

Regenerate ...

- Shorten
- Elaborate**
- More formal
- More casual

4 Indeed data (worldwide), 2023

5 Harris Poll survey of U.S. hiring managers with 2,000+ employees (n=300) and employed adults, ages 18 and older (n=1107), conducted on behalf of Indeed, February 2024

6 Indeed data (WW), Average over March-May 2023, based on Indeed Resume

Work seamlessly

Since recruiting and hiring can be complex with work and tasks distributed across multiple people and platforms, Smart Sourcing helps simplify everything into one cohesive experience. You can make decisions faster by giving hiring managers direct access to candidate feedback and status. It works seamlessly across your teams, allowing you to easily share performance insights and candidate information and activity so you can collaborate and make decisions faster. For example, if you've narrowed down your shortlist of quality candidates, you can invite collaborators to provide feedback. When you've collectively decided which candidates will move on to the next hiring stage, you can then send invitations about next steps.



87%
of Indeed Smart Sourcing users agree that its collaboration features help their hiring teams save time^{1b}

Alyssa Vega • Vancouver, BC
Pediatric Nurse
 A&L Medical Centre, 2020 - Present
Education
 Bachelor's Degree, Blue River College
Licenses and certifications
RN BLS Compact State Nurse License
Skills
EMR systems Nursing Vital signs

M T B +24

Add note

Great candidate, has a lot of relevant experience. Would like to bring her in for an on-site interview.

“

Smart Sourcing serves up appropriate candidates that tend to be more eager to respond and are active on Indeed. So we get both quality candidates that are a fit and a higher response rate than with another similar tool.”

Scott Errickson, Divisional Director - Clinical Recruitment – Behavioral Health, UHS of Delaware, Inc.





MATCHING AND HIRING PLATFORM

Hiring made simpler, faster, and more human

As a leading global matching and hiring platform, Indeed seamlessly integrates into your workflow to help you connect with talent and hire faster—and you only pay when we deliver results.

Employers get unparalleled access to job seekers with 8.5M unique visitors per month⁷ and an extended reach through Glassdoor. Indeed handles scheduling, screening, and messaging, so your hiring team can skip the busy work, and connect with candidates, fast.



[Connect with an Indeed Specialist](#) today to learn more about how Indeed can help you with all of your hiring, all in one solution. Together, we can make hiring simpler, faster, and more human.



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