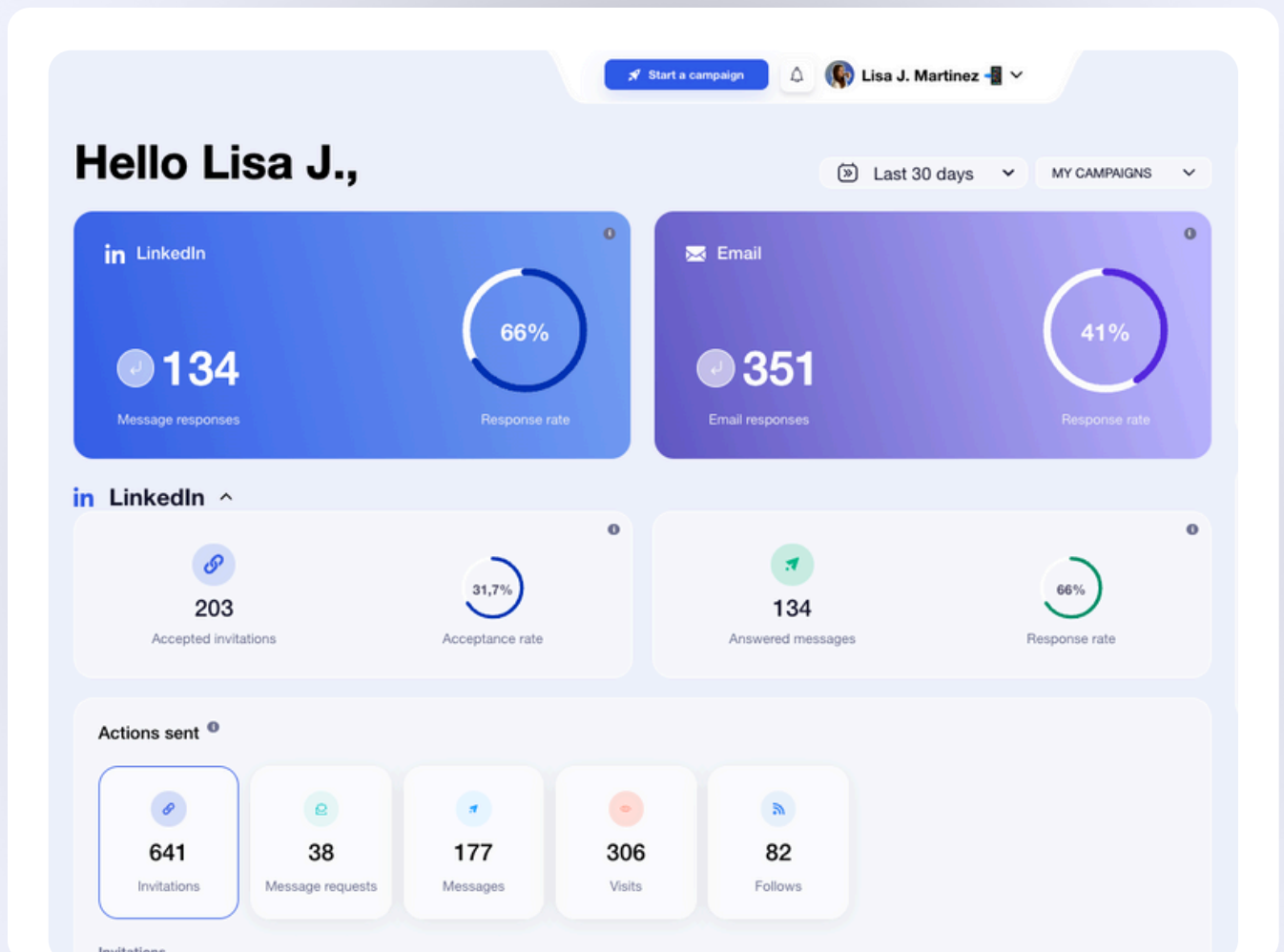# THE WAY TO GET

QUALIFIED TALENTS

IN 5 MINUTES

Find your ideal candidate in 3x less time – effortlessly.

This guide is the is the only essential tool for your recruitment.

Hundreds of recruiters were asked what they found most difficult. Their answers?

💡 **Finding and contacting top talent fast.**

For that, we'll guide you from talent search all the way to recruitment.

After reading it, you'll know:

✓ Automate your candidate search and contact process.
✓ Find the most qualified and hard-to-recruit profiles.
✓ Build a solid strategy to deliver.

All you have to do is get started.👇

You're not getting enough response from your recruitment campaigns?

That's because you don't know this hack yet. 😏

Before starting, you have to:

✓ Draw up a simple yet precise candidate persona sheet, to make sure you're looking for the right profiles.

✓ Identify keywords you're going to use in your LinkedIn search (to target skills, post name, etc.).

🛟 **To help you, here's an example of a persona sheet** (corresponding to our case study) :

JOB TITLE
FULLSTACK DEVELOPER

EXPERIENCE
+3 YEAR IN THE SAME POSITION

LOCALISATION
FRANCE OCCITANIE MONTPELLIER METROP. AREA

HARD SKILLS

JS
JAVASCRIPT

REACT

NODE.JS

SQL
SQL

{ }
NOSQL

SOFT SKILLS
PROBLEM-SOLVING
TEAMWORK
AUTONOMY

CARREER GOALS
INNOVATIVE PROJECTS
PROFESSIONAL DEVELOPMENT OPPORTUNITIES

2 Extract profiles from LinkedIn

Recruiters regularly use LinkedIn to check candidates' profiles and backgrounds.

But what 94% of them don't know is that they can go much further by automating their recruitment process.

And on top of that, LinkedIn it's:

1 billion
global users worldwide

+14K
skills enumerated

214 millions
of active profiles in United States with a digital CV

+140
job offer posted every second

This is THE social network where you can find the best qualified talent.

And we're not just talking about posting a job offer...

But to set yourself apart from the competition by going on the hunt and contacting potential candidates directly.
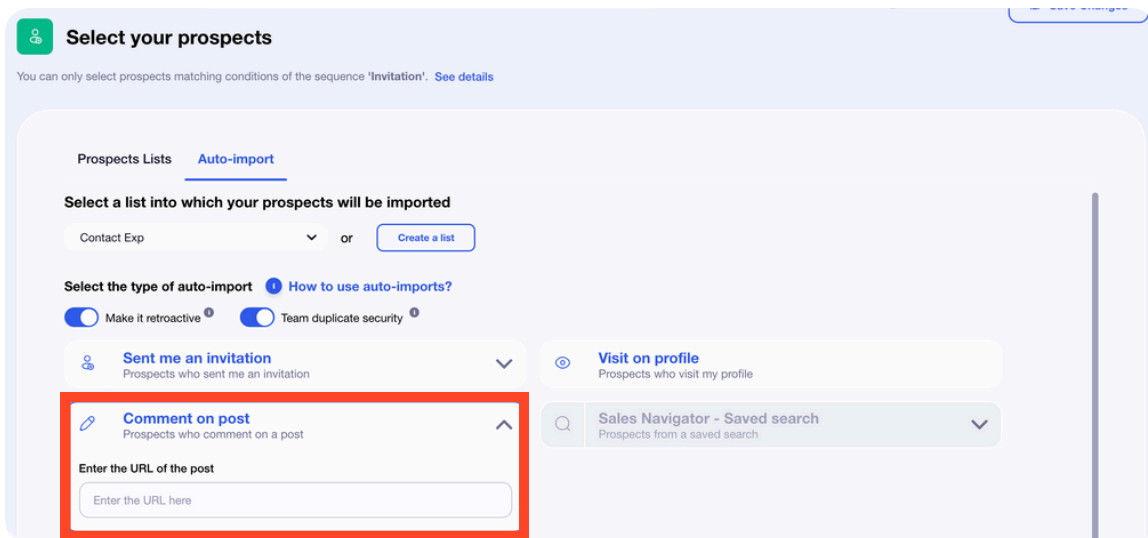
3 methods to source profiles

› **Automatically import** candidates who commented on a post, sent an invitation, or visited a profile.

› **Leverage reactions** to your posts, LinkedIn webinar attendees, or group members.

› **Conduct a search** to find your ideal candidate.

Auto-import profiles that commented a post

√ Start an "Invitation" campaign on Waalaxy.

√ Next, choose one of the three auto-import options to automatically retrieve profiles & populate your campaigns.

√ In recruitment, it's recommended to use the "commented on my post" option.

This way, everyone who commented on your selected post will automatically be added to your campaign!

Import event participants or group members

✓ To take advantage of this hack (and all the others), make sure you've downloaded the Waalaxy extension. Don't worry—you get a free one-week trial.

✓ From your LinkedIn homepage, using the extension, you can import members from a LinkedIn group or participants from a LinkedIn event.

✓ Thoughtfully select the event or group theme to widen your pool of qualified talent.
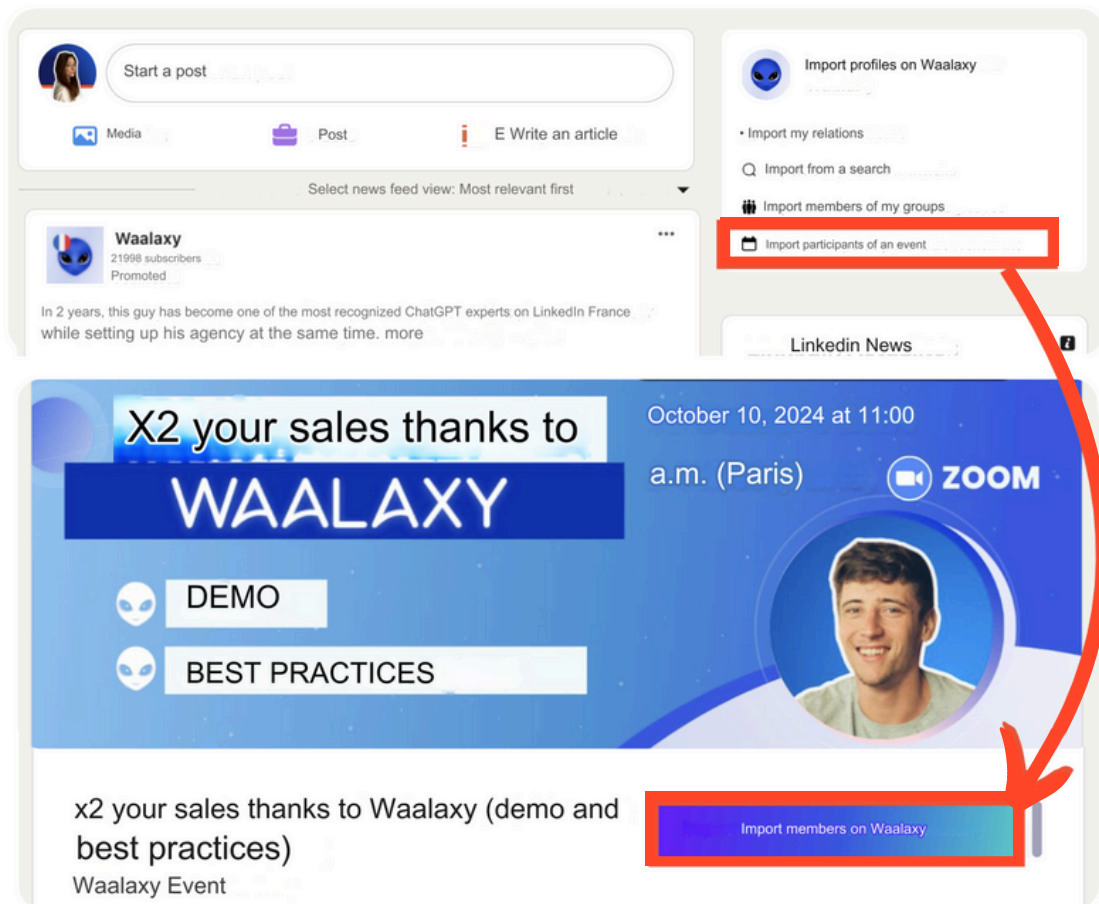
✓ In the same section, you can also import connections. However, you'll need to sort your file afterward.

Obtain profiles that appreciate your post

✓ Navigate to your LinkedIn post and examine reactions.

✓ Open the browser console and keep the tab open.

✓ Retrieve and insert the Javascript code into Console.

✓ Press "Enter" and allow a few minutes for processing.
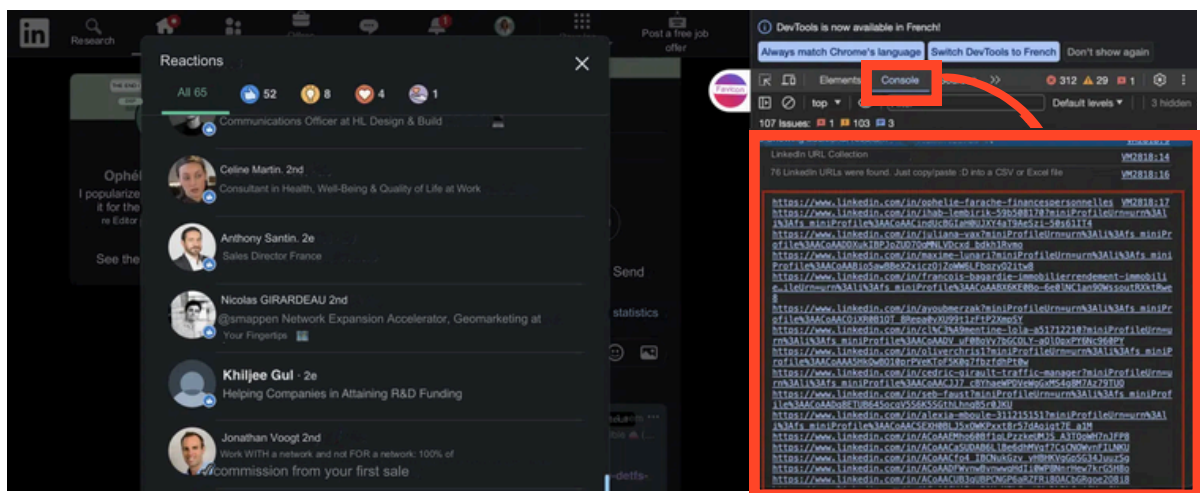
Thus, you have a CSV file containing the LinkedIn URLs of all the profiles that engaged with your post.

Import it into Waalaxy and initiate a campaign to send them an invitation or message. 📩

We'll walk you through the process of importing your contacts and launching a campaign to connect with your candidates.

But before that, let's dive into the best practices for conducting a LinkedIn search. 😇

3 Find the right profiles on LinkedIn

Most people don't know how to segment their searches properly on LinkedIn. We show you how to do it. 👇

TUTORIAL

STEP 1

Go on LinkedIn and click "Import from Search" using the Waalaxy extension.
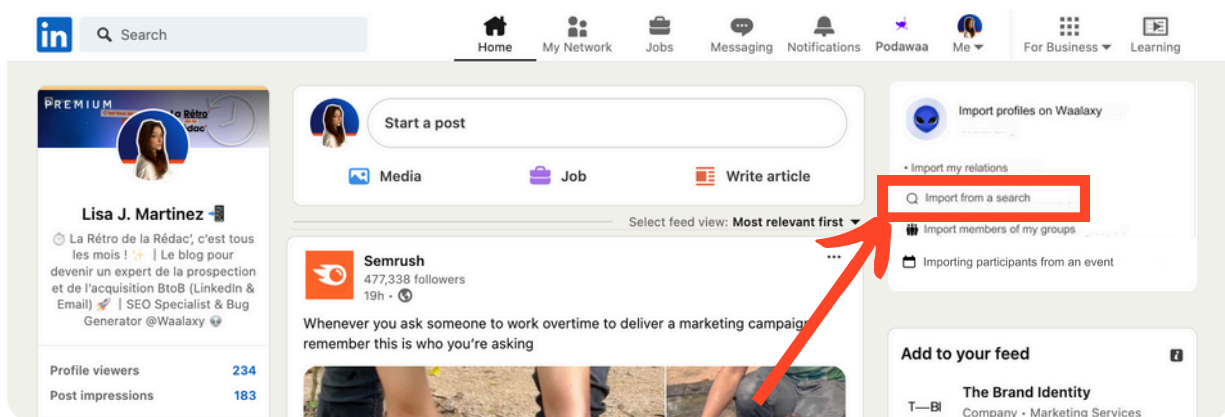
STEP 2

You'll be able to access search and profile import through "People."
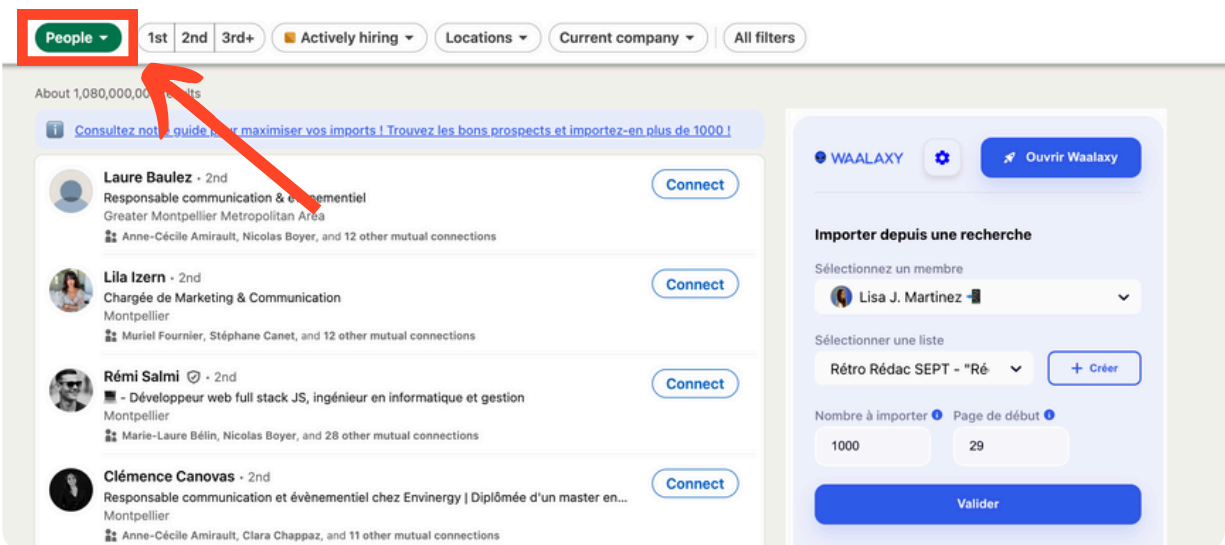
Access LinkedIn's advanced filters **search and** enter the job title you're looking for in quotes.

Use additional filters to ensure the search matches your candidate profile (e.g., location).

STEP 4 (SUITE) You can also try searching by "Current Company" to find the best profiles to recruit.
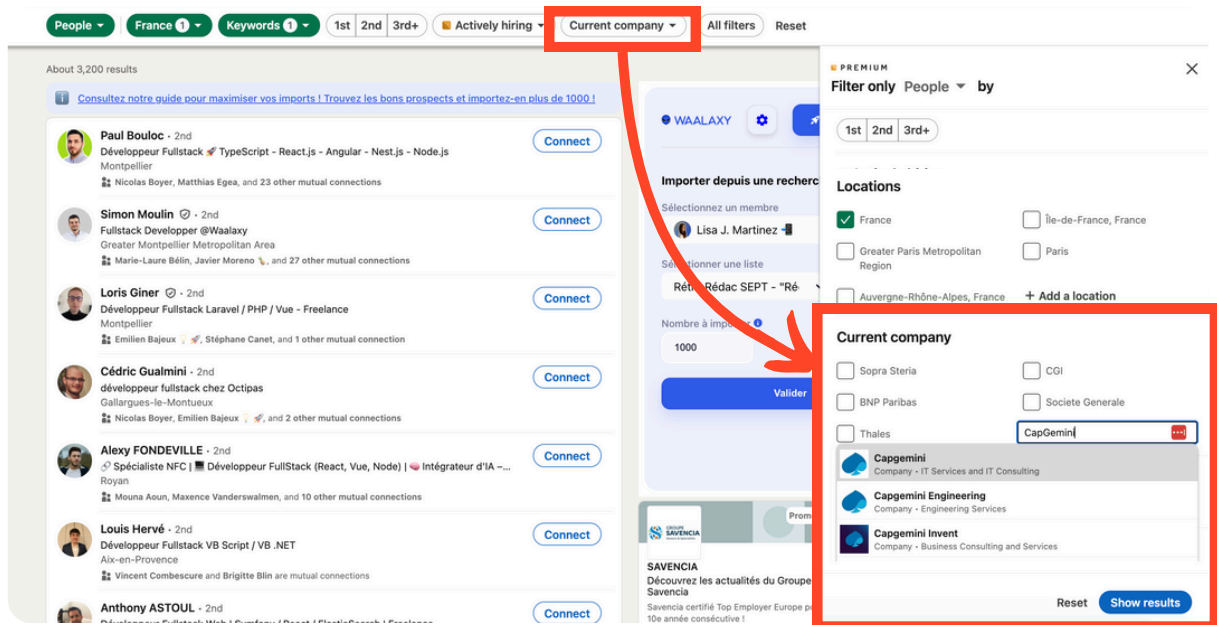
Identify the company to seek out. 👀

✓ Identify competitors or organizations currently employing profiles akin to the one(s) you seek.

✓ Visit Glassdoor and search for companies with poor ratings.

✓ Profiles that have been contacted are more likely to seek departure if the circumstances are not optimal or have changed.

Finally, to advance further, you may utilize tools such as LinkedIn Sales Navigator and LinkedIn Lite Recruiter to access a broader array of advanced filters.

(This is not obligatory for the remainder 😇).

LinkedIn Lite Recruiter Search👇

The only relevant filters to use are
"Experience" and "Graduation Year."
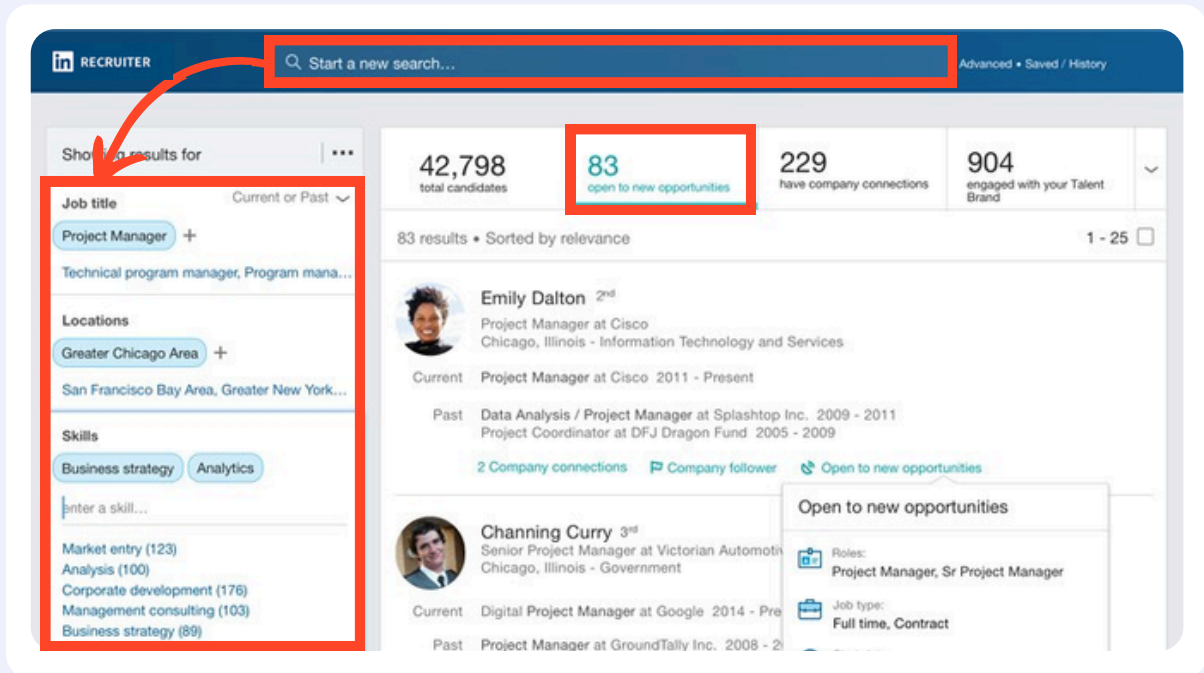
✅ Best practices

✓ Add recommendations and post a job offer to attract qualified candidates.

✓ Develop a lead nurturing strategy for potential candidates by sharing content to spark their interest before reaching out (inbound recruiting).

If that's what you're looking for, LinkedIn Lite Recruiter will give you direct access to profiles of job seekers or those open to new opportunities.

LinkedIn Sales Navigator Search 👇
It's more comprehensive than Lite Recruiter,
offering even more advanced filters.
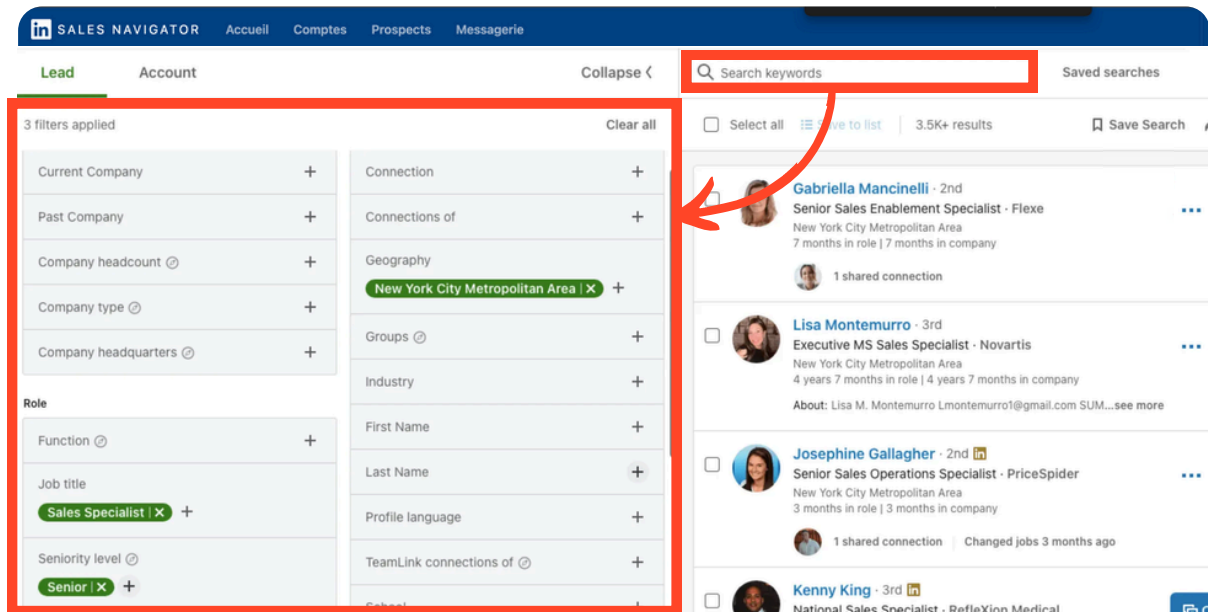
✅ Best practices

✓ Search by identified similar or competing companies where qualified talent might already be working.

✓ Optimize keywords when searching, vary combinations so you don't miss any profiles

Now you have a qualified candidate pool, but still need to automate the contact process.

It couldn't be easier!

3

How to use Waalaxy (correctly) to find candidates

Recruiters using Waalaxy can cut their candidate search and outreach time by three.

Waalaxy it's the easiest to use for 👇

✓ Launch your recruitment campaigns,
✓ Write and optimize your messages,
✓ Insert variables and CTA,
✓ Analyze your results.

To learn to use the sourcing tool, a super simple tutorial is waiting for you on the next page.

Hello Lisa J.,

Last 30 days ⌄   MY CAMPAIGNS ⌄

in LinkedIn

134
Message responses

66%
Response rate

✉ Email

351
Email responses

41%
Response rate

in LinkedIn ⌃

203
Accepted invitations

31,7%
Acceptance rate

134
Answered messages

66%
Response rate

Actions sent ⓘ

641
Invitations

38
Message requests

177
Messages

306
Visits

82
Follows
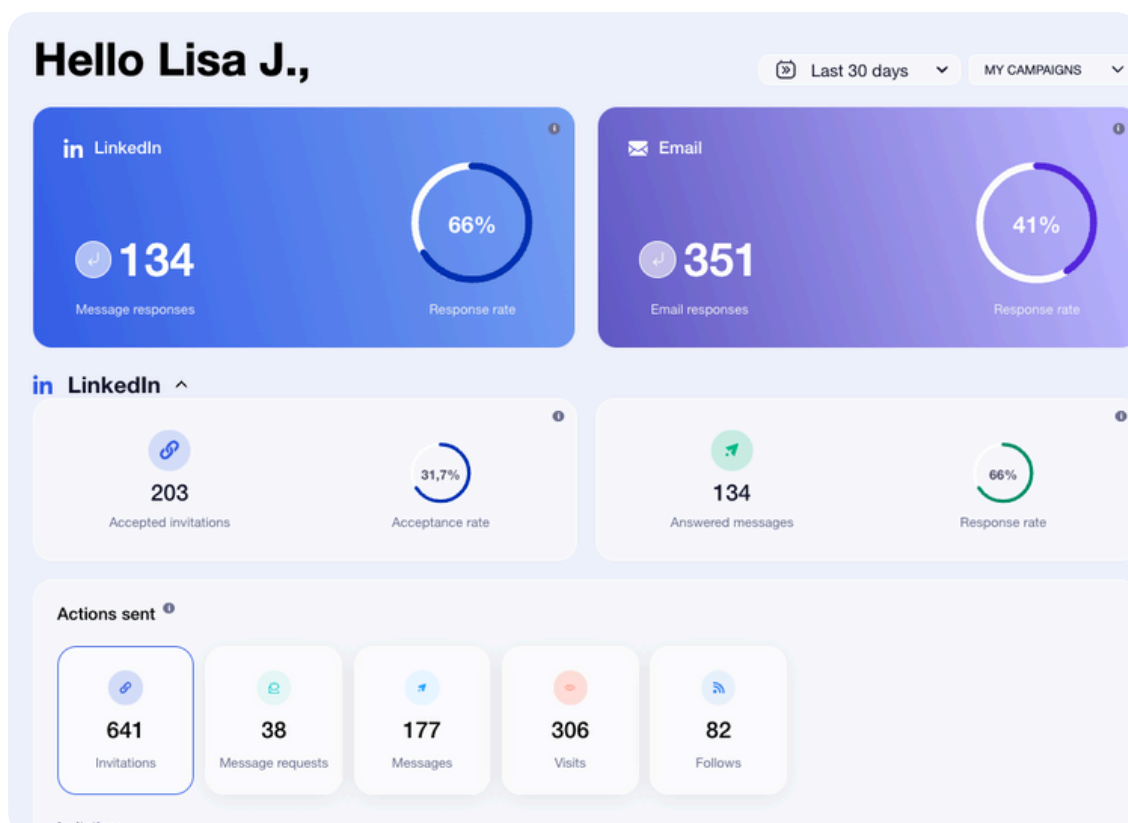
RECRUITMENT CAMPAIGN TUTORIAL

We'll show you how to automatically reach out to top talent. 👇

Before getting started 🚀

1 Download the Waalaxy extension to create lists directly from LinkedIn.

2 Perform your search (as in the previous tutorial).

3 When your LinkedIn search is ready, create a list and import it from LinkedIn to Waalaxy.
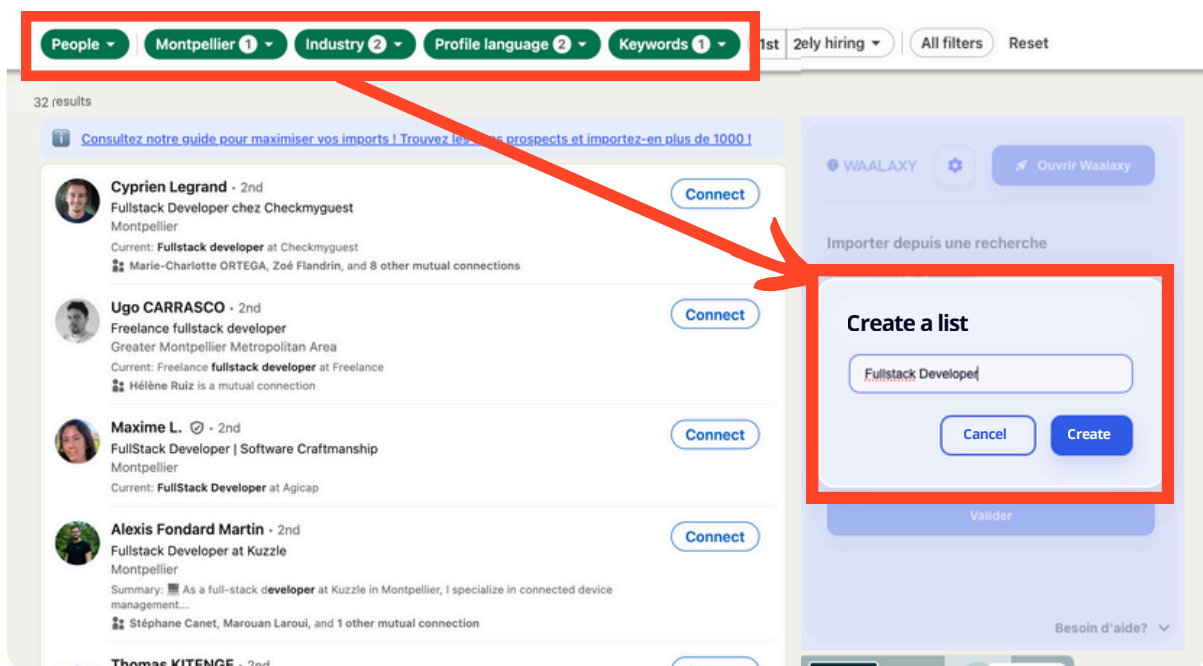
WAALAXY ⚙ 🚀 **Open Waalaxy**

Import of 32 prospects to Waalaxy

51% Done
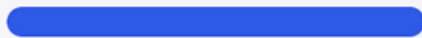
20 scanned, **20** success, **0** duplicate, **0** false positive

Stop the import

Add these prospects to a campaign

Existing campaign | New campaign

Select a campaign ⌄ | Ok

💡 **Waalaxy features anti-duplication check security, which means:**

✓ No contacts will be imported more than once or included in two campaigns at the same time.

✓ Anti-duplication check preventing you from sending the same message to a candidate several times.

Your list has been successfully imported !

Navigate to your automated recruiting tool
and select "Prospects" to access it.

Here you have several options 👇

1 Re-sort your list or segment it to create new ones directly on Waalaxy.
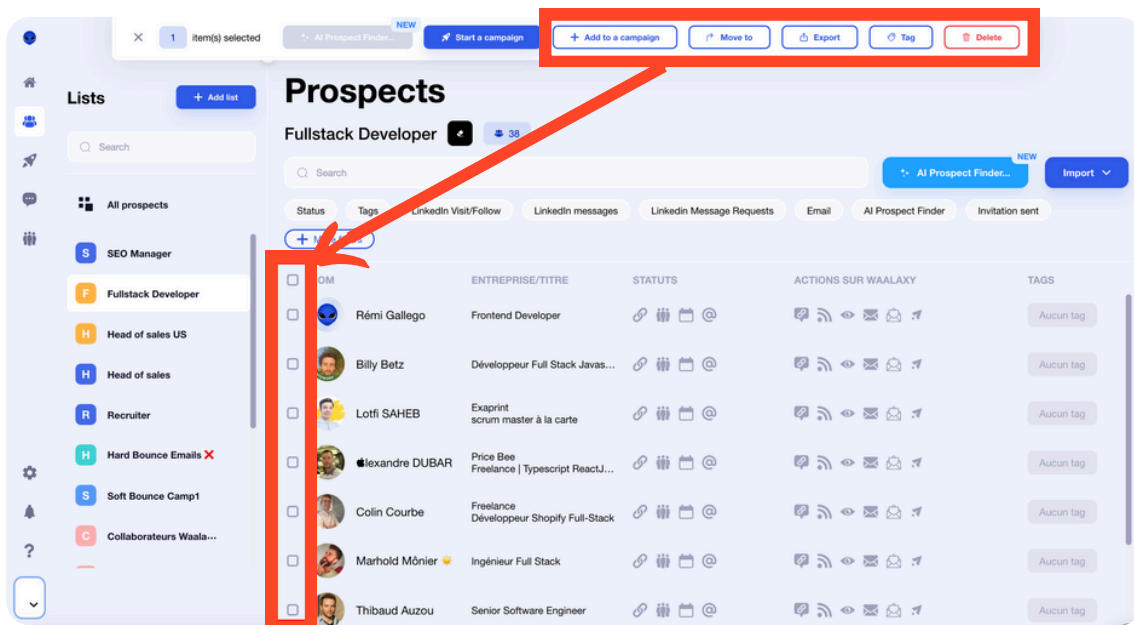
2 Create TAGS to organize your candidate lists.

3 Import new profiles from CSV files or LinkedIn groups.

4 Search for profiles similar to your list thanks to the tool's built-in AI!

5 Track your prospects' activity to find out where they are in the recruitment process.

Now it's time to launch our automated recruitment campaign!

STEP 1   Start a recruitment campaign.
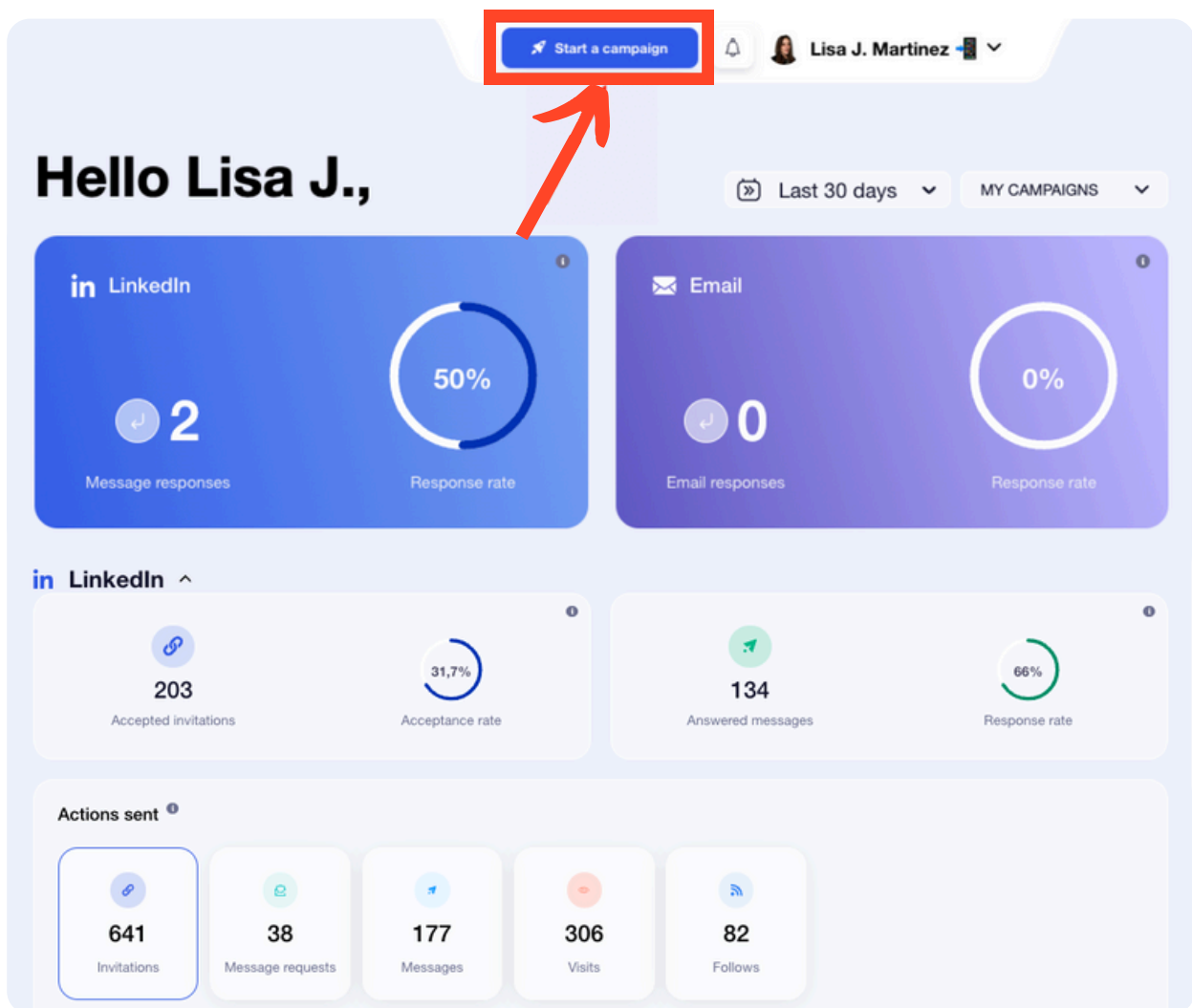
💡 **If you haven't done it yet, be sure to download Waalaxy so you can follow the tutorial in real-time.**

WAALAXY

Choose a sequence for your recruiting campaigns

2 examples of sequences easy to use

Build a pool of candidates for outreach.
Invitation with a note only.

👉 **Benefits** 👈

✓ Direct, swift, and effective for initial engagement regarding prospective job opportunities.

✓ Limit of 200 per week: Utilize a maximum number of candidates within your network for future contact.

Go with this one

🔗 Invitation

Urgent promotion of employment opportunities
Invitation without note + LinkedIn message

👉 **Benefits** 👈

✓ Effective for more desirable and elusive LinkedIn profiles.

✓ Adaptable: with or without notes, multiples messages and emails (multichannel options available).

Go with this one

🔗 Invitation

🚀 Message

Configure the campaign

Name the campaign

Once you've selected your sequence, you'll be prompted to name your campaign (so as not to lose it).

🪐 **Name your campaign** Optional

Fullstack Developer | Next

Include candidates

From the list generated previously.

How do you want to add your prospects?

From my lists | From auto-import | From LinkedIn

You can also create it when launching the campaign: either from a LinkedIn search (following the previous steps) or by importing a CSV file.

Add a note to your invitation (optional)

Invitation - Add a note?

You can add a note to personalize your invitation.
Did you know? Invitations without notes are accepted 10% more often.

Yes, add a note   **No, continue**

Good or bad idea?

✓ Adding a note improves the acceptance rate by showing interest in the candidate's profile and creating more human connection.

✗ If you're not subscribed to LinkedIn Premium, you'll quickly hit a limit (10/week). Instead, send a message after connection request's acceptation.

Sample Invitation Note
to establish a database of candidates for outreach

Hello {{firstName}} 👋,

I am reaching out to you as a recruiter, as I may have job opportunities in the future that align with your profile.

Would you be interested in being contacted regarding offers that align with your profile on the day they become available? 🙂

However, the "Building a Candidate Base to Contact" sequence concludes here.

Upon completion, you will need to:

✓ Reorganize your file to retain only the profiles that accepted your invitation, and set it aside.

✓ Afterward, reach out to these profiles again with a message (when you have a relevant offer) using a "Job Offer Promotion" campaign and manage all interactions from your Inbox.

If you want to launch a **"Promote an Offer"** campaign right now, just continue following the steps in the process.

Set the delay between your actions
The time that will pass, in this case, between the invitation and the message (for a more natural approach).

⏳ **Edit delay after the invitation**

Once your prospect has accepted the invitation, choose the time to wait before performing the next action

Wait for [1 days ∨] after the invitation is accepted. **Next**

💡 **Good to know:**
Delays cannot be modified after your campaign has been launched.

What message and how to write it?

This step is the most important.
Waalaxy has done its utmost to simplify it for you.

Especially with Waami, the AI assistant that will help you write ultra-efficient LinkedIn messages!
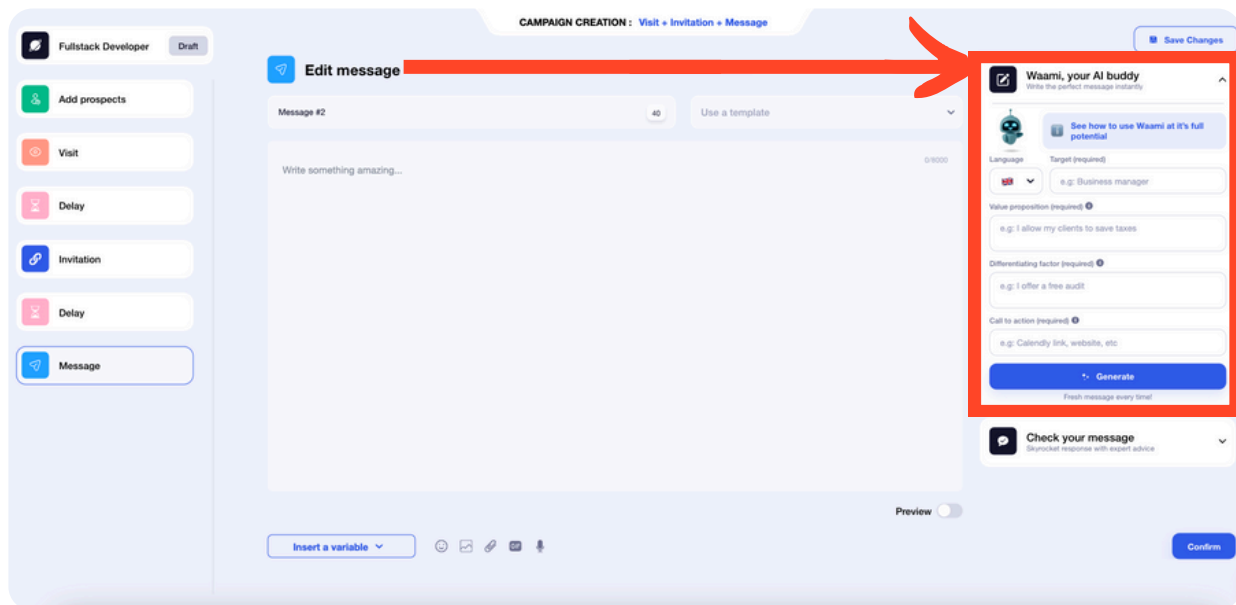
> 💡 **Recruiter Hack :** Grab the candidate's attention at the beginning of your message with attractive elements they're looking for, such as "full remote," "100k annual salary," "close to home" (if it's a regional job post), etc.

But above all, you need to **refine your copywriting** to truly get responses to your messages.

We've got some tips for you on the next page!

At Waalaxy, we launched numerous recruitment campaigns to build our dream team.

Now, we've decided to share some of the actual messages we used. But first... 🥁

Some copywriting tips ✍🏼

Before crafting your messages, it's essential to differentiate between profile types:

👉 Hard-to-recruit profiles: high-demand, less accessible (e.g., full-stack developers), or more niches.

👉Easier-to-recruit profiles: lower demand, more accessible (e.g., communications officer).

Depending on your needs, you will be able to:

✓ Craft messages with tailored approaches depending on the profile you're targeting.

✓ Adapt the tone of each message and, most importantly, be original to capture attention.

> 🚨 **Coming soon**
> Examples of LinkedIn messages tailored to each profile to inspire you! They have brought us excellent response rates.

Recruit talent promptly
Warren Bucket's Campaign at Waalaxy

#1 Campaign
For hard-to-recruit profiles

Hello {{firstName}},

Thank you for accepting my invitation to connect!
One of my favorite sayings is, "Might as well strike while the iron is hot." 😇

Your profile caught my eye for an exciting opportunity at Waalaxy.

We're looking for a Fullstack Developer (Node.js/React) to support our job creation efforts and expand our tool's capabilities.

Here's the full job description: Fullstack Developer (Node.js/React) CDI - Waalaxy - Montpellier
https://bit.ly/
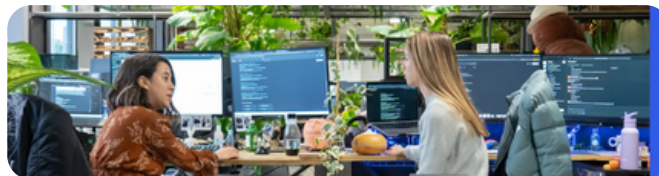
If this sounds like something you'd be interested in, I'd love to discuss it with you further.
Warren Buckett

If candidates fail to respond, you may consider scheduling automated reminders via LinkedIn or through email utilizing the Waalaxy Email Finder.

LinkedIn Follow-Up #1 from Warren

Hello {{firstName}},

I wanted to follow up with you regarding the Fullstack Developer (M/F) position.

Your profile continues to stand out to me, and I'd love to share more about this opportunity. Here's the job description once again: https://bit.ly/

If you're interested, I'd be delighted to discuss it further and answer any questions you may have. Please feel free to reach out to me at your convenience.

Looking forward to hearing from you, and wishing you a wonderful day!
Best regards,

LinkedIn Follow-Up #2 from Warren

Hello {{firstName}},

Since I haven't heard back, I completely understand if this opportunity may not align with your current goals.

However, if you know someone in your network who might be a good fit, I'd greatly appreciate any introductions—or feel free to pass along this message.

Of course, any feedback you'd like to share would also be most welcome.

Wishing you a great day ahead!
Best regards,

Sample of response received 🤩

Good morning

I really like the approach! I hear a lot

of good things about Waalaxy from my husband, Emilien and it turns out

that I am wondering about it at the moment... I am taking the time to

write all this to you :)

13:45

Establish a candidate pool
Recruitment Campaigns by Phylicia at Waalaxy

#2 Campaign
For more "common" profiles

Hello {first_name},

No, I'm just joking, {{firstName}}. At Waalaxy, we place greater value on each talent than that.

However, I am no more original than others, so let us get straight to the point!

If you were to identify five reasons for departing from your company, what would they be?

We do not verify one of the reasons you mentioned to me; I solemnly promise to return to my origins and refrain from contacting you again (though you are entitled to your curiosity).

I will allow you to contemplate it shortly!

Sample of response received 🤩

Hello Phylicia!
I love your hook, well done ;)
Listen, we can chat by phone/meet. I've known Waalaxy for a while, but I'd be curious to hear more about it!

17:27

I had some original hooks, but I admit... there is a level so just for that... well done :D

15:43

Hello {{firstName}},

You are correct; I did not add you solely for your impressive profile picture (which is indeed remarkable, and I am not disputing that).

No, seriously, I would like to understand what would prompt you to accept a call so that I can discuss an opportunity at Waalaxy with you.

Sample of response received 🤩

Hello Phylicia,

How are you doing? ☺

Thanks for your message and for the compliment, it always makes me happy ahaha

I am always curious to learn more about opportunities that might be a good fit for me.

Can you give me some details about the position and what you are looking for? This would help me see how it might align with my professional goals.

Thank you very much and looking forward to discussing it!

09:21

I trust that our examples have provided you with inspiration for your upcoming Waalaxy campaigns.

For more information on message success, stay tuned: results from this latest campaign (3) are coming up next. 👇
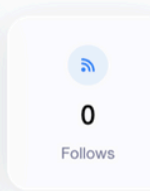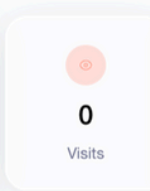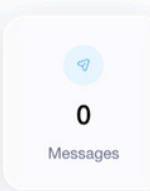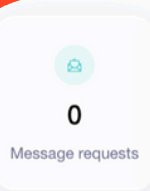
Summary in numbers 👇

Analytics

in **LinkedIn** ⌃

Actions sent ⓘ

191	0	0	0	0
Invitations	Message requests	Messages	Visits	Follows
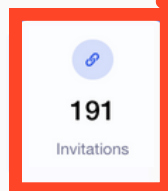
191 **Total invitations dispatched**

Invitations

100
80
60
40
20
0

2 **days of campaign**

● Sent ● Accepted

182
Accepted invitations

95.2%
Acceptance rate
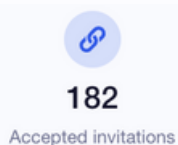
95,2% **Acceptance rate**

Almost all of the people invited accepted the **connection request.**

92
Answered messages

50.6%
Response rate
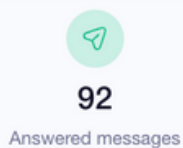
50,6% **Response rate**
Among those who accepted the invitation.

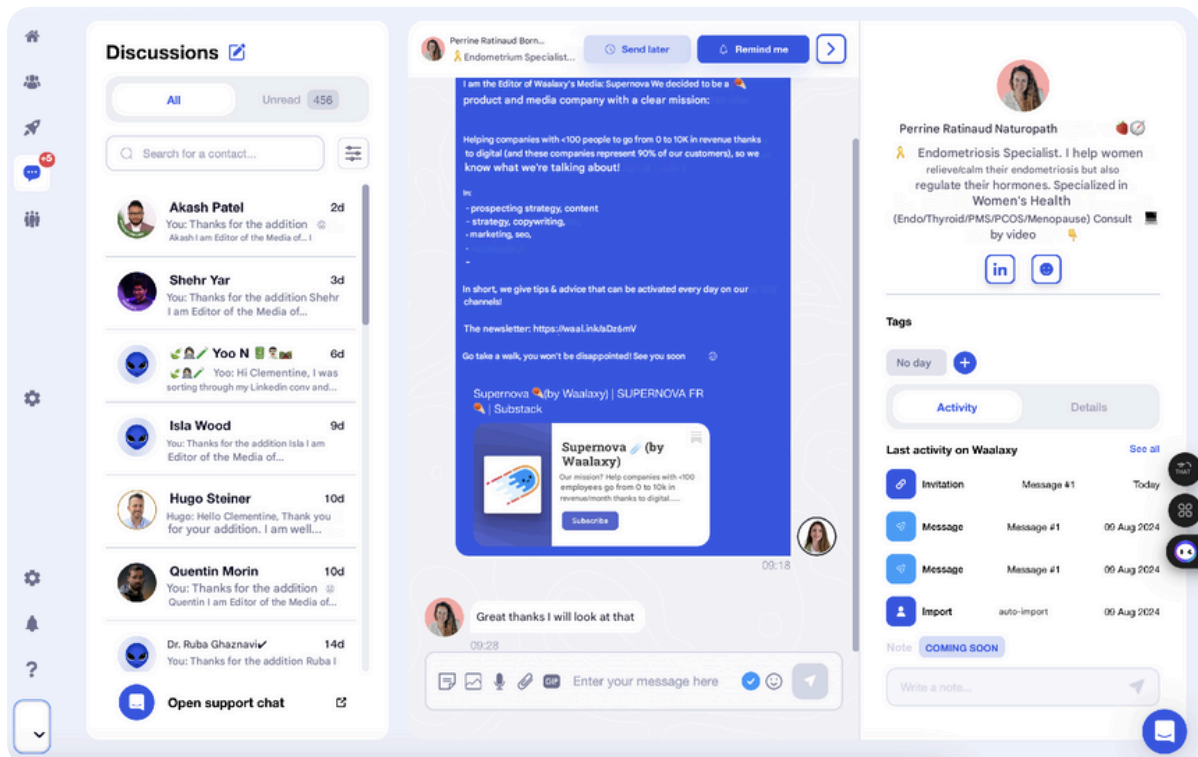**Strong commitment, to be compared with number of responses and candidates received.**

💡 **If you have a lot of candidates,
you can access the Waalaxy Inbox**

Waalaxy inbox - How does it works? 👇

✓ Schedule follow-ups 🔄 and sync with +2,000 apps.

✓ Personalize ✏️ your conversations using variables, pre-recorded messages, tags, and notes.

✓ Reply 💬 and manage your conversations 10 times faster than with standard messaging.

✓ Boost your success rate and enhance the candidate experience.

Utilize tags to facilitate future contact with specific profiles. 🔄

To classify the profiles that engaged with your campaign, you may utilize the tags in the Inbox!

They can be applied "through discussions":

✓ Choose a discussion.
✓ Please refer to the "Tags" section on the left.
✓ Select the "No tag" or "+" icon to generate a tag.
✓ Filter conversations based on the tags you've assigned.
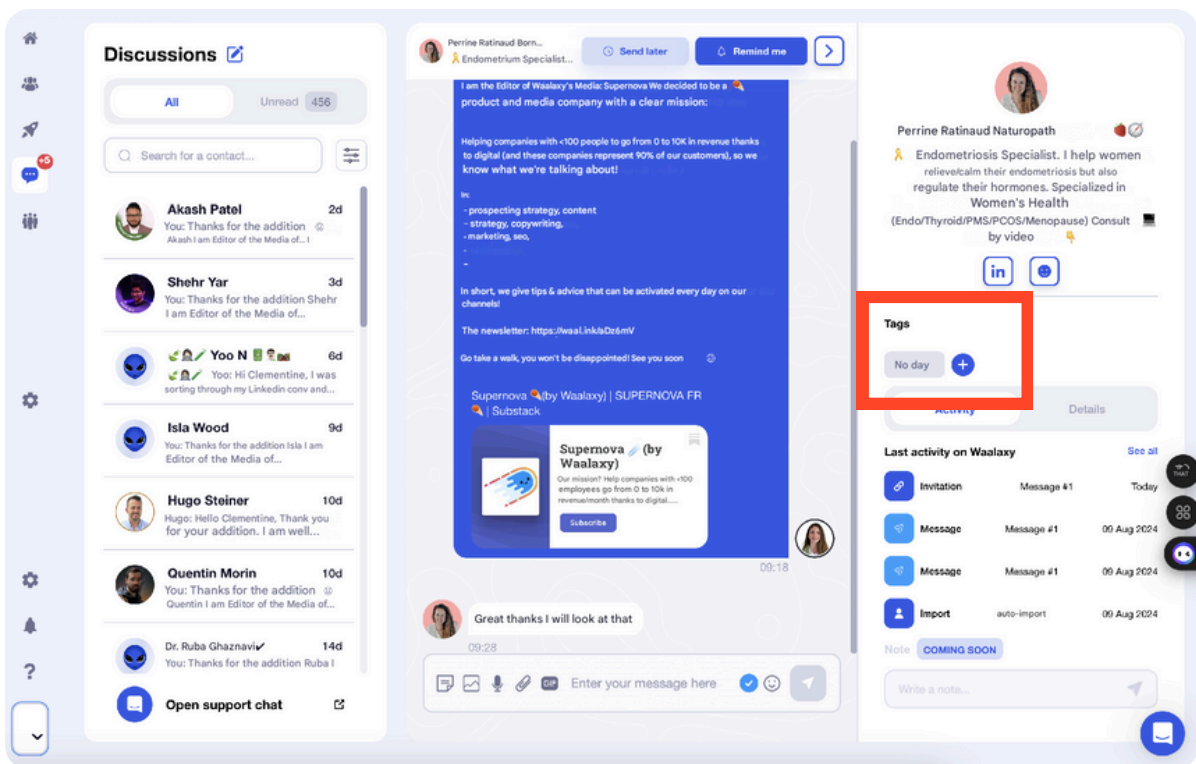
In short, everything you need to efficiently manage all your conversations. ✨

Congratulations,

You're now equipped to hunt and recruit the best talent. 🎉

Automating recruitment with Waalaxy allows you to identify and engage top talents for your team or clients in just 5 minutes.

Not bad, right?

Not only do you save valuable time, but you also maximize your chances of finding the best talent and improving your results.

With this method and tools like LinkedIn and Waalaxy.

Now you know how to effectively recruit, headhunt, and transform.

It's time to take action! 🕹️

Recruiter reviews ✅

Wilson James
Recruitment Manager

Before I knew about Waalaxy, I didn't realize how much time I was wasting.

This sourcing tool is awesome! It saves me a ton of time while maintaining top quality exchanges.

Super easy to use, and support is quick if there is a problem. I recommend without hesitation!

Kate Oliver
Sourcing Agency Manager

Since we adopted the Waalaxy team plan, our teamwork has really changed.

We can manage our recruitments in a synchronized way, which avoids duplication and makes everything more efficient, & each member has access to same information.

Waalaxy is just great for recruitment agencies!

They know us better than we do. ❤️

⭐⭐⭐⭐⭐

4.8/5 on Google Chrome Store

See all reviews

THE WAY TO GET

QUALIFIED TALENTS

IN 5 MINUTES

It's over!

Well almost... 😉

Frequently Asked Questions

How Much Does Waalaxy Cost?

✨ Explore ALL [Waalaxy subscriptions](#) options 👽:

- Freemium,
- Advanced,
- Business.

[Discover Waalaxy 🚀](#)

More recruitment hacks in the video.

Are you seeking to recruit new talent? In this tutorial, we elucidate how to accomplish this with ease. 👇

RECRUITERS' FAVORITE