

Resume Sourcing Integration

Last Modified on 10/21/2021 1:53 pm CDT

What is Resume Sourcing?

Note This functionality is coming soon to Self-Hosted clients.

Our Resume Searching options allow your recruiters to quickly view potential candidates for jobs based on their web sourced resume. These resumes come from the following Job Board databases:

- Public
- Nexxt
- Career Builder
- Monster

Note You will need an account with Job Boards that are non-public in order to see their stored resumes.

Setting up Sourcing & Permissions

In order to utilize sourcing, you will first need to enable [AI Resume Matching](#) in your system.

Note Sourcing will also require setup from TempWorks. Work with your TempWorks Account Manager to get started.

Sourcing and matching permissions are the same, so if you already have AI Resume Matching permissions set up, you can go ahead and get started with sourcing.

Note You will need to have permission to access the security groups section of system settings in Beyond. Talk with your administrators and check out [Beyond - Managing Security Groups](#) for more information.

Permission Security Group

Name

All Permissions



Description

All permissions granted as of 8/21/2020

Properties (2 Visible, 42 Not Visible)

44 Selected

Match



Can access Source and Match

Allows access to "AI Source and Match" integration.



Can edit Source and Match

Allows access to enable "AI Source and Match" integration, and edit source and match settings.

Can Access Source and Match

Give this permission to all users that you want to have access to see sourced resumes during job matching in Beyond. This should be all of your recruiters, etc. that will want to see the web sourced resumes when looking for candidates on open job orders.

Can Edit Source and Match

Give this permission to your admins or managers that will need to adjust settings and enable sourcing options. You will need this permission in order to adjust sourcing settings.

How to Use Sourcing

When you are utilizing our AI Resume Matching feature, your recruiters will have a new tab available titled "Web Sourcing" which will allow them to look for candidates outside of your system.

To locate sourced resumes:

1. Navigate to the Job Order you want to look for candidates on
2. Select the Candidate Matching tab
3. Select Web Sourcing to see only sourced resumes or All to see both sourced resumes and resumes you have on file

For example, this order for a Office Manager only has very low scoring matches from the resumes I have on file. First, I should double check that I have entered a detailed job description under public job description.



Old Ed's Soda Shop - Primary (4295036752)

Office Manager: 0 of 1 positions filled

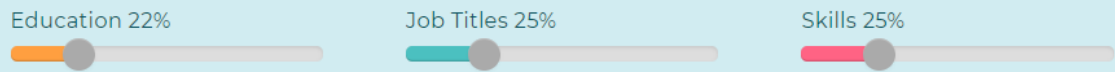
VISIFILE DETAILS **CANDIDATES** CANDIDATE MATCHING DOCUMENTS MESSAGES CUSTOM DATA

If SovScore does not display, preview the resume by clicking "View Resume". [Learn more about SovScores](#)

Your Documents **Web Sourcing** All (Scored)

Results (showing 50 of 552 | query took 203ms) [Filter These Results](#)

Adjust the importance of each category here. This will affect how each match is scored.



SovScore	→	←	Industry	Job Title
37	●	●	Degreed Accounting - CPA	Manager of Operational Accounting
37	●	●	Degreed Accounting - CPA	Manager of Operational Accounting
37	●	●	Degreed Accounting - CPA	Manager of Operational Accounting
37	●	●	Degreed Accounting - CPA	Manager of Operational Accounting

Now if I don't have any close matches, as a recruiter, I can look for better candidates by utilizing the web sourcing options. Select the Web Sourcing Tab at the top:

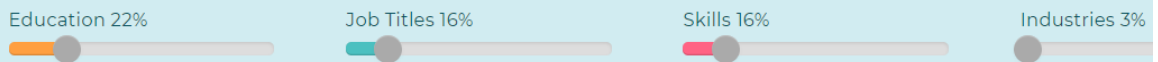
VISIFILE DETAILS **CANDIDATES** CANDIDATE MATCHING DOCUMENTS MESSAGES CUSTOM DATA

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Your Documents **Web Sourcing** All (Scored)

Results [Filter These Results](#) [View Source Job](#)

Adjust the importance of each category here. This will affect how each match is scored.



Weights have changed from the recommended values. [Undo Changes](#)

SovScore: 62

Name:	CLIFF COWLES
Experience:	5 years
Industry:	Marketing - General
Job Title:	Client Manager
Education:	bachelors

For each sourced resume, you will have two options: View Resume and Actions

SovScore: 62	Name: CLIFF COWLES Experience: 5 years Industry: Marketing - General Job Title: Client Manager Education: bachelors	View Resume Actions
SovScore: 61	Name: TOM FISHER, CFA Experience: 9 years Industry: Finance - Other Job Title: Vice President, Finance Division Education: masters	View Resume Actions

View Resume

The view resume option will give you a look at the sourced resume including the AI scoring breakdowns and insights

The screenshot shows a window titled "Details - SovScore: 62" with a "Web Sourcing" icon and a "Next >" button. On the left is a sidebar with a dropdown menu "Actions" and several expandable sections: "Score", "Sovren Candidate Analysis", "Contact Info", "Employment History", "Education History", and "Skills". The main content area displays the following information for CLIFF COWLES, Client Manager, # 216.359.7720, _ccowles@oswaldfinancial.com:

- ABOUT ME:** I am a life-long Cleveland sports fan and native currently residing in Lakewood, Ohio. I enjoy playing softball and trying different breweries and restaurants. I have a passion for the retirement industry and making an impact on clients' financial well-being.
- LIFE PHILOSOPHY:** THE FUTURE DEPENDS ON WHAT YOU DO TODAY.
- PROFESSIONAL STRENGTHS:** A Quick Learner

Open the score tab to see the detailed Sovscore:

The screenshot shows the "Score" tab for a candidate with a SovScore of 62. It includes a "Match Breakdown" pie chart and an "Evidence By Category" list.

Match Breakdown: A pie chart showing the distribution of matches across categories.

Evidence By Category:

Skills	(found 4 out of 9)	▼
Job Titles	(found 0 out of 9)	▼
Education	(Does not meet expected)	▼
Industries	(No matches)	▼
Management Experience	(Full match)	▼

Open the Candidate Analysis section to see an overview of this candidate:

Sovren Candidate Analysis



Sovren-Generated Resume Summary:

CLIFF COWLES's experience appears to be strongly concentrated in Marketing (mostly General) and somewhat concentrated in Finance (mostly Retail). CLIFF COWLES has 5 years of work experience.

Job Type Predictive Index



part-time/temp/contractor

traditional full-time/direct-hire

Average Time Per Employer:

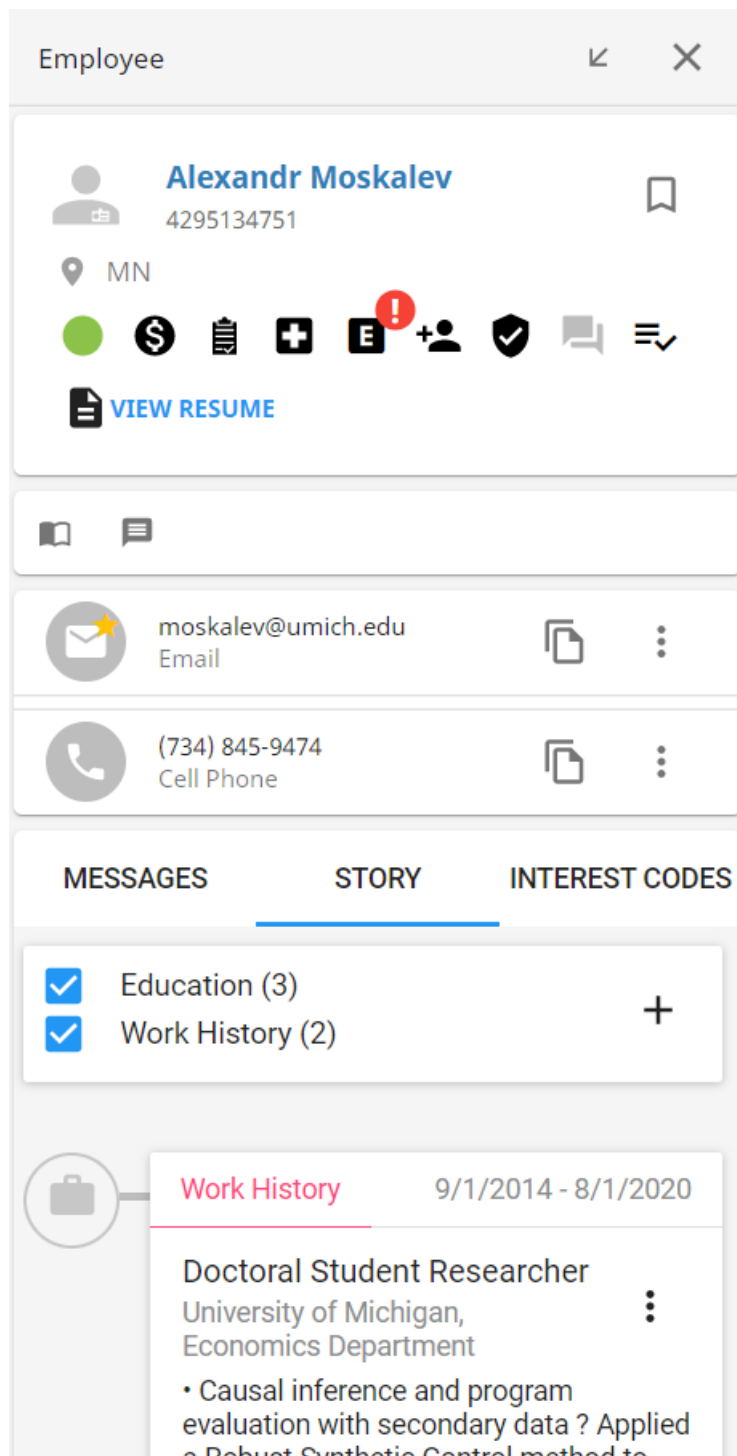
1.5 years

Management Story:

Current position is a mid-level management role: Client Manager
Starting on 1/1/2020, the candidate held the following mid-level management position for 12 months:
Title: Client Manager for Oswald Financial, Inc

Actions

This option will allow you to create an employee record in your system from the sourced resume. When the record is created, it will import job history, education, contact information, etc. as long as it was provided on the resume in a recognizable format. The resume will also be saved under the documents tab of the new employee record.



The newly created employee record will appear in a [quick view](#) on the right. You will now be able to view the employee's file, log messages, and add them as a candidate to an order.

Using the All Tab

There will be a third tab under candidate matching labeled All. This will include Sourced Resumes and your systems resumes all in one view.



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Office Manager: 0 of 1 positions filled

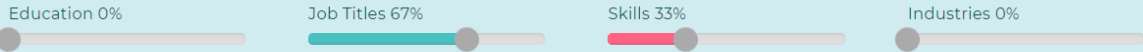
VISIFILE DETAILS CANDIDATES CANDIDATE MATCHING DOCUMENTS MESSAGES CUSTOM DATA

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Your Documents [Web Sourcing](#) **All (Scored)**

Results [Filter These Results](#) [View Source Job](#)

Adjust the importance of each category here. This will affect how each match is scored.



Better matches may be available based on the changes you have made. Click 'update' to refresh results. [Update](#) [Undo Changes](#)

SovScore: 77

Source: Your Documents
Industry: Administrative or Clerical - Admin
Job Title: Administrative Assistant
Experience: 8 years
Education: bachelors
Document: 4295004574-43555

Here are two examples of results:

SovScore: 11	Source: Your Documents Industry: Information Technology - Database Job Title: IT Manager Experience: 29 years Education: masters Document: 4294972234-18865	View Actions
SovScore: 7	Source: Web Sourcing Name: Yolanda Wilkins Experience: 7 years Industry: Information Technology - Medical Job Title: Office Coordinator Location: Pensacola, FL, US Education: bachelors	View Resume Actions

The top result in the picture above is from your records and is an employee you already have on file. The second is an example of a resume from web sourcing.

Related Articles