Case Study

Foursquare Levels the **Recruiting Playing Field** with Fetcher

fetcher × FOURSQUARE

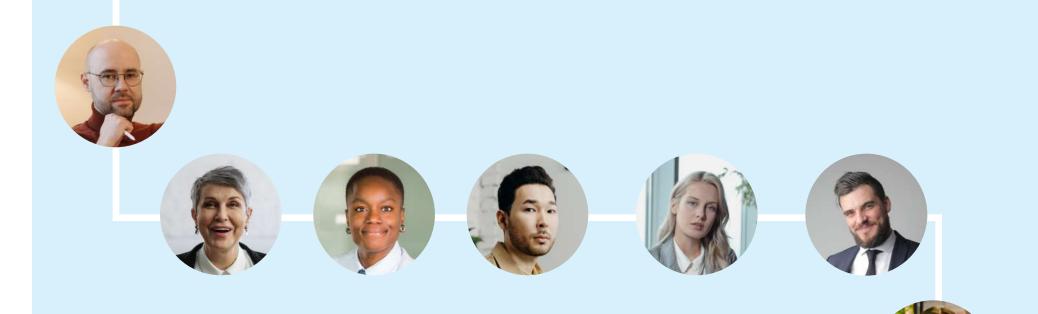




Keeping Up with the Talent Titans

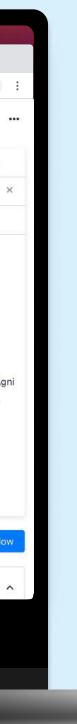
Many are familiar with Foursquare as a social check-in app, but today it is the leading location data and technology company, providing products and services to leading brands like Apple, Airbnb, and many more. Foursquare competes with more well-known brands like Google and Spotify for talent, and LinkedIn alone wasn't providing enough opportunities to reach candidates, especially for hard-to-fill and senior roles. Cliff Jadoo, Foursquare's Director of Engineering & Product Recruitment, wanted to increase brand awareness and add more diverse candidates to his longterm pipeline. To do so, he realized a need to go beyond manually sourcing through LinkedIn Recruiter, without adding hours to already busy days.

When I email candidates, I sometimes get responses like "I had no idea that Foursquare did X, Y, and Z," said Jadoo.



Goal: Increase brand awareness

() fetcher	All Search V Response Need V	Senior Software Engineer / Senior Software Architect at Perficient Latin America
Jump to	✓ F Showing Interested First ✓ Juan Fernando Diaz ✓ Jan 10, 20	From: javier@fetcher.ai
My Dashboard	Software Engineer, Back-end	CC: agni@fetcher.ai,paula@fetcher.ai
L Directory		Subject: Software Engineer Opportunity at Fetcher
Minbox	~	B I <u>U</u> � Variables ≑
All Emails		Hi Juan,
Response Needed		
Interested Scheduled		Thanks for expressing interest!
		As an initial next step, are you comfortable chatting with a member of our Talent Acquis
Searches Software Engineer, Back		team? Agni would be able to give some context on the interviewing process, answer qui questions about the role, and then schedule our next call. If you see a good time to cha
Campaigns		you can book directly with her. If you don't see a good time, let us know others that ma
Fetcher's Re-unite	•	Hopefully, this sounds like a good next step.
Fetchers Unite		12105-194
Fetchers Unite		Best
Fetchers Unite		Best,
Fetchers Unite		Best, Javier
Fetchers Unite		Javier
	~	Javier Cancel Res Juan Fernando Diaz
Chat With Us		Javier Cancel Res Juan Fernando Diaz Jan 10, 2022
Chat With Us		Javier Cancel Re Juan Fernando Diaz Jan 10, 2022



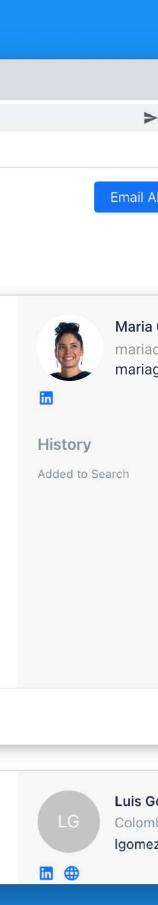
Taking a Sales Approach to Top-of-Funnel Recruiting

Jadoo was recommended to Fetcher by a colleague, and he was initially intrigued by Fetcher's automated sourcing combined with humans-in-theloop. Fetcher's team of trained sourcers work with the platform's algorithm to guide and verify his search results. Diversifying the top-of-funnel was also a top priority, and Fetcher provides the ability to add multiple diversity variables within a search. Getting started with Fetcher in early 2021 was simple. **"A product should be able to be used without watching a one-hour tutorial, which was true for Fetcher. You can just intuitively understand the workflow,"** added Jadoo.

Now using Fetcher, he quickly scans through the batches of candidates auto-sourced by Fetcher, and provides feedback in the form of a thumbs up or thumbs down. That means he can reach out faster to candidates he wants to talk to and get Foursquare in front of them sooner.

"Just being able to do that initial outreach, even if that candidate isn't interested, they will at least have Foursquare in their mind," added Jadoo.

● ● ●					
← → C					
Apps					
S fetcher	Searches > • Software Engineer, Back-end > All v				
Jump to Y	Newest first				
My Dashboard					
L Directory	Senior Software Engineer at Fetcher				
🖌 Inbox 🗸	Experience				
All Emails	O Senior Software Engineer at Fetcher	Oct 2020 - Present			
Response Needed	O Senior Software Developer at Google	Nov 2018 - Oct 2020			
Interested	O Java Backend Developer at Amazon	Feb 2018 - Aug 2018			
_	O Java Developer at Volvo	Jun 2017 - Oct 2018			
Scheduled 0	 Senior Technical Team Lead at Figma 	Oct 2016 - Mar 2017			
Searches V	Education				
Software Engineer, Back-end Game Changer	 Ingenieria de Sistemas (Grado en Ingenieria) at Fundacion Universitaria San Martin Jan 2002 - Dec 2007 				
	Why we like Maria				
Campaigns V	Career Progression Java Docker				
Fetcher's Re-unite					
Fetchers Unite					
Chat With Us	Software Engineer at Wave.co				
CC Chris Calmeyn 🗸	Experience				
	O Software Engineer at Wave.co	Dec 2020 - Present			

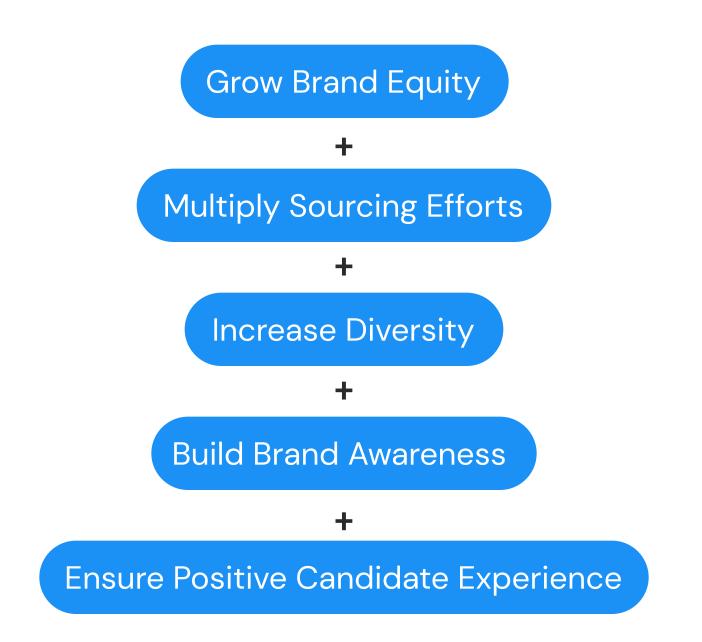


Increasing Brand Equity through Faster Sourcing & Outreach

Jadoo has a unique approach to measuring the ROI of Fetcher. Rather than looking at the number of offers made or accepted, increasing brand equity is a key indicator of success for him. Fetcher has allowed Jadoo to multiply his sourcing efforts and increase diversity at the top of Foursquare's funnel. That means more people are in Foursquare's talent pipeline and can be strategically contacted through email, LinkedIn, and networking events. Jadoo has found that at least six to eight touchpoints are needed to convert a candidate. With the competition for tech talent at an all-time high, Fetcher is enabling Foursquare to maximize its brand awareness and compete with much larger companies.

"Sales outreach and recruiting outreach share a philosophy. Sales tools are selling a product, whether it's tangible or intangible. With recruiting tools like Fetcher, they're helping you sell a company, at the end of the day."







Ready to get in front of more candidates, faster? Learn more at <u>fetcher.ai</u>

