

FACT SHEET

Direct Sourcing by PeopleScout



Hard-to-Find Talent, Delivered.

PeopleScout Direct Sourcing is a tech-powered solution for engaging top talent for permanent and contingent roles, while leveraging the power of your employer brand. We lay the framework for a sustainable total talent strategy by proactively creating a pipeline of freelance, temporary and permanent talent from your existing database combined with our global reach of 1.3B candidate profiles.

Whether you're a startup or an enterprise, PeopleScout Direct Sourcing offers the flexibility to adapt quickly to changing needs, filling contingent or permanent positions with the right talent, right when you need it.

46% of enterprises are actively exploring ways to combine approaches for contingent and permanent talent acquisition management

74% see direct sourcing as the way to do it

Direct Sourcing Powered by Affinix™

PeopleScout's Direct Sourcing solution is powered by our proprietary talent technology suite, [Affinix](#). Affinix is a mobile-first, cloud-based platform that creates a consumer-like candidate experience, delivering speed and scalability through its use of artificial intelligence, recruitment marketing, machine learning, predictive analytics and other emerging tech.

Value



Talent Rediscovery

Through the power of AI, rediscover candidates already in your database. Each profile receives a score, enabling your team to determine which candidates to pursue immediately and which to add to a talent pool for further nurturing.



Smart Search

In addition to your existing ATS, we search over 25 global job sites simultaneously and save relevant candidate profiles into your own database. Identify strong candidates—passive or active, known or new to you—within seconds of opening a new job requisition.



Multi-Channel Sourcing

Our multi-channel approach leverages the recruitment marketing capabilities in our talent acquisition platform Affinix to expand your reach—from custom career sites and internal job portals to expression of interest forms and programmatic advertising.



Nurture Campaigns

Develop targeted touchpoints to engage or re-engage passive candidates, silver/bronze medalists, contractors, alumni and referrals. Personalized emails and automated drip campaigns keep your brand top-of-mind.

Benefits of Direct Sourcing



Hire Faster

With Direct Sourcing, always-on talent pools put engaged candidates at your fingertips, allowing you to fill gaps with qualified talent—fast.



Cut Costs

AI-powered sourcing drives smarter media spending and eliminates the need for staffing agencies, boosting your bottom line.



Improve Hire Quality

Custom, multi-component matching criteria ensures candidates are a good fit for the role requirements and your organizational culture.



Get Data-Driven Insights

Evaluate your unique recruitment metrics against market trends. Uncover talent behavior and predict cultural fit, willingness to change jobs and future tenure potential.



Meet Diversity Goals

Identify, select and engage candidates from diverse backgrounds with targeted efforts to increase workforce diversity.



Future-Proof Your Workforce

Proactive talent pipelines put you a step ahead in sourcing for on-demand skills, giving you the agility to respond to shifting workforce needs.

The PeopleScout Difference

The difference between being a provider and a true partner lies in the whole approach to service. For over 30 years, we've built our services on integrity. It's how we work. It's who we hire. We're proud and humbled to say that this philosophy has led to some of the most enduring client relationships in the RPO space. Our deep expertise in recruitment, employer branding, talent attraction and recruitment technology makes us a recognized leader in talent acquisition. Whether you need to fill professional, specialist, leadership or volume roles our global search teams deliver top-notch, future-ready talent.