



John Jersin

Vice President, Product
LinkedIn Talent solutions





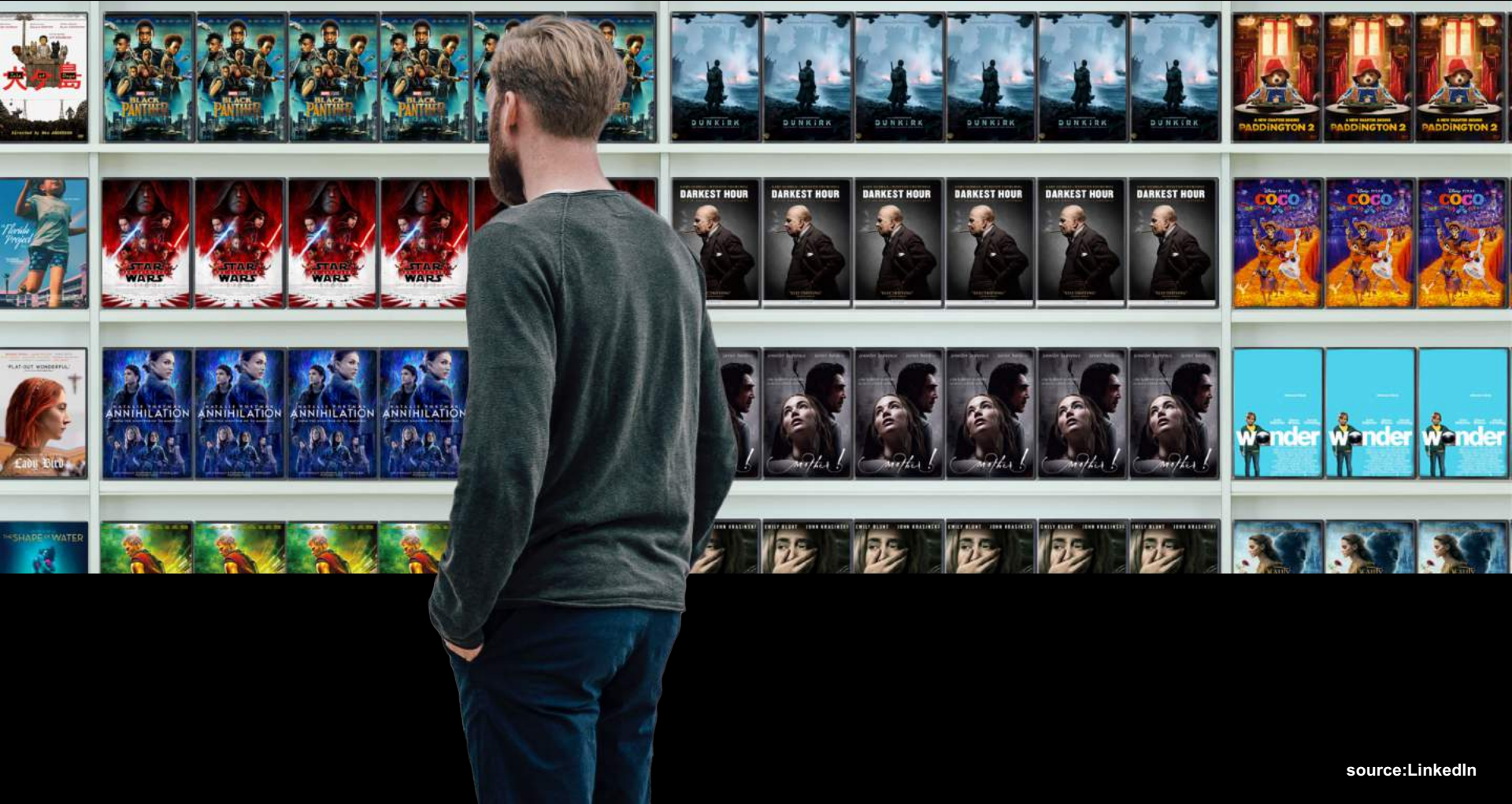
Artificial Intelligence: Recruiters New Super Power

PERFORMANCE

ANDREW NG

ARTIFICIAL
INTELLIGENCE

DA



Top Picks for John



Because you watched John Mulaney: The Comeback Kid



Capturing Data

Job Targeting

Step 2: What are the right qualifications for your job?

What are some of the skills needed for this job? (Select up to 10)

✓ Budgeting

✓ Project Planning

✓ Project Management

✓ Organizational Skills

✓ Business Acumen

✓ Deliverables

+ Add skill

How many years of experience in the job function(s) are you looking for?

LinkedIn tools may not be used to discriminate based on personal characteristics like age.

At least 5 years



Jobs

What level of education are you looking for? (Select up to 5)

+ Add degree

Back

Continue

Capturing Data

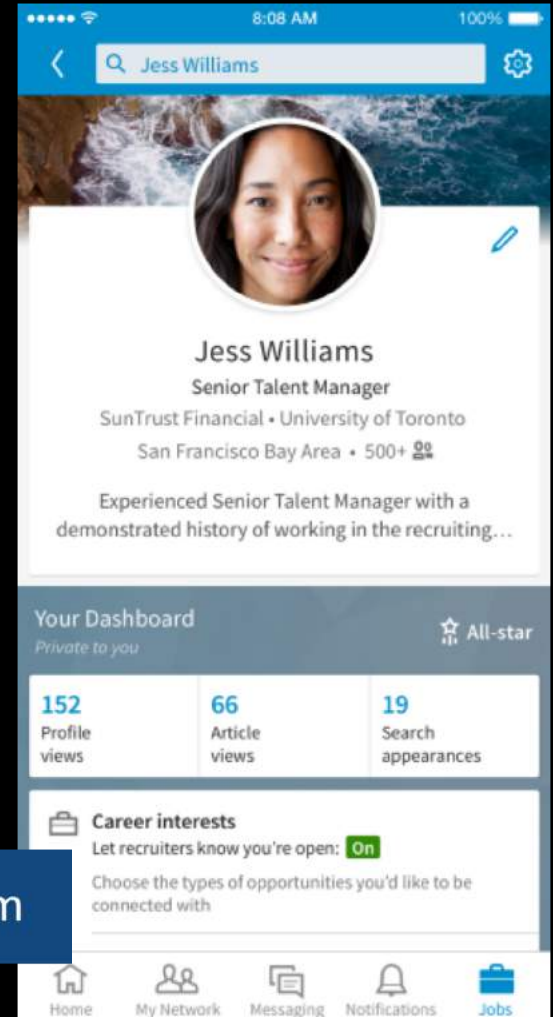
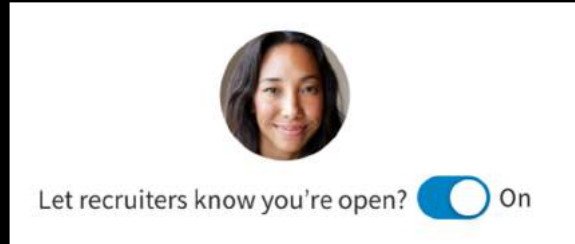
Integrated Search

The screenshot shows the LinkedIn Recruiter interface. At the top, there is a navigation bar with 'RECRUITER' and tabs for 'PROJECTS', 'JOBS', 'REPORTS', and 'MORE'. A search bar contains the text 'Start a new search'. Below the navigation bar, there are several statistics: '4,281,244 total candidates', '537,066 are more likely to respond', '380,752 open to new opportunities', and '189,945 have company connections'. A modal window titled 'Save Ahmed to a project' is open, featuring a 'Project name' input field with the placeholder text 'Select or Create a project'. Below the input field, there is a '+ Create new' button and a 'Recent projects' section listing 'Accountant - July 2018', 'Sales Recruiter - feb 2018, LM', 'payroll for kry', and 'yelp rez AM'. At the bottom of the modal, there is a 'Save to a project' button. The background shows a candidate profile for 'Jon Lieu', a Junior Accountant.

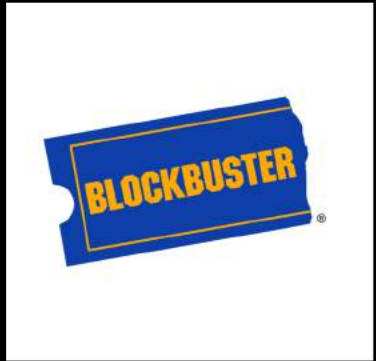
Recruiter

Find out Who's Open

Open Candidates



 LinkedIn.com



NETFLIX

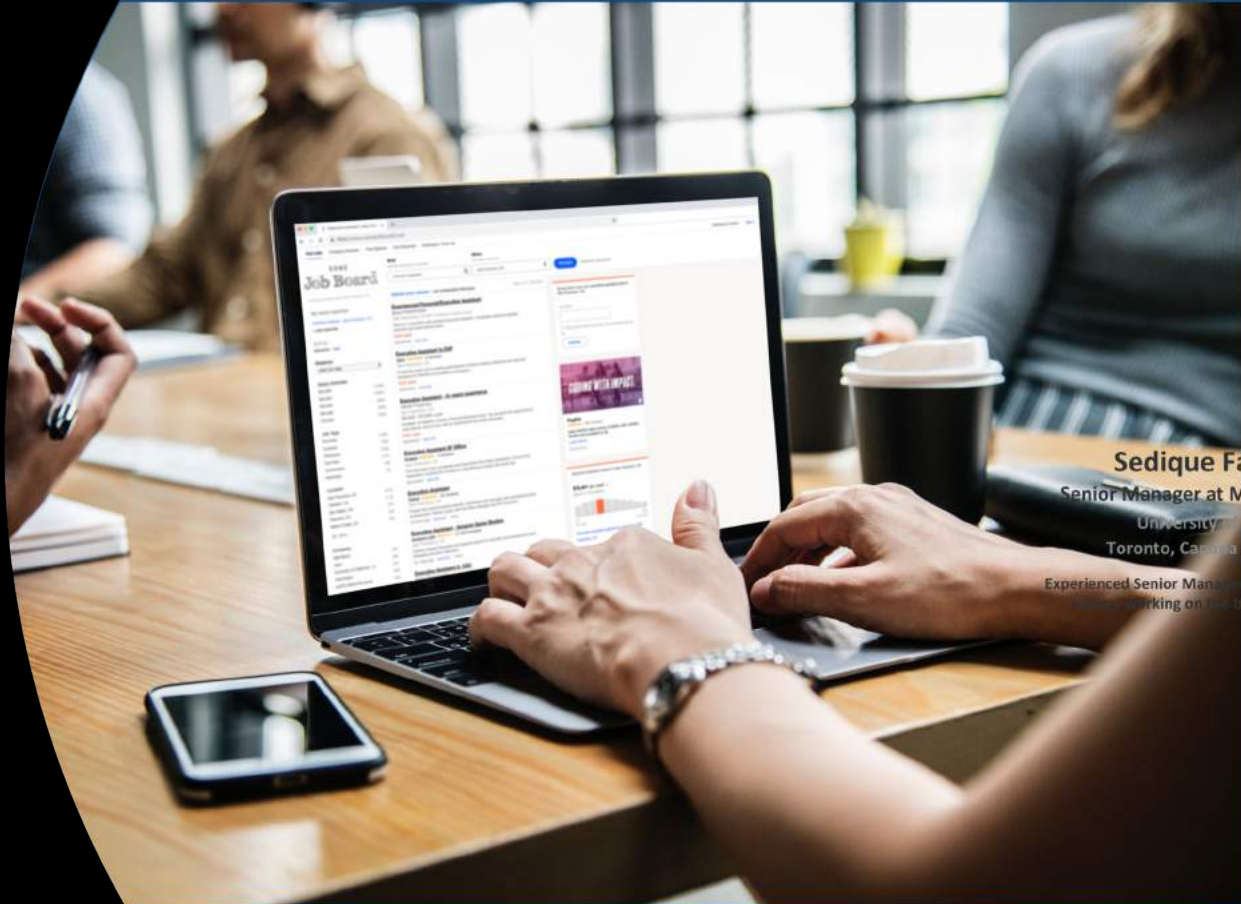
Finding Nemo

2003 | 1h 41m | PG-13

Marlin (Albert Brooks), a clown fish, is overprotective with his son, Nemo (Alexander Gould), who has a foreshortened tail. Nemo swims too close to the surface to prove him wrong. However, and horrified Marlin must set out to find his son. Dory (Ellen DeGeneres)... MORE

**Data
makes AI
possible**

SOME
Job Board



Sedique Farzad

Senior Manager at **Mintome Bank**

University of Toronto

Toronto, Canada Area • 500+

Experienced Senior Manager with demonstrated success working on the banking industry.



Sedique Farzad
Senior Manager at Mintome Bank
University of Toronto
Toronto, Canada Area • 500+ 

Experienced Senior Manager with demonstrated history working on the banking industry.

A LinkedIn profile card for Sedique Farzad. The card features a circular profile picture of a woman with dark hair, smiling, set against a background of a scenic lake and mountains. Below the photo, the name "Sedique Farzad" is displayed in bold. Underneath, it lists "Senior Manager at Mintome Bank", "University of Toronto", and "Toronto, Canada Area • 500+ connections". At the bottom, a short bio reads: "Experienced Senior Manager with demonstrated history working on the banking industry."

+575
million people

+54,000
new skills
Added every hour

+7,200
people
Join LinkedIn every hour



Everything
integrated with
everything





Jobs



Talent Media



Recruiter



LinkedIn.com

Available LinkedIn Signals

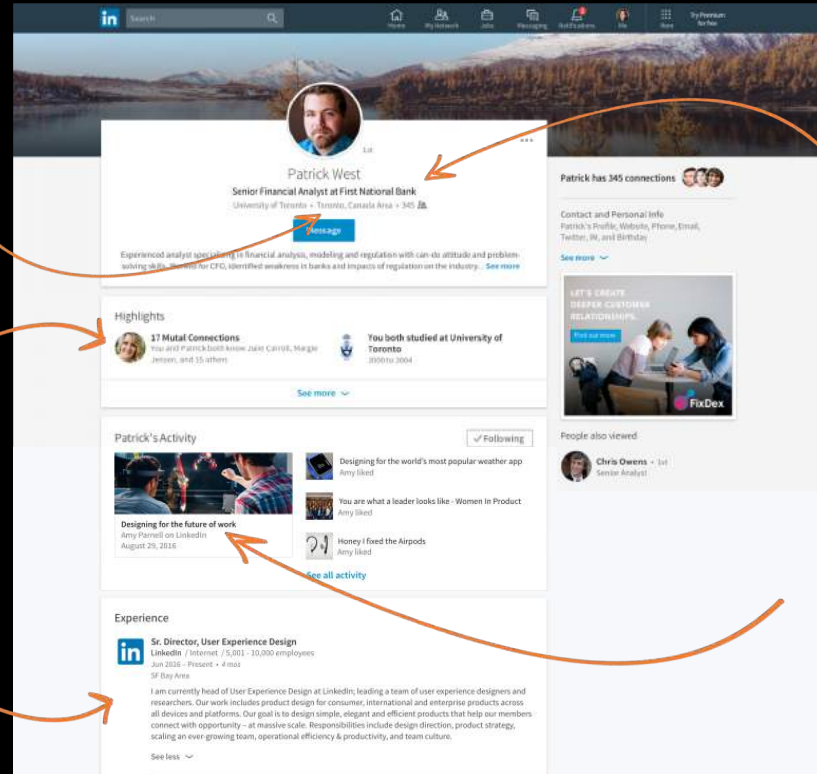
As members interact on LinkedIn, they create priceless identity and affinity data

Identity → insights

Location

Highlights

Experience



Company

Interests and activity

The Process to Recommending a Hire

IS_INTERESTED_CANDIDATE
TIME_IN_CURRENT_ROLE
NUM_TERMS_MATCHING_IN_BODY
NUM_TERMS_MATCHING_IN_FN
NUM_TERMS_MATCHING_IN_LN
NUM_TERMS_MATCHING_IN_CC
NUM_TERMS_MATCHING_IN_PC
NUM_TERMS_MATCHING_IN_CT
NUM_TERMS_MATCHING_IN_PT
FRACTION_TERMS_MATCHING_IN_BODY
FRACTION_TERMS_MATCHING_IN_FN
FRACTION_TERMS_MATCHING_IN_LN
FRACTION_TERMS_MATCHING_IN_CC
FRACTION_TERMS_MATCHING_IN_PC
FRACTION_TERMS_MATCHING_IN_CT
FRACTION_TERMS_MATCHING_IN_PT

The Process to Recommending a Hire

IS_INTERESTED_CANDIDATE
TIME_IN_CURRENT_ROLE
NUM_TERMS_MATCHING_IN_BODY
NUM_TERMS_MATCHING_IN_FN
NUM_TERMS_MATCHING_IN_LN
NUM_TERMS_MATCHING_IN_CC
NUM_TERMS_MATCHING_IN_PC
NUM_TERMS_MATCHING_IN_CT
NUM_TERMS_MATCHING_IN_PT
FRACTION_TERMS_MATCHING_IN_BODY
FRACTION_TERMS_MATCHING_IN_FN
FRACTION_TERMS_MATCHING_IN_LN
FRACTION_TERMS_MATCHING_IN_CC

The Process to Recommending a Hire

IS_INTERESTED_CANDIDATE
TIME_IN_CURRENT_ROLE
NUM_TERMS_MATCHING_IN_BODY
NUM_TERMS_MATCHING_IN_FN
NUM_TERMS_MATCHING_IN_LN
NUM_TERMS_MATCHING_IN_CC
NUM_TERMS_MATCHING_IN_PC
NUM_TERMS_MATCHING_IN_CT
NUM_TERMS_MATCHING_IN_PT
FRACTION_TERMS_MATCHING_IN_BODY
FRACTION_TERMS_MATCHING_IN_FN
FRACTION_TERMS_MATCHING_IN_LN
FRACTION_TERMS_MATCHING_IN_CC

Similar next role



Different next role

Diversity by Design



source:LinkedIn

Accurate Talent Pool Representation

Representative Results

25 sample profiles

Shannon Rhodes · 3rd
Software Engineer II at ESPN
Greater New York City Area

Current Software Engineer II at ESPN · Jan 2018 – Present (6 mos)

Past Software Engineer at ESPN · Jun 2016 – Jan 2018 (1 yr 7 mos)
Resident Assistant at Villanova Residence Life · Aug 2015 – May 2016 (9 mos)
Computer and Mathematics Tutor at Villanova Athletic Department · Sep 2014 – May 2016 (1 yr 8 mos)
Software Engineering Intern at Fidelity Investments · May 2015 – Jul 2015 (2 mos)
Software Engineering Intern at AOL · May 2014 – Aug 2014 (3 mos)
Varsity Soccer Player at Villanova University · Aug 2012 – May 2014 (1 yr 9 mos)
Senior Counselor at NY Sportimes · Jun 2009 – Aug 2013 (4 yrs 2 mos)

[See profile](#)

Chongyu (Michael) Chen · 3rd
Software Engineer at Machine Zone, Inc.
San Francisco Bay Area

Current Software Engineer at Machine Zone, Inc. · Sep 2015 – Present (2 yrs 10 mos)

Past Software Engineer at Electronic Arts (EA) · Jul 2013 – Aug 2015 (2 yrs 1 mo)
Software Developer Intern at Electronic Arts · May 2012 – Aug 2012 (3 mos)

[See profile](#)

Kelly Gerritz · 3rd
Software Engineer at Pivotal Labs
Greater New York City Area

Current Software Developer at Pivotal Labs · Feb 2016 – Present (2 yrs 5 mos)

Past Software Engineering Intern at Pivotal Labs · Jun 2015 – Aug 2015 (2 mos)
Engineering Intern at Qumulo, Inc. · May 2014 – Aug 2014 (3 mos)
Teaching Assistant at Tufts University · Sep 2012 – Apr 2014 (1 yr 7 mos)
Engineering Intern at Mocavo · May 2013 – Aug 2013 (3 mos)
Intern at O to Hero · Nov 2011 – Feb 2012 (3 mos)

[See profile](#)

Huy Le · 3rd
DevOps/SRE at PlayStation Network
Greater Los Angeles Area

Recruiter

A large crowd of people is seen from behind, filling the lower two-thirds of the frame. The crowd is dense and extends far into the distance. The lighting is warm, suggesting an outdoor event at dusk or dawn. The background is dark, making the crowd stand out. Overlaid on the upper third of the image is the text "Quality Hires = A Winning Business" in a bold, white, sans-serif font.

Quality Hires = A Winning Business



Q & A