



Online Job Search Resource Links Updated June, 2009

Dear Friend,

I have spent the last 15 years as an independent consultant helping employers think like jobseekers in order to help them evolve their recruiting practices from the manual Personnel departments of the past, to embracing today's world of online recruiting job board postings, applications, assessments and social networking. For the employers I have worked with, I become an advocate for the online jobseeker as I educate the employer about the importance of the online job seeker experience in order to minimize online jobseeker frustrations like those shared in this example by this young man on YouTube

<http://tinyurl.com/job-search-frustrations> .

To help me in my future work with employers, and in an effort to gain deeper insights into the needs and frustrations of today's online jobseeker, I have launched a ning social network and blog site at www.JobSearchInsiderTips.com. Please check it out, join the network and let me know your thoughts on anything missing that would make it the next "Craigs list" for job seekers on the internet.

In the meantime, attached below is a small sample of the types of resources you will eventually find posted and shared on the site as our community grows. Please be sure to register, visit regularly and actively participate in our community as well as help me spread the word by sharing this document and the site URL with your friends, family, co-workers and other social network contacts.

Enjoy!

Carl Kutsmode

Employment Advocate

www.JobSearchInsiderTips.com

My Day Job: www.Recruiting-Consultant.com

My Consultant Bio: www.CarlKutsmode.com

Email: ck@ckrecruitingsolutions.com

Starting Points: To find resources and information needed to target your job search effectively:

- www.job-hunt.org – Comprehensive job search resources
- www.RileyGuide.com – Comprehensive job search resources
- www.CeoExpress.com - Industry research / media / publications etc.
- <http://tinyurl.com/about-com-Career-Networking> - List of social network sites and how to use them for career networking
- <http://tinyurl.com/Facebook-Job-Search-Tips> - Facebook social network job search tips
- <http://tinyurl.com/resume-writing-tips> - Monster.com Resume writing / posting Tips
- <http://tinyurl.com/LinkedIn-Job-Search-Tips> - Linked In Job Search Tips
- <http://www.weddles.com/associations/> - Directory of professional associations. **TIP:** www.AssociationJobBoards.com powers hundreds of association job boards. Searching this site first will save time.
- <http://tinyurl.com/Job-Board-Guide> - Comprehensive niche job board guide (PDF). **TIP** www.Careerbuilder.com and www.beyond.com power hundreds of specialty / niche job boards so searching these first will save time.

Popular Bi-Lingual / Diversity Job Boards

- www.latpro.com – Latin American Professionals –bilingual Spanish job board
- www.saludos.com – #1 Ranked hispanic bilingual job board
- www.AsianAmericanJobSite.com - Asian American Job Board
- www.asian-jobs.com –Asian – bilingual professional job board
- www.proz.com – Translator networking and translation job resources
- www.bilingual-jobs.com – bilingual job board
- www.blackgeeks.net – African American technology professional job board
- www.WomensJobList.com - Job board for women professionals
- www.Witi.com – Job board for women in technology
- www.diversitylink.com – Most popular diversity targeted job board
- www.DiversityJobs.com – Popular diversity job board
- www.Jobs4Diversity.com – Popular diversity job board

Popular Diversity Association sites for Job Networking and job board search:

- www.IATIS.org - International Assn for Translation and InterCultural Studies
- www.NSHMBA.org - National Society of Hispanic MBA's
- www.NBMBA.org - National Black MBA Association
- www.IAAINET.org - Iraqi American Association of Illinois
- www.SAMBAA.org - South Asian MBA Association

GLBT Job Boards targeting gay, lesbian and transgendered employees

- www.gayjob.biz
- www.proGayJobs.com
- www.GLPCareers.com
- www.BQueer.com

Online video tutorials to give you insight on how online recruiters are Using Linked In, Facebook and Twitter to recruit people for their open jobs

- <http://tinyurl.com/Linked-In-Tutorial> - Linked In tutorial for recruiters by Goeff Peterson, a top 150 linked in networker and online recruiter / trainer
- <http://tinyurl.com/Facebook-Recruiter-Tutorial2> - Facebook Tutorial for Recruiters
- <http://tinyurl.com/Twitter-Tutorial-1> - Twitter Tutorial for Recruiters
- <http://tinyurl.com/ALL-Peterson-Tutorials> - All of Goeff Peterson's online recruiting tutorials

Time Saving Online Searching Tips & Tricks

- <http://tinyurl.com/Ambers-Boolean-Tutorial> - Advanced keyword searching tutorial for use on search engines and job boards
- <http://www.butterscotch.com/tutorials.html> - Many tutorials on how to get the most out of your online experience – faster!

Job Search Hiring Trends: Starting Points for finding Recruiting, Layoff Resources and Trends

- www.emplacementspectator.com – Tracks layoffs and new job creation news
- www.jobbait.com – Info & services for \$100K+ job seekers (FREE + \$)
- <http://www.weddles.com/associations/> - Association directory
- http://www.airsdirectory.com/mc/forms_jobboard.guid - Job Board Directory
- www.about.com – Type in “job search” for more advice and resources
- <http://tinyurl.com/Careerbuilder-Reports> - Careerbuilder Hiring Trends 2009
- <http://www.bls.gov/bls/employment.htm> - Local/National Employment Stats

Company / People Information Research Resources

- www.Vault.com - Employer surveys – Culture? Comp? etc.
- www.Glassdoor.com – Anonymous employee ratings & reviews of over 21000 employers
- www.Hoovers.com – Company information – sales, competition, leadership etc
- www.LinkedIn.com – Research people at target companies for networking
- www.Zoominfo.com – Research people and company profiles
- www.pipl.com – Deep web people search / social networks

Setup Google alerts (www.google.com/alerts) to notify you of the following:

- News and real time information about a specific company or industry you are targeting i.e. hiring, expansion, layoffs
- General news releases on companies or industries that are growing, expanding and hiring

Lists of the BEST Employers to Work For

- <http://tinyurl.com/Fortune-Top-100> – Fortune Magazine’s top 100
- <http://www.workingmother.com/> – Best employers for working mothers
- <http://tinyurl.com/AARP-Over-50-Best> - Best employer for over age 50
- www.diversityinc.com/top50 - Best employers of diverse talent – Top 50

Salary Research Resources

- www.salary.com - compensation by job role / title
- www.payscale.com - compensation benchmarking tools
- www.salaryexpert.com - salary & cost of living calculators by job family
- www.salarysearch.blr.com - Government salary trends & historical info
- <http://www.cbsalary.com/> - Careerbuilder salary range calculator
- <http://www.bls.gov/ocs/> - US Dept. of Labor statistics wage surveys

Relocation Information Resources

- www.homefair.com – Comprehensive relocation information & resources
- www.city-data.com – Local city/state stats & info
- www.easyexpat.com – International research on living / relocating abroad

Learn how Recruiters are using Linked In, Facebook and Twitter to recruit top talent online!-- Watch these so you can approach your job search by thinking like a recruiter and being FOUND online instead of spending your time finding them.

- <http://tinyurl.com/Linked-In-Tutorial> - Linked In tutorial for recruiters by Goeff Peterson, a top 150 linked in networker and online recruiter / trainer
- <http://tinyurl.com/Facebook-Recruiter-Tutorial2> - Facebook Tutorial for Recruiters
- <http://tinyurl.com/Twitter-Tutorial-1> - Twitter Tutorial for Recruiters
- <http://tinyurl.com/ALL-Peterson-Tutorials> - All of Goeff Peterson’s online recruiting tutorials

Business / Professional Social Networks to join – be sure to create a complete and detailed profile about yourself!

- www.linkedin.com – 35 Million+ users
- www.xing.com - 7 million+ users – mainly Intl
- www.jigsaw.com - 12 Million+ business contacts
- www.naymz.com - Monitors and promotes your online reputation
- www.zoominfo.com - 47 Million People
- www.Spoke.com - 40 Million+ users

Online Address Book - Contact Management

- www.unyk.com - 13 Million users

Personal Social Networks to join and create complete professional profiles about yourself!

- www.facebook.com - 75 Million+ users
- www.myspace.com - 25 Million+ users
- www.Plaxo.com – 8 Million+ users
- www.twitter.com - \$3.5 Million+ users

Social Network Aggregators – Save time online -- Manage multiple social network content and profile updates in one place!

- www.spokeo.com
- www.profilactic.com
- www.mashable.com
- www.istalker.com
- www.profilefly.com

Search Engine Optimized Media Sharing Networks

- www.YouTube.com - Share topic specific videos
- www.twitter.com - Share your real time thoughts, insights, activities and opinions
- www.slideshare.com - Share topic specific presentations
- www.scribd.com - Share topic based white papers and articles -- or your RESUME!

Places to post your resume that are already search engine optimized to show your resume if a recruiter doing a Google resume search types in keywords matching those in your resume. For best results, be sure to save your file name as: **first name.lastname_resume.doc (or .pdf)** .

- www.emurse.com
- www.resumebucket.com
- www.scribd.com
- www.climber.com
- www.web-resume.blogspot.com
- www.tripod.com
- www.angelfire.com
- www.visualcv.com
- www.thejobspider.com
- www.craigslist.com

Automated resume posting/updating service to manage the posting and updating of your resume on over 90+ sites : www.ResumeDirector.com and www.Employment911.com .

Save time applying online! Check out the new one stop “universal online resume and application” Launched April 1 2009 by www.ResumePal.com – think of it as “PayPal for Job Seekers” – Complete one comprehensive online application and resume and just select the “ResumePal” option when applying for

jobs on employer sites and some job boards where the “ResumePal” is accepted. Your resume and experience also gets search engine optimized! While it is new and not accepted everywhere yet, if enough people sign up and ask employers if why they don’t accept it, you may be able to impact the future experience of online job seekers.

Test drive what employers will see when you take an online personality assessment by taking a FREE career matching assessment test at www.Assessment.com . You will either be surprised by what it says OR in complete agreement that the test accurately depicted your strengths and weaknesses.

Search and APPLY to *ALL jobs* posted in social networks, on job boards, on corporate websites and in blogs in one place at the following sites:

www.indeed.com and www.simplyhired.com

TIP: Don’t forget to download the following three tools located at the bottom of your linked in home page to easily find out which of your linked in contacts are at the companies you are applying to:

- Outlook toolbar
- Browser toolbar
- JobsInsider

Share Your Thought Leadership and Subject Matter Expertise in Discussion Forums / Groups (Create your own OR join others)

- www.ning.com - Community of user created social networks by topic or affiliation
- www.blogger.com - Community of web logs and diaries – many by topic or industry
- <http://groups.yahoo.com> - Community of discussion forums – Many job related

- <http://groups.google.com> - Community of discussion forums – Topic or industry focus

Hope you found these links helpful! Please pass this document on to your friends, family and peers and post on other social networks.

Lastly, if you have a particularly **bad** or **good** online job search, application, interview or experience with a specific employer, please share them with us on the site in the **SUCCESS STORIES** or **EMPLOYER DOG HOUSE** discussion forums at (www.JobSearchInsiderTips.com).

Carl Kutsmode

Employment Advocate

www.JobSearchInsiderTips.com

ck@ckrecruitingsolutions.com