

The background of the image shows several hands holding up small, white-bordered photographs of various professionals in business attire. The photos are slightly out of focus, creating a sense of depth and activity. The overall color palette is light and professional, with a focus on blues, greys, and whites.

# 5 WAYS TO RECRUIT FOR FREE:

# A Step-by-Step Guide to Finding Top Candidates Without Spending a Dollar

Recruiting the right people is one of the biggest challenges for any company, especially when resources are limited.

Many businesses assume that effective hiring requires paid tools, job boards, or large budgets. With the right approach, you can build a strong pipeline of qualified candidates at no cost. This guide outlines five strategies to help you source, connect with, and engage top talent using free platforms and simple tactics.

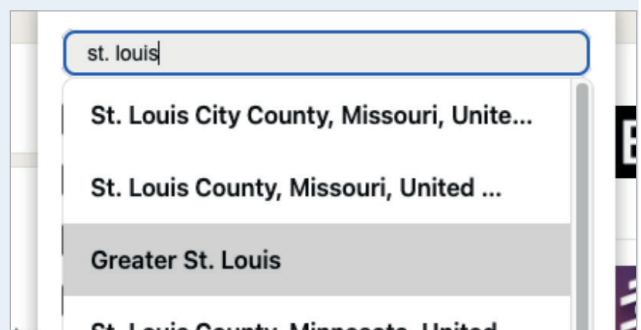
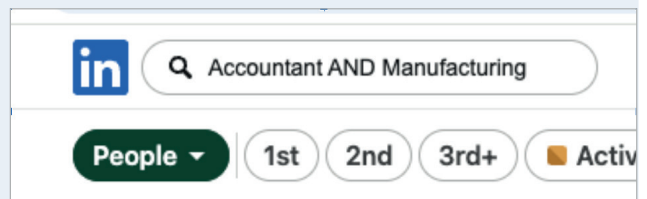
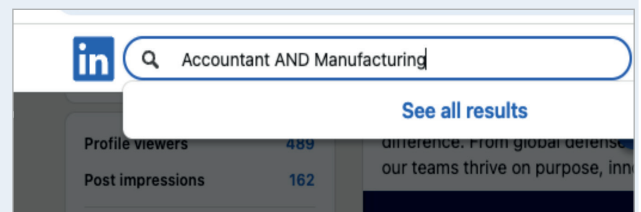
## Use Boolean Searches

### 1. Log in to LinkedIn.

2. In the search bar, type a **Boolean string that matches your job opening**. For example, if you're hiring for an accountant in manufacturing, use: Accountant AND Manufacturing

3. Choose **People** under the search filters.

4. Filter by **Location** and select a larger metro area like **Greater St. Louis** to include surrounding counties and nearby suburbs.

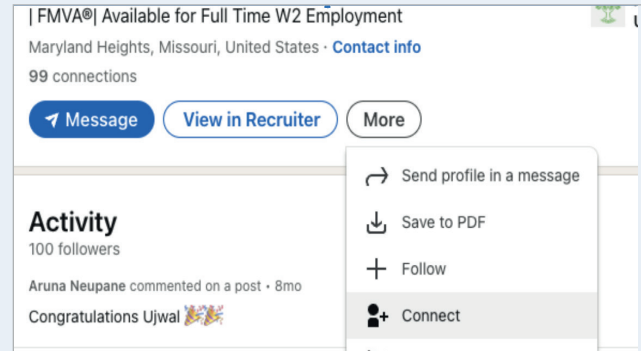


# Connect, Add a Note, and Follow Up

Once you find promising candidates, reach out and build a connection.

## 1. Click on their Profile

If the button doesn't appear for 2nd or 3rd connections, click **More**, then choose **Connect** from the dropdown.



### Always include a short, friendly note:

“Hi [Name], I came across your profile while sourcing [position type] professionals in [city]. I'd love to stay connected.”

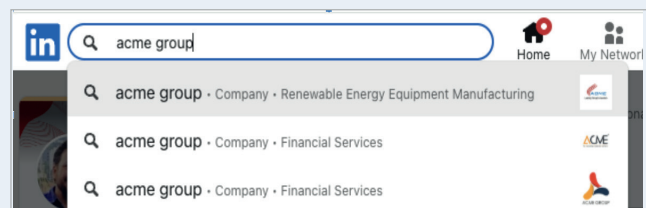
If they accept your request, send a quick message to thank them and start a conversation. People often miss the initial note that comes with a connection request, so following up within 24-48 hours helps keep things moving. Liking or commenting on one of their posts before reaching out again can also make your message feel more genuine.

# Find Competitor Employee Lists

Competitors often employ people with the exact experience you need, and those candidates usually have a shorter learning curve.

1. Make a list of the companies you compete with for talent.

2. Visit each competitor's LinkedIn company page.



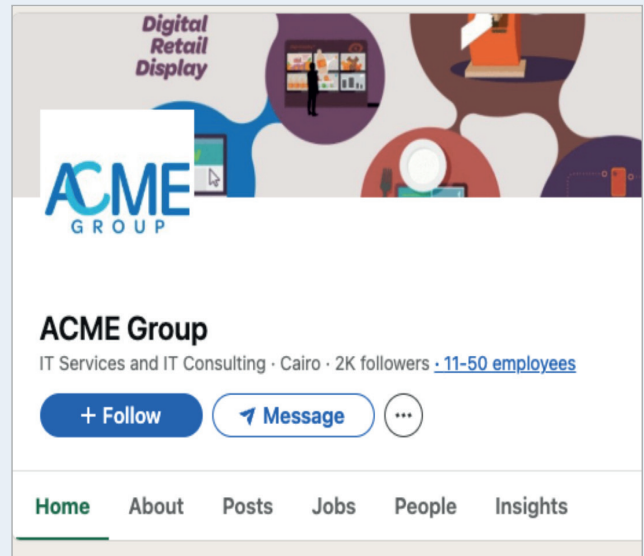
**3. Click on their employee count (for example, “11-50 employees”) to open a list of current employees.**



**4. Use the search bar** within that list to find people by role or keyword such as “Accountant”

**5. Review profiles and connect** with those who fit your needs. Add a personal note when you do.

**6. If you find someone you’d really like to contact,** use the next method to get in touch directly.



## Use TruePeopleSearch to Find Contact Info

If you want to reach someone directly but don’t have paid tools, TruePeopleSearch.com is a helpful free resource for finding phone numbers.

**1. From your LinkedIn or competitor search, note the person’s name and city.**

**2. Go to TruePeopleSearch.com and enter their information.**

**3. Match by age and location for accuracy.**

**4. Look for a wireless (mobile) number to call or text.**

Keep a shared spreadsheet of verified contacts so your team can reuse and update the information over time.

## Tap into Niche Online Communities

When hiring remote or specialized roles, online communities can be great talent sources.



**Join Facebook groups, Slack channels, or Reddit forums dedicated to your industry or job function.** Participate regularly by sharing useful content such as interview advice or job market insights. This builds visibility and trust before you post about open roles.

Adding a few of these communities to your weekly sourcing routine can help you connect with candidates who might not be active on job boards.

## How FullCircle Placements Can Help

Each of these methods gives you the tools to source candidates efficiently without a budget. With some time, strategy, and consistency, you can uncover high-quality talent who might otherwise go unnoticed. However, recruiting can be time-consuming, especially when your focus is running the day-to-day operations of your business. That's where FullCircle Placements comes in.

Our team specializes in connecting employers with skilled, pre-vetted professionals who are ready to make an impact. We handle the sourcing, screening, and placement

Ready to simplify your recruiting process? Let's talk about how we can help you find your next great hire.

