Sourcing developer candidates email template | Workable

Subject line: [*Company\_name*] is looking for a [*job\_title*] / Interested in joining our team at [*Company\_name*]?

Hi [*Candidate\_Nam*e],

I am [*your name*], [*your job\_title*] at [*Company\_name*].

* I saw your profile on [*e.g. GitHub*] and I was really impressed by your project on [*add specific achievement that caught your eye*]. At [*Company\_name*], we are working on similar projects and we’re currently looking to expand our team with a qualified [*job\_title – add link to the job description.*] I’d love to tell you more about this position and discuss how we could achieve great things together.
* I saw on your [*e.g. on Meetup.com or Twitter*] profile that you regularly participate in [*e.g. Game Development and Mobile Technology*] [*meetings/events/seminars.*] We always enjoy working with people who are interested in expanding their knowledge and can bring new ideas. Currently, we’re looking for a [j*ob\_title – add link to the job description*] to join our development team. I’d love to tell you a little more about this position and learn a few things about you, as well.
* We met [*e.g. recently / around 2 months ago*], when you applied for the [*Job\_title*] position. Even though we decided to move on with a different candidate at that time, we’ve kept you in mind for future openings. Particularly, your [*e.g. positive attitude during the interview or performance on the written assignment*] really stood out. We feel you’d be a good fit for our [*job\_title – add link to the job description.*] I’d love to learn about what you’ve been up to since we last met and tell you a little bit more about this position.
* Members of our team were really impressed by your performance at [*e.g. Hackathon or Open Source project*] [*mention specific achievement and/or comments from your engineering team.*] Here, at [*Company\_name*], we are always looking to collaborate with talented people and build great products together. Currently, we’d like to grow our team with a [*job\_title – add link to the job description*] who will take on [*add engineering project.*] I’d love to tell you a little more about this position and learn a few things about you, as well.

Are you available [*include date and time or a period of time, e.g. ‘sometime this week’*]? If so, I’d be happy to set up a call. I’m also happy to discuss the role via email or LinkedIn, if you prefer.

I hope you have a great day,

[*Your name*]

[*Signature*]