SCOUT

User Guide

What is Scout for?

Scout is a tool that helps you find people on social networks. It creates a basic boolean string that searches for publicly available webpages using Google.

Where does the data come from?

The profiles are publicly available records that have been indexed by Google.

How do I use Scout for LinkedIn?

Enter your search terms (no field is mandatory), hit Search then Open in Google.

Country:

Select from 115 countries you'd like to search people for.

Job title:

The job title you are recruiting for. Select Show similar jobs to see people with similar job titles.

Location or keywords to include:

The locations and skills of the people you need. Separate search terms with commas, e.g. Sydney AND Evernote AND PHP AND web developer. The comma functions in the same way as the operator "AND".

Keywords to exclude:

Keywords to narrow down your search. For example, to exclude recruiters who optimise their LinkedIn profiles for the skills you're looking for, enter recruitment OR talent acquisition.

Education:

Choose either Degree, Masters Degree, or Doctoral Degree. Synonyms are automatically included e.g. Doctoral Degree will find candidates with PhDs.

Current employer:

Operates in the same way as 'locations or keywords to include.'

How can I get better LinkedIn results?

Make sure that you search with the right level of detail. In countries where LinkedIn is more popular (e.g. Australia, US and the UK), being specific is better, whereas searches in countries with fewer LinkedIn users should be broader.

The more comma-separated search phrases you enter, the fewer and more accurate your results.

If you're logged in on LinkedIn while using Scout, the profile details for any of your 3rd-degree connections will be hidden. To avoid this, open any Scout result in a new browser (one not logged in to LinkedIn) or use your browser's 'Incognito' / 'Privacy' mode.

When you find suitable profiles who are your 2nd-degree connections, you can send them an invitation to connect. For 3rd-degree connections, LinkedIn will only give you the option to send an InMail. But, log in to LinkedIn and search for the person using their full name and the "Connect" button should appear.

Can I use Boolean operators?
Yes, you can use:

AND – use to search for two or more skills or job titles you need to find, e.g. java AND php. (Hint: If you're too lazy to type "AND" over and over again, just use "," or "&".)

OR – use to search for at least one of several keywords, e.g. developer OR programmer OR engineer. (Hint: If you really would rather not type "OR" over and over again, just use "|".)

How do I get the most out of Scout?If you're regularly using Scout for the same profiles, use our "Saved Search" feature to save you time on future visits.

To make your search even better, once you click **Open in Google**, you can tweak the search terms Scout creates for you. You can get more detailed by adding parentheses to group related search terms together, which helps narrow down or expand your results.

Example:

Let's say you're looking for a developer who knows **Python** and **Java**, but you also want to include those who know either **C++** or **Ruby**. You can edit the search terms that Scout gives you to get the exact results you need.

Here's how you would edit the search string in Google:

site:linkedin.com ("Python" AND "Java") AND ("C++" OR "Ruby")

Breakdown:

- site:linkedin.com tells Google to search only LinkedIn profiles.

- ("Python" AND "Java") ensures the results will only include profiles where both **Python** and **Java** are mentioned.

- ("C++" OR "Ruby") tells Google to also include profiles that mention **either C++ or Ruby** (it doesn't have to be both).

By using parentheses (round brackets ()) like this, you're refining the search to find developers who meet your specific requirements. You can add or remove skills, locations, or other details to make the search more accurate for what you're looking for!

What it does:

This search tells Google to find LinkedIn profiles of people who know both **Python** and **Java**, but it's also okay if they know **either C++ or Ruby**. You'll get a list of people who match these skills in their profiles.

Now you can take the search string that Scout creates and edit it directly in Google to get more specific results!