2 Sourcing Developer Candidates Email Template

Initial Outreach Email to Passive Candidates

Subject: Interesting Opportunity at [Company Name] - Building [Cool Project]!

Hi [Candidate Name],

I hope this email finds you well.

My name is [Your Name] and I'm a recruiter at [Company Name]. I came across your profile on [Platform - e.g., LinkedIn, GitHub] and was really impressed with your experience in [Specific Skill 1] and [Specific Skill 2].

We're currently working on [briefly describe the project - keep it exciting and impactful]. Your skills seem like a great fit for our team, and I thought you might be interested in learning more.

[Company Name] is a [briefly describe company culture - e.g., fast-paced, innovative, collaborative] environment where we value [Company Value 1] and [Company Value 2]. We're building [Company Mission in a nutshell].

Would you be open to a quick chat to discuss this further? No pressure at all, just a chance to explore if there's a potential fit.

Best regards,

[Your Name] [Your Title] [Company Name] [Your Contact Information]

P.S. Feel free to check out our [Company Blog/Careers Page] to get a better sense of what we do!

Follow-up Email to Passive Candidates

Subject: Following Up: [Job Title] Opportunity at [Company Name]

Hi [Candidate Name],

I hope this email finds you well.

I recently reached out about the [Job Title] position at [Company Name], and wanted to follow up in case you missed my previous email. We're still looking for a talented developer to join our team and contribute to [briefly mention project or company mission].

To quickly recap, this role offers:

- Opportunity to work with [mention specific technologies or interesting aspects of the role]
- A chance to [mention growth opportunities or impact]
- A collaborative and supportive work environment

If you're open to exploring new opportunities, I'd love to chat briefly about how your skills and experience align with this role. Are you available for a quick call sometime next week?

Thanks, and I look forward to hearing from you.

Best regards,