

Using AI-Assisted Search and Projects in LinkedIn Recruiter

Your guide to maximizing efficiency using AI in search and projects in LinkedIn Recruiter.

LinkedIn Talent Solutions



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Created for

Recruiters

HR Professionals



Featured products

LinkedIn Recruiter

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What is AI-Assisted Search and Projects?

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What is AI-Assisted Search and Projects?

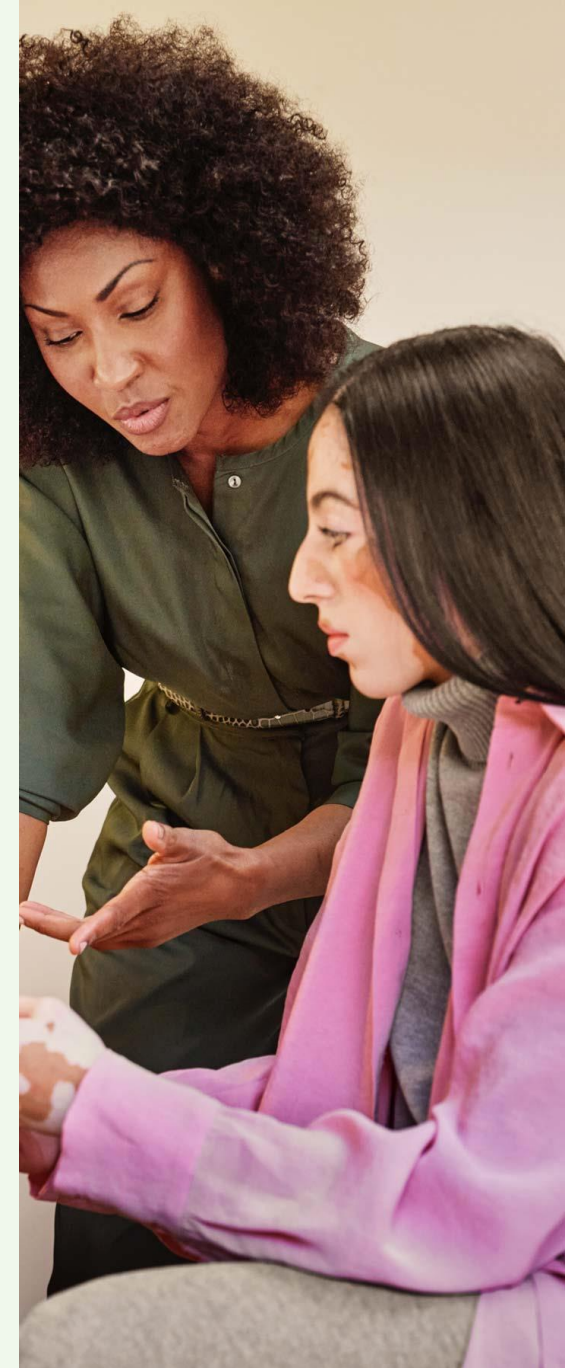
AI-Assisted Search and Projects is a Generative AI (GAI) feature that enables you to quickly create projects and candidate search just by stating what you need in your own words into a new prompt box and chat experience. You'll find this new chat box in your homepage, project creation, and search experience.

For example, use AI-Assisted Search to source candidates with your preferred criteria: "Find a Senior Product Manager in Singapore with 7 years of experience."

Source: LinkedIn Talent Solutions 2023

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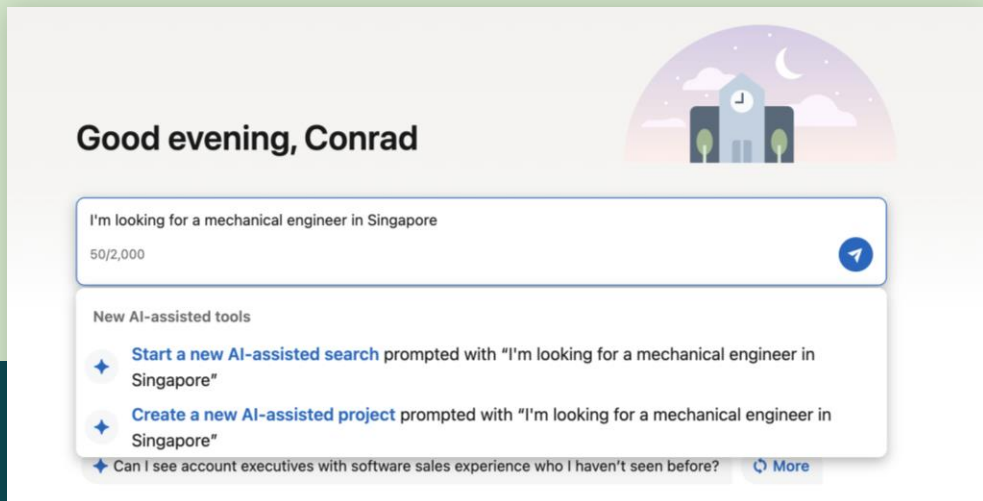
of hiring professionals hope that integrating generative AI into the recruiting process will automate repetitive tasks and free up time to prioritize more strategic work.



How it Works

When you start a search in your own words, AI-Assisted Search will analyze what you wrote and instantly populate the right search and project filters to match your criteria.

After your initial search results, AI-Assisted Search will also provide you with additional suggestions.



AI-Assisted Search and Projects enables recruiters searching for potential job candidates to provide a plain language input into the search tool in LinkedIn Recruiter, which then gets translated via AI into a structured search to leverage Recruiter's existing search functionality and filters (e.g., title, industry, schools, companies, and location) to obtain search results.

For example, a prompt like "Find me Marketing Managers in Dublin with sales enablement experience" would create the following search filters: job title (Marketing Manager), location (Dublin, Ireland), and skills (sales enablement).

You can manually adjust the search filters or try different inputs to reach the desired outcomes. You also have ability to provide in-product feedback, via a thumbs up/down, when the results do not meet their expectations so the product can learn from this and improve over time.

Please note that this feature is optional. You are still able to initiate Search or create Projects without the use of Generative AI.

Why use AI-Assisted Search and Projects?

AI-Assisted Search and Projects uses GenAI, allowing you to easily leverage a conversational search interface to accelerate recruiting activities and find the right candidates, faster.



Eliminate the complexities of a traditional manual search; use your own words to state your hiring goals and conversational search will set up the right filters to match.



Use AI-supported suggestions to refine search parameters and uncover even more qualified talent.



Leverage the power of the LinkedIn's ecosystem, including LinkedIn Talent Insights, to enhance candidate search and discovery.

AI-Assisted Search and Projects will quickly find interested and qualified candidates, drawing on billions of data points from LinkedIn's largest professional network.

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How to Get Started

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How to Get Started

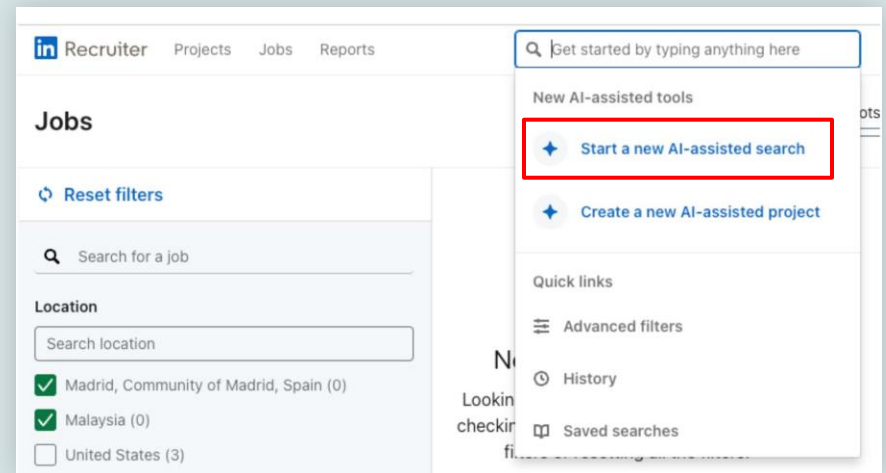
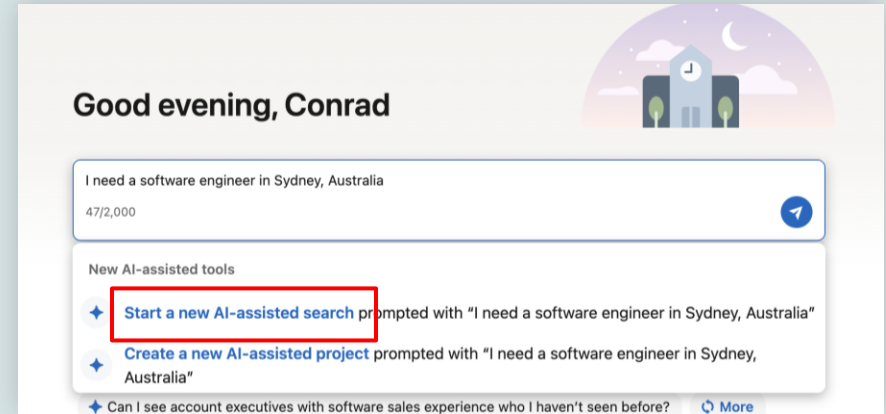
Using AI-Assisted Search

To get started with AI-Assisted Search in Recruiter, click the search bar on the Recruiter Home Page. Using your own words, type in the candidate you are looking for.

Next, select **Start a new AI-assisted search** from the drop-down menu.

You can also click the search bar on the upper right corner from the Projects, Jobs or Reports tab.

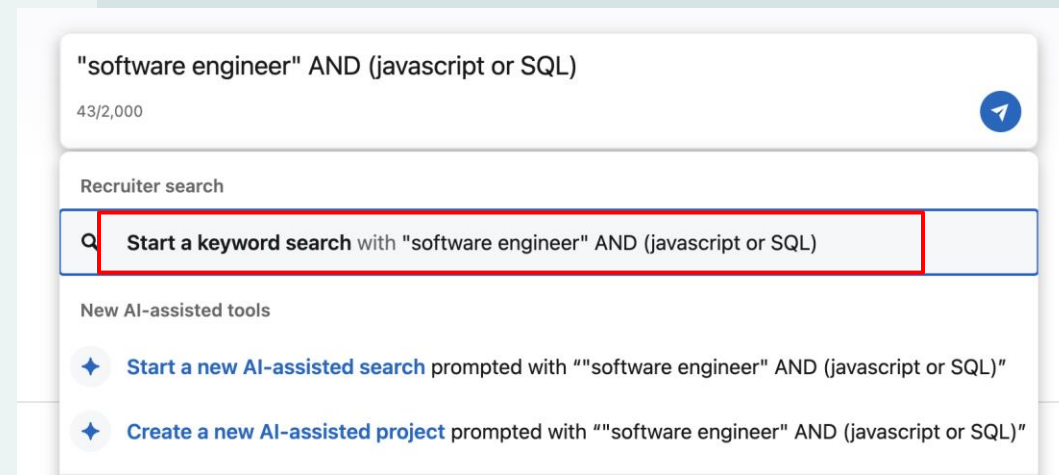
For example: “I need a software engineer in Sydney, Australia”



Boolean Searches

Hoping to run a Boolean search instead? Don't worry -- you still can! Simply add your Boolean string to the open-text prompt box and you'll be given the option to **"Start a keyword search"**.

Please note that if you select Start a new AI-assisted search, the platform will not interpret it as a Boolean search and will instead take you into the conversational search experience.



How to Get Started

Using AI-Assisted Search

Pro Tip: You can find your ideal candidates faster by stating multiple preferred criteria such as job titles, locations, years of experience, skills, companies, industries, etc.

For example: “Find a senior software engineer in the fintech industry based in Sydney, Australia with 4 years of experience and Python programming skills”

AI-Assisted Search and Projects will suggest some recommendations to refine or expand your search. Click on a recommendation to add other search criteria.

For example, clicking **+ Show me suggested skills** will show other related job titles you can add to expand your search, so you see more candidates.

The screenshot displays the LinkedIn Recruiter interface. At the top, there are navigation tabs for 'in Recruiter', 'Projects', 'Jobs', and 'Reports'. Below this, a search results card shows '179 results' with a filter icon. A list of filters is visible: 'Senior Software Engineer', 'In Greater Sydney Area', 'Includes [Keyword search](#)', and '+2 other filters'. Below the filters, a blue star icon and a filter icon are present. A text box contains the following information: 'has been added to **job titles**. **Fintech** has been added to **keywords**. **Greater Sydney Area** has been added to **locations**. **4+** has been added to **years of experience**.' Below this text, three blue buttons with star icons are listed: '+ Add skills related to fintech', '+ Show me suggested skills', and '+ Give me additional search suggestions'. These three buttons are enclosed in a red rectangular box. At the bottom of the card, there is a 'Was this helpful?' section with thumbs up and down icons, and a text input field labeled 'Type a new request'.

How to Get Started

Using AI-Assisted Search

To fine-tune your search, you can manually add or remove criteria. For example:

“Add Figma skills”

“Remove Rome, Italy location”

“Add recently open to work”

Pro Tip: You can use abstract facets such as: “engineering schools in the West Coast of Australia” or “HBCUs in the East Coast”.

The abstract facet will save you time from having to look up each individual search and manually type them in

The screenshot displays a search results page with the following elements:

- 164 results**: Total number of search results, with a filter icon to the right.
- Filters**: A list of applied filters including:
 - Senior Software Engineer
 - In Greater Sydney Area
 - Includes [Keyword search](#)
 - +2 other filters
- Recommended skills**: A section titled "Recommended skills" with a sub-header "Top skills for this talent pool personalized by your typical searches." Below this are three interactive buttons:
 - [Add skills related to cloud computing](#)
 - [Show me suggested titles](#)
 - [Give me additional search suggestions](#)
- Feedback**: A "Was this helpful?" prompt with thumbs up and thumbs down icons.
- Search Bar**: A search bar at the bottom containing the text "Add Figma skills" (highlighted with a red box) and a search icon.
- Page Info**: "16 / 2,000" indicating the current page and total pages.

How to Get Started

Search Filters

Here is a full list of Search filters that you **can** query:

- Job title
- Location
- Open to work
- Active talent - candidates who are more likely to respond (looking for a job)
- Internal candidate
- Interested in company
- Company connections: candidates who know people at my company
- Skills and assessments
- Companies currently working for
- Schools
- Year of graduation
- Industries
- Seniority
- Who I've messaged
- Who I haven't messaged
- Candidates that aren't in any projects
- Spoken languages
- Network relationship: candidates I'm connected to, common connections with
- Years of experience
- Years in current company
- Years in current position
- Fields of study
- Degree
- Company size: works at small companies
- Past applicants

Here is a list of search filters that **CAN'T** be added:

- Race
- Gender
- Nationality
- Sexuality
- Age

How to Get Started

Using Recommendations

Ask for recommendations and insights from AI-Assisted Search in the chat.

For example:

“What are the top locations to hire Internet Security engineers from?”

“Which Business Development candidates are likely to change jobs?”

“Help me expand my search”

The screenshot displays a job search results page with 46 results. A chat window is open, showing a user's question and AI-generated suggestions. The suggestions include: "What are the top companies in the fintech industry?", "Show me suggested titles", and "Give me additional search suggestions". The user's input "Help me expand my search" is highlighted with a red box. The chat window also includes a feedback prompt "Was this helpful?" and a character count "24 / 2,000".

46 results ... ↗

- Senior Software Engineer
- In Greater Sydney Area
- Includes [Keyword search](#)
- [+3 other filters](#)

✦ ↗

Open to work has been added to **spotlights**.

✦ What are the top companies in the fintech industry?

✦ Show me suggested titles

✦ Give me additional search suggestions

Was this helpful? 👍 👎

Help me expand my search ➤

24 / 2,000

How to Get Started

Using Recommendations

Types of Recommendations they can ask for if you have **LinkedIn Recruiter**:

- Top titles for this talent
- Top companies for this talent
- Top skills for this talent
- Candidate likely to change jobs
- Top Locations we hire this talent

Types of recommendations if you have **LinkedIn Recruiter and LinkedIn Talent Insights**:

- Companies my organization hires from (Talent Competitors)
- Top skills for this talent at my organization
- Top tech companies in [location]
- Companies with layoffs
- Top titles for this talent at my organization
- Top skills for this talent at my organization
- Schools my organization recruits
- Top skills for this talent in my industry
- Help me expand my search
- Help me refine my search

How to Get Started

Finding Similar Profiles

Use search to find a similar candidate by using the @ similar profiles

For example: Find me candidates similar to @ming chen

This will gather profile information from Ming Chen to create a search with similar job title, years of experience, industry, etc.

18 results ...

- **Data Scientist** [+2 others](#)
- Includes [Keyword search](#)
- Knows **Python (Programming Language)** [+4 others](#)

Find me candidates similar to [@Ming Chen](#)

Python (Programming Language), Machine Learning, Data Science, TensorFlow, and PyTorch have been added to **skills**. **Data Scientist, Machine Learning Engineer, and Data Engineer** have been added to **job titles**.

[Add locations related to Data Science](#)

Type a new request

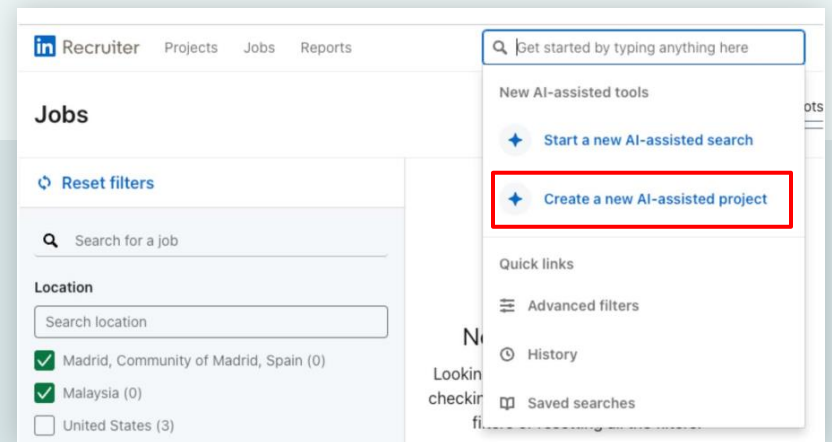
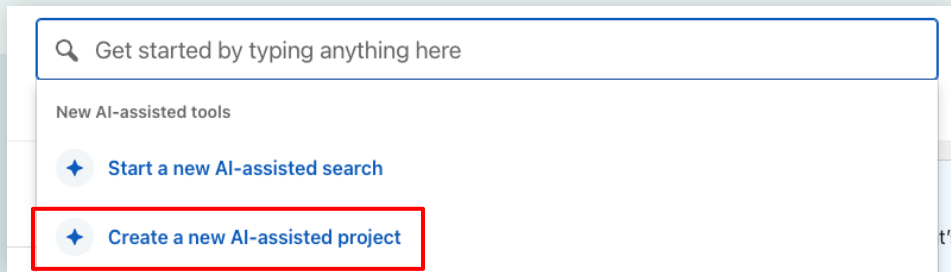
Why create an AI-Assisted Project?

- AI-Assisted Projects proactively serves up smart recommendations rather than relying on user prompts. Some of the smart recommendations it may provide: “here are skills/locations you should add”, “here's a similar project you can copy from”.
- Projects can be shared easily with one click to other collaborators you typically work with to fill requisitions.
- A similar project can be created quickly by copying an existing one.

Creating a Project

To get started with AI-Assisted Projects in Recruiter, click the search bar on the Recruiter Home Page. Using your own words, type in the candidate you are looking for and then select **Start a new AI-assisted project** from the drop-down menu.

You can also click the search bar on the upper right corner from the Projects, Jobs or Reports tab.



How to Get Started

Creating a Project

Fill in your project criteria, note that some fields are pre-populated for you, based on your query.

You'll also start seeing in-product recommendations to optimize your search criteria on the right-hand side.

As you see results, you can also add/delete criteria by interacting with the chat interface.

For example:

“Make the project remote and full-time.”

“Update the project name to Hiring Rec #298 and change the location to New York City”

Project details

Project name ^{*} Company hiring for [?]

Project description

Ideal candidate criteria Recommended

This information is private to your organization and helps us provide more relevant search results and recommendations for your role. If you post a job, you'll be able to edit its details separately. [Learn more](#)

Job title Seniority level

Similar job titles will also be included.

Workplace type Job location

This job will be shown to job seekers searching for on-site jobs in this location.

Employment type

Skills

Add skill keywords describing the role's qualifications for better insights and recommendations.

Project visibility ^{*}

If you choose to make the project private, you'll still be able to invite more people later.

Private
Only members of Program Manager Rec #349
Sharing with Hiring Team

Public
All members of Recruiter 4.0

* Required field

People who meet your candidate criteria
186

- Project Manager (Associate)
- Living or interested in working in Tokyo, Japan (On-site)
- Enter skills
- Contract

Feb 6

AI-assisted project creation

Describe the role you're hiring for in words or full sentences to get time-saving, AI-assisted recommendations.

This feature is always improving and can make mistakes. Always check responses for accuracy. [Learn more](#)

Suggestions to modify results

Consider modifying your project since you haven't listed any skills or locations in your project.

Top skills
Most common skills for this talent pool.

Top locations
Most common locations for this talent pool.

How to Get Started

Using Recommendations


Types of Recommendations they can ask for if you have
LinkedIn Recruiter:

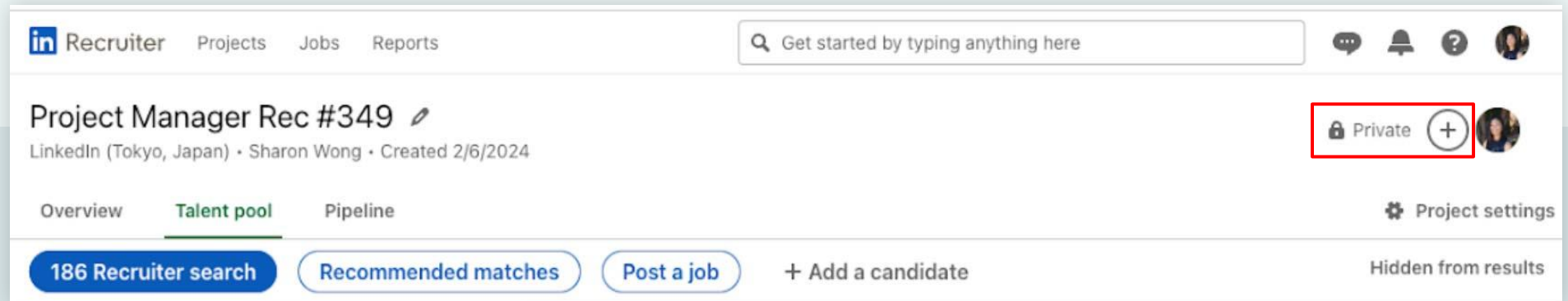
- Top titles for this talent
- Top companies for this talent
- Top skills for this talent
- Candidate likely to change jobs
- Top Locations we hire this talent

Types of recommendations if you have
LinkedIn Recruiter and LinkedIn Talent Insights:

- Companies my organization hires from (Talent Competitors)
- Top skills for this talent at my organization
- Top tech companies in [location]
- Companies with layoffs
- Top titles for this talent at my organization
- Top skills for this talent at my organization
- Schools my organization hires
- Top skills for this talent in my industry

Creating a Project

After the project is created, you can share the project by clicking on the  in the upper right corner to add collaborators.



The screenshot displays the LinkedIn Recruiter interface for a project titled "Project Manager Rec #349". The project is located in LinkedIn (Tokyo, Japan), created by Sharon Wong on 2/6/2024. The interface includes a navigation bar with "Recruiter", "Projects", "Jobs", and "Reports". A search bar contains the text "Get started by typing anything here". The project details section shows "Overview", "Talent pool", and "Pipeline" tabs. A red box highlights the "Private" status and the "+" icon for adding collaborators. The bottom bar features buttons for "186 Recruiter search", "Recommended matches", "Post a job", and "+ Add a candidate", along with a "Hidden from results" toggle and "Project settings" link.

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Best Practices for Better Results





Query tips to find candidates efficiently:


Include multiple search facets in one prompt for a quicker match to your criteria:

-  I'd like a senior program manager
-  I'd like a senior part-time employee with program management, Asana software experience and at least 5 years of managing others based in France or Brazil




Be specific in your query if there's a chance for misinterpretation:

-  I'd like an accountant based in London
-  I'd like an accountant based in London, Ontario, Canada

Ask questions to create a project:

-  "Help me create a project for hiring QA Engineers in the Dublin area."

Use the recommendations that AI-Assisted Search and Projects provides for you since they're driven by LinkedIn's knowledge base and insights- And don't be shy to ask it for recommendations:

-  What are the top companies for this talent?
-  What are the top skills for this talent in my industry?
-  Help me refine my search

Query tips to find candidates efficiently:

Find candidates that are similar to the person that was in the role before, or someone you know, using @, instead of just the name

- ✓ Find me an account executive similar to @minglee
- ✗ Find me an account executive similar to Ming Lee

Get better results from a search prompt you just submitted by refining your original search rather than starting a new one. The tool will become more efficient as you interact with it.

- ✓ Keep building on your existing query
- ✗ Start a new search when you want to change directions

Use grouping categories for searches for expanding your search

- ✓ I'd like accountants from trade colleges in Canada
- ✓ I'd like accountants on the East Coast of the United States
- ✓ I'd like accountants from the big 10 accounting firms

4

What Others are Saying: Customer Testimonials



Customers have benefited from AI-Assisted Search and Projects:

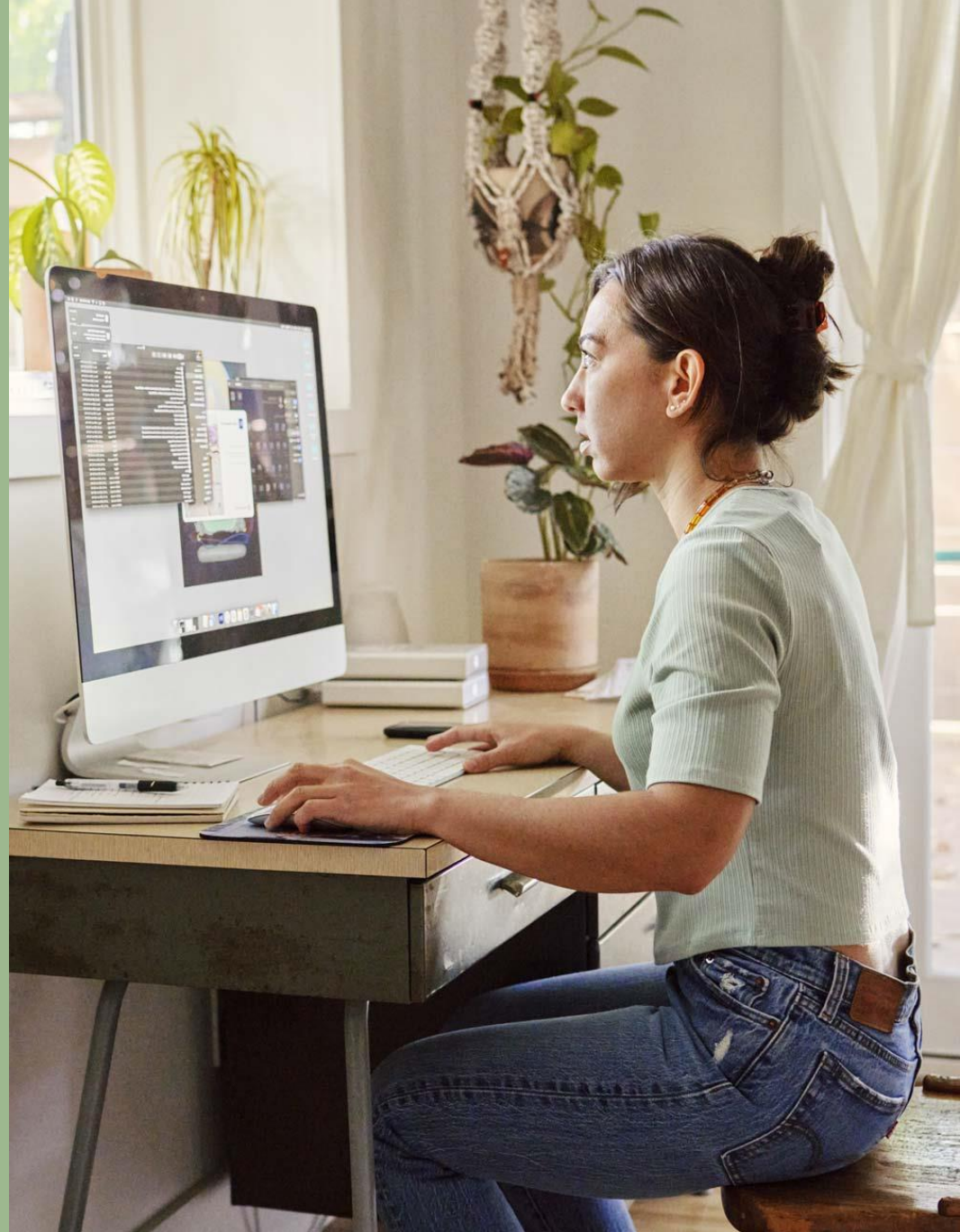
“The AI tool does a great job of figuring out what I’m looking for and suggesting other skills, and keywords that I didn’t think of to find the right talent.”

verizon^v

Brian Ely,
Talent Sourcer,
Verizon

5

Additional Resources for Extra Help





Additional Resources for Extra Help

Links for Additional AI-assisted Search and Project content

- [Customer Microsite](#)
- [General AI-Assisted Search and Projects in Help](#)
- [AI-Assisted Search and Projects In Help FAQ](#)
- [LinkedIn Talent Solutions AI Compliance FAQ](#)

6

Key FAQs



Questions about AI and Using This Feature

Who can use this feature?

The feature is currently available in English only for LinkedIn Recruiter and LinkedIn Recruiter Professional Services. We are gradually making this experience available, and you might not have access to it at this time. For more precise timing, connect with your LinkedIn account team.

How is LinkedIn using generative AI to create a new search?

AI-Assisted Search tries to understand your hiring intent (e.g., find a Public Relations Associate in Shanghai) and it breaks it down into the most relevant search filters (e.g. job title and location) for you to find the right people.

Note: AI-Assisted Search allows you to express your hiring intent in a more intuitive way, while the underlying search algorithm remains the same.

Does AI look for profiles written in other languages if my search prompt is in English?

We standardize profile titles, skills, schools across many languages, so if you're searching for titles, skills, and other facets, we will return matching profiles regardless of the profile language. For resume search, we currently only process and standardize resumes written in English.

Questions about AI and Using This Feature

What are the benefits of this feature?

With AI-Assisted Search and Projects, you can let LinkedIn know your hiring needs in your own words. It will automatically create and optimize a candidate search for you. As it learns the skills and experiences you're engaging with (and what you're not), it will provide you with smart suggestions to improve your search, allowing you to interact with search in a much more intuitive way. With AI-Assisted Search and Projects, you can accelerate your hiring efficiency and uncover new hiring strategies by expanding or narrowing your search results through smarter suggestions on search filters.

Do I have to use this feature?

Using this feature is optional. You are still able to initiate a search or create a project without using AI-Assisted Search and Projects.

Questions about Search

Here is a full list of Search filters that you can query:

- Job title
- Location
- Open to work
- Active talent - candidates who are more likely to respond (looking for a job)
- Internal candidate
- Interested in company
- Company connections: candidates who know people at my company
- Skills and assessments
- Companies currently working for
- Schools
- Year of graduation
- Industries
- Seniority
- Who I've messaged
- Who I haven't messaged
- Candidates that aren't in any projects
- Spoken languages
- Network relationship (candidates I'm connected to or have common connections)
- Years of experience
- Years in current company
- Years in current position
- Fields of study
- Degree
- Company size (works at companies of a specific size)
- Past applicants

Here is a list of search filters that you CAN'T use:

- Race
- Gender
- Nationality
- Sexuality
- Age

Questions about Search

What are some recommendations I can ask AI-Assisted Search and Projects?

You can ask for the following types of recommendations if you have LinkedIn Recruiter:

- Top titles for this talent
- Top companies for this talent
- Top skills for this talent
- Candidate likely to change jobs
- Top Locations we hire this talent

You can ask for the following types of recommendations if you have LinkedIn Recruiter and LinkedIn Talent Insights:

- Companies my company hires from (Talent Competitors)
- Top skills for this talent at my company
- Top tech companies in [location]
- Companies with layoffs
- Top titles for this talent at my company
- Top skills for this talent at my company
- Schools my company hires
- Top skills for this talent in my industry
- Help me expand my search
- Help me refine my search

How many questions can I ask when engaging with AI-Assisted Search? Is there a limit to my questions?

At this moment, there is no limit to the total number of questions you can ask. However, within 1 minute, you can ask no more than 10 questions.

Questions about AI and Using This Feature

Can I enter a search with Boolean string syntax?

You can enter your search criteria in natural language or Boolean syntax. Boolean strings will be translated into a combination of facets and keywords. If you want to perform a Boolean search without any AI-assistance, Boolean strings can be entered directly into the **Keyword** facet.

Can I see my previous search results? If so, how do I see the previous search results in the AI-Assisted Search?

There are 2 ways to see the previous search results in AI-Assisted Search:

- Click the **...More** icon at the top of the tool and select View search history.
- Click the **Expand** icon in the search summary to see search filters and keywords to manually adjust your search.

After a candidate comes up in the search, can I prompt AI-Assisted Search and Projects to message a candidate or save a candidate to pipeline?

No, we don't currently support navigation actions. However, you can message a candidate or add them to your pipeline from the candidate's profile card.

Can I ask AI-Assisted Search and Projects to make a change to a project while I'm on the Search page?

No, you need to update a project manually.

Questions about AI and Using This Feature

What can I do if AI-Assisted Search and Projects doesn't understand me?

If you believe AI-Assisted Search and Projects misunderstood or misinterpreted your question, you can rephrase or change your question. Additionally, you can click on the **Expand** icon at the top of the tool to expand the filter view and manually add or change your filters.

What should I do if the search response returns an error message? Or no candidates?

AI-Assisted Search and Projects will provide you with suggested prompts that can select, to help guide your search.

How can I make an advanced search?

If you want additional changes or refinements to your request, you can make an advanced search. Click the **Expand** icon at the top of the tool to expand the filter view and manually click **Advanced search** to see additional filters.

How can I clear my search?

To clear your search, click the **...More icon** at the top of the tool and select **Clear search**. This will clear all filters so. You can enter a new search.

When should I use advanced search vs. clear search?

If you want additional changes or refinements to your original request, click the **Expand** icon at the top of the tool to expand the filter view, and click **Advanced search** to see additional filters.

However, if you want to start a completely new search, we recommend you clear your search or start a new search from the global search bar. To clear your search, click the **...More icon** at the top of the tool and select **Clear search**.

Questions about AI and Using This Feature

When I ask AI-Assisted Search and Projects to search for candidates with specific experience, why does it add that experience to the “Skills and Assessments” filters rather than the “Keywords” field? Can I ask it to add them into “Keywords” instead?

When possible, AI-assisted search uses facets to construct your search since they give the most precise results. For skills, a faceted search will match many terms that match to a given skill (e.g. the terms “software product development”, “software development”, “software engineering”, and “sw development” will all map to the Software Development skill). A faceted search also attempts to return only users who possess that skill whereas a keyword search returns users who have that term anywhere on their profile which can lead to irrelevant results.

Can I save an AI-Assisted Search and Projects prompt for future use, and would it give me the same search result every time?

We don’t currently offer a way to save and re-use search requests. Because we are constantly evolving the capabilities of our systems, you may not always see the same search results from a given request.

Once you’ve created a search, you can save that search to a project to keep working within the same search across login sessions or to share that search with other users on the contract. To save your search, click the **...More icon** at the top of the tool and select **Save as new search**.

Questions about AI and Using This Feature

Is AI-Assisted Search faster than searching with filters or Boolean strings?

Inputting a prompt in chat saves time so you don't have to spend time navigating and manually toggling filters. Just type what's on your mind into the **AI-Assisted search** tool to refine your search.

I'm feeling stuck and running out of ideas to refine my search. What can I do?

AI-Assisted Search and Projects will provide you with suggested prompts that can guide your search. You can also ask it for suggestions by entering "Help me expand my search."

Where can I find all chat history with AI?

You can scroll up within your search session to see past chats from your current session. Once the session ends, the history is no longer visible. If you are working within a project, your chat history within that project will be preserved across login sessions.