
Boolean Basics

1. Use “**AND**” to narrow down your search to those who meet ALL of your specifications and reduce your number of hits (e.g. Developer AND Java)
2. Use “**OR**” to expand your search to include similar, related phrases and increase your number of hits (e.g. HTML OR CSS OR Javascript OR Ruby OR Java OR “C#” OR “C++” OR Python OR PHP)
3. Use “**-**” (**the subtract symbol**) to eliminate certain terms from your search (i.e., in the position filter, you can type Account AND Executive -CEO - Director -VP -”Vice President” -founder)

Alternatively, some folks find it easier to use “**NOT**” instead of the subtract symbol.

4. Use quotation marks (“ ”) to search for words and phrases exactly as they appear (i.e. “data scientist”) so that you’re getting the specific role

Useful Tips & Tricks

NOTE: For any of these, make sure that all parenthesis are closed and no terms contradict each other. For example, doing a search with (senior NOT senior) in the position filter will return a 500 error.

Looking for a more experienced candidate?

Add this string into the Position filter:

POSITION FILTER: senior OR sr OR lead OR Head OR principal NOT manager NOT director NOT VP NOT "Vice President"

Looking for a more junior candidate?

Add in this string to the Position filter:

POSITION FILTER: NOT CTO NOT "Vice President" NOT "president" NOT manager NOT VP NOT director NOT owner NOT head NOT Chief NOT senior NOT lead NOT sr NOT founder NOT founding

Want to filter out candidates from your own company?

Type this into the Company filter:

COMPANY FILTER: NOT (name of your company)

Looking for a programmer/software engineer that isn't senior staff?

POSITION FILTER: engineer OR developer OR architect NOT CTO NOT "Vice President" NOT "president" NOT manager NOT VP NOT director NOT owner NOT head NOT Chief NOT senior NOT lead NOT sr

Looking for senior programmers/software engineers?

POSITION FILTER: (senior OR sr) AND (developer OR architect OR engineer) NOT CTO NOT "Vice President" NOT president NOT manager NOT VP NOT director NOT owner NOT head NOT Chief NOT lead

Popular Searches

Software Engineer

SEARCH: (java OR ruby) AND (Dropwizard OR RabbitMQ OR Rabbit OR Redis OR MySQL OR MongoDB)

POSITION FILTER: engineer OR developer OR programmer OR software OR MTS OR "member of technical staff"

UI/UX Designer

SEARCH: (CSS AND HTML AND javascript) AND (frontend OR "front end" OR "front-end")

POSITION FILTER (current only): (UI OR UX OR design OR "user interface" OR "user experience") NOT (manager OR lead OR head OR principal) NOT director NOT VP NOT "Vice President" NOT senior NOT sr

General Recruiter

SEARCH: recruiter OR recruiting OR talent NOT director NOT manager NOT senior NOT sr

Important: under Exclusions, make sure you haven't checked the filter for "exclude recruiters"

Sales Manager

SEARCH: Sales OR (sales manager OR "sales mgr")

POSITION FILTER (current only): (senior OR sr) OR manager OR executive OR lead OR head OR principal NOT "Vice President" NOT "president" NOT VP NOT founder NOT founding NOT "sales engineer"