

Gem: Built for Talent Agencies and Recruiting Firms

Gem enables best-in-class, data-driven recruiting agencies to tie together their existing recruiting stacks, automate their sourcing efforts, and manage their databases of prospective candidates over the long haul. From providing outreach visibility to optimizing recruitment workflows, we help agency recruiters build and nurture candidate relationships and manage their candidate pipelines with predictability.

Increased Efficiency

Source 5x faster: Source directly from LinkedIn, 1-click upload to your ATS, or import a CSV of contacts from any source to start building and nurturing candidate relationships. Bypass copy-and-pasting with dynamic email templates using tokens pulled from LinkedIn for personalization at scale.

Duplicate-Check with your ATS: Know at a glance whether a prospect already exists in your ATS and never create a duplicate record again. Keep both systems in sync to stay on top of data hygiene and ensure that nothing gets lost.

Find Email Addresses: 90% of talent prefers to be contacted by email and 40% of tech talent has InMail notifications turned off. Find contact information you can trust—and send messages they'll actually see.

Automated Follow-Ups: Say goodbye to time-intensive, manual follow-ups and 2x your conversion to initial phone screen. Send on behalf of your clients' email addresses even if they're on different domains to captivate your prospects even more. ***Our customers 5x their reachouts and 2x their response rates.***

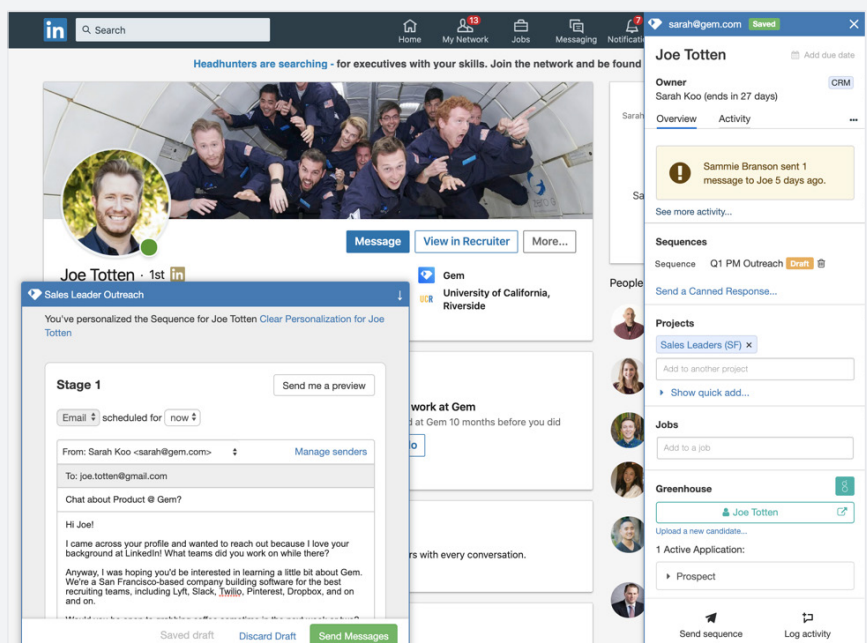
Integrations: Spend less time navigating browser tabs and more time engaging with candidates. Gem ties together all your critical recruiting systems like LinkedIn, your ATS, and email to give you the 360-degree view of what's going on with a candidate, wherever you are.



Gem has been invaluable on the Binc side because we can now send on behalf of our client email aliases, but that outreach logs in the Binc instance of Gem. Now all other Bincers can see it. So we don't only halve our logging time; we also have full visibility into the team's outreach and activity.

Nancy Wood

Director of Training and Project Operations

The screenshot displays the Gem interface integrated with LinkedIn. At the top, a LinkedIn profile for Joe Totten is shown, with a notification that 'Headhunters are searching' for executives with his skills. Below the profile, a 'Sales Leader Outreach' sequence draft is visible, titled 'You've personalized the Sequence for Joe Totten'. The draft includes a personalized message: 'Hi Joe! I came across your profile and wanted to reach out because I love your background at LinkedIn! What teams did you work on while there? Anyway, I was hoping you'd be interested in learning a little bit about Gem. We're a San Francisco-based company building software for the best recruiting teams, including Lyft, Slack, Twilio, Pinterest, Dropbox, and on and on.' The draft is scheduled for 'now' and has options to 'Send me a preview', 'Save draft', 'Discard Draft', and 'Send Messages'. On the right, a CRM overview for Joe Totten is shown, including fields for 'Owner' (Sarah Koo), 'Overview', 'Activity', 'Sequences' (Q1 PM Outreach), 'Projects' (Sales Leaders (SF)), 'Jobs', and 'Greenhouse' (Joe Totten). A notification indicates 'Sammie Branson sent 1 message to Joe 5 days ago'.

The screenshot shows the Gem recruiting platform interface. On the left is a navigation sidebar with sections like Overview, To-do List, Sequences, Outreach, Candidates, Projects, Reviews, Talent Pipeline, Analytics, Team Admin, and Help Center. The main area features a search bar at the top, followed by buttons for 'Add to Sequence', 'Add to Project', and 'More'. Below this is a table of 25 candidates, with columns for Name, Work, School, Location, Greenhouse, Due Date, Last Activity, and Projects. The table lists candidates such as Jaxx Mahoney, Layla Turner, Camden Brewer, Lilliana Huynh, Matilda Lu, Katalaya Sampson, Lily Morris, Omari Booker, Ximena Chapman, Benjamin Hernandez, Grace Mitchell, and Thian Simon. Each row includes icons for email and LinkedIn, and a 'Due Date' column with calendar icons. The 'Last Activity' column shows the date and type of interaction (e.g., 'Email (external)', 'Sent email'). The 'Projects' column lists various project names and connection types.

Name	Work	School	Location	Greenhouse	Due Date	Last Activity	Projects
Jaxx Mahoney	Senior Product Design Segment.com	American University	San Francisco Bay Area	Stage-Initial-Interview	Add due date	Email (external) 5 months ago	L3 EPD Referrals, Designers and 2 more...
Layla Turner	Senior Product Design Cruise Automation	Sciences Po Aix	Facebook		Jun 10	Email (external) 8 months ago	Designers, Friends of Gem Connection and 2 more...
Camden Brewer	Software Engineer III Cisco Systems	North Carolina State University	San Francisco Bay Area		Add due date	Sent email 2 months ago	Senior Women Eng, Friends of Gem Connection and 2 more...
Lilliana Huynh	Staff Software Engineer Dropbox	Tsinghua University	San Francisco Bay Area		Jan 16	Sent email 9 months ago	Friends of Gem Connection, Backend Diverse/URM and 2 more...
Matilda Lu	Front End Software Engineer	Hackbright Academy	Berkeley, California		Add due date	Friends of Gem Connection, Friends of gem OK to send Ex Dropbox Engineers	
Katalaya Sampson	Senior Software Engineer Zendesk	University of California, Berkeley	San Francisco, California		Add due date	Sent email 8 months ago	Friends of Gem Connection, friends of gem OK to send
Lily Morris	Engineer Informed K12	Illinois Institute of Technology	San Francisco Bay Area		Add due date	Sent email 9 months ago	Friends of Gem Connection, friends of gem OK to send
Omari Booker	Tech Lead, Machine Learning	Tufts University	San Francisco, California		Nov 2019	Email (external) 8 months ago	L3 EPD Referrals, Friends of Gem Connection, Backend Diverse/URM
Ximena Chapman	Software Engineer Chan Zuckerberg Intl	Caltech	Redwood City, California		Add due date	Sent email 9 months ago	No email checked w/Conn, Friends of Gem Connection, friends of gem OK to send
Benjamin Hernandez	Product Designer Asana	Parsons School of Design - The New	San Francisco Bay Area		Add due date	Email (external) 8 months ago	Designers, Friends of Gem Connection and 2 more...
Grace Mitchell	Product Designer Zipongo - Eating Well	University of Wisconsin-Madison	San Francisco Bay Area		Add due date	Reply (external) 3 months ago	Designers, Friends of Gem Connection and 2 more...
Thian Simon	Software Engineer		San Francisco			Email (external)	ex facebook engineers

Candidate Management

Build Talent Pools: Build lists of prospective candidates to reach out to for open and future reqs, find emails, and schedule automated follow-ups.

Open, Click, & Reply-Tracking: Know who opened your emails and when. Track click activity, link engagement, and responses in one place across your team. Analyze activity by team member, and track KPIs by reporting on early pipeline efforts.

Manage Active Candidates: Never let candidates fall through the cracks by using notes, due dates, custom fields, and stages.

Collaboration: Share talent pools, send-on-behalf-of (SOBO) hiring managers, gain visibility into every touchpoint your teammates have with prospective candidates, and easily implement Rules of Engagement across your team.

Rules of Engagement: Improve the candidate experience and keep your team organized with ownership information for every profile—along with a history of who on your team has engaged with that prospect in some way.

Search: Mine your existing talent pools across a wide range of attributes—work history, education, location, gender, years of experience, engagement with your outreach (opens, replies), touchpoint types, last contact date, and more—whenever a new requisition comes in. Then, curate lists of talent that you can add to Gem Projects or send sequences to.



Gem takes the busywork out so we can focus on personalization—real, meaningful touchpoints. You keep living on LinkedIn; you only need one open window; and you can craft outreach without ever leaving someone's profile. So you save a tremendous amount of time and energy.

Erica Waichman
Director of Recruiting



Gem is an all-in-one recruiting platform that integrates with LinkedIn, Gmail, Outlook, and your ATS. We enable world-class data-driven recruiting teams to find, engage, and nurture top talent.