LinkedIn recruiter message

Send InMails on Tuesday to Thursday mornings in the candidate's time zone, as soon as you've confirmed the profile fits. Use a connection request when you want an ongoing relationship rather than a single pitch.

INMAIL: PASSIVE CANDIDATE

Subject: [Job Title] role, [Work Arrangement], [Pay Range]

Hi [First Name],

Your move from [Previous Role] to [Current Role] at [Current Employer] caught my eye, especially [specific detail from profile].

I'm hiring a [Job Title] for [Company], [short company description]. You'd own [one-line scope] and report to [Hiring Manager Title]. Range is [Pay Range], [Work Arrangement].

Open to a 15-minute call to hear more? A quick "not now" is helpful too.

[Your Name]

CONNECTION REQUEST NOTE

Subject: Connection request (no subject line)

Hi [First Name], I recruit [type of roles] for [Company] and your [specific skill or experience] stood out. Would like to connect and share a [Job Title] role when you have a minute. [Your Name]

FOLLOW-UP AFTER CONNECTING

Subject: Thanks for connecting

Thanks for connecting, [First Name].

Here's the role I mentioned: [Job Title] at [Company]. [One-line scope.] [Pay Range], [Location or Remote]. Full details: [Job Link]

If it sounds interesting, I can set up a short call with you this week. If not, I'd still like to keep in touch for future [type of roles] openings.

[Your Name]

OPEN TO WORK CANDIDATE

Subject: Saw you're open to [Job Title] roles

Hi [First Name],

I noticed you're open to [Job Title] roles in [City]. We're hiring for one now at [Company]: [one-line

scope], [Pay Range], start date around [Start Date].

Your [specific experience] lines up well with what the hiring manager asked for. Can I send you the details or set up a quick call?

[Your Name]
[Phone Number]

SUBJECT LINE IDEAS

- [Job Title] role, [Work Arrangement], [Pay Range]
- Your [specific skill] experience
- A [Job Title] role you might like
- Saw you're open to [Job Title] roles
- Quick question, [First Name]
- [Company] is hiring a [Job Title] in [City]

SMS / WHATSAPP VERSION

Hi [First Name], it's [Your Name], a recruiter at [Company]. I sent you a LinkedIn message about a [Job Title] role ([Pay Range], [Work Arrangement]). Easier to talk here? Happy to share details. Reply STOP to opt out.

Placeholders to replace: [First Name], [Previous Role], [Current Role], [Current Employer], [Job Title], [Company], [Hiring Manager Title], [Pay Range], [Work Arrangement], [Job Link], [City], [Start Date], [Your Name], [Phone Number]