



Top Performing Job Websites

A 2015 Pew Research Center report found that 79% of Americans use online resources to aid their job search.

General Job Boards	Free Access	Mobile App	Detailed Company Data	Candidate Data	Candidate Resources	Networking/IM	Salary Data	Advanced Search Filters
LinkedIn	yes	yes	yes	yes	yes	yes	yes	yes
Indeed	yes	yes	yes	yes	yes	yes	yes	yes
Glassdoor	yes	yes	yes	no	yes	no	yes	yes
Monster	yes	yes	yes	no	yes	no	yes	yes
CareerBuilder	yes	yes	no	no	yes	no	yes	no
ZipRecruiter	yes	yes	no	no	no	no	no	yes
SimplyHired	yes	yes	no	no	no	no	yes	no
Craigslist	yes	yes	no	no	no	no	no	yes
JobisJob	yes	yes	no	no	no	no	no	no
Specialty Job Boards								
HireHeroesUSA (Veterans & Spouses)	yes	no	yes	yes	yes	yes	yes	yes
AngelList (Start-up Companies)	yes	yes	yes	no	no	yes	yes	yes
HireMadSkills (Spouses)	yes	no	no	yes	yes	no	yes	no
USAJobs (Federal)	yes	no	yes	no	yes	no	yes	yes
ClearanceJobs (Security Clearance)	yes	no	no	no	yes	no	yes	no
FlexJobs (Telecommute)	no	no	yes	no	no	no	yes	yes
Dice	yes	yes	yes	yes	yes	yes	yes	yes

HHUSA Job Board ****Most Beneficial****

Connects job seekers to over 800 Veteran and military spouse friendly employers and 14,000 active jobs. With over 5,000 jobs coming from partnered employers, Hire Heroes USA has a direct contact to send a tailored resume and cover letter to make an introduction on behalf of the job seeker. The other 9,000 jobs come from ZipRecruiter and Vet.Careers. It's like 3 job boards in 1!

- User friendly
- Extensive employer verification process for partnered employers to reduce scams
- Customizable job alerts
- Track your submitted applications
- Specialized search categorizes such as Security Clearance
- **Some advanced search filters**



Glassdoor.com

****Best Overall****

Has a large database of company reviews — submitted by employees. Glassdoor promotes itself as giving job seekers insights into a company's work conditions, interview processes, salaries and benefits. In addition to providing job listings, Glassdoor allows employers to identify job candidates and market their companies to job seekers.

- Real reviews and salaries from current employees give job seekers insight into the company culture and other intangible but important factors for job seekers
- In a 2-week test by [reviews.com](https://www.reviews.com) Glassdoor had 30% more posts per day than its competitors
- Functionality and user experience are optimized for both desktop and mobile devices
- Sponsored posts not clearly identified, can be misleading as some companies pay for better placement
- Some data is dependent on user reporting, so accuracy isn't optimal

Indeed.com

****Most Comprehensive****

A huge aggregator of postings from across the Web, this site consolidates listings from many job boards in one place. It also compiles information from various company career pages and allows you to search locally or globally.

- Increases search results by pulling listings from thousands of other sites
- Simple design and functionality, no-frills but easy to navigate and use
- Large number of filters for job seekers (i.e. salary, job type, experience level, etc.)
- Sponsored listings are easy to identify
- Can exclude types of positions with advanced search filters
- Extensive resources for job seekers
- Job listings may not be up to date
- No one-click application process, some jobs may require multiple redirects to get to the right site to apply
- Site navigation can be confusing, and it can be difficult to find access to resources available through indeed



LinkedIn.com ****Best for Networking****

Top networking site enables you to find jobs through your extended network. Additionally, you can join groups, participate in conversations and follow companies you find interesting and relevant to your job search.

- 500M+ users/10M+ active job listings
- Invaluable for researching companies, premium account gives access to data indicating growth or decline of a company, how you compare to the other candidates, etc.
- Shows you if you have connections that work at that company, Professional groups to aid in networking and identifying potential opportunities,
- Large component of recruiters' hiring process
- Wealth of resources for job seekers, and free access to LinkedIn Learning and Lynda.com
- **Not exclusively designed for job seeking**
- **Filters for job sites can cause you to miss out on positions sent by LinkedIn, if you don't have that position or a similar position listed in your preferences**

All of the Others....

CareerBuilder.com

One of the biggest job boards, and its robust search function allows you to filter by several criteria, including location, degree required and pay range. CareerBuilder partners with news media around the country and collects job listings from them. It also provides career advice and resources for candidates.

- Includes listings for 92% of Fortune 100 companies
- Provides data similar to LinkedIn for how you stack up against other applicants
- Access to career test to provide additional insight for job seekers
- **Lots of ads, can be distracting and make the site look cluttered**



Monster.com

This massive job site is aptly named because it includes one of the largest numbers of job listings of any website. It also allows you to upload your resume and offers networking boards, as well as a search alert service so you can get targeted posts delivered via email.

- BeKnown app for Facebook lets you use connections you already have to help form professional connections, can also connect your LinkedIn profile
- Easy one-click application process, but can be counterproductive if resume is tailored to a different type of position
- Resume services offered by Monster are a constant source of complaints from users/customers
- Spam emails

ZipRecruiter.com

Over 8 million jobs and an easy one-click application process. Once an application is submitted, job seekers are notified on the next steps automatically.

- Strong mobile device functionality
- One-click apply
- Users have been targets of scams via email and text messages

JobisJob.com

Collects employment offers from scores of major boards and organizes them to sort out spam. Proprietary search technology and filters allow job seekers to apply for jobs with few clicks.

- Great for job seekers looking to find work abroad
- Strong email alert performance (better than LinkedIn, Glassdoor and Indeed)
- Has a tool that shows thriving job markets
- Quality of results can be negatively impacted by its heavy reliance on other aggregators
- Jobs are updated with less frequency than other sites



SimplyHired.com

This search engine offers an email alerts service and lets you save your job searches. Candidates can sort their searches to focus on companies that hire veterans, have a high rate of diversity and abide by eco-friendly practices, among other criteria. Relatively new compared to other job sites.

- One of largest constantly updated pools of job listings
- One-click apply
- Blog space to gather advice or insight
- No advanced search filters

USAJobs.gov

This search site is the premier site for finding employment with the federal government. It collects postings from state work agencies, as well as other company websites.

- Unlike many other job sites all listings show salary ranges
- No mobile application but USAJobs.gov website is optimized for mobile devices
- Only has listings for federal positions
- Application process much more extensive than for traditional civilian positions

Dice.com

The best career search engine you've never heard of, is great for current and aspiring IT & Engineering professionals and provides several features that would typically be found in the more premium career search engines.

- Indicates whether a position is a direct hire position or from a recruiting firm
- A search filter option for Telecommuting/Remote opportunities
- Resources like a career path tool to help identify the skills you'll need to get into the job you want, a salary predictor that give you a customized salary report based on your skills and experience, forums to connect with current and job seeking employees and many more
- Positions require experience/skills in IT and/or Engineering
- Many of the opportunities listed are geographically concentrated in fewer areas due to the marketplace and industry trends



ClearanceJobs.com

This is a niche market job site for individuals with an active or current security clearance only. Jobs are with defense and intelligence contractors or federal government organizations.

- Security clearance FAQ section, news and information about employers and positions
- Easy search by type of security clearance (i.e. TS/SCI, Secret, Polygraph, etc.)
- No mobile app but site is optimized for mobile devices
- **Niche market, not suitable for individuals whose security clearance is expired**

HireMadSkills.com

A virtual staffing company targeting military spouses. When you create your profile, you join the company's candidate pools for specific telecommuting/remote positions. Short-term, long-term and contract positions.

- You can have up to 5 different resumes/profiles posted
- Hiremadskills will source opportunities for you or you can apply directly to employers
- Nature of remote work provides greater freedom and autonomy in many instances
- **Heavy focus on IT related positions, requires a certain level of tech savviness**
- **Less than 20 jobs listed**
- **Remote positions require a higher degree of personal accountability and organization and may not be for everyone**

FlexJobs.com

Paid source for remote, part-time and Flex-jobs.

- Every job and company are pre-screened to ensure no scams, spam or ads
- Blogs, tips and job seeker resources
- Advanced search filters make finding the right position easier
- **Niche market for jobs**
- **Subscription fee and tiers**



Craigslist.com

Local business positions many of which are not posted on other job boards. Great source for part-time positions, ideal for anyone considering school.

- Local positions not always listed on bigger sites
- Good source for part-time/student jobs
- Listings are not vetted to the same extent as most other job sites
- No one-click apply, candidate resources or company/candidate data

AngelList.com

Primary focused on start-ups and small company listings.

- Lots of tech jobs
- Email alerts
- Niche market
- Compared to other sites not a large number of positions or companies

Recruiting Firm Websites

Many recruiting firms like *Robert Half*, *Personify* and *Select Group* have jobs listed that are exclusive to their companies, and some of them, like *Select Group*, specialized in specific industries, like IT or Healthcare.

Additional Information

After exploring the above list of the best job search websites, you might consider registering with more than one site since each offers a slightly different experience and list of benefits.

Volume of information and job openings can make the organization and tracking of potential positions a job.



Cons of using online job sites:

Networking

Majority of jobs are still not advertised. Job sites are not a substitute for face-to face interaction.

Competition

Thousands of applicants also reduce the likelihood of receiving feedback or a response.

Making the right connections

It can be harder to connect directly with employers, a specific individual, or follow up after applying. Companies are outsourcing recruiting to firms who then post jobs on various job sites.



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