

Subject: Regarding your work at [Current Company Name] / [Specific Project]

Dear [Candidate Name],

I have been following your career progress, specifically your recent work regarding [Specific Achievement or Skill Set]. Your background in [Industry/Field] stands out, and I am impressed by the impact you have made at [Current Company Name].

I am reaching out because I am currently building the [Department Name] team at [Your Company Name]. We are looking for a [Job Title] who can lead our efforts in [Core Mission/Key Challenge]. Given your expertise in [Specific Skill], I believe you could play a pivotal role in our next phase of growth.

We are doing things a bit differently here by [mention one unique selling point: e.g., remote-first culture, proprietary tech, or market disruption]. I would value the opportunity to hear about your professional goals and share how we are approaching [Industry Problem].

I understand you may not be actively looking for a new role right now, but I would love to start a conversation. Are you available for a brief 15-minute introductory call on [Day] or [Day] at [Time]?

Best regards,

[Your Name]

[Your Title]

[Your Company Name]

[Link to Company Website/LinkedIn]